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Sustainability Report 2025



At Grupo Éxito, we recognize our responsibility as a company to develop and generate opportunities for our customers, employees, suppliers, and the communities where we operate. This responsibility guides our decisions to contribute to building well-being, driving progress, and strengthening the environment we share.

In this context, we present our 2025 Sustainability Report, an annual document that outlines the progress made in our Sustainability Strategy during the period from January 1 to December 31, 2025. [GRI 2-3] The report includes the results of the double materiality analysis, the identification and assessment of sustainability risks and opportunities (ESG), the evolution of our Sustainability Strategy, and the main milestones achieved in 2025.

Throughout 2025, we continue to promote opportunities in Colombia through actions aimed at eliminating child malnutrition, strengthening local purchasing of fresh produce and textiles, supporting the development of our suppliers and boosting the Colombian countryside, promoting the well-being of our employees, generating decent, quality employment, and caring for the planet and its natural resources.

This report covers our comprehensive management in Colombia, Argentina, and Uruguay, and is prepared in accordance with the Global Reporting Initiative (GRI) Standards, incorporating the methodologies of the Sustainability Accounting Standards Board (SASB) for the Food Retailers & Distributors (FB-FR) sector and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Some of the indicators reported in this report are subject to internal verification processes, led by the Internal Audit area, with the aim of strengthening the transparency and reliability of the information reported. In this way, we provide a comprehensive overview of our practices, policies, processes, and indicators related to the social, environmental, and climate issues most relevant to our operation.

This report was coordinated by the External Communications, Reputation, and Sustainability Department. For inquiries or comments, please contact us at prensaexito@grupo-exito.com. [GRI 2-3]

Double Materiality Analysis

[[GRI 3-1] In compliance with the provisions of External Circular 031 of 2021 and in line with international sustainability frameworks and standards such as the Global Reporting Initiative (GRI), the European Sustainability Reporting Standards (ESRS), and references associated with risk management and climate change, we adopt a dual materiality approach, which allows us to comprehensively understand how environmental, social, climate, and governance issues are relevant to both the company and its stakeholders from two complementary perspectives:

- Impact materiality: how our operations and decisions relate to the environment and our stakeholders.
- Financial materiality: how these same issues can influence our strategic and economic performance.

This Double Materiality exercise is led by Grupo Éxito's External Communications, Reputation, and Sustainability Department [GRI 2-13]. It is carried out periodically and updated in response to changes in the context, market dynamics, the evolution of stakeholder needs and expectations, and global sustainability standards.

We developed it in the following stages:

1 | Context alignment

We conducted an analysis of the company's external and internal context, considering global and sectoral trends in retail, regulatory and normative changes, as well as international reference frameworks, the evolution of stakeholder expectations, and the criteria defined by rating agencies and organizations specializing in sustainability. This analysis was integrated with the corporate strategy, allowing the identification and prioritization of material issues to be aligned with its vision and strategic objectives.

2 | Identification of impacts, risks, and opportunities

We identified the company's main actual and potential impacts on the environment and people, as well as the risks and opportunities that could affect the company's financial and reputational performance.

For this analysis, we considered our information from the analysis of strategic risks, sustainability risks, and risks associated with climate change. As a result, a preliminary universe of ESG issues was consolidated, integrating the material issues from the previous period to the extent that they continued to be material, which served as the basis for the subsequent stages of evaluation and prioritization.

3 | Definition of stakeholders groups [GRI 2-29]

We developed an exercise to identify the relevant stakeholders to consult during the exercise, considering, among others, the Head Office, Senior Management, employees, customers, suppliers, investors, sustainability experts, academia, NGOs, trade associations, and opinion leaders. [GRI 2-12] [GRI 2-16]



4 | Financial materiality rating

We assess the financial relevance of environmental, social, and climate issues based on two complementary criteria:

1. SOX financial materiality* for ESG matters: a matter is considered financially material when its potential financial impact is equal to or greater than 0.5% of the company's net income.
2. Materiality by analysis (triangulation): Comprehensive assessment combining:
 - a. Strategic risks.
 - b. ESG risks.
 - c. Impact materiality results.

Quantitative assessment was applied to matters that, due to their nature and level of exposure, required detailed financial analysis. For other matters, financial significance was assessed qualitatively.

*SOX financial materiality: This corresponds to the threshold above which management considers that an issue may have a material financial impact on the company's financial statements.

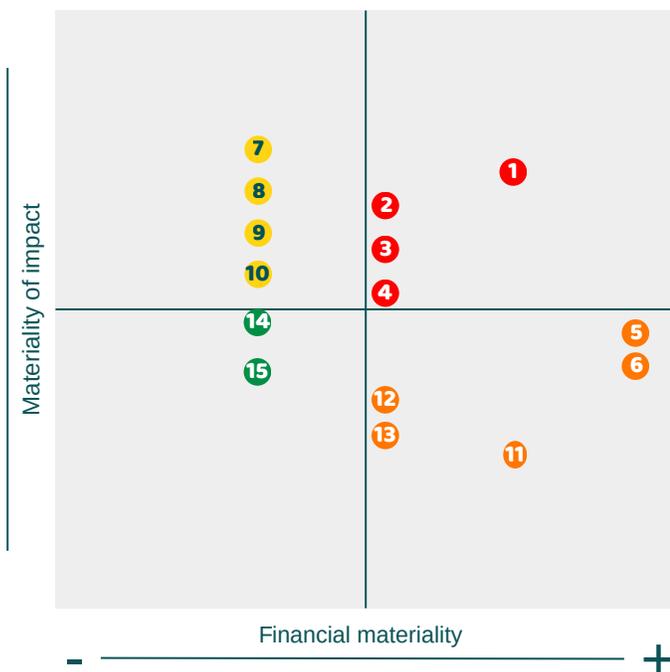
5 | Impact materiality rating

We assess our environmental and social impacts through surveys and consultations with the stakeholders described above, which has enabled us to identify the issues with the greatest actual or potential impact.

6 | Prioritization of material issues

Finally, by analyzing the results of the materiality of impact and financial materiality, we identified issues that are both highly relevant due to their impact on the environment and have a significant influence on the company's financial and strategic performance. This integrated approach allowed us to prioritize the issues that guide the 2025–2027 Sustainability Strategy.

Results of our double materiality analysis [GRI 3-2]



The issues located toward the top right are more relevant both in terms of their impact and their financial materiality, and therefore constitute our strategic priorities.

1. Food waste

Develop programs that prevent food waste throughout our operations and enable its donation to food banks and authorized institutions.

2. Sustainable management of the supply chain

Ensure and promote compliance and continuous improvement of social and environmental aspects in our supply chain, including responsible production practices, protection of biodiversity, and animal welfare.

Circular economy – containers and packaging

Promote the responsible use of packaging and containers (less and better materials), their management, and recycling.

Talent attraction and development

Attract, care for, and retain our employees by providing them with training, well-being, and adequate conditions for the performance of their work and growth.

5. Climate change

Using more environmentally friendly refrigerants in our refrigerators, increasing energy efficiency, promoting the use of cleaner energies, and sustainable mobility.

6. Information security and personal data

Manage the collection, use, and protection of our customers' personal and sensitive data in a transparent manner.

7. Local economy and inclusive growth:

Promote local and direct purchasing (without intermediaries), supporting producer communities and populations in vulnerable territories or those affected by conflict.

8. Customer well-being:

Offer products and services that care for the health, nutrition, and safety of our customers, with clear information and responsible sales practices.

9. Child malnutrition – Fundación Éxito:

Supporting child nutrition in Colombia through the Éxito Foundation, investing in programs and partnerships that work for the development of children.

10. Water conservation – Water Footprint:

Use water responsibly and efficiently in our facilities and operations.

11. Geopolitical and economic environment of the region:

Manage the impacts of the region's political and macroeconomic environment and its effect on our warehouses and employability.

12. Sustainable real estate construction and operation:

Build and operate our warehouses, shopping centers, and other real estate projects with environmental sustainability and operational efficiency criteria.

13. Human rights:

Ensuring respect for human rights in our operations and supply chain.

14. Relationship with neighboring communities:

Foster good relations with the communities near our operations, contributing to the social, environmental, and economic well-being of the surrounding area.

15. Diversity and inclusion:

Promote equitable, diverse, and inclusive work and business environments that foster access, participation, and fair treatment for all people.

We understand material change to mean the identification of new social, environmental, or climate issues that represent significant impacts, risks, or opportunities for the company, as well as previously identified issues that are no longer considered material. During 2025, no new material issues were identified, nor were any issues identified as no longer material.

Sustainability Risks (ESG)

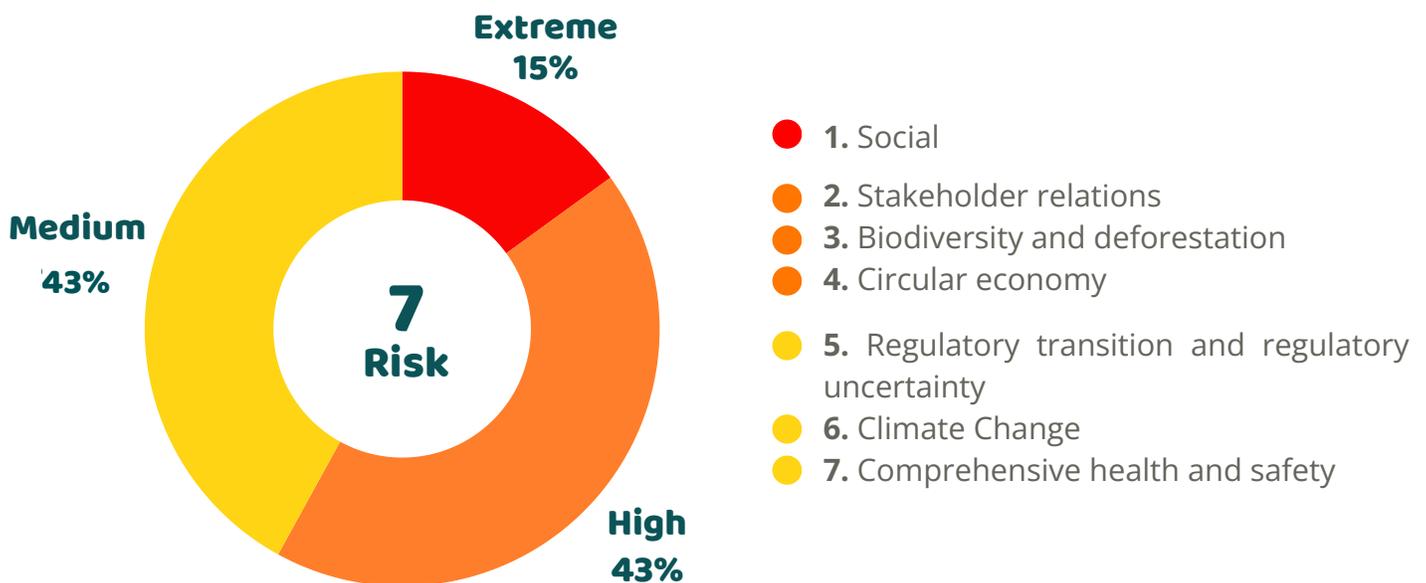
The risks associated with environmental, social, governance, and climate issues that could affect the company's sustainability are identified jointly by the Risk and Insurance and Sustainability teams.

Our risk management is governed by the Risk Management Policy and is primarily based on the ISO 31000 and COSO ERM standards. The methodology is outlined in the Risk Management Manual and incorporates the stages of establishing the context, identifying, analyzing, evaluating, and treating risk, as well as communication, consultation, monitoring, and review. This methodology seeks to define management strategies that reduce the likelihood of risks occurring and their negative economic and reputational impacts, thereby maximizing opportunities.

During 2025, we updated our ESG risk profile. As a result of this exercise, the following actions were taken:

- We adjusted denominations to improve conceptual consistency.
- We integrated risks of a similar nature to address them holistically.
- We refined risks that did not represent material exposure in ESG matters.

Risk distribution by severity



1. Social

Externalities for the company from stakeholders due to an environment of discontent and social instability that may affect organizational relationships, operations, and the development of the company's business activity.

2. Stakeholder relations

Causing externalities for the company by its stakeholders, associated with breaches of human rights, ethics, transparency, and fundamental freedoms, damaging its reputation, operations, and business development.

3. Biodiversity and deforestation

Potential impacts on ecosystems, loss of biodiversity, and deforestation in the supply chain, resulting from increasing regulatory and stakeholder pressures to prevent these scenarios, which may compromise product availability and quality and generate reputational impacts.

4. Circular economy and food waste

Operational inefficiencies associated with the adoption of emerging regulations on the prohibition or restriction of containers and packaging (especially plastics), coupled with food spoilage, which can lead to economic and reputational impacts for the company.

5. Regulatory transition and regulatory uncertainty

Exposure to penalties, non-compliance, or inconsistencies in ESG disclosure, resulting from rapid and increasing changes in national and international regulatory frameworks, reporting standards, and investor expectations, creating operational, financial, and strategic pressure for the company.

6. Climate change

Vulnerabilities when facing extreme weather events, environmental regulatory pressures, and changes in consumer expectations toward sustainable models.

7. Comprehensive health and safety

Potential impact on the health, safety, integrity, and well-being of stakeholders due to gaps in product quality, safety, and health, as well as in the provision of safe, diverse, and inclusive environments, with impacts on physical and mental health and on the company's reputation.

