

Envigado, February 22, 2021

## PROPOSAL TO AMEND THE BOARD OF DIRECTORS ELECTION AND SUCCESSION POLICY

The Board of Directors and the Management of Almacenes Éxito S.A. submit the following amendment proposal for the Board of Directors Election and Succession Policy:

Original article	Proposed text	Justification
<p><b>2.2.2 Board of Directors Election and Succession Policy<sup>1</sup></b></p> <p>(...)</p> <p><b>Article 3.</b> The Board of Directors shall regulate the terms within which the Shareholders must submit their lists of candidates, which must include the total number of people to elect, together with their résumés and the other documents required by the Board of Directors in order to prepare them with sufficient notice.</p> <p>Additionally, the Board of Directors shall establish a procedure for the evaluation of the candidates proposed by the Shareholders, which sets forth the delivery of results with sufficient notice to the General Meeting of Shareholders, so that all the Shareholders have time for adequate assessment.</p> <p>The evaluation by the Board of Directors must include the establishment of the existence of</p>	<p><b>2.2.2 Board of Directors Election and Succession Policy<sup>1</sup></b></p> <p>(...)</p> <p><b>Article 3.</b> The Board of Directors shall regulate the terms within which the Shareholders must submit their lists of candidates, which must include the total number of people to elect, together with their résumés and the other documents required by the Board of Directors in order to prepare them with sufficient notice.</p> <p>The lists of candidates that will be presented must tend to the diversity of their members, both in professional and academic aspects, as well as in personal ones, such as: gender, nationality, age, race, among others, in order to guarantee complementarity of the proposed candidates.</p> <p>Additionally, the Board of Directors shall establish a procedure for the evaluation of the</p>	<p>It is proposed to add the paragraph, in order to expressly establish the diversity and inclusion criteria that the Company promotes when it comes to the election of its Board of Directors.</p> <p>The diversity management in the Board of Directors is increasingly necessary for the prosperity and business, thus growth contributing to better Corporate Governance. It has been proven globally that the Board of Directors with the best performances are those composed by both men and women with diverse characteristics in age, race, nationality, political view, religion, sexual identity and with a variety of abilities and complementary experiences that add distinct identities and perspectives for better decision making.</p>

<p>any incompatibilities or disqualifications to exercise the position, possible Conflicts of Interest, and the candidates' fulfillment of the requirements contained in this policy, including those which accredit the independence of the candidates who participate with said condition.</p> <p><sup>1</sup> Approved at the Ordinary General Meeting on March 17, 2015.</p>	<p>candidates proposed by the Shareholders, which sets forth the delivery of results with sufficient notice to the General Meeting of Shareholders, so that all the Shareholders have time for adequate assessment.</p> <p>The evaluation by the Board of Directors must include the establishment of the existence of any incompatibilities or disqualifications to exercise the position, possible Conflicts of Interest, and the candidates' fulfillment of the requirements contained in this policy, including those which accredit the independence of the candidates who participate with said condition.</p>	
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