



Nourishing



with Opportunities



Sustainability Report

- ↕ Materiality Analysis
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*This Integrated Report was created using the GRI Global Reporting Initiative methodology, an international standard that represents best reporting practices from throughout the world.

#UnrÁbolALaVez campaign aims to enhance forest cover, restore watersheds, and safeguard biodiversity throughout the country.

Forward-Looking Statements

This report contains certain forward-looking statements with respect to the sustainability goals of Almacenes Éxito S.A. (the “Company”) and its plans, intentions, expectations, assumptions, goals and beliefs regarding its business. These statements include all matters that are not historical fact and may be identified by the use of words such as “believes”, “expects”, “anticipates”, “intends”, “estimates”, “should”, “will”, “shall”, “may”, “is likely to”, “plans”, “targets,” “goals,” “outlook”, “target”, “KPI” or similar expressions, including variations and the negatives thereof or comparable terminology. These forward-looking statements include, among other things, statements about expectations in connection with the Company’s environmental, social and governance (“ESG”) initiatives, including the targets and goals set forth in this report.

The Company cautions that its forward-looking statements are subject to risks and uncertainties that could cause actual results to differ from those expressed in, or implied or projected by, the forward-looking information and statements in this report. Important factors that could cause actual results to differ from those anticipated in these forward-looking statements include, among other things, the extent of the Company’s ability to meet its ESG goals and targets and the specified KPIs set forth in this report. In light of these and other risks, uncertainties and assumptions, the forward-looking events described in this report may not occur. The forward-looking

statements speak only as of the date of this report. The Company undertakes no obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise. All subsequent written and oral forward-looking statements attributable to the Company or to persons acting on its behalf are expressly qualified in their entirety by the cautionary statements referred to above and contained elsewhere in this report.

Except where noted, the information covered in this report highlights the Company’s ESG performance and initiatives for fiscal year 2022. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information. Moreover, this report may use certain terms, including those that the Company or others may refer to as “material,” to reflect the issues or priorities of the Company, its subsidiaries, and its stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” as defined by or construed in accordance with securities, or other, laws or as used in the context of financial statements and reporting.

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Materiality Analysis

[GRI 3-1] The materiality analysis is a method that allow us to identify the most important and interesting topics for the organization in areas related to social, environmental, economic, and corporate governance matters. Every two years, material issues are measured and quantified to respond to the constant change of the environment, market dynamics, stakeholder expectations, global standards, mega trends, and sustainability evaluation organizations in relation to issues that may influence their relationship with the company.

This year, for the first time in the company, we conducted the exercise using the **“Double Materiality”** method, which provided us with a greater understanding of what stakeholders think is important.

This technique enabled us to create time frames to assess issues that will be critical in the near, medium, and long term. The company’s initiatives are aligned with the materiality and topics prioritized by the various stakeholders **[GRI 2 29]**.

The Sustainability Department conducted the measuring process **[GRI 2-13]**. To establish the prioritization of strategic issues, we considered these five steps:



Step 1 Identification of topics

We reviewed external inputs through benchmarking: Megatrends, Sustainable Development Goals, sustainability standards, and sustainability indexes, among others.

Also, internal inputs, such as, the company’s sustainability strategy, policies, corporate risks, and parent company’s materiality.



Step 4 Cross reference and prioritization

We weighted the information collected in previous stages and created a prioritization matrix in which we evaluated impacts related to sustainability on the X axis and financial effects on the Y axis



Step 2 Definition of stakeholders **[GRI 2-29]**

We developed a map solution to select the key actors to be consulted in representation of prioritized stakeholders, from which we considered the following: Board of Directors, Senior Management, employees, customers, suppliers, opinion leaders and media outlets, sustainability-focused academies, and community leaders.



Step 5 Validation

To focus the management system on strategic issues, we submit for their approval the Materiality Matrix to Senior Management and the Sustainability Comitee of the Board of Directors **[GRI 2-14]**.

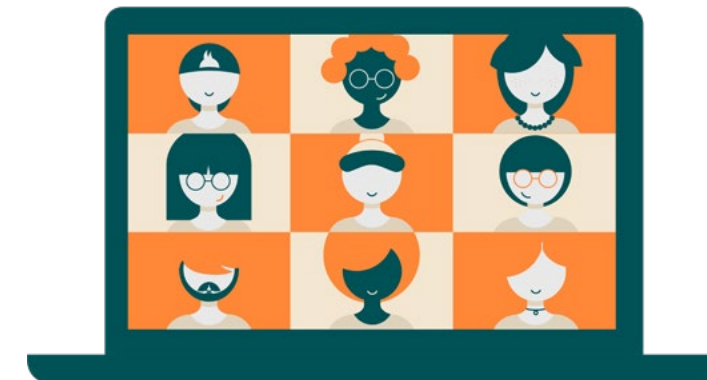


Nourishing
Colombia with
Opportunities



Step 3 Dialogue with stakeholders

We conducted interviews and surveys with more than a **thousand people**, from different stakeholders, to identify their most relevant topics, in terms of financial impact and of Environmental, Social and Governance ESG impact. In this way, we applied the double materiality methodology.



As a result of this exercise, we present below the company’s material issues for the period 2023-2025, **[GRI 2-16] [GRI 3-2]**:



Learn about Material
Analysis here.

Strategic Topics [GRI 3-2][GRI 304-2]

The following topics show the strategic and relevant focuses to continue Nourishing Colombia with opportunities:

1. Climate Change

Manage the carbon footprint and promote sustainable mobility on different fronts: logistics, employees, and customers.

2. Local economy and inclusive businesses

Promote of local and direct (without intermediation) purchases, favoring the productive communities and vulnerable populations or those affected by violence.

3. Circular economy and packaging's

Promote the different principles of the circular economy: reduction, redesign, reuse, and recycling by enabling post-consumption programs, the correct management of waste in the company's facilities and the work toward eco-design in packaging.

4. Managing food waste

Develop programs to prevent food waste and promote food donation to banks and authorized institutions for their management.

5. Biodiversity conservation

Protect biodiversity through strategies that promote deforestation-free supply chains and work toward conservation.

6. Enabling Fundación Éxito's strategy

Encourage social investment and generation of resources for child nutrition initiatives associated with the mission of Fundación Éxito.

7. Diversity and inclusion

Promote respect for human rights, equal opportunities, accessibility in facilities, and inclusive, diverse, and equitable employability programs.

8. Supply chain management

Identify the suppliers as well as the social and environmental aspects of our supply chain. that allow for mutual growth and the creation of shared value.

Grupo Éxito's Materiality



Relevant Issues

9. Human Rights.

Emerging Issues

- 10. Develop our work associated with communities
- 11. attract, retain, and develop talent
- 12. Democratizing healthy lifestyles
- 13. Animal welfare in production practice
- 14. Contribute to long-term economic performance and financial stability
- 15. Cybersecurity and data protection
- 16. Living wage

Transversal Issues

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

- Achievement of good governance and risk management practices
- Innovation
- Educating the consumer on the Sustainability Strategy issues
- Management of ethics and compliance (habeas data)
- Digital transformation
- Promotion of public policy and alliances to promotion of the Sustainability Strategy
- Management of health and safety at work
- Communication and relationship with stakeholders

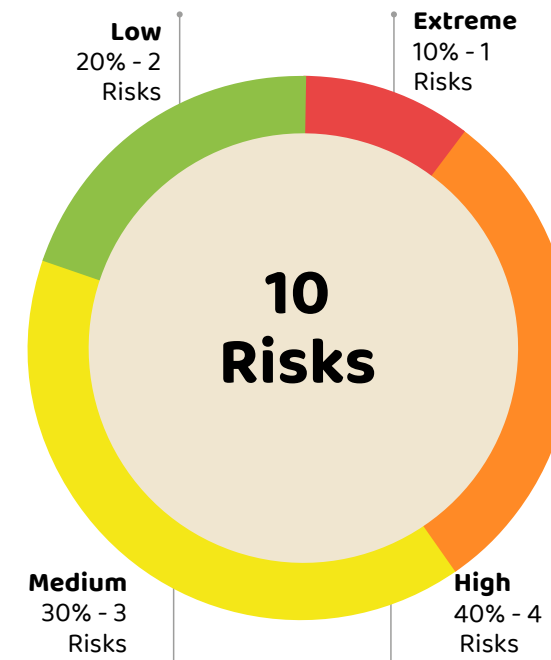
Sustainability Risks

[GRI 2-12] [FB-FR-430^a.3]

The main strategic risks associated with the company's sustainability were identified under the leadership of the Risk Management team. The ISO 31000 methodology was applied and had the validation of the Corporate Committee.

This assessment is done every two years. The risks encountered outline the dimension of the impacts on the company and allow us to establish control measures, as well as associated strategies for social, environmental, and economic issues.

Distribution by severity



Community engagement

Biodiversity and deforestation

Circular economy (Packaging)

Social Impacts on the supply chain

Climate change

Health and nutrition

Occupational health and safety

Nondiscrimination, diversity, inclusion, and equity

Good business practices (Governance, Ethics, and Compliance)

Inclusion and solidarity (Fundación Éxito)



Community engagement

Risks associated with misperceptions about the relationship with communities may affect trust with them and the company's operation.



Biodiversity and deforestation

Risks associated with the damage to biodiversity and/or deforestation linked to products marketed under the company's private label that contain edible palm oil or meat products (beef).



Circular economy (packaging)

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



Social consequences in the supply chain

Risks of non-compliance by suppliers with regulations and commitments assumed by the company concerning the protection of human rights and fundamental freedoms. This non-compliance is associated with child labor, forced labor, discrimination, lack of freedom of association, non-payment of minimum wage, and occupational health and safety deficiencies.



Climate change

Physical risks related to extreme weather events (associated with climate change) and market transition, reputational, policy and/or regulatory risks.

We are driven

to contribute to our country's growth and well-being through our Superior Purpose: Nourishing Colombia with Opportunities.

[GRI 2-22] [GRI 3-2]

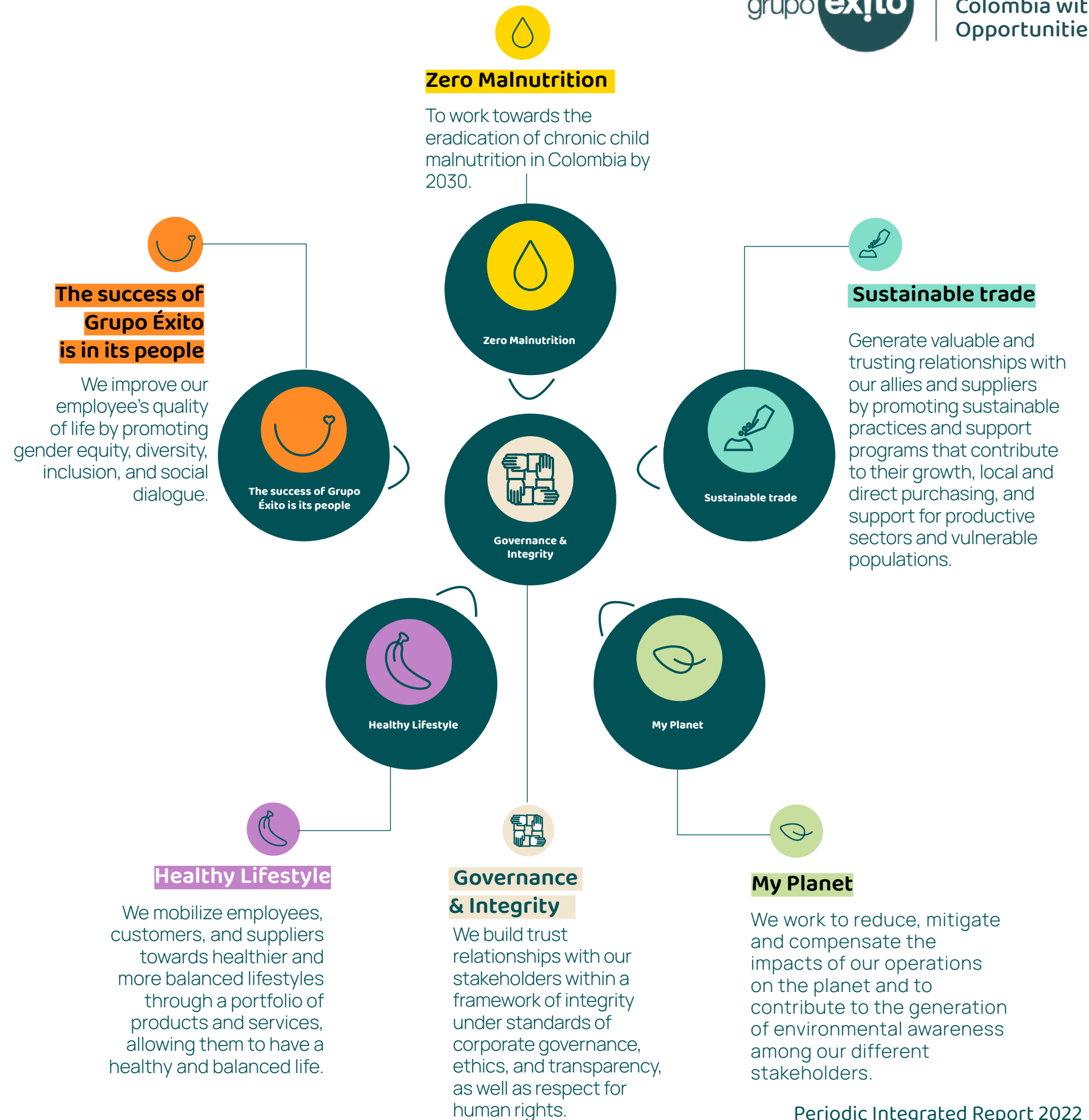
In 2022, the company's Superior Purpose was presented through a manifesto: "We believe in the power of building a country together. We dream of a country field with solidarity responsibility, transparency, and lasting relationships in which we take care of each other and take care of the planet.

We continue to nourish Colombia with opportunities through our commitment to the nutrition of our country's children, contributing to the development of our suppliers and co-creating with them the best ideas, betting on the Colombian countryside by generating actions aimed at protecting our planet, the biodiversity, and natural resources, raising awareness among our stakeholders to

walk towards the same goal, promoting diversity and equity, democratizing the trade of products and healthy habits that carry care of people's lives.

The well-being of our employees inspires us, the generation of dignified and quality employment, and the construction of relationships based on trust to serve Colombia and its people with love..."

This is why we **orient our actions lighted by our Superior Purpose** and, based on it, we established our Sustainability Policy, framed in the Sustainable Development Goals and the Global Compact guidelines, and followed six challenges declared by the company.



Zero malnutrition

We nourish Colombia with opportunities through our corporate Social MEGA, which aims to achieve the first generation with zero chronic malnutrition in our country's children under 5 years



We work, on these fronts to achieve this:

- Generating and transferring knowledge
- Generating resources and alliances
- Communicating and raising awareness
- Having an impact on public policy



In Colombia, one out of every nine children is not growing up healthy because he/she suffers from chronic malnutrition. It is estimated that there are close to half a million children in this condition.

“

I am very grateful to Fundación Éxito, it has been a tremendous help. I have 4 daughters, I dedicate myself to their child raising while my husband works, so it is very useful for us to be considered. The advice of psychologists, pedagogues and nutritionists is excellent, it has allowed me to learn a lot and even get out of the routine.

Ayela Orozco, is a mother who has benefited from Fundación Éxito

”

60,046
Boys and girls

received better nutrition for body and soul in **27** states and **192** municipalities.

▼
17.20%
less than
in 2021.

57.52%
are benefited
from nutrition programs

42.47%
in complementary programs. [GRI 3-1]

200,403
food packages

were donated.

▼
7.79%
less than
in 2021.

Chronic Malnutrition: a silent threat

Since 2013, Fundación Éxito has been leading the cause against chronic malnutrition, an intense fight to eradicate hunger and combat this silent evil that stops the healthy growth of more than half a million children nationwide.

Among the types of child malnutrition, **chronic malnutrition has a characteristic that makes it even more severe: it is silent.** At first glance, children do not look sick, but their brains are not growing as they should.

Chronic malnutrition is a condition that alters the physical and cognitive development of children. **The first 1,000 days of life** present the most significant risk of malnutrition but also the greatest opportunity to eradicate it.



You can learn more here



The **"Goticas"** is a revenue source through clients, allowing us to bring nourishing care to various regions of our country.



Colombian children deserve the opportunity to grow up with zero chronic malnutrition.

34,540
Children (boys and girls)

benefiting from nutrition programs

31,469
Children
(boys and girls)

under the age of two received complementary food supplements during their first thousand days, same as **3,071** children (boys and girls) between the ages of two and five.

▼
35.38%
less than
2021.

▼
24.47%
less than
2021.

25,506
children
(boys and girls)

in support programs: "Nutrición para el alma" (Soul nutrition) (reading, music and training of educational agents).

▼
47%
less than
2021.

* The reduction is due to higher food price inflation in 2022, which limited coverage growth in the number of children benefited and food packages delivered.

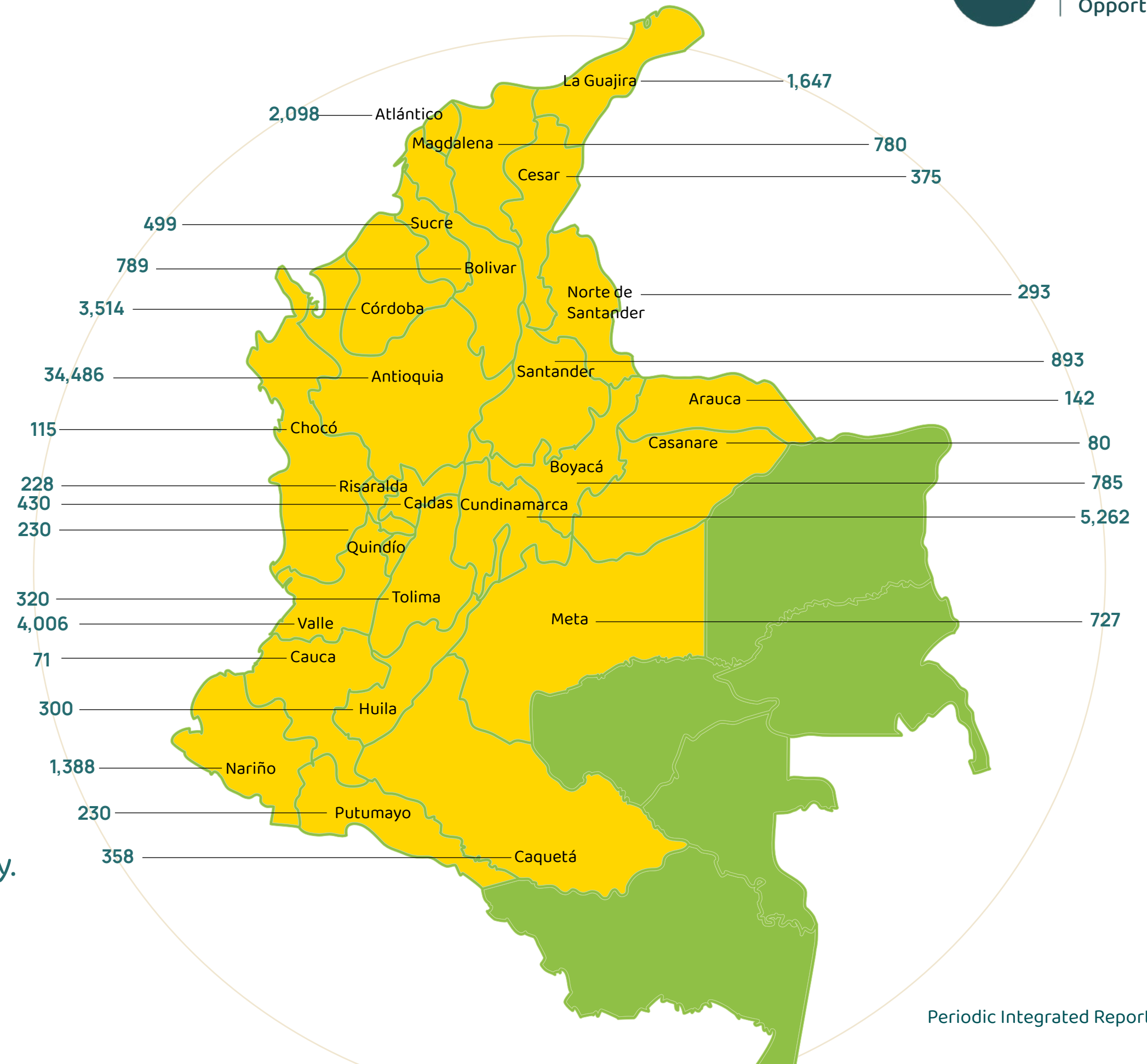
More than 60 thousand children benefitted in the different states of our country

40%

of Colombia's municipalities

have conditions to generate chronic malnutrition, so the country's under-five population is at risk from suffering this condition.

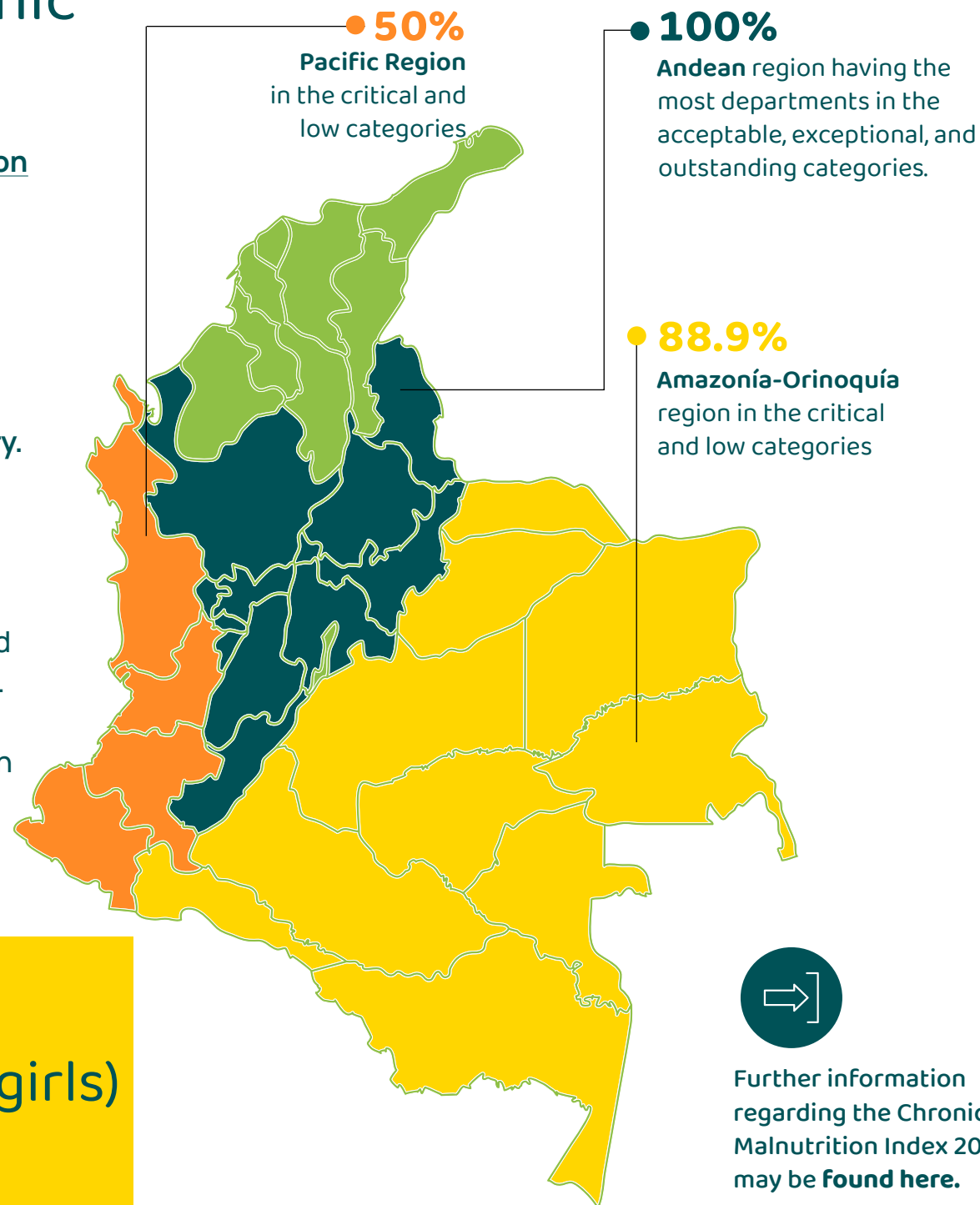
Studies show, that a child with chronic malnutrition before 2 years can have **14** points less IQ in adulthood, **5** years less education, and **54%** less salary.



