



Sustainability
R E P O R T
2015





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www.tallerdeedicion.co



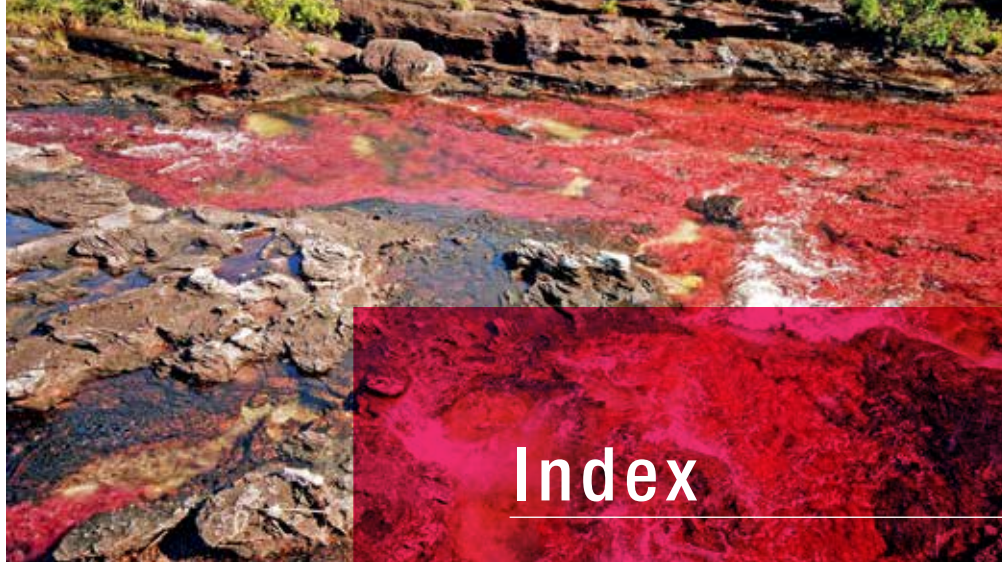
WE SUPPORT



Growth

This Sustainability Reports includes the results of the sustainability management conducted by Grupo Éxito in 2015 in an effort to contribute to economic growth, care for the environment and social development in Colombia. Other companies that we hold a stake in are also taking steps to promote sustainability:

- Grupo Pão de Açúcar: www.gpabr.com
- Libertad: www.libertadsa.com.ar
- Grupo Disco: www.disco.com.uy



Index

- 3 Letter of Maximum Responsibility
- 5 About the Sustainability Report
- 8 Our Company
- 26 A responsible and supportive player
- 35 A trusted partner
- 41 An accountable merchant for our customers
- 49 A responsible and inclusive employer
- 57 Reducing our environmental impact
- 64 Colombia Magia Salvaje [Colombia: Wild Magic]
- 68 GRI Content Index

Letter from the CEO



2015 was a historic year for Grupo Éxito: we became the platform leader in retail sales in South America, with a presence in the Colombian, Brazilian, Uruguayan and Argentinean markets. Reaching this milestone has motivated us to continue being a profitable business that generates value and drives development.

At Grupo Éxito when we talk about sustainability we are talking about two aspects that have accompanied the growth of the Organization throughout its entire history: the explicit declaration to do things right, which requires us to make the maximum effort possible to meet our customers preferences, and the path that we have forged as a responsible company, promoting initiatives that generate shared value, that is to say, that are good for the Company and society. In this regard, we are developing a strategy built on five pillars and would like to share the important achievements within each of these that were made during 2015:

Pillar 1

A responsible and supportive player

We are creating opportunities that are helping make the country more equitable and competitive. With our Gen Cero strategy we are working towards a Colombia where no child suffers from malnutrition by 2030. 28,650 children under the age of five and 9,576 nursing and expectant families saw the benefit of more than \$18.1 million invested.

Pillar 2

A trusted partner

We see our providers as partners. 95% of the products that we sell in our stores are bought in Colombia and 84% of the meat, fish, fruits and vegetables are acquired directly from in-country producers. We are replicating partnerships with independent merchants under the brand *Aliados Super Inter*, which when added to the *Aliados Surtimax*, already reaches nearly 1,100.

“If we work to get customers to return, if we have a culture that profoundly focuses on that which is human, if we are dedicated to the country and we respect the earth, the Company will continue to prosper.”

Pillar 3

An accountable merchant for our customers.

We search for ways to surprise our customers with strategies that make us stand out. We've renewed the Éxito Points Loyalty Program and Super-Customer Carulla so that the more than six million loyalty customers use their Points as a form of payment. We've launched a Nutritional Policy to promote healthy lifestyles; today our customers have around 900 healthy products available to them.



•••
We have sustainability initiatives that contribute to the development of Colombia.

Pillar 4

A responsible and inclusive employer

As the largest private employer in Colombia, we provide a place to work with dignity for our more than 41,100 associates. We employ more than 520 people with physical or cognitive disability, at-risk youth, victims of violence, demobilized individuals, military personnel and their families in difficult circumstances; we have connected more than 400 young people with the labor market with the program “40,000 first jobs.”

Pillar 5

Reducing our environmental impact

We are working hard to mitigate the impact that our operation may have on the environment. During 2015 we stopped emitting more than 23,200 tons of CO2 thanks to the savings of approximately 58 million kWh; we recycled 22,200 tons of waste and reduced the use of plastic bags by 8.8%.

With the movie “Colombia Magia Salvaje” [Colombia: Wild Magic] we showed the world the natural riches of our country and sought to build awareness of the urgent need to protect these. Around 2.4 million viewers flocked to theaters to see the film.

We are focused on giving Colombia our best. Our store is written of tenacity and humility, of sensibility and heart, of passion and the desire to serve.

CARLOS MARIO GIRALDO MORENO
Chairman and Chief Executive Officer



This is how we report our sustainable actions

We present the Sustainability Report of Grupo Éxito in which we cover our social, economic and environmental actions that work in favor of the sustainability of our company and the welfare of our stakeholders.

Eight years ago we built this report based on the guidelines of the *Global Reporting Initiative* (GRI), as of four years ago we have been in compliance with the Principles of the United Nations Global Compact and we use the *Business Social Compliance Initiative* (BSCI) and the *Dow Jones Sustainability Index* (DJSI) for emerging markets as a reference.

This report has become a part of the internal diagnostics used to review our sustainability initiatives. At the same time, it is a way to share with our stakeholders, in a transparent manner, the steps the Company is taking in this area.

Our challenge is to keep working passionately to move forward a company that is profitable for shareholders, creates value for our customers and drives social development in the country and regions where we have a presence.



Send your comments to the e-mail sostenibilidad@grupo-exito.com

Audit Letter



Quality assurance declaration

2015 Sustainable Development Report

The Internal Auditors of Grupo Éxito conducted a limited assurance [verification] of Grupo Éxito's Sustainable Development Reports for the year ending on December 31, 2015.

The preparation of the 2015 sustainability report received support from Grupo Éxito Management, in accordance with the guidelines from the "Sustainability Reporting Guidelines" of the Global Reporting Initiative. The Management is responsible for defining, adapting and maintaining the internal management and monitoring systems from which information is obtained. Our responsibility is to issue an independent report based on the procedures applied during our review.

The assurance procedures applied included: (a) the understanding of the methodology for calculations and procedures for consolidating indicators through interviews with the managers responsible for information processing, and (b) confrontation, on a sample basis, of quantitative information regarding the indicators disclosed in the sustainability report.

Conclusions

As a result of our review of Grupo Éxito's 2015 Sustainability Report, with the above-described scope, we have not observed any situation that leads us to believe that internal control is not effective with respect to all of the aspects reviewed in this sustainability report. We conclude that information included in the report regarding indicators is physically complete; it is presented in a clear and understandable manner and in our opinion may be trusted and is free of bias and significant errors.

Gladys Elena Estrada Y.
Director of Internal Auditing Grupo Éxito
Envigado, Antioquia, March 7, 2016



Corporate philosophy

Mission:

Working to get customers to return.

Corporate values:

- » Service
- » Teamwork
- » Innovation
- » Simplicity
- » Passion for results

Acting ethically and transparently

We have methods for reporting issues that may be considered irregular and could affect the procedures and policies of the Organization:



Transparency Program **01 8000 522526**

etica@grupo-exito.com



Software for registering events that limit transparency.

Software for employees to lodge a self-declaration of a conflict of interest.

651 complaints to be reviewed by the Ethics Committee were received and **268 declarations** of possible conflicts of interest to be resolved by the Conflict of Interest and Use of Confidential Information Committee.



8.461

employees trained in anti-corruption policies and procedures during 2015.

We have developed a communication campaign that reinforces a culture of transparency and built an interdisciplinary team for the analysis of complaints.



We are making progress on the implementation of the Corporate Governance standards from the New Colombian

Corporate Governance Code that was issued by the Financial Superintendency with the goal of respecting the interests of shareholders and other interest groups, managing risk and generating greater value.

We prevent and monitor for the risk of money laundering. We abstain from doing business with individuals associated with this risk and report suspicious operations.

156 new employees trained in the Self-Monitoring Programs.

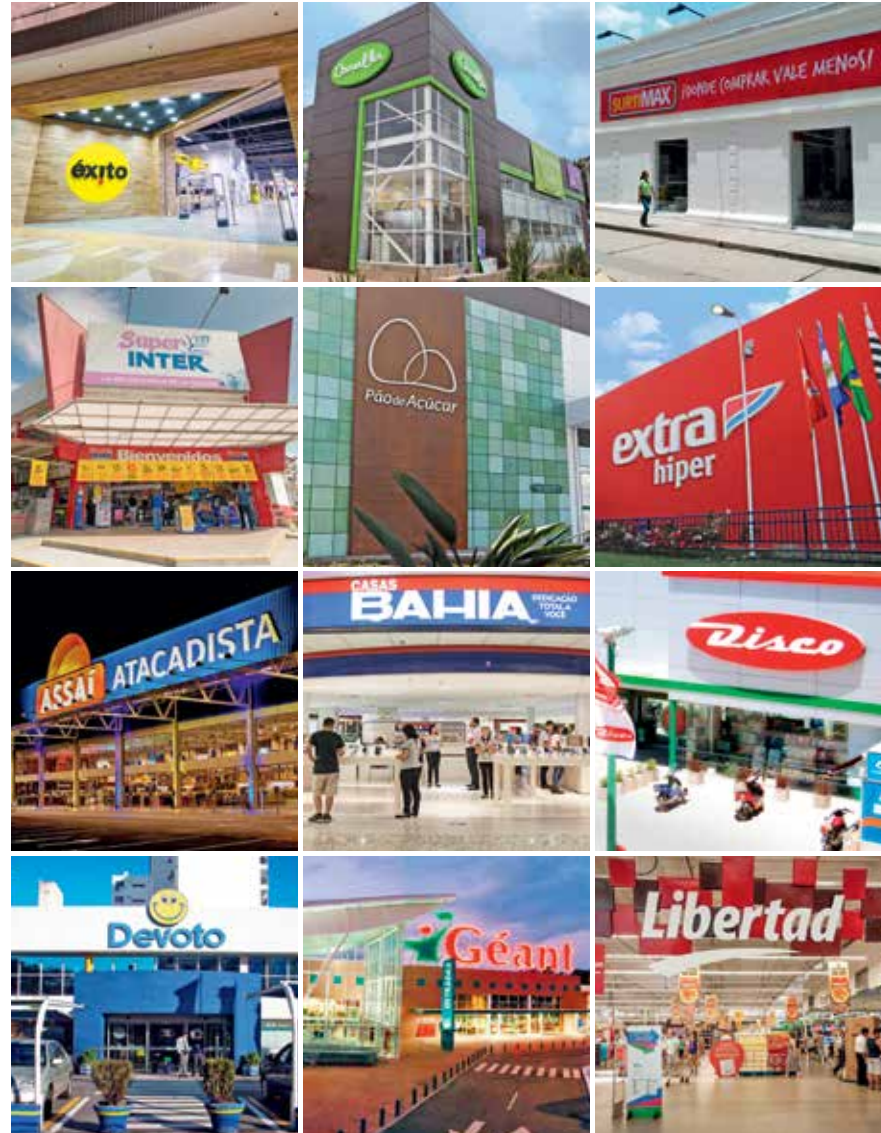
41,872 hours of training in the System for the Prevention of Money Laundering and the Financing of Terrorism.

865 branches of the Company were assessed by those responsible for the procedures or by internal auditing, to monitor for corruption-related risks.

Our Company

We are a multi-Latin American regional leader in retail in South America. We are in Colombia with Grupo Éxito; in Brazil with Grupo Pão de Açúcar, in Uruguay with Grupos Disco y Devoto and in Argentina with Libertad.

The customer is the center of our business and we provide our customers with different brands, formats and channels so they can choose how, when and where to buy.



Our story

A story written with tenacity
and humility, with sensibility and heart,
with passion and the desire to serve.



110 years

of history serving out customers

1905

- **Carulla** was founded in Bogota on the initiative of José Carulla Vidal.

1949

- El **Éxito** was created in Medellín under the leadership of Don Gustavo Toro Quintero.

1969

- **Vivero** was born in Barranquilla launched by Alberto Azout.

1922

- El **Ley** started in Barranquilla thanks to Luis Eduardo Yépes.

1959

- **Cadenalco** started its story as a proprietary company of El Ley.

2005

- The **Real Estate Business** begins operations.
- The **Éxito card** is born.

1999

- **Casino** acquires 25% of the Almacenes Éxito shares.
- Almacenes Éxito becomes a majority shareholder of **Cadenalco**.

1995

- Éxito adquiere 10,5% de las acciones de **Cativén** en Venezuela.

1982

- **Fundación Éxito** was created.

2007

- **Casino** becomes the majority shareholder of Almacenes Éxito.
- **Almacenes Éxito** acquires **Carulla Vivero**.
- Almacenes Éxito **internationally lists shares** on GDS.
- **Viajes Éxito** starts operations.

2001

- **Almacenes Éxito** and **Cadenalco** merge.

1998

- **www.exito.com** begins operations.

1994

- Éxito lists its stocks on the Bogota, Medellín and Occidente **Stock Exchange**.

2008

- **Seguros Éxito** is created as a complimentary business.
- **Bodega Surtimax** format is born.
- Éxito starts direct operation with its **Service Stations**.

2010

- **Almacenes Éxito** and **Carulla Vivero** merge.
- The format of **Éxito express** is born.

2012

- **Cafam, Pomona** and **Ley** complete the process of unifying the brands Éxito, Carulla and Surtimax.
- **Viva** opens the first shopping center in Medellín.

2009

- **Éxito** and **Cafam** sign a partnership.

2011

- Almacenes Éxito acquires 100% of the shares in **Spice Investments Mercosur**, a proprietary Company of Disco, Devoto and Géant in Uruguay.

2013

- **Móvil Éxito** enters the mobile telephone market.
- **International wiring** service commences.
- **Aliados Surtimax** is born.

2015

- Almacenes Éxito acquires 50% of voting rights in **Grupo Pão de Açúcar**, in Brazil and 100% of **Libertad**, in Argentina.
- **Devoto**, in Uruguay, implements an express format.
- The movie "Colombia **Magia Salvaje**" [Colombia: Wild Magic] debuts.
- The company **Logística y Transporte (LTSA)** begins operations.
- The **loyalty programs** at **Éxito** and **Carulla** are restructured.
- **Super Inter** joins the **Partners** program.
- The first **Child Nutrition Month** is completed.
- **Carulla** reaches store number 100.

With **2,606**
points of sale we are
 positioned as the retail
 leaders of South America.



Only includes retail brands.

Brands and businesses in Colombia



Retail



262 stores.

23 new stores.

13 departments.

f éxito

t @almacenesexito



100 stores.

10 new stores.

11 departments.

f SupermercadosCarulla

t @PlaceresCarulla

www.carulla.com



153 stores.

3 new stores.

