Sustainability

Policy





Objective

This policy provides guidelines to the Company and offers guidelines to the subsidiaries so that their corporate strategy implements and considers environmental, social, economic, and corporate governance issues in their decision-making.

Scope

This policy applies to the Retail Bussines, Éxito Industrias, LTSA, and Transacciones Energéticas S.A.S. and offers guidelines to the company's complementary businesses.

Definitions

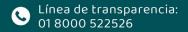
- Climate Change: "Means a climate change attributed directly or indirectly to human activity that alters the composition of the global atmosphere and that is in addition to natural climate variability observed over comparable periods."
- **Direct purchase:** Purchases made from suppliers that produce at least one of the goods purchased by the company. As far as possible, priority will be given to small farmers and micro and small enterprises.
- Local purchase: Purchase of products from domestic suppliers.
- **Chronic malnutrition:** "Chronic malnutrition or stunting is a multi-causal condition that alters the physical and cognitive development of children in their first 5 years of life, with irreversible effects" Fundación Éxito, 2015













- Gender Equality: "Is defined as fairness in the treatment received by women and men according to their respective needs, either with equal treatment or with differentiated treatment but considered equivalent in terms of rights, benefits, obligations, and possibilities."
- Corporate Governance: "It is the set of rules, principles, and procedures
 that regulate the structure and operation of a company's governing
 bodies. Specifically, it establishes the relationships between the board of
 directors, the board of directors, the shareholders, and the rest of the
 stakeholders, and stipulates the rules governing the Company's decisionmaking process for the generation of value".
- Stakeholders: These are all those persons or groups of persons who have an interest in the Company or could be impacted by the development of its business activity. Likewise, Stakeholders are those who, without having a direct interest in the Company, may affect the fulfillment of its objectives. Therefore, these are groups of people who may have an impact on the sustainability of the Company. Stakeholders include, among others, shareholders, investors, directors, managers, employees, suppliers, contractors, customers, opinion leaders, and the community in general.
- Sustainbale Development Goals: The Sustainable Development Goals, SDGs, are the basic principles that mark the 2030 agenda by proposing goals to end poverty, protect the planet, and ensure that everyone enjoys peace and prosperity. These principles establish global goals, targets, and indicators adopted by 195 Member States of the United Nations to achieve a world without poverty in which the environment is protected and all people enjoy peace and prosperity.
- **Communities:** Individuals and groups, natural or legal, who live and work in the areas where the Company has operations.



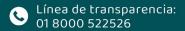




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Policy

Overview:

In Grupo Éxito, we are moved by the dream of a country of solidarity, responsibility, transparency, and lasting relationships in which we take care of each other and the planet. We want to contribute to Colombia's growth and well-being. In this sense, the company recognizes the social and environmental impact of its operations in the communities where it operates and its responsibility to contribute to a more prosperous country.

Our commitment to sustainability is not just a part of our vision but a fundamental aspect of our corporate strategy. One of the five pillars that form our corporate strategy, 'Our people and sustainability, ' is dedicated to setting objectives and guidelines that ensure a sustainable impact of our operations on our stakeholders, customers, employees, suppliers, communities, and the environment.



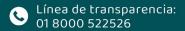




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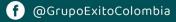
Sustainability Policy 2024

The sustainability policy listed below is framed within the global sustainable development agenda - defined in the Sustainable Development Goals, the United Nations Global Compact. It also obeys to 6 challenges declared by the company, which are managed and monitored integrally with the company's actions.



Pilar	Purpose	Strategic focuses	SDG
Zero Malnutritio	Working towards the eradication of chronic child malnutrition in Colombia by the year 2030.	Communicate and raise awareness.	2 ZERO HUNGER
		Generate resources and alliances.	
		Generate and disseminate knowledge.	
		Influencing public policy.	
	Generate relationships of	Promote sustainable supply chains,	
	value and trust with allies	promoting fair labor practices, and safe	
	and suppliers by promoting	working conditions.	