1 out of every 9 children in Colombia suffers from chronic malnutrition.

The results of the **Chronic Malnutrition Index 2022**, carried out annually by **Fundación Éxito** in Colombia and built using data from official sources, show the behavior of the disease between 2015 and 2020, analyzing **14 determinant variables in 1,121 municipalities and towns in the country.**

Each variable was categorized according to the children's risk of suffering from chronic malnutrition, such as: zero critical, low, medium, and satisfactory outstanding malnutrition. A total of 45 municipalities were not included due to the absence of data on some of the variables analyzed.



1,026,491 children (boys and girls) under 5 years of age are at serious risk of suffering from chronic malnutrition.



Further information regarding the Chronic Malnutrition Index 2022 may be **found here.**

“ It is important to understand the social dynamics that cause the origin to health inequities, understanding that these are the expression of a set of socioeconomic and cultural factors, on which interventions aimed at eradicating chronic malnutrition, preventing disease and promoting health should be based. ”

Fundación Éxito's director, Paula Escobar

Nutritional education to raise awareness

- The Early Childhood Nutritional Health Conference was held, and almost 5,000 attendees were updated by specialists from five continents.
- The conference “When and Why Breast Milk Saves Lives” was delivered, a nutritional education proposal carried out in alliance with Casa Editorial El Tiempo and the World Health Organization expert Chessa Lutter, was held for 1,350 people who joined virtually.

Fundación Éxito: 40 years nourishing lives



Fundación Éxito celebrated its 40th anniversary by presenting the **19th Child Nutrition Award**, recognizing those working for children's nutrition in Colombia.

To celebrate **#40AñosFundaciónÉxito**, three gifts were given to protect the lives of the most vulnerable early childhood in Colombia:

From taste with Goticas to higher knowledge:

Diego, a Goticas beneficiary, received a scholarship to study Civil Engineering at EAFIT University in Medellín. In his early childhood, this young man was able to feed himself better thanks to the Goticas. He received a scholarship as a gift to become a professional. More than COP 100 million, which the Foundation and the donors of the Goticas add for his life and the development of Colombia.

“The secret of Fundación Éxito: to be reborn before each child whose life is protected and nurtured”

Gonzalo Restrepo,
chairman of the
Fundación Éxito's
Board of Directors.

Watch the complete transmission of the 19th Child Nutrition Award [here](#).

Find out more [here](#)

We are moved by a healthy childhood:

The Manaure rural community now enjoys the first immunization facility for the Wayuu mother and child population.

To achieve zero malnutrition, vaccination must be ensured. Disease breeds malnutrition and malnutrition breeds disease.

Find out more [here](#).



We are inspired by the lives of children and their families:

in Mitú, new portable diagnostic aids travel to the communities to protect children and pregnant mothers, mainly indigenous.

A mobile ultrasound scanner, a hemoglobinometer, and cervical cryotherapy guns, were delivered. Additionally, humanized delivery rooms that respect the indigenous populations' knowledge and ancestry practices will be made available.

Find out more [here](#).

An action of love that generates positive social mobilization



Every year, breastfeeding saves more than **800,000** children's lives worldwide.

Breast milk is the best antidote against chronic malnutrition. The hashtag **#Lactatón** reached more than **13.5 million people** on Twitter and was the second trending topic on this social media on *Lactatón day*. We nourish opportunities for the most vulnerable people by donating food.

Through food contributions we provide opportunities for those who are most in need

[GRI 3-1]



The prioritized population is socioeconomically vulnerable and has low gestational weight, low birth weight, critical malnutrition, or chronic malnutrition.



1,256
tons
of food



102
tons
non-food

were donated to **23 food banks and 240 partner foundations** and organizations.

Recovery of agricultural excesses through Fundación Éxito

Fundación Éxito financed the agricultural excess recovery program (Reagro), whose management in Antioquia prevented the loss and waste of 2,098 tons of surplus from farmers' harvests, benefiting 143,854 people.



Find out more about Reagro here.



EatCloud

61,656
adds on

EatCloud.



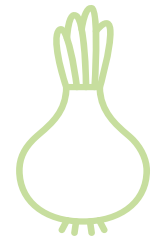
5.34%
More than in 2021.

By managing donations, this online platform aims to transform the food industry.

Terrazas Verdes: cultivating life, dreams, and new opportunities for Children

As a result of the Terrazas Verdes initiative, some women who are household now have occupations taking care and maintaining the hydroponic crops on the terraces of Comuna 13 in Medellín, while also taking care of their children without having to leave their homes.

In one year, 7 tons of nutritious food were grown for the community of Medellín, and 300 families benefited through hydroponic lettuce and basil crops, which are later sold in our stores.



300 households

were benefited by the *Terrazas Verdes* crops, which were sold in Éxito Laureles and Carulla Laureles.



Carlos Sánchez, el Nene, leader of Terrazas Verdes in Medellín's Comuna 13.

“Terrazas Verdes allows us to sow opportunities to harvest the Comuna’s families welfare. We hope that by creating these spaces, people will be able to dream big and change their reality while also feeling proud of who they are and where they’ve come from”

Early childhood care in Valle del Cauca

In Cali, Fundación Éxito contributed to the Huertas Urbanas project, which seeks to promote urban agriculture to ensure food security in the city. This initiative began in April of this year and will benefit 90 children in this territory.

A children's collection with purpose

People and Finlandek, Grupo Éxito's private labels, in alliance with La Pequeña Galería and with the support of Fundación Éxito, launched their first children's fashion collection, whose sales contributed to the provide food for 400 children.

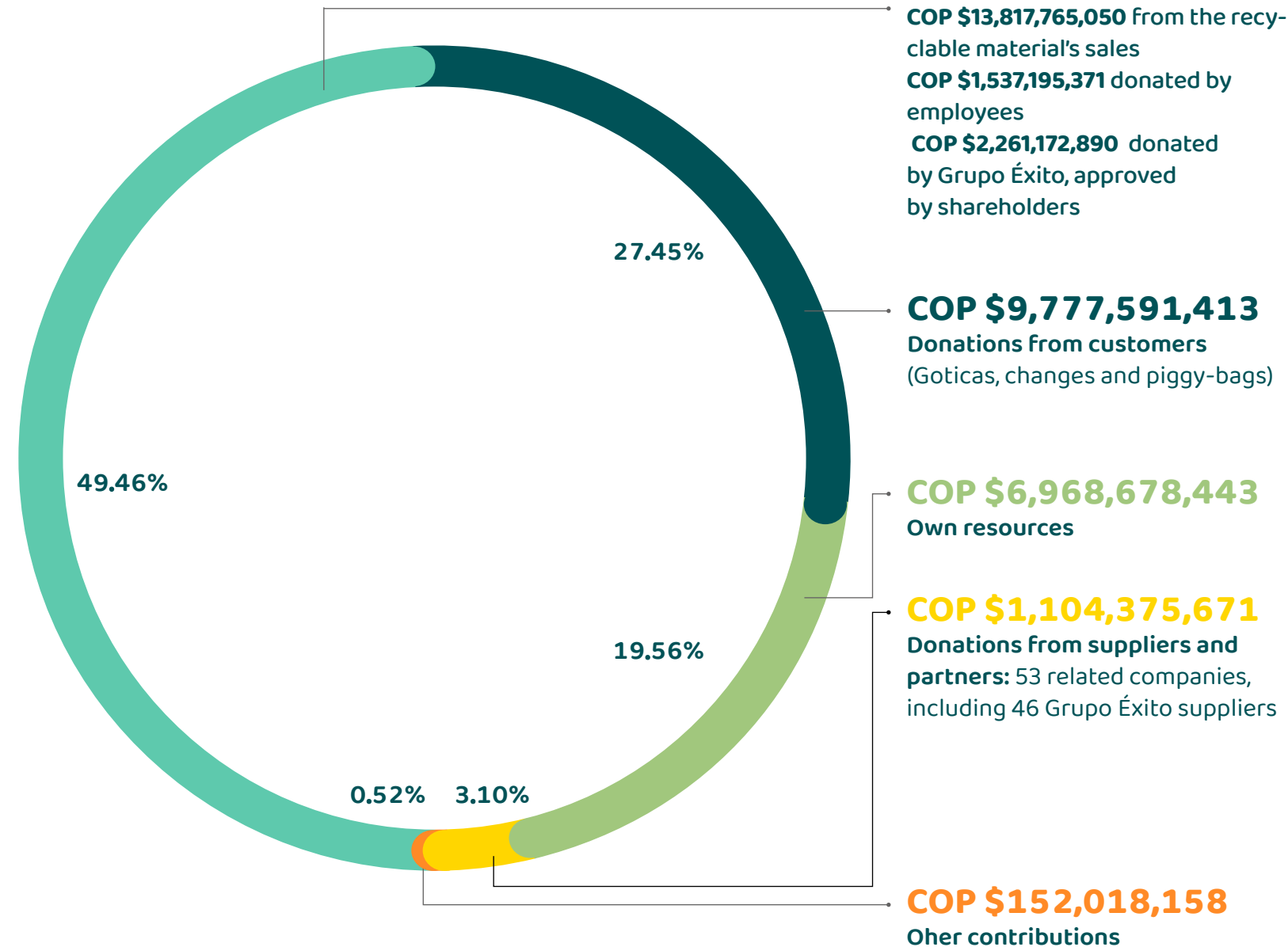


5% of the sales of this collection were destined to provide supplementary food to the little ones and their families.

Wills that sum up the country's children's nutrition

Fundación Éxito had a total revenue of COP 36 million, thanks to the contribution of various partners.

▲
11.52%
more than
2021.



100% of social investment

was dedicated to projects in favor of the community.

COP \$17,616,133,311

contributed by Grupo Éxito
COP \$13,817,765,050 from the recyclable material's sales

COP \$1,537,195,371 donated by employees

COP \$2,261,172,890 donated by Grupo Éxito, approved by shareholders

COP \$9,777,591,413

Donations from customers (Goticas, changes and piggy-bags)

COP \$6,968,678,443

Own resources

COP \$1,104,375,671

Donations from suppliers and partners: 53 related companies, including 46 Grupo Éxito suppliers

COP \$152,018,158

Other contributions

Contribution type

Figures in COP



Contributions in cash

COP \$21,374,814,366



Volunteer time from employees

COP \$9,858,511



Donations of products and services

COP \$ 11,479,965,314



Management expenses

COP \$929,062,227

Child Nutrition in the national public agenda

Fundación Éxito makes a permanent effort to ensure that child health and nutrition are prioritized in the national public agenda, through public policy advocacy work based on the generation of knowledge and active participation, both in social networks and in national and international collectives.

The Foundation is also part of *NiñezYa*, a network of more than **200 civil society organizations** whose joint mission is to advocate for children's rights. From this collective, it led the approach of all the campaigns for the Presidency of the Republic to prioritize nutrition and children's rights in their proposals. This included meetings and analysis of government programs, as well as contributions to the National Development Plan 2022-2026.



Find out more [here](#)



Participation in strategic areas

At the "Together for Early Childhood" summit of allies, Fundación Éxito took part in the discussion of Colombia's development with a request for its importance on the public agenda and via the presentation of ideas for the National Development Plan.

In a similar spirit, but with a regional focus, the Fundación Éxito collaborated with the civil society networks of Mexico, Peru, and Brazil to create the Lima Declaration. The leadership of Fundación Éxito, along with more than 25 expert organizations in nutrition and food security, in the creation of the Civil Society of Global Movement Network Scaling Up Nutrition (SUN), and the participation in the regional meeting of the SUN Movement in Panama, where a joint declaration was presented to the government of Colombia, are two ways that the work in favor of child nutrition is being projected internationally.



Find out more [here](#)

Achievements for 2022 [GRI 3-3]

- 60,046 children benefited from the aim of coverage and social investment, with a social investment of COP 21,375 million.
- Fulfillment of the Goticas budget, recycling goals, and overall income.
- More than 13 million users reached on Twitter with the hashtag #Lactaton
- Establishing our communication and interaction model with Fundación Éxito's beneficiaries and surrounding community.
- 40 years of Fundación Éxito
- Three presents were sent nationwide to La Guajira, Vaupés, and Antioquia.
- A record number of donation certificates delivered: 232,000

Challenges for 2023

- To continue providing coverage across the nation, Fundación Éxito anticipates raising its revenue.
- To take the steps required to continue caring for 60,000 children by 2023
- To commemorate Goticas' 20th anniversary.
- To impact on the next National Development Plan by establishing an objective on chronic malnutrition.
- To encourage advocacy in the campaigns for governors and mayors.

Sustainable Trade

We Nourish Colombia with opportunities by encouraging local and direct purchasing as well as co-creation with our suppliers.



We work, on these fronts to achieve this:

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



“The transformation of Colombian agriculture is our goal. Together with Grupo Éxito, we provide small farmers the chance to sell their food in big supermarkets and avoid losing their production. This has made it possible for us to reach places like Catatumbo, Urabá, and Cauca, among others, where we can share dreams, contribute to local economies, and provide value for the entire country.”

David Villegas, director of Salvaterra Foundation.



paisSana

PaisSana, a contribution to the reconstruction of our country's social net

[GRI 3-1] [GRI 413-1]

We joined the National Government by launching the PaisSana brand, a brand represented by a heart that symbolizes love for Colombia and becomes a seal of reconciliation stories of the territories in which farmers, victims, and peace signatories work together for the rebirth of the countryside. This country brand promotes productive projects from areas affected by the armed conflict in Colombia as part of the Territorially Focused Development Program (PDET).

PaisSana is located in 45 stores:



23 Exito stores and 22 Carulla stores.



We work with 37 suppliers to contribute to peace, through 114 products (MCP and Fresh).



A total of 559,677 units of MCP and about COP 7 billion in sales.



5 million units in Fruver (fruits and vegetables) and around COP 15 billion in purchases.



In addition to being a center of biodiversity, Montes de María's climate and expanse of greenery make it the perfect location for honey production.



paisana



The Montes de María, a historically forgotten region, has hope today due to honey. Bees represent a brighter future for those of us who work at Apiarios. It is feasible to revive the aspirations of our country and provide future generations in San Jorge with the chance to live in peace and security

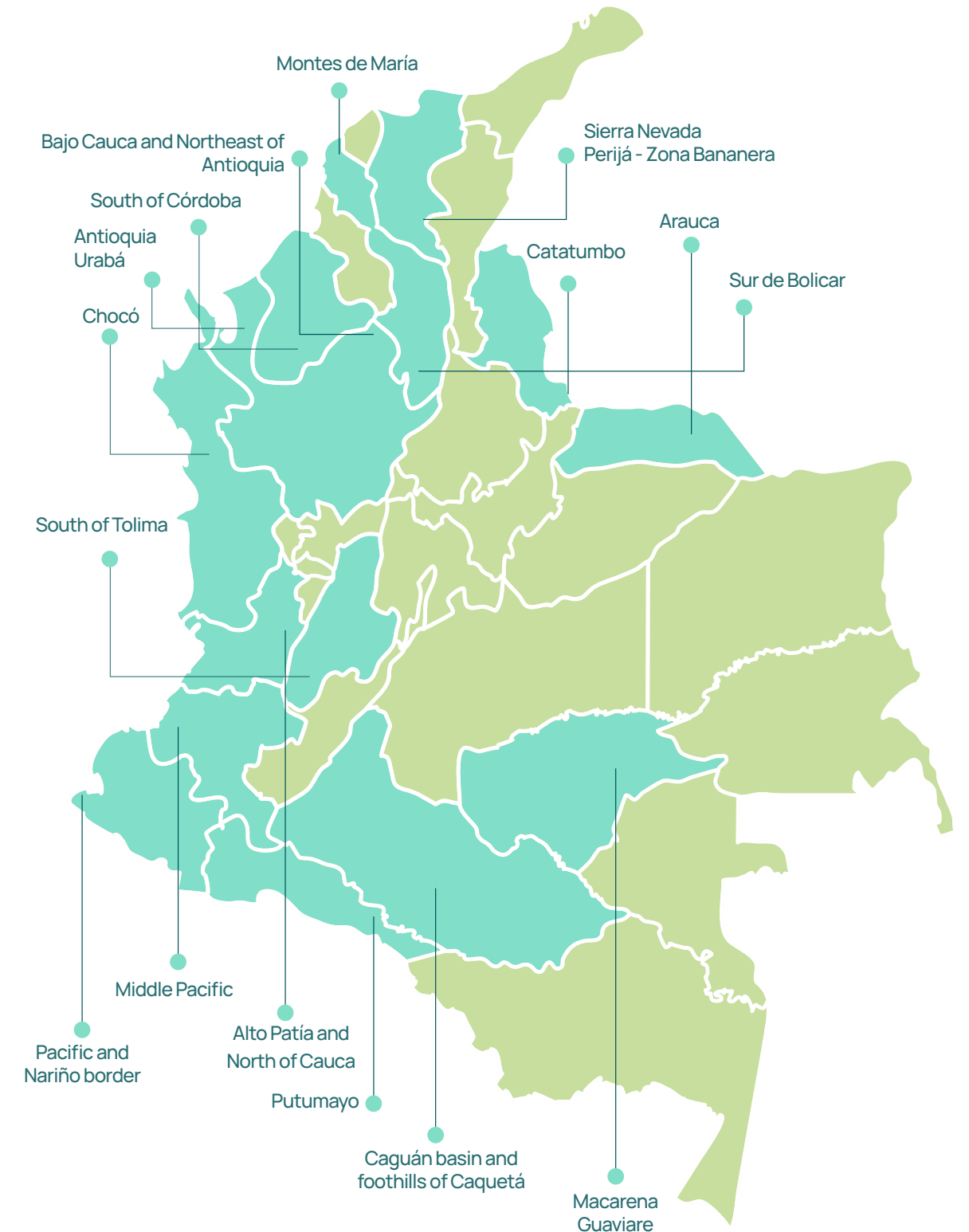


Kettis Rocío Cáceres, community leader and creator of Apiarios, a PaisSana brand.



Find out about
Apiarios here

PaisSana offers products from the following sub-regions:



We create value to transform realities and foster regional development

It represents a commitment to Colombia, to the land's origin, and to the farmers who provide us with the best production; it represents a belief in the growth of the regions by giving them access to new opportunities; it represents the nourishing of opportunities for the nation by supporting the aspirations of millions of Colombians by fostering economic and social development.

Together with 7,392 suppliers across 27 states, we create sustainable supply chains for Nourishing Colombia with Opportunities.

With the assistance of these suppliers, the company controls its supply chain by encouraging local and direct purchasing.

3,000
Commercial
suppliers
1,380
Goods and
suppliers

2,935
real state
agents
80
direct
and 264 indirect in the
textile industry

“

We exclusively use hook fishing to safeguard the species and the waters. We are able to purchase fish from more than 100 artisanal fisherman throughout the fish season, helping their families and, in turn, more than **4,000 people**.

We have been able to achieve this because Grupo Éxito welcomed us and allowed us to trade in violent areas, enabling more Colombians to enjoy fresh fish on their tables. Thus, we fish for peace rather than for conflict.

Supporting artisanal fishing entails avoiding illegal activity and building a network of trade that offers work and fair compensation in distant locations like Bahía Solano.

Gonzalo Chica, Founder
of La Merluza Association.

”





Believing in Colombia is promoting the transformation in the territories

[GRI 204-1]

Local purchase means developing a relationship with the countryside, appreciating the diversity of our country, and fostering regional economic growth. It means building trusting relationships with people who work the land to support their dreams and believe in the strength of a community as the primary player in the transformation of the territories. It is providing opportunities and contribute their economy by lowering the number of intermediaries standing between small and medium-sized producers and the final consumer.

We met our goal for 2022:



88.78%
of the fruits
and vegetables,
we sell in our stores are bought
nationwide



0.6%
less than 2021.

*Depreciation of the
Colombian peso has an
impact on these KPIS



86.31%
fruits and
vegetables



2.64%
more than
2021.

were purchased directly from **943 regional farmers**, without intermediaries, through organizations and farming families..



We purchased
98%
of our meat,
pork, veal, buffalo and other
locally.



2%
more
than
2021.



100%
of the pork
processed

processed in our industry has the product seal of the PorkColombia association. Additionally, **the Granja seal, given by the same organization, is present in around 90% of pork suppliers.**



Asociación
porkcolombia



Find out more about
the certification by
PorkColombia [here](#).



78%
of fish
and seafood
is sourced from national
suppliers.



2%
less than
2021.