Contribution to the Sustainable Development Goals (SDGs)



SDGs 2 Zero hunger

- We delivered more than 181,100 food packages to children and their families.
- We served more than 69,000 children in programs to contribute to zero malnutrition, mental health, and education for employment.



SDGs 3 Health and well-being

- Through our Taeq brand, we offer more than 414 products with better ingredients and nutritional characteristics.
- We trained approximately 36,997 employees in various areas of expertise, and 52.2% of the total participants were women.
- We developed more than 950 in-person activities for collaborators, where we worked on topics related to health promotion and disease prevention.



SDGs 5 Gender equality

- We are more than 30,000 employees, of whom 51.8% are women, 48.1% are men, and 0.08% identify with other genders.
- 46.7% of management positions are held by women.



SDGs 8 Decent work and economic growth

- We generate decent, quality collaborators for more than 30,000 employees in 24 departments and 109 cities across the country, consolidating our position as one of Colombia's leading collaborators.
- We invested more than \$93 billion pesos in benefits for our employees in key areas such as health, education, and recreation.
- 2,557 people from diverse backgrounds are part of our team.



SDGs 9 Industry, innovation, and infrastructure

- Fourteen conversions and three warehouse renovations aimed at strengthening our infrastructure and improving our customers' shopping experience.



SDGs 12 Responsible production and consumption

- We recycle more than 18,200 tons.
- Through the Cultivating Opportunities program, we source 90.0% of our fruits and vegetables locally, of which 88.5% is purchased directly from more than 500 local producers through associations and farming families.
- 95.6% of the garments we sell were made in Colombia by local suppliers.

- We donated 920 tons of food and non-food items to 25 food banks and 123 partner foundations and institutions, benefiting more than one million people in Colombia.



SDGs 13 Climate action

- Thirteen Viva Shopping Centers renewed their Carbon Neutral certification, and four were recertified as Zero Waste by ICONTEC.
- We self-generated 11,799.9 MWh of photovoltaic energy.



SDGs 16 Peace, justice, and strong institutions

- More than 21,600 employees received training on integrity and compliance issues.
- In 2025, we remained the most sustainable retailer in Colombia according to Merco Responsabilidad ESG and ranked ninth among the companies with the best reputation in the country, according to Merco 2025.

In this way, our sustainability management during 2025 and its results contributed to the fulfillment of the Sustainable Development Goals (SDGs).

Sustainability Strategy

At Grupo Éxito, we understand sustainability as an essential part of our corporate strategy and our raison d'être. Guided by our Higher Purpose, "We nourish Colombia with opportunities," we focus our Sustainability Strategy, which allows us to develop actions that help us run a business that is increasingly aware of its role and its relationship with different stakeholders. Our Sustainability Strategy is the guide that directs our management and allows us to move forward with focus, consistency, and responsibility under the **ESG pillars: Environmental, Social, and Governance.** [GRI 2-22]



[Click here](#) to learn more about our Sustainability Strategy.

We address aspects related to governance in our Corporate Governance Report.



We contribute to the protection and care of the planet, its biodiversity, and its natural resources.

- We promote the **circular economy**
- We take action against **climate change**
- We promote **good practices** in sustainable production and trade
- **We educate and mobilize** toward the protection of the environment



We work for the nutrition of Colombian children and **promote social development** and collective well-being.

- We work toward the **eradication of chronic child malnutrition** and the mental health of mothers and caregivers
- We care for, recognize, and **promote our people**
- **We cultivate opportunities** hand in hand with our suppliers
- We produce and market **conscious fashion**



We strengthen organizational **trust and resilience.** We work to continue being a good neighbor to Colombians.

- We are guided by **good corporate governance practices**
- We act in an **ethical, transparent, and honest** manner
- **We manage risks** and opportunities
- **We generate trust** and value



3.1

WE CONTRIBUTE TO HUMAN DEVELOPMENT THROUGH **FUNDACIÓN ÉXITO**



Through Fundación Éxito, since its beginnings in 1982, we have focused our efforts on the well-being of children through nutrition programs for both body and soul. Since 2013, we marked an institutional and national milestone by deciding to work toward eradicating stunting in children under five years through innovative and sustainable strategies that promote human development. This decision is supported by wide evidence, including a study by the Federal University of Pelotas in Brazil, which indicates that stunting in the early years of life irreversibly limits cognitive and emotional development—especially during the first 1,000 days of life, from gestation to the first two years—when main neuronal connections are formed, affecting educational performance and future opportunities.

Complementarily, in order to create a safe environment for children's development and growth, in 2025 Fundación Éxito incorporated additional interventions into its care strategies alongside its flagship nutrition program. That is how was created Vivir Plenamente, a program focused on promoting and protecting the mental health of early childhood, their families, and caregivers, considering that mental disorders, according to the World Health Organization (WHO), are among the leading causes of disability and affect millions of people. From the earliest years of life, warmth and secure relationships between children and their caregivers are essential for brain development, emotional regulation, and other fundamental psychological achievements.

Additionally, in collaboration with local institutions, we promote strengthening employment skills and income generation so that beneficiary mothers could access to formal employment as a key strategy to promote social mobility and reduce inequality gaps. In Colombia, according to the National Statistical Office – DANE –, women face greater barriers in the labor market, with an unemployment rate of 9.9% and a labor force participation rate of 53%, compared to 6.3% and 77% for men, respectively. In this context, during 2025 Fundación Éxito began building a training pathway for women's employment, understanding that children's well-being is directly linked to economic autonomy and household stability.

In this way, through Fundación Éxito we reaffirm our commitment to Colombian children, convinced that every boy and girl deserves the opportunity to grow up free from stunting and in environments that promote their comprehensive development. We believe that investing in early childhood lays the foundation for a more equitable society, with greater opportunities and well-being for present and future generations. Therefore, through nutrition, mental health, and education for employment, "We Nourish Colombia with Opportunities".

In 2025, Fundación Éxito invested more than COP \$23,750 billion to contribute to zero malnutrition, mental health, and education for employment, benefiting more than 69,000 children.

Working Hand in Hand with Fundación Éxito to Achieve Zero Child Malnutrition and Close Inequality Gaps

More than 59,000 children benefited across different departments of Colombia

Stunting remains one of Colombia's main social and economic development challenges. A child who suffers from stunting, according to a study conducted by the University of Pelotas in Brazil, may experience in adulthood a reduction of up to 14 IQ points, five fewer years of education, and a salary 54% lower than an adult who did not suffer from stunting during childhood.

According to the Stunting Index developed by Fundación Éxito in 2024, nearly one million children under the age of five in Colombia are at serious risk of suffering from stunting. This condition manifests silently during the first 1,000 days of life, from gestation to two years of age. During this period, 75% to 85% of neural connections are formed, connections that are fundamental for cognitive and emotional development.

Aware of its commitment to social well-being, Fundación Éxito concentrates its efforts on contributing to the comprehensive nutrition of Colombian children, supporting both the nutrition of their bodies through food and the nutrition of their souls, so they can grow with the care and affection they need.

According to Harold Alderman, economist at the International Food Policy Research Institute, a 1% reduction in malnutrition rates reduces poverty by 4%.



“I am very grateful to Fundación Éxito because for us it has been a blessing. Doctors told me my daughter was underweight, thin, and I saw that other children were bigger, but she wasn’t growing. My life would be much harder without Fundación Éxito because we would have to spend more money on food, since in my household my husband is the only one who provides financially and I stay at home with her. For all of this, thanks for the vouchers you give us to redeem at Éxito”.

Sindy Caldera Vega, mother and beneficiary of the Éxito Foundation through the partner organization Solo Vida. Medellín, Antioquia.

In coordination with institutions specialized in maternal and child care, Fundación Éxito delivered nutritious, varied, and protein-rich food packages to beneficiary families to support adequate nutrition for children during their first two years of life.

[GRI 3-3] In 2025, Fundación Éxito get the next results:

- More than 59,000 children were attended in 25 departments and 184 municipalities in Colombia, 51,525 (74%) were benefited by nutrition for the body (food packages) and 7,579 (11%) in complementary programs called nutrition for soul (training, development).
- 181,133 food packages were delivered to beneficiary children and their families.

One out of every two beneficiary children overcame stunting

During 2025, Fundación Éxito conducted longitudinal nutritional monitoring of 20,429 beneficiaries, with two evaluations during the year, getting the next results:

Age	Stunting (% improved to risk or adequate)	Acute Malnutrition (% overcame condition)
0 to 2 years	48.3%	81.3%
2 to 5 years	36.8%	58%

This monitoring showed how beneficiaries' nutritional status evolved throughout the year. In stunting, measured in height and long-term growth, one in two evaluated children between zero years and two recovered from stunting; demonstrating that progress toward zero stunting is possible and that every children who recovers their growth improves their own life quality, that of their family and, in the long term, that of the country. In acute malnutrition, associated with weight and immediate risk to life, eight out of ten children aged zero to two overcame their condition, confirming the importance of timely support for safeguarding the children's life and to lays the foundation for a children's healthy development.

Additional results from monitoring pregnant women show the next results:

- 45.8% of children were born at a healthy weight.
- 61.2% of beneficiary children received exclusive breastfeeding.

Breastfeeding as the foundation of stronger and healthier childhood

Breastfeeding is the most nourishing act of love and the first shield against children stunting. During the first six months of life, breast milk provides all necessary nutrients, and continued breastfeeding up to two years or more strengthens the immune system, the mother-child bond, and healthy development.

In recognition of its importance, in 2025 Fundación Éxito held the 11th edition of #Lactatón, a national mobilization campaign to promote breastfeeding as the primary nutrient for children under two years and to raise awareness of its role in preventing malnutrition in childhood. In this edition, the hashtag #Lactatón trended on X for 24 hours, ranking among the top ten topics nationwide and reaching third place overall. These results show the campaign ability to position the breastfeeding importance message in the public agenda and generate a greater citizen awareness.

Besides, the campaign generated 8,826 mentions, reached more than 14 million people, and involved departmental and municipal governments, reflecting a growing and shared commitment to protecting early childhood development since their first years of life.



Through #Lactatón, the conviction was reaffirmed that promoting breastfeeding builds a healthier future for Colombian families and communities.

Cultivating Opportunities to Strengthen Small-Scale Farmers and Contribute to Food Security

In partnership with Food and Nutrition Security Team of the Mayor's Office of Medellín, Fundación Éxito strengthened the productive capacities of small-scale farmers in Palmitas and San Cristóbal, rural areas of Medellín, in order to contribute to more efficient agricultural systems, sustainable and inclusive oriented to childhood nutrition. Through technical support and post-harvest optimization tools, 96 producers reduced food losses by 98%, from 6,300 kg to 126 kg at the end of the project. With these results, we contribute to the quality and food availability improvement, bringing on the sales of small farmers to the School Feeding Program (PAE) and local markets by 37.5%.

Food Donations as a Bridge to Well-Being and New Opportunities for vulnerable population [GRI 3-3] [GRI 306-4] [FB-FR-150a.1]

Through Fundación Éxito, we work to donate food and recover agricultural surplus via partnerships with food banks and specialized organizations, ensuring consumable products that were not sell reach vulnerable populations. This strategy was possible through the next activities:

Agricultural surplus recovery that boost the local opportunities

Fundación Éxito is part of the Reagro program, an initiative led by the Colombian Food Bank Association (ABACO) that seeks to reduce food waste and improve food security. Within this framework, farmers directly donate agricultural surpluses, which has prevented the loss and waste of 9,847 tons of food.

Purpose-driven coordinated donations

We coordinate, through Fundación Éxito, the donation of food and non-food from Grupo Éxito stores, distribution centers, industries, and corporate offices. These donations were managed and registered in the digital platform called EatCloud, which connect companies with foundations.

- During 2025, through EatCloud, more than 63,236 donation records were registered by 435 Grupo Éxito units
- We donate to 25 food banks and 123 non-government organizations, reaching 920 tons of food and non-food items donated benefiting more than 1,000,000 people in Colombia.

Caring for Caregivers as the Basis of Child Well-Being

Parents and caregivers mental health plays a key role in children's well-being and development, due to since first years of life it is so important build warmth, safe and sensible relationships, given that it stimulate the mental structures, emotional regulation, the language, and others psychological achievement as indicate, among others, the World Health Organization.

From this point of view, in 2025, Fundación Éxito launched Vivir Plenamente, a program that seek to improve the parents and caregivers mental health, strengthening the skills for daily life challenges and promoting protective bonds with children and their environment. Caring for caregivers is also children well-being, which was possible through the next actions:

- Individual psychosocial guidance led by a mental health professional and aimed at the entire community at the Escuchadero of the Envigado Metro station in Medellín.
- Free psychotherapy for caregivers and educators, where a professional offer private and group guidance, monitoring the psychological cases and referring to the healthcare system if it is required.
- Community interventions focused on emotional well-being and teenage pregnancy prevention in coordination with Social Integration Secretary of Mayor's Office of Bogotá.

Studies by specialized organizations such as the Association for Child and Adolescent Mental Health show that the presence of mental health difficulties in caregivers—such as stress or depression—significantly increases the likelihood that children will develop emotional problems or some form of mental disorder in adulthood.





Through the Vivir Plenamente program, services were provided to:

- 121 educators
- 168 members of the general community.
- 68 adolescent mothers.

More than 10,800 children benefited, that now will enjoy safer environments.

In August 2025, Fundación Éxito inaugurated El Escuchadero, a free listening and psychological support space located at the Envigado station of the Medellín Metro, which served 158 people during 2025.



