

Sustainability Report



- **Materiality Analysis.**
- **Sustainability Risks.**
- **Sustainability Strategy.**
- **Zero Malnutrition.**
- **Sustainable Trade.**
- **My Planet.**
- **Healthy Lifestyle.**
- **The success of Grupo Éxito is in its people.**
- **Governance & Integrity.**

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

Forward-Looking Statements

This report includes forward-looking statements regarding the company's sustainability objectives and plans, addressing intentions, expectations, goals and beliefs. Such statements, identified by terms such as "believes", "expects" and "anticipates", cover non-historical matters, including environmental, social and governance ("ESG") initiatives detailed in this report.

The company cautions that these forward-looking statements involve risks and uncertainties, and that actual results could differ from those expressed in this report due to various factors, including the company's ability to meet its ESG objectives. Although the statements are current as of the date of this report, the company undertakes no obligation to update or revise them in the event of new information or future events.

It should be noted that subsequent oral and written forward-looking statements are subject to the foregoing caveats. The information presented focuses on ESG performance and initiatives for fiscal year 2022, unless otherwise indicated. The inclusion of information should not be construed as a characterization of materiality or financial impact, and certain terms, such as "material", are used to highlight difficulties or priorities, not to be confused with terms defined in securities legislation or financial reporting.

Double materiality analysis



[GRI 3-1] The Double Materiality Analysis is a method that allows us to identify the most important and interesting topics for the organization in areas related to social, environmental, economic, and corporate governance matters (ESG) for our Company and its stakeholders. Material issues are measured and quantified every two years to respond to the constant environmental change, market dynamics, stakeholder expectations, global standards, megatrends, and sustainability evaluation organizations.

This technique enabled us to create time frames to assess issues that will be critical in the near, medium, and long term. As a result, the Company's initiatives align with the emerging materiality and topics the various stakeholders prioritize. [GRI 2-29]

For 2022-2024, the Materiality Analysis was carried out considering corporate, sustainability, and climate change risks, using the "Double Materiality" methodology. This has provided a more comprehensive context on what stakeholders consider relevant to be managed, both from our operations and the financial impact.

The double materiality analysis is the responsibility of the Sustainability Department [GRI 2-13].

To prioritize the strategic issues, we considered these steps:

Materiality

Step 1

Identification of Topics

We reviewed external inputs through benchmarks such as megatrends, Sustainable Development Goals, sustainability standards, and indexes.

Also, internal inputs include the Company's sustainability strategy, policies, and corporate sustainability risks.

Step 2

Definition of Stakeholders

We developed a mapping solution to select the key stakeholders to be consulted, representing prioritized representatives. We considered the Board of Directors, Senior Management, employees, customers, suppliers, opinion leaders, media leaders, sustainability-focused academics, and community leaders. [GRI2-29]

Step 3

Dialogue with Stakeholders

We conducted interviews and surveys with a sample of more than one thousand surveyed from different stakeholders. This approach allowed us to identify their most relevant topics, considering financial impact and environmental, social, and corporate governance (ESG). In this way, we applied the Double Materiality methodology.

Step 4

Cross Reference and Prioritization

We weighted the information collected in earlier stages and created a priority matrix to evaluate impacts related to sustainability on the X-axis and financial consequences on the Y-axis.

Step 5

Validation

To guide the management system toward strategic issues, we shared the Materiality Matrix with the Senior Management and the Sustainability Committee of the Board of Directors. [GRI2-14]



As a result of this process, we share the material issues framed as relevant to the Company from 2022-2025. [GRI2-16][GRI3-2]

Materiality Grupo Éxito

Strategic Topics

The topics presented below highlight 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 local and direct purchasing (without intermediation), favoring the productive communities and populations in vulnerable territories or those affected by violence.

3 Circular Economy and Packaging

Promote the different principles of the circular economy: reduce, redesign, reuse, and recycle by enabling post-consumption programs, proper waste management in the Company's facilities, and work toward eco-design in packaging.

4 Managing Food Waste

Develop programs to prevent food waste and promote food donations to food 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, store accessibility, and inclusive, diverse, and equitable employability programs.

8 Supply Chain Management

Identify suppliers and our supply chain's social and environmental aspects that allow for mutual growth and shared value creation.

Relevant Issues

9 Human Rights



Emerging issues

- 10 Develop our work associated with communities
- 11 Attract, retain, and develop human talent
- 12 Democratizing healthy lifestyles
- 13 Animal welfare in productive practices
- 14 Contribute to sustainable economic performance / Sustainable Finance
- 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
- Create public policies and alliances that promote topics related to our 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 validated by the Corporate Committee.

This evaluation is carried out periodically, as the identified risks provide a clear vision of the magnitude of the potential impacts on the company, thus allowing control measures and strategies related to social, environmental, and economic aspects to be established.

Residual risk map



Distribution by severity



Community engagement: risks associated with misperceptions about the relationship with communities may affect trust and the company's operation.

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.

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).

In 2023, we continue working on our higher purpose **“Nurturing Colombia with Opportunities”** with the launch of the opportunities route, a commitment to raising awareness among our interest groups to work together towards common objectives, promoting diversity, equity and democratizing the trade of healthy products and habits that take care of people's lives.

Through the Route of Opportunities, we reaffirm our commitment to the community, promoting inclusive and sustainable growth that leaves a positive mark in Colombia and in the life of every Colombian.

This is why we continue to guide our actions in light of our Higher Purpose and our Sustainability Policy, which is set out in the Sustainable Development Goals, the Global Compact guidelines and obey six challenges declared by the company.



Learn about our sustainability policy [here](#).

-  **Zero Malnutrition:** to work towards the eradication of chronic child malnutrition in Colombia by 2030
-  **Sustainable trade:** generate valuable and trusting relationships with our allies and suppliers by promoting sustainable practices and support programs that contribute to their growth, local and direct purchasing, and support for productive sectors and vulnerable populations.
-  **My Planet:** we work to reduce, mitigate and compensate the impacts of our operations on the planet and to contribute to the generation of environmental awareness among our different stakeholders.
-  **Healthy Lifestyle:** we mobilize employees, customers, and suppliers towards healthier and more balanced lifestyles through a portfolio of products and services, allowing them to have a healthy and balanced life.
-  **The success of Grupo Éxito is in its people:** We improve our employee's quality of life by promoting gender equity, diversity, inclusion, and social dialogue.
-  **Governance & Integrity:** we build trust relationships with our stakeholders within a framework of integrity under standards of corporate governance, ethics, and transparency, as well as respect for human rights.



Zero Malnutrition



In Fundación Éxito we Nourish Colombia with Opportunities. That's why we work towards our Corporate Social MEGA: achieving the first generation with zero chronic malnutrition in children under 5 years by 2030.

In order to achieve it, we focus on these fronts:

- Generating and transferring knowledge.
- Establishing resources and alliances.
- Developing communication and awareness.
- Influencing public policy.
- Impacting the care of children.

We accompanied the nutrition of

72,567 boys and girls

From 32 departments and 220 municipalities, where they received better nutrition in body and soul.

20.85% more than in 2022.

58.4% benefited

From **child nutrition programs**, and 41.6% from complementary programs.

[GRI 3-1]

280,000

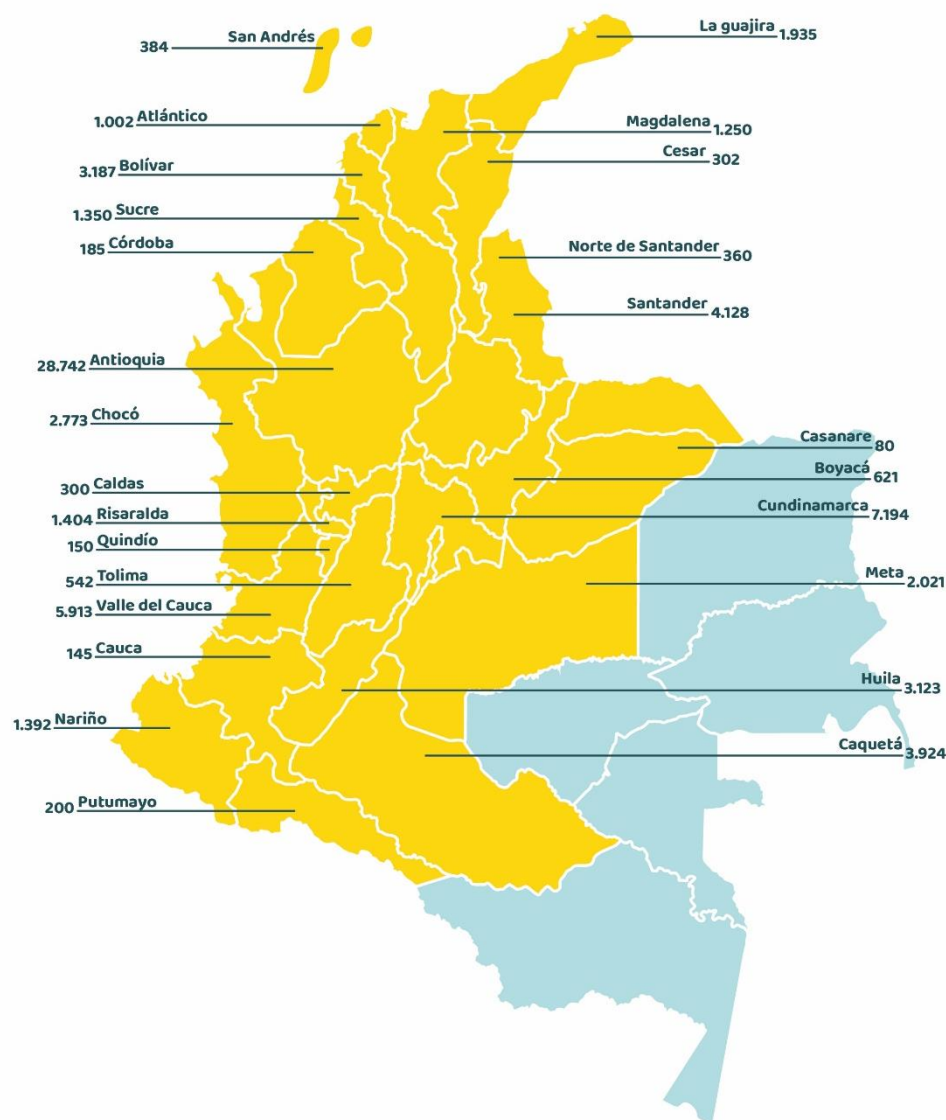
Donation certificates given.

More than 70,000 boys and girls benefited in the different departments of our country

Research studies have revealed that a child suffering from chronic malnutrition before the age of two could experience a decrease of up to 14 points in IQ when adult, five years less education, and a salary 54% lower.

Forty percent of the municipalities in Colombia meet the conditions that cause chronic malnutrition. Hence, the population under five is at risk of suffering from this condition. (Lessa Horta, B., Victora 2016).

Map of benefited boys and girls



All Boys and Girls have the Right to a Healthy Development

Chronic malnutrition, an affliction that affects physical, cognitive, and socioemotional growth, should not be a burden for any child. Eradicating this problem implies giving every human being, from their early days, the opportunity to explore their individual potential and contribute to progress both personally and for the country.

For this noble purpose, Fundación Éxito annually monitors and evaluates the impact of its interventions. These assessments provide valuable information about our actions and guide timely decisions that directly translate into the well-being of pregnant mothers and the healthy development of children who receive support.

The first 1,000 days of a human being's life, which elapse between the gestation time (270 days) and the first two years (730 days), represent the starting point for preventing chronic malnutrition.

“Since pregnancy my daughter had chronic malnutrition, because of her low weight when she was one year-old, she had motor problems which prevented her from sitting or moving. Thanks to the support and accompaniment of **Fundación Éxito** she will be able to walk.”

Ángela López, beneficiary mother of Fundación Éxito in the city of Medellín.



>>>

The "Goticas" (cash change coupons) are one of the sources of income of Fundación Éxito that allows to carry the different programs and projects of nutrition, maternal, and childcare throughout Colombia.

The Fundación Éxito brings food packages to different departments of the country to nurture the life of children.

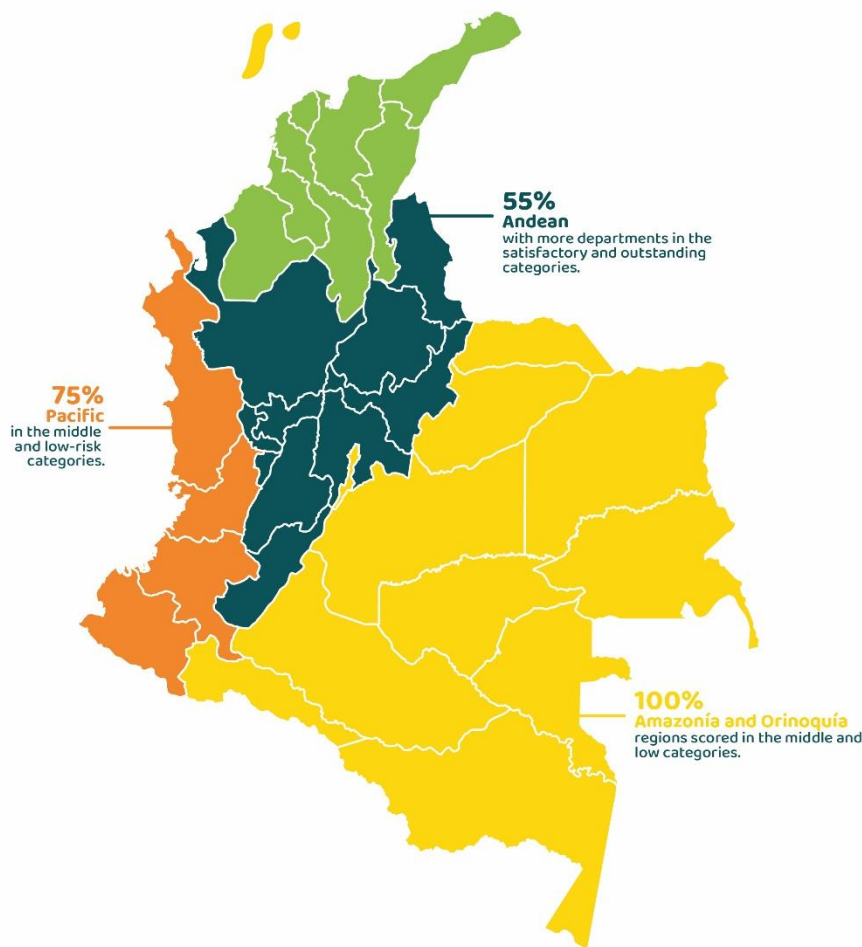


Know [here](#) the story behind all this great purposeful actions.

One Out of Every Nine Children in the Country is not Growing up Healthy Because they Suffer from Chronic Malnutrition

The results of the Chronic Malnutrition Index 2023, carried out annually by Fundación Éxito in Colombia and built using data from official sources, show the behavior of the disease between 2015 and 2021.

Each variable was categorized according to the children's risk of 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.



The results showed that **945,875 boys and girls under the age of five (24.7% of children's population under the age of five)** are at serious risk of suffering chronic malnutrition.



Click [here](#) to determine how your municipality ranked according to the Chronic Malnutrition Index 2023.

Fundación Éxito promotes the optimal use of food and periodic support to families



>>> Parents of young boys and girls who receive a food basket every month at home were present in the audience. Inside that basket, they find food that has improved their quality of life and helped them understand what health really means.

As part of its community program, Fundación Éxito honors families' dedication to utilizing food and rewarding their seasoning by holding a culinary competition called "Goticas de Sabor," which challenges the mothers of the NGOs and beneficiary institutions to prepare the healthiest meal they can, based on the complimentary food basket that Fundación Éxito provides each month.

This event took place at several Grupo Éxito stores located in Barranquilla, Bogotá, Cali, Medellín, Pasto, and Pereira. The gathering welcomed 1,490 families, 825 of whom submitted recipes for consideration, and ten were chosen as contest finalists.

It is crucial to comprehend the social dynamics that give rise to health disparities, realizing that these are the expression of a variety of socioeconomic and cultural factors and that these should serve as the foundation for disease prevention, health promotion, and interventions aimed at the eradication of chronic malnutrition.

Paula Escobar, Fundación Éxito director.

Twenty Years of Goticas: Changing Lives with a Taste of Solidarity

The Chocó region received a gift from Fundación Éxito that aims to save the lives of expectant mothers and their unborn children

The Goticas celebrated 20 years of nourishing lives and spirits, and as a result, the Fundación Éxito honored people who also contributed to the welfare of the nation's youth.

By celebrating two decades of nutrition for children, through the Goticas, Fundación Éxito honored those who contribute to the well-being of the country's children. As part of the celebration of **#20AñosDeGoticas**, a gift was given to Asorediparchocó. This act demonstrates the commitment to creating a path of opportunity in the affected areas and safeguarding the lives of the nation's most vulnerable early childhood citizens.



“We stopped using a pine tree bell to listen to the baby's heartbeat thanks to the Fundación's support and assistance. Thanks to this process, we can now raise the level of technical knowledge of the work of our midwives and listen to the heartbeats using a Doppler.”

Ledy Manuela Mosquera, executive director of Fundación Semillas de Oportunidades.

>>>

A collaboration between Outtajiapulee (Indigenous primary level clinic, IPS, for its acronym in Spanish language) and Fundación Éxito. Our goal is to end chronic malnutrition in La Guajira by strengthening our presence and supporting organizations such as the Outtajiapulee clinic at the primary level of care.



See [here](#) the delivery of items that midwifery needs.



More than COP190.3 million invested.



More than 2,601 mothers, boys, and girls benefited.



More than 2,066 midwives benefited.



A total of 36 Zero Malnutrition kits with essential medical equipment that combines traditional medicine.

We Recognize the Work of People Committed to Reducing Chronic Malnutrition

The **20th Child Nutrition Award ceremony** brought to light the commitment and hard work of several organizations, including families, journalists, governments, individuals, and academics, who are at the forefront of the battle against chronic malnutrition. We especially honored and emphasized the contributions of El Tiempo newspaper, which has worked hard to spread the word about the value of good nutrition for children as a pillar of society.

“Today, more than ever, we must continue to ensure that the issues of nutrition, low weight, and hunger are important topics to ensure the present of our children because by achieving this, we will be building a future of opportunities and equality for them.”

Gonzalo Restrepo Chairman of Fundación Éxito's Board of Directors.