To generate trust is to contribute to Colombia's development

We buy locally:

Antioquia

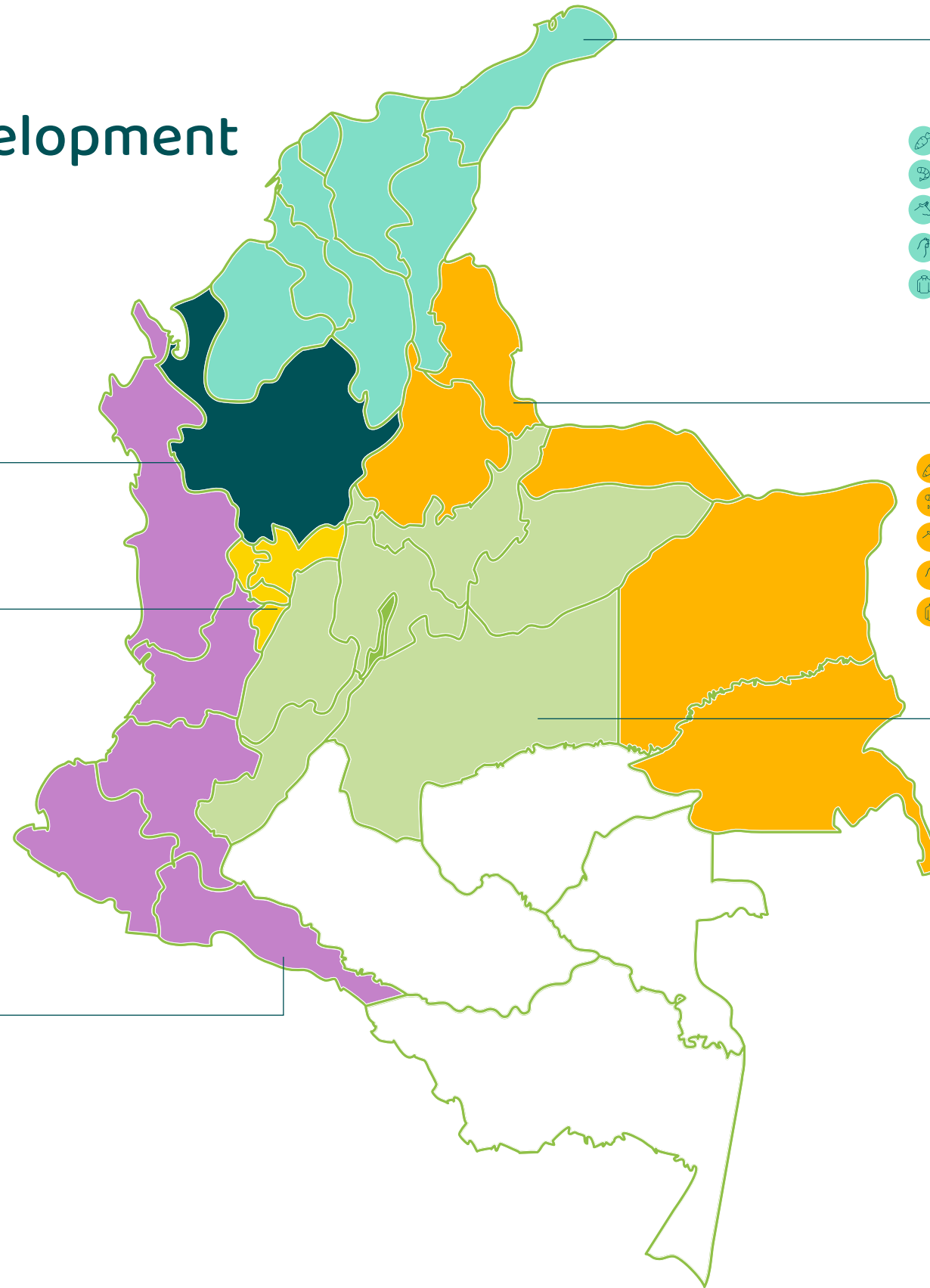
Fruits and vegetables:	17.24%
Seafood:	18%
Meats:	17%
Eggs:	12%
Textiles:	70.15%

Caldas, Quindío, Risaralda

Fruits and vegetables:	7.84%
Seafood:	0%
Meats:	12%
Eggs:	27%
Textiles:	23.77%

Cauca, Chocó, Nariño, Putumayo and Valle del Cauca

Fruits and vegetables:	11.42%
Seafood:	11%
Meats:	10%
Eggs:	0%
Textiles:	0%



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

Fruits and vegetables:	2.71%
Seafood:	18%
Meats:	32%
Eggs:	0%
Textiles:	0%

Arauca, Guainía, Norte de Santander, Santander and Vichada

Fruits and vegetables:	16.87%
Seafood:	0%
Meats:	1%
Eggs:	10%
Textiles:	0.13%

Boyacá, Casanare, Cundinamarca, Huila, Meta and Tolima

Fruits and vegetables:	28.95%
Seafood:	30%
Meats:	27%
Eggs:	33%
Textiles:	0.86%



Partnerships to strengthen direct and local purchasing

We work jointly with **24** farmer associations and foundations, benefiting farmers in **28** of the country's departments: 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.



6.3
million

from these
foundations
units were sold
throughout the year

We boost
the economy by helping to close gaps that shorten the chain of intermediaries and enhance the conditions for small- and medium-sized suppliers.

Sustainable Trade



Our recipe has the magic of my grandmother's hands, with the tradition of 16 years. During this time, we have faced different challenges. One of them was at the beginning of the pandemic, when we started to sell a lot in Almacenes La 14, but it went bankrupt. Just at that moment a guardian angel arrived: Grupo Éxito, which codified us as one of its suppliers. We started the year with 500 kilos per week and we grew so much in sales that now we make 2 tons per day. Thanks to this opportunity that Grupo Éxito gave us, we contribute together to the development of Valle del Cauca and the recovery of local employment

David Arango,
CEO and founder
of Cope



Cope one of the 116 suppliers whose goods were previously sold in Almacenes La 14 and are now available at Almacenes Éxito.



Cope: We have **108,086** units sold in more than six stores, the items are already available in Antioquia and Valle del Cauca, and in less than five months, 16 new employees have been hired.



[Click here](#)
to find out about
Cope's history



Sangara - San Andrés de Tumaco: a small company that works hand in hand with the peasant and fishing communities of the Pacific, promoting good artisanal fishing practices. **801,495** units of shrimp and fish were marketed.



Comproagro: more than 27,000 families benefited, in 29 departments, thanks to the direct purchase of **727,721** units, with which we achieved around 25% more profit for the producers. This contributes to eliminating the intermediation chain, improving their income and quality of life.



Salvaterra: **441 families** benefited from the direct purchase of **66,951** units of red onion, cucumber, mandarin, pineapple, and Tahiti lemon from PDET municipalities. By supporting producers, we promote territorial development, rural agriculture, good agricultural practices, and added value to products.



Coseche y venda a la fija: With **203,695** units of agricultural products purchased from 6 suppliers in 4 farmers' meetings in Boyacá organized by the national government, we participated in the "Coseche y venda a la fija" program, a strategy aimed at improving the income and quality of life of small Colombian farmers.

We Nourish Colombia with opportunities by providing continuous support, believing in the capacity for creativity, and supporting the country's entrepreneurs.

Together, we do this together with **Promotora de Comercio Social**, a company that supports these micro- and small-business growth and sustainability by assisting them in the purchase of their products and enabling them to realize the sale of their goods and services.

- We held 4 events during the year: Multimarcas, Colombia Explora, Navidad Éxito and Antioquia es Mágica. We reached **79** entrepreneurs and made **642** referrals.

269
MIPYMES

business owners show their products in the Almacenes Éxito, Carulla, Surtimax, and Super Inter

22%
growth

in sales and **3.9%** growth in units

We are inspired by contributing to the development of our allies and suppliers

UNIVERSIDAD
EAFIT

PCS

In alliance with different institutions, such as EAFIT University (through EAFIT Social), Promotora de Comercio Social, Medellín City Hall, Centro Tecnológico de Antioquia, and our corporate volunteers, 201 companies have participated in our training programs on digital environments, diversity, and inclusion with a gender focus, ethics and sustainability, creative and inspiring leadership, and continuous improvement projects, among others.

5
supplier

development programs in **126** hours of training

62
suppliers

involved through Corporate Volunteering

13
suppliers

have found their superior purpose as a result of training in conscious capitalism provided by Comfama and Grupo Éxito's partnership.

#ModaHechaenColombia: 14 collections created by Colombian hands



9,621
employments
generated,

with women making up
70.11% of the workforce,
in **344** workshops spread
over 8 departments.

26%
of direct
suppliers companies are
held or own by women

2,788
clothing

items are made with
organic cotton

97% of the clothing sold under our private
labels are made in Colombia

Sustainable Trade

We are committed to people who are looking for a second chance, since they might not have ever had even one



Segundas Oportunidades Fashion Show:
Johana Bahamón + People, at
Colombiamoda 2022

- 20,000 private label jeans are produced by 125 interns in the Yarumal prison each month as part of our Segundas Oportunidades project and sold in our stores.
- With 140 references, we launched the collection of Johana Bahamón + People Segundas Oportunidades.
- We donated around
COP 22 million
- We donated **COP 150 million** during 2022 in Bonus for Freedom, cards redeemable in the company's private label textile brands, for 1,000 people who have regained their freedom.



Find out here
about the Segundas
Oportunidades
initiative



Together with Grupo Éxito, we are generating second chances for the prison population, most of whom have not had their first opportunity. Everyone in life has received a second chance. Through this initiative, it is time for Colombia to give it to many post-penalty prisoners through fashion, giving them hope and dignity

Johana Bahamón



**Our brands
Arkitekt, Bronzini,
and People
were given
the CO₂CERO
Sustainable
Fashion Gold Seal.**

We strengthened valuable relationships with our suppliers, recognizing the path we work on together daily

Fourteenth edition of the Éxito's Suppliers Contest 2022

A recognition of the suppliers with whom we build a win to win, close, and productive relationship allows us to work together for our higher purpose: Nourishing Opportunities for Colombia.

- Our allies were awarded in **14 categories**, with over **100 companies** nominated. Their adaptability to change, innovation, digital strategy, social and environmental components, value generation, and logistics excellence were the characteristics highlighted in the winners.



You can meet the evening's winners [here](#)



Winners of the Éxito's Suppliers Contest 2022.

Winner of the Sustainable Development category: Asobrangus Comercial S.A.



This moment is very important for us, as it is the third time we have participated, and it is the recognition of an effort that drives us daily to continue working for sustainability and a better country.

Juan Pablo Ortiz, Asobrangus manager.



Find out
here about
Asobrangus's
work.

We work together with our Aliados Super Inter and Surtimax





319%

more customers

use Mi Surti app, a digital distributor for shopkeeper development, compared to 2021



in total, 1,647

merchants participate

in the Surtimax and Super Inter Allies program.

Achievements for 2022 [GRI 3-3]

- Approached 93 new local suppliers.
- Launch of the Paissana brand to promote productive projects from areas affected by the armed conflict in Colombia.
- We formed the Second Chances + Johana Bahamón alliance to provide hope to the country's post-penalty population.
- 5 supplier development programs were carried out.

Challenges for 2023

- We will work to guarantee that 95% of our private label textile products are purchased locally.
- The direct purchase of fruits and vegetables is expected to reach 85%.
- Promote the massification of the Paissana brand, strengthening it in the different lines of business.
- We plan to geo-reference 100% of our own-brand suppliers, commodities such as cocoa, coffee, cotton, and livestock, among others, to ensure that the supply chain complies with agricultural border criteria, communicating to consumers the origin of the products they purchase.

[GRI 413-2]

My Planet

We are moved by the preservation of the planet's natural resources, biodiversity, and ecosystems.



We work, on these fronts to achieve this:

- Take action favoring climate change
- Leading initiatives in favor of sustainable mobility
- Promote the circular economy
- Manage real estate operations with sustainability standards.
- Contribute to the protection of biodiversity
- Educate and mobilize towards environmental protection

My Planet



Icontec certifies Viva as the first shopping center brand in Colombia to be carbon neutral.

New challenges set in our Corporate Environmental MEGA



We are driven by actions for our planet, which is why we are committed to reducing our carbon footprint.

We are committed to reduce our CO₂ emissions by 55% (Scope 1 and 2) by 2025.

With the 2022 results, we achieved a 41.3% reduction of our emissions vs. 2015.

We measure our carbon footprint, and work to mitigate and offset it

[GRI 2-25] [GRI 3-3]

We emitted

487,950.07

tonsCO_{2eq}*

[GRI 305-5]

*Using the international Greenhouse Gas (GHG) Protocol methodology.

Scope 1

[GRI 305-1] [FB-FR-110b.1]

167,214.37

tonCO_{2eq}

directly emitted by refrigerant gases, fuels and fire extinguishers.



3.59% less than 2021.

Scope 2

[GRI 305-2]

43,056.00

tonCO_{2eq}*

for emissions from electricity consumption

*The XM-published emission factor of 0.1128 kgCO₂/kWh was used. In comparison to 2021, this component showed a 15% reduction.



11.42% less than 2021.

Scope 3

[GRI 305-3]

277,679.69

tonCO_{2eq}*

from other indirect emissions



6.1% of fleet outsourced



29.1% waste disposal



0.1% business travel



64.8% use of sold products (fuel sold at EDS – gas stations)

Energy consumption

[GRI 302-1] [GRI 302-3] [GRI 302-4] [FB-BR-130^a.1]

Energy consumption (MWh)	2019	2020	2021	2022	% reduction (2015 vs. 2022)
Conventional energy	88,978.57	95,990.00	61,143.30	57,470.32	
Renewable energy	305,805.22	321,923.59	307,121.21	325,665.18	
Self-generated energy			3,857.45	4,534.76	
Certified green energy				3,656.99	
Total	484,783.79	471,913.5	376,845.94	391,327.26	

Total CO_{2eq} total emissions

Scope	2019	2020	2021	2022	% reduction (2015 vs. 2022) (base line)
Scope 1	272,945.26	212,511.54	182,650.43	167,214.37	37%
Scope 2 <small>*Market-based method</small>	69,158.99	76,287.22	48,678.62	43,056.00	53%
Subtotal 1 and 2	342,104.25	288,798.76	231,329.05	210,270.38	41.3%
Scope 3	NA	3,490.69	24,807.11	277,679.69	
Total	342,104.25	292,289.46	256,136.16	487,950.07	

* We have recalculated the carbon footprint since 2015, using the new global warming potentials, updated by the IPCC in its sixth Scientific Information Report on Climate Change, published in 2022.

We are motivated to take action to tackle climate change management



We use natural refrigerant gases that generate a lower impact on the environment.



11 new stores

43 conversion stores that use natural refrigerant gases in their **refrigeration systems** (CO₂ and propane)



- During 2022 we had a 10% reduction in our refrigerant gas consumption in our refrigeration system compared to the previous year. **[FB-FR-110b.2].**
- With this, we managed to avoid emitting 17,129 tons of CO₂ into the atmosphere in the year **[FB-FR-110b.3].**



- In alliance with GreenYellow, since 2012, we have executed more than 360 energy efficiency projects, more than 15 solar energy projects, and more than 59 eco-efficient energy services projects. Thus, 27 warehouses in the country's north supply their air conditioning systems with renewable energy from a solar farm.

We are aligned with the Paris Agreement and the Montreal Protocol.

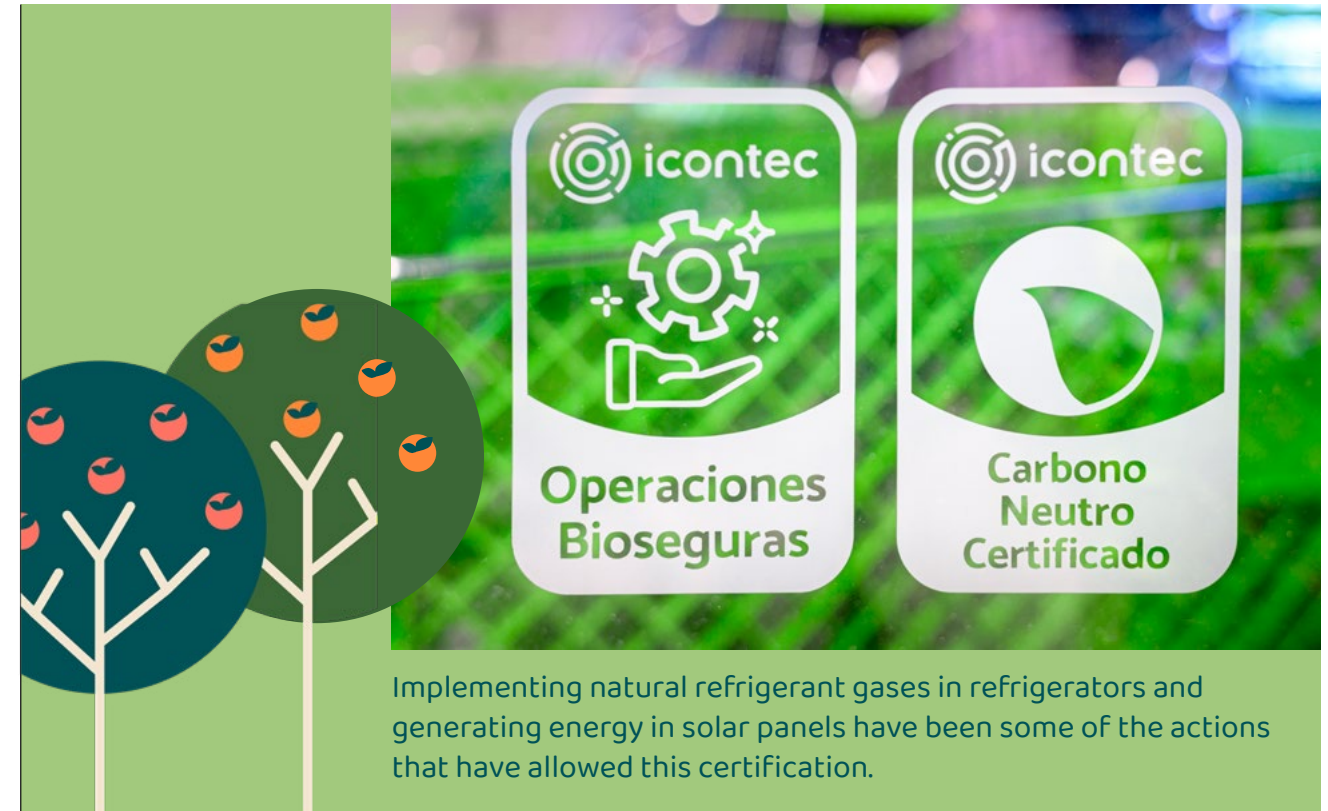
Water consumption (Thousand Million m³)



Viva solidifies its position as the country's first shopping mall brand to get Icontec's Carbon Neutral accreditation



- **14 Viva shopping centers** were certified as Carbon Neutral by Icontec for the first time.
- In our Viva shopping centers, we have more than **15,000 solar panels**, which generate cleaner energy and allow us to supply 21% of the energy consumption of the common areas, thus avoiding the emission of **977 tons of CO_{2eq} per year into the environment and preserving more than 4,600 trees.**
- The generation of wind and solar energy, the migration to an LED lighting system, and the open architectural design are some of the actions that led to the certification.



Two certificates are given to Viva, one for the brand and one for each of its 14 shopping locations. Find out more here

Carulla, the first food retailer in Latin America to achieve the carbon neutral seal, has renewed certification.

Through its **30 stores**, our brand Carulla FreshMarket, has renewed its Icontec certification as carbon neutral. At Carulla, we have been striving to lessen and mitigate the adverse effects on the environment as well as to compensate through

BancO2, a payment system for ecosystem services that joins businesses, governments, and communities in support of the preservation of Colombia's natural ecosystems.

We evaluated the benefits and risks of climate change

[GRI 201-2]

Grupo Éxito is actively working to comply with requirements of the **Task Force on Climate-Related Financial Disclosures (TCFD)**. As a result, we monitor the risks connected with climate change and, in 2022, we examined the effects of potential scenarios and their preventive measures.

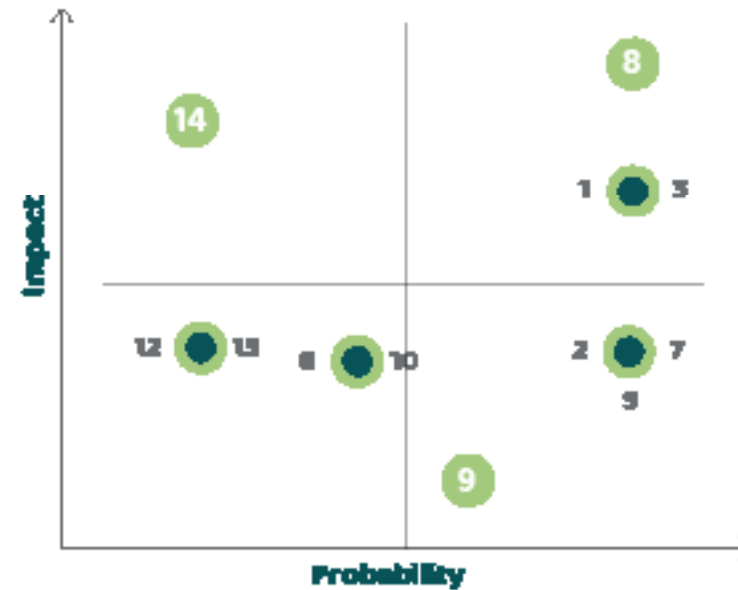


TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

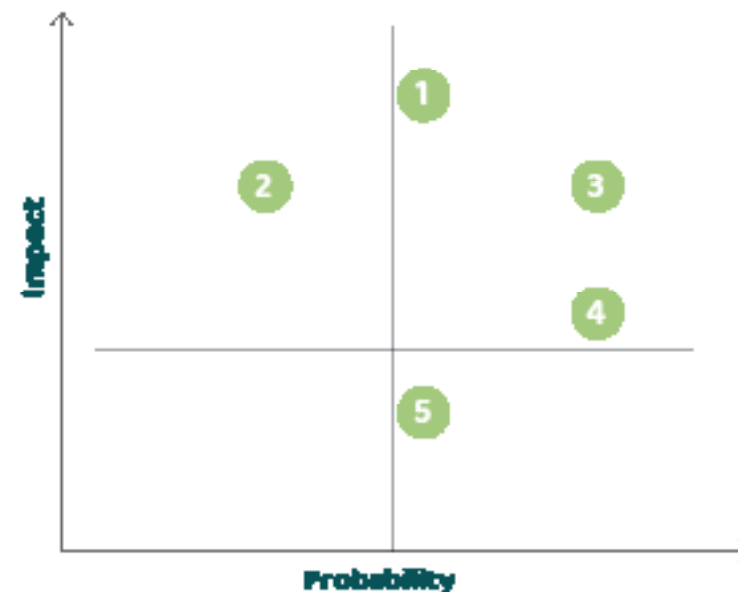
[GRI 2-25]

We identified and graded the climate change risks and opportunities that have the potential to cause significant changes in operations (revenue or costs). The probability and impact of the risks were rated based on the company's EBITDA.