“I discovered El Escuchadero one day while passing through the Envigado Metro station, and the name caught my attention. I met psychologist Adriana, who explained to me that this was a space for conversation, she gave me tools to manage loneliness, and now I sleep better at night. I recommend that everyone seek help to learn about mental health, professionals explain how we should live our lives, especially we older adults”.

Amada Cortés, a user of the Escuchadero at the Envigado station of the Medellín Metro

Education for Employment as a Driver of Social Mobility for Beneficiary Mothers of Fundación Éxito

In 2025, Fundación Éxito launched the education for employment program for beneficiary mothers, with the aim of promoting social mobility and contributing to the reduction of inequality gaps. This line of work is particularly important in Colombia, as according to DANE, 36.1% of households headed by women live in poverty, which means 7.7 percentage points higher than households headed by men.

Through the education for employment program, we encourage the consolidation of entrepreneurship is encouraged and improvements in household quality of life, promoting economic security and expanding access to health services, education, and development opportunities for children.

Government Partnerships to Strengthen Comprehensive Early Childhood Care

During 2025, Fundación Éxito strengthened collaboration with the public sector through agreements with 12 departmental governments and 31 municipal administrations, coordination that allowed to reach 142 municipalities and benefit 20,215 children.

In **Cundinamarca**, in partnership with the departmental government, a care strategy was implemented in 18 municipalities, with an intervention led by professionals in nutrition and a rigorous case-by-case monitoring.

In **Medellín**, in coordination with the District Mayor's Office, Fundación Éxito supported the Nutrir para Sanar, Sanar para Crecer program, through which 816 children undergoing nutritional recovery received extramural accompaniment, interdisciplinary support, and monthly deliveries of high-nutritional-value food packages.

In partnership with the **Barranquilla** Mayor's Office, 606 children and their families were benefited through the delivery of high-protein food packages.

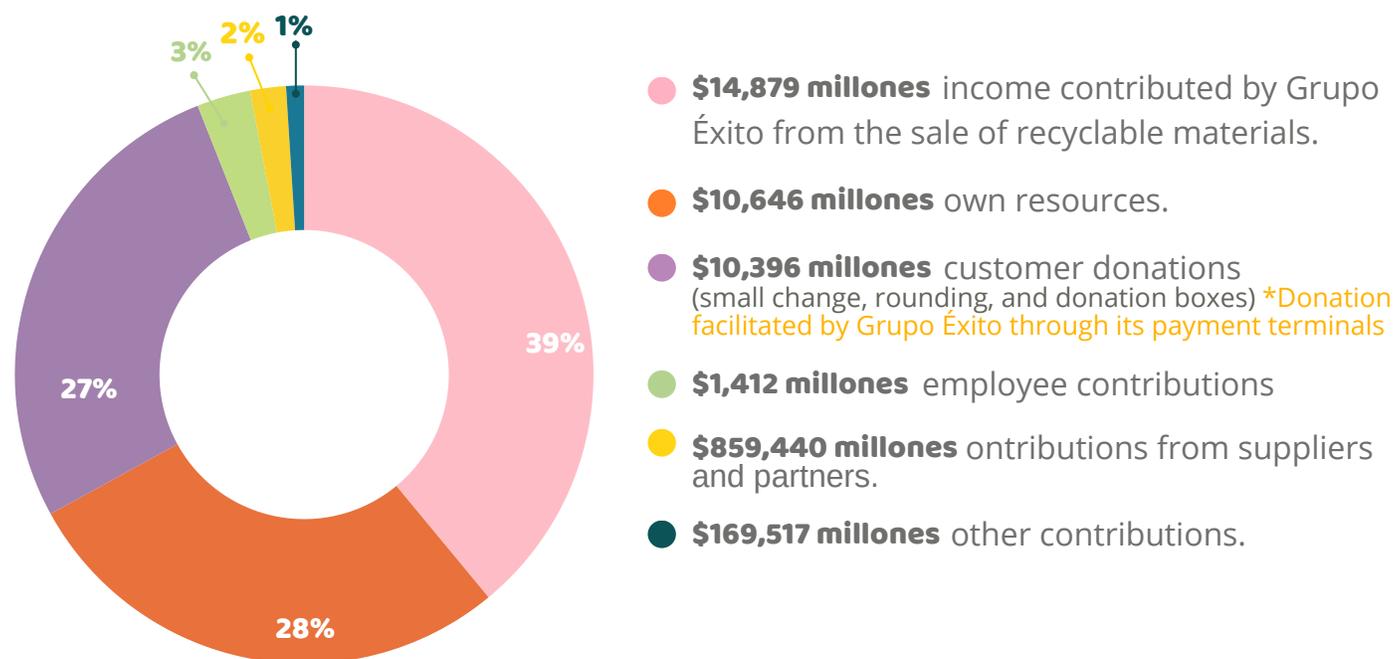
In **Cali**, together with the Mayor's Office, we provided comprehensive care to children enrolled in early childhood education programs and living in extreme poverty, including the provision of high-nutritional-value food, health support, and psychosocial assistance.

Through these partnerships, it was possible to deliver social investment projects to the territories with the highest population concentration, where 33% of Colombians currently live, according to statistical projections of DANE's Office.

Resources Supporting Children's Nutrition

In 2025, Fundación Éxito raised more than COP 38 billion, combining internal and external contributions, allocation all this resources to co-financing social investment projects across the country.

The following graph shows the distribution of Fundación Éxito's income during 2025:



Click [here](#) to learn more about Fundación Éxito's work.



3.2

WE CULTIVATE OPPORTUNITIES AND WEAVE DREAMS

At Grupo Éxito, we believe in sustainable trade and generating value at every link in the supply chain. This conviction has led us to prioritize local and direct purchasing as a decision to fulfill our purpose: “We nourish Colombia with opportunities”. Through this, we contribute to strengthening the country's productive fabric and the economic and social development of the regions. We believe in Colombia and in the power of cultivating opportunities and weaving dreams that contribute to the well-being of thousands of families.

In this way, we cultivate opportunities hand in hand with the Colombian countryside, working directly with farming families and local producers. This model transforms the commercial relationship by reducing intermediation, guaranteeing fair payment terms, and promoting the generation of opportunities through partnerships, providing suppliers with the certainty of a guaranteed sale and contributing to rural development and the sustainability of the territories.

For our part, we weave dreams through the development of collections for the textile business, made in Colombia by Colombian hands. In this way, we contribute to an industry of great importance for the country, which, according to DANE, is consolidating itself as one

of the main sources of formal employment in Colombia. Through joint work with local workshops and garment manufacturers, we generate more than 12,000 jobs in different regions of the country, mainly for women, who as a result can strengthen their autonomy, development, and economic stability.

We also promote healthy living and balanced lifestyles among our customers. Through our Taeq brand and the nutritional assessment of the portfolio available in stores, we integrate responsible nutritional criteria into product development and selection, facilitating informed purchasing decisions and consolidating a healthy and balanced offering.

In every project we develop, our premise is to build long-term relationships with our suppliers and partners, based on trust, win-win results, and the creation of opportunities for different audiences.

At Grupo Éxito, we are driven by hope, optimism, and the desire to be part of the dreams of millions of Colombians. We believe in the great power of building a country together. We want to contribute to the growth and well-being of the country, which is why we “Nurture Colombia with opportunities”.

We work with more than 8,000 suppliers to develop sustainable supply chains [GRI 2-6].

- **2,340 commercial suppliers.**
- **1,337 goods and services suppliers.**
- **4,249 real estate suppliers (tenants).**
- **309 workshops in the textile industry.**
- **155 direct textile suppliers.**

During 2025, we recognized our partner suppliers in the 17th edition of the Successful Suppliers Contest, in which more than 100 companies were nominated and 14 categories were awarded.



We cultivate opportunities by purchasing fresh products locally and directly, reducing intermediation, and improving conditions for producers

[GRI 3-3] Buying locally is a way to build our country, recognize the diversity of our regions, honor the work of the countryside, and support those who transform their daily efforts into well-being for millions of households, advancing the goal of dignifying life, building trust, and paving the way for progress for the future of our country.

At Grupo Éxito, we reaffirm our conviction that the country's development is built from the territories. That is why we continue to strengthen sustainable supply chains that put people at the center, promote local and direct purchasing, and consolidate fair and long-term relationships with local farmers and producers, changing the traditional equation: they no longer have to go out and find buyers, but rather, through a win-win relationship, they have stable and guaranteed sales, which generates better income, greater growth opportunities, and shorter payment terms that strengthen their economic autonomy and allow them to project themselves as rural entrepreneurs.

Likewise, buying locally and directly translates into concrete benefits for our customers, who have access to fresher, higher-quality products thanks to the reduction in time between harvest and point of sale.

[GRI 204-1] As a result, in 2025 we managed to purchase locally:

- 90% of fruit and vegetables, of which 88.5% was purchased directly from more than 500 local producers through associations and farming families.
- 97.2% of beef, pork, veal, buffalo, among others.
- 86.1% of fish and seafood.
- 100% of eggs. Additionally, 100% of our own brand eggs (Taeq) sold were cage-free.

[GRI 413-1] Substitution of illicit crops: the sweetest banana is the one that brings peace

At Grupo Éxito, we are inspired to work for the Colombian countryside and its people. That is why we strengthen local and direct purchasing from rural communities that have decided to transition to legal and productive economies, convinced that this path is key to promoting rural development, peacebuilding, and the well-being of the territories. In line with this commitment, we are involved in the National Drug Policy's "Sowing life, eradicating drug trafficking" program, through the purchase of products from illicit crop substitution processes, contributing to the strengthening of agricultural marketing in communities historically affected by the armed conflict in the country.

In 2025, we reaffirmed our commitment to the Sanquinini Growers Association (ASOCULSAN) in El Naranjal, Valle del Cauca, by directly purchasing products from illicit crop substitution processes. We doubled the quantity and frequency of purchases from 75 farming families, increasing from 10 to 20 tons per month.



ASOCULSAN farmers cultivate their crops with the certainty of a guaranteed purchase, thanks to the local and direct purchasing alliance with Grupo Éxito.



Partnerships with ASOCULSAN, ASOPRADCUR (Farmers' Association of the Municipality of Belén de Bajirá, Chocó), and others allowed us to purchase nearly 390 tons of agricultural products, guaranteeing fair payments, without intermediaries, and greater economic stability for communities historically affected by armed conflict.



“For my farming community, this experience has been wonderful because it has not only given us the opportunity to transform our lives, but also to transform the land. The most special thing is that the young people of ASOCULSAN are now in charge of marketing, and thanks to this process, they want to stay in the village to help it move forward. They are our future. Working hand in hand with Grupo Éxito has brought peace and hope. We are certain that we can sell what we harvest, without having to wait to harvest in order to sell”.

Diana Cano, president of ASOCULSAN

We weave dreams together with more than 12,000 people across the country

The textile business is part of our DNA as a company and represents an opportunity to generate development in the territories. Aware of the role we play within the industry, we take our influence seriously and work closely with our partners to strengthen the productive, social, and economic development of the sector. Through our own brands (Arkitect, Bronzini, People, Custer, and Bluss), we promote fashion made in Colombia by Colombian hands, through local purchasing and production and the development of national collections that boost the textile chain. This approach translates into the creation of jobs and opportunities in different regions of the country, with a significant contribution to the employment and empowerment of women, who represent a fundamental pillar of the sector.



Dalia Calderón, dueña y fundadora de Create by Confeccionarte. Bello, Antioquia

“Create began in 2006, in my living room, with three borrowed machines and the dream of providing for my family. Today, we employ nearly 300 people in Bello, Antioquia, where most of our team is local and 90% are women, many of whom are heads of households. With the support of Grupo Éxito through its textile industry DIDETEXCO, with whom we have been working for 19 years, we have strengthened our processes, focusing on training, quality, and sustainability.

Today we produce differently, generating

employment, closing gaps, and demonstrating that when a woman achieves economic empowerment, she also gains freedom of thought”.

Our work with local suppliers and workshops resulted in the following outcomes during 2025:

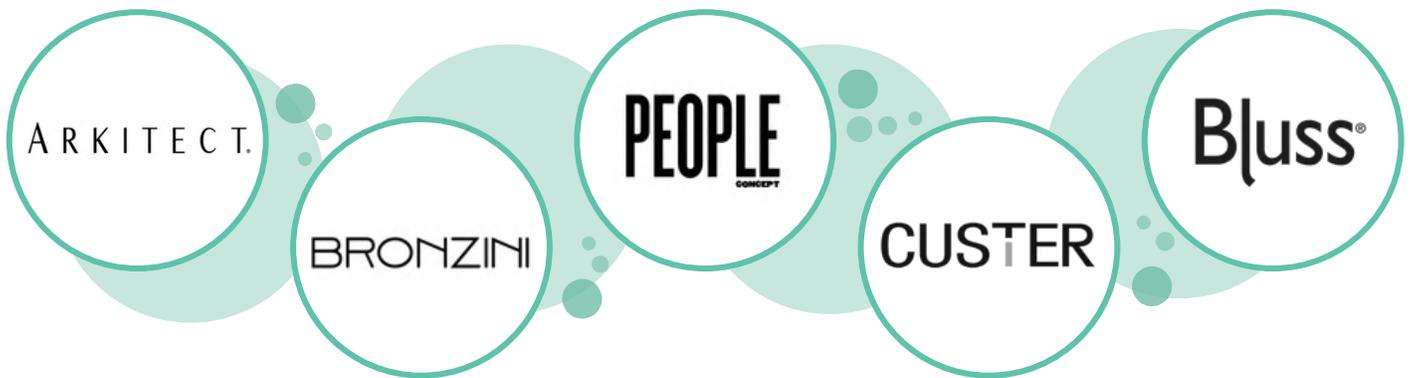
- 95.6% of the garments we sell were purchased in Colombia from local suppliers [GRI 204-1].
- 479 fashion collections and capsules were developed by Colombian hands during 2025 [GRI 413-1].