>>>

The central theme of the Award is chronic malnutrition or stunting as a multi-causal condition that alters children's physical and cognitive development and lasts throughout their lives.



Get to know [here](#) the ideas that are born, cultivated, and become solutions that improve child nutrition.

With Fundación Éxito we serve new populations

Fundación Éxito reaffirm its commitment to child nutrition in the archipelago of **San Andrés, Santa Catalina, and Providencia** by investing COP116.000.000 for 2023–2024. However, this process is anticipated to continue after it is finished. With the “Segundas Oportunidades” initiative, a food supplement project was carried out in conjunction with Acción Interna, a non-profit organization that seeks to dignify and improve the quality of life of the prison population. This initiative began in October 2023 and will run until September 2024.



>>>

One-hundred families will benefit from food supplements in the archipelago of San Andrés, Providencia, and Santa Catalina.

We provided care in the form of food baskets to more than **183,358 boys and girls.**



Learn [here](#) about support for pregnant mothers or children from 0 to 2 years.

We are Inspired to Sow Opportunities



>>>

The Mayor of Bogotá and the Fundación Éxito delivered the first "Terraza Verde" in the district of Ciudad Bolívar in Bogotá.

We persisted in our **corporate Social MEGA** to achieve the first generation without chronic malnutrition in Colombia by 2030 by implementing programs and projects that positively impact vulnerable communities.

With the aid of Fundación Éxito, it was possible to get involved in urban projects that both protect and enhance the lives of children. One such project was "**Terrazas Verdes**," a successful initiative that converted cement flat roofs into greenhouses using hydroponic agricultural production systems to grow vegetables. This project also creates jobs for some mothers who are heads of household and can work caring for and managing crops.

The "Terrazas Verdes" initiative debuted in the Ciudad Bolívar district in **Bogotá** and Comuna 20 Siloé in **Cali**, Colombia, in 2023. Areas where creating jobs through urban agriculture has served as a catalyst for local entrepreneurship and a link to community food security.



More than 150 square meters have been planted.



More than 10 women heads of household directly benefited.



More than 24 families have been benefited indirectly.



We are present in three cities: Bogotá, Cali, and Medellín.

An Action of Love for Social Mobilization



Breastfeeding saves more than 800,000 lives of children annually worldwide.

Breastfeeding is the most nutritional act of love. Breast milk is the main nutrient for humans from the beginning of life. It is natural, ecological, easy to access and transport: It is irreplaceable. For all this, breast milk is the primary antidote to chronic malnutrition.

Promoted by the Great Alliance for Nutrition and led by Fundación Éxito, the seventh version of the **#Lactatón** campaign was carried out on X (formerly Twitter) to promote that more children under five can receive breast milk. The hashtag reached more than 17 million people. In addition to making a big digital effect, this campaign ranked as the 23rd topic of discussion on the social media platform, demonstrating the significance and applicability of breastfeeding promotion for Colombian children's wellbeing.

Similarly, Fundación Éxito organized the **IV International Breastfeeding Congress** in Bogotá and Barranquilla in cooperation with Colombia's Ministry of Health and Social Protection. The congress's purpose was to raise awareness of the benefits of breastfeeding among public policy makers and health professionals.

“A baby's first vaccination is breast milk; it carries antibodies that will shield infants from infections during childhood and adulthood, and it also lowers the risk of diseases like hypertension, postpartum depression, breast cancer, and ovarian cancer.”

Nutritionist Juan Carlos Burgos, Fundación Éxito.



By Donating Food, We Nourish Life for the Most Vulnerable People

[GRI 3-1]



>>>

Grupo Éxito through the Fundación, it donates to food banks in Colombia the products suitable for human consumption that it cannot market.

Fundación Éxito is part of the **Reagro** agricultural surplus recovery program, whose management in Antioquia saved **7,853 tons** of farmers' surplus crops from being lost or wasted.

Grupo Éxito and Fundación Éxito coordinate the management of food and non-food donations from various areas, including stores, CEDIs (distribution centers), industries, corporate headquarters, subsidiaries, and other businesses. These donations are efficiently registered through the EatCloud app, linking donation points and beneficiaries across the country, such as food banks and institutions. In 2023, 559 units of Grupo Éxito made donations, totaling **60.939** donation records through EatCloud.



758 tons of food.



264 tons of non-food items.



Were donated to 23 food banks and 160 allied foundations and institutions.



Fashion Collections for Children's Purpose



>>>

For every garment sold that's part of the Maternity fashion collection, our private label Bronzini donated COP5,000 to child nutrition initiatives.

Arkitect and Bronzini, Grupo Éxito's textile brands, joined Fundación Éxito, contributing to the feeding of 900 children.

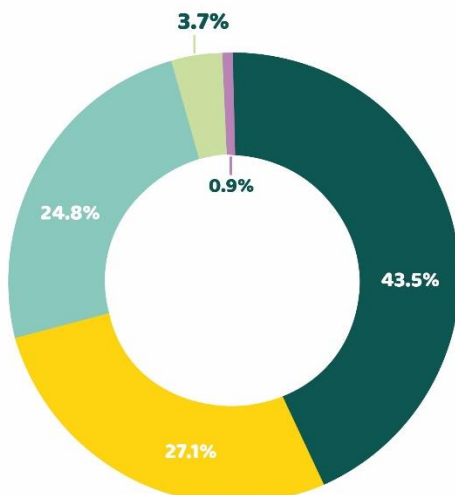
Wills that Sum Up for the Country's Child Nutrition

Fundación Éxito had a total revenue of COP \$39,534,615,597 thanks to the contribution of various partners.

100% of the money was invested in community projects



8.33%
more than the figures obtained in 2022.



- COP \$17,224,323,481**
donations from Grupo Éxito
COP \$13,933,257,923
or the sale of recyclable materials
COP \$1,702,527,925
donated by employees
COP \$1,588,537
donated by Grupo Éxito, approved by shareholders
- COP \$10,725,087,292**
donations from 3,420,715 customers in the form of Goticas (cash change coupons)
- COP \$9,832,619,032.44**
own resources
- COP \$1,486,060,037**
Donations from Suppliers and Partners
- COP \$266,525,755.42**
from other contributions

Type of contribution

Amount in Colombian pesos

In cash contributions

COP \$12,442,450

Our employees carried out

896 hours of volunteering

Equivalent to **\$12,000,000**

Donations of products and services

\$11,249,649,44

Management expenses

\$1,160,694,962

Child Nutrition in the National Public Agenda



Fundación Éxito actively advocates for the inclusion of the fundamental right to child health and nutrition in the policies of the local, regional, and national governments..

Fundación Éxito makes a permanent effort to place child health and nutrition on the national public agenda. Focusing on public policies' impact on child nutrition, food security, and child development.

The Foundation is a member of NiñezYa, a coalition of over **200 civil society** groups whose common goal is to promote children's rights. Candidates in the territorial elections of 2023 received recommendations for the creation of government initiatives, and the territorial development plans for 2024–2027 included suggestions for the protection and promotion of children's rights.

Fundación Éxito has supported institutional strengthening with the National Planning Department (DNP) through two consultancies. These initiatives have laid the foundations for the creation of the Política Pública del Derecho (Public Policy), a project aimed at the search for royalty tax resources by territorial entities to overcome malnutrition.

Achievements 2023 [GRI 3-3]

- We benefited more than 72,000 children in nutrition projects for the body and soul.
- #Lactatón and over 17 million users reached on X (Formerly Twitter).
- Implementation of a community relationship model: Six "Goticas de Sabor" contest events held in six municipalities, 825 competing beneficiary mothers and 14 winning families.
- Celebration of 20 years of the Goticas with a gift for the Department of Chocó.

Challenges 2024

- To make the necessary efforts and to have the leadership to maintain coverage of children and the Foundation's total income.
- Ensure that the development plans of the country's main municipalities and departments include targets to reduce chronic malnutrition.
- To host a celebration event for the 10th anniversary of #Lactatón, granting one gift to a department or region of the country.

Sustainable trade



>>> A 98-year-old lady, 45 dedicated to being a supplier for Grupo Éxito, Mrs. Rita Vélez is a role model of tenacity, growth, and commitment.

We Nourish Colombia with Opportunities by promoting sustainable supply chains and co-creating products and services with our suppliers.

To Reach this Objective, We Worked on the Following Fronts:

- Promotion of sustainable supply chains that encourage fair labor practices and safe working conditions.
- Development and strengthening of the knowledge of our partners and suppliers in socially and environmentally sustainable practices.
- Promotion and maintenance of local and direct purchasing.
- Promotion of sustainable consumption patterns through education and awareness campaigns to our customers.



Scan the QR code or [click here](#) to learn more about Doña Rita's story

Sustainable Supply Chains, a Pathway for Mobilizing Opportunities

[GRI 3-1] [GRI 2-6]



We work with **around 6.600 suppliers in 26 departments (states)** to develop sustainable supply chains that creates opportunities for the country and its people.

Our supply chain goes beyond a location; it extends across the country, touching lives and communities. Each point of interaction, from the source to our stores, is a national point of connection, a commitment to the social fabric of Colombia, where we seek to be economic agents of positive change in people's lives.

This is possible thanks to the collaborative work we do every day with the following suppliers:

- 2,708** commercial vendors.
- 1,078** vendors of goods and services.
- ✓ **2,552** Real Estate agents.
- ✓ **76** directs textile vendors.
- ✓ **219** workshops in the textile industry.
- ✓
- ✓



We progress in mapping and characterizing supply chains jointly with our private label products and none brand suppliers

[FB-FR-430a3] [GRI 308-2] [GRI 414-2]

We are committed to ensuring sustainability throughout the supply chain and recognize the importance of closing gaps in transparency of processes and procedures, especially in obtaining raw materials that, due to their origin, pose greater social and/or environmental impacts. In order to achieve this, we align ourselves with the methodology set out in the Supply Chain Management Operational Guide published by the *Accountability Framework Initiative* (AFI) (2019).

We are the first food retailer in Colombia to assess the risks associated with nature, according to the TNFD - Task Force on Nature-Related Financial Disclosure framework.



We transformed production practices in an innovative way; therefore, we work under the georeferencing methodology through the Croper.com platform to improve of the origin of raw materials, identify risks, and characterize our supply chains; likewise, we have strengthened the relationship with our suppliers and maintain, therefore, up to date information.

Evaluated Criteria:



Environment:

-  **Tree Cover Loss (GFW).**
-  **Protected Areas Registry (RUNAP, for its acronym in Spanish).**
-  **Moors (Ministry of the Environment).**
-  **Agricultural Border (UPRA, for its acronym in Spanish).**
-  **Wetlands RAMSAR (iAvH).**

Social:

-  **Indigenous Reservations (ANT) .**
-  **ZOMAC Municipalities (ART).**
-  **PDET Territories (ART).**

* This methodology includes a country-specific risk analysis for the raw materials assessed.

We developed and strengthened the knowledge of our partners and suppliers in socially and environmentally sustainable practices

Georeferencing scope of suppliers:

Total direct suppliers subject to assessment: 819

Total direct suppliers assessed: 605



>>> These actions, among others in the sustainability strategy, seek to leave more social impacts and less environmental footprint.

The Supplier Development Program helps create and maintain a path of opportunities by reviewing and improving ESG practices, which ensure the guidelines set out in the **Supplier Ethics Charter**, which defines the standards applied in the supply chain and human and environmental rights. In addition, we recognize the suppliers that are committed to sustainable practices.

In collaboration with various institutions such as the **EAFIT University** through EAFIT Social, the **Promotora de Comercio Social**, the **Fondo Colombia en Paz**, **Servicios de Gestión Integral (SGI)**, **Diversey Consulting** and our Corporate Volunteering, we have trained **270** companies with our programs. These include key topics such as digital environments, diversity and inclusion with a gender focus, ethics and sustainability, creative and inspiring leadership, and ongoing improvement projects. We consolidated alliances that enrich participating companies and contribute to the sustainable progress of our communities.



In this regard, we have achieved:

27 supplier development programs totaling 66 hours of training. **Six employees** were trained through Corporate Volunteering.

171 suppliers have developed their own internal human rights documentation and policy processes.

172 suppliers have included, within their organization, activities to promote gender equality.

100 suppliers connected to Grupo DELCEN scholarships to strengthen its quality and safety system (Private Label, Food, Industry, Fresh products, among others).

203 suppliers have included, within their organization, activities to promote gender equality.



Currently with 208 commercial allies MIPYME through "Promotora de Comercio Social".



The growth of Colombian producers inspires us

Through the "Conéctate con Colombia" showroom, a joint initiative of Grupo Éxito and Promotora de Comercio Social, new opportunities were created for the country's SMBs, where **more than 300 articles** produced **by 90 SMBs** from 18 regions of the country were made visible. As a result, eight of these SMBs were listed as new suppliers for Grupo Éxito, thus totaling 938 SMBs as commercial partners through Promotora de Comercio Social.

We Promote the Transformation of Territories through Direct and Local Purchasing

[GRI 204-1]

Buying local means establishing a close link with the countryside and promoting the economic development of the less favored regions. This means forging relationships of trust with the country's producers and working together on their aspirations; it means believing in the transformative power we, as businesspersons, can achieve in the communities.

90.41% of the fruits and vegetables we sell in our stores are sourced by local suppliers.

1.84% more than 2022.



85.16% of fruits and vegetables were purchased directly from 704 regional farmers, with no intermediaries, through associations and smallholders.

1.33% less than 2022.



100% of the pork processed in the internal meats industry has the product seal by the PorkColombia Association. Additionally, about 85% of our pork suppliers have the Granja Seal, granted by the same organization.

[FB-FR-430a.2].



We purchased 97.13% of pork, beef, and buffalo meat from local producers.

0.88% less than 2022.

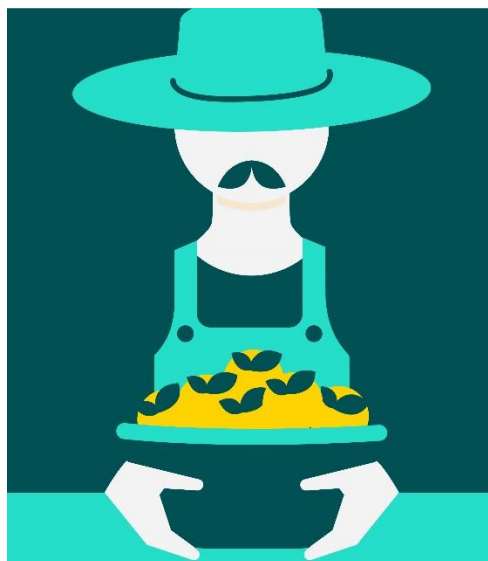


We acquire 82.64% of our fish and shellfish through national fishermen

5.95% more than 2022.

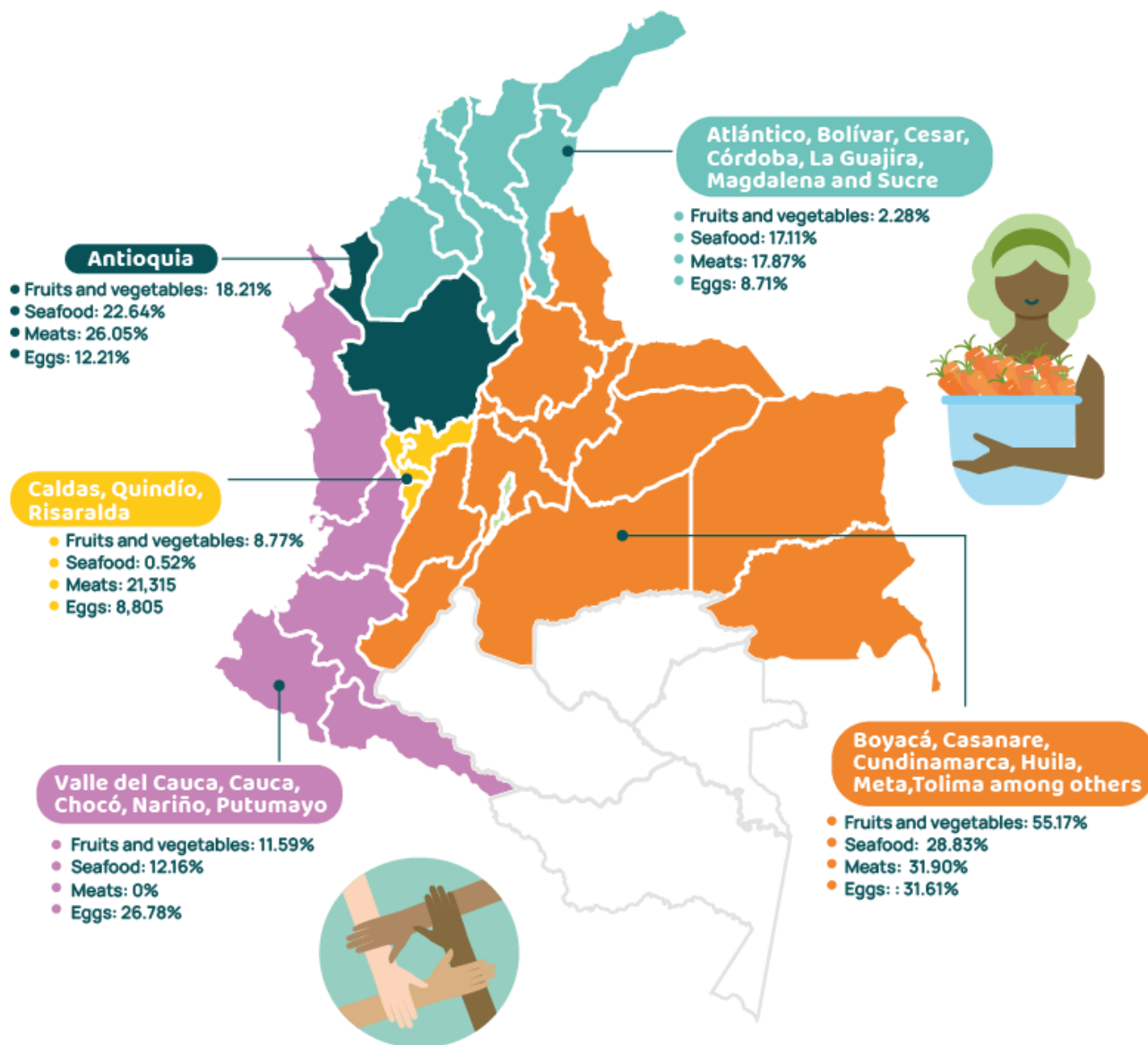


100% of our private-label eggs come from cage-free chickens
[FB-FR-430a.2].