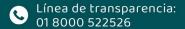




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Sustainability Policy 2024



sustainable practices such local and direct purchasing, support to vulnerable sectors and communities, and creating training and support programs that contribute to their growth.

Develop and strengthen our partners and suppliers' knowledge of socially and environmentally sustainable practices.

Encourage and maintain local and direct purchasing.

Promote sustainable consumption patterns among our customers through education and awareness campaigns.









13 AGGIÓN POR EL CLIMA





Maximize the positive impact on the environment and work to reduce, mitigate and compensate the negative impacts of the operation on the environment, as well as contribute to the generation environmental awareness in the different stakeholders.

Carry out actions in favor of climate change management, using renewable energy sources, and the adoption of more efficient technologies.

Promote efficiency and enable the circular economy of packaging, particularly plastic.

Lead initiatives to promote sustainable mobility for our customers, employees, and suppliers in our operations.

Real estate management with sustainability standards.

Contribute to the protection of biodiversity, together with suppliers, promoting deforestation-free supply chains and encouraging products to be manufactured in an environmentally responsible manner.

Educate and mobilize stakeholders towards environmental protection.

Promote healthy lifestyle habits that enable mental, emotional, social, physical, and nutritional balance in our stakeholders.

To market products and services that

encourage healthy lifestyles

emplovees.











To be attractive, diverse, and inclusive, promoting diversity and inclusion and social dialogue.

trust

stakeholders within the

employees, and suppliers

toward healthier and more

balanced lifestyles through

a portfolio of products and

services that allow them to

generate healthy lifestyle

customers.

Mobilize

habits.

To

build

Promoting social dialogue

Educate customers,

To develop our people in being, knowing, and doing.

Be attractive, diverse, and inclusive.

suppliers about a healthy lifestyle.

Promote gender equity.

Working for the Dignified Life of our employees

Exercise the role of corporate citizens, deepening ties with the communities.





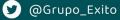










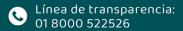


with











Sustainability Policy 2024



framework of integrated performance, under high standards of corporate governance, ethics, transparency, respect for human rights, and equal opportunities.

framework of integrated Promote best practices in corporate performance, under high governance.

standards of corporate governance, ethics, related to respect for human rights.

transparency, respect for human rights, and equal opportunities.

Promote standards of ethics and transparency for the different stakeholders.

Facilitate diverse and inclusive environments for our stakeholders.

Ensure building trust with our Stakeholders and promote consistent communication and relationships.

Collaborate with stakeholders to understand their expectations and incorporate them into our decision-making processes.









Sustainability Goals

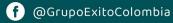
The company is committed to establishing clear and measurable sustainability goals aligned with the sustainability strategy and allowing progress to be tracked over time. Targets are reviewed and updated periodically to ensure their relevance and efficiency.

Transparency and accountability

The company is committed to transparency and regularly updates its sustainability performance and initiatives. Likewise, it engages with stakeholders to enable them to provide their comments or concerns and ensures that sustainability reports are accurate and reliable.

It is responsible for annually presenting a strategic plan to the Board of Directors.



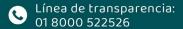
















The company recognizes the importance of continuous improvement; for this reason, the Sustainability Policy is updated annually and strategically reviewed every two to three years following the Stakeholder consultation reflected in the materiality analysis or whenever a significant change occurs, thus ensuring that the objectives and goals set remain relevant and effective over time.

Related Documents

Environmental Policy

Climate Change Policy

Packaging Policy

Sustainable Livestock Statement

Zero Deforestation Agreement for the Meat Chain

TFA Oil Palm Voluntary Agreement

Human Rights Policy

Ethical Charter

Nutrition Policy

Real Estate Sustainability Policy

Animal welfare policy of the poultry business

Policy related to Genetically Modified Organisms

Diversity and Inclusion Policy