- More than 12,000 jobs were generated through the manufacture of our own brands Arkitect, Bronzini, People, Custer, and Bluss; 75% of these jobs were held by women.
- More than 300 partner workshops located in seven departments.
- More than 21 million garments were manufactured for Grupo Éxito's own brands.



Each garment from Grupo Éxito's own brands tells a story that is woven with skill and dedication, reflecting the richness of our culture and celebrating local talent.

#ModaHechaEnColombia



We promote the comprehensive development of our partners and suppliers to achieve sustainable supply chains [GRI 3-3] [GRI 308-2] [GRI 414-2] [FB-FR-430a.3]

We believe that the development of our partners and suppliers is essential to building more sustainable supply chains. Therefore, we evaluate, support, and strengthen their capabilities, promoting compliance with social, environmental, and quality standards, as well as the adoption of good practices that generate shared value and contribute to the development of the territories.

Evaluate to support and grow [FB-FR-430a.2]

We conduct comprehensive audits of private label suppliers

We conduct comprehensive audits of private label suppliers in the food and textile businesses through an independent third party to evaluate and verify compliance with social, environmental, and quality criteria.

Through an external company, we carry out field and documentary audits, evaluating aspects such as:



- Health and safety at work.
- Quality, safety, and good manufacturing practices.
- Environmental management.
- Human rights and ethical conduct.
- Regulatory compliance and labor formalization.
- Child labor and forced labor.
- Diversity and inclusion.
- Disciplinary practices, harassment, and abuse.
- Freedom of association and grievance mechanisms.
- Working hours and overtime.

[GRI 3-3] During 2025, we evaluated 98% of our private label suppliers, 230 in total, through 238 audits covering quality, safety, and environmental and social criteria, including gender equality, human rights, forced labor, money laundering, occupational safety, and environmental management [GRI 308-2]. [GRI 414-2]. Ninety-eight percent of the suppliers audited obtained satisfactory results.

- [GRI 308-1] [GRI 414-1] One hundred seven suppliers were assisted in developing specific action plans focused on minimizing the gaps identified.
- [GRI 308-2] [GRI 414-2] 100% of new suppliers evaluated satisfactorily met our social, environmental, and quality criteria.
- In the textile business, 100% of our direct suppliers have current audits as part of our due diligence process.

As a complement to our audit processes, we have a Supplier Ethics Charter, which establishes the principles, standards, and minimum expectations that our suppliers must meet in social, environmental, labor, and ethical matters.

During 2025, 2,063 suppliers signed the Supplier Ethics Charter.

[Read the Supplier Ethics Charter here.](#)



We develop and strengthen our suppliers' knowledge

We promote the comprehensive development of our suppliers through training and support programs that complement our evaluation processes and strengthen their technical, operational, and management capabilities.

These were the results of the training and support actions for our suppliers in 2025:

- **19 supplier development programs strengthened the capabilities of 328 companies through 37 hours of training, with the participation of 1,157 attendees.**
- **[GRI 3-3] As a result of the training processes, 219 suppliers made progress in formalizing human rights documents and policies, and 185 incorporated actions to promote gender equality in their organizations.**
- **Twenty-three private label suppliers strengthened their Corporate Social Responsibility management, and nine companies participated in a training process for food safety management based on the IFS Food standard.**
- **In the textile business, 30 direct suppliers accessed training opportunities aimed at enhancing their managerial, commercial, financial, and human capacities through six hours of training.**

We georeference our suppliers to strengthen the traceability of our products' origin

[FB-FR-430a.2] During 2025, we continued to georeference our suppliers through an independent third party in order to obtain geospatial information on the origin of raw materials and ensure compliance with criteria related to agricultural boundaries and conservation areas.

As a result, we georeferenced 668 direct suppliers of fresh produce operating on 1,258 properties equivalent to 75,864 hectares. 83% are fruit and vegetable suppliers and 17% are livestock suppliers.

We develop and market products that encourage healthier lifestyles among our customers

[GRI 3-3] [GRI 416-1] [417-1]

We integrate nutritional criteria into the development of our own brands and the evaluation of the portfolio available at points of sale, coordinating them with the provision of clear information to our customers in order to promote informed purchasing decisions aligned with well-being.

Based on these criteria, we implement actions aimed at:

- The reformulation and responsible development of products to reduce or eliminate critical nutrients such as sugars, sodium, and saturated fats.
- Limiting the use of ingredients considered to be a health risk.
- Promoting minimally processed foods and raw materials with high nutritional value.
- Highlighting products with better nutritional profiles at points of sale, facilitating informed purchasing decisions.

[FB-FR-260a.2] The process of identifying and managing products and ingredients with a nutritional and health focus is carried out through two complementary channels, aimed at promoting a range of foods with better nutritional profiles and facilitating informed purchasing decisions.

First, through the development of products under the regional private label Taeq, whose overarching purpose is to offer foods with a healthy focus in all categories. With the support of nutrition experts, we validate the consistency of the nutritional profile of products, the reduction of critical nutrients, and the incorporation of ingredients with nutritional value.





The word "Taeq" comes from the Eastern words "TAO," which means balance, and "EQUI", which means vital energy. "Taeq" symbolizes life in balance.

[GRI 417-1] As a result of Taeq brand management, in 2025:

- We reached more than 2.2 million buyers and generated approximately \$116 billion in revenue [FB-FR-260a.1].
- We marketed 414 Taeq references (Fruver + PGC).

Secondly, domestic and imported brand products were evaluated using a methodology that prioritizes positive nutrients over critical nutrients, allowing us to identify, differentiate, and highlight options with better nutritional profiles for our customers.

As a result of this management, we obtained the following:

- Our healthy portfolio included 309 fast-moving consumer goods that meet the defined nutritional criteria, of which 46 are own brands.
- We offered more than 4,000 minimally processed products (fruit, vegetables, meat, fish, eggs, and grains) considered essential for a balanced diet.

These processes are based on current Colombian regulations on nutritional labeling, specifically Resolution 810 of 2021, and on an adaptation of the Health Star Rating (HSR) nutrient profiling methodology.



3.3

WE CARE FOR, RECOGNIZE, AND PROMOTE OUR PEOPLE

[GRI 3-3] At Grupo Éxito, our people are the heart of the company and the driving force behind the fulfillment of our purpose: “We nourish Colombia with opportunities”. We generate decent, quality employment for more than 30,000 employees in 24 departments and 109 cities across the country, consolidating our position as one of Colombia's leading employers. We promote work environments that care for well-being, recognize talent, and strengthen the capabilities of those who are part of this story, driving their growth and that of their families.

Through training opportunities, continuous learning, and internal mobility, we promote the personal and professional growth of our teams, understanding that the development of individuals also contributes to the well-being of their families, communities, and the company. We recognize the value of each employee, their commitment, and their ability to take on daily challenges with integrity, effort, passion, and a spirit of service, contributing to the strengthening of a culture based on integrity, transparency, service, teamwork, and sound decision-making, in accordance with company guidelines and business objectives.

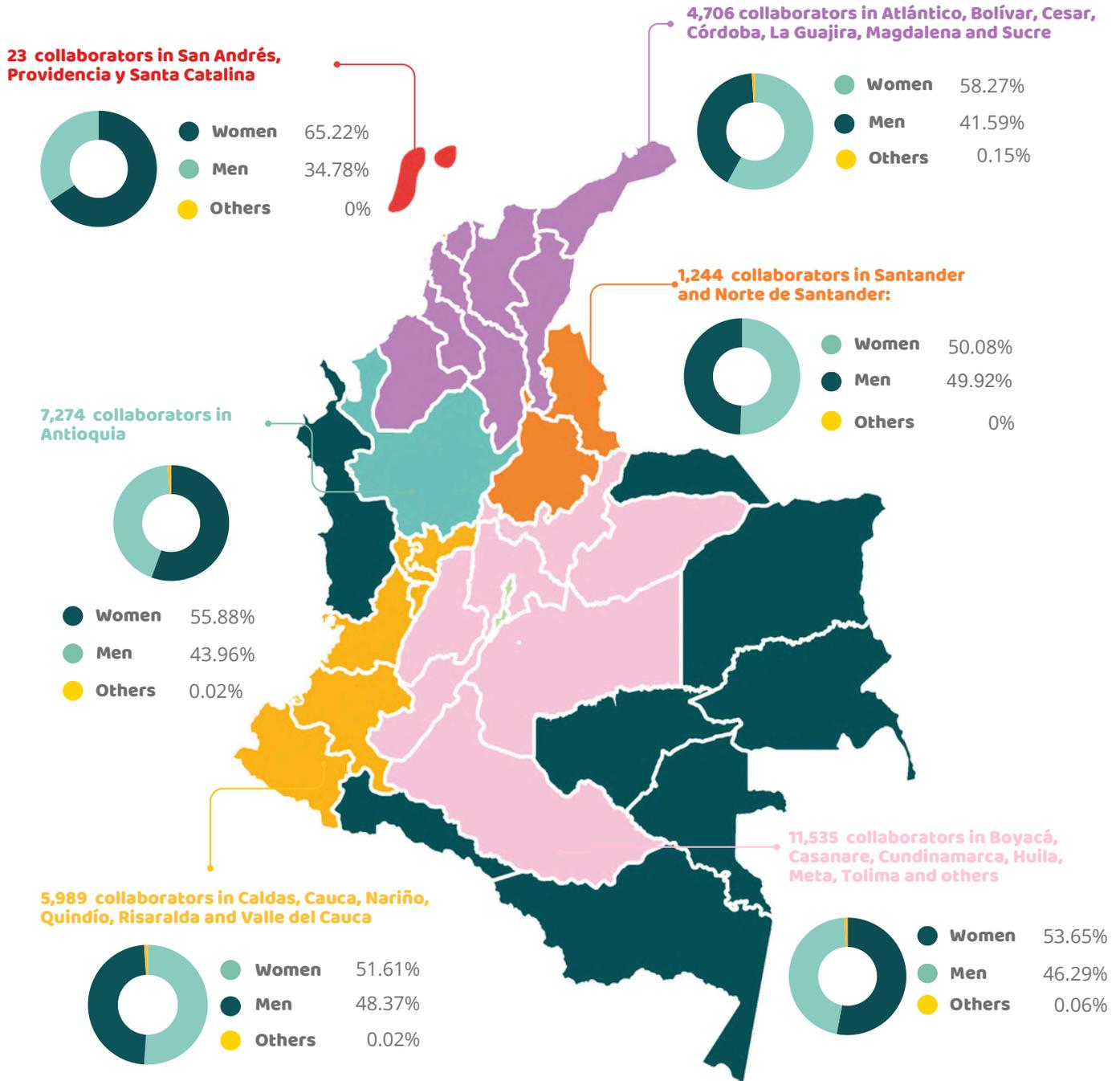
In addition, we offer benefits that accompany the different stages of life and promote a balance between personal and professional life. These initiatives contribute to the well-being of our employees and their families, creating conditions that allow them to plan for the future, advance, and open up new opportunities.

We believe in the power of people as a way to build the future and, through decent employment, well-being, and talent development, at Grupo Éxito we “Nurture Opportunities in Colombia”.



Our people: the driving force behind our company [GRI 2-6] [GRI 2-7] [GRI 2-8]

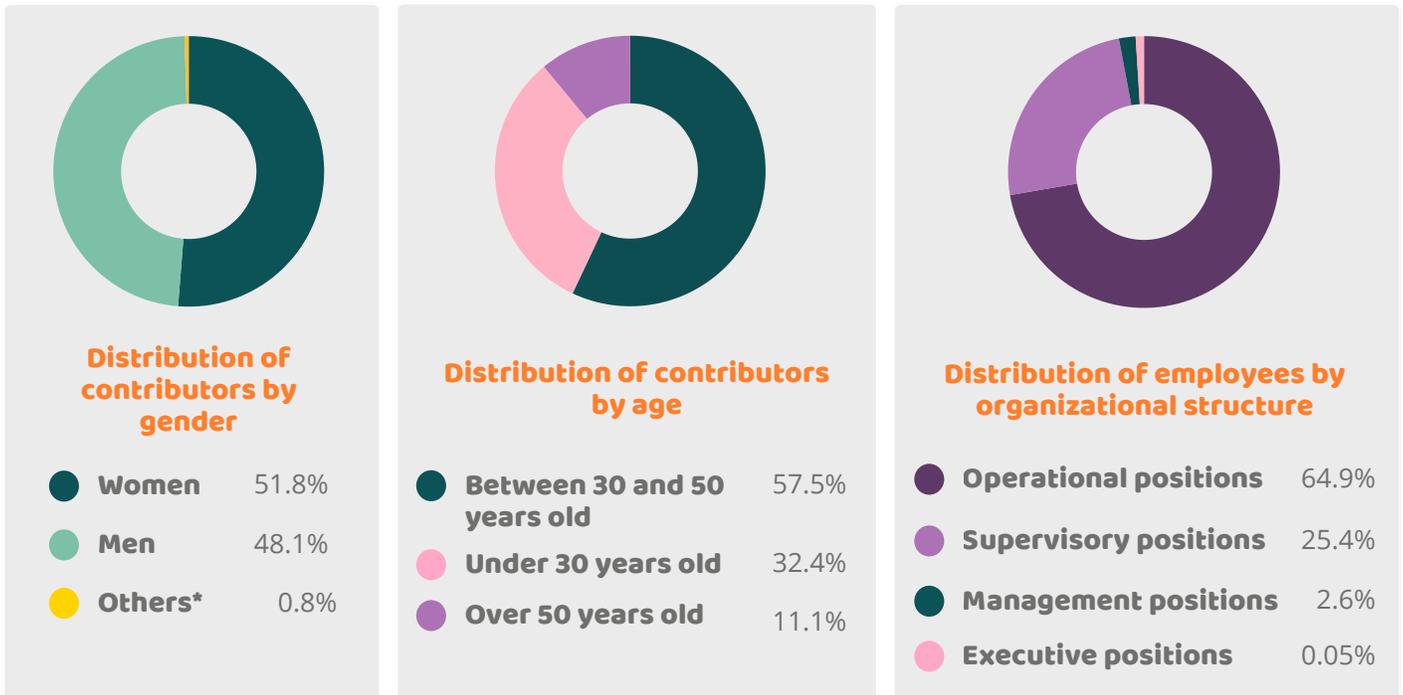
At Grupo Éxito, we build our history together with more than 30,000 employees who, from 23 departments across the country, make our day-to-day operations possible. Our overarching purpose, "We nourish Colombia with opportunities," inspires us to give our best, working with commitment and conviction, guided by confidence in the future and the desire to contribute to the dreams of Colombians.