Risks



Opportunities



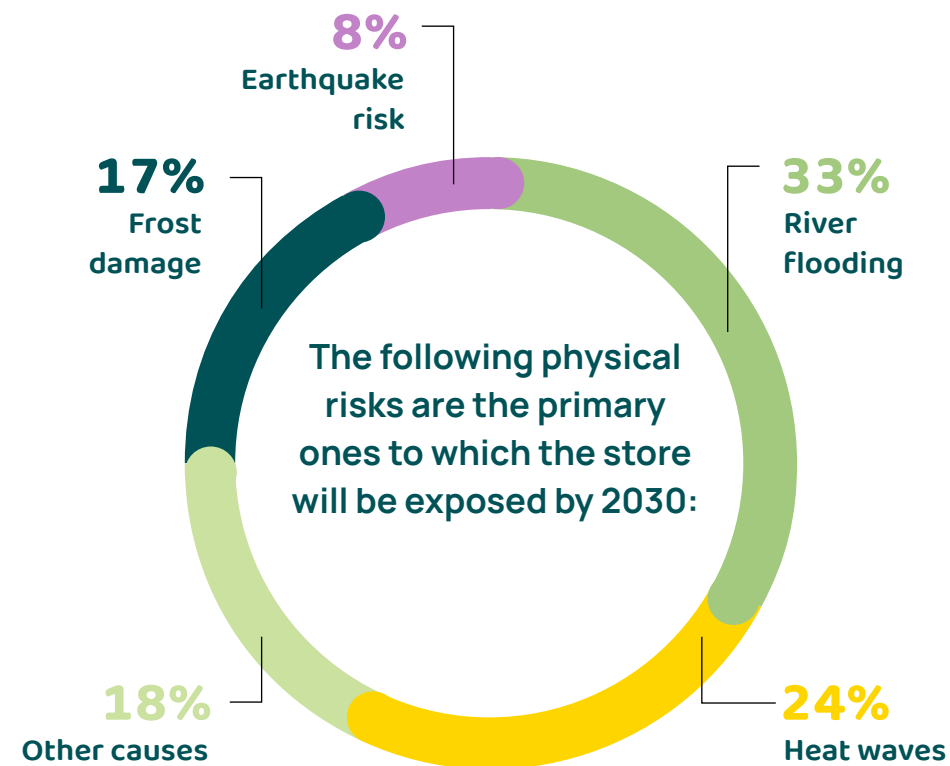
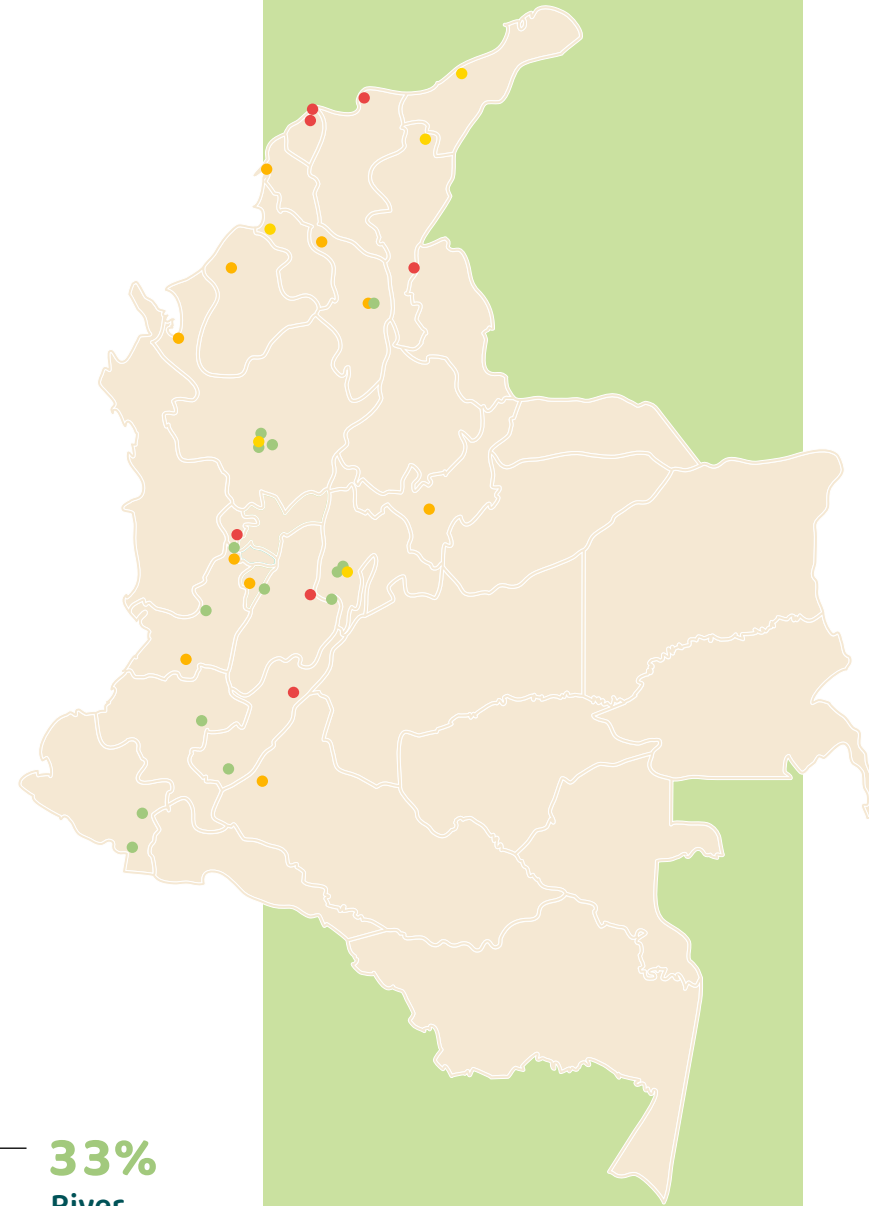
Risk	Risk category	Risk Driver	Risk description
R8	Political and legal transition	Emerging regulations and standards	Restriction or prohibitions of inputs like fuels, refrigerants, etc.,
R1	Physical - Acute	Increased severity of extreme weather occurrences	Disruption of business continuity
R3	Physical - Acute	Change in rain fall patterns and a highly variable climate	Supply chain disruption and relocation

Risk	Probability			Impact		
	Baseline	Idesam	208	Baseline	Idesam	208
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	Opportunity description
O1	Resilience	Adaptation to physical risks	Climate change adaptation plan
O3	Resource efficiency	Adaptation to physical risks	Incorporation of technology using
O4	Energy source	Lowering of clean energy costs	Incorporation of cost-effective, low-carbon energy sources.

Opportunity	Probability			Impact		
	Baseline	Idesam	208	Baseline	Idesam	208
O1	Likely	Likely	Likely	Major	Moderate	Moderate
O3	Almost certain	Almost certain	Almost certain	Almost certain	Moderate	Moderate
O4	Almost certain	Almost certain	Almost certain	Minor	Moderate	Moderate

In addition, we conducted a study in 2022 with the asset management company AXA to assess the physical risk of all the company's facilities and its supply chain more thoroughly in order to quantify the environmental, financial, and social impacts as well as the opportunities for adaptation to climate change, **based on the RCP4.5 and RCP8.5 scenarios of the Global Climate Models, for the years 2030 and 2050. We as a result obtained:**



We calculated the impact and scope of our efforts in the short, medium, and long terms as part of the process of identifying and assessing opportunities and risks related to climate change. The research revealed that floods from overflowing rivers is the most real concern in our situation.

We enhance sustainable mobility

[FB-FR-000.C] [FB-FR-110a.1]



We seek to promote sustainable mobility in Colombia.



We updated 34 vehicles: 15 DAF tractor-trailers from 2023 and 19 rigs from 2022. With them, we anticipate monthly emissions to decrease by an average of 440 kg of CO₂ per car. In one year, we would reduce CO₂ equivalent to that absorbed by **634 growing trees.**



In our fleet, we used about **277,631** gallons of gasoline to cover about 2,185,572



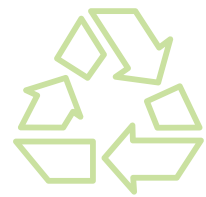
kilometers. With **38% electric vehicles**, our fleet is now more environmentally friendly.



In partnership with **Oasis Group**, **33 of our workplaces feature sustainable mobility environments** that encourage active movement.

We promote circular economy of packaging and containers, mainly plastic

We enforced actions to achieve less and better packaging along with improved systems for recycling.



Reduce [FB-FR-403³.4]

We reduced **75%** of plastic bags given to our customers at points of sale, compared to the 2015 baseline.

We enforced eco-design actions for our private label product packaging.

We analyze more than **1,556** of our private label products to determine how better use materials. We do this by removing unnecessary materials from packaging and by ensuring, from the beginning of the design process, that products can be recycled after use, in accordance with the *Golden Design Rules*, of the *Consumer Goods Forum* and the *Fundación Ellen Mac Arthur*.



Find out more about our Packaging Policy here



Reuse [GRI 301 – 1]

- Our customers bought **5.3 million reusable bags** in our stores.
- We used **116 tons** of recycled plastic to manufacture our reusable bags.
- We provided over **6 million Puntos Colombia** as a reward to consumers who used reusable bags when making purchases.



We communicated to consumers, through our packaging, about the correct separation of materials by including pictograms on more than 1,600 private label products.

Recycle

[GRI 301-2] [GRI 306-4]

20,517

tons of recyclable material recovered and sold generated **COP 13,818** million to support child nutrition through **Fundación Éxito**.



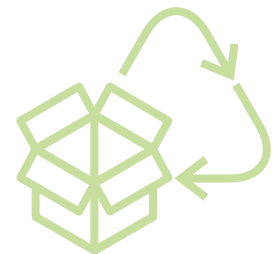
We are the *retail* with the largest back-store recycling process in the country

Recycling that nourishes and transforms

At Grupo Éxito, we donate all recyclable materials from the operation, such as plastic, cardboard, scrap, and metal, among others. Through the **Fundación Éxito**, we are responsible for selling these materials with partners who make recycling a reality, and thus, **100% of the resources obtained are invested in child nutrition projects**. We recycled:



Resources are invested in nutrition projects that improve the nutrition of thousands of children.



15,566

tons
of cardboard.



14% less
than
2021.



2,205

tons
of scrap metal



17%
more
than
2021.

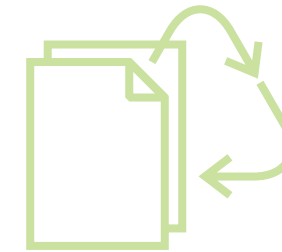


1,123

tons
of plastic



4% less
than
2021.



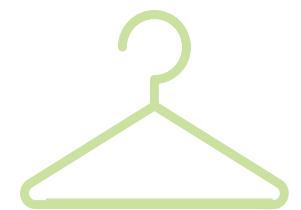
1,177

tons

of others (kraft paper,
newspapers, magazines,
glass, among others)



3%
more
than
2021.



446

tons

of plastic hooks



2% less
than
2021.

Our Soy RE post-consumption model keeps moving forward

We encouraged people to bring the packaging from home to the recycling stations set up in our stores so that we can guarantee their recycling.



We operate in accordance with the Extended Producer Responsibility (Resolution 1407 of 2018 and Resolution 1342 of 2020), promoting higher recycling rates and raising awareness among our customers about the value behind these resources.

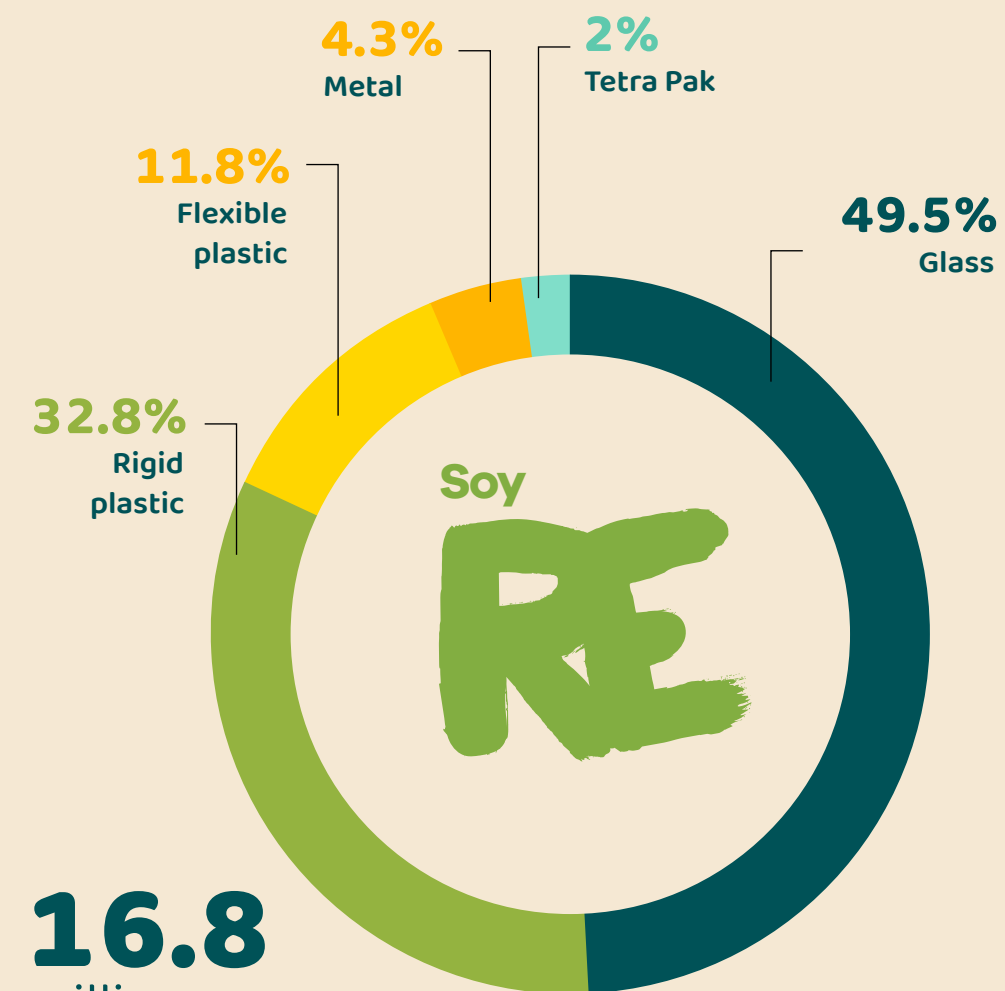
We have
42
SoyRE

stations spread around Barranquilla, Bello, Bogota, Cali, Cartagena, Envigado, and Medellin for the delivery of various recyclable materials.

My Planet

We recycled
986.4
tons

of packages through the Soy RE post-consumption model.



16.8
million
packages

For more than **244** thousand recycling actions by our customers, we rewarded more than **51 million** Puntos Colombia.

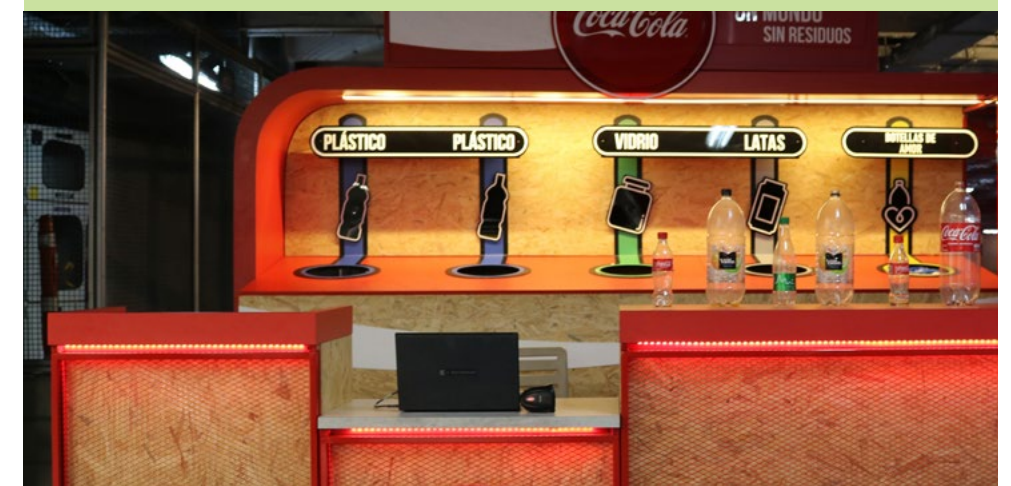


Find out how we are working to become a retailer that **uses less plastic here.**



The Coca-Cola System applauds this alliance because it allows us to further our mission and make a difference through creative initiatives that not only enable us to support circular economy models like returnability to create a waste-free world, but also enable us to collaborate with key actors to jointly address the country's and the planet's sustainability challenges

Juan Sebastián Jiménez, Director of Public Affairs, Communications and Sustainability, Coca-Cola Colombia.



We opened **6 new Soy RE points** and reached more customers, thanks to the joint work with partners such as Bavaria, Colcafé, Diageo, Esenttia, Johnson & Johnson, Pepsico, Sistema B, Sistema Coca-Cola, Smartfit, and Unilever.

We disposed waste properly

[GRI 306-3] [GRI 306-1] [GRI 306-2] [GRI 306-4] [GRI 306-5]

Type of waste (tons/year)	2019	2020	2021	2022
We recycled our operations produce waste	34,772	32,031	20,975	21,503
We ensured the correct disposal of hazardous waste		27.32	29.54	27.23
We recovered used cooking oil and managed its use		2,947.69	3,467.87	3,094.92
We reused organic waste in soil bioremediation*		10,440.53	10,328.46	7,125.13
We disposed of all ordinary waste in sanitary landfills		5,555.30	7,744.55	172,472.76

*Soil bioremediation through organic waste composting.



To find out more about our environmental policy, go here.

We managed food breakdown [FB-FR-150³.1]

Year	2021	2022
Food waste and loss	17,307	14,425
Food used for alternative purposes	1,565	903



Introducing Carulla Sistema Fresco

A strategy for pairing fruits and vegetables at home to extend their shelf lives and reduce food waste.



Find out here how Sistema Fresco works.



In partnership with WWF Colombia and WRAP, we worked on a pilot to address the food waste challenge.



By educating staff members and lowering the price of ripe fruit, we were able to decrease banana breakdowns in 3 selected stores.




Find out more about our food waste policy here.


We recover our country's green, contribute to biodiversity protection, and, together with our suppliers, promote deforestation-free supply chains [GRI 304-3]


We launched the campaign *Recuperemos el verde* (Recover the Green) **#UnÁrbolALaVez** to plant one million native trees in Colombia. In this project, 60 native species, some of these listed as threatened, were planted in three watersheds: Río Frío, Río Garrapatas, and Río Combeima.

More than

 **1,000,000**
trees have been
planted.

 **A total of 350 hectares**, equivalent to **560 football fields**, have been restored.

 **700,000 fresh seedlings** have germinated and are nearly ready for planting.

 At every planting, the local community was involved.

 235 thousand customers have been part of this initiative.

 Our customers, partners, and suppliers have donated more than **527,000 trees**. Our partner **Celsia contributed 500,000 trees**. We therefore achieved and even exceeded our target.



100%

of our private

label palm oil suppliers are all RSPO-certified sustainable.

We continued to implement the suggestions from the supply chain self-diagnosis carried out under the Accountability Framework Initiative (AFI).



Learn more about how we experienced the **#UnrboALaVez Sembratón** here.



Carlos Mario Giraldo, Grupo Éxito CEO; Pame, Exploradora Éxito; and Ricardo Sierra, Celsia CEO.

Our Sustainable Livestock model encourages ecosystem preservation, biodiversity protection, and the reinforcement of good farming practices on livestock lands [GRI 304-3]



We work with our tier one live cattle suppliers on matters related to ecosystem preservation, meat quality, and animal welfare

100% of our direct suppliers of live cattle are monitored by satellite every year under concepts of respect for the agricultural frontier and forest conservation

83
suppliers
monitored

263
lots
monitored.

81,505
hectares
monitored.

25%
of these
hectares
are forest covered



Meat that has the "Ganso" seal for sustainable livestock farming.

Since 2001, there has been an increase of 2,607 hectares of forest areas on the farms of direct suppliers of live cattle.

9 of our suppliers have GANSO certification for sustainable cattle raising, guaranteeing environmental, social, animal welfare, quality, and livestock management practices.

14
audited
farms

21,000
audited
hectares

In 4
states
across the country

Pomona Ganadería Sostenible (sustainable livestock) product sales increased by 173% at 188 Carulla and Éxito stores.

Aligned with



Allies for monitoring

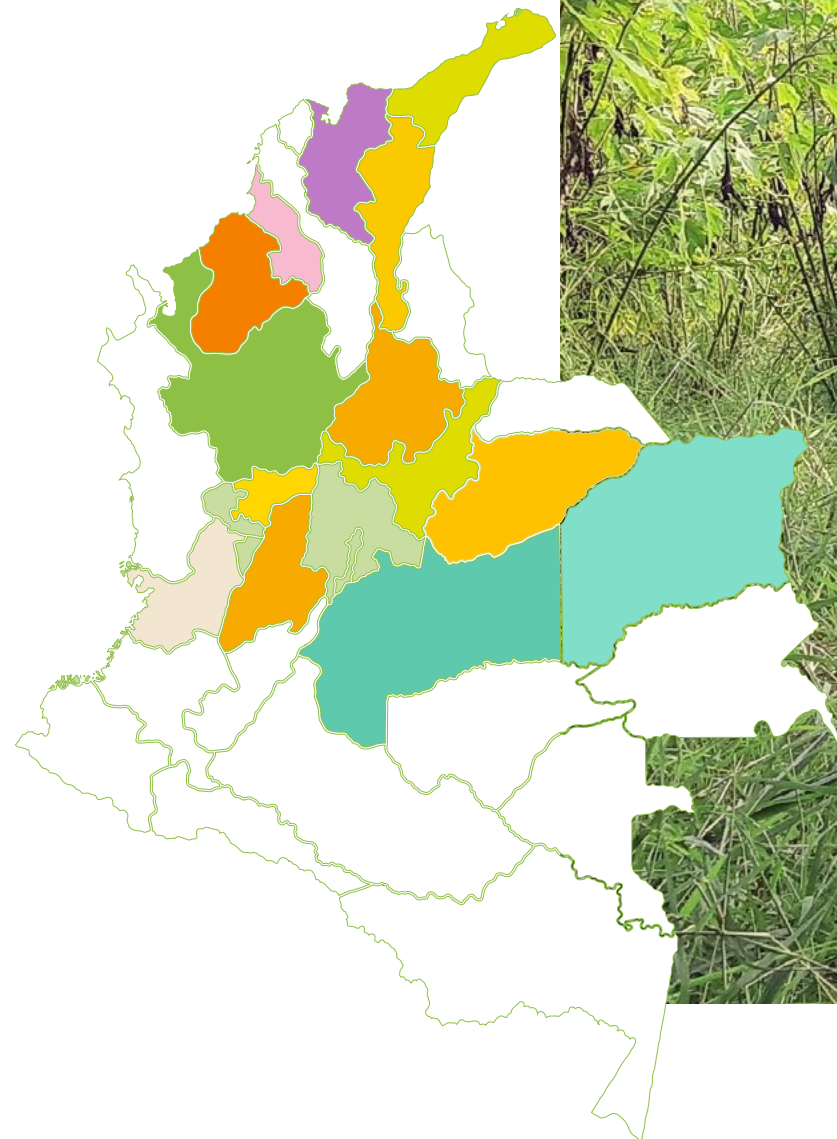


Allies for conservation



Livestock supply:

- La Guajira
- Cesar
- Magdalena
- Sucre
- Bolivar
- Córdoba
- Antioquia
- Santander
- Boyacá
- Casanare
- Meta
- vichada
- Cundinamarca
- Tolima
- Valle del Cauca
- Caldas



This alliance seeks to maximize the potential for biodiversity conservation on the farms of our live cattle suppliers by strengthening good production practices. The Government of the United Kingdom funds the project under its UK PACT program.