4 departments.

www.surtimax.com.co



58 stores.

9 new stores.

3 departments.

f Superintersupermercados

t @SSuperInter

www.superinter.com.co



Real Estate Business



11 Shopping Centers and **17** galleries.

2 openings.

More than **300,000 m²** of space for rent.

[@VIVA_CC](#)

www.ccviva.com



Direct sales



10,000 advisers.

64,000 references sold.

Coverage in **50** zones of the country.



Professional customer sales



1,095 Partners.

The program was expanded to *Aliados Super Inter* with 85 associates.

8 departments.



Online sales



200,000 orders delivered.

39 million visits.

We launched:

- The mobile site
- Marketplace.

[@exitopuntocom](#)

www.exito.com



24,500 transactions.

3.1 million visits.

[@PlaceresCarulla](#)

www.carulla.com



113,000 transactions.

28.5 million visits.

Recognized as the best Marketplace in Colombia by eAwards.

[f](#) Cdiscount Colombia

[t](#) @CdiscountCo

www.cdiscount.com.co

15% of online sales were made using 112 Digital Catalogs.



Complementary businesses



600.000 active accounts.
First virtual operation with 4G LTE Internet.

f Móvil Éxito
t @movilexito
www.movilexito.com



More than **300,000** destinations worldwide. **2,500** planes booked.

f Viajes Éxito
t @viajesexito
www.viajesexito.com



800,000 customers insured.
12 products offered



More than **330,000** Éxito cards issued.

In partnership with Tuya S.A. we launched the **Éxito MasterCard** and **Carulla MasterCard**.

www.tuya.com.co



More than **2.8** million national and international transactions.



More than **13.8** million transactions.



Industries

didetexco

Distribuidora de textiles y confecciones S. A.

12.5 million garments made for **175** collections.



Industria de alimentos

More than **37,300** tons of food delivered.



Logistics and Transportation



We created the company of Logística y Transporte to strengthen our supply process.
440 trips daily to **573** branches.

In Colombia we have developed more than 30 proprietary brands that offer our clients around

27.000

innovate product references that are high in quality and affordable.

Mass consumption foods and products



Cosmetic and personal care



Textiles



Hardware, sporting goods, audio and video



Home



Bodies of Corporate Governance

Board of Directors

Independent members

Luis Fernando Alarcón Mantilla, President



Civil Engineers from Universidad de los Andes and Masters in Water Resource Systems from the Massachusetts Institute of Technology. Was the Minister of Finance from 1987 to 1990, and the Executive Director of the Inter-American Development Bank in Colombia. Presides over the Board of Directors of Grupo de Inversiones Suramericana, is a Member of the Executive Council of Universidad de los Andes and since 2015 has been the President of Grupo Éxito's Board of Directors.

Ana María Ibáñez Londoño



Economist from Universidad de los Andes, Masters and Doctorate in Agricultural Economy and Natural Resources from the University of Maryland at College Park. Is the Dean of the School of Economics at Universidad de los Andes and a member of the United Nations Peacebuilding Fund's Advisory Group. A member in Grupo Éxito's Board of Directors since March 2014.



Felipe Ayerbe Muñoz

Attorney from the Universidad de los Andes. The Director of the Palmolive Colgate Foundation and attorney at the firm Ayerbe Abogados. Was a member on the Carulla Vivero S.A. Board of Directors, a Member of the Banco de Occidente and Grupo Éxito Board of Directors since 2010.

Luisa Fernanda Lafaurie Rivera



Economist from Universidad Javeriana and Masters in Administration from Universidad de los Andes. President of Oleoducto Central de Colombia (OCENSA). Was the Minister of Mining and Energy from 2001 to 2002 and an adviser in Colombia to the business conglomerate Synergy. Has participated in the board of directors of important companies and has been a member of the Grupo Éxito Board of Directors since 2012.

Equity Member

Luis Carlos Uribe Jaramillo

Chemical Engineer from the Universidad de Antioquia and Masters in Administration from the University of Wisconsin. Was the President of Productos Familia S.A. and the Vice-president of Planning at de Coltejer S.A. Belongs to the Board of Directors of Brinsa S.A., Leonisa S.A., Nexentia S.A.S., Tecnova, Comité Universidad Empresa Estado, C.I. Flores El Capiro S.A. Member of the Grupo Éxito Board of Directors since March 2004.



Yves Desjacques

Specialist in Public Law and holds a degree in Labor Law, Social Relations and Human Resources. Is currently as the Human Resources director of Grupo Casino. A member of the Grupo Éxito Board of Directors since March 2010 and of other important companies in Brazil and France.



Philippe Alarcon

Holds a degree in Finances and Accounting from the Institut Universitaire de Technologie Saint-Etienne and in Administration, Organization and Law. Currently the Vice-president of International Business Operations at Grupo Casino and the Real Estate General Manager of Casino. A member of the Board of Directors of BIG C Thailand and Grupo Éxito since March 2012.



Bernard Petit

Public Accountant and Masters in Accounting. Adjunct Financial Director and Member of the Department of Accounting of Grupo Casino, President of Casino Services S.A.S. Participating in the Grupo Éxito Board of Directors since March 2014 and has been a member of the board of directors of Disco, Libertad, Cdiscount and Codim, Grupo Casino partners.



Arnaud Strasser

Graduate of the école des Hautes Etudes Commerciales de Paris and of the National School of Administration. In France, was a Cabinet Director of the Ministries of Trade, Family and Infants and an adviser to the Ministry of Health. Is a Member of the Executive Committee and Director of Corporate Development and Holdings of Grupo Casino. Member of the Grupo Éxito Board of Directors since March 2010.



We would like to remember Doctor Nicanor Restrepo Santamaría, an integral leader and humanitarian with a great attitude towards social service

who, in such an admirable manner, was a member of the Board of Directors of the Company since 2006 and President of the board in 2014. We give our thanks to him and his family for his professionalism and good judgment guiding Grupo Éxito towards growth, expansion and globalization.

Committees

Committee for Compensation, Evaluation and Compliance with the Good Governance Code

The functions of this committee are:

- To outline general policies for the election and individual and collective assessment of each of the Presidents, Vice-presidents and directors of the Company in accordance with the duties and responsibilities assigned to them, including pay variables when associated with the performance.
- Set and monitor parameters to be followed for the adoption of the requirements that the Presidents and Vice-presidents must comply with for their compensation and recognition.
- Regulate the possibility of the delivery of Company shares to employees as compensation, recognition or incentive.
- Report the guidelines that Internal Auditing should follow to exercise control over the activity of executives.
- Ensure that compliance with the Good Governance Code is enforced and effectively complied with and settle claims in this area.
- Provide the Board of Directors with proposals for the nomination and removal of the President of the Company as well as his/her pay scheme.

- Attend to the human resources strategy and monitor staff spending.

Made up of five members of the Board of Directors, three of whom are independent:

- » Felipe Ayerbe Muñoz, Committee Chair.
- » Luis Fernando Alarcón Mantilla.
- » Ana María Ibáñez Londoño.
- » Yves Desjaques.
- » Philippe Alarcon.

Expansion Committee

Provide support for and review the Company's real estate expansion and investments plans and its organic growth. To fulfill its function, the Committee will conduct the following activities:

- Review and approval of the Company's annual expansion plan.
- Check and review the portfolio of the most important investment projects and those that are related to the organic growth of Grupo Casino.
- Monitoring of the annual retail and shopping center growth plan.

- Review financial aspects related to growth: investment (Capex) per year, divestment (NOA), annual sales and investment forecasts, etc.
- Approve specific real estate transaction.

Made up of five members of the Company's Board of Directors and an external adviser:

- » Luis Fernando Alarcón Mantilla, Committee Chair.
- » Arnaud Strasser.
- » Philippe Alarcon.
- » Bernard Petit.
- » Luis Carlos Uribe Jaramillo.
- » Tatyana Aristizábal Londoño, External adviser.

Auditing Committee

Monitor information processing and financial reporting, the internal control system, the auditing processes, compliance with laws and regulations and internal codes of conduct. This committee also conducts or authorizes investigations into matters related to their field of expertise.

Made up of the following members of the Board of Directors, including all of the Independent Directors.

- » Luisa Fernanda Lafaurie Rivera, Committee Chair.
- » Luis Fernando Alarcón Mantilla.
- » Ana María Ibáñez Londoño.
- » Felipe Ayerbe Muñoz.
- » Arnaud Strasser.
- » Bernard Petit.
- » Luis Carlos Uribe Jaramillo.

Investment Committee

Provides analysis and advice regarding the Company's different investment alternatives and supervises their correct implementation in order to comply with the following functions:

- Advise the Financial Vice-president on cash investments made by the company based on the investment policies adopted by the company.
- Monitor the company's cash investments and define a framework for making said investments.
- Inform the Board of Directors of decisions made regarding the company's cash investments.

Made up of the following members of the Board of Directors:

- » Felipe Ayerbe Muñoz, Committee Chair.
- » Luisa Fernanda Lafaurie Rivera.
- » Philippe Alarcon.
- » Bernard Petit.
- » Luis Carlos Uribe Jaramillo.

Sustainability Committee

The main function is to define a sustainability strategy, work plans and the monitor projects through which the Company proves its commitment to sustainability. To do so, the following tasks are performed:

- Provide a Company sustainable development strategy recommendation for the Board of Directors to approve, which should include the best sustainable development and corporate social responsibility practices and monitor the implementation, compliance and update of these, as well as suggest changes, updates and improvements in these in order to promote sustainability development and its implementation in all company activities.
- Review and recommend projects, proposals and campaigns that will provide evidence of the Company's sustainable development strategy to the Board of Directors for approval and contribute to the improvement of social and/or environmental

problems.

- Analyze opportunities and projects that will allow the Company to strengthen its sustainable development and submit the necessary recommendations for carrying these out to the Board of Directors.
- Advise the Board of Directors on matters relating to sustainable development, including the evaluation of its initiatives and investment strategies from a sustainable development point of view.
- Evaluate and Approve the Annual Sustainability Report.
- Suggest changes in internal regulations and submit them to the Board of Directors for approval.

The committee is made up of:

- » Ana María Ibáñez Londoño, Committee Chair.
- » Luisa Fernanda Lafaurie Rivera.
- » Yves Desjacques.

Conflict of Interest and Use of Confidential Information Committee

In charge of verifying compliance and ultimately settling everything related to the application of the regulations of the Corporate Governance Compendium, including the definition of sanctions to be imposed in the case of a violation of the established rights and/or prohibitions.

- When a conflict of interest is presented that involves one of the members of the Board of Directors, the Committee will be made up of the remaining members that are not involved in the conflict.
- In the case of conflicts of interest involve the President, the President of Operations and Vice presidents of the company (Levels one and two), as well as the Secretary General and Internal Auditor, the Committee will be made up of three members of the Board of Directors that the Board of Directors will designate for the purpose and to rule on the case.
- When the conflicts of interest involve Company Administrators and Executives that are not explicitly related to the prior events (levels three and one and other employees of the Organization). Made up of:
 - » Claudia Echavarría Uribe, Corporate Affairs Manager and Secretary General.
 - » Juan Felipe Montoya Calle, Vice-president of Human Resources
 - » Gladys Estrada Yepes, Internal Auditor.

Presidency Committee

We renew organizational structure to maintain our position as a leader in Colombia and strengthen our presence in other countries in the region where we are.



Carlos Mario Giraldo Moreno, President and CEO.



Carlos Mario Díez Gómez, President of Retail Operations in Colombia.



Filipe Da Silva, Financial and Administration Vice-president.



José Gabriel Loaiza Herrera, Vice president of International Business.



Jacky Yanovich Mizrach, Vice president of Sales and Operations.



Carlos Ariel Gómez Gutiérrez, Commercial Vice-president.



Juan Felipe Montoya Calle, Vice president of Human Resources.



Juan Lucas Vega Palacio, Vice president of Real Estate and Development.



Martín Nova Estrada, Vice president of Marketing.



Camilo Alberto Gallego Ferrer, Vice president of Éxito Services.



Claudia Echavarría Uribe, Secretary General and Corporate Affairs Manager.



Marcela Quintero Vélez, Customer Service Manager.



Gladys Elena Estrada Yepes, Director of Auditing.



Jesús Alberto Quintero Marín, Merchandise Planning Manager.

Synergies governance model

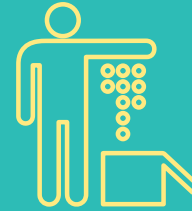
The objective is to ensure and promote synergistic processes that will generate value for customers and shareholders. Its main functions are to accompany the development of initiatives with the monitoring key performance indicators (KPI), ensure compliance with project times, set priorities, establish internal work teams and encourage the search for new synergies. The work team is made up of operations representatives in Colombia and Brazil.

Dialogues with interest groups



Shareholders and investors

- 1 Ordinary Meeting of Shareholders.
- 2 Extraordinary Meetings of Shareholders.
- 4 results teleconferences with investors and market analysts.
- 7 meetings with meetings with stock brokerage firms to present quarterly results and information regarding the acquisition of companies in Brazil and Argentina.
- 18 international conferences in the United States, Brazil, France, England, Scotland, Chile and Colombia.
- 1 meeting with Ratings Agency.
- 50 meetings with investment fund, pension funds and analysts from Company offices.
- 5 meetings not related with investors: 1 in New York and 4 in Colombia after the acquiring the controlling votes in Grupo Pão de Açúcar, in Brazil and Libertad in Argentina, with the aim of sharing market information about the valuation process and the corporate governance of the acquisition.
- All concerns and requirements regarding the issued shares were attended to via Fiducolumbia. The requests received on the Company's website through the Investor Relations page were channeled to Fiducolumbia and/or Grupo Éxito's Legal Management for response.



Suppliers

- Our President and CEO of Grupo Éxito, Carlos Mario Giraldo Moreno, has met with more than 330 representatives of the Company's suppliers in Bogota, Cali, Barranquilla and Medellín
- 3 editions of the supplier magazine "Nos acerca."
- We held the seventh edition of the Éxito Suppliers Contest, in which 11 retail suppliers, real estate partners and services and supplies partners were recognized.





Customers

- 25,000 customers participated in more than 1,100 surveys.
- More than 100,000 cases were attended to using the Respuesta Oportuna a los Clientes (ROC) [Timely Customer Response] system.
- More than 1 million customer satisfaction surveys completed for Éxito, Carulla, Surtimax, Super Inter and exito.com customers.



Society and the media

-  170,255 fans.
-  43,317 followers.
- 166 press releases
- 10,899 news stories published
- We are part of Fenalco and Analdex unions which we use to channel trade interests.



Collaborators

- 20 meetings with the President.
- 4 editions of “Mensaje del Presidente.”
- 6 editions of the bimonthly employee magazine “alDetalle.”
- 51 editions of the internal weekly newsletter “Conectados” distributed to all of the corporate and industrial offices and stores.
- 12 editions of the monthly newsletter “Vuelta a Colombia” with reports on news from stores.
- 24 biweekly publications of the “Agenda de Grupos Primarios” for Company leaders with management and strategic instructions.
- 42,049 messages received in the “Buzón de sentimientos” [Comments box] in stores and Distribution Centers; and 977 messages in the “Buzón 360° Exprésate” [Express Yourself 360° box] collected at administrative offices to hear and channel the opinions of collaborators.



State

- We maintain relationships for the purposes of coordination and collaboration with the authorities in municipalities and departments where we have a presence in order to be a partner in their development.
- We report our results to the Superintendency of Finance in Colombia, which functions as the supervisor of the Company as a Stock Issuer.
- The Superintendency of Industry and Trade, as the organism in charge of ensuring compliance with the consumer protection regulations, competence and the protection of private date, plays a fundamental role in determining the rules that govern the Company’s main activities.

Awards



We are among the nine Colombian companies selected by the Dow Jones Sustainability Index (DJSI) for Emerging Markets for companies that are leaders in the economic, social and environmental arenas.