Generating trust is contributing to the development of Colombia

We buy locally:



Partnerships to Strengthen Direct and Local Purchasing

We work together with **26 farmer associations** and NPO's that benefit farmers in 26 departments of the country: Amazonas, Antioquia, Arauca, Atlántico, 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.



>>> We work to generate value in productive sectors and vulnerable populations.



Comproagro initiative: More than **27.000 families** have benefited in 27 regions thanks to the direct purchase of **501.882 units**. This has resulted in an increase of approximately 25% in profits for producers. This contributes to reducing intermediaries, which increases the farmer's income and quality of life.



Sangara - San Andrés de Tumaco: A small company that works hand in hand with the peasant and fishing communities of the Pacific and promotes good artisanal fishing practices. We marketed **229.314 units** of shrimp and fish.



Fundación Salva Terra: A total of **9.500 families** have benefited from the direct purchase of **225.642 units** of products, including red onion, cucumber, tangerine, pineapple, and Tahiti lemon, from PEDET and ZOMAC territories, whose objective is to promote economic, social and environmental development in those areas of the country that are most affected by the internal armed conflict. By supporting producers, we encourage territorial development, rural agriculture, good agricultural practices, and added value to products. In addition, we are adding value to products to benefit producers and the community.

During the year, we marketed 5.902 million units in collaboration with these organizations.

A contribution to the reconstruction of the social fabric of our country



PaisSana is a brand represented by a heart that symbolizes love for Colombia and its name arises from the union of the words “**country that heals**”, therefore, it becomes a seal of stories of reconciliation of the territories in which peasants (as), victims and signatories of peace, work together for the rebirth of the countryside. **This country initiative promotes productive projects from areas affected by the armed conflict in Colombia**, as part of the Development Program with a Territorial Approach (PDET).

>>> This year we worked with 20 certified suppliers linked to the PaisSana brand, represented by a heart that symbolizes love for Colombia.



Products from PaisSana can be found in 54 outlets.

32 Éxito stores and 22 Carulla stores.

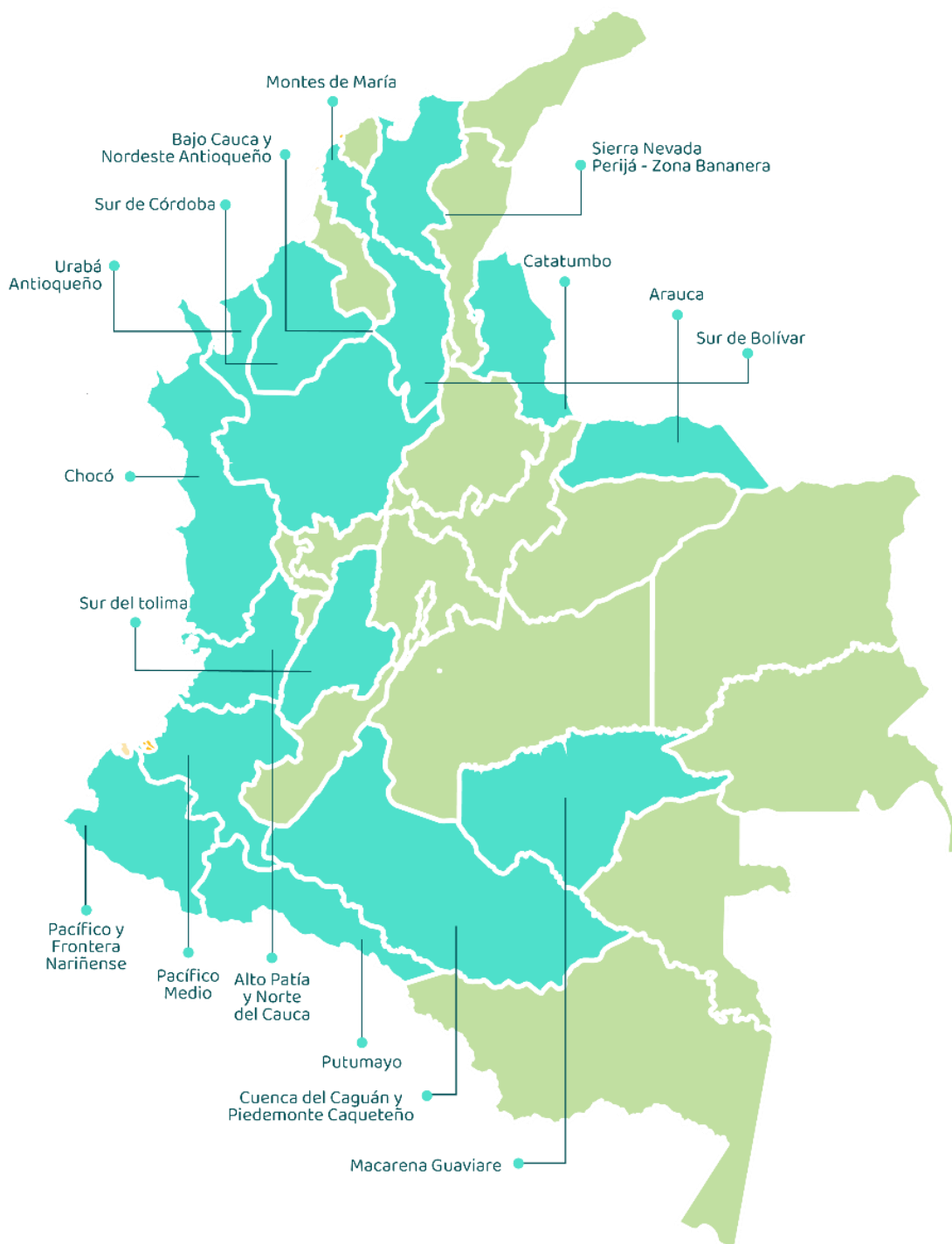


We work hand in hand with 20 certified suppliers to add to the peace initiatives through 144 products (Consumer products and fresh).



PaisSana products come from the following regions of Colombia

Our CEO, Carlos Mario Giraldo, actively participated as a promoter and official witness in the signing of a memorandum of understanding between Fondo Colombia en Paz and FENALCO. During the Gondola 2023 event, Grupo Éxito bolstered its commitment to communities and sustainability as a tool for creating new opportunities.



Scan or [click](#) to learn the history of Café Aroma de Occident, one of PaisSana's suppliers.

We work on value proposals that contribute to local purchasing and the development of the field

We Create Value to Strengthen the Inclusion and Productive Agricultural Development of the Regions

Through the collaboration initiative along with **Google and the Fundación Salva Terra**, we joined together to support the transformation of agriculture and promote the sustainability of the Colombian countryside. We seek to generate a positive impact in the areas affected by violence and promote its insertion in high-quality processes to provide them with opportunities and contribute to improving their living conditions.



>>>

Through the Salvaterra Foundation, we connected with small producers.

We contribute to the transformation of Colombian agriculture through actions that allow us to connect producers who want to cooperate with large retailers. With our support, we help them develop themselves as agribusiness, providing them with the technological tools to strengthen their initiatives. Alliances such as these allow us to reach isolated regions, create value, provide new opportunities, and bring peace to these territories.

David Villegas, CEO of Salvaterra foundation.

The Aliados associative trade program, through Surtimax and Super Inter, reached its 2,400th ally. This alliance strengthens mutual trust and has boosted the sales of shopkeepers, contributing significantly to the economy and strengthening trade in various regions of the country.



Scan or [click](#) to learn about the Aliados Program and its benefits.



>>> Grupo Éxito, through associative commerce, reinforces its commitment to Colombian shopkeepers.

#ModaHechaenColombia: 12 collections created by talented Colombian hands



We are proud to work for sustainable fashion with processes such as the use of biodegradable or recycled inputs, the reduction of water consumption and manufacturing with national suppliers, to bet on a development that maintains the balance between social, environmental and the economic.

Each garment tells a story, contributes to the social fabric and leads us towards a more conscious future.

>>> We are proud to support local purchasing and encourage opportunities for our Colombian designers.



92.94% of the garments we sell under the private label are bought in Colombia.



We created 9.733 jobs, 75% occupied by women, in 295 independent third-party workshops.



Each garment tells a story, woven with skill and dedication, reflecting the richness of our culture.

Likewise, we embrace sustainable commerce, ensuring that every fashion choice is a step towards a more conscious future.



>>> Our private label brands, Arkitect, Bronzini, and People, received the recertification "Sello Oro Moda Sostenible" certification (Sustainable Fashion Gold Seal), granted by CO₂CERO.

We Believe in Second Chances



>>> Collection "Conexión," a new collaboration with PEOPLE brand, to create second chances

“Conexión is a collection inspired by second chances and values such as forgiveness, love, and empathy. It is a collection inspired by destigmatization, where evolution and acceptance are the essence and where each product represents the freedom to be who we are. “Conexión” invites us to reconciliation, to connect across barriers,” says Johana Bahamón, Director of the Fundación Acción Interna

Johana Bahamón, directora Fundación Acción Interna.



Click [here](#) to learn more about Segundas Oportunidades.

PEOPLE
CONCEPT

BRONZINI

Fundación
ACCIÓN INTERNA
Un Camino a la Reconciliación y Resocialización



We launched the second collaborative collection Johana Bahamon + People: Segundas Oportunidades (Second Chances), with 116 SKUs of footwear, leather goods, and clothing for men and women.



Jointly with Fundación Acción Interna, led by Johana Bahamon, who works with more than **120 prisons** in the country.



In 2023, we donated 250 coupons, redeemable gift cards in the Company's textile private label brands, to people who were released from prison

The Bronzini brand, committed to environmental sustainability, extended its support to preserving mangroves in Colombia by donating **3.000 mangrove trees**. This initiative reflects our dedication to the environment's health, promoting a harmonious balance between fashion and nature.

Fifteenth Edition of the Proveedores de Éxito 2023 Contest

We Build Value and Trust Relationships with our Suppliers

In 2023 we celebrated the Fifteenth version of the Concurso de Proveedores de Éxito 2023 contest, an event where we awarded 14 categories and recognized our suppliers for the joint work we do every day to build a route of opportunities and generate optimism and hope in the hearts of Colombians.

It was a night full of emotions, joy, and nostalgia, during which the theme we defined for the event became truly meaningful: "Orgullo de corazón" (Proud Heart) is Grupo Éxito's sentiment for our team of strategic partners.



Scan or [click](#) for highlights from the Successful Supplier Contest.



Winners of each of the categories of the 2023 Successful Suppliers Contest.

In addition, we awarded the Successful Supplier category where the winner was Industrias Haceb, a recognition of its continuous growth, its innovation, its commitment to sustainability and for being the number one brand in sales of large appliances.



A night full of emotion, joy and nostalgia in which the concept defined for the event made sense: "Pride of the heart." "Orgullo de corazón".

To celebrate the 15 years of the Supplier Contest, we had a very special award: "Toda una Vida", which recognizes a supplier whose career with the organization is significant and rewarding. This is how we rewarded Ana Rita Vélez, a supplier who has been working with Grupo Éxito for 45 years and has been characterized by her character, her strength and her perseverance.



Winner of the Sustainable Development category Recognized for:

- Its social and environmental commitment.
- Its commitment to the circular economy and green energy.
- 57% of its raw materials are recycled.



This is achieved by working among friends, that is one of the pillars of our culture. We want to continue providing solutions for a sustainable future.



Jenny Beatriz Angel, Mundo Ambiental
Coordinator at Industrias Estra S.A.

Achievements of 2023 [GRI 3-3]

- We progressed in the project of georeferencing our suppliers, which aims to improve the traceability of raw materials, sourcing, risk identification, and supply chain characterization.
- We are the first food retailer in Colombia to assess the associated risks with nature, according to the TNFD - Task Force on Nature-Related Financial Disclosure framework.
- 90.41% of our fruits and vegetables come from local suppliers.
- For the second year in a row, our brands, Arkitect, Bronzini, and People, received "Sello Oro Moda Sostenible."

Challenges for 2024

- Progress in communicating and mitigating social risks associated with the supply chain.
- Promote the georeferencing of new raw materials.
- Promote local and direct purchase of fruits and vegetables.

My Planet



Nourishing Colombia with Opportunities by protecting the planet, the biodiversity, and its natural resources. Only through collaboration with our stakeholders we will be able to achieve our objectives for environmental preservation and care.

We work on these fronts to achieve this;

- Take action favoring climate change.
- Promote efficiency and enable the circular economy for packaging solutions.
- Lead and implement sustainable mobility initiatives in our operations.
- Manage real estate operations with sustainability standards.
- Contribute to protect our biodiversity.
- Educate and mobilize stakeholders toward environmental protection.

Our Corporate Environmental MEGA

We commit to reducing our emissions, scope 1 and 2, by 55% by 2025, taking into account the 2015 baseline.

We are moved by actions for our planet, that is why we are committed to reducing our Carbon footprint.

We Measure our Carbon Footprint and Work to Mitigate and Offset it

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

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

170,253.17

tonCO₂eq

direct emissions, from refrigerant gases, fuels, and fire extinguishers.



1.82%

more than in 2022.

Scope 2 [GRI 305-2]

63,846.14

tonCO₂eq

by emissions from electricity consumption.

The X-m-published emission factor of 0.1728kgCO₂/kWh was used. This factor increased 53.76% compared to 2022.



48.29%

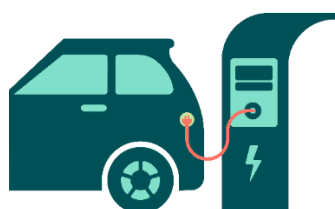
more than in 2022.

Scope 3 [GRI 305-3]

237,794.86

tonCO₂eq

for other indirect emissions.



Category	tonCO ₂ eq	% of scope 3	Observations
Upstream transportation	17,278.60	7.27	Outsourced fleet
Waste disposal	41,342.16	17.39	Generated by the operation
Business travel	308.552	0.13	Air and land
Use of products sold	173,464.212	72.95	Fuels sold at gas service stations
Assets leased downstream	5,401.33	2.27	Electricity consumption by renters
Total	237,794.86	100%	

Energy Consumption

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

Energy consumption (MWh)	2020	2021	2022	2023	% change (2015 vs. 2023)
Conventional energy	95,990.00	61,143.30	57,470.32	85,275.98	- 44,16
Renewable energy	321,923.59	307,121.21	325,665.18	285,204.00	N/A
Self-generated energy		3,857.45	4,534.76	10,361.15	N/A
Green certified energy			3,656.99	3,519.98	
Total	471,913.5	376,845.94	391,327.26	383,361.12	N/A

Total emissions in ton CO₂eq

[GRI 305-5]

Scope	2020	2021	2022	2023	% reduction (2015 vs. 2023) (baseline)
Scope 1	212,511.54	182,650.43	167,214.37	170,253.17	36.19%
Scope 2 *Market-based method	76,287.22	48,678.62	43,056.00	63,846.14	29.97%
Subtotal 1 and 2	288,798.76	231,329.05	210,270.37	234,099.31	34.61%
Scope 3	3,490.69	24,807.11	237,794.86	237,794.86	N/A
Total	292,289.46	256,136.16	487,950.07	471,894.17	N/A

We generated 10,361 MW of energy from solar projects, which is equivalent to the consumption of 5,500 Colombian homes in a year.

We are making progress towards complying with our Environmental MEGA [GRI 3-3]

We understand the importance of reducing our carbon footprint as a fundamental part of our commitment to care for the planet. Thus, we are working on transitioning to implement natural refrigerant gases, energy efficiency projects, and renewable energy.

How have we progressed?

Scope	Emissions 2015 tonCO _{2eq}	Emissions 2023 tonCO _{2eq}	Percentage of change
Scope 1	266,816.59	170,253.17	36.19%
Scope 2	91,176.42	63,846.14	29.97%
Total	357,993.01	234,099.31	34.61%

Some of our actions



>>> We were recognized by the LCBA (Low Carbon Business Action) for our commitment to decarbonization and the Company's progress toward more environmentally friendly and sustainable operational processes.

A total of 42% of retail m² were or are being converted to natural refrigerant gases such as CO₂ and propane, improving refrigeration systems' energy efficiency.

- ✓ We are aligned with the **Paris Agreement, the United Nations Framework Convention on Climate Change, Kyoto, and Montreal**, which set out actions to reduce greenhouse gas emissions.
- ✓ During 2023, we used 1.97% more refrigerants compared to 2022 in our refrigeration systems [FB-FR-110b.2], [FB-FR-110b.3].
- ✓ We reduced our R22 consumption by 6.74% compared to 2022.

Since 2012, we have implemented more than **251 energy efficiency projects, 22 solar energy projects, and eco-efficient energy services.**

As part of our efforts to mitigate our carbon footprint, we are developing energy generation through solar panels mounted on the rooftops of our parking lots and stores in collaboration with GreenYellow.



We installed the largest solar carport in Latin America in partnership with GreenYellow, ensuring clean and renewable energy generation.

Viva Malls received two certifications, one as a brand and another in each of its 14 shopping centers



Viva, a brand in the real estate business, receives the Carbon Neutral certification from ICONTEC for the second consecutive year.



14 Viva shopping centers were recertified as Carbon Neutral by ICONTEC, a multinational organization that promotes standardization, certification, metrology, and quality management in Colombia.



Viva has been implementing practices to measure, reduce, and mitigate the impact of our operation, which is framed in the Company's sustainability strategy. Today, we have solar panels that allow us to supply 35% of the energy consumption of the public areas of our shopping centers, we use LED lighting systems, and we implement other sources of wind power generation in some of our assets (our shopping centers have open architectural designs that allow natural air to enter).

Juan Lucas Vega Palacio, Grupo Éxito Real Estate VP.





Our Viva shopping centers have more than **15,800 solar panels**, generating clean energy and **supplying 35%** of the energy consumption for public areas. Wind and solar power generation, the migration to an LED lighting system, and open architectural design are some actions that promoted this certification.

Carulla, the first food retailer in Latin America to be recognized as Carbon Neutral, renewed its certification for the fourth consecutive year

We achieved significant energy savings at this point of consumption by transforming spaces for customers through our interventions under the **Efficiency Design initiative in the 30 FreshMarket stores** of the Carulla brand. We implemented improvements in lighting, natural refrigerant gases in cold systems, and installing doors in refrigerators. This transformation was carried out with different tones and intensities of LED lighting.