We have short-listed 10 lots based on the following criteria:

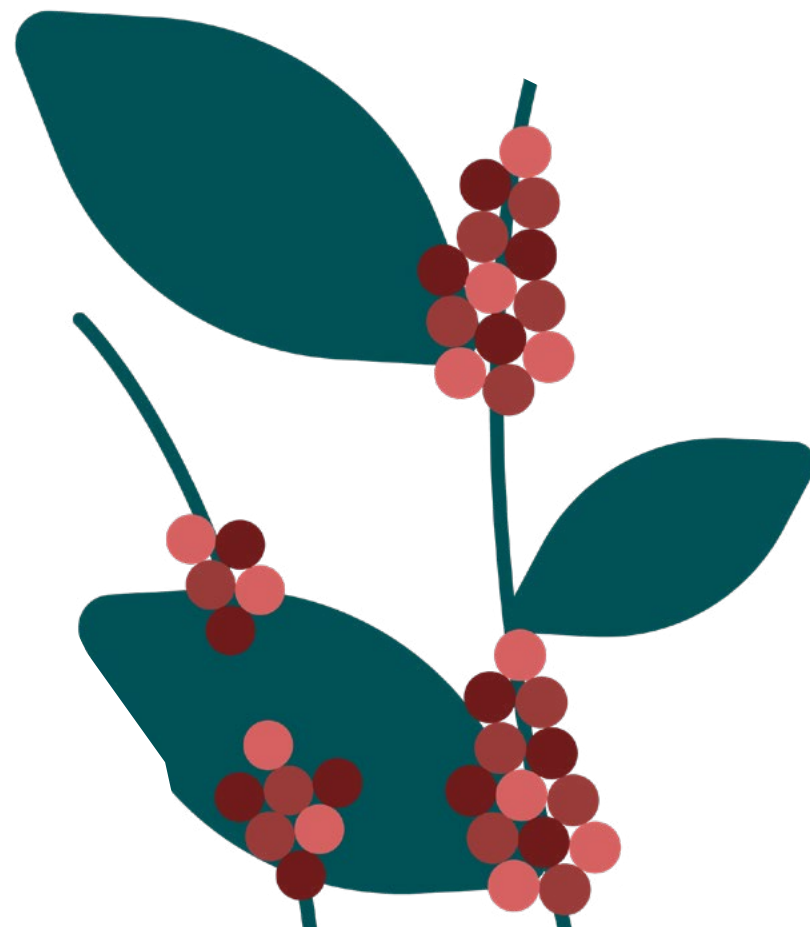
- Connectivity
- Area conservation
- Restoration
- Animal protection



Together with Icontec, we created company standard GE-001 Sustainable Cattle Raising Model, which certifies good sustainability practices in our beef and finished product supply chain.

We are motivated to educate and mobilize our stakeholders toward environmental protection

- **Circular economy training:** 20 training activities and more than **400** employees trained
- **Climate change training:** 13 training sessions and more than **150** trained employees
- We developed the climate change course on our corporate intranet, with the participation of more than **800** employees.
- We participated in **ExpoCapazu**, in Paraguay, the country's most important retailers' fair, where we shared our achievements.
- We were part of the advisory committee that helped CEMPRE, an initiative that was born in the UK from WRAP and aims to analyze the entire value **chain of plastics** in the country holistically and identify the appropriate courses of action, structure the Pact for Plastics in Colombia.
- We participated in the **XV International Seminar on Business and Environment at the Universidad El Bosque**. We shared our experience with Soy RE, through which we mobilized consumers to incorporate the circular economy into their daily lives.



achievements for 2022 [GRI 3-3]

- Our Viva brand made history by being the first in the country to receive the Icontec Carbon Neutral certification.
- We recertified Carulla FreshMarket stores as Carbon Neutral.
- We created the Biodiversity Policy, ratifying our commitment to the environment.
- Together with UK PACT and WWF, we signed the sustainable livestock farming pact.
- We jointly released the Grupo Éxito Company Standard for the Sustainable Livestock Model with Icontec.
- We mobilized the planting of more than one million native trees.
- We strengthened the SoyRE model, close to one thousand packaging tons collected in 42 points.

Challenges for 2023

- In order to provide mitigation and adaption measures and assure the company's operation in the face of risk scenarios, efforts will be made to financially analyze the climate risks and opportunities of the company's operation.
- Reduce carbon footprint (Scope 1 and 2) by 41% in comparison to 2015 - AR 6.
- Continue promoting the planting of native trees in strategic ecosystems in the country.
- We plan to implement biodiversity conservation pilots on the farms of our direct suppliers of live cattle within the framework of the UK Pact and WWF project.
- Mobilize SoyRE's expansion model

Healthy Lifestyle

Our motivation is to mobilize and promote healthy lives



We work, on these fronts to achieve this:

- Promoting healthy lifestyles
- Education of customers, employees and suppliers in experiencing healthy lifestyles
- Promoting goods and services that incentive healthy lifestyles



We encourage better balanced lifestyles among our customers, staff, and suppliers.



984 food references approved under FSA (Food Standards Agency) by a team of nutritionists.



We look out for the food safety of our customers [FB-FR 250] [GRI 416-2] and provide them with goods that are safe for consumption without impact their health. We didn't have any private labels products recalls in our stores because of these actions.



Taeq updated its brand image, ingredients, and its essence

We renew ourselves to give Colombia the best options in products with nutritional benefits and, thus, bring balanced nutrition to daily life, facilitating consumer choices.

- We have over **400 Taeq brand products** in all food categories, from fresh and minimally processed foods to processed foods such as bakery, snacks, dairy, and vegetable alternatives.
- We are driven by being the largest nutritionally beneficial brand in the market. Taeq has eliminated or substituted 30 undesirable ingredients from its products, and 170 processed food references have been reformulated as part of its commitment to the country's consumers. **[GRI 416-1]**
- **100%** of Taeq's FMCG products apply the voluntary labeling system of the Guideline Daily Amount scheme, which aims to make customers aware of the risk of nutrients in food **[FB-FR-260^a.1]**.
- Taeq has decided to reduce the seals on its packaging as a constantly evolving brand, to deliver increasingly higher-quality products.
- According to a survey conducted internally in 2022 to customers and non-customers, Taeq is Colombia's second healthy brand on the Top of Mind of consumers.

Private Label

207
products
were reformulated

63
products
don't have seals

53
organic
products

110
vegetable
protein based products



136 companies, 45 suppliers, and 34 microbusiness owners with goods and services that support sustainable, healthy lifestyles for people and the environment participated at the Vida Sana Fair.



We promote healthy lifestyles

The sixth version of the Feria Vida Sana (Healthy Lifestyle expo) was developed. It was a hybrid event that included a live events, interactive digital experiences, and product displays at more than 100 stores around the country.

The expo included activities to promote healthy lifestyles via active mobility, awareness, and nutrition.

- 
 Sales increased by **20% compared** to the previous expo in 2019.
- 
 Our sportswear's private label, Bronzini, had the most sales during the expo with a 12.3% market share. Taeq, the No. 2 brand, with an 11.1% market share.
- 
 12,362 visitors to the physical expo.
- 
 More than 900 customers participated in the various academic agenda events, enhancing their understanding of healthy lifestyles.
- 
 Our e-commerce increased 100% in revenues and now accounts for 4% of all sales.



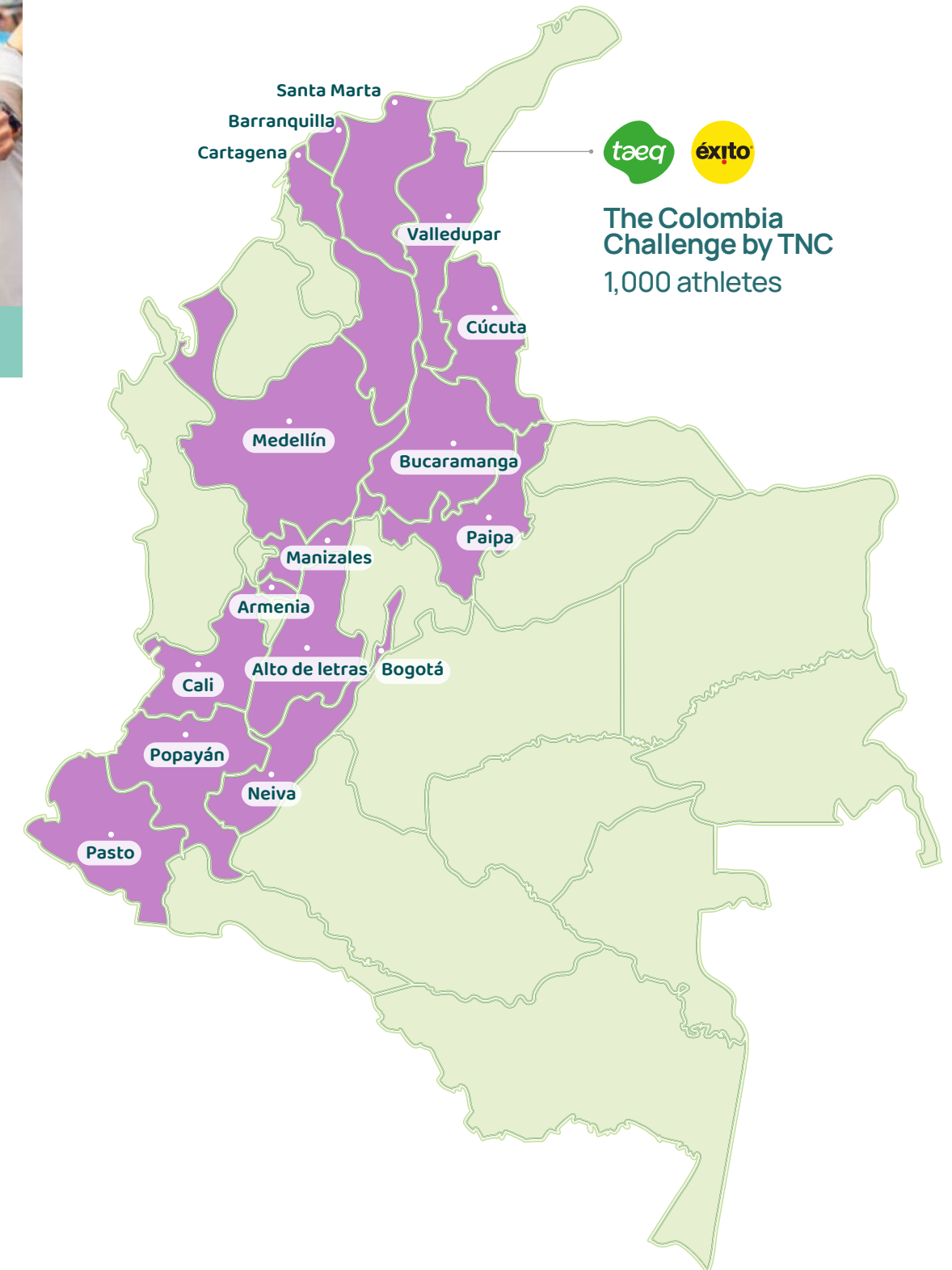
Estefanía Borge and Sara Mesa, expo ambassador.

We supported athletes on the road to their dreams

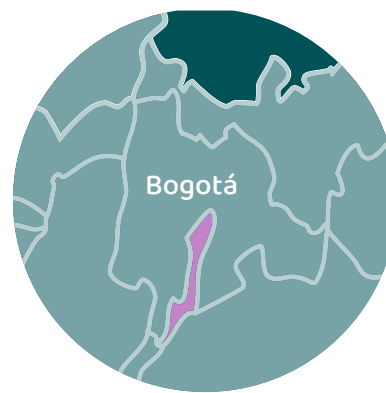
We sponsored activities and athletic outings that encourages a healthy lifestyle.



Our athletes in the Reto Movistar Bucaramanga



taeq éxito
Gran Fondo Antioquia
2,500 athletes



taeq éxito
GFNY Bogotá
1,500 athletes
Clásica Esteban Cháves
250 deportistas



taeq éxito
Gran Fondo Andina Cartagena
2,000 athletes



taeq éxito
Reto Movistar Bucaramanga 400 años
2,500 athletes

taeq éxito BRONZINI ACTIVE
Maratón Medellín
10,000 athletes

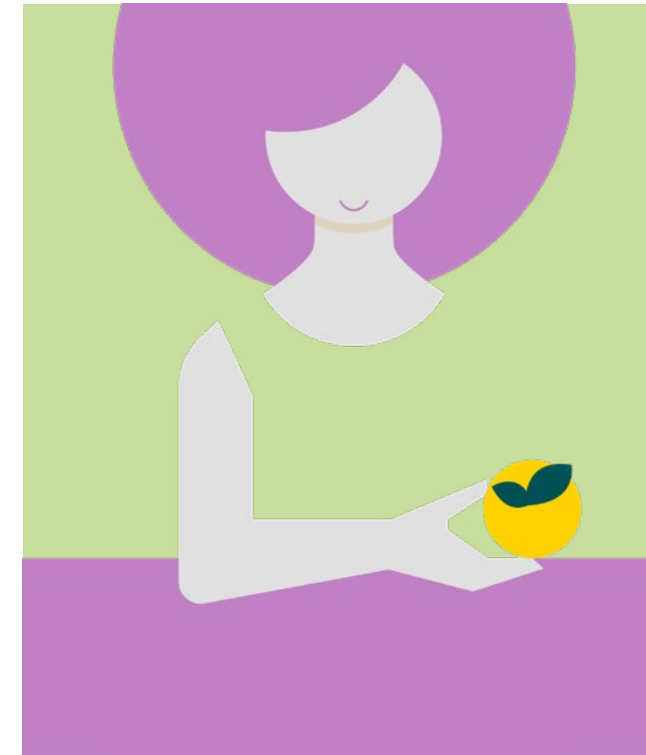
Healthy Lifestyle

We educated customers, employees and suppliers about a healthy lifestyle

[GRI 403-3] [GRI 403-4] [GRI 403-6]



- For our employees, we created two Vida Sana expos where we discussed issues including family planning, appropriate alcohol consumption, mental health, diet, and screening. • Generamos un impacto positivo en más de
- We made a positive impact on more than **30** thousand employees through Jueves de Nutrición and Vida Sana.
- We conducted more than 8,000 nutritional and cardiovascular screenings to map our population's health status.
- We shared valuable information on social media platforms where we discussed the nutritional advantages of certain products



In the **Nutrition and Live your Health** vlog, through our corporate intranet, our employees can now find, experiences that help them to maintain and care for their health and to have a balanced life.



+6,000
Vlog visitors

We shared information on healthy lifestyle habits in the Consumer Goods Forum [GRI 403-7]



The Consumer Goods Forum's #SustainableRetailSummit



In 2022, we will continue with our Alliance for Healthy Living: Collaboration for Healthier Lives Coalition and the Consumer Goods Forum. This global network brings mass consumer companies and retailers together to promote more efficient business practices.

There are already 11 supplier companies working with us and 2 more retailers in Colombia to encourage better habits and more balanced actions in our target audiences. These are: Clorox, Colgate, Grupo Bimbo, J&J, Kellogg's, L'Oreal, Mars, Postobón, P&G, Savencia and Henkel.

In addition, we were the only Latin American agent at the CGF Sustainable Retail SUMMIT. We participated in its panel Empowering Consumer Choice Inclusivity & Affordability, in which we discussed issues related to the Healthy Life pillar and gave visibility to the problem of malnutrition in the region, with Frans Muller, CEO of Ahold Delhaize, and Alaya Ziz, CCO of Danone.

Achievements for 2022 [GRI 3-3]

- 6,1 million customers, 6% more than in 2021, bought products from the portfolio of Vida Sana at least once.
- We launched landing pages for Vida Sana on the websites carulla.com and exito.com
- We worked on the reformulating of our Private Label products
- We attended the CGF Retail SUMMIT

Challenges for 2023

- In order to continue democratizing healthy lifestyles, we will work to adapt our assortment of private label products to the new regulations
- Promote 10% organic food and items made with vegetable protein
- Encourage the Healthy Lifestyle strategy among employees
- Accompany the expansion of the line of non-food items that support healthy lifestyles



By 2022, we impacted more than
950,000
customers
in 168 locations thanks to this
cooperation

The success of Grupo Éxito is in its people

Providing for a better people's quality of life and fostering growth in being and doing is our **ongoing commitment**



We work on these fronts to achieve this:

- To develop our employees in terms of being, knowing, and doing
- To be attractive, diverse, and inclusive
- To encourage gender equality
- To encourage social dialogue



“Everything I have has been thanks to my work! I have been part of this company for 16 years and am very happy because it is where I have always wanted to be. My dream has always been to raise my son, and I am achieving it: in 2023, he will graduate from college. As a team, we are very committed to making a difference in what we do. That's why we think this business is as if it were our own and that if Grupo Éxito wins, we all win”

Yasmira Villalba Martínez, Learn how we celebrate the trajectory of our people here



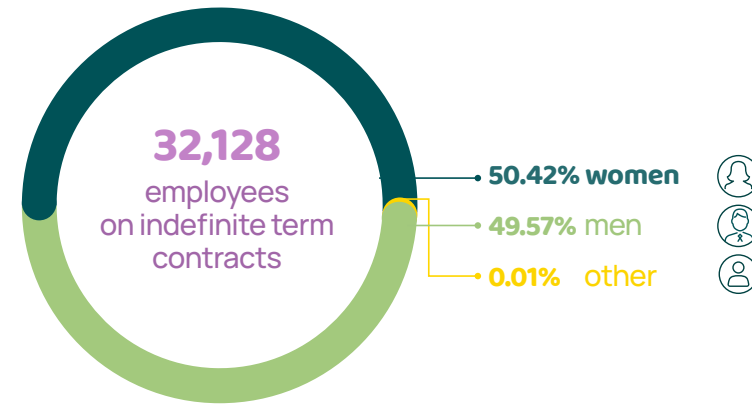
Learn how we celebrate the trajectory of our people here

We are Colombia's largest private employer thanks to our more than

36,000
employees

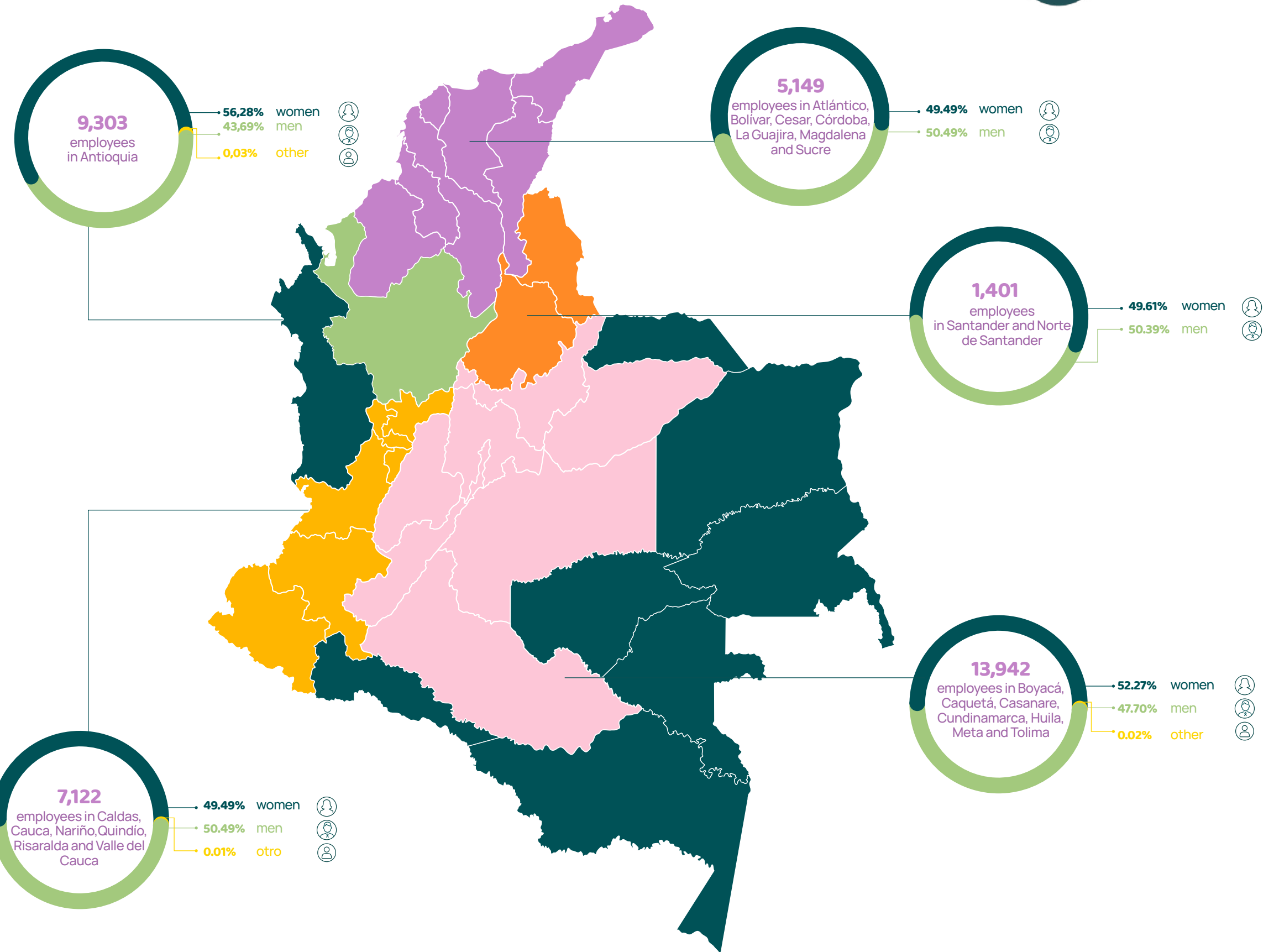
36,917 employees in 23 states of Colombia

[GRI 2-6] [GRI 2-7] [GRI 2-8]



0.40% employees with disabilities

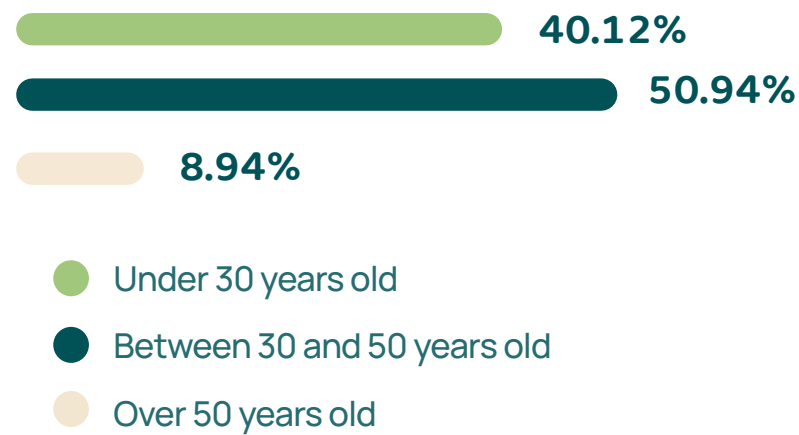
0.67% employees that are at bigger risks of vulnerability



The success of Grupo Éxito is in its people



Employee age distribution [GRI 405-1]



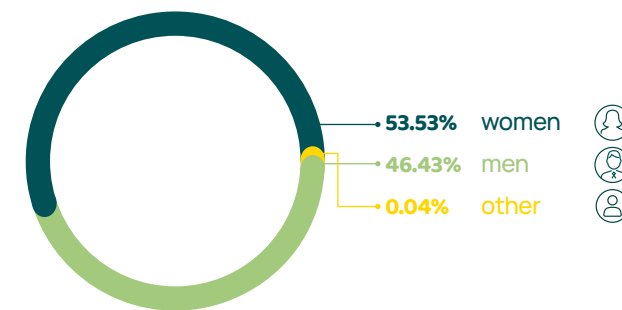
Employees from other countries who work in Colombia

Country	Employees percentage	Percentage of the organizational structure's tiers 1, 2, 3, and 4
Colombia	98.82%	99.45%
Ecuador	0.02%	0.14%
Estados Unidos	0.01%	0.14%
Francia	0.01%	0.27%
Venezuela	1.08%	0.00%
Otros	0.06%	0.00%

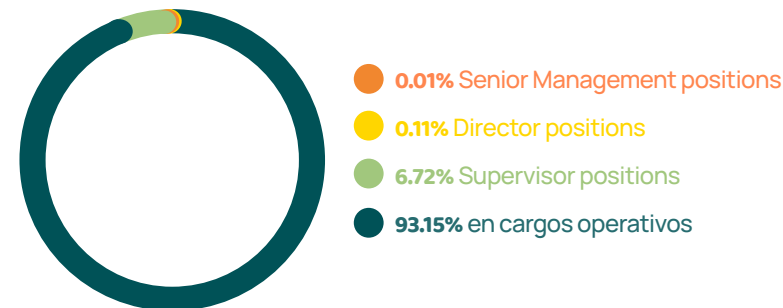
21,120 new hires [GRI 401-1]

Close to COP 137,621 invested in each selection and hiring process..