*Others corresponds to employees who identify with another gender

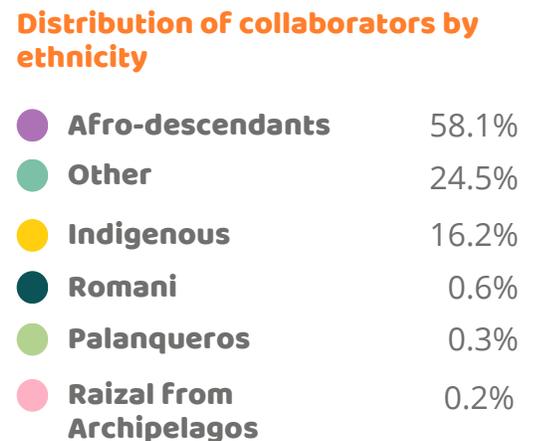
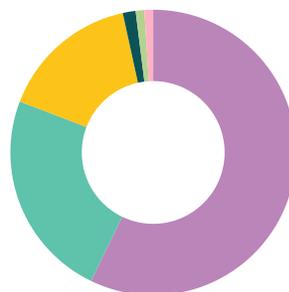
This is how our people are made up [GRI 2-7] [GRI 3-3]

The diversity of experiences, ages, genders, ethnic backgrounds, and nationalities present in our teams contributes to the development of our organizational culture and enriches the way we understand and serve Colombia [GRI 405-1].



*Others refers to collaborators who identify with another gender.

We recognize the cultural richness of our country. Currently, more than 1,500 employees belong to an ethnic community.



Our operations in Colombia relied mainly on local talent, complemented by employees of other nationalities [GRI 2-7].

Country	Percentage of collaborators
Colombia	98.5%
Venezuela	1.43%
Others	0.05%

In the composition of our human talent, we also consider the participation of 2,557 collaborators who belong to diverse populations:

Población	Cantidad
Collaborators with ethnic diversity	1,508
Collaborators with disabilities (acquired prior to joining the company)	279
Collaborators who were victims of the armed conflict	250
Collaborators belonging to the LGTBIQ+ community	219
Migrant collaborators	171
Military personnel and/or their family members	81
Young collaborators at risk	36
Reinstated collaborators and/or their family members	10
Former collaborators and/or their family members	3

Our workforce reflects Colombia's diversity and reaffirms our belief in inclusion as a driver of social transformation, opportunity creation, and the building of a company that is closer to people, where every talent contributes to our Our Higher Purpose: "We nourish Colombia with opportunities".

We care for our people: benefits that support dreams and life projects



[GRI 3-3] We offer our employees and their families a comprehensive portfolio of benefits designed to improve their quality of life, strengthen their personal and family development, and support them in building their projects and aspirations, with some benefits developed in coordination with the Presente collaborators Fund.



This benefits scheme included extra-legal incentives, such as Christmas bonuses and vacation bonuses, as well as a comprehensive portfolio covering areas such as health, education, housing, and recreation, among others [GRI 401-2].

During 2025, these benefits represented an investment of more than \$93 billion pesos.



We celebrate the personal and professional milestones of our collaborators, as well as special occasions such as years of service, Mother's Day, el Día de los Father's Day, Valentine's Day, Halloween, and Christmas. In 2025, these initiatives

benefited more than 32,000 employees and represented an investment of more than \$35 billion pesos. On this front, we highlight the Christmas bonus, which represented an investment of more than \$33.8 billion pesos.



More than 3,200 employees were recognized for their five-year service anniversaries, ranging from five to 45 years, serving Colombians with love and passion.



In order to enhance the quality of life and overall well-being of our employees, we allocated more than \$19.3 billion to recreation and sports initiatives that promoted healthy lifestyle



habits, enjoyment of free time, and family integration. These actions benefited around 51,900 employees and their families. This front includes the Time for You initiative, aimed at promoting work-life balance through additional time off on special dates.

During 2025, more than 20,400 benefits were granted, equivalent to more than 252,200 hours of free time and well-being, with an associated investment of more than \$1.4 billion pesos.



Edgar Arturo Bueno Ortiz, Operations Assistant - Surtimayorista La Parada - Norte de Santander

"After heavy rains, I lost most of my belongings, and disaster relief was essential for me. At that moment, I received a helping hand from Grupo Éxito when I needed it most, which allowed me to recover my things and have a mattress again. Grupo Éxito is a company that provides real opportunities to get ahead, and I am very grateful to be part of this team. I never thought I would find an organization that offered this level of support".



We promote the financial well-being of our employees through initiatives focused on continuity bonuses, employee discounts, savings incentives, and financial talks and mentoring, aimed at strengthening informed economic decision-making.

In 2025, these actions benefited more than 39,600 employees and represented an investment of nearly 16.9 billion pesos.



We promote the professional and academic growth of our employees and their families through programs such as Los Mejores de la Clase (Best in Class), which awards scholarships

to collaborators pursuing undergraduate and graduate studies, to facilitate access to better training opportunities. We also provide financial aid and educational scholarships for employees' children. In 2025, this commitment was reflected in the support provided to nearly 11,900 people, with an investment of more than \$14.7 billion pesos.



Through initiatives such as telemedicine services, access to health insurance policies, and assistance with purchasing eyeglasses, we contribute to the comprehensive healthcare of our employees and their families. These actions benefited nearly 18,600 people during the year and represented an investment of around \$4 billion pesos.



We provide support at key moments in family life through assistance in the event of calamity, birth, marriage, loss of a child, and death of a family member. In 2025, we supported more than 2,400 people, with an investment of around \$1.89 billion pesos.

We developed other welfare initiatives associated with the provision of supplies and institutional support. During 2025, these actions represented an investment of more than \$400 million pesos.

We listen to our people: results of our employee care survey

In order to understand our collaborators' perception of their experience at the company, in 2025 we conducted an employee care survey of more than 20,000 collaborators nationwide. This survey included a set of questions that, in addition to assessing organizational well-being, allowed us to identify the level of commitment and engagement with the company.

91.4% of those surveyed said they were proud to work for the company and spoke positively about it.



This is how we work at Grupo Éxito

In 2025, Grupo Éxito updated its organizational statement as part of a strategic reflection exercise that reaffirms our identity, the way we do things, and our commitment to our people and the country. This update reinforces our conviction that we are a company of the people and for the people, in which each person plays a leading role in our Higher Purpose: “We nourish Colombia with opportunities”.

In line with this update, during 2025 we developed various actions to strengthen our organizational culture, promoting processes, practices, and ways of working that reflect the defined principles and behaviors, and allowing teams to consistently live the culture at all levels of the company.

The process allowed us to consolidate the beliefs that guide our management with our employees: dignifying life, recognizing and promoting internal talent, acting with integrity and passion, and working as a team with an owner's mindset. It also reaffirmed our conviction that our people have the ability to face challenges with a transformative force that generates value for their families, communities, and the organization.

In addition, the declaration promoted more agile, ethical, and customer-focused practices, strengthening a more efficient, collaborative, and stakeholder-conscious operation, with a focus on integrity, simplicity, and a spirit of service.



These are our values



Integrity



**Owner
mindset**



**Clarity
in the goal**



**Spirit
of service**



Teamwork



**Effort
and passion**



**Simplicity and
agility**



**Humility, fairness,
and good treatment**



**Innovación
y soluciones creativas**

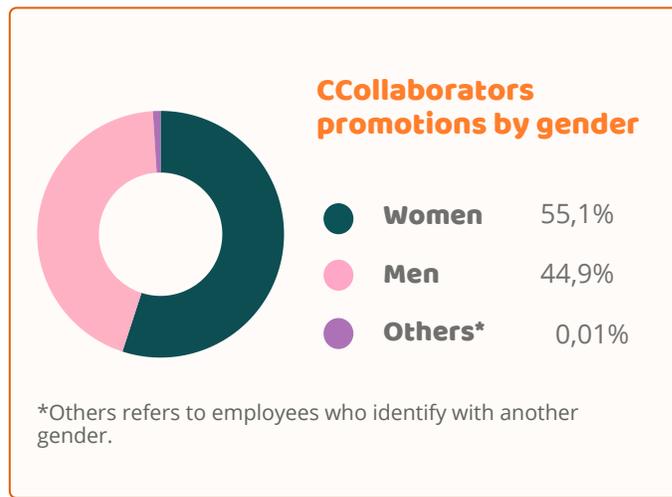
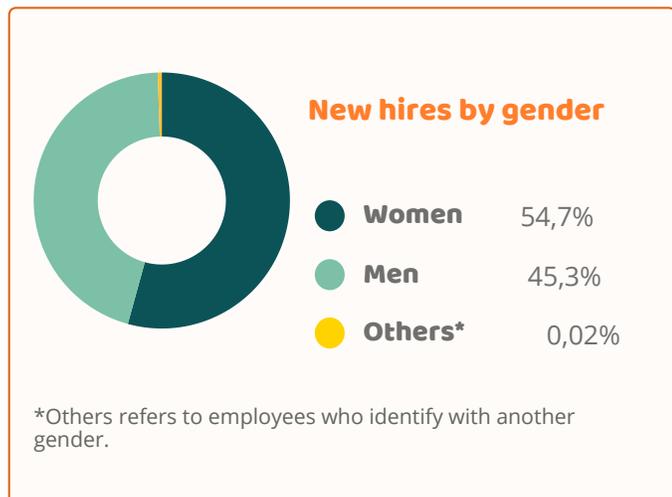
In addition, we developed internal relationship initiatives that strengthened the connection between people and the experience of our organizational culture. Through corporate celebrations, recognition programs, spaces for dialogue such as Cerca de ti (Close to you) and regular meetings with leaders, including El café de la mañana (Morning coffee), as well as the implementation of primary groups, we promoted environments of closeness and collaboration that consolidate the sense of belonging, reinforce organizational identity, and strengthen commitment to our Higher Purpose: “We nourish Colombia with opportunities”.



**Nutrimos de
oportunidades
a Colombia**

We promote internal mobility and professional growth [GRI 3-3]

We added 15,764 new people to our teams in different regions of the country, including talent to strengthen permanent operations, support staff for the commercial seasons, and apprentices who advanced in their training process [GRI 401-1].



In total, 1,976 employees were promoted. Additionally, 76% of available vacancies were filled through internal mobility, as part of our initiatives aimed at developing and growing talent within the company [GRI 401-1].



“Grupo Éxito has given me everything. In this company, when you work with commitment and integrity, there are always opportunities for growth. I joined 16 years ago, starting in the night shift, and had the opportunity to take on the role of retail supervisor, an achievement that is a source of great pride for me and my family”.

Fabián Arlex Moreno Céspedes, retail operations supervisor, northern Antioquia region

We strengthen the capabilities of our people

[GRI 404-2] At Grupo Éxito, we promoted the comprehensive growth of our employees, fostering both their personal and professional development through tools and experiences that strengthen their skills and enhance their talent, with a focus on being, knowing, and doing, while developing the adaptive capacity of teams to respond quickly to environmental challenges and business developments. These programs were aligned with the corporate strategy and contributed to the generation of sustainable results for the business, reflected in sales growth, cost optimization, and more efficient management of shrinkage and damage.

[GRI 404-1] [GRI 404-2] During 2025, 36,997 collaborators* participated in 275 training processes. Of this total, 52.2% were women, 47.8% were men, and 0.01% were others**.

**The data corresponds to individuals who participated in at least one training process during the year and includes employees who joined and/or left the company during the period.*

***Others correspond to collaborators who identify with another gender.*



On average, we invest \$18,068 in training for each collaborator.

At the company, we promote leadership development through the Leadership School, with programs focused on empowerment, providing practical tools, and strengthening adaptive capacity, which has allowed us to consolidate conscious, diverse leadership that is prepared to add value to the organization. In 2025, these programs benefited 1,914 leaders, who strengthened their leadership and team management skills under the principles of equal opportunity and non-discrimination, promoting equitable access to development for both women and men.