For the third consecutive year we have received the **IR recognition from the Colombian Stock Exchange for voluntarily adopting the best practices regarding information and investor relations.**



We were recognized as **the retailer with the best reputation in Colombia** according to the Merco Empresas y Líderes survey. We are among the 10 best companies in Corporate Social Responsibilities and Corporate Governance according to the Merco survey on this topic.



We are one of the most valuable brands in Latin America according to the Ranking **BRANDZ 2015** for our customer relations and good financial performance.



Éxito is number 1 among the 1,500 brands recognized in the country by Superbrands.



PROCOLOMBIA

Procolombia and Analdex recognized us with the **'Export Mentoring'** prize for our work helping suppliers move forward in the processes of globalization.

Portafolio

We are positioned as **one of three companies offering the best quality products in Colombia** according to the Elite Companies survey of the newspaper Portafolio and Datexco.

Our key figures

Direct economic value generated and distributed*

Figures in millions of pesos (COP)

	2013	2014	2015
Economic value generated (income)	\$10,869,071	\$11,654,141	\$34,725,987
Operating costs (payments to financial backers)	\$8,836,395	\$9,506,529	\$28,974,713
Wages and social lending to employees	\$928,540	\$957,345	\$2,922,013
Payments for capital financing	\$308,696	\$371,405	\$1,882,606
State payments	\$534,293	\$477,047	\$571,777
Community investments (including donations)	\$2,661	\$3,282	\$9,207
Total economic value distributed (EVD)	\$10,610,575	\$11,315,248	\$34,360,316
Economic value retained (EVR)	\$258,496	\$338,893	\$365,671

* Including revenues, operating costs, employee compensation, donations and other community investments, retained earnings and payments to financial backers and governments.

Size of the organization

Figures in millions of pesos (COP)

	2013	2014	2015	
Total capitalization broken down in terms of:	Short and long term financial obligations	\$252,325	\$151,844	\$10,630,118
	Market capitalization	\$13,428,129	\$13,070,046	\$6,042,658
	Total	\$13,680,454	\$13,221,890	\$16,672,776

Shareholder structure

	2013	2014	2015
ADR programs	2.97%	3.01%	3.02%
Pension and Unemployment Funds	19.08%	18.90%	15.84%
Foreigners	14.85%	15.25%	15.90%
Other shareholders	7.61%	8.07%	10.47%
Casino	54.77%	54.77%	54.77%

Contributions to the State

Figures in millions of pesos (COP)

We meet our obligations and generate development opportunities in the region with the payment of \$501.77 million in taxes.

TYPE OF TAX	2015
Industrial and Trade	\$97,938
Property	\$26,594
Rental	\$36,050
CREE equity rental	\$50,633
Wealth	\$59,532
Vehicle	\$22
VAT	\$213,231
Consumption	\$17,769
Total	\$501,770

Detail of the payment of municipal taxes (Industry and Trade, Property)

Figures in millions of pesos (COP)

MUNICIPALITY	2015
Amaga	\$110
Apartadó	\$321
Armenia	\$805
Barrancabermeja	\$430
Barranquilla	\$5,658
Bello	\$3,103
Bogotá	\$43,029
Bucaramanga	\$3,234
Buenaventura	\$217
Buga	\$136
Caicedonia	\$234
Calarcá	\$104
Calí	\$8,836
Cartagena	\$3,524
Cartago	\$436
Caucasia	\$593
Chía	\$684
Cúcuta	\$2,036
Dosquebradas	\$230
Duitama	\$198
Envigado	\$9,524

MUNICIPALITY	2015
Facatativá	\$245
Florencia	\$358
Floridablanca	\$588
Funza	\$1,850
Fusagasugá	\$367
Girardot	\$375
Ibagué	\$1,226
Ipiales	\$446
Itagüí	\$573
Jamundí	\$325
Manizales	\$1,137
Medellín	\$12,584
Melgar	\$114
Mosquera	\$191
Montería	\$1,384
Neiva	\$1,428
Ocaña	\$109
Palmira	\$494
Pasto	\$1,051
Pereira	\$2,381
Piedecuesta	\$155

MUNICIPALITY	2015
Pitalito	\$162
Popayán	\$838
Puerto Berrio	\$153
Rionegro	\$606
Sabaneta	\$271
Santa Marta	\$1,481
Sincelejo	\$1,293
Soacha	\$225
Sogamoso	\$473
Soledad	\$744
Tolú	\$146
Tunja	\$837
Turbo	\$125
Valledupar	\$1,167
Villavicencio	\$1,691
Yopal	\$338
Yumbo	\$294
Zipacquirá	\$391
Other municipalities	\$1,989
Total	\$124,049

A responsible and supportive player

We promote the development of the regions where we operate, with actions that seek welfare and progress. We focus our efforts on achieving better child nutrition through the work of the Fundación Éxito, led by Gen Cero strategy. We also support other initiatives for the social benefit of communities.



•••
We are investing in adequate nutrition for children as a starting point of their development.



gen cero •
1^{ra} generación cero
desnutrición crónica 2030



The goal of **Gen Cero** is to eradicate chronic malnourishment in children under the age of five in Colombia by 2030.

43% of children born in Colombia are underweight (less than 3,000 gr) and as such, are facing a future from a **position of inequality**.



Longitudinal study from the Universidad de los Andes, 2015.

70%

of the brain develops in the first 1,000 days of life, hence the importance of proper nutrition.



Fundación Éxito works in partnership with the **Estrategia De Cero a Siempre** of Presidency of the Republic.



Investing in nutrition during the first thousand days of life of children enhances their social and economic development.

More than \$18.1 million invested in nutrition management.



28,650 children under five served.

9,576

expectant and nursing families assisted.



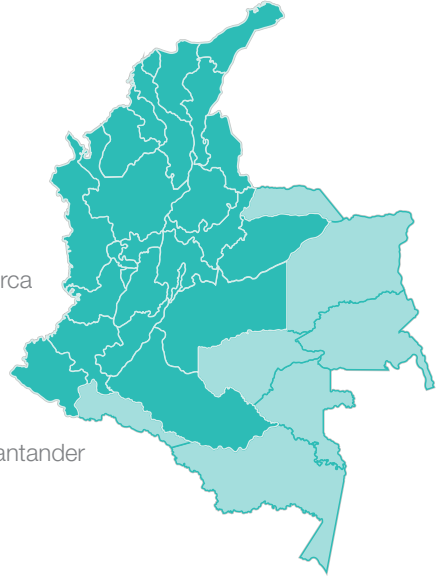
26% more than in 2014.



19 food banks provided support with around 2,300 tons of surplus items fit for human consumption from our stores, benefiting more than 442,000 people.

Presence in 89 municipalities in 24 departments of Colombia through 216 child care institutions.

- Antioquia
- Atlántico
- Bolívar
- Boyacá
- Caldas
- Caquetá
- Casanare
- Cauca
- Cesar
- Chocó
- Córdoba
- Cundinamarca
- Huila
- La Guajira
- Magdalena
- Meta
- Nariño
- Norte de Santander
- Quindío
- Risaralda
- Santander
- Sucre
- Tolima
- Valle del Cauca



For the first time we have reached the 45 municipalities of Santander and Boyacá.

La Fundación Éxito reaffirmed its commitment to the welfare of children and expectant and nursing families in La Guajira.

With an investment of more than **\$812 million** assistance was provided to:



40 children with moderate to severe malnourishment.



500 expectant and nursing families.

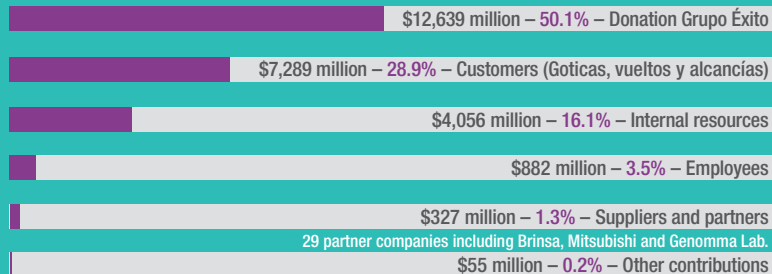
Since 2014 the Foundation has invested more than **\$1.15 million pesos** on behalf of the more than **1,000 people** that belong to the Wayúu families in the Uribia, Riohacha and Manaure regions in La Guajira.

A responsible and supportive player



Delivering nutritional supplements to indigenous families in Riohacha.

More than **\$25.2 million** raised for child nutrition.



Resources audited by Ernst & Young.

Company employees are committed to child nutrition:



More than **12,800** employees took part in the “Navidad por ellos” [Their Christmas] campaign and donated a day or percentage of their salary to support Gen Cero.



More than **2,100** subscribe to the “Aportar” [support] program to make a bimonthly donation to child nutrition.



A responsible and supportive player

Fundación Éxito is the **first Colombian company** to be part of the international movement **Scaling Up Nutrition** that brings together important public and private entities around the world in the name of nutrition.



Unicef Colombia is now part of the Gen Cero strategy thanks to a five-year **partnership agreement**.



The **World Food Programme of the United Nations** partnered in the first edition of **Child Nutrition Month** to highlight and raise awareness of the problem of chronic malnutrition in Colombia.



1,700 candidates for mayors, governors, councils and assemblies received training as an initiation to include the Gen Cero initiative in their government proposals.



•••
Mariana Pajón assumed to position of spokeswoman for Fundación Éxito and Gen Cero and made the problem of child malnutrition visible on social networks.

A responsible and supportive player



Fundación Éxito held the **12th edition of the Child Nutrition Awards** and recognized seven government initiatives, public and private institutions and media publications for contributing to the eradication of chronic malnutrition in Colombia.



Fundación Éxito launched its website and social media accounts to report on the progressions of its works and provide information about the need for investing in child nutrition.

www.fundacionexito.org

f Fundación Éxito

🐦 @Fundacion_Exito

📷 @fundacionexito

Breast milk is the main antidote to malnutrition.

Fundación Éxito promotes
exclusively breastfeeding in the first
six months of life.

\$470 million

provided to **7 Breast Milk
Banks in the country.**



The babies treated at the Breast Milk
Banks saw **appropriate weight gain**
and **fewer medical complications**
during hospitalization.

We held the **first “Lactatón”** [Breastfeed-
athon], a breastfeeding in public day as part
of the **Child Nutrition Month.**



870 mothers participated in Éxito,
Carulla and Centros Comerciales Viva
stores in **10** cities.



Besides being the best food for children, breast milk
creates a unique bond between mother and child.



•••
Casa Modo Rosa serves low-income women diagnosed with breast cancer with free comprehensive care.

Other solidarity programs

With the launch and sale of “Arkitect colección especial” garments we raised

\$154 million to support the

Modo Rosa initiative promoting self-care and assistance for breast cancer patients.



In October we inaugurated the **Casa Modo Rosa** in Medellin, which was given to the **Fundayama** Foundation with the funds raised in 2014.



More than **\$57 million** donated by clients through our stores and services stations to the National Government’s “**Colombia Unida por la Frontera**” campaign to support Colombians affected by the Venezuelan border crisis.

“Guajira children have one of the highest rates of chronic malnutrition in Colombia: 27%, double the national average. Since 2014 we have worked with Fundación Éxito to provide comprehensive assistance to the Wayúu de Manaure and Uribia children and expectant and nursing mothers suffering from or at risk of malnutrition. The baskets that they receive each month from the Foundation contain products that are not only consistent with their food but also allow them to gain weight quickly. With this help we have managed to reduce by 11% the number of underweight pregnant women and the number of children with acute malnutrition by 14%.”

Lina Mairet Solano Carrillo,

Nutritionists from the Health And Self-Sufficiency program in La Guajira.

This is why we are **a responsible and supportive player**



Click [here](#) and learn more about the work of Fundación Éxito promoting child nutrition and breast feeding as an essential food during the first thousand days of life.

A trusted partner

We build relationships of value and trust with our suppliers and partners. We work together not only to achieve the expected economic results but also to create opportunities for growth and facilitate the development of those that build their future with drive and perseverance.



●●●
Agrícola La Serranía in Betania, Antioquia, is one of the suppliers from whom we buy products directly.

We have more than **3,600** national suppliers and **300** foreign suppliers.

Types of suppliers



3,754

Commercial suppliers, 758 of which produce our Home Brands.



1,700

Administrative Goods and Services.



1,007

Real Estate.



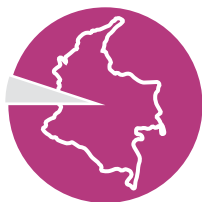
319

Food Industry.



145

Textile Industry.



95%

of the products that we sell in our stores are **purchased in the country.**



84%

of the meat, fish, fruit and vegetable products purchased in Colombian are acquired directly from more than **960** producers.



We buy more than **140,000** tons of fruits and vegetables from **900** farmers and more than **1,300** tons of fish from **more than 200** artisan fisherman.

800

farmers from Boyacá and Bolívar benefited from the agreement signed with the **Clinton Foundation.**



We are supporting more

than **320**

small business people with more than **\$11.7 million** from the Promotora de Comercio Social [Social Commerce Promoter].

We work with our suppliers to develop categories through fairs and events.



47,000 attendees. **32** wines received the gold and silver medal prizes.



Around **20,000** visitors. **64,000** glasses served at Bogota and Medellin fairs.



Around **55,000** people enjoyed the Bogota and Medellin fairs. More than **4,500** unites of cheese and accompaniments were sold.



More than **16,300** visitors attended the Bogota and Medellin events.



650 people participated in the "Pasta Summit" in Bogota, Cali and Medellin.

Around **140,000** people attended the different versions of these grand events.



Events and fairs offer our suppliers a unique space in their category.

We are strengthening the development of our suppliers through opportunities for training and recognition.



11 award winning companies in 7 categories in the Contest “Éxito Suppliers 2015.”

Éxito Supplier Award: Mabe

Integrated Shopping Award: Casa Editorial El Tiempo

Real Estate Partner Award: Laboratorios FUNAT

Home Brand Award: Fábrica de Bolsas de Papel UNIBOL S.A.

Home Business Award: Representaciones Pólimes

Textile Business Award: Crystal

Entertainment Business Award: Editorial Planeta

New Business Award: Makand

Mass Consumption Product Business Award: Postobón

Sustainable Development Award: Colgate – Palmolive

Exito SME Award: Eurocorsett

We held the “**Fourth Convention of Home Brand Suppliers**” with more than **230 attendees** who show possibilities for growth.



92

new suppliers graduated from the **Certification Course “Strengthening Business Management”** conducted with EAFIT Social.

Approximately **160** Home Brand suppliers training in food and nutrition.

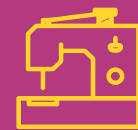


Along with Procolombia we are part of the “**Mentor Exportador**” [Export Mentoring] program, which aims to help small companies export their products. We have assisted around **40** of our commercial suppliers.

Through the Didetexco supplier companies we have generated employment for **6,700 people**,

didetexco
Distribuidora de textiles y confecciones S.A.

among them **5,600** mothers providing for their families.



With the suppliers we have created 175 collections and manufactured more than **12.5 million** clothing items.

QSA Rating

A survey that measures how satisfied our suppliers are with the relationship they have with Grupo Éxito.

4.09/5

84% of the suppliers surveyed are satisfied with the commercial relationship they have with the company.



•••
We are strengthening the sustainable business proposal with independent and self-service supermarkets thanks to the creation of the *Aliados* program which has already been expanded to *Aliados Super Inter*.

The *Aliados* Programs aims to get the owners of mini-markets to develop their business hand-in-hand with Grupo Éxito to grow their business and help benefit the community.

1,095 *Aliados*
Surtimax and Super
Inter.



24%
more than
in 2014.



1,010
Aliados Surtimax.



85 stores and mini-markets
incorporated as *Aliados Super*
Inter in 166 towns.

47 *Aliados* Surtimax completed the
“Self-Service Administration Certification”
and **22** were trained in “Comprehensive
Market and Sales Management.”