Hiring by Gender



Hiring by organizational structure



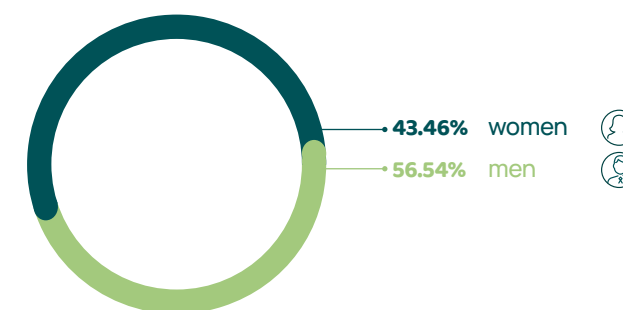
Employee turnover by gender



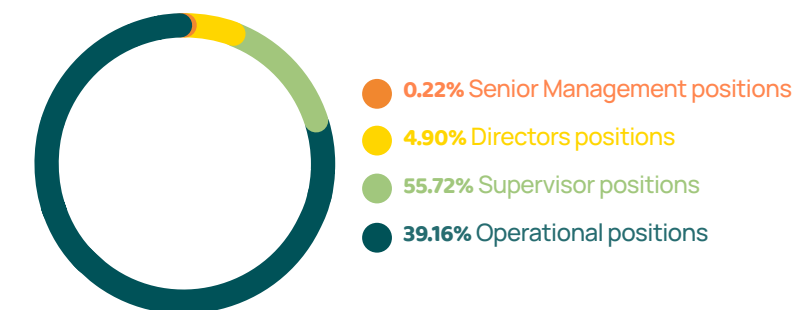
3,164 employees promoted [GRI 405-1]

13.03% of the company's employees filled the openings vacancies available:

Employees promoted by gender

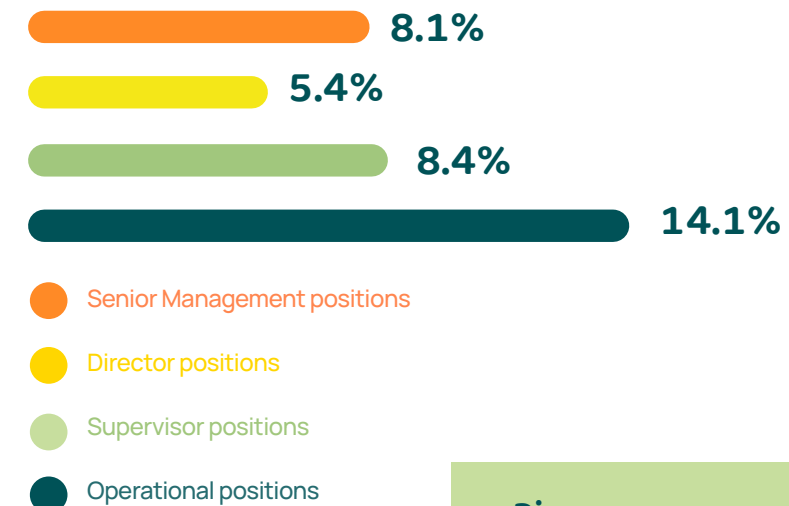


Employees promoted by organizational structure



Employee turnover under indefinite-term contracts.

12,18% indefinite term turnover and 9,8% voluntary turnover.



Dismary Hernández Pineda
a Venezuelan who works as an Auxiliary Checkout Stations at Super Inter Pasarela in Cali

A dignified life to improve the living conditions of our employees and their families



In Grupo Éxito, we have a Diversity and Inclusion Policy based on a model whose pillar is to generate inclusive environments.



Through a proactive social responsibility action, which, in addition to “doing the right thing,” does it in a sustainable way, we have a positive and direct impact on the well-being of our employees and their household conditions of health and nutrition .

Our objective is to contribute to mitigating poverty conditions in our population by identifying the MPI (multidimensional poverty indexes, IPM for its acronym in spanish).

¿How do we measure it?

-  Home's educational environment.
-  Childhood and youth conditions.
-  Access to the health and labor system.
-  Access to public utilities.
-  Housing situation conditions.

¿What did we find?

Nearly 26,000 employees and their families participated in the Decent Life survey, through which we identified five points of most significant criticality:

- Lack of family members' access to healthcare
- Lack of access to formal jobs
- Economic dependence of family members on the employed individual.
- Lack of average of school attendance.
- Lack of decent housing.

We contribute to have a beneficial impact on issues such as housing, food, childcare, and health conditions.

¿What do we accomplish?

We provided about 6,000 benefits to families in the areas of children, health, education, and jobs. .

We promoted in over 9,000 homes to join the General Health and Safety System.



Our people are the best reason to smile



We provided these benefits in alliance with our employee funds Presente and Futuro to impact and improve the quality of life of our employees and their families.

We invested

COP 20,000 million,

in 154,038 benefits for our employees and their families..



Education

We invested
COP 10,674 million,
on personal and academic
development of our employees and
their children.

- **14,976** benefits were delivered .

7.02%

fewer than in 2021.



Housing

We provided housing loans of
COP 2,325 million
for the purchase, building, or
upgrading of dwellings.

- **90** benefits were delivered.

32.49%

fewer than in 2021.



Health [GRI 403-6]

We invested
COP 1,620 million
in health promotion and illness
prevention initiatives.

- **27,909** employees and their families were benefitted

51.49%

less than in 2021.

Mi pension [GRI 201-3]

We accompanied
2,143 employees
through their retirement process .

- **COP 255 million** was spent on consulting services

8.97%

less than en 2021.

Employee assistance programs



Work schedule flexibility

- We provided our employees with **154,696** hours of free time for personal or family activities.
- **23,551** granted benefits
- **COP 1,206 million** invested



Personal and family economics school

We trained
2,223
employees in financial
planning to help them
manage their homes and
lives.

10.03%

less than in 2021.



Culture and entrepreneurship

We delivered **COP 232 million** for initiatives that promote business, use of free time, and artistic expression.

Sports and 8,628 benefits granted



recreation

We invested **COP 1,677** million for 36,094 employee and their families' recreation and sports initiatives.



Mi renta

we assisted **694** workers and their families in the process of preparing their income tax returns correctly, simply, and safely, through the administration and assistance of our strategic partner Tributi.

Investment of COP 86,427 million



We recognized **3,855** employees for their years of company service.



Working from home

100% of our administrative office personnel used hybrid work (two days on-site and three days from home).



Change your cycle

189 employees received access to washing machines, refrigerators, stoves, computers, desks, office chairs, motorcycles, bicycles, and electric scooters.



Celebrations

Investment of **COP 2,446** million on special day celebrations for our employees and their families, with a total of 29,318 benefits delivered to 18,659 employees.



Vínculos de amor [GRI 401-3]

Maternity and paternity benefits

We provided benefits for taking care of the children of our employees. We provided them with tangible and digital instruments for the growth of the children as we followed them through the stage of becoming parents through an accompaniment model based on the Tool-Be system.

- Birth or loss of a child at gestational age
- All facilities in the country have extended the **breastfeeding window to 30 minutes** (in accordance with the Law on the Adequacy of Breastfeeding Rooms' requirements)
- **481 grants awarded** and COP 136 million invested
- The Vínculos de Amor program for the care of our employees' children, nutrition to grow, school and/or university benefits, benefits for children with disabilities, and early childhood programs were just a few of the benefits available to 3,649 employees.
- **COP 1,624 million** invested in the Vínculos de Amor program

12%
less than 2021.

We contributed to the development of our employee's being and doing

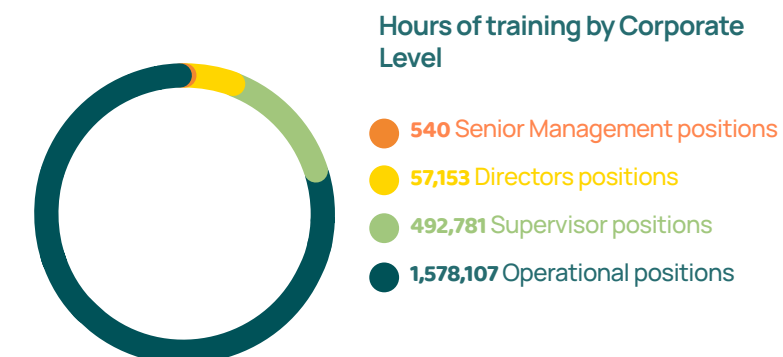
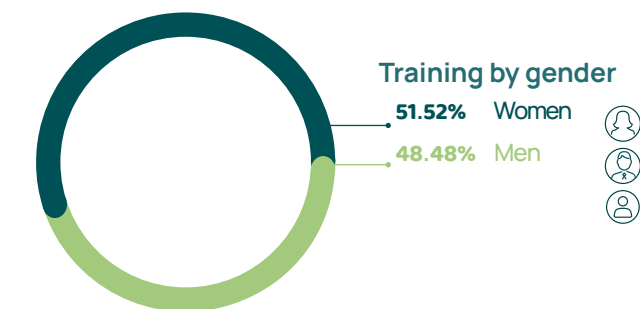
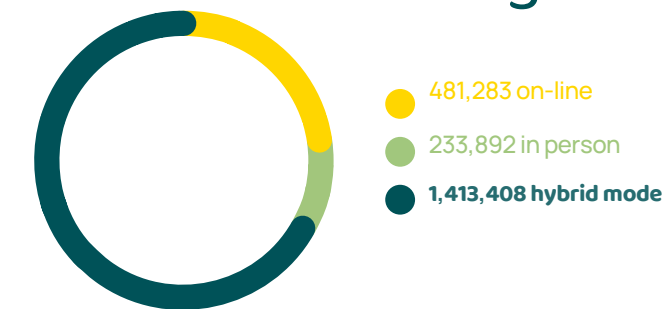
[GRI 404-1] [GRI 402-2] [GRI 404-3]



Through the courses offered by the Company's Learning Unit, we support our training process on corporate culture, organizational knowledge, and job performance.

We delivered

2,128,582 hours of training:



- We spent COP 63,859 per employee on training and destined 41.19 hours to this process [GRI 404-1].

- 3,031 workers were taught in enhancing their competences in corporate culture, soft and technical skills on current topics of interest, through self-assigned courses for their growth, [GRI 404-2].

*A person might have completed more than one course in this modality, causing the number of workers to exceed the total number of employees.

- 51,676 employees finished their training route by completing learning courses given by the company that were required to fulfil their function.

- 393 workers in the STEM category received training.

We all contributed to making our workplace a better place to work

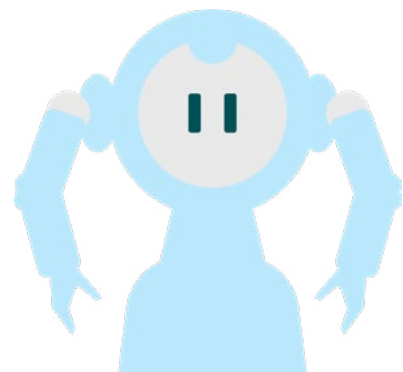
2,729

leaders

participated in the Leadership in Evolution program, which aims to build adaptive skills and create critical transformation competencies.

We enhance our talent and help them in their professional development.

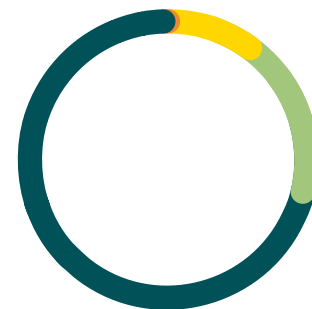
5,339 employees were evaluated throughout the country, by their superiors as part of the talent planning process. en todo el país.



Leaders who provide a good example

We are revising our leadership model to include components of adaptive capability, discussions, and decision making.

- **98%** employees showed a commitment of 90% and an E-NPS of 64%. There were 50.15% women and 49.85% men.



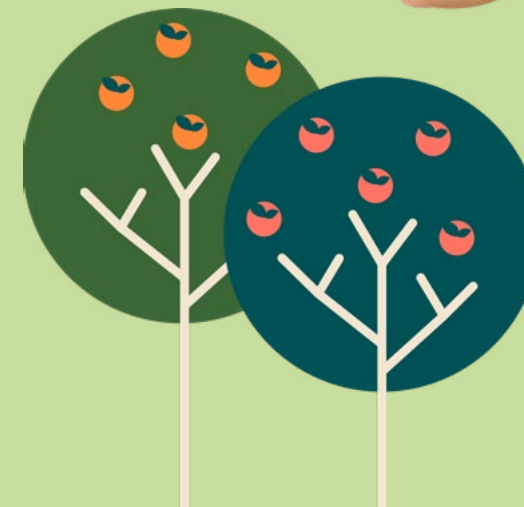
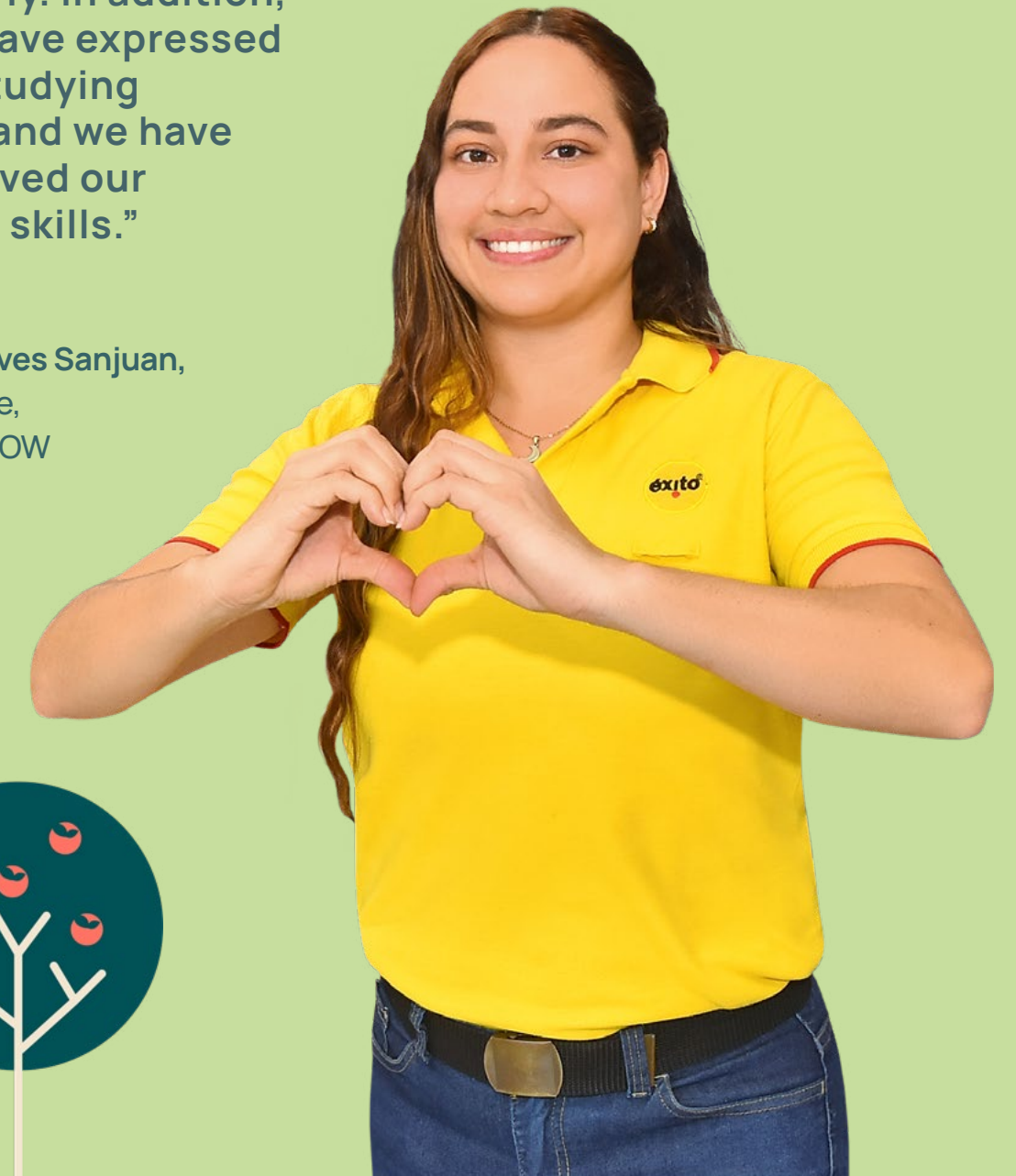
Participation by Corporate Level

- **0.07%** Senior Management positions
- **2.40%** Directors positions
- **29.23%** Supervision positions
- **68.30%** Operational positions



This is an inclusive company for persons with hearing disabilities like me. I started working here nine months ago, and the shop manager, Angelica Linero, has coached me and taught me how to fulfil my tasks properly. In addition, my coworkers have expressed an interest in studying sign language, and we have gradually improved our communication skills.”

Sherlinee Melisa Gelves Sanjuan,
textile sales associate,
Barranquilla's Éxito WOW
Metropolitano



We are proudly diverse and inclusive

We recognize that diversity contributes significantly to the company's exceptional performance, particularly in terms of innovation, creativity, productivity, and effectiveness.

Our cultural statement is founded on respecting and accepting diversity in all its forms, including those related to age, gender, sexual orientation, ability, race, and belief. With this, we want to foster a sensitive and inclusive environment inside the company.



We promote inclusive workplaces and diverse work teams



We acknowledge, value, and respect every individual regardless of gender, color, origin, socioeconomic class, sexual orientation, ability or disability, politics, or religion.



We embrace a healthy exchange of opinions and advocate for empathy.



We are prepared at your signal

Our center for sign language interpreters enables us to assist hearing-impaired employees, customers, or suppliers in communicating with one another. **We delivered 14 services in 2022.**



[Find out more here](#)

We are moved by being part of the change and the progress of our people

Our employees have the assistance to correct their name and/or sex/gender on their ID. We support those who are in their transition and want to change these elements legally.



Being Christopher means freedom, joy, and self-love to me

Christopher Angulo Vargas, assistant operator, Éxito Maracaibo, Medellín.



We promote labor inclusion

Since 2006, 5,000 people have been linked to the company's diversity and inclusion strategy, which strives to engage of diverse population.



We have a human talent workforce of 625 people from diverse population:

- 22 armed conflict victims
- 34 demobilized people and/or their families
- 148 people with disabilities (acquired prior to their entrance)
- 17 military personnel and/or their families
- 2 ex-cons
- 5 relatives of people in prison
- 202 members of the LGTBIQ+ community
- 95 migrants
- 100 young people in danger

We are making progress in closing gender gaps



Carlos Mario Giraldo, Grupo Éxito CEO and **Juan Felipe Montoya**, vice-president of Human Resources.

We obtained the Equipares Gold Seal



This is a recognition of our Gender Equity and Equality Management System. With this seal, we confirm that:

We affirmed with this seal that:

- Our recruiting and selection processes are free of gender bias and stereotypes

- We promote and develop our teams, valuing talent, skills, and competencies and promoting female leadership.
- We have a valuable and attractive offer in training programs, highlighting our Diverse and Inclusive Academy.
- We have a harmonious work environment endowed with respect and empathy.
- Inclusive communication is key to social transformation, and our content has high equity, diversity, and inclusion standards.
- We have attractive conciliation measures from which we value the role of people in all scenarios: family, personal, social, and work.
- We are committed to having spaces free of any violence.
- We have clear compensation policies that promote salary equity at all levels.

The success of Grupo Éxito is in its people

Women's participation in our corporate structure

29,63% of senior management positions are hold by women.

37,52% of Directors positions are hold by women

45,69% of Supervision positions are hold by women

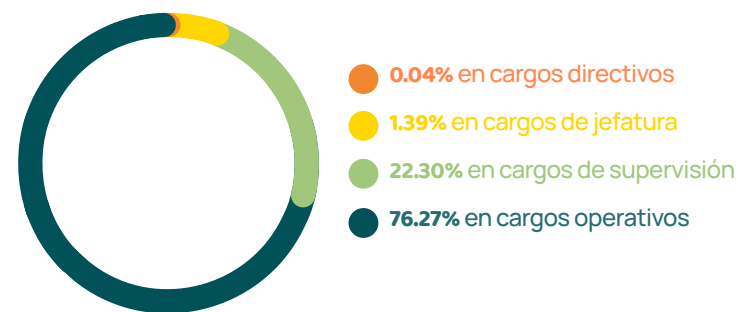
53,57% of Operational positions are hold by women

40,05% of STEM* positions are hold by women

33,33% of commercial positions with Management responsibilities are hold by women

*Stem: Science, technology or engineering positions

Participation of women in our corporate structure



- The Women Leaders program graduated **50** women
- The Diverse and Inclusive Academy consists of **21** programs
- We completed **22,146** trainings this year

“Hombres Inéditos” is a space dedicated to creating a more equal and inclusive society.