The Colombian Institute of Technical Standards and Certification (ICONTEC) has recertified our brand Carulla FreshMarket as Carbon Neutral for each of its 30 stores.

“

We renew for the fourth time our Carbon Neutral certification granted by ICONTEC, we want to be characterized by reducing our environmental impacts to the maximum. This is why we ratify, through this declaration, our commitment to the planet and specifically to mitigation, compensation and adaptation to climate change.

”

Andrés Restrepo, Corporate Manager of the Carulla brand.

We track our
Water Consumption
[GRI 303-5]

Year	2020	2021	2022	2023
Water consumption (Thousand Million m³)*	2,010	2,059	2,106	2,408
* Million cubic meters.				

We Evaluated the opportunities and Risks of Climate Change

[GRI 201-2] [GRI 2-25]

As part of our risk and business strategy, we address the disclosure of climate aspects not only as a strategic measure, but as an essential component of comprehensive risk management and our business.

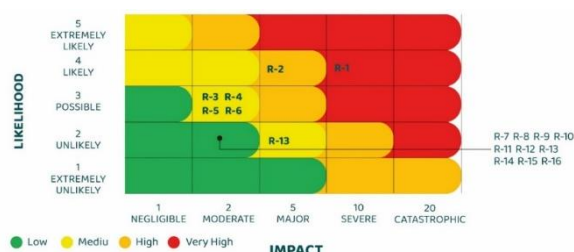


We recognize that climate risks not only impact environmental sustainability but also directly influence our business resilience. By incorporating the recommendations of the TCFD (Task Force on Climate-Related Financial Disclosures) into our strategy, we seek to anticipate, assess, and manage climate risks and opportunities proactively. This integration aligns us with the best international practices, strengthening our position in a constantly evolving business environment.

During 2023, we collaborated with **Transforma, a Colombian think tank that promotes climate action and ecological transitions, and UKPACT** within the Climate Asset **Disclosure Initiative** (CCADI) framework to enhance our capabilities and prepare for disclosure under the **TCFD**. These efforts represented an evolution and complemented the progress made in previous years.

Transition risk management

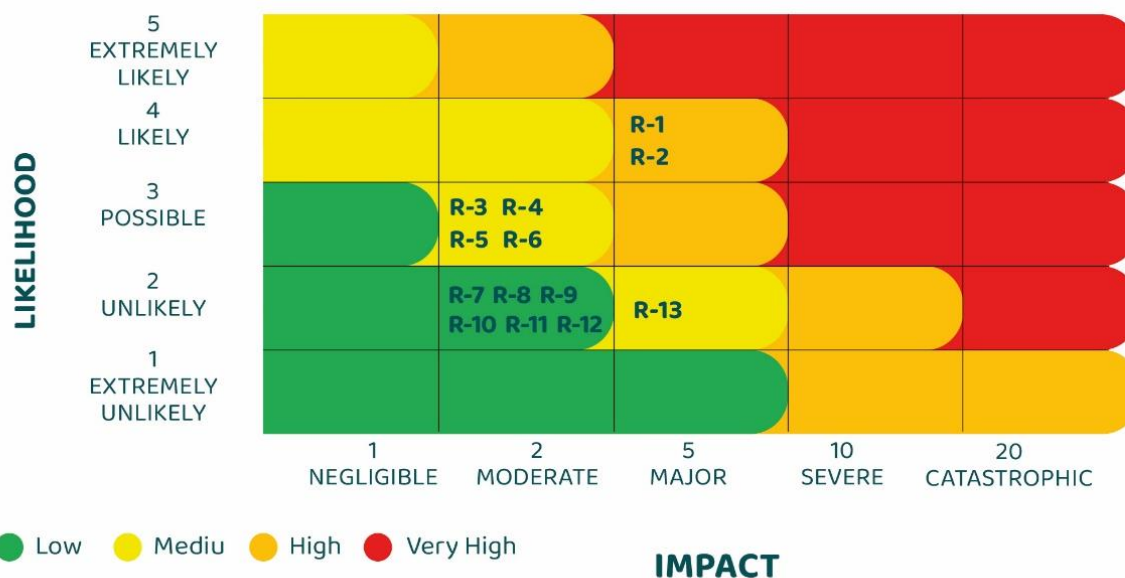
[FB-FR-430a.3]



R-1	Promotion and sale of products erroneously labeled as low carbon or net zero.	R-10	Obsolescence of GHG emissions reporting information systems.
R-2	Sale of "stigmatized" or carbon-intensive products.	R-11	Restrictions on plastic packaging materials, which will increase costs of access to or substitution by alternative packaging materials.
R-3	Loss of access to sources of financial capital due to inadequate performance on climate change issues.	R-12	Possible legal liability for possible non-compliance with climate targets.
R-4	Limitations in the supply of products due to a shortage of suppliers with the capacity to adapt to new technological developments and to comply with new climate transition standards and regulations.	R-14	Asset obsolescence.
R-5	Increased product prices due to regulatory requirements.		
R-6	Restriction or prohibition of the use of supplies such as refrigerants and chemical fuels, among others, due to the high potential impact on global warming, which makes it necessary to maintain and reconvert technologies.		
R-7	Fuel price increases.		
R-8	Increase in carbon tax and/or new carbon footprint offsetting actions.		
R-9	Increased requirements for identification of environmental impacts in the supply chain.		

Physical risk management

[FB-FR-430a.3]



Risks

R-1	Need to adapt to changes in the energy matrix, given the occurrence of physical climate change events, which may lead to an unintentional increase in GHG emissions.	R-10	Oversupply and increased pressure on inventory management.
R-2	Competition for resources that are becoming increasingly scarce, resulting in conflicts with communities neighboring the facilities where the company carries out its commercial and/or administrative activities.	R-11	Unforeseen rate increases for resources such as water or energy.
R-3	Increase in extreme weather events and/or natural disasters that affect insurance policy expenses or reduce the insurability of assets.	R-12	Extreme weather events that impair the health or well-being of employees.
R-4	Increased frequency and intensity of extreme weather events that affect suppliers' production and their delivery capacity.	R-13	Increased capital investments for adaptation or relocation of assets to new weather conditions.
R-5	Partial or definitive shutdown of operations due to damage and/or loss of assets.		
R-6	Delays in delivery times.		
R-7	Interruption in the operation due to alteration in the supply of resources such as energy or water.		
R-8	Wear and tear, loss or damage to assets and infrastructure.		
R-9	Damage or interruption of road infrastructure, which increases logistical costs or affects supply.		

In line with this first analysis, we have identified three strategic areas that will ease the continued integration of climate change into our business operations by focusing on:

- ✓ **Strengthening risk management by considering climate change as a financial and non-financial risk.**
- ✓ **Providing comprehensive support to our suppliers.**
- ✓ **Capitalizing on the opportunities that arise in this new scenario.**

1 Cross-cutting integration of climate change into the organization's strategic pillars of the organization:

Leading the transformation to a business model that sets an example resilience in the face of climate challenges.

- Identify, understand, prioritize and incorporate the effects of climate change into the business model into the business model.



2 Operational optimization and inclusion of and support for suppliers:

Promoting a chain with a low carbon footprint and high responsiveness to external climate events.

- Coordinated work with suppliers to promote adaptation/mitigation measures climate change
- More carbon-efficient production/distribution processes.

3 Development of new products and services:

Offering innovative innovative products and services risk mitigation risks related to transmission towards a economy.

- Search for solutions linked to the transition and capitalization of new consumer preferences .

Promoting Sustainable Mobility

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



Our vision is to contribute to the development of more environmentally friendly mobility, driving responsible and sustainable practices at every stage of our supply chain.

- We updated **36 vehicles: 15 rigid (self-driving vehicles intended for cargo transport with a capacity of more than two tons) models 2022 and 16 models 2023 semis of the brand DAF.**
- We used about **38,651.84 gallons of gasoline** in our own fleet to cover around **3.6 million km.**
- **38%** of our fleet corresponds to electric vehicles.

We promote shared transport for our employees. With Try My Ride, we managed to avoid 69,000 kg **CO₂eq.**

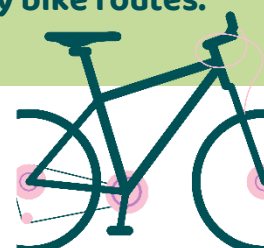
Innovation at the Service of Sustainable Mobility



During 2023, we massified an electric bike pilot initially developed in the Éxito Country store in Bogotá to reduce CO2 emissions in last-mile deliveries.

Currently, the initiative operates in strategic stores such as Éxito Laureles in Medellín, Éxito Occidente, and Carulla Pepe Sierra in Bogotá.

These bikes not only improve delivery efficiency but also offer additional benefits such as load capacity, unrestricted mobility, reduced environmental impact, and coverage of high-traffic areas by bike routes.



We Continue to Work to Enable the Circular Economy in the Company

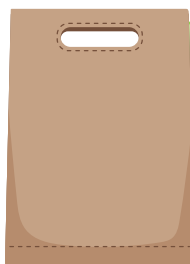
Through actions that allow us to have less and better packaging and promote better systems to increase recycling in the country.

Reduce [FB-FR-430a.4]

We mobilized the reduction of different materials, especially plastics, eliminating their need in operational processes and promoting more durable alternatives.

We work in an articulated with more than **20 areas of the Company** to eliminate single-use plastic elements that will be prohibited in Colombia by 2024 and 2030 (Law 2232 of 2022), looking for comprehensive sustainable solutions that allow us to offer our customers the best shopping experience by innovating in the process.

We reduced **81.5%** of plastic bags delivered to our customers at points of sale compared to the 2015 baseline.



In June 2023, 100% of Carulla brand stores stopped using plastic bags at points of sale and in delivery orders through our digital channels.

We managed to reduce the delivery of plastic bags by 87% vs. 2022.



Get to know our [Packaging Policy here.](#)

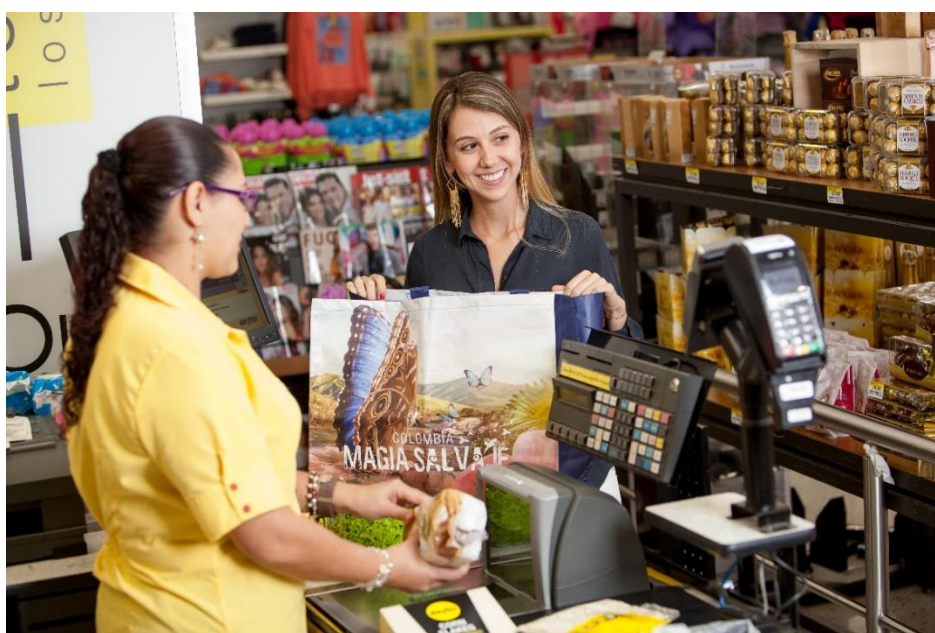
From the **Consumer Goods Forum (CGF)** platform, we share experiences and learnings with other global retailers and manufacturers around the circular economy, and we are working on the implementation of the Golden Design Rules to move toward the eco-design of our private label product packaging according to the goals set by the Company.



>>> 59% of our private label products have clear instructions printed on the label about the correct separation of the materials.

Reuse [GRI 301 – 1]

We promote the use of products or elements designed to be used multiple times in order to extend their useful life, seeking to reduce single-use materials and, thus, the generation of waste.



>>> We encourage our customers to bring their reusable bags to make their purchases by giving them almost 5.1 million Puntos Colombia.

- ✓ We used **129 tons** of recycled plastic to make our reusable bags.
- ✓ Our customers purchased **5.9 million reusable bags** in our stores.
- ✓ We implemented different pilots in our logistics operation between CEDIS (distribution centers) and stores, reducing **6.7 kg** of plastic by using reusable pallets.

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

We aim to prevent reusable materials from becoming waste and instead transform them into new materials or products through recycling.

We Make Recycling a Reality in our Operation

18,941 tons of recyclable
material collected and sold
generated **COP**
\$13.932.845.904.

For more than a decade, we have donated to Fundación Éxito all the recyclable material that is generated in our operation, such as plastic or cardboard of the master cases from the products that we sell in our stores.

This is possible thanks to the reverse logistics model that transports recycling to distribution centers, where we have specialized facilities for the refurbishment of such materials.

We work closely with suppliers and partners through Fundación Éxito to market these materials and ensure their use.



100% of the money from selling recyclable material goes to child nutrition projects in Colombia.

16,945.57 tons of cardboard.

4.14% less than in 2022.

1,443 tons of scrap metal.

34.55% less than in 2022.

1,068 tons of plastics.

4.89% less than in 2022.

1,092 tons of others (kraft paper, newspapers, magazines, glass, others).

7.22% less than in 2022.

418 tons of plastic hooks.

6.27% less than in 2022.

We Keep Moving Forward with our Post-Consumption Model, “Soy RE,” together with our Customers



We work in line with the Extended Producer Responsibility (Resolution 1407 of 2018 and 1342 of 2020), promoting the increase of recycling rates and sensitizing our customers about the value of materials.

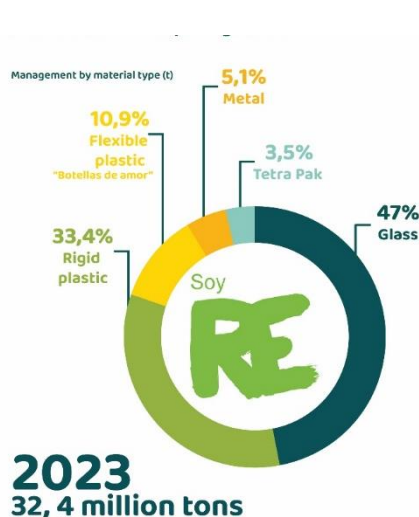
We promote recycling among our customers by incentivizing the delivery of recyclable packaging at **45 collecting points in our stores**, thus ensuring that 100% of the collected materials are destined for recycling processes.



We have presence in the main cities: Barranquilla, Bello, Bogotá, Cali, Chia, Envigado, Medellín and Sabaneta, as well as in the stores with the highest traffic of the Company.

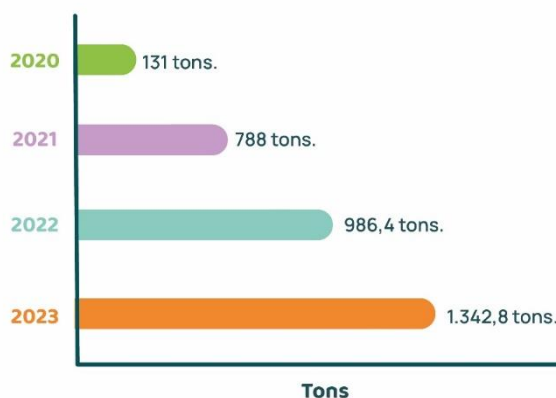


We increased by 36% the amount of recycled material vs 2022.



We recycled **1,342.5 tons** of packaging through the SoyRe post-consumer model.

History of recycled tons





We work to strengthen the “Soy RE” initiative in conjunction with different partners who also bet on recycling: PepsiCo, Sistema Coca-Cola, L’Oreal Colombia, Grupo Bimbo, Colgate, Procter & Gamble, Mondelez, Colcafé, Bavaria.

We collaborate closely with suppliers and allies, through Fundación Éxito, to market these materials and guarantee their use.



Discover [our Soy RE page here](#)

Through “Soy RE,” we enabled the returnability of bottles at retail in Colombia with Cola-Cola in one of our stores



With customers' support, we returned 96% of the bottles on the market to the store for reuse, thus avoiding manufacturing new packaging and using approximately 84 kg of plastic.

During 2024, we expect to continue expanding this model in the stores where Soy RE is already present.



Click [here](#) to learn how we are moving forward to becoming a retailer that uses less plastic.

We joined efforts to generate awareness in the care of our natural ecosystems

In partnership with our Employee Fund PRESENTE, we carried out three days of beach cleaning in areas near our tourist destinations of Coveñas and Santa Marta.



We had our first corporate volunteering in partnership with L'Oreal Colombia, Presente, Fundación Éxito and Grupo Éxito. From the material collected during this day, it was possible to donate 180 kg to the Fundación Éxito to be later recycled.



We carry out mangrove and beach cleaning with the sponsorship of GARNIER CLUB as a supplier to Grupo Éxito.

L'ORÉAL



More than 150 volunteers were part of the volunteering days.

We collected 904 tons of waste. We managed to take advantage of 46% of waste.

Our shopping centers Viva Envigado and Viva La Ceja We were certified as "Basura Cero" (zero waste) in the gold category by ICONTEC

[GRI 306-2]



We were recognized for implementing strategies to reduce, reuse, use and value the waste generated in the operation of the certified shopping centers, incorporating actions that promote circular economy.

We effectively used **66% of the total waste generated in Viva Envigado and 72% in Viva la Ceja**, ensuring the incorporation of recyclable and organic waste in new economic cycles and reducing the waste disposed of in landfills.

We Ensure the Proper Disposal of the Waste we Generate

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

We ensure the proper use and disposal of the waste generated from our operation according to its classification and potential for reincorporation into new economic cycles.

Type of waste (ton/year)	2020	2021	2022	2023
We recycled the materials resulting from our operation.	32,031	20,975	21,503	18,941
We ensured the correct disposal of hazardous waste.	27.32	29.54	27.23	29.57
We recovered the used cooking oil and managed its reuse.	2,947.69	3,467.87	3,094.92	5,628.49
We reused organic waste in soil bioremediation*.	10,440.53	10,328.46	7,125.13	9,828.29
We disposed in sanitary landfills all ordinary waste.	5,555.30	7,744.55	172,472.76	88,059.72

* Bioremediation of soils through organic waste composting.