“There are many benefits to working with Grupo Éxito. We aren't just a farm anymore; now we understand that we are a company with the potential to offer new products to our consumers. We started with two hectares and now we have more than 20 with the necessary technology for harvesting passion fruit, guava, papaya and other fruits, which has allowed us to create more jobs and motivated us to continue growing. We know that we have a wonderful partner that will continue to support the growth of our business in Grupo Éxito.”

Sebastián Vélez Patiño,

Manager of Agrícola La Serranía, in the town of Betanía, Antioquia.

This is why we are a
trusted partner

///



Click [here](#) and meet some of our trusted partners: winners of the 7th Éxito Suppliers Contest and our Home Brand suppliers.

An accountable merchant for our customers

We try to satisfy the needs of our customers with diverse alternatives so they can decide what, how, when and where to buy. Smile, understand and surprise are the actions that we promote in our employees so our customers have the best experience with us.

“Working to get customers to return.”



•••
The Éxito Ambassadors and Carulla Hosts have the experience and knowledge to provide our customers with outstanding service.

More than **9** million customers.

 More than **299** million transactions.

Online sales*




45 million visits.

 **40%** more than in 2014.



260,000 orders delivered.

 *exito.com, carulla.com, cdiscount.com and Digital Catalogs.

Direct Sales Channel



10,000 advisers make up the Todo Hogar and Colormix network of businesswomen.

Real Estate Business



Around **27.5** million visitors at the 11 Viva Shopping Centers and 17 shopping galleries in the country.

Listening to and attending our customers is the key to satisfying them and making them want to come back.

We resolve **93%** of the requests made by our customers on the national **toll-free line 018000428800** on time.



@ExitoTeSirve



servicioalcliente@grupo-exito.com



More than **75,500** cases were attended to using the **Respuesta Oportuna a los Clientes (ROC)** [Timely Customer Response] system.

We take part in the **SIC Facilita** program of the Industry and Trade Superintendency which allows us to reconcile the claims of our customers.



Around **22,000** customers participated in more than **1,100** meetings.

 **11,000** more customers than in 2014.

We want our customers to have the best shopping experience



- **Easy exchange:** when a customer is dissatisfied with any produce, he or she can exchange it easily.
- **Check the date:** if a client finds an expired product in our stores, we will give them the same product.
- **Single price:** we respect the lowest price published.
- **Unbeatable prices:** if the customer finds one of our produces at a lower price anywhere else, we will return twice the difference.



- Fruits and vegetables directly from the country to your table.
- The best cuts of meat at the best price.
- Home Brand products of the best quality and lowest prices.



- **Guaranteed freshness:** if our fresh products don't satisfy the customer we will give them back twice the value of the product.
- **Check-out Service:** if there are more than three clients waiting in line to check out we will open another register and if not, we will double their points upon purchase.
- **"If you can't find it in our house, we will bring it to yours":** if the customer cannot find the things they like we will deliver it to their home within 24 hours at no cost.



- We offer low cost products with our promise **"Where shopping costs less."**



•••
We offer our customers innovated strategies so they can use Points to buy what they want.

Éxito and Supercliente Carulla Points, the “new currency” of Colombia.



We have renewed the **Loyal Program** so customers use their points as a form of purchase in Éxito and Carulla stores and partner companies.

The country's largest loyalty program: more than **5.8 million subscribers**.



2.3

million customers with a code for accessing the program.

More than **78,800 Points** issued, equaling **\$97.5 million** in transactions.

Around **80 partner companies** to redeem Points.



More than

35,500

personalized

coupons given to

Éxito and Carulla customers according to their purchasing preferences.

**CUPON
MANÍA**

Todos quieren pagar con ellos



Around

15,000 Surtimax customers were winner of instant prizes valued at **\$453,000,000**



Permanent Discounts are the strategy to get our customers to always return.



More than **161,000** children from the institutions near our stores participated in the **Éxito Explorers** program to have fun and learn about health eating and the environment.



Carulla has served our customers with friendliness and the offer of the highest quality fresh products for 110 years.

An accountable merchant for our customers

Permanent sales that offer affordability and quality.



Around **\$500 million** saved by our customers on sales and seasonal specials.

78,000 orders from online sales.

More than **6,200** employees trained to provide superior service.



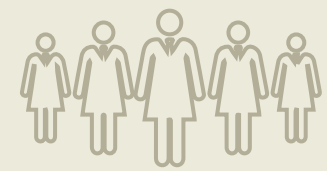
Security staff
3,379
(54%)



Payment staff
2,215
(35%)



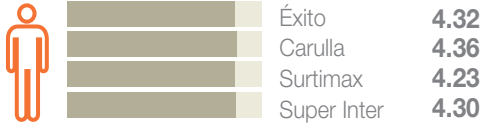
Sales staff
679
(11%)



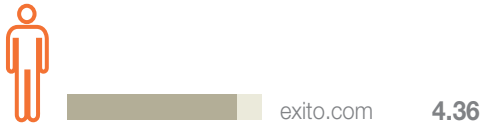
77 Service Hosts and Ambassadors in Éxito and Carulla.

QSA Rating Auditing of Service Quality that measures the level of customer satisfaction.

Rating from 1 to 5.



More than **1 million** surveys collected.



More than **2,100** surveys collected.

Innovating service for our customers to facilitate their purchasing process.

- We launched the **website** for **exito.com**
- We implemented the **Marketplace** in exito.com to expand our offers through third parties.



An accountable merchant for our customers

We launched our Nutritional Policy that we use to promote healthy lifestyles among our employees and customers and we encourage the making of healthy products.

Around **900** of the **Home Brand** products fit the health profile.



In Carulla's "**Healthy Life**" program more than **678,000** customers enjoyed **healthy products**.

We ran the "**Shop with Quality**" campaign, which promoted the purchase of health products in **119 Éxito brand stores**, impacting around **23,000 clients**.

Taeq is our health brand with **150 references and 30 new products**.

The Nutritional Policy was selected as an exemplary practice by the Consumer Goods Forum, an entity bringing together large retailers and food producers.



Around **1,600 quality and safety audits** conducted in **580 stores** and distribution centers around the country.

8.7% more than in 2014.

“In Éxito I’ve always felt at home. I go to Éxito Victoria every Saturday and the manager and staff there is always friendly and provide the best service. I was sick not too long ago and I remember very fondly who the employees were worried about my health and helped me with my shopping. The service, the quality of the product and the bonds of trust that I have built with the Éxito employees can’t be found elsewhere. For me, Éxito is unrivaled.”

Amparo Ángel Jaramillo,
Éxito Victoria Customer, town of Pereira, Risaralda.

This is why we are an **accountable merchant for our customers**

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Click [here](#) and enjoy the song composed by the Colombian singer Fonseca, inspired by Grupo Éxito. A dedication to our customers that motivate us to always offer the best service.

A responsible and inclusive employer

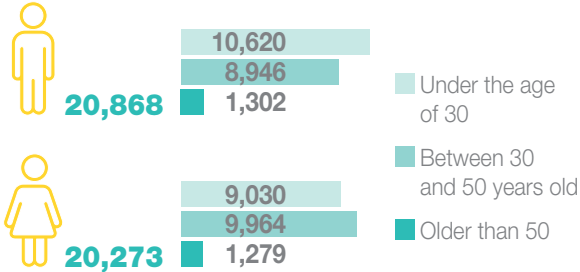
We provide professional, personal and family development for our employees; we protect their human and labor rights; we are inclusive and equitable.

At Grupo Éxito, the **largest private employer in Colombia**, our employees' dreams are ours too.



•••
Eiber Molina, Administrative Assistant, Éxito Caucaasia, Antioquia. "Plan mi casa" [My House Plan] beneficiary.

We are the largest private employer in Colombia. More than **41,100** employees.



37% more than in 2014. **4,146** promoted

Around **2,408** men and **1,738** women

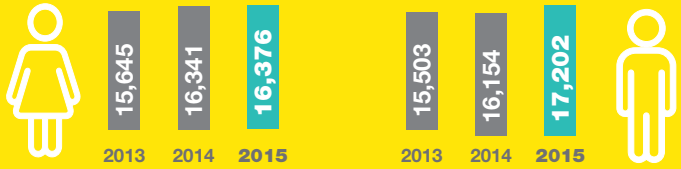
We have created more than **27,000** new jobs

Includes full time jobs and seasonal hires, construction employees and store staff.

We employ around **400** high school students in the Ministry of Labor's program **"40,000 First Jobs."**

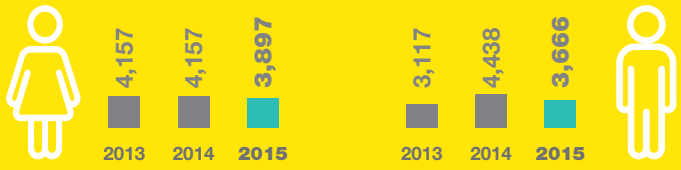
33,578 employees with open-ended contracts

People hired



7,563 employees with fixed-term contract

People hired



Employees by region



•••
We have completed the integration and conversion of Super Inter stores in Valle del Cauca and the Coffee Axis. In total there are 3,200 tied into the brand.

We created the Professional Equality Policy

to encourage diversity among work teams and guarantee the same conditions and opportunities among employees.

Participation of women by position*



Directive
5
(19.2%)



Leadership
208
(28.1%)



Supervision
1,766
(46.5%)



Operations
14,403
(49.6%)

*With open-ended contracts.



126 women participated in professional training cycle.**

42% of the total attendees were women

** Allow high-potential employees to participate in training processes and obtain an academic degree promoting their professional growth and the competitiveness of the Company.

A responsible and inclusive employer

For the past 9 years we have worked consistently for inclusive employment.

211

Individuals with physical disability

115

At-risk youth



54

Victims of violence

25

Beneficiaries of the "Sembrando Esperanzas" [Sowing Hope] program*

33

Individuals with cognitive disability in association with Fides

38

Demobilized military personnel

50

The families of demobilized military personnel

Total

526

13% more than in 2014.

* "Sembrando Esperanzas" creates work opportunities for military personnel and their families in difficult situations.

Around
1,800,000 
 hours of training **10%** more
 than in 2014.

Training hours by position



Directive
 nearly
300



Leadership
 more than
30,000



Supervisors
 more than
150,000



Operations
 more than
1,600,000



More than
17,300
people*
 received around
60,000 hours
 of training
 in **Service**
 programs.



More than
6,100
employees
 attending
175,000 hours of
 training in schools
 to **develop**
technical
abilities.



105
employees
 graduated
 as “**Grupo**
Éxito Retail
Management
Technicians.”



*Internal and external employees.

...
 Cali employees graduate as Grupo Éxito Retail Management Technicians,
 thanks to the program Professional Training Cycle offered by the Company.

The dreams of our employees and their families are our dreams too.

More than **\$75.2 million** invested in the **Benefits Portfolio** for employees.


19%
more than
in 2014.

Nearly **\$7.7 million** in **housing** loans granted to **397** employees.

More than **1,500** **maternity** aides provided to employees, valued at more than **\$672 million**.

More than **\$7.8 million** granted for the **education** of employees and their children.

More than **\$1.6 million** invested in **health** policies and programs.

More than **8,000** **employees** trained in the School of **Personal and Family Economy**.

A responsible and inclusive employer



Nearly **\$7,800 million** in savings for our employees and their families with **“Our Card.”**

More than **18,200 days** received by our collaborators to balance their work, personal and family life.

Accident rates

240 comprehensive health and safety meetings for employees.



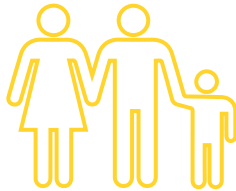
We respect employees right to free assembly

We have **4 worker unions** with whom we have a respectful relationship. We meet in an environment that is cordial and of mutual understanding in order to reach agreements guided by an ethical, legal, democratic and participatory framework.



The largest employee private fund in Colombia with **38,300 associates.**

More than **21,200 people** enjoyed the 6 Presente Vacation Resorts with an occupancy of **91%.**



More than **39,300 employees** and their families are protected under the health and insurance programs.

\$124 million granted to associates in the form of loans.


 **15%** more than in 2014.


More than **4.8 million** transactions with Presente cards.



The Fund was rated **4.61 out of 5** on the evaluation of level of satisfaction with service.



More than **28,800**  **3.4%** more than in 2014.
More than **28,800** employees affiliated with the **Futuro Investment Mutual Fund.**

Nearly **\$24.5 million**  **6%** more than in 2014.
saved by affiliates.

The return of the **Fondo Futuro** was **7.61%**



969 new people subscribed.

 **3.4%** more than in 2014.

The Company increased the maximum legal support to employees **7.14%.**



"I am very pleased to work with this great company. I always dreamed of having my own home for my family and since I married my husband three years ago we have set out to get it; today it's a reality thanks to the support the Company has given us to purchase a home. I know that my dreams and those of my family are important for Grupo Éxito too".

Eiber Molina, Administrative Assistant,
Éxito Cauca - Antioquia,
"Plan mi casa" beneficiary.

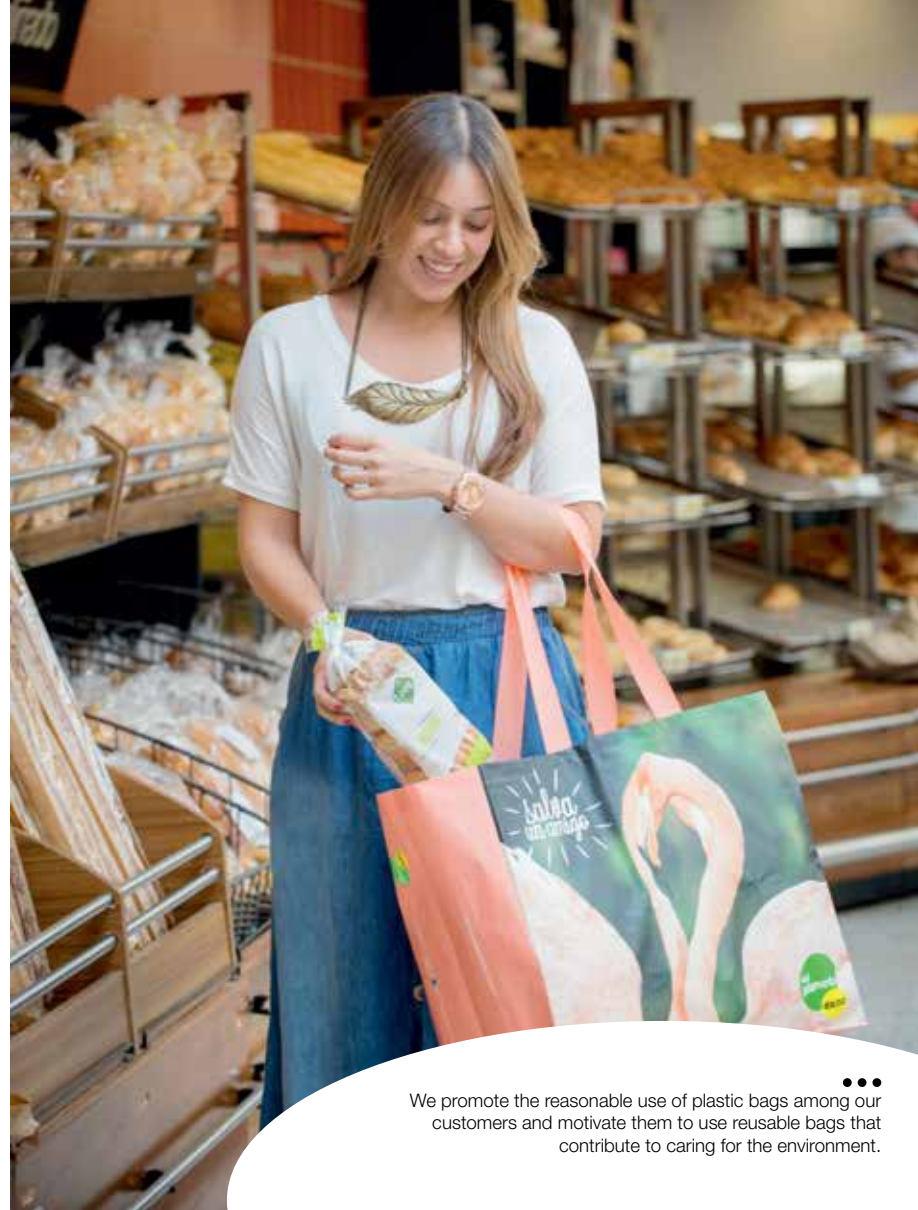
This is why we are a **responsible and inclusive employer**



Click [here](#) and learn about the stories of some of our employees who have been able to make their dreams come true with Company benefits.

