



Sustainability

Policy




Objective


The purpose of this policy is to provide guidelines to the Company and to offer 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 business, Éxito Industrias, Logística, Transporte y Servicios Asociados S.A – LTSA y Transacciones Energéticas S.A.S, as well as offering guidelines to the Company's complementary businesses, which include Seguros Éxito, Viajes Éxito, Móvil Éxito, estaciones de servicio éxito – EDS, Viva Malls, Puntos Colombia y Tuya.


Definitions


 **Climate Change:** “Means a change in climate 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 time periods.”.


 **Direct purchase:** Relationship and direct purchase, without intermediation, to suppliers and/or producers, especially small farmers and micro and small enterprises.


 **Local purchase:** Prioritization of the acquisition of goods produced in the country, favoring them over other alternatives in the international market.

 **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 the governing bodies of a company. 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 decision-making 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.

 **Sustainable 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 prosperous life.

 **Comunidades:** Individuals and groups, natural or legal, who live and work in the areas where the Company has operations.

Policy

Overview:

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

To integrate this vision into each of the business' actions, the Company incorporates into its corporate strategy the pillar "Our people and sustainability" - one of the 5 pillars that make up the corporate strategy - which is focused on establishing the objectives and guidelines that guarantee a sustainable impact of the Company on its stakeholders, including customers, employees, suppliers, communities, and the environment.

The sustainability policy below is framed within the global sustainable development agenda -defined in the Sustainable Development Goals, the United Nations Global Compact- and is aligned with the parent company's guidelines. Likewise, it follows 6 pillars declared by the Company, which are managed and monitored integrally with the Company's actions.



Pilar	Propose	Strategic Focuses	SDG
	Working towards the eradication of chronic child malnutrition in Colombia by the year 2030.	<p>Communicate and raise awareness.</p> <p>Generate resources and alliances.</p> <p>Generate and disseminate knowledge.</p> <p>Influencing public policy.</p>	
	Generate relationships of value and trust with allies and suppliers by promoting sustainable practices such as local and direct purchasing, support to vulnerable sectors and communities, and creating training and support programs that contribute to their growth	<p>Promote sustainable supply chains, promoting fair labor practices, and safe working conditions.</p> <p>Develop and strengthen the knowledge of socially and environmentally sustainable practices of our partners and suppliers.</p> <p>Encourage and maintain local and direct purchasing</p> <p>Promote sustainable consumption patterns among our customers through education and awareness campaigns</p>	
	Maximize the positive impact on the environment and work	Carry out actions favoring climate change management by using renewable energy	

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<p>My Planet</p>	<p>to reduce, mitigate and compensate for the negative impacts of the operation on the environment, as well as contribute to the generation of environmental awareness in the different stakeholders.</p>	<p>sources and adopting more efficient technologies.</p> <p>Promote efficiency and enable the circular economy of packaging, mainly plastic</p> <p>Lead initiatives to promote sustainable mobility in our operations for our customers, employees, and suppliers.</p> <p>Real estate management with sustainability standards</p> <p>Contribute to the protection of biodiversity, together with suppliers, by promoting deforestation-free supply chains and encouraging environmentally responsible manufacturing of products.</p> <p>Educate and mobilize stakeholders towards environmental protection.</p>	
<p>Healthy Lifestyles</p>	<p>To mobilize customers, employees, and suppliers towards healthier and more balanced lifestyles through a portfolio of products and services that allow them to generate healthy habits.</p>	<p>Promote healthy lifestyle habits that enable mental, emotional, social, physical, and nutritional balance in our stakeholders</p> <p>Educate customers, employees, and suppliers about a healthy lifestyle</p> <p>To market products and services that encourage healthy lifestyles</p>	
<p>The success of Grupo Éxito is in its people</p>	<p>To be attractive, diverse, and inclusive, promoting diversity and inclusion and social dialogue.</p>	<p>Promoting social dialogue</p> <p>To develop our people in being, knowing, and doing.</p> <p>Be attractive, diverse, and inclusive.</p> <p>Promote gender equity.</p> <p>Working for the Dignified Life of our employees</p>	
<p>Governance & Integrity</p>	<p>To build trust with stakeholders within the framework of an integrated performance under high standards of corporate Governance, ethics, transparency, respect for human rights, and equal opportunities.</p>	<p>Exercise the role of corporate citizens by deepening ties with the communities.</p> <p>Promote best practices in corporate Governance</p> <p>Promote and communicate commitments related to the respect of Human Rights</p> <p>Promote standards of ethics and transparency in the different Stakeholders</p> <p>Promoting diverse and inclusive environments for our stakeholders</p> <p>To build trust with our Stakeholders and promote coherent communication and relationship with them</p> <p>Collaborate with stakeholders to understand their expectations and incorporate them into our decision-making processes.</p>	

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. It also engages with stakeholders to provide feedback or concerns and ensures that sustainability reports are accurate and reliable.

It is responsible for presenting an annual strategic plan, which will be given to the Sustainability Committee of the Board of Directors, which will allow, through projects and indicators, materialize the purposes contained in this policy.

The Sustainability Committee of the Board of Directors is responsible for approving changes in policy and strategy.

Collective Work

The Company's sustainability team will make the model more dynamic, coordinating periodic meetings to follow up on the previously described pillars, facilitating decision-making, and implementing and following initiatives.

Grupo Éxito recognizes that sustainability challenges are complex and require a comprehensive vision. Thus, we seek to collaborate with stakeholders, including shareholders, investors, employees, suppliers, customers, and the community, to develop and implement sustainable solutions.

Continues improvement

The Company recognizes the importance of continuous improvement; for this reason, the Sustainability Policy is updated annually and strategically reviewed every two years following the Stakeholder consultation reflected in the materiality analysis, thus ensuring that the objectives and goals remain relevant and effective over time.

Related Documents

- Environmental Policy
 - Climate Change Policy
 - Packaging Policy
 - Sustainable Lifestock Statement
- Human Rights Policy
 - Ethical Charter
- Nutrition Policy