We Managed Food Breakdown

[FB-FR-150a.1]

Through prevention actions and different strategies in the operation of our stores, we reduced the generation of food waste and recovered the waste generated.

Our preventive actions and operational strategies minimize food waste generation and optimize its use.

Year	2020	2021	2022	2023
Food intended for loss and waste	17,307	14,425	13,312	17,307
Food used for alternative purposes	1,565	903	758	1,565

As part of the **Food Waste Coalition of the Consumer Goods Forum** – a platform that brings together retail and manufacturing companies worldwide, we implemented actions to reduce food waste in our direct operations and supply chains.



[Learn more](#)

Promoting Supply Chains for Biodiversity Conservation and Protection

[GRI 304-3]

We work with our tier 1 suppliers of live cattle on ecosystem conservation, meat quality, and animal welfare.

Aligned with



Allies with monitoring



Allies for conservation



>>>

Grupo Éxito has been working on the first self-analysis pilot of its tier 1 livestock suppliers since 2019. As a result, the Company is the first retailer in the country to have its direct suppliers satellite monitored at the farm level by an impartial third party that is not associated with the business.

30 properties

2 regions
15,527 hectares
28% tree coverage

2019

118 properties

9 regions
25,779 hectares
29% tree coverage

2020

221 properties

14 regions
49,993 hectares
30% tree coverage

2021

263 properties

16 regions
81,505 hectares
26% tree coverage

2022

464 properties

18 regions
140,028 hectares
29% tree coverage
68 active suppliers

2023

We work with our direct live cattle suppliers to conserve ecosystems, meat quality, and animal welfare.

100% of our tier 1 suppliers of live cattle are monitored by satellite every year under concepts of respect for the agricultural frontier and forest conservation.



>>>

We make visible the adoption of maximum sustainability criteria by our suppliers through our private label, "Pomona Sustainable Livestock."

**10 of our tier 1 suppliers
have GANSO
certification
(sustainable cattle
raising), promoting
sustainability practices.**



48 audited farms – in field.



29,483 hectares audited.



In five states of the country.



**Sales growth of 21.2% of the product
Pomona Sustainable Livestock in 185
stores of the brands Carulla and Éxito.**

In our supply chains, we implemented the recommendations of the self-diagnosis carried out under the Accountability Framework Initiative (AFI), a coalition of organizations dedicated to the conservation and protection of forests, natural ecosystems, and human rights in production processes.

Forest conservation is now covered by purchase agreements with our direct suppliers.

**As part of the beef chain
business, we
incorporated agricultural
frontier, forest coverage,
and satellite monitoring
criteria.**





The Sustainable Livestock Model brings together the guidelines set by our Sustainable Livestock Declaration for the protection of biodiversity, from the purchase of livestock to the sale of the product in the stores.

We are the first retailer in Colombia to implement and certify with ICONTEC our company standard GE-001 Sustainable Cattle Raising Model. This certification recognizes good sustainability practices in our beef and finished product supply chain.



Get to know our Sustainable Livestock page [here](#).



Assuming responsibility for the preservation of our world and its biodiversity requires holding our Company to the highest standards of procedural compliance. We are pleased to announce that ICONTEC has certified our sustainable livestock process. This accreditation is the outcome of our suppliers' and our teams' collaborative efforts. We will continue to work responsibly to offer the best products to our customers, ensuring care for the environment.



María Fernanda Posada, Director of Sustainability.

Sustainable Consumption and Livestock: An Alliance for the Biodiversity of Colombia



This alliance aims to conserve ecosystems, protect biodiversity, and strengthen good practices on livestock farms. The project is funded by the UK Government under its UK PACT program.



>>>

With our local partner Horizonte Verde, we installed 3,866 linear meters of live fences as a connecting approach in collaboration.

We have implemented biodiversity management plans in **six farms in the north and south of the country**, where our direct live cattle suppliers are located. In total, we covered more than **9,000 hectares** where we applied actions on:

- ✓ **Creation of corridors of connectivity between bodies of water.**
- ✓ **Enrichment of rivers.**
- ✓ **Installation signs prohibiting hunting and conservation areas.**
- ✓ **Training staff in viverism and nursery maintenance.**
- ✓ **Monitoring fauna and flora.**
- ✓ **Increase forest protection areas.**
- ✓ **Installation of camera traps.**



**animal
bank** 

>>>

In partnership with local partner Animal Bank, we installed camera traps as a conservation strategy for constructing wildlife inventories.



100% of our private-label palm oil suppliers are certified Sustainable Palm (RSPO).

Within the framework of this project, the TNFD - Taskforce on Nature-related Financial Disclosures methodology was implemented, being the first retailer to introduce a framework for managing risks and opportunities derived from nature for the beef commodity and **13 prioritized Agrocommodities for private label food**. [GRI- 304]

The first iteration of this initiative has allowed the systematization and scaling of measures and controls for the supply chain, as well as the standardization of processes and goals within the Company.



We planted more than 721,000 native trees in strategic ecosystems in Colombia with our customers and suppliers, joined by de Celsia y Reverdec. The equivalent of planting 1,975 trees daily.

These trees will not only capture carbon from the atmosphere but will also protect bodies of water, recover degraded soils, and provide habitat and food for many species of fauna.


CELSIA
FUNDACIÓN
Reverdec

We Mobilize Our Stakeholders Toward Environmental Protection

- ✓ We launched the Circular Economy Course on Red Humana online platform, available to all our employees. More than 900 people participated in 2022.
- ✓ We delivered a course on Climate Change on Red Humana platform, with the participation of more than 574 employees.
- ✓ We attended and were speakers during the Second International Climate Emergency convention *in Bogotá* to share our experience on the road to decarbonization.
- ✓ We attended the Sustainable Livestock Symposium: Link between Carbon Sequestration and Biodiversity of the Global Sustainable Livestock Board.
- ✓ We participated as speakers in the Circular Plastics Packaging South & Central America event in Cartagena de Indias.
- ✓ We were panelists at the event Accelerating the Path of Sustainability through Powerful Alliances organized by L'Oreal Colombia, we shared our experience working collaboratively between different actors.

Achievements of 2023 [GRI 3-3]

- We generated climate change mitigation actions and managed our emissions.
- We promoted business resilience initiatives by incorporating the risks and opportunities related to climate change.
- We strengthened "Soy RE," achieving a 36% increase in the amount of recyclable materials collected, and we added new allies to raise awareness among citizens collectively.
- In 100% of Carulla stores, we eliminated plastic bags at check-outs and in-home deliveries.
- For the first time in the retail landscape in Colombia, we enabled returnability with Coca-Cola.
- Together with our business partners, we promoted the care of biodiversity in our value chain.

Challenges of 2024

- To continue advancing in the fulfillment of our Corporate Environmental BHAG.
- To strengthen the Company's climate governance under the TCFD framework.
- To advance the management of our Scope 3 emissions by connecting prioritized suppliers.
- To eliminate single-use plastic elements that will be banned in July 2024 according to Law 2232 without affecting store customer experience.
- To strengthen the Company's eco-design strategy so that packaging is considered when negotiating the purchase of private label goods.
- To mobilize the growth of recycling through Soy RE and inside the store operations.

Healthy Lifestyle



Enhance our customers, suppliers, and employees toward healthier and balanced lifestyles is possible through actions, and a portfolio of products and services focused on these fronts:

- Promoting healthier lifestyles that enable mental, emotional, social, physical, and nutritional balance in our stakeholders.
- Educating our customers, employees, and suppliers in experiencing healthy lifestyles.
- Promoting goods and services that incentivize healthy lifestyles.

We promote the integral health of our stakeholders through child nutrition, nutritious, healthy, and accessible foods, food education, and the promotion of healthy habits.

The Healthier Lives Coalition of the Consumer Goods Forum

We attended the **CGF's Sustainable Retail SUMMIT**, an event that brings together retailers and manufacturers to drive change and overcome current sustainability and health challenges. **At the CGF Healthier Lives Coalition of Action**, we look for solutions to issues related to new trends in promoting healthier lifestyles and delve into the actions we lead for the integral well-being of our employees.



Bärbel Weilligmann, Global Lead of Workforce Nutrition, and Helen Wray, Lead in Mental Health & Energy Strategy at Mars, Inc., accompanied our reflections to promote strategies for employee well-being.

In 2023, with the alliance for the healthy lives of our consumers, we reached 1,000,000 customers in 166 stores.



We Contribute to the Development of Reliable Foods and Healthy Living

[FB-FR-260a.1] [FB-FR-260a.2]

We are committed to our products' safety, fostering good practices throughout the value chain, and complying with health and labeling regulations. In addition, we strive to offer our customers nutritious alternatives and promote healthy lifestyles through transparent communication and clear labeling on our packaging.

In the constant pursuit of our customer's satisfaction, well-being, and nutrition, this year, we have **reformulated and thus adjusted the labels of 56 products**. This continuous effort aims to comply with Resolution 2492, delivering innovative and quality products according to the healthiest standards for our customers.



>>>

We protect the well-being of our customers [FB-FR-250a.1] [FB-FR-250a.2] with products in suitable conditions for consumption. These measures have proved effective, as we have never been commanded to withdraw our private label products from our stores.



140 products with positive seal.



56 vegetable protein products.



79 organic products.



6.1% of products contain more nutritious ingredients such as fiber, vitamins, minerals, or functional additives.

Our brands offer healthy-themed days to encourage customers to buy products with healthier components.

We work to expand initiatives that promote healthy lifestyles

The word "Taeq" comes from the Eastern words "TAO," which means balance, and "EQUI," which means vital energy. Therefore, "Taeq" symbolizes life in balance.

We offer **more than 400 products**, in several categories formulated by our team of nutritionists and other areas at Grupo Éxito, always thinking about our stakeholders' health, balance, and well-being.

During 2023, **the Taeq brand showed a 47% sales growth**, reaching more than two million customers.



>>>

The Taeq brand offers products with superior nutritional characteristics and high-quality formulations as a unique choice that offers two significant nutritional benefits: reducing or eliminating risky nutrients and increasing other good nutrients such as protein, vitamins, minerals, and fiber.



We removed or substituted ingredients such as industrialized hydrogenated fats, tartrazine, saccharin, and aspartame, among others.



"Feria Vida Sana" Healthy Life Fair: Balance Between Nutrition, Body and Mind



>>>

At the Expo, we carried out several activities focused on inspiring and educating the community about the relevance of adopting lifestyles that favor their well-being.

The fair was attended by 100 exhibitor brands, 42 suppliers, and 34 small business representatives with products and services that promote healthy and sustainable lifestyles for people and the planet.



We conducted the seventh version of the "Feria Vida Sana," an on-site expo with exhibitions in more than 100 stores in various cities around the country. We reaffirmed our commitment to promote healthy lifestyles and work with suppliers to innovate and develop new products with nutritional benefits

- ✓ **Sales increased by 36.2% compared to the sixth edition in 2022.**
- ✓ **Bronzini, our private-label sportswear brand, ranked fourth in sales at the fair and accounted for 75% of the total sales.**
- ✓ **Taeq ranked second, with an 11% share.**
We had more than 1,409 customers in the different activities of the academic agenda, strengthening their knowledge about healthy lifestyles.
- ✓ **Wim Hof activity was a novelty, an expert-guided ice immersion method that provides great health benefits, such as better sleep and muscle relaxation.**

The Expo Featured more than 40 Activities, during which our Visitors Learned About Nutrition, Exercise, and Awareness.

- ✓ **Exercising:** Yoga classes, spinning, pilates, medicine on the move, functional classes and new trends, healthy rumba, among others.
- ✓ **Awareness:** Discussions on trending topics: Intermittent fasting, nutritional tables, the importance of breathing By Sara Mesa, the importance of a good diet in early childhood, By Fundación Éxito.
- ✓ **Nutrition:** Classes with our Taeq's Escuela de Cocina Chefs: Sara Mesa and Estefi Borge, and support by our quality team workshops with boys and girls.

We seek to be part of the essence of the country and each of the regions in which we operate because **in this way we contribute to their well-being and development, promoting the production of the textile, agricultural and artisanal industries, the generation of employment and the construction of opportunities for communities in the country.** In our international operations in Uruguay and Argentina, we also focus on contributing to the transformation of the retail of these countries, with innovation in formats, technologies, products and sustainable practices.

“ We want to reach the whole family with the Healthy Lifestyle portfolio. It is important that we all can enjoy a healthier diet and habits that allow us to feel better and take care of the planet. That is why we work on three fronts: Nutrition, exercising, and awareness. Eating well is vital but is one of the three parts, exercising allows us to be active, and awareness can be worked with alternatives such as personal care, with more friendly ingredients, ecological products, and practices such as meditation and rest. ”

Edna Milena Rico is the director of the Vida Sana Expo.

Allies

**BODY
TECH**

sura

WELLNESS

Rappi

Rappi Turbo

For the first time,
we celebrated
Taeq Days in our
brands at the Vida
Sana Expo.

Twelve Years Teaching Culinary Lovers to Develop New Gastronomy Techniques

After a decade of teaching the culinary arts to thousands of people, “Escuela de Cocina Carulla” (Carulla's Cooking School) has reached more than **1.27 million persons, experts, and amateurs**, with training programs led by the most important gastronomic experts in the bakery, bread and pastry, tapas, and beverage industry, among others.

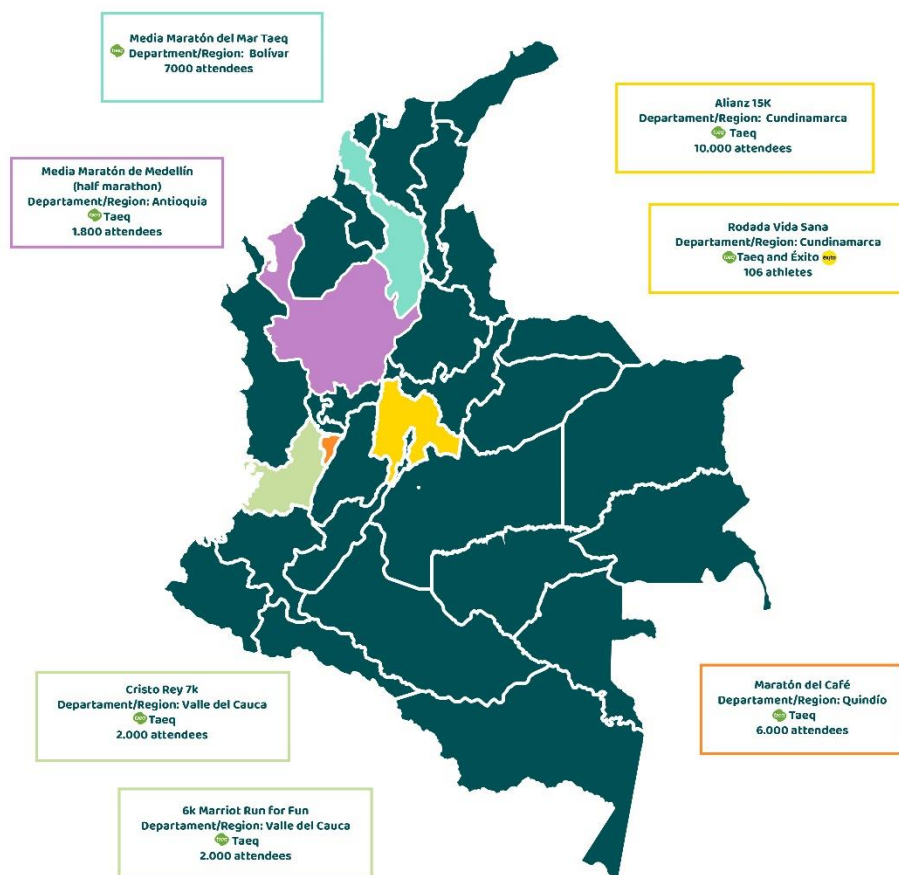


>>>

With the “Escuela de Cocina Carulla,” we continue promoting local procurement and balanced foods through the Mediterranean, Italian, French, and South American Festivals.

Alternatives that Promote Healthy Lifestyles

We support sports events that promote physical activity, healthy competition, and community integration. In our commitment to sports activity, we seek to inspire people to adopt healthy lifestyles and enjoy the benefits of physical activity for overall well-being.



We Enjoyed our “Rodada Feria Vida Sana”

Before the “Feria Vida Sana,” we started our first cyclist event in Bogotá to promote interaction with sports, good habits, health, and quality of life.



A total of 106 amateur cyclists took part in two tour events (80k and 60k)



We promote healthy living habits with our collaborators

With the Consumer Goods Forum, a global network that brings together consumer and retail companies to drive more efficient business practices, we launched our pilot **"Muévete por tu Salud"** (Exercise for Your Health), a comprehensive self-development program where, for six months, we work on healthy lifestyles, physical activity, recovery times, healthy eating, and mental health of our employees. This program is based on five pillars: sports, personal diet, spiritual development, intellectual diet, and rest.

Three stores were reached
Over 600 employees took part .



The result: Decrease in absenteeism by 27% and decrease in accident occurrence by 48% in said stores

This initiative is an opportunity to connect customers, partners, and suppliers with our products on a path to health and general well-being.

In alliance with:



LISTERINE®

Lubriderm®
Recomendada por generaciones de dermatólogos



L'ORÉAL

We Care for Our Employees and Customers

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

We developed purposeful strategies to balance the body, mind, and spirit through the preventive program **"Quiérete mucho, cuídate más, piensa en ti"** (Love yourself, take care, think about you).



We developed 1,084 face-to-face activities for our employees, where we worked on issues related to mental health, food, screening, contraceptive methods, and the importance of exercising to improve health.



We positively impacted more than 24,4235 employees through training events.



We published valuable social media content, discussing some products' nutritional benefits.



Mental health guidance for employees.



Nine videocast episodes where we talked about the importance of healthy food and its impact on healthy lifestyles.



>>>

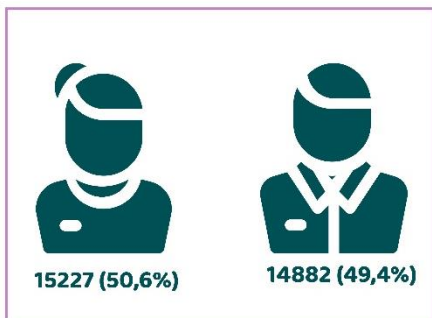
Spaces of the preventive program love yourself a lot, take care of yourself more, think about yourself.