We have developed a bias-free environment to discuss the emerging masculinities and their most essential goals for achieving gender equality. “Hombres Inéditos” is creating a community free of stigma, violence, and discrimination: a safe haven for everybody.

Salary Ratio [GRI 405-2] [FB-FR-310:1]

	Ratio salarial
Medium	0.98
Medium + incentives	0.96
Senior management	0.77
Managerial posts	0.94
Supervisors + operational	1.03



We promote social interaction

[GRI 2-30] [GRI 407-1] [FB-FR-3101.2]

We recognize the right to union association and not-union affiliation, respect collective bargaining agreements, and encourage social dialogue with the different stakeholders. We have four collective bargaining agreements: three negotiated in 2022 and a collective bargaining agreement for the food industry governing working conditions, also negotiated in the same year. .



We provide the same economic benefits, established in the collective bargaining agreements, to 100% of the company's employees, in order to maintain equity..

The Labor Coexistence Committee handled **24** employee complaints about suspected acts of labor and/or sexual harassment, each one of them were closed and assured its secrecy, confidentiality, due process, and recommendations. [GRI 406-1].

The Diverse and Inclusive Academy consists of 21 programs

[GRI 410-1]

We safeguard the health and safety of our employees

[FB-FR-310^a-3]

- 8,760 employees took part in six workplace health and safety trainings [GRI 403-5].

59,708

hours of workplace health and safety training.

	Women	Men	Others	Contractors
Absenteeism due to common illness	87,542	58,933	11	N/A
Absenteeism due to occupational diseases [GRI 403-10]	1,129	894	0	N/A
Absenteeism due to occupational accidents [GRI 403-9]	4,067	6,177	0	N/A
Fatalities	0	0	0	N/A
Total	92,738	66,004	11	

*Lost Time Injury Frequency Rate



LTIFR*	2019	2020	2021	2022
Percentage of employees	8.28%	2.89%	3.68%	4.47%
Percentage of contractors	0%	0%	8.16%*	8.54%

*This figure covers only 35% of third party employees.



Learn more about our
Health and Safety Policy

Achievements in 2022 [GRI 3-3]

- We were awarded the Equipares Gold Seal
- We implemented the Vida Digna plan for our employees
- We have invested about COP 855 million on our employees
- We trained over 51,676 workers.
- 96% of our workers indicated their commitment to the company

Retos de 2023

- To implement required effort to achieve the Friendly Biz seal
- To seek to enhance the health, housing, education, and nutrition for 3,000 employees and their families
- To encourage hiring of a diverse population
- To score 64 points on the climate and labor commitment survey

Governance & Integrity

We are inspired by trusting relationships with our stakeholders.

We remain one of
the top ten most sustainable
food retailers in the world



We work,
on these fronts to
achieve this:

- 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.



We stand out among over 7,500 organizations in 61 industries for our best practices.



It is a commitment to the country where we were born and grew up our unwavering values, and the desire to rise every day to serve Colombia and its people with love.

Thanks to our environmental, social, economic, and corporate governance management, we stood out in the Corporate Sustainability Assessment (CSA) for the fourth consecutive year.

Being part of this publication highlights our commitment to implementing increasingly sustainable business strategies and practices in a market that demands more transparency and in which sustainability has become a main focus.

We were in the

95th
percentile
of the global industry
with a score of 69 out
of 100.



Find out here more
information

- We grew 6 points, which represents an increase versus the 2021 result. This evidences our commitment to give the maximum possible in the actions implemented from the sustainability strategy n.

For the fourth consecutive year
we were part of the

Sustainability Yearbook
Member 2022

S&P Global



We are part of 13 Colombian companies that positioned themselves among world's bests.

With a rating of
B-, we moved up
two categories
in the **Carbon
Disclosure
Project (CDP)**
on the Climate
form.

This means that we are a
company that takes consiuis
actions on climate challenges.
We outperform the worldwide
average in the retail industry.



Learn more about the
CDP category here.

We promote excellent practices in corporate governance

We are motivated to make a significant commitment to implementing best practices and national and international standards in corporate governance and transparency, as proven by the development and maintenance of valued partnerships with our stakeholders.

We managed important issues in an atmosphere of honesty and in accordance with internal norms and current standards.



The 2022 Corporate Governance Report may be seen here.

Political campaign contributions [GRI 415-1]	COP 0
Contributions to professional organisations [GRI 2-28]	COP 181,868,352

We received the Colombian Stock Exchange's IR Recognition for the third year in a row, a program that highlights firms' efforts to go above and beyond to improve confidence and credibility within the investing community.



We updated our corporate policies::



Environmental Policy



Climate Change Policy



Packaging Policy



Human Rights Policy

We created new corporate policies [GRI 2-23] [GRI 3-3]



Biodiversity Policy



Food waste Policy





We encourage our stakeholders to uphold ethical and transparent standards



We are continually training and fostering a transparent culture among our personnel.

We have continued strengthening the compliance processes, integrated by the Transparency Program, the Program for the Prevention of Risks of Money Laundering, Financing of Terrorism and Financing of the Proliferation of Weapons of Mass Destruction, and the Personal Data Protection Program, which frame our actions in the culture of integrity and respect for the principles, values, and regulations that govern it, becoming enablers that contribute to the generation of value and the achievement of the strategic objectives.

We highlight the leadership and commitment assumed by Senior Management in developing the different initiatives aimed at raising the level of maturity and consolidation of the programs. Among these, the following stand out: the updating of risk exercises to reinforce the prevention and control scheme, together with constant training and generation of a culture of transparency among employees regarding the different elements that comprise them.

The are all actors in transparency initiatives.

- We conducted communication and awareness-raising actions on the policies of the Business Ethics Program to 219 suppliers of goods, services, and products, fundamental allies for constructing transparent, sustainable, and high-value relationships.
- We developed the annual communication plan Soy Transparente (I am Transparent), focused on recognizing each leader and each employee's contribution to the adherence to an ethical corporate culture, marked by coherent behavior between thinking, saying, and doing.
- We share with the business sector the experiences and compliance practices that generate value through spaces such as the II Compliance Congress, led by the Medellín Chamber of Commerce and Olarte Moure.

7,409 employees

trained in the stores for the prevention of money laundering and terrorist financing

42,503 employees

trained in the virtual module Guardianes Éxito, a new training program on the effective management of fraud, bribery, corruption, ML/FT, personal data processing, and compliance issues.



We promote respect for human rights

[GRI 414] [GRI 308]



We ratified our commitment to human rights, aligned with the United Nations Global Compact initiative. We continued to adopt the principles and associated tools, such as the development self-assessment, in partnership with the Danish Institute for Human Rights, the Confederation of Danish Industries, the Ministry of Economic and Business Affairs, and the Danish Industrialization Fund for Developing Countries (Global Compact Self Assessment Tool).

Through social audits of our private label suppliers, we ensure that we protect 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 Ethics Charter [GRI 408-1] [GRI 409-1].



[Read our Human Rights Statement here](#)



251
suppliers
evaluated

through our environmental and social audits

100%
of our Private
Label

suppliers were assured in terms of quality and safety, human rights and environmental issues

56
new suppliers
evaluated [GRI 414-1]

686
suppliers

signed the Supplier Ethics Charter, which outlines the criteria required for our supply chain



[To read the Suppliers' Ethical Charter, click here.](#)

We promote and move forward towards a more diverse and inclusive society

[GRI 414] [GRI 308]



11
stores

transformed with accessible infrastructure.



56,022
employees

were trained to make work equipment and the environment more accessible to individuals with disabilities.



1,153
employees

received sign language interpreting training.

Governance & Integrity



We worked with 37 leading organizations to develop work strategies and methods to address gender gaps in Colombia.



We assume the challenge of being co-leaders of the IPG with the conviction of contributing to society, thanks to our experience in recruitment, training, development, environment, work climate, prevention of sexual and workplace harassment, inclusive communication, and conciliation.



We launched Equi-Rutas: a platform for all businesses to promote gender equality in the country.

- Within the framework of Colombia's Gender Parity Initiative (IPG, for its acronym in Spanish), and with the support of the Ministry of Labor and the Inter-American Development Bank (IDB), we launched Equi-Rutas: a toolbox that aims to guide public-private sector organizations in their efforts to advance on the road to gender equity.



Gender equity is a challenge for the country: according to the diagnosis of the IPG - Gender Parity Initiative (IPG, for its acronym in Spanish) in Colombia, in topics such as remuneration, there is a 17% wage gap of 17%, women's labor force participation is 27% lower, and only 25% of women hold managerial positions.

Creating trustworthy connections with communities inspires us

Pigmentos Urbanos

We have been able to work with communities in 13 cities and 22 stores thanks to this program. We get closer to the territories and recognize their identity. At the end of the initiative, there will be 36 in total.

19 cities

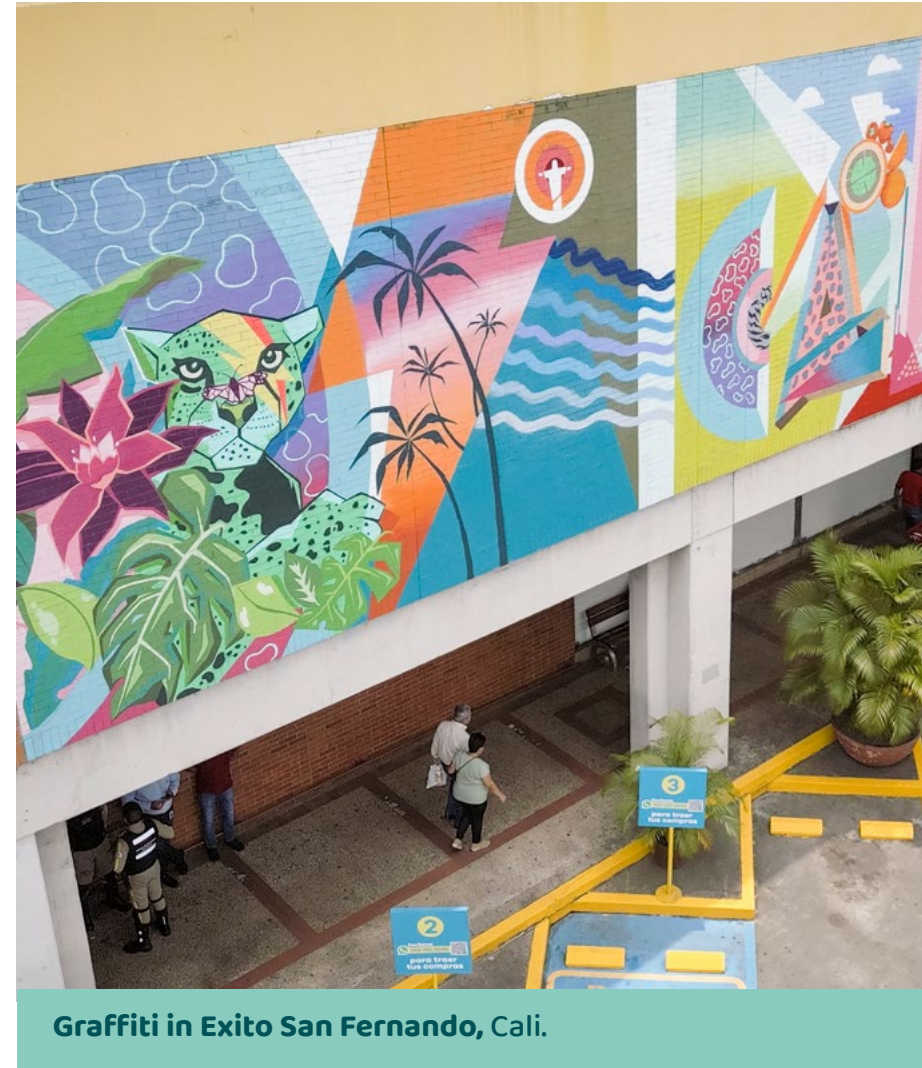
workshops with more than

500 young

talents from Colombia on art, culture, and social cartographies that aid in understanding the culture and way of life of the community.

“ I want to use my art to promote diversity. To do this, I have emphasized aspects of urban cultures, the natural beauty of the Colombian Pacific, and urban settings. It is a component of both racial and ethnic growth

Bemva, creator of the Simón Bolívar mural in Cali



Graffiti in Exito San Fernando, Cali.



Find out here

“Embochinarte” with Grupo Éxito

Through a variety of artistic, cultural, recreational, and educational activities, we are helping the region, particularly the Valle del Cauca, grow and come together.

More than

500 children

have attended the events.

Additionally, we collaborated with Compromiso Valle to strengthen the management of the community restaurants in the handling, preparation, and storage of food in the municipalities of Cali, Palmira, Yumbo, and Candelaria. By doing this, we were able to lower risk and put in place effective procedures that would ensure their sustainability.



Director of the Bochinché Foundation, Jhon Eyder Biáfara, is one of our friends in advancing our initiatives in the Valle del Cauca.

85 Cali 3 Yumbo 10 Palmira





Nourishing Colombia with Opportunities

We continue to make progress in measuring the value provided to society through the Modelo Bien+ to foster possibilities in the country.

[GRI 203-1] [GRI 203-2]

Beyond economic rewards, we aspire to provide good value for society. Since 2021, we have been monitoring, assessing, and monetizing the positive and negative consequences of our operations and purposeful actions on society and the environment. This measurement is carried out using the Modelo Bien+ approach established by EAFIT University, which allows us to assign monetary values to externalities in the environmental, social, and economic aspects.

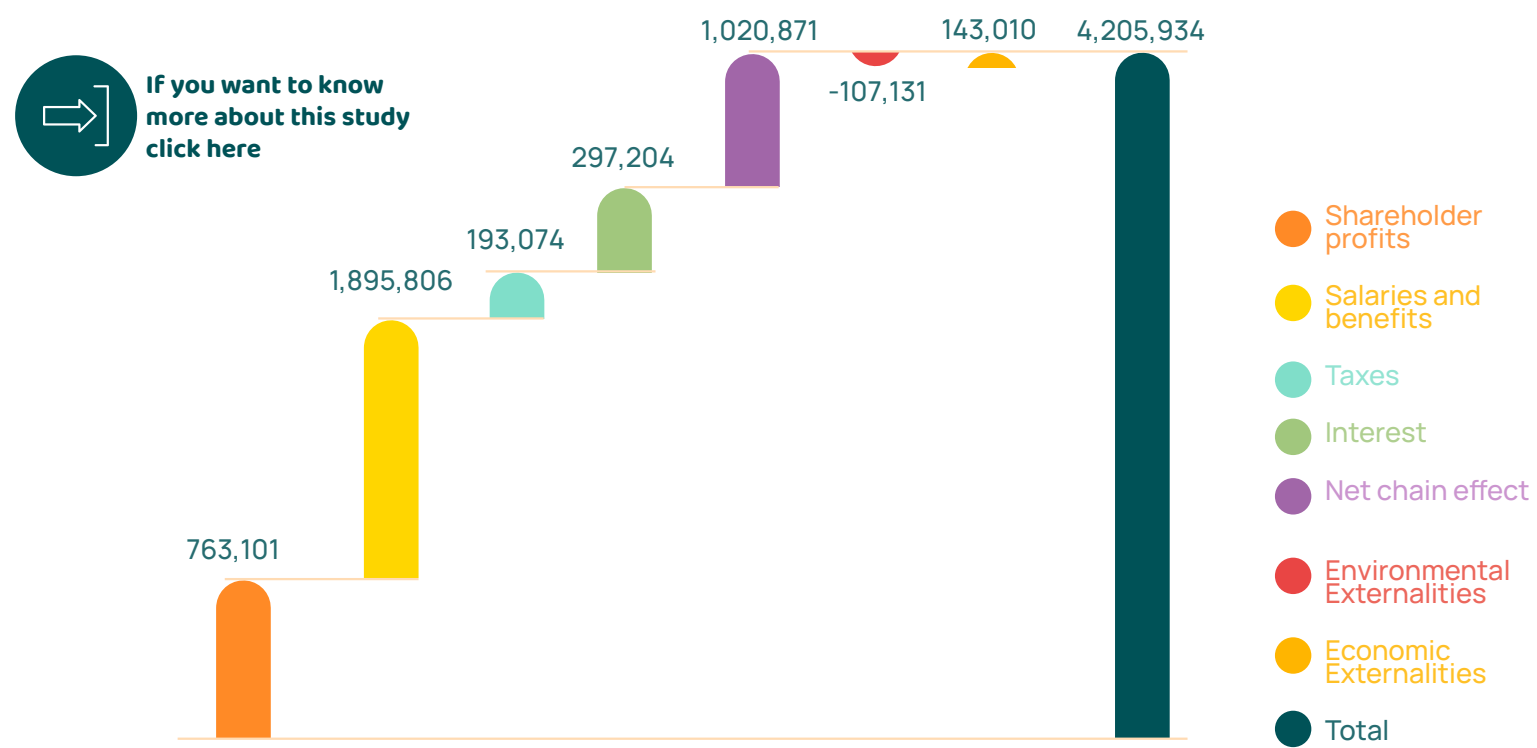
In 2022, we produced COP 5.5 of value for society for every COP we generated for our shareholders.

More than COP \$ 149,000 million in social value has been produced via volunteer initiatives.

Environmental dimension	COP-\$ 107,131 M
Emissions (Scope 1 and 2)	COP -\$ 29,298 M
Emissions compensation	COP \$ 2,047 M
Water consumption	COP -\$ 19,355 M
Refrigerant chaing retrofit	COP \$ 2,386 M
Sustainable mobility	COP \$ 76 M
Back-store recycling	COP \$ 6,595 M
SoyRE - Postconsumotion	COP \$ 184 M
Beef commercialization	COP -\$ 69,854 M
Food donation	COP \$ 87 M

Economic dimension	COP\$ 4,191,948 M
Salaries and benefits	COP \$ 1,895,806 M
Interests	COP \$ 297,204 M
Taxes	COP \$ 193,074 M
Profits	COP \$ 763,101 M
Chain effect	COP \$ 1,020,871 M
Economic incentive SoyRe (Puntos Colombia)	COP \$ 358 M
Local pruchase of fruits and vegetables	COP \$ 19,939 M
Local pruchase of textiles	COP \$ 1,595 M
Total Added Value Net	COP \$ 4,205,934 M

Social dimension	COP \$ 121,117 M
Back-store recycling	COP \$ 101,376 M
Education benefits for employees	COP \$ 1,494 M
Tiempo para ti, for employees	COP \$ 1,483 M
Training programas for employees	COP \$ 686 M
Philanthropy investments	COP \$ 16,078 M



We have once again been named one of the top ten firms in Colombia with the best reputation

According to the Merco 2022 survey, we are ranked eighth among the country's most reputable businesses. Furthermore, our CEO, Carlos Mario Giraldo Moreno, has been named one of the country's business leaders.



Merco, the top business survey monitor of corporate reputation in more than 15 countries, analyzes firms and leaders in Colombia on an annual basis.

We are recognized for our efforts in innovation and sustainability

- We were acknowledged by **Compromiso Empresarial por el Reciclaje (Cempre)** and **The Waste and Resources Action Programme (WRAP)** for being one of the businesses that made the most contributions to the design of the Pact for Plastics in Colombia.
- For our work on the Sustainable Livestock Model, we were **awarded the Xposable** recognition by the firm Colsubsidio 2022.
- We were ranked as the second-best firm overall in Open Innovation 2022 in Colombia by Connect Bogota Region and 100 Open Startups.
- We received the GrandPrix 2022 honors from VTEX Commerce, **which named us Colombia's top multi-category retailer.**

We received a grade of

48
points in
the NPS

Achievements for 2022 [GRI 3-3]

- According to the CSA and the Sustainability Yearbook, we are still among the top ten most sustainable food sellers.
- The communities concept is implemented in the following units through initiatives such as Pigmentos Urbanos, Embochincharte con Éxito, Terrazas Verdes, and others.
- External review of the Board of Directors' and its committees' performance.
- Split: a bylaw modification that lowers the par value of Éxito's shares.
- Filing with the CVM: the start of the steps for registering on the Brazilian stock exchange

Challenges for 2023

- Advance the steps required for the stock's listing on the Brazilian and US stock exchanges.
- Work on putting the community data analysis approach into practice.
- Organize the training of 200 suppliers on ethical and transparent business practices.
- By 2023, the corporate reputation model is likely to be consolidated.

Index GRI



Almacenes Éxito S.A has reported the information cited in this GRI content index for the period January 1, 2022, and December 31, 2022, with reference to the GRI Standards.