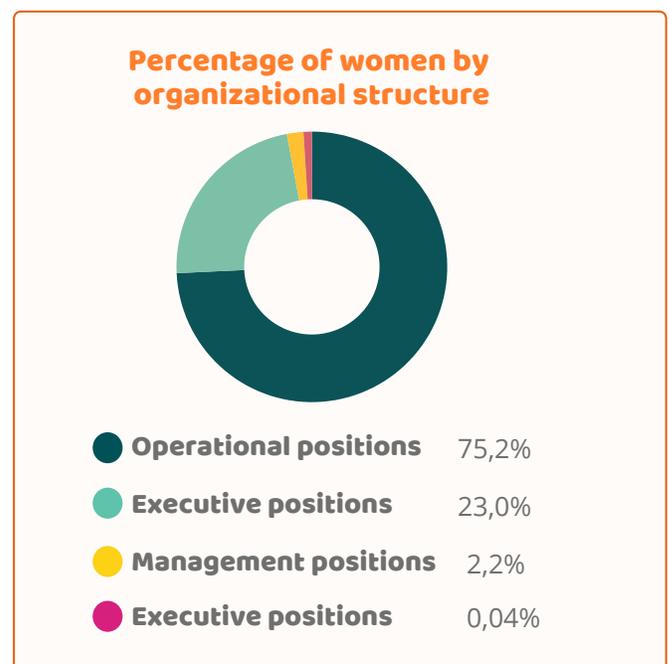
Equality and equity [GRI 3-3]

We promote a work environment based on diversity, equity, and respect, in which all people have the same conditions to develop and grow. We encourage women's participation in leadership positions, promote equal opportunities and pay equity, and strengthen diverse teams in accessible and inclusive environments.

We also promote a culture of continuous learning and inclusion, helping to ensure that both women and men have equal opportunities to grow, positively influence their teams, and respond to the challenges of the environment. The scope of these programs is reflected in the gender equality present at the executive and middle management levels of the company.

Participation of women by position

- 55.8% of operational positions were held by women.
- 46.7% of management positions were held by women.
- 42.8% of supervisory positions were held by women.
- 39.7% of leadership positions were held by women.
- 29.1% of commercial positions were held by women.



Of all positions in STEM fields (Science, Technology, Engineering, and Mathematics), 45.0% were held by women.

The wage ratio reflects the relationship between women's and men's wages in each category. The results are shown on a scale from 0 to 1; a value of 1 indicates wage equality, while a lower value suggests opportunities. [GRI 405-2] [FB-FR-310a.2].

Ratio between basic salary and remuneration for women and men	Result 2025
Supervisory + Operational positions	0.98
Media	0.95
Media + incentives	0.95
Management positions	0.95
Executive positions	0.89

We promote inclusive environments

[GRI 3-3] Through training and awareness programs, we support the strengthening of our teams' capacities to promote more inclusive, safe, and respectful environments for human rights.

- 12,176 employees were trained and sensitized to promote more inclusive and accessible work environments for people with disabilities.
- 3,763 employees completed the Healthy Coexistence Training program, focused on strengthening respect, empathy, and building harmonious working relationships.
- 622 security team members received human rights training to ensure the dignity and protection of our customers and employees [GRI 410-1].

Body and mind in balance



Our people are our best reason to smile, which is why we focus our actions on the comprehensive care of the health and well-being of our employees through five lines of work focused on occupational, physical, mental, nutritional, and financial health [403-1] [403-3]. In this regard, by 2025:

- We carried out 951 health promotion and disease prevention activities, achieving 17,409 attendances by our employees. [GRI 403-6]
- We conducted 78,703 virtual, in-person, and hybrid training sessions related to occupational health and safety, with the support of the Occupational Risk Management Agency (ARL), which meant a total of 121,133 attendances by our employees and 1,078,703 hours invested [GRI 403-4] [GRI 403-5].
- Among the activities most highly valued and requested by our employees were those related to the prevention of cardiovascular disease and cancer, mental health care, and risk and hazard prevention.



As a result of these actions, there was a 20% decrease in absenteeism compared to 2024, falling from a rate of 1.77% to 1.56% in 2025.

Below are the figures for 2025 relating to incapacity due to common illness and occupational illness, occupational accidents, and work-related fatalities [GRI 403-9] [GRI 403-10] [FB-FR-310a.3]:

	Women	Men	*Others	Contractor	Total
Incapacity due to common illness	21,578	11,532	25	NA	33,135
Disability due to work-related accidents [FB-FR 310a.2]	741	828	0	NA	1,569
Disability due to occupational diseases [FB-FR 310a.2]	158	130	0	NA	288
Work-related fatalities	0	0	0	0	0

**Others correspond to collaborators who identify with another gender*

As a result, in 2025, the Lost Time Injury Frequency Rate (LTIFR) was 11.24%.

[Learn about our Occupational Health and Safety Policy here](#)
[\[GRI 2-23\]](#) [\[GRI 403-1\]](#) [\[GRI 403-8\]](#)



We promote spaces for dialogue and participation.

[GRI 2-30] We respect the right to unionize and the right not to unionize. We also recognize and comply with current collective agreements and promote opportunities for social dialogue with the various labor stakeholders.

We have four collective bargaining agreements and a collective labor agreement in the food industry. Within this framework, these collective agreements define the working conditions and benefits applicable to our collaborators, the coverage and scope of which are detailed below:

- **Same benefits for everyone:** 100% of our employees had equal access to the economic benefits defined in collective agreements and conventions, as part of our commitment to equity and fair treatment.
- **Collective coverage:** 10.96% of the active workforce was covered by collective labor agreements [FB-FR 310a.2].





3.4

WE CARE FOR OUR PLANET

Plástico



At Grupo Éxito, we understand that our operations are closely linked to the territories and ecosystems of the places where we operate. That is why we consciously integrate care for the planet, biodiversity, and natural resources into our business. We believe that business development must be built in harmony with the environment and with a long-term vision.

Based on this conviction, we work to contribute to caring for the planet and promote a culture of environmental awareness that involves employees, suppliers, customers, and partners. We promote the circular economy through comprehensive waste management, recycling, food waste prevention, and responsible handling of containers and packaging under the principle of Extended Producer Responsibility (EPR). These actions contribute to more efficient resource management by closing the material cycle and, in turn, generate social value, as the resources obtained from recycling management are allocated to the Éxito Foundation, supporting child nutrition projects.

We also promote energy efficiency through the responsible use of resources, the optimization of fuel consumption, and the incorporation of cleaner technologies and energy sources. We are making progress in the implementation of low-consumption solutions in lighting, refrigeration, and air conditioning, as well as in the conversion of systems to more

environmentally friendly refrigerants. At the same time, we measure and manage our carbon footprint by quantifying emissions and identifying risks and opportunities associated with climate change, in line with the approach of the Task Force on Climate-related Financial Disclosures (TCFD).

This set of actions allows us to move toward increasingly conscious and responsible operations that are aligned with the challenges of the present and the future. Thus, by protecting natural resources, promoting responsible practices, and acting with a long-term vision, at Grupo Éxito we reaffirm our purpose: "Nurturing Colombia with Opportunities."

We promote the circular economy and the closing of material cycles

We promote circular economy models by integrating reduction, reuse, and recycling actions that have contributed to a more efficient use of resources throughout our operations. We have made progress in practices that have strengthened our operational efficiency and increasingly responsible environmental management through coordination with specialized managers for the use of materials, comprehensive waste management, food spoilage prevention, and responsible management of containers and packaging under Extended Producer Responsibility (EPR) schemes.

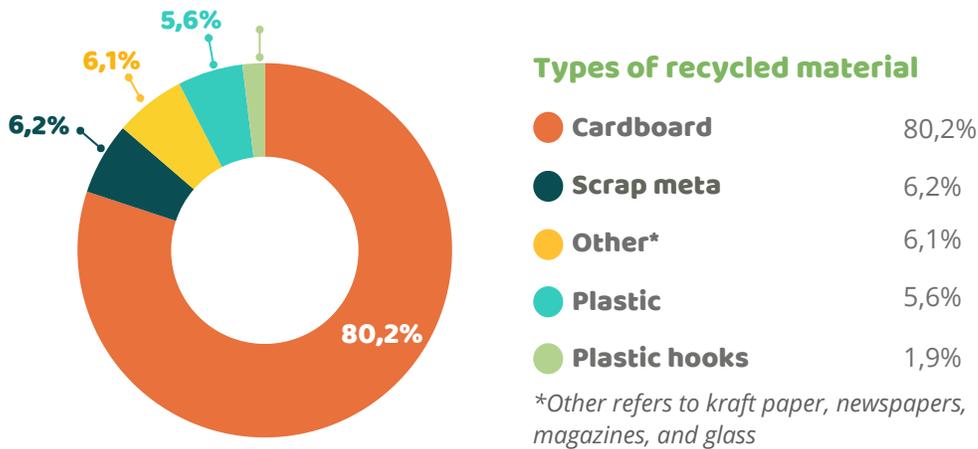
We promote recycling as a driver of more responsible operations

We have a reverse logistics model integrated into our operation, which allowed us to efficiently manage the return of materials from warehouses to our distribution centers (CEDIS), taking advantage of return trips and existing logistics capacity. At these locations, the materials were sorted and conditioned for reuse and reincorporation into the production chain, optimizing the use of transportation and strengthening the management of recycling of materials generated in our operation.



In 2025, we collected and sold more than 18,200 tons of recyclable material, including cardboard, scrap metal, and plastic, 100% of which was donated to the Éxito Foundation for projects focused on child nutrition in Colombia.

The following graph shows the percentage distribution of recycled materials by type of material:



[GRI 301-1] [GRI 301-2] In addition, we made progress on circular economy pilot initiatives aimed at closing material cycles, which included the reincorporation of recycled materials from our operations into our own brand plastic packaging, as well as the implementation of returnable cardboard box schemes for reuse within our operations. As a result of this initiative, 45,000 boxes were reused in 2025, contributing to the efficient use of materials and waste reduction.

We promote recycling as a driver of more responsible operations

We encourage our customers to adopt more sustainable shopping habits by promoting the use of reusable bags and offering options such as paper bags.

We promote the circular economy and the closing of material cycles

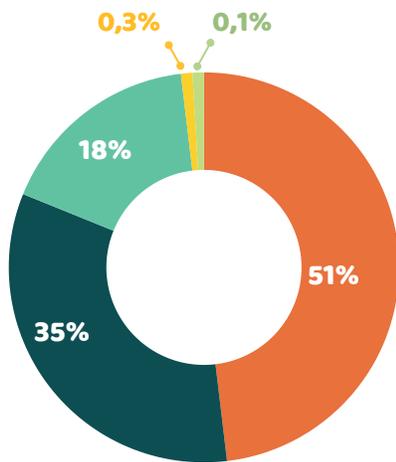


- We sold 10.3 million reusable bags, an increase of 32.6% compared to 2024.
- We sold 25.4 million paper bags, an increase of 48.8% compared to 2024.
- Through incentives and alternatives available at the point of sale, we gave our customers three Puntos Colombia points for each reusable bag used for their purchase, awarding more than 4 million Puntos Colombia points in 2025.

We turn waste into new opportunities [GRI 306-1] [GRI 306-2] [GRI 306-3] [GRI 306-4] [GRI 306-5]

We work to ensure the proper use and disposal of waste generated in our operations, according to its classification and potential for reincorporation into new economic cycles. [GRI 306-3] [GRI 306-4] [GRI 306-5]

In 2025, we generated around 55,000 tons of waste, of which:



- We disposed of 51% of ordinary waste, those that are neither recyclable nor hazardous, in duly authorized landfills.
- We recycled 35% of the materials generated in our operation, promoting their reincorporation into the production chain and strengthening the circular economy.
- We used 18% of organic waste through bioremediation processes, contributing to soil regeneration.
- We recover 0.3% of used cooking oil, facilitating its use as an input for transformation into new products, such as biodiesel, soaps, and detergents.
- We properly manage 0.1% of the hazardous waste generated, ensuring its disposal in accordance with current environmental regulations.

We prevent food waste and generate value through reuse and donation **[GRI 3-3] [GRI 306-2] [FB-FR-150a.1]**

We strengthened food waste management throughout the supply chain through preventive and corrective actions developed in a coordinated manner between different areas. This approach allowed us to anticipate risks, optimize processes, and reduce losses, prioritizing the use of food and its allocation to alternative uses, such as donation.

Among the main actions carried out in 2025, we highlight the recovery of fruit and vegetable containers, the implementation of practices for better inventory management in categories such as red meat and bakery products, marketing under discount schemes, and the donation of goods suitable for consumption to food banks, in partnership with the Éxito Foundation and through the EatCloud platform, which facilitates the management and traceability of donations by connecting delivery points with beneficiaries nationwide.

In 2025, we managed more than 12,500 tons of spoiled food, of which:

- Nearly 12,000 tons were sent to final disposal as waste [GRI 306-3] [GRI 306-5].
- Approximately 560 tons were used and donated to the Éxito Foundation, contributing to child nutrition projects in Colombia [GRI 306-4].

In 2025, we reduced food waste by 15.6% compared to 2024.

We manage our containers and packaging under the principle of Extended Producer Responsibility (EPR). **[GRI 301-1] [GRI 301-1] [FB-FR 430a.4]**

In 2025, we joined the ANDI Circular Vision collective as part of our actions aimed at managing Extended Producer Responsibility (EPR).