We carried out our psychosocial survey; the outcome of this will help us identify and measure factors that impact health and well-being in the workplace. Said innovative instrument focuses on the interaction between the work environment, job content, and organizational conditions.



The development of this survey has allowed us to prioritize work plans on leadership and social relations, working days, and consistency of the role.

Socio-demographic aspects



n = 30132 officials

Population pyramid (age groups)

Over 60 years of age
From 56 to 60 years
From 51 to 55 years
From 46 to 50 years
From 41 to 45 years
From 36 to 40 years
From 31 to 35 years
From 25 to 30 years
Under 25 years of age



Achievements 2023 [GRI 3-3]

- We were able to measure the psycho-social risk of our employees with more than 30,116 respondents to the survey.
- Through the "Muévete por tu salud" (Move for Your Health) program, we connected providers and employees in a joint commitment to wellness.
- Taeq sales grew by 47%, reaching over two million customers.

Challenges 2024

- Encourage practices that contribute to the mental well-being of our employees.
- Continue mobilizing actions and alliances that allow us to get our stakeholders together around the culture of integral well-being
- Explore new consumer categories that promote healthy lifestyles with our Taeq brand.

The Success of Grupo Éxito is in its People



Achieving our goals is only possible thanks to the work of our people, so we strive to attract and nurture our human talent. We work on these fronts to reach our goals:

- To develop our employees in terms of being, knowing, and doing.
- To be attractive, diverse, and inclusive.
- To promote gender equality.
- To work for the dignified life of our employees
- To encourage social dialogue.

COP \$52.528 million invested in benefits directed to our employees and their families.

36.058 employees.
[GRI 2-6] [GRI 2-7] [GRI 2-8]

2,102,740 hours were dedicated to hybrid, in-person, and virtual training to support our employees' growth.

We are motivated to improve the standard of living and support the growth of our people's being and doing

As we are Nourish Colombia with Opportunities, we also put our workers and their families first by creating decent living conditions, helping them to advance in their education, upgrading their housing, and encouraging organizational culture transformation that ensures social dialogue, gender equity, and people's well-being.



We reaffirm that nourishing Colombia with opportunities via the importance of social and environmental consciousness is our greater aim. In addition to becoming a profitable business, we hope to contribute to the creation of a society that is more inclusive and equal.

Juan Felipe Montoya Calle, Grupo Éxito Vice-President of Human Resources.

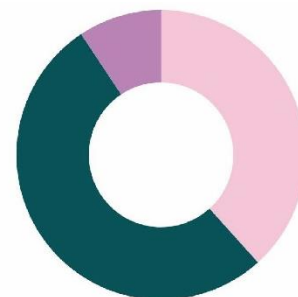
33,683 employees with indefinite term contracts:



- 50.37% women
- 49.62% men
- 0.01% others

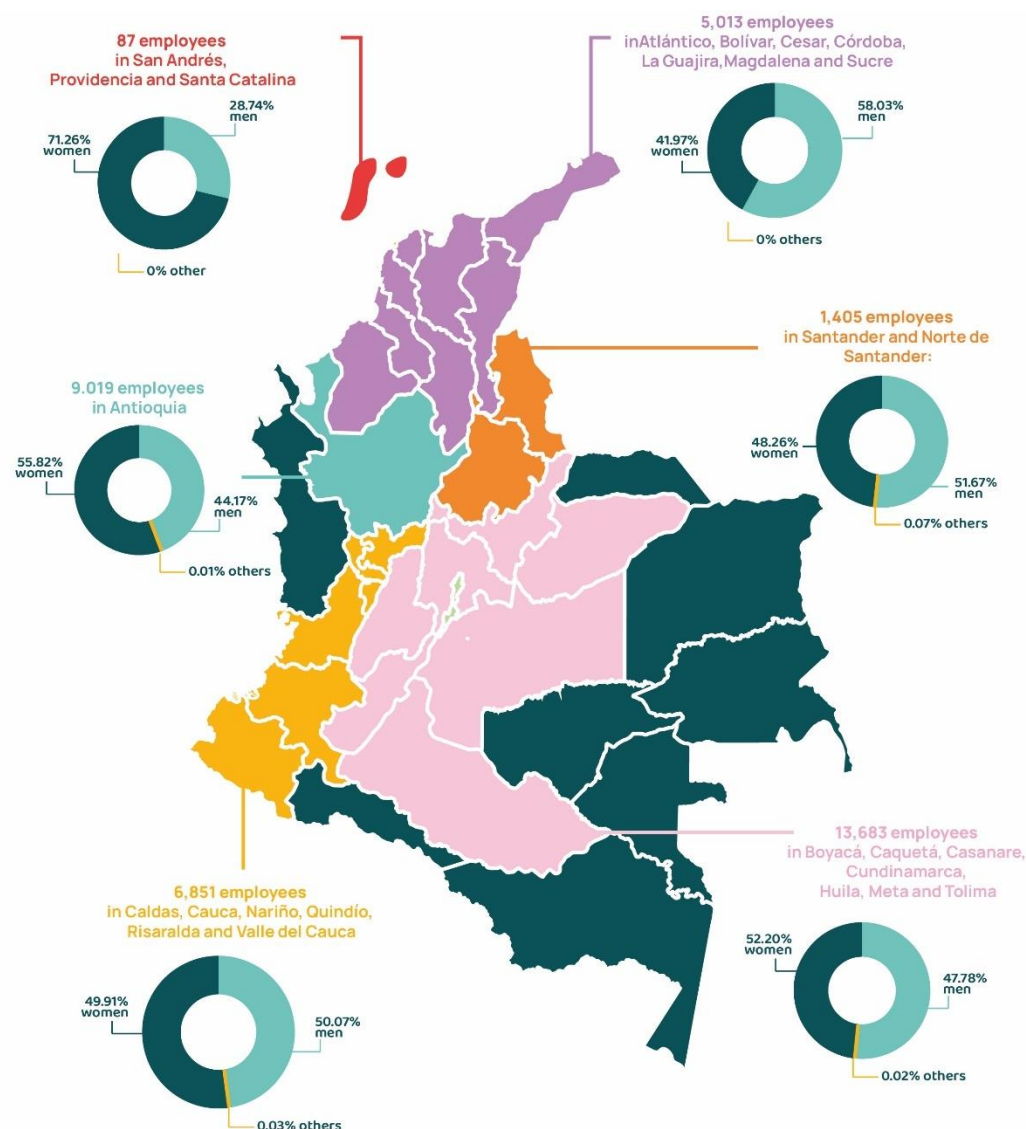
Employees with disabilities:
8,60%

Distribution of employees by age [GRI 405-1]:



- 38.05% younger than 30
- 52.58% between 30 and 50 years old
- 9.37% 50 years and older

Employees who are at a more significant risk of vulnerability
0,61%



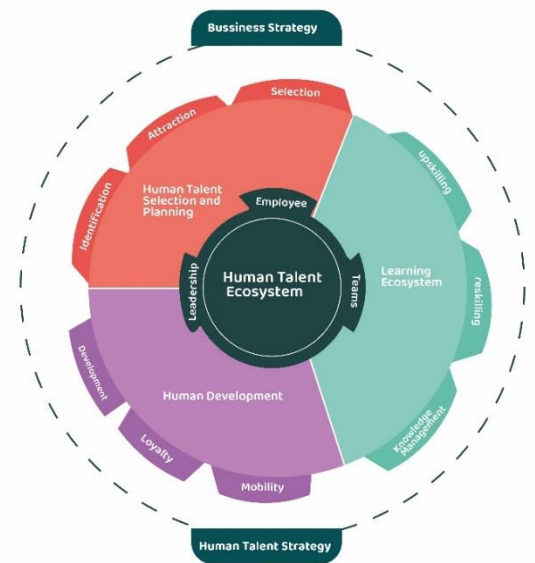
Employees from other countries who work in Colombia

Country	Employees percentage	Percentage of the organizational structure's tiers 1, 2, 3, and 4
Colombia	98,31%	99,32%
Ecuador	0,01%	0,14%
United States	0,01%	0,14%
France	0,01%	0,27%
Vevezuela	1,61%	0,14%
Other	0,04%	0%

We Enable Transformational Experiences to Connect Talent with Purpose

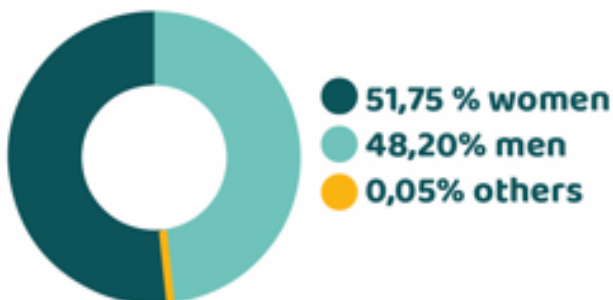
We are committed to developing our talent to achieve results, a process that includes planning, leadership, and learning ecosystems. The employee experience becomes crucial, as does the application of the skills model, which permits role assignment based on each employee's knowledge and skillset, enabling those skills needed to take on new challenges. By doing this, we build a networked talent system that serves as a strategic facilitator for the expansion of the Company and the employee's individual and professional development.

Our People and Sustainability



18,646 new hires [GRI 401-1]

Hiring by gender



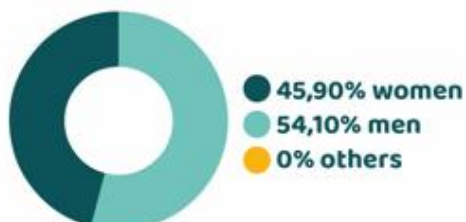
Hiring by organizational structure



Around COP 162,463 invested per employee in selection and hiring processes.

2.632 employees promoted [GRI 405-1]

Collaborators promoted by gender



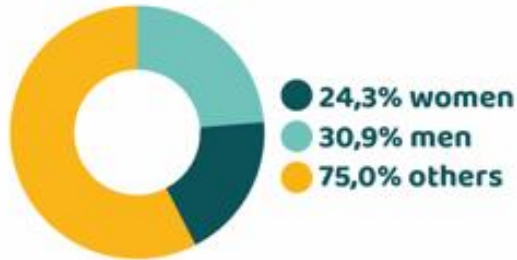
Collaborators promoted by organizational structure



Turnover rate: indefinite-term contracts

27.6% indefinite-term turnover *22.4% voluntary turnover.

Personnel rotation by gender



Turnover rate per organizational structure



These are some of the strategies implemented to promote employee retention:

- ✓ Changing the type of employee contract from fixed-term to indefinite-term.
- ✓ Hiring the operational-level employees directly –instead of through a third-party employer– and using an indefinite-term contract.
- ✓ This means greater stability and job benefits. However, this new setup resulted in a significant rise in the turnover formula's base, which makes our figures non-comparable compared to prior years.

Developing the Being to Enhance the Doing [GRI 402-2]

We Implemented a Skill-based Model for Integral Growth

We prioritize the development of skills that enhance professional growth so that our employees acquire the know-how needed to face current and future challenges.



Learning process as a Great Ecosystem

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

We are committed to strengthening our employees' abilities by providing them the tools they need to contribute to the workplace.



>>> Freshers, payments and transactions school



- ✓ **Focusing on developing abilities in crucial positions for long-term permanence and difficult to fill positions.**
- ✓ **Model Support Projects**
Omnicanality 2X and Éxito Media
360Pilos@ Semilleros ESUMER-Projects

**We offer
2.102.740 hours
of training:**



506.508 virtual
254.292 in-person
1.341.940 hybrid





>>> 1,598 women in leadership positions received training.



We invested, on average, COP 64,961 in training per employee and delivered an average of 41.6 hours to this process. [GRI 404-1]



50,492 employees were trained to strengthen their skills and development. [GRI 404-2]

** The figure is higher than the actual number of employees because it includes those who attended the training session and left the Company afterward.*



346 employees in the STEM category received training.

Leaders as Promoters of Transformation



Our three-dimensional leadership model enhances decision-making, adaptive ability, and dialogue, enhancing strategic approach and outcomes.

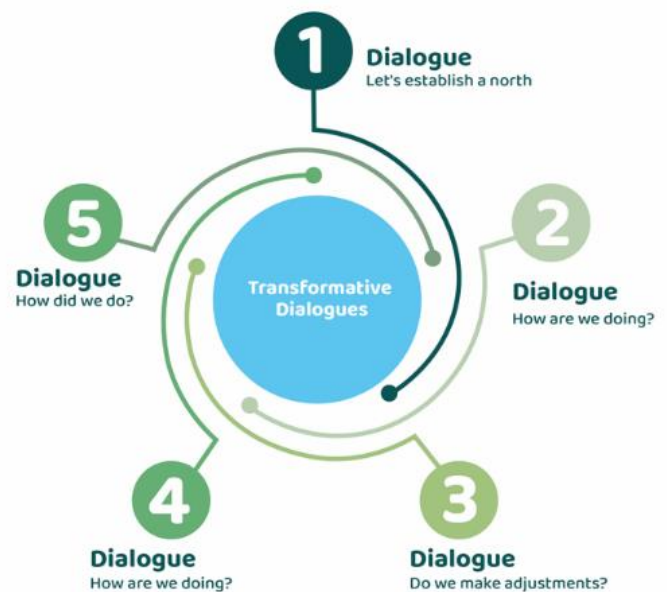


In addition, we recognize and value what our employees are, do, and know as key drivers in the transformation of our team and the business through different tools.

388 leaders participated in the “Escuela de Liderazgo en Evolución” which aims to strengthen self-development, as organizational capacity, and adaptability and develop key competencies for transformation.

Performance Model

Our leadership model incorporates elements of adaptive capacity, dialogue, and decision-making. We recognize and value what our employees are, do, and know as key drivers in the transformation of our team and business.



5,338 employees were evaluated by their leaders in assessments by objectives.

Grupo Éxito's Recognition Model

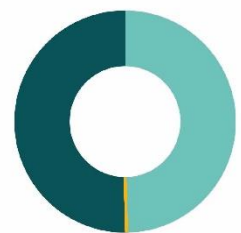
Grupo Éxito's Recognition Methodology is centered on recognizing people for who they are, what they know, and how they do it. It also seeks to highlight and celebrate actions and accomplishments that leverage and influence the Company's mission, strategy, and culture through organizational principles.

It connects with talent loyalty and strategy accomplishment. There are two official tools to make recognition: Teams Application and Redhumana Module.

Commitment of Our Employees

**29,705 of employees
expressed 90.5% commitment
and an E-NPS of 70.6.**

Participation of ENPS employee by gender



50.37% women
49.62% men
0.01% others

Modelo de Reconocimiento



Participation of ENPS employee by organizational structure



0.08% Senior Management positions
2.36% Director positions
28.79% Supervisor positions
68.77% Operational positions

In addition, our employees could express themselves in other dimensions such as job satisfaction and purpose.

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 our employees' and their families' quality of life.

We invested COP 52,528. Million in 400,000 benefits for our employees and their families.

“Having your own home is learning and trusting first in God that dreams do come true, if we work for them. Grateful to this company for pushing me to achieve it every day.”

Derly Johanna Espinosa Triana, assistant control units
2 sanctions - Éxito Cabecera.

Health



- ✓ **31,389** benefits for our employees and their families.
- ✓ We invested **COP 1,883 million** in health promotion and illness prevention initiatives. 12.47% more than 2022.

Housing



- ✓ **44** benefits were delivered. 51.11% less than in 2022.
- ✓ We provided housing loans of **COP \$1.400 million** for the purchase, building, or upgrading of dwellings.

Education



- ✓ **15,209** benefits granted to our employees and their families.
- ✓ We invested **COP 12,007 million** on personal and academic development of our employees and their children.

Mi Pensión



- ✓ **COP 253 million** were invested in advisory services.
- ✓ We accompanied **4,029 employees** on their retirement process. 88% more than in 2022.

Employees Assistance Programs

Working Hours Flexibility



- ✓ **29,723** granted benefits. 26.21% more than in 2022.
- ✓ We provided our employees with **22,541 hours** of free time for personal or family activities.
- ✓ **COP 1,379 million** invested.

Personal and Family Economics School

- ✓ We trained **346 employees** in financial planning to help them manage their homes and lives. 84.44% less than in 2022.
- ✓ **COP 104 million** invested in these advisories.

Recreation and Sports

- ✓ We invested **COP 1,330 million** in recreation and sports programs for 30,490 beneficiaries among employees and their families.

Mi Renta TRIBUTI

- ✓ We assisted **1,500 employees** and their families in preparing their income tax returns correctly, efficiently, and securely through the administration and assistance of our strategic partner, Tributi.
- ✓ Investment of **COP 81,081 million** in this initiative.

Celebrations

- ✓ **A total of 24,481** benefits granted.
- ✓ We invested **COP 1,470 million** on special day celebrations for our employees and their families.

Working from Home

- ✓ **1,005** of our employees at administrative headquarters implemented hybrid work (three days in person and two days remotely from home).

Por ti es Posible



- ✓ We recognized **3,459 employees** for their years of service to the Company.



Comprehensive support for our seniors:
146 adult employees over 50 years old.

155 benefits accessed.

[GRI 201 -3]

Vínculos de amor [GRI 401-3]

Maternity and Paternity Benefits

- ✓ We provided benefits for our employees to take care of their children. We provided them with tangible and digital instruments for the children's growth as we followed up on them through the stage of becoming parents through an accompaniment model based on the Tool-Be system.
- ✓ Allowances for the birth or loss of a child at gestational age
- ✓ At some facilities, we provided new moms with a 30-minute extension of breastfeeding legal time, on top of what the current legislation mandates (by the Law on the Adequacy of Breastfeeding Rooms' requirements)
- ✓ 1,201 benefits granted and **COP 809.21 million** invested.
- ✓ A total of **1,000 employees** had access to benefits such as newborn allowance, loss of a child during gestational age allowance, Vínculos de Amor program for the care of children, nutrition to grow, school and/or university tuition allowance, allowance for parents with children with disabilities and early childhood programs.
- ✓ **COP 451,818** million invested in the Vínculos de Amor program.



We Continued to Work for the Dignified Life of our Employees

Since 2022, we have decided to contribute to alleviating poverty in our population by identifying the IPM (Multidimensional Poverty Index).