Reducing our environmental impact

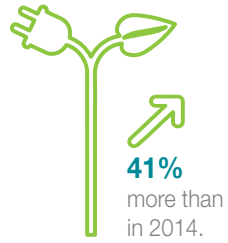
We are working hard to measure, mitigate and compensate for our operation's environmental impact. We are building a consciousness in our public of interest and betting on sustainable development.



●●●
We promote the reasonable use of plastic bags among our customers and motivate them to use reusable bags that contribute to caring for the environment.

84 **Éxito and Carulla brand stores and a Viva Shopping Center have developed energy efficiency programs in partnership with Green Yellow*.**

 **78%** more than in 2014.



We save around **58 GWh of energy every year**, equal to the consumption of around 32,000 Colombian homes in twelve months.

Total we have stopped emitting around **23,200 tons of CO2** which equals the CO2 consumption of 29,200 trees.



*Expert energy management organization.



3,780 solar panels in the Viva Wajiira Shopping Center in Riohacha, La Guajira and the Éxito Panorama in Barranquilla, Atlántico.


With these **2 solar energy plants** generating sustainable energy we:

Reduced **CO2 emission by 555 tons** this year, equal to the energy consumed by around **670 Colombian homes in a year.**



Supply approximately **24%** of the energy for Éxito Panorama in Barranquilla, equal to the energy used by a **23-watt compact light bulb over 7,078 years.**

We recycle more than **22,200** tons of packaging material at our branches.

 **Paper and Cardboard:**
18,477 tons

 **Scraps:**
1,230 tons

 **Other waste*:**
1,074 tons


 **Plastic:**
1,148 tons, equal to if 18,300 Olympic pools worth of water no longer used for its production.

 **Clothes Hangers:**
305 tons



*Such as PET, kraft paper, newspapers, magazines and others.

We have stopped sending
30,000
around **toneladas** of material to landfills*.

 Nearly **1,200** tons more than in 2014.



* Includes organic, special and recyclable waste.

Didetexco recycled **98 tons of recycling** among scraps of fabric, plastic, cardboard, paper and other materials.



••• Adequately separating waste and recycling is a source of revenue for Fundación Éxito and in 2015 represented more than \$7.9 million of child nutrition.

Total amount of waste produced by type and treatment.

*Figures in tons.

WASTE TYPE	2013	2014	2015	DISPOSAL
Recyclables	21,968.73	21,920.95	22,204.00	Reincorporated into the production cycle and reuse.
Organic	5,345.89	6,635.00	7,588.23	Compost, donated and sold.
Regular	156.12		170,111.75	Land fill
Others	3.35	0.08	12.75	Incinerate or shredded
Total non-hazardous waste	27,474.09	28,556.03	199,916.73	
Hazardous waste with potential for use	16.52	206.00	45.03	Recovery.
Hazardous waste not incinerated	11.53	199.92	89.95	Stabilization or other treatment
Burnable hazardous waste	87.87	1.41	13.82	Incineration
Total hazardous waste	115.92	407.33	148.794	
Total waste	27,590.01	28,963.36	200,065.46	

**Medición realizada en almacenes desde 2015.



Around **32 tons of post-consumer waste***, submitted by our customers in **194** collection points were disposed of correctly.

USED BATTERIES	EXPIRED MEDICATION	LIGHTS	HOUSEHOLD PESTICIDES	COMPUTERS AND UNUSED ACCESSORIES
13.3	10.2	7.3	0.13	0.52

*Figures in tons.

At Grupo Éxito we are combating food waste on various fronts.

Accordingly, **we donate more**

than 1,400 tons of beef, chicken and fish scraps donated to animal farms.





We reduced the use of plastic bags by **8.8%**



More than **422,000** reusable bags were purchased by our customers using Points.

We conduct permanent campaigns with employees and customers to reduce the use of plastic bags.



We gave out more than **180,000 points** to customers that brought their own reusable bags for shopping*.



*We gave 10 extra points to customers that used the reusable bags for their purchases.

Between 2010 and 2015, Grupo Éxito and customers planted more than **247,800** trees.



We saved around **1,800** tons of printing paper, representing an average of **30,500** trees that weren't cut down.



We used more than **2,700** tons of FSC and PEFC certified paper, which promotes the sustainable management of forests.

Around **140** stores with dumping and noise studies.





We measure, mitigate and compensate for our operation's impact as a friend of the environment.

Tons of carbon produced by our operation

Figures in tons

SCOPE	2013	2014	2015
Scope 1*	185,931	296,498	188,020
Scope 2**	79,629	79,629	72,866

* Refers to the direct emissions of green house gases from the Company owned sources.

** Emissions from the generation of electricity acquired that is consumed in our own controlled operations or equipment.

Source: green house gas protocol.

Consumption of refrigerants by type

Figures in tons

TYPE OF REFRIGERANT	2013	2014	2015
R404A	11.230	15.04	12.30
R134A	4.042	1.83	3.07
R507	0.708	0	2.20
Freon R22	64.851	82.29	91.60
R12	0	0	0
R407C	0.014	0.51	0.14
Total	80.845	99.67	109.4

Environmental investments and spending

Figures in millions of pesos (COP)

	2013	2014	2015
Waste transportation, treatment and disposal	\$773	\$676.37	\$933.36
External environmental management services	\$223	\$88.65	0
Dumping, vibration and noise studies	\$4.3	\$112.28	\$350.3
Technical concepts and permits from environmental authorities	\$9.4	\$11.52	\$20.72
Provision of environmental inputs	\$37	\$25.96	\$66.71
Others	0	0	0
Total	\$1,046.7	\$914.78	\$1,371.09



“I’ve been a Carulla customer for many years and I always take my reusable bag when I go shopping. I avoid using plastic bags as much as I can because I know the impact they have on the planet; plus the reusable bags that Carulla offers are comfortable, affordable, cute and multi-purpose. Carulla promotes the use of this sort of bag because it’s a brand that is committed to the environment”.

Elsy Silva Páez,
Carulla Galerías costumer, city of Bogota, Cundinamarca.

This is why **we reduce**
our environmental impact

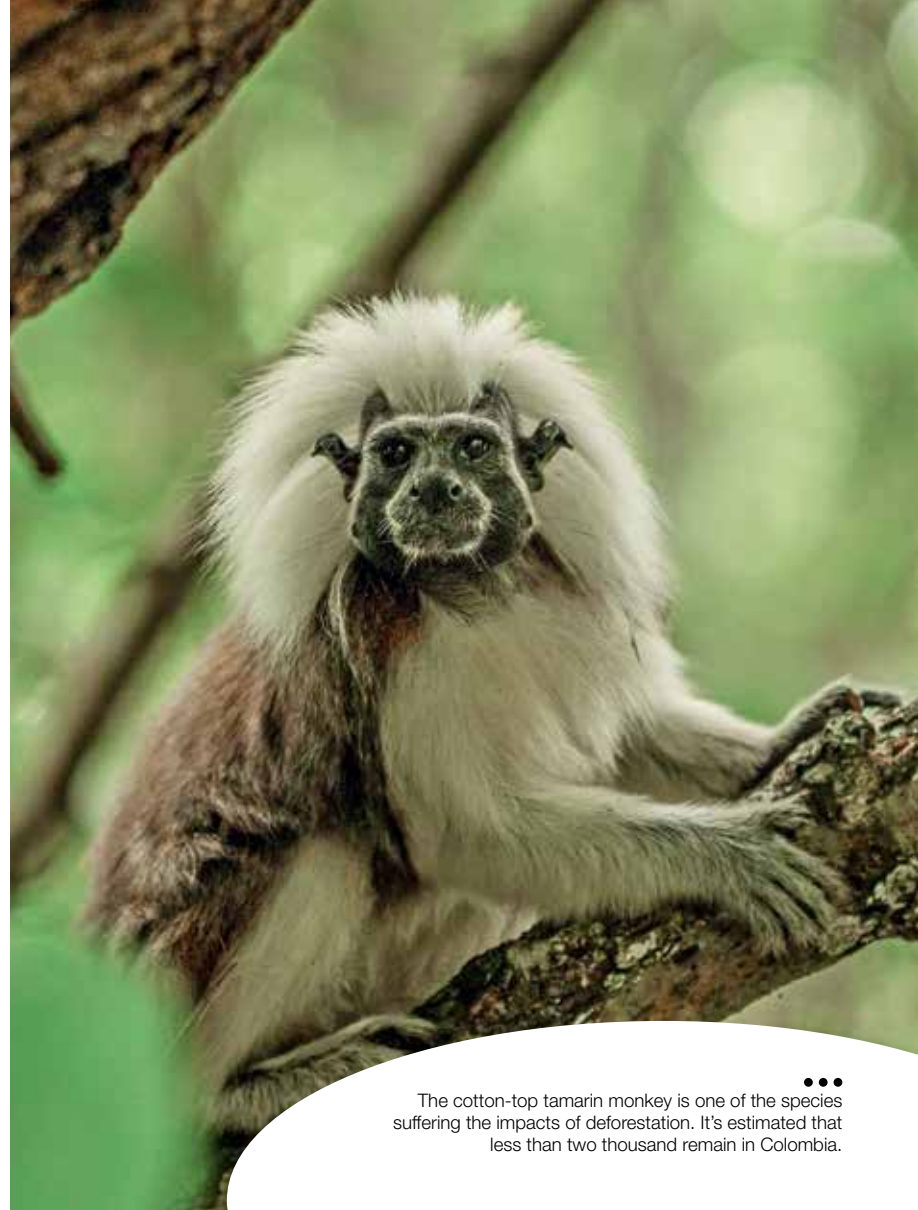
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Click [here](#) to learn more about the Éxito Panorama solar energy plant in Barranquilla, where we are working on measures that will make the difference for the environment.

Colombia Magia Salvaje A historic gift!

A revelatory film that shows the full extent of our country like never seen before. The goal of making this movie was to awaken a sense of pride in Colombians for the richness and biodiversity of the country and create an awareness of the how important conservation is.



•••
The cotton-top tamarin monkey is one of the species suffering the impacts of deforestation. It's estimated that less than two thousand remain in Colombia.

A country to fall in love with!



Colombia is the **second most bio diverse country** in the world after Brazil.



It is home to more than **800 bird species**, the largest variety of orchids and the most poisonous vertebrate on the planet: **the golden frog**.



It holds more than half of the planet's páramos and **700 flora species** unique to these zones.



It's the only country in South America bordered by **two oceans**, the Pacific and the Atlantic, and crisscrossed by two large rivers.



It's the **country with the freshest water** in proportion to its size.

In the habitats of Colombia live **unique species** in conditions that favor their survival, like the **spectacled bear, the condor, the anaconda, jaguar, arawana, the pink dolphin and the tamarin monkey**.

Colombia Magia Salvaje. A historic gift!



•••
Hundreds of hammerhead sharks roam the depths of the Pacific Ocean around Malpelo Island, a marine reserve in Colombia.



●●●
Around 300 indigenous Arhuacas met in Nabusímaque in the Sierra Nevada de Santa Marta, a sacred village of rulings, to see a movie on the big screen for the first time.

Colombia Magia Salvaje. A historic gift!

Colombia Magia Salvaje in numbers



126,864 kilometers
covered, **85** locations and **20** ecosystems.

90 minutes displaying a **country full of contrasts** with glaciers, páramos, wetlands, beaches, snowy mountain ranges, deserts and jungles.



The **38** species of flora and fauna are the main characters. Among them are birds, amphibians, reptiles, orchids and butterflies.

2.4 million viewers flocked to the cinema, making this **one of the most watched movies in the country**.


\$4 million raised at the box office were contributed to Fundación Éxito for the huge Gen Cero: **eradicating chronic malnutrition by 2030**.



150 hours of filming to be kept by the Fundación Patrimonio Fílmico Colombiano [Foundation for Colombian Film Heritage] as part of the **country's natural heritage**.

More than **\$541** million in taxes to the **Fondo de Desarrollo del Cine [Film Development Fund]** to finance national productions.





"Watching Colombia Magia Salvaje is a journey through a world of fantasy. It could be described as a realm of unknown creatures, some so old that they are remnants of ages long past, some so powerful that their magic could be called divine. It's a strange world of contrasts, of unexplored treasures, where the all of the conditions necessary came together to create an immense laboratory of life. This country, home to one of the last paradises of an endangered planet, is a must-see".

William Ospina,
Colombian writer.

Colombia Magia Salvaje. A historic gift!

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[Click here](#) to discover through powerful images and sounds the charm of our country in the trailer of Colombia Magia Salvaje.

Content index GRI 3.1

Profile

1. STRATEGY AND ANALYSIS

1.1. Statement of sustainability relevance.	Letter from the CEO. Pages 3-4
1.2. Main impacts, risks and opportunities.	Letter from the CEO. Pages 3-4

2. ORGANIZATION PROFILE

2.1. Organization Names.	Cover.
2.2. Main brands, products and service.	Home brands. Pages 11-14
2.3. Operating structure.	Page 11
2.4. Location of the Organization's main offices.	Page 2
2.5. Operation locations.	Page 11
2.6. Property characteristics and le.g.al structure.	Page 11
2.7. Markets served.	Home brands. Page 14. Page 11-13
2.8. Company dimensions, including number of employees, operations, net sales, total capitalization, quantity of products and services.	Page 11
2.9. Significant changes.	Letter from the CEO. Pages 3-4 Our key figures. Page 24
2.10. Awards and honors received during this period.	Grupo Éxito honors. Page 23

3. REPORT PARAMETERS

Report profile

3.1. Period covered.	Scope page 3 This is how we report our sustainable actions. Page 5
3.2. Date of the most recent previous report.	First quarter 2014.
3.3. Report presentation cycle.	Annual.
3.4. Contact information for issues regarding the Report or its contents.	Page 2

Scope and coverage of the report

3.5. Process for defining Report content including materiality, issues reported and identification of stakeholders. Include an explanation of how the Organizations used GRI guidelines.	This is how we report our sustainable actions. Page 5 We use the criteria established by the Global Reporting Initiative (GRI) as a base for the report; as signees of the Global Compact we also report on issues that are important for the Company. In the 2011, the Organization's materiality was assessed using the ISO 26.000, AA 1.000 Regulations and GRI criteria, and this was re-assessed by the Presidency Committee in 2014. The Sustainability Department and the Communications Office continually review the best practices for compiling and presenting information about sustainability as a compliment to the report. Likewise, standards such as the following are kept in mind: Down Jones Sustainability Index (DJSI), Millennium Development Goals, the Business Social Compliance Initiative (BSCI), and others. Since sustainability bisects all of Grupo Éxito's processes, the Sustainability Committee, which is the only interdisciplinary team made up of 36 people in charge of transmitting and managing sustainability initiatives in the day-to-day activities of each process, is strengthened.
3.6. Report Coverage.	This Report covers all of Grupo Éxito's operations in Colombia for the year of 2015. Index. Scope. Page 2
3.7. Limitations of the scope or coverage.	Index. Scope. Page 2
3.8. Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations and other entities that can significantly affect comparability between periods.	Index. Scope. Page 2
3.9. Techniques for measuring information and basis for calculations.	This is how we report our sustainable actions. Page 5
3.10. Recalculation of the information provided in earlier reports.	No changes in the previously used methodologies.
3.11. Significant changes in valuation methods from previous Reports	No significant changes.
GRI content index	
3.12. GRI table of contents.	This table.
Verification	
3.13. Report policy and verification.	The entire Report is verified by the Internal Auditing Department. Additionally, all financial information and Group's Financial Report is audited by an external fiscal reviewer under the direction of the firm Ernst & Young. Audit letter. Page 5