ANDI Circular Vision is a collective Extended Producer Responsibility (EPR) model that promotes the circular economy and sustainable management of containers and packaging in Colombia. Through this model, business coordination is promoted for the development of high-impact projects that strengthen waste management, close material cycles, and generate environmental, social, and governance value. This approach is structured around five strategic lines aimed at strengthening value chains, innovation for closing the packaging cycle, productive social inclusion, the development of strategic territorial and sectoral projects, and the promotion of responsible consumption and consumer education.

We are also making progress in incorporating recycled material into our own brand products and packaging, contributing to the reduction in the use of virgin raw materials and promoting the closing of material cycles.

Four Viva shopping centers were recertified by Icontec as Zero Waste for the fourth consecutive year.

[GRI 3-3] Our VIVA Envigado, Barranquilla, Palmas, and La Ceja shopping centers (the latter two in Antioquia) were recertified as Zero Waste in the Gold category, while VIVA Sincelejo obtained the Silver category. These recognitions were awarded by the Colombian Institute of Technical Standards and Certification (ICONTEC).



This recertification was the result of the systematic implementation of actions aimed at reducing, reusing, and recycling waste, which allowed materials to be reintegrated into the production cycle and significantly reduced the amount of waste sent to landfills.

We achieved waste recovery rates of over 65% in certified shopping centers and strengthened training and awareness processes for tenants and visitors, focusing on the correct separation of waste at source.

We optimize our water consumption through monitoring and conservation measures [GRI 3-3] [GRI 303-5]

As part of our efforts to promote responsible water use, we have implemented various initiatives, including:

- In our warehouses, we have installed water-saving valves that optimize consumption.
- In shopping centers, in addition to water-saving valves, we have developed rainwater harvesting projects for reuse in activities such as cleaning, and we have implemented manual flush mechanisms in toilets, contributing to more efficient water use.

During 2025, water consumption was 1,632 million cubic meters (Mm³).

We educate and mobilize people to care for the planet

We promote training opportunities that strengthen our employees' environmental knowledge and awareness. In 2025, there were 10,617 registrations for environmental training programs on topics such as the circular economy, climate change, and operational sustainability.

Climate change management [GRI 3-3]

Our climate management focused on carbon emissions management, energy efficiency, incorporating cleaner energy sources, and promoting more efficient mobility in our logistics.

We develop the company's governance, strategy, risk management, and metrics in relation to climate change in detail under the framework of recommendations from the Task Force on Climate-related Financial Disclosures (TCFD), which is detailed below:

Disclosure of information on climate change (TCFD*)

*TCFD: Task Force on Climate-related Financial Disclosures

Our Sustainability Strategy is structured around the three fundamental components of the ESG approach: Environmental, Social, and Governance. In particular, the Environmental pillar encompasses actions for climate change management, including efforts to mitigate, reduce, and offset the impacts of operations and promote greater environmental awareness.

In 2025, we continued to work on implementing the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and under the standards of the Sustainability Accounting Standards Board (SASB) for the disclosure of information related to climate and sustainability issues. We are aware that this is an ongoing process that requires constant adaptation, learning, and collaboration with our stakeholders.

[GRI 201-2] This chapter presents our relevant information in relation to the four pillars of the TCFD framework:

- **Governance:** describes the governance structure and roles of the Board of Directors, Senior Management, and functional areas in climate risk oversight and management.
- **Strategy:** outlines how we identify and manage physical and transition risks, and how we leverage opportunities associated with climate change through specific lines of action.
- **Risk management:** details the processes, methodologies, and tools used to identify, assess, and mitigate climate risks within the Comprehensive Risk Management System.
- **Metrics and goals:** presents key indicators and their results.



Image of the TCFD diagram

Governance - TCFD

Climate governance model

We have a governance model for environmental and climate issues that assigns clear and specific functions to different areas. This model operates in a coordinated and integrated

manner, ensuring that all levels, from the Board of Directors and Senior Management to the operational areas, work in a coordinated and harmonious manner.

Corporate Governance Structure for Climate Change

We structured a model that integrates various levels of leadership and key areas:

Board of Directors

The Board of Directors, as our highest corporate body, ensures that the company's activities are carried out in harmony with stakeholders, seeking to balance economic, environmental, and social aspects. In accordance with the Articles of Association, the functions and responsibilities of the Board of Directors include:

- Evaluating and endorsing the content of the annual sustainability reports, monitoring the information reported therein. [GRI 2-14]
- Reporting to shareholders on the strategic management of the company.
- Acting as the company's highest governing body, promoting long-term resilience and sustainability in the face of the challenges posed by climate change.
- Periodically monitoring the evolution of strategic risks, including the risk of climate change.
- Allocating the necessary resources for the company to face the challenges of climate change.

The responsibilities of the Board of Directors are set out in the Articles of Association and the Internal Regulations of the Board of Directors, which define its organization and functioning, as well as the rights, duties, and principles of action of its members. These documents are available for consultation at the following links on our website:

Rules of Procedure for the Board of Directors Bylaws

Senior Management

Senior Management plays an active role in managing our strategic risks and implementing our Sustainability Strategy. To this end, it coordinates the areas involved, defines management

priorities, and promotes the implementation of initiatives aimed at reducing, mitigating, and offsetting the impact of our operations on the planet, addressing both mitigation and adaptation in the face of climate challenges.

This model is based on environmental governance that assigns specific roles and responsibilities to each area involved, enabling comprehensive management of climate change and sustainability. This team operates under the strategic coordination of four bodies that ensure alignment with corporate objectives: the Vice Presidency of Real Estate, the Marketing Department, the Finance Department, and the Human Resources Department. [GRI 2-13]

■ **Real Estate Vice Presidency:** through the Facility Department and its areas, it is responsible for leading and implementing strategies related to climate change mitigation and adaptation in our operations, coordinating the actions of the different areas:

- **Environmental Management:** responsible for measuring and monitoring the carbon footprint.
- **Maintenance:** responsible for the management and conversion of refrigerant gases.
- **Public Services:** monitors, controls, and optimizes energy consumption, as well as the implementation of strategies that contribute to the stability and predictability of energy costs.

Note: The Maintenance and Public Services departments are responsible for managing energy efficiency and renewable energy projects.

■ **Marketing Management:** through the Communications, Reputation, and Sustainability Department, it leads our Sustainability Strategy, promoting its implementation and integration into corporate processes. It also continuously monitors relevant regulatory trends and sustainability standards in order to anticipate risks and support strategic decision-making related to climate change.

In addition, it coordinates the Double Materiality Analysis exercise, in which climate change was identified as a doubly material issue, both because of its relationship with the environment and stakeholders and because of its potential impact on our financial performance. Finally, it coordinates the preparation of the company's sustainability and ESG disclosure reports, ensuring their alignment with reference frameworks such as TCFD, GRI, and SASB, as well as with External Circular 031 of the Financial Superintendency of Colombia, and articulating the information reported by the different areas.

You can find more information in the section Financial and materiality assessment of climate change, while the results of the exercise are presented in the section Double materiality analysis.

- **Financial Management:** through the Risk and Insurance Department, we lead the identification, assessment, and prioritization of the company's risks, including environmental, social, and climate risks, and promote their integration into the strategic risk profile. It also manages risk transfer mechanisms, such as the underwriting and administration of insurance policies that cover operations against extreme

In addition, it participates in the Financial Materiality exercise, contributing from a methodological perspective and supporting the identification and quantification of the potential financial impacts associated with ESG issues. In this exercise, climate change was identified as a material issue from a financial perspective due to its potential impact on operating costs, capital investments, regulatory compliance, and the company's risk management.

- **Human Resources Management:** through the Resource Protection Department, we strengthen our response capacity to extreme weather events by designing, implementing, and updating contingency plans aimed at protecting people, assets, and business continuity. These actions contribute to the management of physical risks associated with climate change and to strengthening our operational resilience.

As a result of the functions and responsibilities of the Board of Directors and Senior Management, our strategic risk profile was updated in 2025, in line with the provisions of the Comprehensive Risk Management Policy. As part of this exercise, Climate Change Risk was ratified as a strategic risk by the Board of Directors, highlighting its relevance to value creation and the long-term sustainability of the business. See the section on Strategic Climate Change Risk.

Corporate policies related to climate change [GRI 2-23]

As part of our approach to managing climate change issues, we have the following policies in place:

Environmental Policy: formally states our intentions and general directions related to our environmental performance, which serve as a guide for establishing environmental management objectives and goals that guide the company's continuous improvement.

Climate Change Policy: provides guidelines for the development of our climate strategy, with the aim of reducing and managing our carbon footprint, as well as developing solutions for adapting to climate change, leveraging opportunities and mitigating climate-related risks.

Risk Policy: establishes the methodology and guidelines we adopt for identifying, assessing, managing, and monitoring risks. Its purpose is to provide employees with tools to reduce uncertainty, mitigate potential threats, and manage opportunities, promoting the fulfillment of strategic objectives and business sustainability.

Sustainability Policy: aims to establish guidelines that guide the integration of environmental, social, and corporate governance (ESG) issues into our corporate strategy and decision-making processes.

Strategy - TCFD

As part of our Sustainability Strategy and considering climate change as a strategic risk, we identify and prioritize the main risks and opportunities associated with climate change, understood as factors that may affect our operational, financial, and reputational performance. This approach allows us to understand how climate dynamics can affect our ability to adapt, while facilitating the identification of opportunities that contribute to the efficiency, competitiveness, and sustainability of the business.

Risks and opportunities related to climate change

In this context, we identify, assess, and monitor the physical and transition risks associated with climate change, as well as the opportunities arising from our management, in accordance with the corporate risk management methodology.

Physical risks: these include both acute risks (extreme weather events such as floods, windstorms, or droughts) and chronic risks (gradual changes in temperature, water availability, and biodiversity loss), with potential impacts on assets, operations, logistics, and the supply chain.

Transition risks: these are risks arising from the transition to a low-carbon economy, associated with regulatory, technological, market, and social perception changes, which may

have a negative impact on our financial, operational, and strategic performance. The transition risks identified are mainly associated with:

- Regulatory changes related to carbon pricing, mandatory reporting, and environmental standards.
- Technological advances that require investments in energy efficiency and decarbonization.
- Changes in consumer preferences toward more sustainable products and services.
- Reputational risks arising from growing expectations of transparency and environmental performance.
- Translated with DeepL.com (free version)

Climate opportunities: climate change management also allows companies to capitalize on opportunities related to optimizing operating costs through energy efficiency, efficient use of resources, and logistics optimization, as well as the adoption of cleaner energy solutions.

Climate management lines [GRI 2-25]

To respond to the most significant climate risks and opportunities, we implement climate management strategies that constitute our main strategic response to climate change. The main climate management strategies are:

- **Refrigerant gas management (HFC):** in line with international regulations and the ban on ozone-depleting refrigerants, we are implementing measures to transition to natural refrigerants with low climate impact.
- **Energy efficiency and renewable energy:** we are implementing energy efficiency plans aimed at reducing operating costs and promoting the use of renewable energy through solar projects integrated into our facilities. Additionally, we implement strategies to ensure energy price stability and reduce exposure to market volatility.
- **Circular economy and waste management:** we develop guidelines that promote the use of waste in our value chain, contributing to the reduction of Scope 3 emissions related to waste management.

- **Supplier development:** we develop and strengthen our partners' and suppliers' knowledge of socially and environmentally sustainable practices. We also use satellite monitoring to improve the origin of raw materials, identify risks, and characterize our supply chains.
- **Physical risk management:** as part of climate risk management, we implement contingency plans for extreme weather events and manage insurance policies as a mechanism for transferring physical risks, covering operations nationwide.

Risk management - TCFD

Integration into the Comprehensive Risk Management System

Climate change risk is managed in an integrated manner within our Comprehensive Risk Management System, which operates using a top-down approach, permeating from the strategic level to the operational level, and a bottom-up approach, which allows risks to be identified and managed from the operational level to the strategic level. This approach facilitates the consistent extension of risk management to the strategic, tactical, and operational levels, leveraging the commitment of all areas of the company to mitigating the probability and negative impacts to which we may be exposed.

Within this framework, climate risks are identified, assessed, prioritized, and managed under the same principles, methodologies, and criteria applicable to the rest of our strategic, operational, and financial risks, ensuring consistency and alignment in comprehensive risk management.

Strategic Risk of Climate Change

In 2025, climate change was confirmed as one of our strategic risks, given its cross-cutting nature and potential impact on the business's strategic objectives. This risk is defined as “Vulnerabilities when facing extreme weather events, environmental regulatory pressures, and changes in consumer expectations toward sustainable models”.

Climate Change Risk, as a strategic risk, is monitored as a priority by the Audit and Risk Committee and the Board of Directors. Its management extends throughout the company and is

part of the Comprehensive Risk Management System. Identification, assessment, and monitoring involve the active participation and leadership of senior management. Finally, the risk profile is reviewed and approved by the Board of Directors.

Strategic Climate Change Risk is managed through our corporate risk management methodology, which is applicable to all strategic risks. This methodology includes risk characterization, identification of its triggering factors, its relationship with strategic pillars, and the definition of management strategies aimed at mitigating its probability of occurrence and potential impacts. Likewise, a senior manager is assigned to each strategic risk, including climate change, ensuring a comprehensive approach that is aligned with corporate objectives.

A detailed description of the risk identification and assessment methodology is presented in the section on [Climate Risk Identification and Assessment Methodology](#).