In 2023, we continued to positively impact the lives of our employees through the following actions:

Employment

- ✓ 263 people in job preparation programs.
- ✓ 1.154 people with work attraction programs.
- ✓ We promoted affiliation to the general health system for **1,012 households**.

Health

- ✓ We succeeded in getting **100 of our employees'** children registered with the health system.
- ✓ Close to **200 children** of our employees received telemedicine care.

Housing

- ✓ **7 employees** with new homes.
- ✓ Provided legal aid to **128 employees** with their housing legalization.

Early Childhood

- ✓ **70%** of infants affiliated to Telemedicine.
- ✓ **50%** of infants affiliated to Health Services.
- ✓ **195** infants received nutrition programs.



We are Proudly Diverse and Inclusive

We recognize that diversity contributes significantly to the Company's exceptional performance; our cultural statement is founded on respecting and accepting diversity in all forms, including age, gender, sexual orientation, ability, race, and beliefs. With this, we want to foster a sensitive and inclusive environment.

- ✓ We promote diverse work teams and inclusive environments.
- ✓ We acknowledge, value, and respect everyone regardless of gender, color, origin, socioeconomic level, sexual orientation, ability or disability, politics, or religion.
- ✓ We embrace a healthy exchange of opinions and advocate for empathy.
- ✓ Our initiatives are focused on creating a more inclusive and diversified pathway for opportunities.
- ✓ More than **12,000 people reached**. More than 46,000 views in 26 online training programs.
- ✓ Participation in five external forums.
- ✓ A total of **100 participants** in the PepsiCo Mujeres con Propósito program.



“ Living true to who I am allowed me to live fearlessly and without limitations. ”

Diego Sepúlveda, hunter Marketplace, Medellín.

We are the First Retailer in Colombia Certified with the Friendly Biz Seal

It recognizes actions that highlight a Company's commitment to tolerance and anti-discrimination in working environments.

The seal was given by Cámara de la Diversidad, a coalition of over 250 businesses and organizations dedicated to promoting the economic empowerment of Latin America's diverse populations, particularly in Colombia



We are Prepared at your Signal

Our center for sign language interpreters enables us to assist deaf employees, customers, or suppliers in communicating with one another. In 2023, we trained **30 people**.



“ This service facilitates the adaptation process of people with hearing disabilities, since it makes them feel welcome, generating a valuable experience and reaffirming that we are an inclusive company. ”

María Adelaida Jaramillo Lemos, Culture director

>>>

Learn more [here](#)

We Promote Labor Inclusion

Our employees can get help to correct their name and/or sex/gender on identity documents. We provide support to those who are in transition and wish to make these changes legally.

We are always close. Click [here](#) for more information



> > >

The activation of Grupo Éxito's own brands during the International LGBT Pride Day march in Medellín.

We have a human talent workforce of 4,102 people from diverse populations

We continually strive to expand spaces and opportunities for our diverse population. Our commitment is reflected in constant work to establish alliances that drive these actions.

- ✓ **47 at-risk youth.**
- ✓ **419 armed conflict victims .**
- ✓ **22 demobilized people and/or their families.**
- ✓ **253 with disabilities (acquired before admission).**
- ✓ **345 military personnel and/or their families .**
- ✓ **Two former inmates and/their families.**
- ✓ **437 members of the LGTBIQ+ community.**
- ✓

We Continue Making Progress in Closing Gender Gaps

The Equipares seal is a designation bestowed upon companies dedicated to gender equity and diversity in the workplace by Equipares, a strategic cooperation between the National Government led by the Ministry of Labor and the United Nations Programme. Achieving this seal attests to the Company's adoption of procedures and guidelines that support gender equality and equal opportunity for men and women and an inclusive environment for all gender identities.

It is a seal that confirms the Organization's sincere desire to create a diverse, inclusive, and respectful workplace.



**106 women graduated from the
“Mujeres Líderes” program.**

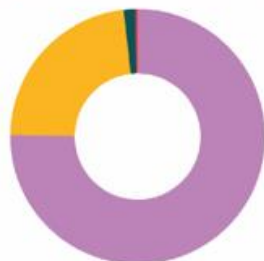
**The “Academia Diversa e
Incluyente” consists of
25 programs.
[GRI 410-1]**

We achieved 26 trainings for



- 28% Senior Management positions are held by women
- 38% Director positions are held by women
- 46% Supervisor positions are held by women
- 53% Operational positions are held by women
- 34% STEM positions are held by women
- 39% commercial positions with managerial level are occupied by women

Percentage of women per organizational structure





>>>

Learn more about our [Living Wage Policy](#).

We Foster Spaces for an Equitable and Inclusive Society

We have developed a bias-free environment to discuss emerging masculinities and their essential goals for achieving gender equality. "Hombres Inéditos" creates a community free of stigma, violence, and discrimination- a safe place for everybody.

Salary ratio [GRI 405-2] [FB-FR-310a.1]

	Salary Ratio
Average - Middle	0,97
Average - Middle + Incentives	0,96
Management positions	0,84
Managerial positions	0,97
Supervisor + operational	1,01

We Promote Social Dialog [GRI 2-30] [GRI 407-1] [FB-FR-3101.2] .

Reconocemos el derecho de asociación sindical y el derecho a la no asociación sindical, respetamos los acuerdos colectivos y propiciamos el diálogo social con los diferentes actores. Contamos con cuatro convenciones colectivas de trabajo y un pacto colectivo de trabajo para la industria de alimentos que rige las condiciones laborales, negociado también en el mismo año.



To preserve equity, we provided 100 Company employees with the same financial benefits outlined in the collective agreements

grupo **éxito** Nutrición de Oportunidades a Colombia

The Labor Coexistence Committee handled 35 employee complaints about suspected acts of labor and/or sexual harassment. Each one was closed and assured of secrecy, confidentiality, due process, and recommendations. [GRI 406-1].

We Safeguarded the Health and Safety of our Employees

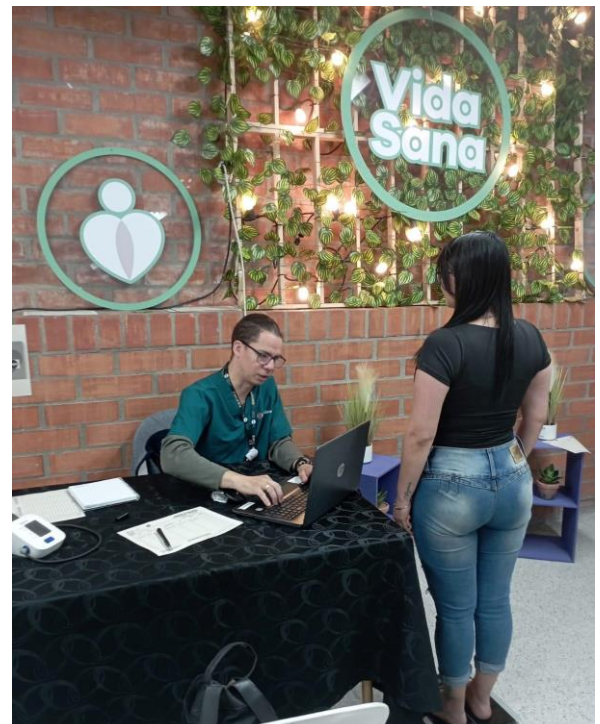
[FB-FR-310a-3]

We work to encourage a culture in which everyone looks out for themselves by:

- 
"Sanamente:" Strategies for body, mind and spirit to be in balance, preventive program love yourself a lot, take care of yourself more, think about you.
- 
"Conscientemente:" Conscious strategies that enable us to operate safely include raising awareness, preventing and mitigating hazards, implementing collaborative programs, and taking care of oneself.
- 
"Con-sentido:" Strategies in which we encourage the transformation of capacities by utilizing techniques for knowledge and skills, involvement, communication, and participation.

[GRI 403-5]

115. 285 hours of workplace health and safety training



	Women	Men	Other	Contractors
Disability due to common illness	20.939	11.895	7	N/A
Absenteeism due to occupational diseases [GRI 403-10]	124	119	0	N/A
Absenteeism due to occupational accidents [GRI- 403]	773	937	0	N/A
Fatalities	0	0	0	0
LTIFR*	2020	2021	2022	2023
Percentage of employees	0	10,47	12,65	12,08
Percentage of contractors	0	8,16	8,54	17**

* Lost Time Injury Frequency Rate (LTIFR)

** This figure covers 80% of third-party employees.

Learn more about our [Health and Safety Policy at Work](#) [GRI 403-1] [GRI 403-2].

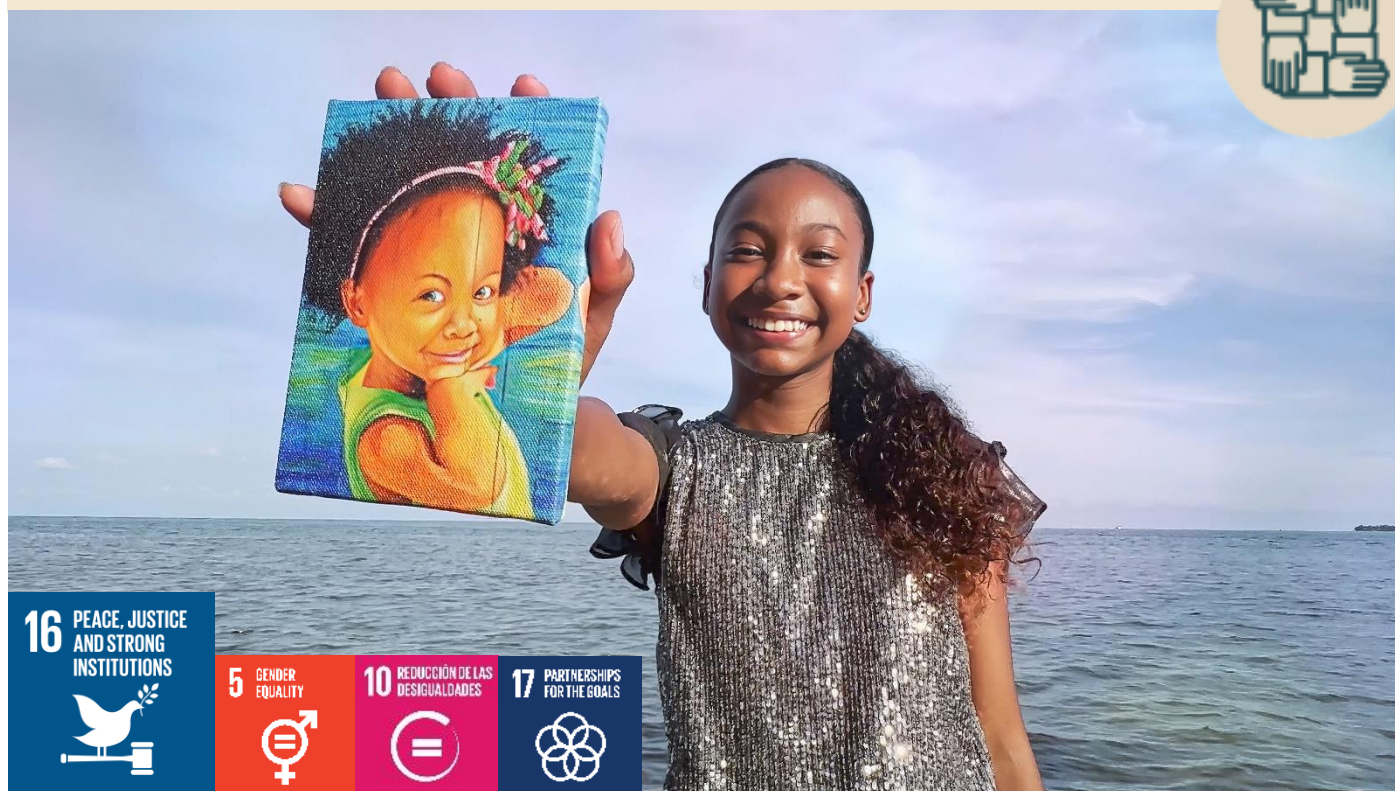
Achievements during 2023

- We received the Friendly Biz seal certification. We are the first retailer in the country to obtain this certification.
- We received the Equipares Award as the Best Retail in Latin America in Equity, Diversity, and Inclusion
- We reached nearly 3,000 employees and their families under the Vida Digna program.
- We covered 100% of the employees with variable salary frameworks.
- We integrated our leaders' growth according to our leadership model through self-improvement, increasing the leadership evaluation scores of 3,008 leaders from 8.8 to 8.92 points.
- Climate, Culture, Commitment, and ENPS Survey: 90.5% commitment and 70.6% ENPS.

Challenges for 2024

- To achieve Equipares Gold Seal recertification
- To continue the Vida Digna model
- To implement the new Change Management Unit model
- To consolidate strategies to Increase Female Leadership
- To continue self-development as an organizational capacity for adaptability
- To continue the actions that strengthen Grupo Éxito as a decent employer to continue Nourishing Colombia with Opportunities
- To continue identifying key skills and knowledge that leverage business continuity and transformation.

Governance & Integrity



We build relationships of trust with our Stakeholders within the framework of integrated performance under high standards of corporate governance, ethics, transparency, respecting human rights, and promoting actions that bring us closer to the community.

To achieve this, we focus on:

- Play the role of corporate citizens, deepening bonds with the communities.
- Promote good corporate governance practices.
- Foster respect for human rights.
- Promote standards of ethics and transparency.
- Facilitate diverse and inclusive environments.
- Promote the development of trust.
- Dialogue with stakeholders to understand their expectations and incorporate them into our decision-making processes.



>>> We are Colombia's most sustainable retail company, the second in LATAM and the seventh worldwide.

We remain one of the 10 most sustainable *retailers* in the world.



Find out more information [here](#)

For the fifth consecutive year, we are a Sustainability Yearbook Member 2023 – S&P Global



For the fifth consecutive year, we stood out in the Corporate Sustainability Assessment (CSA), one of the most internationally recognized rankings created by S&P Global to assess companies' management in the environmental, social, economic, and corporate governance dimensions.

Being part of this top ranking 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 are in the 97th percentile of the global industry, scoring 73 points out of 100.



We moved up four points, an increase compared to the result in 2022. This demonstrates our commitment to give the maximum possible in the actions implemented through the sustainability strategy.

We Maintained our Carbon Disclosure Project (CDP) Rating for the Climate questionnaire with a score of B-



This means we are a company that takes conscious action on climate issues. We outperformed the national average of 5.1.



Learn more about the CDP category [here](#).

We are once again part of the top 10 companies with the best reputation in Colombia

According to the Merco 2023 (**Business Monitor of Corporate Reputation**) survey, a benchmark in Latin America that evaluates companies' reputations, we rank seventh among the companies with the best reputation in the country. Furthermore, Carlos Mario Giraldo Moreno, our CEO, confirmed that he is among the nation's top business leaders.

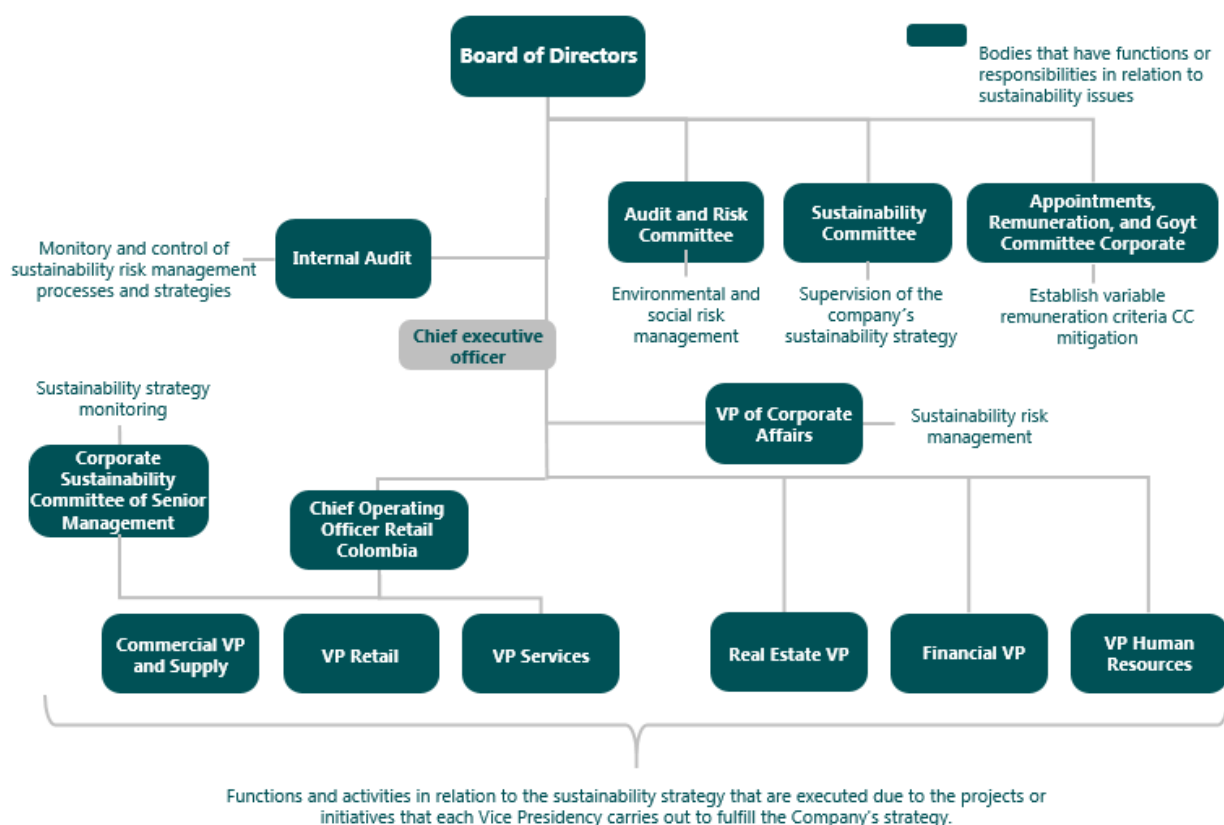


We Promote Excellent Practices in Corporate Governance

Good corporate governance practices have been implemented to manage the organization's sustainability strategy, among other topics. These practices are led by our CEO and supported by the Board of Directors and the Vice President of Corporate Affairs.

The Board of Directors is composed of nine members, elected by the General Shareholders' Meeting, three of which are independent. Its composition reflects the diversity of its members in professional, academic, and personal aspects such as gender, nationality, age, race, etc. To ensure their complementarity and that their activities are carried out harmoniously with all stakeholders, seeking a balance between economic, environmental, and social aspects.