4. GOVERNANCE, AGREEMENTS AND PARTICIPATION OF INTEREST GROUPS.

Governance

<p>4.1. Description of government structure and committees. Number of independent members and officials responsible for social, economic and environmental issues. Percentage of members of the highest governing body by gender, age or minority representatives.</p>	<p>Bodies of Corporate Governance. Pages 15-16 Committees. Pages 17-20</p>
<p>4.2. President of the board and his/her executive role as president of the Organization.</p>	<p>Bodies of Corporate Governance. Page 15 Committees. Pages 17-20</p>
<p>4.3. Structure of highest governing body (Board of Directors). Definition of “independent members” or “non-executive” members.</p>	<p>Bodies of Corporate Governance. Pages 15-16</p>
<p>4.4. Mechanisms for shareholders and employees to communicate recommendations or instructions to the highest governing body.</p>	<p>Dialogues with interest groups. Pages 21-22</p>
<p>4.5. Link between the compensation for members of the highest governing body, senior managers and executives (including leave of office agreements) and the performance of the Organization (including social and environmental performance).</p>	<p>On an annual basis the General Shareholders Meeting designates the payment of the corresponding members of the Board of Directors for the period between the respective regular meeting and the next, in consideration of the responsibilities and duties of its members and the usual market fees for such roles, which has no connection with the performance of the Organization. The remuneration of senior managers and executives may vary according to the performance of the Organization.</p>
<p>4.6. Procedures for avoiding conflicts of interest among the highest governing body.</p>	<p>Bodies of Corporate Governance. Pages 15-16 Committees. Pages 17-20</p>
<p>4.7. Process for determining the qualifications and expertise of the members of the highest governing body in order to guide the Organization's social, environmental and economic strategies. Includes gender considerations.</p>	<p>In order to best perform its duties, the members of the Board of Directors must comply with requirements of professional experience, educational background and experience on a national and international level and have a sufficient knowledge of the business sector. When appointed directors for the first time, they will have access to the information needed to get to know the company, its management team, the retail sector in which it operates, and the responsibilities, obligations and powers inherent in the position. Bodies of Corporate Governance. Pages 15-16</p>
<p>4.8. Mission statement, vision, values, code of conduct and relevant principles.</p>	<p>Corporate philosophy. Page 6</p>

<p>4.9 Procedures of the highest governing body for supervising the identification and management by the Organization of economic, environmental and social performance, including relevant risks and opportunities, and adherence or compliance with international standards, codes of conduct and principles.</p>	<p>The functions of the Board of Directors include establishing company policies for the different areas of activities, in particular for trade, economic, financial and labor matters; adopting plans and budgets for the development of social business, and make the rules and regulations for the organization and the operation of the branches of the company. To fulfill this role, the Board has working committees, which work to create recommendations for these matters; said committees shall provide periodic reports to the Board so that it may make the pertinent decisions.</p> <p>In addition, the Board of Director may contract, at the request of any of its members, an external consultant to provide the expertise needed during the adoption of certain decisions, which warrant said consultants due to their nature.</p>
<p>4.10. Board of Director's self-evaluation methods.</p>	<p>Bodies of Corporate Governance. Pages 15-16</p>
<p>Commitments to external initiatives</p>	
<p>4.11. Adoption of the precautionary principle.</p>	<p>Our company welcomes environmental initiatives aligned with the precautionary principle of ensuring our environmental sustainability and that of our planet.</p> <p>In "Reducing our environmental impact." Page 57-62 we provide details regarding our commitment to combating climate change and protecting the environment.</p>
<p>4.12. Externally developed social, economic and environmental programs.</p>	<p>This is how we report our sustainable actions. Page 5</p> <p>A responsible and supportive player. Pages 26-34</p> <p>A trusted partner. Pages 35-40</p> <p>An accountable merchant for our customers. Pages 41-48</p> <p>A responsible and inclusive employer. Pages 49-56</p> <p>Reducing our environmental impact. Pages 57-62</p>
<p>4.13. Main associations to which the Organization belongs or international bodies that the Organization supports.</p>	<p>Acrip, Analex (Asociación Nacional de Comercio Exterior), Cámara Colombo - Francesa de Colombia e Industria, Cámara de Comercio Colombo Americana, Club Campestre de Bucaramanga S.A., Comunicaciones Integrales S.A, Corp Club Deportivos el Rodeo, Corporación Lonja de Propiedad Raíz de Medellín y Antioquia, Corporación Centro de Manzales, Corporación Cívica Centro de Medellín, Corporación Club Campestre de Popayán, Corporación Club Campestre los Arrayanes, Corporación Club Campestre Medellín, Corporación Club Colombia, Corporación Country Club Ejecutivos, Corporación Serrezuela Country Club, Defencarga, Due Diligence Support Services Colombia S.A., Federación Nacional de Comerciantes, Fenalco y sus seccionales,GS1 Colombia, Incocrédito, Icontec (Instituto Colombiano de Normas Técnicas y Certificación),Instituto de Auditores Internos de Colombia, Isaca Medellín, Le.g.is Editores, Musicar S.A., Mercosur online, Sonido Interno LTDA., Telmex Colombia S.A UNE EPM Telecomunicaciones</p>

Participation of interest groups	
4.14. List of interest groups have been included as well as their references.	Dialogues with interest groups. Pages 21-22
4.15. Methodology for selecting interest groups.	The interest groups mentioned in the Report are those that Grupo Éxito considers to be a priority. They are characterized by those to whom the Group has a higher level of responsibility whether formal (assumed contractual relationship) or informal. They are also groups that exert greater influence on business and achieving objectives. Finally, interest groups identified and addressed in this report are also characterized by being the closest to us in physical terms (physical proximity to operations) or in terms of dependence on the Organization for daily operation.
4.16. Criteria for selecting interest groups.	Dialogues with interest groups. Pages 21-22 The interest groups mentioned in the Report are those that Grupo Éxito considers to be a priority. They are characterized by those with whom the Group has a higher level of responsibility whether formal (assumed contractual relationship) or informal. They are also groups that exert a greater influence on business and achieving objectives. Finally, interest groups identified and addressed in this report are also characterized by being the closest to us in physical terms (physical proximity to operations) or in terms of dependence on the Organization for daily operation. In these pages the means and frequency with which we communicate with our interest groups are reported by type. Permanently throughout the year we approach and communicate with each interest group, through different means and at different times.
4.17. Concerns collected from interest groups.	This is how we report our sustainable actions. Page 5 Dialogues with interest groups. Pages 21-22

5. MANAGEMENT FOCUSES [ENFOQUES DE GESTIÓN (E.G.)]

Economic management focuses [e.g. EC Enfoque de gestión económico (EC)]

Aspect	Economic performance.	Our key figures Pages 24-25
	Market presence.	Page 11
	Aspects	
	Indirect economic impacts.	<p>A responsible and inclusive employer. Pages 49-56</p> <p>We contribute to the country's development by creating jobs.</p> <p>Over the years, Grupo Éxito has identified its effect on society and the environment; in particular it has identified the ability to generate direct and indirect employment, boost economic sectors through contracting and purchasing goods and services, and expand the supply of consumer goods in regions where there was previously a reduced supply. All of this is related to the economic development of areas that are far from major urban centers.</p> <p>Although what happens in the interior of Colombia may be considered local, Grupo Éxito seeks to directly and indirectly impact zones with much lower limits and local is used to refer to goods and services or labor that comes from the region where the operation is located.</p> <p>In particular we have identified the ability to hire directly and indirectly, the ability to have inclusive and responsible supply chains, investment in local infrastructure near stores, the payment of legal obligations that generate significant revenue for each region and social investment contributions that are made directly and through the Foundation.</p>

Focus on environmental management [e.g. EN Enfoque de gestión ambiental (EN)]

Aspect	Materials.	Reducing our environmental impact. Pages 57-62
	Energy.	Green Yellow. Page 58
	Water.	We measure, mitigate and compensate. Page 62
	Biodiversity.	This is not material since the direct impacts on biodiversity are considered insignificant given the urban nature of the business. Currently, operations are located far from important centers of biodiversity.
	Emissions, effluents and waste.	We measure, mitigate and compensate. Page 62 Total amount of waste produced by type and treatment. Page 60
	Products and services.	Reducing our environmental impact. Pages 57-62
	Compliance.	We act ethically and with transparency. Page 7
	Transportation.	We measure, mitigate and compensate. Page 62
	General.	Reducing our environmental impact. Pages 57-62

Labor management focus [e.g. LA Enfoque de gestión laboral (LA)]

Aspect	Employment.	Letter from the CEO. Pages 3-4 A responsible and inclusive employer. Pages 50-51
	Labor relations.	Labor inclusion. Page 52
	Occupational health and safety.	Labor inclusion. Page 52 A responsible and inclusive employer. Page 54
	Training and education.	A responsible and inclusive employer. Page 53
	Diversity and equal opportunities.	A responsible and inclusive employer. Page 52
	Equal pay for men and women.	A responsible and inclusive employer. Page 52

e.g. DH		
Aspect	Investment and supply practices.	A responsible and inclusive employer. Page 54
	No discrimination.	A responsible and inclusive employer. Page 52
	Freedom of association and the right to collective bargaining.	A responsible and inclusive employer. Page 54
	Child labor.	A responsible and inclusive employer. Pages 49-56 We are part of the Global Compact.
	Forced labor.	A responsible and inclusive employer. Pages 49-56 We are part of the Global Compact.
	Safety practices.	A responsible and inclusive employer. Pages 49-56 We are part of the Global Compact.
	Indigenous rights.	These are not included in the report given that Grupo Éxito does not have significant impact on indigenous communities through its direct operations. Likewise, no indirect impacts have been identified.
	Organizational risk assessment.	We act ethically and with transparency. Page 7
	Remediate negative impact.	This is how we report our sustainable actions. Page 5 A responsible and supportive player. Pages 26-34 A trusted partner. Pages 35-40 An accountable merchant for our customers. Pages 41-48 A responsible and inclusive employer. Pages 49-56 Reducing our environmental impact. Pages 57-62

Company management focus [e.g. SO Enfoque de gestión sociedad (SO)]

Aspect	Community.	A responsible and supportive player. Pages 26-34
	Corruption.	This is how we report our sustainable actions. Page 5 Letter from the CEO. Pages 3-4
	Public policy.	This is how we report our sustainable actions. Page 5 Letter from the CEO. Pages 3-4
	Anti-competitive behavior.	There were no actions for the period reported. We act ethically and with transparency. Page 7
	Compliance.	A responsible and supportive player. Pages 26-34 We act ethically and with transparency. Page 7

e.g. PR		
Aspect	Consumer safety and health.	An accountable merchant for our customers. Pages 41-48 Taking care of yourself is a good thing, doing so is easy. Page 47
	Labeling products and services.	An accountable merchant for our customers. Pages 41-48 Taking care of yourself is a good thing, doing so is easy. Page 47 Commitment to quality. We meet the following le.g.al requirements by one hundred percent: General labeling: Resolution 5109 of 2005 (Ministry of Social Protection); sanitary registration article 41 of Decree 3075 (Ministry of Social Protection), Resolution 16379 of 2003 of the Superintendency of Industry and Trade under the helm of the Ministry of Trade, Industry and Tourism. Nutritional labeling: Resolution 333 of 2011 (packaged products with nutritional properties).
	Marketing and communications.	Dialogues with interest groups. Pages 21-22 An accountable merchant for our customers. Pages 43-46
	Consumer privacy.	An accountable merchant for our customers. Pages 41-48
	Compliance.	Committees. Pages 17-20 We act ethically and with transparency. Page 7

6. LIST OF ECONOMIC

indicators

Economic performance

EC1 Distributed and generated direct economic value, revenues, operating costs, employee pay, donations and other community investment, non-distributed benefits and payments to financial backers and governments.	Our key figures. Pages 24-25
EC2 Financial implications and other risks and opportunities for the Organization's activities due to climate change.	Reducing our environmental impact. Pages 57-62
EC3 Coverage of the Organization's obligations due to social benefit programs.	A responsible and inclusive employer. Pages 49-56 In compliance with Colombian regulations, all of the direct employees of the Company are members of the country's pension system.
EC4 Significant financial assistance received from government.	A responsible and supportive player. Pages 26-34

Market presence	
EC5 Range of standard starting salaries and the local minimum wage based on gender, in operation locations.	A responsible and inclusive employer. Pages 50-52 The Organization's starting standard salary, averaging men and women, is 1.39% above the le.g.al minimum salary (COP \$644.300 in 2015).
EC6 Policies, practices, and proportion local supplier cost in places where significant operations take place.	A trusted partner. Pages 35-40
EC7 Procedures for local contracting and proportion of senior management from the local community where significant operations take place.	A responsible and inclusive employer. Pages 50-52
Indirect economic impact	
EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial means, pro bono or in kind.	A responsible and supportive player. Pages 26-34
EC9 Understanding and description of the significant indirect economic impacts, including the scope of said impacts.	Over the years, Grupo Éxito has identified its impacts on society and the environment; in particular it has identified the ability to generate direct and indirect employment, boost economic sectors through contracting and purchasing goods and services, and expand the supply of consumer goods in regions where there was previously a reduced supply. All of this is related to the economic development of areas that are far from major urban centers. Although what happens in the interior of Colombia may be considered local, Grupo Éxito seeks to directly and indirectly impact zones with much lower limits and local is used to refer to goods and services or labor that comes from the region where the operation is located. In particular we have identified the ability to hire directly and indirectly, to have inclusive and responsible supply chains, investment in local infrastructure near stores, the payment of le.g.al obligations that generate significant revenue for each region and social investment contributions that are made directly and through the Foundation.
Environment	
Materials	
EN1 Materials used, by weight or volume.	Reducing our environmental impact. Page 59 Total amount of waste produced by type and treatment. Page 60
EN2 Percentage of materials used that are recovered materials.	Reducing our environmental impact. Page 59 Total amount of waste produced by type and treatment. Page 60

Energy	
EN3 Direct energy consumption per primary sources.	Energy consumption 414015 MWh Reducing our environmental impact. Page 58 The energy that the Organization uses is non-renewable but it does have a solar panel project in Viva Wajjira in Riohacha and Éxito Panorama in Barranquilla.
EN4 Indirect energy consumption by primary source.	Reducing our environmental impact. Page 58 The main source of indirect energy comes from the use of electricity; this is not generated directly by the Organization but it is acquired from third parties. The energy that the Organization uses is non-renewable but it does have a solar panel project in Viva Wajjira in Riohacha and Éxito Panorama in Barranquilla.
EN5 Energy savings thanks to conservation and efficiency improvements.	Reducing our environmental impact. Page 58
EN6 Initiatives to provide products and services that are energy efficient or based on renewable energy and reduction in energy consumption due to said initiatives.	Not material: due to the nature of Grupo Éxito's business where the majority of products come from third parties. The manufacturers should report the energy savings from these. As far as home brands go, the majority of these products are categorized as food, fresh and textile products, which do not require energy.
EN7 Initiatives for reducing direct energy consumption and the reductions reached with said initiatives.	Reducing our environmental impact. Page 58
Water	
EN8 Total water use by source.	Reducing our environmental impact. Page 58
EN9 Water sources that have been significantly affected by use.	We measure, mitigate and compensate. Page 62
EN10 Total percentage and volume of recycled and reused water.	In 2013 the installation of a rainwater collection system began at several of the stores in the largest cities where the Company operates.
Biodiversity	
EN11 Description of land adjacent to or located inside protected natural areas or unprotected areas of high biodiversity. Indicate the location and size of land owned, rented or managed that have a high biodiversity value in zones far from protected areas.	Reported in this table. This indicator is not reported and there are no plans to report it in the future given that Grupo Éxito's operations are located in urban zones that have not been identified as natural or protected spaces.
EN12 Description of the most significant impacts on biodiversity in protected natural areas or unprotected areas with high biodiversity that are derived from activities, products and services.	Reported in this table. This indicator is not reported and there are no plans to report it in the future given that Grupo Éxito's operations are located in urban zones that have not been identified as natural or protected spaces.