GRI	Indicator	Content	Page	SASB	SDG	Coment/ Link
2	1	Organizational details	6,8	FB-FR-000.B		
2	2	Entities included in the organization's sustainability reporting	6			
2	3	Periodo objeto del informe, frecuencia y punto de contacto	7			
2	4	Restatements of information	34			https://www.grupoexito.com.co/es/exito-ADR-BDR-listing-march-2023.pdf
2	5	External assurance	245			
2	6	Activities, value chain, and other business relationships	9, 10, 127	FB-FR-000.A		
2	7	Employees	127		8.5, 10.3	
2	8	Workers who are not employees	127		8.5	
2	9	Governance structure and composition	35, 36, 37, 46		5.5, 16.7	
2	10	Nomination and selection of the highest governance body	42		5.5, 16.7	
2	11	Chair of the highest governance body	45		16.6	
2	12	Role of the highest governance body in overseeing the management of impacts	12, 40, 69, 85		16.7	
2	13	Delegation of responsibility for managing impacts	13			https://www.grupoexito.com.co/es/sustainability_policy_grupo_exito2020.pdf
2	14	Role of the highest governance body in sustainability reporting	13, 51			
2	15	Conflicts of interest	55, 67		16.6	
2	16	Communication of critical concerns	12, 13			
2	17	Collective knowledge of the highest governance body	60, 69			
2	18	Evaluation of the performance of the highest governance body	52			
2	19	Remuneration policies	42, 43			
2	20	Process to determine remuneration	42, 43		16.7	
2	21	Annual total compensation ratio	55			Is not public because internal desitions
2	22	Statement on sustainable development strategy	5, 86			
2	23	Policy commitments	140			
2	24	Embedding policy commitments	142			
2	25	Processes to remediate negative impacts	110, 142			
2	26	Mechanisms for seeking advice and raising concerns	61		16.3	

GRI	Indicator	Content	Page	SASB	SDG	Coment/ Link
2	27	Compliance with laws and regulations	64			
2	28	Membership associations	140	FB-FR-310a.2		
2	29	Approach to stakeholder engagement	13, 75	FB-FR-310a.2	8.8	
2	30	Collective bargaining agreements	136	FB-FR-310a.2	8.8	
3	1	Process to determine material topics	13, 92, 96			
3	2	List of material topics	13,14, 86			
3	3	Management of material topics	71, 95, 105, 107, 119, 125, 137, 140, 146			
201	1	Direct economic value generated and distributed	21		8.2, 9.1,	
201	2	Financial implications and other risks and opportunities due to climate change	110		13.1	
201	3	Defined benefit plan obligations and other retirement plans	130			
203	1	Infrastructure investments and services supported	145		8.2	
203	2	Significant indirect economic impacts	145		1.2, 1.4, 3.8, 8.3, 8.5	
204	1	Proportion of spending on local suppliers	99		8.3	
205	1	Operations assessed for risks related to corruption	59	FB-FR-230a.2	16.5	
205	2	Communication and training about anti-corruption policies and procedures	60, 67		16.5	
205	3	Confirmed incidents of corruption and actions taken	61, 62	FB-FR-230a.1	16.5	
301	1	Materials used by weight or volume	112		8.4, 12.2	
301	2	Recycled input materials used	113	FB-FR-430a.4	8.4, 12.2, 12.5	
302	1	Energy consumption within the organization	107	FB-FR-130a.1	7.2, 7.3, 8.4, 12.2, 13.1	
302	3	Energy intensity	107		7.3, 8.4, 12.2, 13.1	
302	4	Reduction of energy consumption	107		7.3, 8.4, 12.2, 13.1	
304	2	Significant impacts of activities, products and services on biodiversity	14		6.6, 14.2, 15.1, 15.5	

GRI	Indicator	Content	Page	SASB	SDG	Coment/ Link
304	3	Habitats protected or restored	116,117		6.6, 14.2, 15.1, 15.5	
305	1	Direct (Scope 1) GHG emissions	107	FB-FR-110b.1	3.9, 12.4, 13.1, 14.3, 15.2	
305	2	Energy indirect (Scope 2) GHG emissions	107		12.4, 13.1, 14.3, 15.2	
305	3	Other indirect (Scope 3) GHG emissions	107		12.2	
305	5	Reduction of GHG emissions	107		13.1	
306	1	Waste generation and significant waste-related impacts	115		3.9, 12.2, 12.5	
306	2	Management of significant wasterelated impacts	115		3.9, 8.4, 12.2, 12.5	
306	3	Waste generated generados	115		3.9, 12.2, 12.5	
306	4	Waste diverted from disposal	113, 115		3.9, 12.2, 12.5	
306	5	Waste directed to disposal	115	FB-FR-150a.1	3.9, 12.2, 12.5	
308	1	New suppliers that were screened using environmental criteria	143			
401	1	New employee hires and employee turnover	128		5.1, 8.5, 10.3	
401	3	Parental leave	131		3.2, 5.1, 8.5	
403	1	Occupational health and safety management system	137		8.8	https://www.grupoexito.com.co/es/OHS-Policy-2022-ENG.pdf
403	2	Hazard identification, risk assessment, and incident investigation	137		8.8	https://www.grupoexito.com.co/es/OHS-Policy-2022-ENG.pdf
403	3	Occupational health services	124		3.4, 8.8	
403	4	Worker participation, consultation, and communication on occupational health and safety	124		8.8, 16.7	
403	5	Worker training on occupational health and safety	135		8.8	https://www.grupoexito.com.co/es/OHS-Policy-2022-ENG.pdf
403	6	Promotion of worker health	124, 130			

GRI	Indicator	Content	Page	SASB	SDG	Coment/ Link
403	7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	125		8.8	
403	8	Workers covered by an occupational health and safety management system			8.8	https://www.grupoexitto.com.co/es/OHS-Policy-2022-ENG.pdf
403	9	Work-related injuries	137		8.8	
403	10	Work-related ill health	137	FB-FR-310a.3	5.1, 8.8	
404	1	Average hours of training per year per employee	132		4.3, 5.1, 8.5, 10.3	
404	2	Programs for upgrading employee skills and transition assistance programs	132		8.2, 8.5	
404	3	Percentage of employees receiving regular performance and career development reviews	132		5.1, 8.5, 10.3	
405	1	Diversity of governance bodies and employees	128		5.1, 5.5, 8.5	
405	2	Ratio of basic salary and remuneration of women to men	136	FB-FR-310a.1	5.1, 8.5, 10.3	
406	1	Incidents of discrimination and corrective actions taken	136	FB-FR-310a.2	5.1, 8.8	
407	1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	136		8.8	
408	1	Operations and suppliers at significant risk for incidents of child labor	142		5.2, 8.7, 16.2	
409	1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	142		5.2, 8.7	
410	1	Security personnel trained in human rights policies or procedures	136			
413	1	Operations with local community engagement, impact assessments, and development programs	96		8.3	
413	2	Operations with significant actual and potential negative impacts on local communities	105			
414	1	New suppliers that were screened using social criteria	142, 143		5.2, 8.8	
414	2	Negative social impacts in the supply chain and actions taken	142, 143		5.2, 8.8	
415	1	Political contributions	63, 140		16.5	
416	1	Assessment of the health and safety impacts of product and service categories	121	FB-FR-250		
416	2	Incidents of non-compliance concerning the health and safety impacts of products and services	121	FB-FR-260a.1, FB-FR-260a.2		
418	1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	65		16.7	

et fuel consumed, percentage renewable (fleet)	69	FB-FR-110a.1
Percentage of refrigerants consumed with zero ozone-depleting potential	108	FB-FR-110b.2
Average refrigerant emissions rate	108	FB-FR-110b.3
Number of vehicles in corporate fleet	111	FB-FR-000.C
Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	112	FB-FR-430a.3

INDEPENDANT REVIEW REPORT



Independent Review Report

GRUPO ÉXITO

This report has been prepared exclusively in the interest of **GRUPO ÉXITO** Companies.

We have examined the contents of the **GRUPO ÉXITO** Companies following the guidelines set forth in the Global Reporting Initiative Sustainability GRI Standards and the sustainability report assurance procedures defined by the Colombian Institute of Technical Standards and Certification (ICONTEC).

The preparation, content, and self-declaration of the CORE level for the social indicators, is the responsibility of the **GRUPO ÉXITO** Companies, which is also responsible for defining, adapting, and maintaining the management and internal control systems from which the information is obtained.

Our responsibility is to provide an independent report based on the procedures applied in our limited review, which was planned and carried out in accordance with the protocol for the **Icontec** Sustainability Reporting Service, based on GRI Standard guidelines.

The scope of the underwriting commitment was developed as agreed with **Icontec**. It includes the verification of a sampling of the activities described in the report and a review of the application of the principles in general, specific and basic contents that present the sustainability performance for the period 2022-01-01 to 2022-12-31.

We have reviewed and verified the information which allows us to provide an opinion about the nature and scope of the organization's compliance with the transparency principles and a conclusion about the reliability of its basic and specific contents.

The review exercise consisted in collecting evidence and included interviews to confirm information about company processes, responsible for the determination of materiality and the management approach that have participated in the preparation of the accountability. The emphasis was on reliability of information. Also included were the consultation of the main interest groups, such as suppliers and employees, through surveys and interviews respectively.

The external verification was conducted by the Icontec team on 2023-02-06 in the Envigado Municipality.

Below, we describe the analytical procedures and sampling review tests that were applied to reach our conclusions:

- Reading and review of the specific contents or indicators; For the review of the activities carried out by **GRUPO ÉXITO** Companies with relation and consideration of its stakeholders, as well as the scope, relevance and integrity of the information, as well as the company's understanding of the stakeholders requirements.
- Analysis of the contents adaptation of the specific contents or indicators to the "compliance" criteria, with the Global Reporting Initiative (GRI) GRI Standards.
- Meetings with the staff responsible for the different contents to learn the applied management approaches and to obtain the necessary information for the external verification. Twelve (12)

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INDEPENDANT REVIEW REPORT



interviews were conducted with each of the processes responsible for the activities selected in our verification exercise on 2023-02-14 to 2023-02-15. These were selected in our assurance exercise.

- Analysis of the Management Report design process and the data collection and validation processes, as well as the review of information relative to the management approach applied to the content reported, carried out on 2023-02-10.
- Confirmation, through the selection of a sample, of the quantitative information of the specific contents and checking the correlation to the criteria established in the Guide.

Indicators corresponding to the specific contents or indicators in the following categories:

- Number of collaborators (by gender, age, department, employment category, country of origin, ethnic group, disability, vulnerable population, type of contract).
- Number of employees trained (by job category, by age, by gender, by type of training).
- Number of collaborators who have received a performance evaluation.
- Percentage of employees covered in collective bargaining agreements.
- Number of collective pacts and agreements.
- Number of hires to fill vacancies.
- Selection costs.
- Number of direct collaborators promoted.
- Overall turnover rate.
- Percentage of employee turnover with an indefinite term contract.
- Voluntary turnover percentage.
- Wage gap by gender and organizational structure (ratio).
- Number of employees aware of diversity and inclusion issues.
- Number of occupational diseases and description.
- LTIFR rate.
- Number of deaths resulting from an occupational disease.
- Number of occupational accidents with major consequences for employees and their description.
- LTIFR rate.
- Deaths Resulting from a Work Accident Injury.

Conclusion:

As a result of our limited review, we conclude that the **GRUPO ÉXITO** Companies specific contents or indicators was prepared, in all significant aspects, in accordance with the GRI Standards. It complies with document creation principles. There is no information that would lead us to believe that the aspects reviewed, as described herein, contained significant errors.

The scope of a limited review is substantially less than an audit. Therefore, we will not provide an audit opinion about the specific contents or indicators.

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INDEPENDANT REVIEW REPORT

Independence:

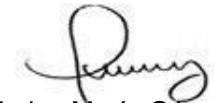
We carried out our work in line with code of ethics requirements, which require that the assurance team members and the sustainability assurance firm, are not related to client, including those that were not involved in writing the report. The code also includes detailed requirements to ensure the behavior, integrity, objectivity, professional competence, diligence, confidentiality, and professionalism of the verifiers. Icontec has implemented systems and processes to monitor compliance with the code and to prevent conflicts of interest.

Use and disclosure restrictions:

This independent review report was prepared exclusively to provide assurance of the contents in the **GRUPO ÉXITO** Companies specific contents or indicators for the year ending as at 2022-12-31. It was prepared in line with the sustainability report assurance procedures created by Icontec and may not be used for any other purpose.

Our report is for the sole and exclusive presentation to interested parties reading the report and should not be distributed or used by others.

Colombian Institute of Technical Standards and Certification (ICONTEC)



Luisa María Gómez Restrepo
Regional Director
2023-03-10

AAR

People do business with people they know, like and trust.

knowing you.



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 2022 period.
 - Listing count for each of the programs.
 - Number of beneficiaries per project.
 - Delivery number per project.
 - Number of amounts per project.
 - Consolidated file of certifications issued by the institutions through which the Foundation executes each of the projects, in the period from January to December 2022.
 - Randomly selected sample of certifications from January to December 2022.

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 2022 term, in accordance with the International Auditing and Information Assurance Standards, I certify that the number of benefited children was for a total of sixty thousand forty-six (60,046), with an economic investment of \$ 21.374.814.366.

Given in Medellin, on February 03, 2023, at the request of the administration of the *Fundación Éxito*.

Sincerely,

ANGIE KATHERIN PACHÓN CABRERA

**External Auditor
TP 191153-T
CER-0273-23
By delegation of
Kreston RM SA
Consultants, Auditors, Advisers
Kreston Colombia
Member of Kreston International Ltd.**

INDEPENDANT REVIEW REPORT



Independent Review Report

GRUPO ÉXITO

This report has been prepared exclusively in the interest of **GRUPO ÉXITO** Companies.

We have examined the contents of the **GRUPO ÉXITO** Companies following the guidelines set forth in the Global Reporting Initiative Sustainability GRI Standards and the sustainability report assurance procedures defined by the Colombian Institute of Technical Standards and Certification (ICONTEC).

The preparation, content, and self-declaration of the CORE level for the environmental indicators, is the responsibility of **GRUPO ÉXITO** Companies, which is also responsible for defining, adapting, and maintaining the management and internal control systems from which the information is obtained.

Our responsibility is to provide an independent report based on the procedures applied in our limited review, which was planned and carried out in accordance with the protocol for the **Icontec** Sustainability Reporting Service, based on GRI Standard guidelines.

The scope of the underwriting commitment was developed as agreed with **Icontec**. It includes the verification of a sampling of the activities described in the report and a review of the application of the principles in general, specific and basic contents that present the sustainability performance for the period 2022-01-01 to 2022-12-31.

We have reviewed and verified the information which allows us to provide an opinion about the nature and scope of the organization's compliance with the transparency principles and a conclusion about the reliability of its basic and specific contents.

The review exercise consisted in collecting evidence and included interviews to confirm information about company processes, responsible for the determination of materiality and the management approach that have participated in the preparation of the accountability. The emphasis was on reliability of information. Also included were the consultation of the main interest groups, such as suppliers and employees, through surveys and interviews respectively.

The external verification was conducted by the Icontec team between 2023-02-20 to 2023-03-01 in the Envigado Municipality.

Below, we describe the analytical procedures and sampling review tests that were applied to reach our conclusions:

- Reading and review of the specific contents or indicators; For the review of the activities carried out by **GRUPO ÉXITO** Companies with relation and consideration of its stakeholders, as well as the scope, relevance and integrity of the information, as well as the company's understanding of the stakeholders requirements.
- Analysis of the contents adaptation of the specific contents or indicators to the "compliance" criteria, with the Global Reporting Initiative (GRI) GRI Standards.
- Meetings with the staff responsible for the different contents to learn the applied management approaches and to obtain the necessary information for the external verification. Twenty (20)



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interviews were conducted with each of the processes responsible for the activities selected in our verification exercise on 2023-02-20 to 2023-03-01. These were selected in our assurance exercise.

- Analysis of the Management Report design process and the data collection and validation processes, as well as the review of information relative to the management approach applied to the content reported, carried out on 2023-02-20 to 2023-03-01.
- Confirmation, through the selection of a sample, of the quantitative information of the specific contents and checking the correlation to the criteria established in the Guide.

Indicators corresponding to the specific contents or indicators in the following categories:

Climate Strategy - Scope 1:

- Direct GHG emissions associated with the consumption of fossil fuels per year (LTSA)
- Direct GHG emissions associated with the consumption of fossil fuels per year (VP services)
- Direct GHG emissions associated with the consumption of fossil fuels per year (Operation Viva)
- Direct GHG emissions associated with the consumption of fossil fuels per year (IdeAL)
- Direct GHG emissions associated with the consumption of fossil fuels per year (Airplane, VP Services)
- Direct GHG emissions associated with the consumption of refrigerant gases in the cold systems per year (Maintenance)
- Direct GHG emissions associated with the consumption of refrigerant gases in cold systems per year IdeAL
- Direct GHG emissions associated with recharging fire extinguishers per year (Risk Management)
- Direct GHG emissions associated with fire extinguisher recharges per year (LTSA)
- Direct GHG emissions associated with recharging fire extinguishers per year (IdeAL)
- Direct GHG emissions associated with fire extinguisher recharges per year (Live Operation)
- Total direct GHG emissions associated with the consumption of fossil fuels, refrigerant gases and extinguishing agents per year (Grupo Éxito, Sustainability)

Climate Strategy - Scope 2:

- Consumption of conventional energy per year (Retail and Cedis, Public Services)
- Consumption of conventional energy per year (Live Operation)
- Consumption of conventional energy per year (IdeAL)
- Consumption of certified green energy per year (Live Operation)
- Consumption of photovoltaic renewable energy per year (Retail and Cedis, Public Services)
- Consumption of renewable photovoltaic energy per year (Operation Viva)

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- Indirect GHG emissions associated with the consumption of electrical energy per year (Retail, Cedi, HQ, VP Services)
- Indirect GHG emissions associated with the consumption of electricity per year (Live Operation)
- Indirect GHG emissions associated with the consumption of electrical energy per year (IdeAL)
- Total indirect GHG emissions associated with the consumption of conventional and renewable energy per year (Grupo Éxito, Sustainability)

Climate Strategy - Scope 1 and 2:

- Total Scope 1 and 2 GHG emissions associated with the operation of the different businesses of Grupo Éxito (Grupo Éxito, Sustainability)
- % reduction in scope 1 and 2 GHG emissions vs. baseline year 2015 (Grupo Éxito, Sustainability)

Climate Strategy, Scope 3:

- Indirect GHG emissions associated with the transportation of the third upstream fleet (LTSA)
- Indirect GHG emissions associated with business trips (VP Services)
- Indirect GHG emissions associated with the use of products sold (EDS, Éxito Brand Management)
- Indirect GHG emissions associated with the disposal of waste generated in the operation (Retail, Cedi and HQ, Environmental Management)
- Total indirect GHG emissions scope 3 (Grupo Éxito, Sustainability)

Water management:

- Water consumption in the Retail operation (Retail, Cedi, HQ, Public Services)
- circular economy:
- Amount of hazardous waste generated in the company and disposed of in a security cell per year (Retail, Cedi, HQ, Environmental Management)
- Amount of used cooking oil waste managed for its correct final disposal and/or use (Retail, Cedi, HQ, Environmental Management)
- Amount of organic waste managed for its use (Retail, Cedi, HQ Environmental Management).
- Amount of ordinary waste generated by the company and that was destined for sanitary landfills (Retail, Cedi, HQ, Public Services)
- Amount of usable waste of paper and cardboard collected through the behind-the-scenes recycling model per year (Retail, Cedi, HQ, Fundación Éxito)

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- Amount of usable waste from plastic hooks collected through the back-room recycling model per year (Grupo Éxito, Fundación Éxito)
- Amount of usable plastic waste collected through the behind-the-scenes recycling model per year (Grupo Éxito, Fundación Éxito)
- Amount of usable scrap metal waste collected through the behind-the-scenes recycling model per year (Grupo Éxito, Fundación Éxito)
- Amount of usable waste from other categories (PET, Kraft paper, newspapers, magazines, glass, etc...) collected through the behind-the-scenes recycling model per year (Grupo Éxito, Fundación Éxito)
- Total amount of usable waste collected through the back-room recycling model per year (Grupo Éxito, Fundación Éxito)
- Amount of recyclable packaging of post-consumer love bottles delivered by customers and managed for their use (Retail, Fundación Éxito)
- Amount of recyclable post-consumer metal containers delivered by customers and managed for their use (Retail, Fundación Éxito)
- Number of recyclable post-consumer plastic containers delivered by customers and managed for their use (Retail, Fundación Éxito)
- Amount of recyclable packaging

Conclusion:

As a result of our limited review, we conclude that the **GRUPO ÉXITO** Companies specific contents or indicators was prepared, in all significant aspects, in accordance with the GRI Standards. It complies with document creation principles. There is no information that would lead us to believe that the aspects reviewed, as described herein, contained significant errors.

The scope of a limited review is substantially less than an audit. Therefore, we will not provide an audit opinion about the specific contents or indicators.

Independence:

We carried out our work in line with code of ethics requirements, which require that the assurance team members and the sustainability assurance firm, are not related to client, including those that were not involved in writing the report. The code also includes detailed requirements to ensure the behavior, integrity, objectivity, professional competence, diligence, confidentiality, and professionalism of the verifiers. Icontec has implemented systems and processes to monitor compliance with the code and to prevent conflicts of interest.

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Use and disclosure restrictions:

This independent review report was prepared exclusively to provide assurance of the contents in the **GRUPO ÉXITO** Companies specific contents or indicators for the year ending as at 2022-12-31. It was prepared in line with the sustainability report assurance procedures created by Icontec and may not be used for any other purpose.

Our report is for the sole and exclusive presentation to interested parties reading the report and should not be distributed or used by others.

Colombian Institute of Technical Standards and Certification (ICONTEC)

A handwritten signature in black ink, appearing to read "Luisa María Gómez Restrepo".

Luisa María Gómez Restrepo
Regional Director
2023-03-10

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- **Common stock:** it is an equity instrument that is subordinated to all other classes of equity instruments.
- **Asset:** it is a resource: (a) controlled by the entity as a result of past events; and (b) from which the entity expects to obtain future economic benefits.
- **Scope 1:** Scope 1 accounts for direct GHG emissions from sources that are owned or controlled by the company, such as emissions from combustion in boilers, furnaces, vehicles, etc. (World Resources Institute and World Business Council for Sustainable Development, 2004).
- **Scope 2:** Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is acquired or otherwise introduced into the company's premises. Scope 2 emissions physically occur at the facilities where the electricity is generated. (World Resources Institute and World Business Council for Sustainable Development, 2004).
- **Scope 3:** Scope 3 is an optional category of information that allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the company's activities but occur from sources that are not owned or controlled by the company. Some examples of scope 3 activities are the extraction and production of purchased materials, the transportation of purchased fuels, and the use of sold products and services. (World Resources Institute and World Business Council for Sustainable Development, 2004).
- **Climate Change:** According to the United Nations Framework Convention on Climate Change (UNFCCC), climate change is defined as a change of climate that is attributed directly or indirectly to human activity that alters the composition of the global atmosphere and that is in addition to natural climate variability observed over comparable time periods.
- **Conflict of Interest:** That situation in which the interests of an employee, shareholder, company director, its subsidiaries, affiliates or related parties, its strategic allies or external auditors, or any third party related to them, conflict with the interests of the Company, putting at risk the objectivity and independence in decision-making or in the exercise of their functions.
- **Cash equivalents:** are short-term, highly liquid investments that are easily convertible into known amounts of cash and are subject to an insignificant risk of changes in value.
- **Consolidated financial statements** are the financial statements of a group presented as if it were a single economic entity.
- **Separate financial statements are the financial statements of an investor,** whether it is a parent, an investor in an associate, or a participant in a jointly controlled entity, in which the corresponding investments are accounted for based on the amounts directly invested, and not based on the results obtained and the net assets held by the entity in which it has invested.
- **Greenhouse gases:** GHGs are compounds that are present in the atmosphere and can increase the temperature of the atmosphere. This is due to their ability to absorb and emit infrared radiation. (IDEAM, 2015).

- **Stakeholders:** They are all those people or group of people who have an interest in the Company or who could be impacted by the development of its business activity. Likewise, stakeholders are considered to be those people who, without having a direct interest in the Company, can affect the fulfillment of its objectives. Therefore, they are groups of people who can have an impact on the sustainability of the Company. Among others, shareholders, investors, directors, managers, employees, suppliers, contractors, customers, opinion leaders, and the community in general are considered stakeholders.
- **Carbon footprint:** The carbon footprint is the amount of greenhouse gases - GHGs emitted into the atmosphere by direct or indirect emanation of an individual, organization, event or product (WRI, 2015).
- **Financial instrument:** it is any contract that simultaneously gives rise to a financial asset in one entity and a financial



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