

Envigado, February 21, 2022

**PROPOSAL FOR THE REMUNERATION FEES OF THE BOARD OF DIRECTORS
FOR THE PERIOD
2022 – 2024**

The Board of Directors and the Management of Almacenes Éxito S.A. present the following proposal regarding the remuneration fees of the Board of Directors:

Considering that:

- (i) That the remuneration fees payable to the members of the Board of Directors and the Committees shall be approved for each period at the General Shareholders' Meeting, in which their election must be approved.
- (ii) In accordance with the provisions of the Remuneration Policy of the Board of Directors; the following principles and parameters must be taken into account for the fee-setting: (a) congruence and competitiveness, (b) the structure, duties and responsibilities of the Board of Directors, (c) the personal and professional skills of its members, as well as their professional experience, (d) the time availability, and (e) the benchmark remuneration for the position in comparable national and international companies.
- (i) At the extraordinary meeting of the General Shareholders' Meeting held on January 23, 2020, it was resolved to keep the remuneration fees of the Board of Directors approved by the General Shareholders' Meeting on March 27, 2019, for the period 2020 -2022.
- (ii) Once the conditions contained in the Remuneration Policy have been verified, it is considered necessary to make an adjustment to the corresponding amounts, in line with the last three years inflation, that is, 11.40%, to guarantee that the Board of Directors remuneration fees remain competitive.

Consequently, the General Shareholders' Meeting of Almacenes Éxito S.A. resolves:

To establish the following remuneration fees for the Board of Directors for the period 2022-2024:

	Board of Directors	Supporting Committees
Chairman	Twelve million eight hundred and sixty-six thousand seven hundred pesos (\$12,866,700), for preparing and attending each meeting of the Board of Directors.	Eight million five hundred seventy-seven thousand eight hundred pesos (\$8,577,800), for preparing and attending each meeting of the corresponding committee.
Other members	Eight million five hundred seventy-seven thousand eight hundred pesos (\$8,577,800), for preparing and attending each meeting of the Board of Directors.	Four million two hundred eighty-eight thousand nine hundred pesos (\$4,288,900), for preparing and attending each meeting of the corresponding committee.