The Vice President of Corporate Affairs implements the policies that support integrating risk management and opportunities derived from materiality analysis in all organizational processes and aims to harmonize our sustainability strategy's social and economic components.



We updated six corporate policies

To provide a relevant response to the social and environmental changes, we have updated:

 [Sustainability policy.](#)

 [Biodiversity Policy.](#)

 [Packaging Policy.](#)

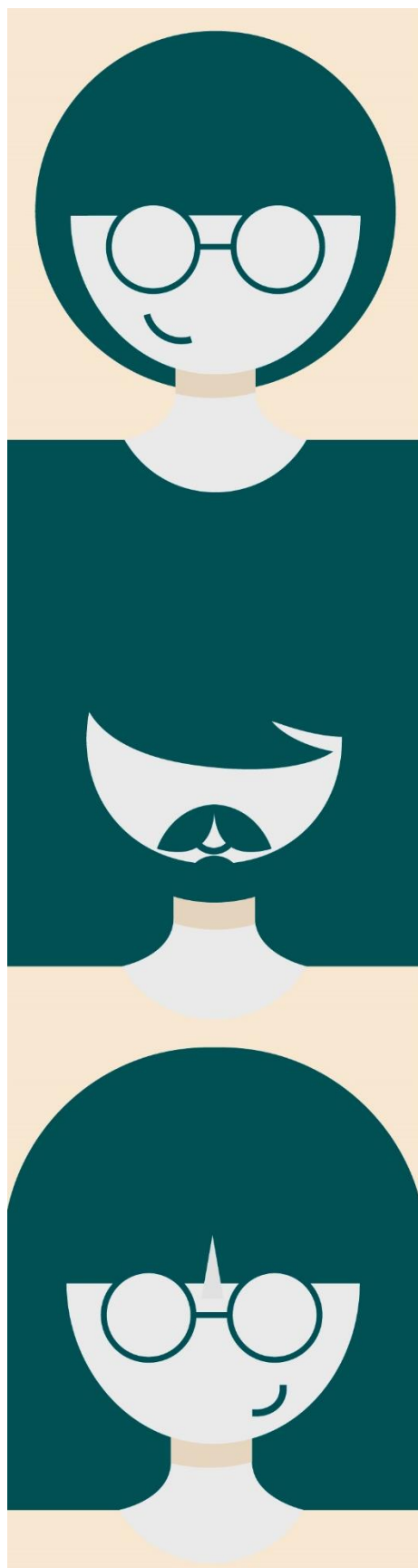
 [Human Rights Policy.](#)

 [Diversity and Inclusion Policy.](#)

 [Occupational Health and Safety Policy.](#)

We Created new Corporate Processes and Policies

[GRI 2-23] [GRI 3-3]



- ✓ [Quality and Safety Policy](#)
- ✓ [Sustainable Marketing Policy](#)
- ✓ [Biodiversity Risk Assessment Process 2023](#)
- ✓ [Sustainable Supply Chain Management](#)
- ✓ [Microsite of Sustainable Livestock](#)

Contributions

Contributions to lobby groups, interest representation, or alike	COP \$ 0
Contributions to political campaigns [GRI 415-1]	COP \$ 0
Contributions to Trade associations [GRI 2-28]	COP \$ 271.566.633
Contributions to climate-related organizations and/or associations	COP \$ 127.773.815
Other (e.g., expenditure related to electoral measures or referendums)	COP \$ 0

**During 2023, we did not make large contributions or associated expenses.*

We Promote Standards of Ethics and Transparency Among our Stakeholders

We continue to strengthen our compliance processes, comprising the **Transparency Program, the Money Laundering Risk Prevention Program, Terrorist Financing and anti-money Laundering and Combating the Financing of Terrorism (AML/CFT) policies and actions, as well as the Personal Data Protection Program.** These programs frame our culture of integrity, respecting the principles, values, and regulations that guide us. They act as key enablers, generating value and achieving our strategic objectives.

We highlight the leadership and commitment shown by the Senior Management in promoting initiatives that raise maturity and consolidate programs, such as updating risk exercises to strengthen prevention and control. In addition, we have focused on forming and cultivating a culture of transparency among employees concerning the different elements.



We promote a culture of transparency through the continuous training of our employees, reaffirming our commitment to integrity and ethics at all levels of the organization

We are Promoters of Transparency Actions

We directed communication and awareness actions on the policies of the Business Ethics Program to 492 suppliers of goods, services, and products, fundamental allies for constructing transparent, sustainable, and high-value relationships.

To recognize each leader and employee's contribution to upholding an ethical corporate culture characterized by a coherent behavior between thinking, saying, and doing, we developed the annual communication plan "Soy Transparente."

Together with Puntos Colombia, Éxito Industrias, and LTSA, we hosted and received in our facilities the other members of the Comité de Cumplimiento Empresarial Colombiano (Colombian Business Compliance Committee) in a working session to address topics related to the evaluation of controls and monitoring of compliance programs. Within the framework of ethics as a guiding pillar of the fulfillment of the superior purpose, BHAG.

In total, 6.072 employees received training

using a methodology focused on focal aspects for managing certain risks with higher exposure in specific areas and processes, such as check-out and remittances clerks, bank branches, and payment station tellers.

41.435 employees were trained in the virtual module "Guardianes Éxito," an innovative training program on adequately managing the risks of fraud, bribery, corruption, ML/ TF, processing of personal data, and compliance with its regulations.

This year, **we received 53 points in the NPS**, a tool that measures customer loyalty. 10,42% more than 2022.



We carry out constant training and generation of a culture of transparency in our collaborators.

We Work to Guide Policies Toward Equity and Inclusion Practices to Help Create a Society for All

[GRI 414] [GRI 308]

In addition to promoting our human rights policy to transform our stores and value chains, our goal is to make our internal human rights model a pillar for the Organization. This commitment translates into the creation of a business fabric that embraces diversity and inclusion in all its forms, thus promoting a positive and sustainable impact in the chain.

**11 stores
transformed with
accessible
infrastructure.**



We trained and sensitized 30.757 employees to adapt work teams and the surroundings to make them more inclusive for the population with disabilities.



Thirty of our colleagues are trained in sign language interpretation.

Recognitions and awards



We were recognized as the most equitable company in Colombia's commerce sector.



We achieved seven seals: "Barranquilla de Primera," delivered by the Mayor of Barranquilla and the Presidential Council for the Participation of People with Disabilities.



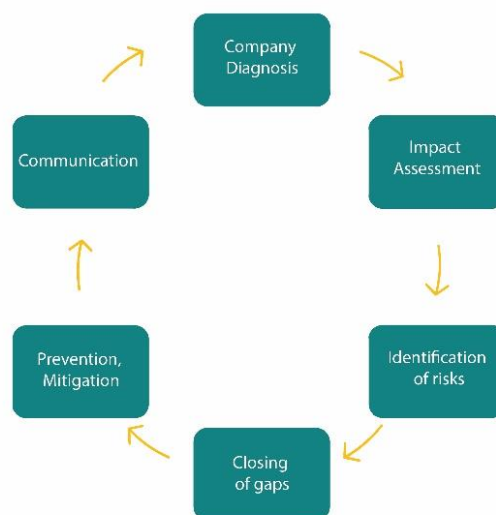
We received the "Juntos" Award for the inclusion by Comfenalco.



Sello Barranquilla Incluyente

We Promote Respect for Human Rights within Our Operations

We continue to work on an ongoing basis in our Human Rights Due Diligence process, based on the **Guiding Principles on Business and Human Rights**, the **OECD Guidelines for Multinational Enterprises**, and the **OECD Due Diligence Guidelines for Responsible Business Conduct**. In this process, for the second time, we carried out our assessment of human rights impacts at the corporate level, implementing a methodology developed by LH Law & Consulting, an independent third party not linked to the business, based on various sources such as the **Human Rights Compliance Assessment Tool (HRCA) of the Danish Institute for Human Rights**, the methodology of the **Corporate Human Rights Benchmark** and the **UN Guiding Principles Reporting Framework by Shift**. Our process consists of six stages, which are described below:



1 Company Diagnosis: We conducted a company-wide study to verify compliance with international human rights due diligence standards, identify gaps, and create an implementation plan.

2 Impact Assessment: We analyzed the impact that the Company can have on its own operations and its supply chain concerning human rights. This assessment addresses several topics, including labor relations, workplace diversity and inclusion, treating stakeholders fairly, gender rights, employee welfare, occupational health and safety (industrial safety), children's rights, care for the environment, neighbors, and communities, and observation of laws, among others. We conducted in-person interviews with over 80 employees, customers, and neighbors in Medellín, Envigado, and Bogotá to measure impact. We also surveyed stakeholders, including 4,781 employees, 1,203 security team members, and 127 social leaders from the neighborhoods near our stores.

3 Identification of risks: In this stage, we identify and update the risks associated with the management of human rights within the organization. These risks can come from both our own operations and those derived from connecting with suppliers. This review should be done every two years or earlier if any extraordinary situation is detected. The first identification was made in 2021, and for the year 2023, we ran the second analysis.

The main risks identified were:

- Impact on the Organization: Labor relations, data protection, right to health, inclusion, and diversity, among others.
- Linking the Supply Chain To prevent and manage risks like child labor, environmental impacts, decent work, and health and safety at work, we must strengthen our risk management support to our vulnerable suppliers. Some of the risks identified in this category are framed in the social and environmental risks of the supply chain.

4 Closing of gaps: Identification of opportunities and action plans to respond to identified risks. To accomplish this, we cooperated with every area affected by risk generation to develop a tailored plan for risk prevention, mitigation, and remediation when it arises.

5 Prevention, Mitigation: To track the efficacy of the preventive or mitigation measures taken, the Company keeps an eye on the materialization of each risk identified in our operations through the areas in charge of implementing each process internally and, where feasible, developing quantitative and qualitative indicators. For this follow-up, potentially affected stakeholders are linked.

889 employees working in security positions have been trained in Human Rights to guarantee the dignity and protection of our customers and employees.

433 regional offices have been assessed on human rights.

Training for the prevention of discrimination and harassment in the workplace: Podcast "La Puerta Abierta"

2,078 employees reached and the program of "Sana Convivencia" training (1,330 hours of training), 112 employees were trained.

Furthermore, to safeguard human rights in our supply chain and advance sustainability, we conducted on-field and documentary audits of our private label suppliers with a third party not associated with the Company. We considered social, environmental, and quality criteria. These actions are based on the **Universal Declaration of Human Rights, the United Nations Global Compact, the principles of the International Labour Organization, and the Supplier's Ethical Charter.** [GRI 408-1] [GRI 409-1]

263 suppliers were assessed through our environmental and social audits.

100% of our private label suppliers were audited for quality, safety, human rights, and environmental issues.

27 new vendors evaluated.
[GRI 414-1]



>>>

Suppliers must ensure that their employees, representatives and/or contractors.

2.444 suppliers signed the Supplier Ethical Charter, which defines standards needed for our supply chain.

139 suppliers were accompanied by action plans to minimize social gaps in their operations



Learn [here](#) about our Human Rights Declaration [GRI 2-25]
[GRI 2-24]

We Work to Establish Trusting Relationships with Communities [GRI 413-1]



We are Nourishing Colombia with Opportunities when we are good neighbors and generate a contribution to society based on our strengths, our joint work with Fundación Éxito, and our relationship with the communities.

This year, we strengthened that bond of trust with the little ones; more than **1,017 children participated in the Christmas Novenas (Christmas Bible Stories) in some of our Stores in Cali and Medellín**. Thanks to their nearby stores, we were able to provide early childhood with a memorable Christmas experience by sharing snacks, gifts, and recreational activities.



Being a "Buen Vecino" (Good Neighbor) means building trust and working with the communities surrounding the various stores to support their growth and lessen the effects of our operations.

227 Éxito Simon Bolivar, 90 Éxito Colombia, 150 Super Inter Rio Cauca, 250 Super Inter Melendez, 300 Super Inter Siloé.

We approach the community as part of our "Pigmentos Urbanos" (Urban Pigments) initiative to discuss what makes us Colombian and what binds us together. This year, there are already 32 outlets that reflect the identity of the community. We were able to share arts and culture with the community by involving 500 youngsters in workshops on social mapping, urban art management, creative economy, and three socialization events. The delivery of these murals was received by about 800 individuals, including customers, neighbors, and social leaders of the stores.

19 cities Workshops with more than 500 young people

We Arrived in the Territory, Together with the Communities

Through "Pigmentos Urbanos," we worked hand in hand with renowned artists from the archipelago of San Andrés, Santa Catalina, and Providencia, such as **Bocese, Jota Art, Felo, and Carson**, and we embodied unique designs that reflect the feeling of this territory in the four stores and thus strengthen its social fabric. The murals' main objectives will be to preserve biodiversity and to emphasize the identity of the Raizal Afro community.

Workshops with more than 60 women, youth, and children from the San Andrés archipelago and Santa Catalina

Our abilities were utilized for the benefit of the community.

For this reason, in 2023, in partnership with the Fundación Acción Interna, we shared the "Cocina Carulla" (kitchen) so that 15 former inmates and their families could receive training in gastronomy and service to contribute to strengthening their work skills.

There were **12 hours of training taught by professional chefs** of our Carulla Kitchen and later certified by the Carulla brand.

“ I enjoy cooking; my dad taught me how to do it while my mother was in school. But at that point in life, I was left alone. Suddenly, you are abandoned, and people see you with another set of eyes. At the foundation, I saw a chance for good, a chance to see things differently, and a chance for second chances. ”

Ciro Beltran, student of our cooking workshop.



Freedom Kitchen Assistants, a fusion of culinary passion with the desire to resocialize

We are a Crossroads for Development



We signed our first Green Joint Business Plan (GJBP).

We know that to go further, we must do it together. For this reason, we have partnered with L'Oréal Colombia in an impactful alliance that combines both organizations' business and sustainability programs to create socially and environmentally beneficial actions at every stage of the product's production, distribution, and marketing cycle. This has made it possible for us to include wills for medium- and long-term initiatives that have impacted and will continue to impact, among other things, the circular economy, social initiatives, packaging innovation, and distribution's decrease in emissions.

We Generate Social Value

We have a thorough process of measuring, valuing, and monetizing the positive and negative effects of our operations and intentional actions on society and the environment because we firmly believe that our actions will create value for the public. This assessment is carried out through the application of the methodology of the BIEN+ Model, developed in collaboration with the EAFIT University.

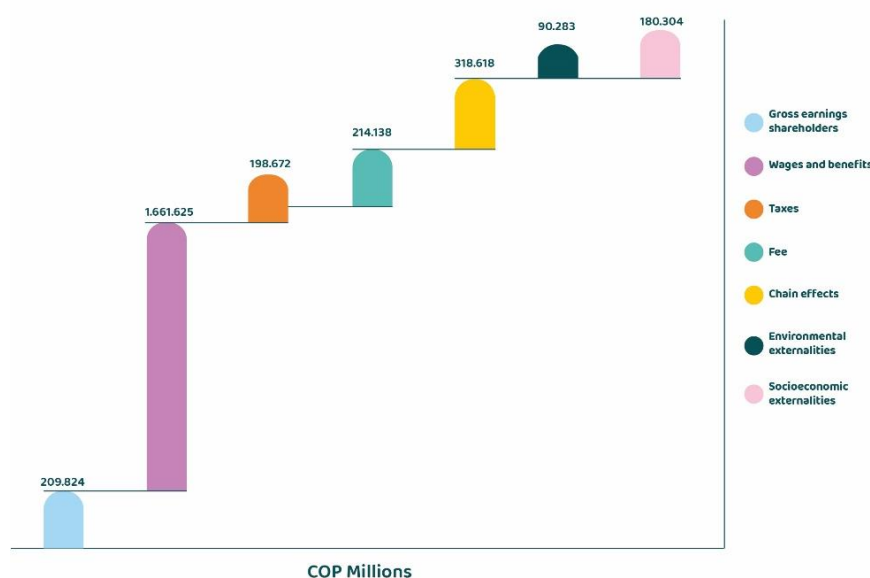
Our vision of sustainability and corporate responsibility was in line with this measurement and assessment process, which the Bien+ Model bolstered. It also gave us a strong foundation for making decisions that will have a positive and long-lasting effect on society and the environment in which we operate.



In 2023, we also generated COP12.83 of value for society for every peso we generated for our shareholders



More than COP187,681 million was generated in social value through voluntary initiatives.



Environmental Dimension	COP -\$90.283
Emissions Scope 1 and 2	COP -\$32.613 M
Emissions Offsetting	COP \$1.567 M
Water Consumption	COP -\$22.069 M
Retrofit of the Cold Chain	COP 021.047 M
Sustainable Mobility	COP \$4 M
Back-store recycling	COP \$7.117 M
Soy RE	COP \$255 M
Marketing of beef	COP \$53 M
Food Donation	COP -\$65.645
Social dimension	COP \$152.332 M
Back-store recycling	COP \$16.285 M
Educational aid for employees	COP \$1.613 M
"Tiempo para ti" Personal time for employees	COP \$212 M
Training programs for employees	COP \$116.998 M
Philanthropic Investments	COP \$17.224 M

Economic Dimension	COP \$2.630.849 M
Wages and benefits	COP \$1.661.615 M
Interests	COP \$2.14.138 M
Gross earnings shareholders	COP \$209.824 M
Chain effects	COP \$318.618 M
Economic Incentive Soy RE (Puntos Colombia)	COP \$ -
National trade of fruits and vegetables	COP \$26.355 M
Domestic textile trade	COP \$1.617 M
Total net value added ^[GRI 201-1]	COP \$2.692.897

Achievements 2023 [GRI 3-3]

- We helped 206 suppliers close their environmental and social gaps, through social and quality audits.
- We implement the human rights impact assessment with our stakeholders -We accompany the company's expansion strategy, through understanding and relationship with the territory in order to generate comprehensive interventions that facilitate the link with the territories.
- We started the Cocina en Libertad program with the help of the Fundación Acción Interna in order to accompany the training of post-prisoners and families of post-prisoners.
- We obtained recognition as the 7 most sustainable retail in the world.
- Top 10 companies with the best reputation in Colombia according to Merco.

Challenges 2024

- Strengthen the Human Rights strategy in the value chain.
- Promote the community model in the operation
- Consolidate new collaborative agreements with suppliers.
- Maintain performance in sustainability and reputation indices at an external level.