EN13 Protected or restored habitats.	Reported in this table. This indicator is not reported and there are no plans to report it in the future given that Grupo Éxito's operations are located in urban zones that have not been identified as natural or protected spaces.
EN14 Strategies and actions undertaken or planned for managing impacts on biodiversity.	Reported in this table. This indicator is not reported and there are no plans to report it in the future given that our Company's operations do not involve impacts on biodiversity given the nature and characteristics of the business. Our environmental responsibility is reflected in the other topics reported and there are action plans for managing said impacts.
EN15 Number of species itemized by danger of extinction, included in the UICN red list and national lists and whose habitat is found in areas affected by operations.	Reported in this table. This indicator is not reported and there are no plans to report it in the future given that our Company does not affect species that are in danger of extinction given its location far from zones where these species live.
Emissions, effluents and waste	
EN16 Total direct and indirect emissions of greenhouse gases by weight.	We measure, mitigate and compensate. Page 62
EN17 Other indirect emissions of greenhouse gases by weight.	We measure, mitigate and compensate. Page 62
EN18 Initiatives for reducing greenhouse gases and the reductions achieved.	Reducing our environmental impact. Pages 57-62
EN19 Emissions of ozone depleting substances by weight.	We measure, mitigate and compensate. Page 62
EN20 NOx, SOx and other significant air quality emissions by type and weight.	We measure, mitigate and compensate. Page 62
EN21 Total wastewater discharge, by type and destination.	All of the waste water from our operations is managed correctly by the water companies in each city.
EN22 total weight of waste managed by type and treatment method.	Total amount of waste produced by type and treatment. Page 60
EN23 Total number and volume of the most significant accidental spills.	Total amount of waste produced by type and treatment. Page 60
EN24 Weight of transported, imported, exported or treated waste classified as hazardous according the Basel Convention classification, annex I, II, III and VIII and the percentage of waste transported internationally.	Total amount of waste produced by type and treatment. Page 60
EN25 Identification, size, state of protection and biodiversity value of water resources and related habitats significantly affected by waste water discharge and runoff of the reporting organization.	This indicator is not reported and there are no plans to report it in the future given that our day-to-day doesn't involve water resources or related habitats that would be affected as a consequence of our operations.

Products and services	
EN26 Initiatives for mitigating the environmental impacts of products and service and the level of reduction of this impact.	Reducing our environmental impact. Pages 59-62 Total amount of waste produced by type and treatment. Page 60
EN27 Percentage of products sold and packaging material that is reclaimed at the end of shelf life by product category.	Reducing our environmental impact. Page 59 Total amount of waste produced by type and treatment. Page 60 This indicator is analyzed bearing in mind that the responsibility for reclaiming packaging falls in the hands of the product manufacturer. As such, we only consider home brand products. The information reported is from the secondary packaging that has been recycled and reused.
Compliance	
EN28 Cost of significant fines and number of non-monetary sanctions for noncompliance with environmental regulations.	Not reported
Transportation	
EN29 Significant environmental impacts of transporting products and other goods and materials used by Organization activities and the transport of personnel.	Reducing our environmental impact. Page 59
General	
EN 30 Breakdown by type of total environmental expenses and investments.	We measure, mitigate and compensate. Page 62
Labor practices and work ethic	
Employment	
LA1 Breakdown of workforce by type of job, contract, gender and region.	A responsible and inclusive employer. Pages 50-52
LA2 Total number of employees and average employee turnover by age group, sex and region.	A responsible and inclusive employer. Page 50 4,146 employees were promoted to higher positions in 2015.
LA3 Social benefits for full-time employees, not offered to temporary or part-time employees, by main activity.	The dreams of our employees and their families are our dreams too. Pages 54-55
Labor relations	
LA4 Percentage of employees covered under collective agreement.	A responsible and inclusive employer. Page 54
LA5 Minimum notice period(s) for organizational changes, including if these notices are specified in collective agreements.	Currently there is no minimum notice period for organizational changes. Informing the union before changes happen is common practice and happens in all cases; if workers are negatively impacted by the actions, these will be agreed upon jointly

Occupational health and safety											
LA6 Percentage of total workforce represented in formal health committees and employee-management safety groups, which are established to help monitor and provide advice for work health and safety programs.	A responsible and inclusive employer. Page 54										
LA7 Rates of absenteeism, occupational illness, lost days and number of work-related fatalities by region and gender.	A responsible and inclusive employer. Page 54 There were no fatalities in 2015.										
LA8 Education, training, counseling, risk prevention and monitoring programs for workers, their families or community members regarding serious diseases.	A responsible and inclusive employer. Page 54										
LA9 Health and safety topics covered in formal agreements with unions.	Reported in this table. The health and safety topics covered under collective bargaining agreement are: monetary aid at the time of birth, in the case of the birth of a child, monetary aid when glasses are required as per the recommendation of an EPS (Entidad de Salud Pública [Public Health Entity]) or other approved and recognized entities, monetary compensation in case of incapacity due to illness while not recognized by the EPS and up to 6 months, monetary compensation of 100% of salary in the first three days of disability, from common disease if not paid by the EPS, pharmaceutical services and first aid corresponding to the installation and provision of kits in warehouses in accordance with the recommendation and/or advice of the ARP (Administradoras de Riesgos Profesionales [Administration for Professional Risks]).										
Training and education											
LA10 Average training hours per year by employee category and gender.	A responsible and inclusive employer. Page 53 Average of training hours: <table border="1"> <thead> <tr> <th>Level</th> <th>Hours</th> </tr> </thead> <tbody> <tr> <td>Managers</td> <td>300</td> </tr> <tr> <td>Supervisors</td> <td>150,000</td> </tr> <tr> <td>Leadership positions</td> <td>30,000</td> </tr> <tr> <td>Operative positions</td> <td>1,600,000</td> </tr> </tbody> </table>	Level	Hours	Managers	300	Supervisors	150,000	Leadership positions	30,000	Operative positions	1,600,000
Level	Hours										
Managers	300										
Supervisors	150,000										
Leadership positions	30,000										
Operative positions	1,600,000										
LA 11 Skills management and lifelong learning programs that support the continued employability of workers and during the end of their professional careers.	A responsible and inclusive employer. Page 53 The dreams of our employees and their families are our dreams too. Pages 54-55										
LA 12 Percentage of employees receiving regular performance and career development evaluations.	A responsible and inclusive employer. Page 53										
Diversity and equal opportunities											
LA13 Composition of governing bodies and staff, by sex, age group, minority group and other diversity indicators.	Bodies of Corporate Governance. Pages 15-16 Committees. Pages 17-20										

LA14 Comparison of the base salaries of men and women by employee category and the geographical location of the significant Company operation.	Executive level: monthly average women: 2878853 Colombian Pesos monthly average men: 3150131 Colombian Pesos Non-executive level: monthly average women: 837054 Colombian Pesos monthly average men: 828898 Colombian Pesos
LA15 Retention rate and rate of return of female staff after maternity leave. GRI 3.1.	1063 went on maternity leave Return rate 98%
Human rights	
Investment and supply practices	
HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone a human rights screening.	A responsible and inclusive employer. Page 53 This is how we report our sustainable actions. Page 5 A trusted partner. Page 38
HR2 Percentage of main distributors and contractors that have undergone human rights screening and the actions taken as a result.	A responsible and inclusive employer. Page 53 This is how we report our sustainable actions. Page 5
HR3 Total hours of employing training on policies and procedures related to those aspects of human rights that are relevant to their activities, including the percentage of employees trained.	A responsible and inclusive employer. Page 53 This is how we report our sustainable actions. Page 5 A trusted partner. Page 38
No discrimination	
HR4 Total number of incidents of discrimination and measures taken.	We act ethically and with transparency. Page 7 A responsible and inclusive employer. Page 52 Monitoring is done through the Coexistence Committee. During the period there were no incidents of discrimination reported.
Freedom of association and collective bargaining	
HR5 Company or supplier activities in which the right to freedom of association and collective bargaining may be at significant risk and actions taken to protect these rights.	We act ethically and with transparency. Page 7 We have a quality policy and a policy for managing, selecting for and monitoring suppliers, which includes human rights related issues and social and environmental standards. The proper management of the performance of our suppliers ensures a sustainable long-term relationship. Grupo Éxito has already established a procedure for the monitoring of this matter, which applies to ITRS import suppliers. Additionally, the auditing of home brand products includes assessment of social responsibility matters and environmental management. So far no risks have been identified and therefore taking action in this area has not been required.

Child labor	
HR6 Activities identified that involve the potential risk of incidents of child labor, and measures taken to contribute to its elimination.	<p>We act ethically and with transparency. Page 7</p> <p>We have a quality policy and a policy for managing, selecting for and monitoring suppliers, which includes human rights related issues and social and environmental standards. The proper management of the performance of our suppliers ensures a sustainable long-term relationship.</p> <p>Grupo Éxito has already established a procedure for the monitoring of this matter, which applies to ITRS import suppliers. Additionally, the auditing of home brand products includes the assessment of social responsibility matters and environmental management.</p> <p>So far no risks have been identified and therefore taking action in this area has not been required.</p>
Forced labor	
HR7 Operations identified as having significant risk for incidents of forced or compulsory labor and the measures taken to contribute to its elimination.	<p>We have a quality policy and a policy for managing, selecting for and monitoring suppliers, which includes human rights related issues and social and environmental standards. The proper management of the performance of our suppliers ensures a sustainable long-term relationship.</p> <p>Grupo Éxito has already established a procedure for the monitoring of this matter, which applies to ITRS import suppliers. Additionally, the auditing of home brand products includes assessment of social responsibility matters and environmental management.</p> <p>So far no risks have been identified and therefore taking action in this area has not been required.</p>
Safety practices	
HR8 Percentage of security personnel trained in the policies or procedures of the Organization regarding human rights that are relevant to activities.	<p>A responsible and inclusive employer. Page 53</p> <p>Parameters for this type of training have been established with the companies that provide third party security personnel.</p>
Indigenous rights	
HR9 Total number of incidents related to the violation of indigenous rights and measures taken.	<p>There were no incidents reported regarding violations of Indigenous Rights.</p> <p>A responsible and supportive player. Page 28</p>
HR10 Percentage or total number of operations subject to human rights materials review and/or impacted human rights material (GRI 3.1 core).	<p>El Grupo Éxito fully complies with the law; furthermore, the organizational guidelines described in its policies, codes, protocols and manuals go even further than the law. As such, carrying out an assessment of human rights impact has not been considered necessary thus far.</p>

HR11 Total number of human rights related complaints received and resolved via formal mechanisms (GRI 3.1 Core).	There were no human rights related complaints presented in 2015.
Society	
Community	
SO1 Percentage of Company operations involving local communities that have conducted impact studies and development programs.	A responsible and supportive player. Pages 26-34 When Grupo Éxito starts an operation in a new zone it holds dialogues with communities and authorities and looks for institutions that the Foundation can help. For large-scale projects like Viva Lares, the community is engaged with and a dialogue is opened to take in comments and keep the community informed about the project's progress.
Corruption	
SO2 Percentage and total number of business units analyzed for corruption related risks.	We act ethically and with transparency. Page 7
SO3 Percentage of employees trained in the Organization's anti-corruption policies and procedures.	19%. We act ethically and with transparency. Page 7
SO4 Measures taken in response to incidents of corruption.	We act ethically and with transparency. Page 7
Public policies	
SO5 Public policy position and participation in the development of said policies and lobbying activities.	Diálogos con grupos de interés. Págs. 21-22
SO6 Total value of financial and in-kind contributions to political parties or related institutions by country.	En 2015 se donaron 411 millones a partidos políticos.
Anti-competitive behavior	
SO 7 Total number of legal actions related to monopolistic practices and those against free competition and their results.	No se presentan acciones de este tipo durante el período de reporte.
Compliance	
SO8 Monetary value of significant sanctions and fines and total number of non-monetary sanctions for noncompliance with laws and regulations.	Not reported
SO9 Operations with a significant potentially negative impact or a recognized negative impact on local communities (Core GRI 3.1).	We act ethically and with transparency. Page 7
SO10 Measures implemented in operations to prevent and mitigate potential or recognized negative impacts in local communities (Core GRI 3.1).	We act ethically and with transparency. Page 7

Product responsibility	
Consumer safety and health	
PR1 Product life cycle phases and services for which the impact on health and the safety of customers is evaluated in the case that this needs to be improved, and the percentage of significant product and service categories that are subject to this evaluation.	Not reported
PR2 Total number of incidents of non-compliance with regulations or voluntary codes regarding the impact of products and services on health and safety during their life cycle, distributed by the type of result of such incidents.	Not reported
Product and service labeling	
PR3 Types of information for products and services required by existing procedures and regulations and the percentage of products and services subject to these information requirements.	A responsible and inclusive employer. Page 54. Grupo Éxito and its suppliers comply with national labeling laws.
PR4 Total number of breaches of regulation and of voluntary codes concerning the information and labeling of products and services, distributed according to result type of such incidents.	Not reported
PR5 Practices related to customer satisfaction including results of customer satisfaction studies.	Dialogues with interest groups. Pages 21-22
Marketing communications	
PR6 Programs for compliance with laws or adherence to standards and voluntary codes related to marketing communications, including advertising, and other promotional or sponsorship activities.	Marketing activities are conducted according to national law. Currently Grupo Éxito has not joined any voluntary initiatives related to this matter.
PR7 Total number of incidents of noncompliance with regulations concerning marketing communications, including advertising, promotion and sponsorship, by type of result of such incidents.	Not reported
Customer privacy	
8 Total number of substantiated complaints regarding respect for privacy and losses of the personal information of customers.	Dialogues with interest groups. Pages 21-22
PR9 Cost of significant fines resulting from breaches of laws and regulations concerning the provision and use of products and services of the Organization.	Not reported

Index Global Compact principles and COP Advanced

GLOBAL COMPACT PRINCIPLE	REFERENCE/COMMENT
Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights within a sphere of influence.	Letter from the CEO. Pages 3-4
Principle 2. Businesses should make sure that they are not complicit in human rights abuses.	We act ethically and with transparency. Page 7 As a part of our relationship with suppliers we share with them issues related to Human Rights and social and environmental standards. Proper management of the performance of our suppliers ensures a sustainable long term relationship. Grupo Éxito has already established a procedure for the monitoring of this matter, which applies to ITRS import suppliers.
Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	A responsible and inclusive employer. Page 54
Principle 4. Businesses should uphold the elimination of all forms of forced and compulsory labor.	Letter from the CEO. Pages 3-4
Principle 5. Businesses should uphold the effective abolition of child labor.	This is how we report our sustainable actions. Page 5
Principle 6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.	This is how we report our sustainable actions. Page 5
Principle 7. Businesses should support a precautionary approach to environmental challenges.	Reducing our environmental impact. Pages 57-62
Principle 8. Businesses should undertake initiatives to promote greater environmental responsibility.	Reducing our environmental impact. Pages 57-62
Principle 9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	Reducing our environmental impact. Pages 57-62
Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.	We act ethically and with transparency. Page 7
ADVANCED COP (ADVANCED COMMUNICATION ON PROGRESS) REFERENCE/COMMENT	
STRATEGY, GOVERNANCE, COMMITMENT	

CRITERIA 1: The COP describes aspects that are key to the sustainability strategy at the highest levels of the Company in line with the principles of the Global Compact.

