

Labor

Well-Being

Policy



Objective

Establish and encourage in a transversal and articulated manner with the entire Organization to offer employees a decent job and emotional and economic support in each stage of their lives has established a scheme of extra-legal benefits that contribute to improving their quality of life and their families.

Scope

This Labor Well-Being policy is corporate and therefore applies to all businesses and brands of the Éxito Group, as well as to all employees of the Organization, regardless of their seniority in the Company, type of contract, salary income, and others.

The Vice-Presidency of Human Resources is responsible for establishing the methodology, tools, follow-up, measurement, and necessary mechanisms for adequate and efficient coordination among the other companies that make up the group; all this without affecting the autonomous decision capacity that corresponds to each of these companies and according to what is established in each administration.

Policy

General Information

Almacenes Éxito's Labor Well-Being policy is articulated with the following Sustainable Development Goals:



Statements

- ☺ This Portfolio, which today has more than 100 benefits, includes those granted through our PRESENTE Employees Fund and responds to the eight work fronts we have defined and will detail in this document.
- ☺ The Benefits Portfolio is disclosed equally to all our employees through the internal communication portal.
- ☺ This Benefits Portfolio is permanently disclosed throughout the year and every year through the Motivos para Sonreír brand to promote its usability and understanding by all employees of the Organization.
- ☺ On an ongoing basis, the Éxito Group establishes mechanisms to identify the life needs of employees and their households to accompany our employees in the most important moments of their lives.
- ☺ In the design of our benefits, we understand the diversity of people, thoughts, cultures, customs, habits, characteristics, and diverse capabilities because we offer **well-being for everyone!**
- ☺ The Benefits Portfolio is made up of the following work fronts, on which all programs are governed, as follows:
 1. **Celebrations:** this front groups together all the benefits and programs that provide a space to thank and/or recognize our employees for every moment in their lives. Such as. Christmas bonuses, celebrations of years of service, Mother, Father, Christmas celebrations.
 2. **Sports:** this front promotes all the activities and programs that seek to promote healthy lifestyles in our employees and their primary family nucleus; benefits include Seedlings in all sports disciplines, sports tournaments, financial aid for sports talents, and others.
 3. **Education:** refers to the benefits intended to cover the academic and developmental needs of employees and their children, such as Educational Scholarships for undergraduate and graduate studies, Grants and Scholarships for studies from kindergarten to university studies, agreements, etc.

4. **Family:** refers to the benefits that provide family support for the most important milestones, such as the birth of a child, a difficult situation such as a death or calamity, and others.

Breastfeeding rooms: Contamos con 45 salas de lactancia en sedes administrativas, We have 45 breastfeeding rooms in administrative offices, warehouses, industries, and CEDI, a space equipped exclusively for our employees to perform the extraction and conservation of breast milk, and then they can adequately feed their babies.

We also have a maternity and paternity support program, with the Vinculos de Amor (Bonds of Love) benefit, through which we provide our employees with a professional companion in the process of growth and development of their son or daughter, from breastfeeding, gestation, up to six years of age, plus an economic allowance for the birth of each child and additional breastfeeding time as established by law.

5. **Finances:** this front groups all the benefits that will have a financial contribution to the household economy of our employees, such as Savings Benefits, Credits, Income, Pension, and others.
6. **Recreation:** programs providing recreational and leisure spaces for our employees and their families. These include Children's Day, Sun Day, Recreational Vacation, and Additional Vacation Days.
7. **Health:** programs that seek to promote health and prevent illness of our employees and their families are defined, as well as those benefits that encourage self-care, mental health, physical health, financial health, nutritional health, and occupational health, some of which are: Eyeglasses Aid and Aid for Partial or Total Impairment of Glasses, Health Policy, Telemedicine, Pet Policy, Healthy Life, Emotional Accompaniment, others.

8. **Housing**: refers to the benefits that are intended to support our employees in the acquisition, construction, or improvement of housing through credits with exclusive rates, agreements, subsidies, and savings. Likewise, we also promote the balance between personal and work life through our benefits policies of **Alternate Work Model**, **Flexible Work Schedules**, days off for personal and/or family activities or the merit of academic achievement, years of service in the Organization, and breastfeeding.

In Grupo Éxito, promoting benefits that contribute to the **dignified life** of our employees and their households is a priority, which is why since 2021, we have been working on solutions that contribute to improving the conditions of multidimensional poverty concerning: *Household educational conditions, children and youth conditions, access to health and labor systems, and adequate housing conditions*. This is a constant commitment and a material challenge for which we work year after year.