



Envigado, February 25, 2026.

**PROPOSAL REGARDING THE REMUNERATION OF THE BOARD OF DIRECTORS
FOR THE 2026–2028 TERM**

("OTHER EVENTS")

Almacenes Éxito S.A. (the "Company"), in accordance with the [call](#) of the ordinary meeting in person of the General Shareholders' Meeting that was published on February 23 after having completed the necessary processes and authorizations for such purpose, informs its shareholders and the market in general about the regarding the remuneration of the Board of Directors for the 2026–2028 term, that will be submitted for consideration by the General Shareholders' Meeting, at the meeting to be held on Monday, March 30, 2026 at 11:00 a.m., at the Company's administrative headquarters located in the municipality of Envigado, Antioquia:

The text of the aforementioned proposal is attached below.

PROPOSAL REGARDING THE REMUNERATION OF THE BOARD OF DIRECTORS FOR THE 2026–2028 TERM

In compliance with Article Four of the Company's Board Remuneration Policy, the following proposal regarding the remuneration of the Board of Directors is submitted to the General Shareholders' Meeting for its corresponding approval:

Whereas:

- (i) the fees for the members of the Board of Directors, the Audit and Risk Committee, and any other Committees that may be created shall be established for each term by the General Shareholders' Meeting at the meeting in which the Board is elected for the corresponding period; and
- (ii) That the provisions set forth in the Company's Board Remuneration Policy apply.

Resolved:

To establish the following fee structure for the Board of Directors for the 2026–2028 term:

FIRST. Shareholder-appointed directors shall not receive any compensation for the preparation and attendance of each Board meeting or its supporting committees

SECOND. Executive officers of the Company who serve on the Board of Directors shall not receive any compensation for the preparation and attendance of each Board meeting or its supporting committees.

THIRD. Independent directors shall receive a monthly fee of FIVE HUNDRED US DOLLARS (USD 500) for the preparation and attendance of meetings of the Board of Directors, the Audit and Risk Committee, and any other Committees that may be created.

FOURTH. The Chair of the Board of Directors, the Chair of the Audit and Risk Committee, and the Chairs of any other Committees that may be created shall not receive differential compensation.