Best practices met

Impact of broader sustainability trends from a long-term perspective and the Organization's financial performance.	Letter from the CEO. Pages 3-4 This is how we report our sustainable actions. Page 5
Main sustainability risks and opportunities in the short and long term (3-5 years).	Letter from the CEO. Pages 3-4 This is how we report our sustainable actions. Page 5
Social and environmental impact of the Organization's activities. Global strategy for managing sustainability impacts, risks and opportunities in the short and long term (3-5) years.	Letter from the CEO. Pages 3-4 This is how we report our sustainable actions. Page 5
Key performance indicators for measuring progress.	We are aligned with the GRI performance indications and the Organization's own indicators.
Main successes and failures during the period.	Throughout the Sustainability Report, we present both our positive progress and opportunities for improvement.

CRITERIA 2: The COP describes an effective decision-making process and systems of governance for corporate sustainability.

Best practices met

Participation and accountability of Managers in the corporate sustainability strategy and its implementation in line with Global Compact principles.	Letter from the CEO. Pages 3-4
Corporate governance structure (Board of Directors or equivalent) and its role in monitoring the implementation of corporate sustainability in line with Global Compact principles.	Bodies of Corporate Governance. Pages 15-16
Structures for executive evaluation and incentives that promote the sustainability strategy in line with Global Compact principles.	Bodies of Corporate Governance. Pages 15-16

CRITERIA 3: The COP describes a commitment to all important interest groups.

Best practices met

List of interest groups that the Company engages with.	Dialogues with interest groups. Pages 21-22
Process for identifying and engaging with interest groups.	Dialogues with interest groups. Pages 21-22 This is how we report our sustainable actions. Page 5
Results of engagement with interest groups.	Dialogues with interest groups. Pages 21-22
Process of incorporating input from interest groups into corporate strategy and company decision-making.	Dialogues with interest groups. Pages 21-22

UN OBJECTIVES AND TOPICS

CRITERIA 4: The COP describes the actions taken to support the objectives and broadest themes of the United Nations.

Best practices met

Adoption or modification of a business strategy and operating procedures that maximize the contribution to the objectives and themes of the United Nations.	A trusted partner. Page 39 An accountable merchant for our customers. Page 42
Development of products, services and business models that contribute to the objectives and themes of the United Nations.	A trusted partner. Page 39 An accountable merchant for our customers. Page 42 A responsible and inclusive employer. Page 54
Social investments and philanthropic contributions that match the core competencies of the organization, the context of the operation and the sustainability strategy.	A responsible and supportive player. Pages 26-34
Public support for the importance of one or more UN goals and issues.	A responsible and supportive player. Pages 26-34
Collaborative projects and collective actions in support of the objectives and themes of the United Nations.	A responsible and supportive player. Pages 26-34

HUMAN RIGHTS IMPLEMENTATION

CRITERIA 5: The COP describes firm commitments, strategies or policies for human rights.

Best practices met

Reference to the relevant international conventions and other international instruments (such as the Universal Declaration of Human Rights).	Our sustainability report highlights the comprehensive protection of Human Rights in both investment decisions and the policies and programs for our employees.
Reflection on the importance of Human Rights for the Company.	Letter from the CEO. Pages 3-4
Corporate Policy on Human Rights, in writing (e.g., in the code of conduct).	Our Code of Ethics and Conduct is in line with human rights, identifying key issues such as no discrimination within our operations.
Public declaration of the expectation to honor the human rights of employees, business partners or interest groups directly involved in operations, products or services.	We share our commitment to adhering to the Global Compact with our interest groups. This includes the fact that in different communication formats such as the Sustainability Report, internal media, virtual employee training and the website, we have stated the importance of and our expectations for compliance with the Global Compact principles.
A public declaration is available and communicated to all external and internal staff, business partners and other relevant actors.	We share our commitment to adhering to the Global Compact with our interest groups. This includes the fact that in different communication formats such as the Sustainability Report, internal media, virtual employee training and the website, we have stated the importance of and our expectations for compliance with the Global Compact principles.

CRITERIA 6: The COP describes efficient management systems for integrating principles of Human Rights.**Best practices met**

Due diligence mechanisms currently implemented that include a risk assessment of the present or potential impact on human rights.	We have stated the importance of and our expectations for compliance with the Global Compact principles in different communication formats such as the Sustainability Report, internal media, virtual employee training and the website.
Internal awareness and human rights training for management and employees.	Dialogues with interest groups. Pages 21-22 We act ethically and with transparency. Page 7
Grievance mechanisms, communication channels and other procedures (e.g. whistle blower mechanism) to report concerns or seek advice.	We act ethically and with transparency. Page 7
Assignment of responsibilities and accountability for responding to Human Rights impacts.	We have an ethics committee responsible for the evaluation of all cases that are considered violations of our Code of Ethics and Conduct.
Internal decision-making, budgeting and monitoring for the effective supervision of responses to Human Rights impacts.	We have an ethics committee responsible for the evaluation of all cases that are considered violations of our Code of Ethics and Conduct.
Processes to provide or assist with the remediation of negative impacts on human rights that have been the caused by the Company, or in which the Company has participated.	We have an ethics committee responsible for the evaluation of all cases that are considered violations of our Code of Ethics and Conduct.

CRITERIA 7: The COP describes mechanisms for the effective monitoring and evaluation of the integration of Human Rights.**Best practices met**

System for monitoring the effectiveness of mechanisms designed for the implementation of policies related to Human Rights, including the supply chain.	Pillar 3. A trusted partner. Pages 35-40
Monitoring that includes external and internal feedback, including affected interest groups.	Dialogues with interest groups. Pages 21-22
Review, by the management, of the monitoring and improvement of results.	Dialogues with interest groups. Pages 21-22
Procedures for managing incidents.	We act ethically and with transparency. Page 7 We have an ethics committee responsible for the evaluation of all cases that are considered violations of our Code of Ethics and Conduct.

CRITERIA 8: The COP describes the key results of Human Rights integration.**Best practices met**

Results of due diligence processes.	This report contains data and initiatives that are the result of managing the protection of human rights in our operations.
External and formal reports of operations that present a severe risk of human rights infractions.	Dialogues with interest groups. Pages 21-22

Disclosure of major incidents involving the Company.

Result of remediation processes for human rights infractions.

IMPLEMENTATION OF LABOR PRINCIPLES

CRITERIA 9: The COP describes firm commitments, strategies and policies in regard to labor.

Best practices met

Reference to the relevant international conventions and other international instruments (e.g., ILO fundamentals).

Letter from the CEO. Pages 3-4

Reflection on the importance of the Labor Principles for the Company.

Letter from the CEO. Pages 3-4

Company Labor Principles Policy, in writing (e.g. code of conduct).

We have a Code of Ethics and Conduct that provides the framework for our labor principles.

Inclusion of minimum labor standards in contracts with suppliers and other relevant partners.

At Grupo Éxito sustainability is for everyone.

Commitments and concrete goals for the years specified.

At Grupo Éxito sustainability is for everyone.

CRITERIA 10: The COP describes efficient management systems for integrating Labor Principles.

Best practices met

Risk assessment and impact on the workplace.

A responsible and inclusive employer. Page 54

Assignment of responsibilities and accountability for responding to labor standards.

At Grupo Éxito sustainability is for everyone.

Internal awareness and training on labor standards for management and employees.

A responsible and inclusive employer. Page 53

Complaints mechanisms and communication channels and other procedures for reporting concerns or seeking guidance.

Dialogues with interest groups. Pages 21-22

CRITERIA 11: The COP describes efficient mechanisms for monitoring and evaluating the integration of Labor Principles.

Best practices met

System for monitoring and measuring performance based on standardized performance indicators.

Part of the pay variable is linked to performance management, a tool that enables managers and employees to monitor and evaluate results according to the individual targets set at the start of the year. With this, they are given an incentive of 20% of the pay variable.

Audits or other mechanisms to monitor and improve the performance of companies in the value chain.

At Grupo Éxito sustainability is for everyone.

Review, by the management, of monitoring and improvement of results.

Secretary General and Corporate Affairs Manager held by Ms. Claudia Echavarría Uribe.

Procedures for managing incidents.

CRITERIA 12: The COP describes the key results of integrating Labor Principles.

Best practices met

Result of due diligence and monitoring efforts to ensure the right of free association and collective bargaining. A responsible and inclusive employer. Page 54

Results of due diligence and monitoring efforts to eliminate forced labor.

Results of due diligence and monitoring efforts to eliminate child labor.

Results of due diligence and monitoring efforts to eliminate discrimination. Our report highlights the fact that as part of our due diligence using policies and programs to eliminate discrimination, this year we have not received any complaint or grievances regarding violations of this principle.

Disclosure of major incidents involving the Company.

IMPLEMENTATION OF ENVIRONMENTAL ADMINISTRATION.**CRITERIA 13: The COP describes firm commitment, strategies or policies regarding environmental administration.**

Best practices met

Reference to the relevant international conventions and other international instruments (e.g., the Rio Declaration on Environment and Development).

Reflection on the importance of environmental management for the Company.

Company policy on environmental management, in writing. Reducing our environmental impact. Pages 54-60
The environmental policy is published on the website www.grupoexito.com.co

Inclusion of minimum environmental standards in contracts with suppliers and other business partners.

Commitments and concrete goals for the years specified. We have reported our findings and have established challenges and goals for the sustainable management of our impact on the environment in the future.

CRITERIA 14: The COP describes efficient management systems for integrating Environmental principles.

Best practices met

Risk assessment and environmental impact. We have recognized and assessed our environmental impact in areas such as water, gas emissions, ozone depleting gases, waste and dumping.

Assessment of impact and life cycle of products, ensuring policies for the responsible handling of the end of life cycle management.

Assignment of responsibility and accountability within the Organization.	The Department of Environmental Management of the Corporate Affairs Management centralizes environmental information and provides technical support to all units of the Company. Environmental Accountability is also conducted from this area.
Internal training and environmental management awareness for administrators and employees.	Reducing our environmental impact. Pages 54-60 The Department of Environmental Management conducts ongoing training on different topics.
Complaints mechanisms and communication channels and other procedures for reporting concerns or seeking guidance on environmental issues.	Dialogues with interest groups. Pages 21-22

CRITERIA 15: The COP describes efficient mechanisms for monitoring and assessing the integration of environmental management.

Best practices met

Monitoring and performance measurement based on standardized performance indicators.	We have standardized management indicators for issues such as water, emissions, energy, waste and effluents and use of materials.
Review, by the management, of monitoring and of the improvement of results.	
Procedures for managing incidents.	We have action plans for managing incidents regarding the environment.
Other mechanisms for monitoring and improving the performance of companies in the value chain.	A responsible and inclusive employer. Page 54

CRITERIA 16: The COP describes the key results of the integration of Environmental Practices.

Best practices met

Indicators for material and energy use.	Reducing our environmental impact. Page 58
Emissions, effluents and waste indicators.	We measure, mitigate and compensate. Page 62 Total amount of waste produced by type and treatment. Page 60
Indicators for Company initiatives that promote environmental responsibility.	Reducing our environmental impact. Pages 57-62
Indicators for the development and diffusion of environmentally friendly technologies.	Reducing our environmental impact. Page 58
Disclosure of major incidents involving the Company.	We act ethically and with transparency. Page 7

IMPLEMENTATION OF ANTI-CORRUPTION MEASURES

CRITERIA 17: The COP describes firm commitments, strategies and polices regarding anti-corruption.

Best practices met

Public and formal declaration of zero tolerance towards corruption.	We act ethically and with transparency. Page 7
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Commitment to compliance with all applicable anti-corruption laws including the implementation of procedures to know the law and monitor changes.	We act ethically and with transparency. Page 7
Declaration of adherence to regional and international le.g.al frameworks such as the UN Convention Against Corruption.	
Risk assessment of potential areas of corruption.	We act ethically and with transparency. Page 7
Detailed policies for areas with high corruption risks.	We act ethically and with transparency. Page 7
Anti-corruption policy regarding commercial partners.	We act ethically and with transparency. Page 7
CRITERIA 18: The COP describes efficient management systems for integrating anti-corruption policies.	
Best practices met	
Organizational leadership supports anti-corruption.	Letter from the CEO. Pages 3-4 We act ethically and with transparency. Page 7
Human Resources procedures support the anti-corruption commitment or policy, including communications and training for employees.	Letter from the CEO. Pages 3-4 We act ethically and with transparency. Page 7 A responsible and inclusive employer. Page 53
Internal power relations that ensure the consistency of commitment to anti-corruption.	We act ethically and with transparency. Page 7 Bodies of Corporate Governance. Pages 15-16
Actions taken to promote the implementation of anti-corruption commitments with commercial partners.	We act ethically and with transparency. Page 7
Management of the commitment and accountability for the implementation of the anti-corruption commitment or policy.	We act ethically and with transparency. Page 7
Communications or channels and mechanisms to report concerns or seek guidance.	We act ethically and with transparency. Page 7 Dialogues with interest groups. Pages 21-22
Internal accounting and auditing processes related to anti-corruption.	We act ethically and with transparency. Page 7
CRITERIA 19: The COP describes efficient monitoring and assessment mechanisms for the integration of anti-corruption principles.	
Best practices met	
Review, by the management, of monitoring and of the improvement of results.	We act ethically and with transparency. Page 7
Process for dealing with incidents.	
Public le.g.al cases concerning corruption.	
Using external verification or anti-corruption programs.	

CRITERIA 20: The COP describes the key results of integrating the anti-corruption principle.

Best practices met

Results of evaluations of potential areas of corruption, as appropriate.	We act ethically and with transparency. Page 7
Results of mechanisms to report concerns or seek guidance.	We act ethically and with transparency. Page 7
Indicators for human resources procedures that support the anti-corruption policy or commitment.	We act ethically and with transparency. Page 7
Disclosure of major incidents involving the Company.	

IMPLEMENTATION IN THE VALUE CHAIN**CRITERIA 21: The COP describes the implementation of the Global Compact in the value chain.**

Best practices met

Risk analysis of sustainability, opportunity and value chain impact, in the supply and marketing process.

Value chain policy, including policies for suppliers and contractors.	At Grupo Éxito sustainability is for everyone.
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CRITERIA 22: The COP provides information on the Company's profile and its operating context.

Best practices met

Le.g.al structure, including the structure of any group and property.	Page 11
Countries in which it operates, whether with significant operations or operations specifically relevant to sustainability.	Page 11
Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries).	Pages 11-14
Main brands, products and service.	Pages 11-14
Direct and indirect economic value generated by various interest groups (employees, owners, government, lenders, etc.).	Our key figures. Pages 24-25

CRITERIA 23: The COP incorporates a high level of transparency and disclosure.

Best practices met

The COP uses the reporting guidelines for sustainability reports from the Global Reporting Initiative (GRI).	Our report is in line with all of the GRI 3.1 indicators.
The COP qualifies for level B o high of the GRI application levels.	Qualifies for level A.

The COP includes a comparison of key performance indicators from the previous 2-3 years.	We have identified trends in material indicators.
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The Board of directors, when appropriate, approves the COP and other formal forms of corporate sustainability reporting.	
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Relevant sustainability information from the COP is included in annual reports and financial documentation.	Yes.
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CRITERIA 24: A third party independently verifies the COP.

Best practices met

The accuracy of information from the COP is verified regarding assurance standards (e.g., AA1000 Assurance Standard, ISAE 3000).	
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An independent auditor verifies the accuracy of the information in the COP.	
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The content of the COP is independently verified with regards to the GRI content (GRI checked).	Our report has been sent to the GRI for verification.
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Peer review (example, Local Global Compact Network).	
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Parque Nacional Natural Chiribiquete,
Departamento del Caquetá.