



Diversity &

Inclusion

Policy



Objective

This policy aims to establish and encourage a culture of empathy, respect, and acceptance of differences through legitimate inclusion; develop and promote people's talent regardless of their diversity; promote inclusive work environments; multiply inclusive leadership through open communication; and provide equal opportunities based on merit talent, and performance.

Scope

This policy applies to all Grupo Éxito businesses in Colombia, adopt and incorporate it in their direct operations and promote its implementation with suppliers, stakeholders, and allies in the supply chain".

The Vice-Presidency of Human Resources is responsible for establishing the methodology, tools, follow-up, measurement, and mechanisms necessary for adequate and efficient coordination among the other companies that make up the group; all of this without affecting the autonomous decision-making capacity that corresponds to each of these companies and according to what is established in each administration. Likewise, this will be reviewed annually and updated every two years according to the consultation with the Stakeholders reflected in the materiality analysis. This policy was presented and approved by the Sustainability Committee of the Board of Directors in 2023.

Definitions

The Company is convinced that to promote diversity and inclusion, it is necessary to design the best methodologies and implement good practices through a permanent, constant, and sustainable execution over time. This requires a strategy that allows the Company's structure to permeate people at all organizational levels.

To achieve compliance with the policy, three work fronts have been established: Gender Equity, Inclusive Environments, and More Diverse and Inclusive Environments.

- **Gender equity:** The Company believes in and is committed to gender equity as a strategy to foster more diverse teams that drive innovation and productivity by guaranteeing equal opportunity conditions between men, women, trans people, and non-binary people through processes and procedures in the management of its human resources that allow promotion through merit; well-being; respect in treatment regardless of level; balance between work, personal and family life; incentive for co-responsibility in the home environment; and prevention and appropriate treatment of inappropriate work and sexual behaviour in the workplace.
- **Inclusive environments:** The Company being the largest private employer in Colombia, accepts and values diversity in work teams and promotes the linking of people with greater risk of vulnerability who have difficulties integrating into work and social life to contribute to the economic development of the country and the reconstruction of the social fabric.
- **More diverse and inclusive:** In the Company, we promote environments of respect, tolerance, and empathy, valuing all the diverse characteristics of people: their education, different lifestyles, sexual orientation, diverse identities, age, language, culture, nationality, ethnicity, religion, political affinity, thinking styles, among others.

Policy

Overview

The Company recognizes the importance of the concept of "Diversity" as a natural and intrinsic element of all human beings, accompanied by a vision of "Inclusion" where the priority is to provide opportunities, allowing learning, growth, and professional development of all people to promote equal treatment with dignity, respect, and trust, recognizing that its employees represent different cultures, ethnicities, beliefs, skills. Accordingly, there is no

distinction based on age, gender, race, disability, social status, or religion, among other diverse characteristics.

The Company firmly believes that Diversity, Equity, and Inclusion are a source of attraction of talent, innovation in processes, and cultural and social transformation that leads to a better work environment and better results and, in turn, contribute to building a more inclusive and equitable society, which is why within the framework of the strategic pillar "The success of Grupo Éxito is in its people" it is declared to be an attractive, diverse and inclusive Company.

Commitments

Almacenes Éxito's Diversity and Inclusion policy is articulated with the following Sustainable Development Objectives:



To ensure compliance with this policy, the Diversity and Inclusion Committee (D&I) was created, composed of ambassador managers committed to providing its implementation and approval of the actions and initiatives that may be necessary to objectively promote diversity and inclusion at all levels of the Organization as a sign of the organizational culture, with a frequency of 4 meetings per year.

- Both the members of the D&I Committee, the management team, and all employees of the Éxito Group acquire the individual responsibility to promote the actions established in the policy and thus guarantee and give continuity to diversity, inclusion, and non-discrimination in their actions.
- The following actions are promoted throughout the Organisation:

- Implement policies and practices for selection, hiring and compensation, promotion, training, development, and other labor variables based on merit, talent, and performance.
- Promote a respectful work environment, avoiding discrimination, inappropriate work, and sexual conduct.
- Promote measures that favor the reconciliation of work and personal life for all employees.
- Ensure inclusive and non-discriminatory communication or expressions of bias in all internal and external media.
- Promote actions that favor the health and safety of all employees.
- Eliminating non-inclusive work environments and introducing reasonable accommodations in the physical environment to ensure that anyone can participate in a work environment on equal terms.
- Promote diversity and inclusion in the products and services offered to customers.
- Promote diversity and inclusion among its stakeholders.
- Promote an organizational environment free of violence that favors the quality of life of the personnel.
- Encourage using the transparency line and the Coexistence Committee to consult or report anonymously or personally any discrimination or inappropriate conduct.
- All employees are hired based on their abilities, professional skills, merit, and talent.
- Introduce technical aids and supports to reduce and eliminate barriers for employees with disabilities to ensure that they can participate in a work environment under equal conditions.
- Ensure the highest standards of confidentiality concerning any information on employees classified in any of the most vulnerable populations at risk.