In 2025, a more detailed exercise was carried out, incorporating the TCFD recommendations. This exercise made it possible to break down the risk to a more operational level, based on the identification of physical risks and transition risks. You can find more information in the section [Extension of strategic risk to specific climate risks \(TCFD\)](#).

Financial and materiality assessment of climate change

The 2025-2026 financial materiality analysis confirmed that climate change is a material issue for the company from a financial perspective, due to its potential impact on operating costs, capital investments, and regulatory compliance.

As part of this exercise, we performed a financial quantification of the use of refrigerants in operations (scope 1), assessing the business's exposure to regulatory changes, market restrictions, and investment needs associated with technological conversion.

This result was part of a dual materiality approach, insofar as climate change represents both significant impacts on the environment and stakeholders, as well as potential relevant financial effects.

The results of the exercise are presented in the [Double Materiality Analysis section](#).

Extension of strategic risk to specific climate risks (TCFD)

Implementation of TCFD recommendations

In line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we deepened our analysis of Strategic Climate Change Risk, incorporating the distinction between physical risks, transition risks, and climate opportunities. This approach allowed us to extend risk management from the strategic level to a more operational level, facilitating a better understanding of specific sources of risk and their potential impacts on the business.

Methodology for identifying and assessing climate risks

The identification and assessment of climate risks is carried out in accordance with our corporate risk management methodology, which applies to all risks faced by the company, including strategic and climate risks.

In general, the corporate methodology assesses risks based on probability and impact criteria. Probability is understood as the occurrence in which a risk could materialize in different time periods, and is classified into five levels:



The impact is understood as the consequences that Grupo Éxito could suffer if the reputational or financial risk materializes, and is classified into five levels:



The intersection of these two variables allows us to calculate the severity level of the risk and assign it a classification on a four-point scale:



In the specific case of risks associated with climate change, the corporate methodology is complemented by additional criteria aligned with the TCFD recommendations. In particular, climate risks are classified as physical risks and transition risks, and are analyzed considering different time horizons: short term (≤ 2 years), medium term (2–5 years), and long term (> 5 years).

The qualitative assessment of climate risks also includes an analysis of current management capacity and potential impact. Current management capacity makes reference to the existence and effectiveness of management measures implemented to mitigate risk, while the potential impact is assessed in financial terms, in relation to EBITDA, and reputational terms.

The results obtained can be found in the Risk Management section - [Results of the climate risk exercise](#).

Methodology for identifying opportunities

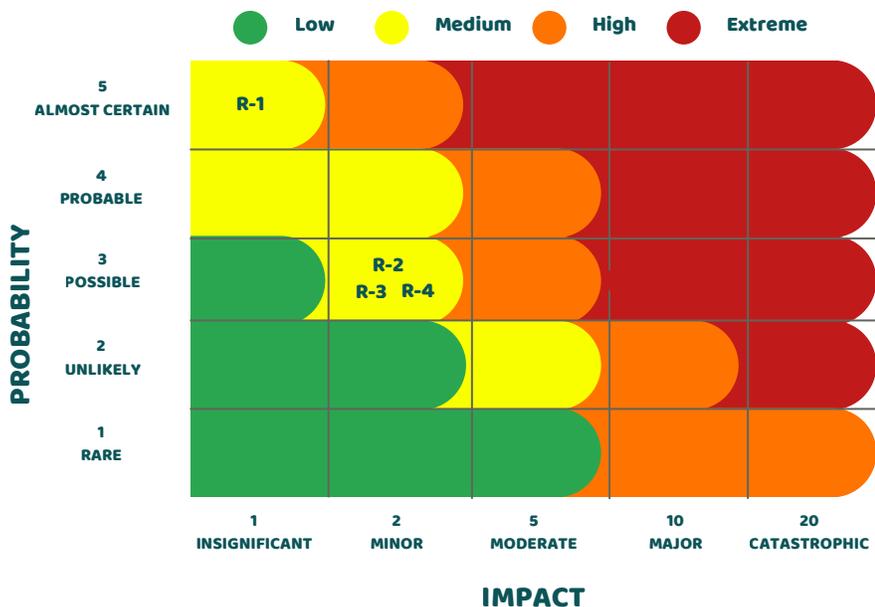
In an environment where the transition to a low-carbon economy is transforming markets and redefining priorities, climate change presents not only challenges but also a range of strategic opportunities. Taking a comprehensive approach, we have identified key areas where we can innovate, adapt, and lead the shift toward sustainability.

The opportunities were identified considering five types:

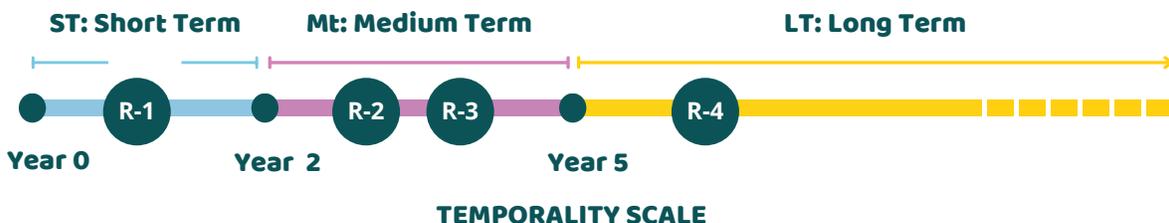
- Resource efficiency: involves seeking opportunities to reduce direct operating costs in the medium and long term by improving production and distribution processes.
- Energy sources: defining opportunities for the transition of energy generation towards low-emission alternatives.
- Products and services: identifying opportunities in the development of new low-emission products and services that can improve competitive positioning and capitalize on changes in consumer and producer preferences.
- Markets: proactive search for opportunities in new markets or asset types that diversify activities and improve positioning for the transition to a low-carbon economy.
- Resilience: seek opportunities to develop adaptive capacities to respond to climate change.

Climate risk exercise results

Residual risk map - Physical risks



- R-1** Physical damage to infrastructure and assets
- R-2** Disruptions in the supply chain due to extreme events
- R-3** Deterioration in the health or well-being of stakeholders due to extreme weather events
- R-4** Critical dependency on resources for operation



Medium severity risks

R-1 Physical damage to infrastructure and assets

Extreme weather events (floods, fires, windstorms, storms) can damage assets and infrastructure (warehouses, stores, cellars, offices, and logistics centers), generating corrective CAPEX, policy increases, reduced insurability, and temporary or permanent closures.

R-2 Supply chain disruptions due to extreme events

Disruptions and delays in the supply chain and logistics operations due to inaccessible roads, transportation breakdowns, and supplier delays caused by extreme weather affect supply, product quality, and operational continuity.

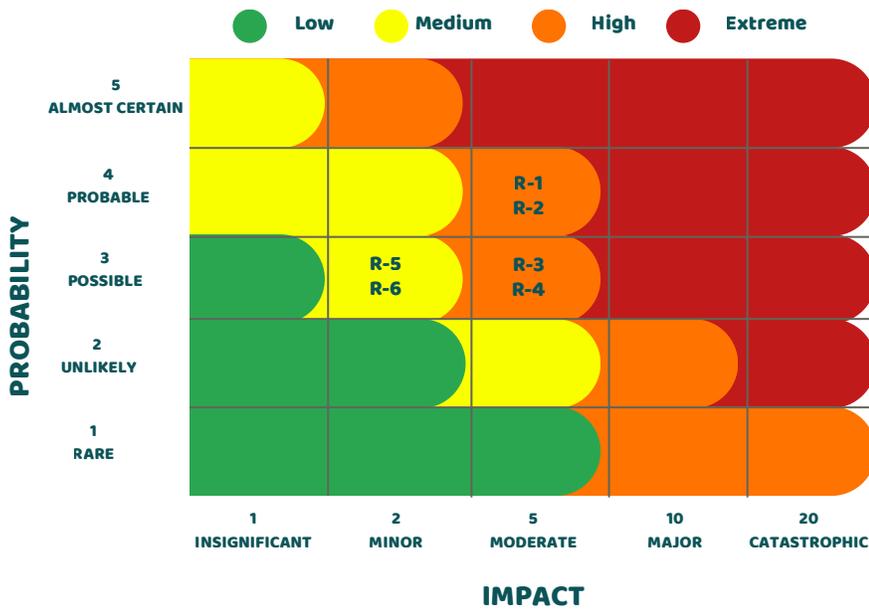
R-3 Deterioration in the health or well-being of stakeholders due to extreme weather events

Potential impacts on the health, safety, and well-being of our stakeholders—including employees, suppliers, communities, and customers—in the event of extreme weather events. These conditions can lead to operational disruptions, changes in the service experience, and higher costs associated with contingencies and emergency response.

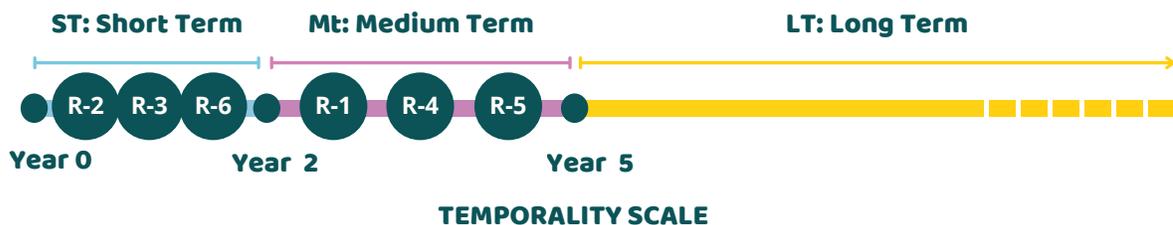
R-4 Critical dependency on resources for operation

Droughts and climate variability reduce water availability and hydroelectric power generation, triggering thermoelectric power with higher rates and risk of rationing, which can disrupt operations and create tensions with communities over competition for resources.

Residual risk map - Transition risks



- R-1** Increased climate requirements in the supply chain
- R-2** Growing demands for climate reports
- R-3** Requirements for reducing emissions and technological conversion
- R-4** Marketing of products with poor climate performance
- R-5** Increase in costs due to changes in government climate regulatory policies
- R-6** Loss of access to capital and strategic alliances due to lack of voluntary climate standards



High severity risks

R-1 Increased climate requirements in the supply chain

Increased regulatory and market requirements to demonstrate climate performance and traceability in the supply chain, generating higher assessment and assurance costs, as well as a possible reduction in alternatives from non-aligned suppliers, affecting availability, prices, and continuity of supply.

R-2 Growing demands for climate reporting

Greater obligation to strengthen internal capacities and systems to meet climate requirements, including expert personnel, traceability, and updating of information platforms.

R-3 Requirements for emissions reduction and technological conversion

Tighter climate regulations that may limit the use of high GWP inputs and require investment in new technologies, generating higher CAPEX, maintenance costs, and the risk of penalties or corrective costs associated with compliance.

R-4 Marketing of products with poor climate performance

Loss of customer confidence and market share resulting from the marketing of products with climate attributes that are perceived as insufficient, carbon intensive, or incorrectly communicated.

Medium severity risks

R-5 Increase in costs due to changes in government climate regulatory policies

Increase in operating and production costs as a result of stronger climate regulation and carbon pricing mechanisms.

R-6 Loss of access to capital and strategic alliances due to lack of voluntary climate standards

Restricted access to financing sources, investors, or strategic partners due to insufficient climate change performance or failure to adopt voluntary climate standards

Transition risks, particularly those associated with the use of refrigerants and regulatory changes, may involve higher capital investments and operating costs in the short and medium term, while physical risks may relate to operational continuity and the supply chain in the medium and long term.

Opportunities

The climate opportunities identified include both initiatives currently being implemented and opportunities with potential for future development, derived from climate change management. Some of the climate opportunities identified have already been captured through initiatives implemented in 2025:

Process	Opportunity	Physical risk	Transition risk	Description / Positive impact
Cold chain	Efficiency and economies of scale		X	The adoption of low global warming potential (GWP) refrigerants, such as CO ₂ , together with other complementary strategies and depending on the location, improves the efficiency of refrigeration systems while incorporating more environmentally friendly refrigerants.
	Renovation and replacement of obsolete cooling systems		X	Replacing refrigeration systems due to technological obsolescence reduces refrigerant leaks and improves energy efficiency, directly impacting the carbon footprint associated with operations.
Shopping malls	Clean, self-generated energy		X	Photovoltaic energy generation reduces energy consumption from the grid, generating operational savings and reducing exposure to energy price volatility.
	Automation of lighting equipment and systems	X	X	The automation of lighting equipment and systems allows for the optimization of their operation, reducing energy consumption and improving responsiveness to variations in energy demand.
	Lighting adjustment according to external variables	X		Adjusting lighting in shopping centers according to external weather conditions allows for more efficient energy use and reduces unnecessary consumption.
Logistics	Optimization of logistics operations (LTSA)		X	The implementation of improvements in logistics operations reduces the number of trips and optimizes vehicle occupancy, increasing operational efficiency and reducing associated costs.
Resource optimization	Resource efficiency in breakdowns	X		Reducing breakdowns through various initiatives allows for more efficient use of resources, avoiding disposal and reducing associated economic losses.

Note: This chapter describes the main results and indicators associated with climate change risk and opportunity management.

Metrics and goals

As part of our climate change management, we systematically track our carbon footprint and other key metrics related to our greenhouse gas emissions in order to identify opportunities for reduction, improve operational efficiency, and strengthen decision-making in the face of climate risks and opportunities.

Tracking metrics: to evaluate our performance in relation to climate change, we use the following metrics, among others:

- **Carbon footprint (Scopes 1, 2, and 3):**
 - a. **Scope 1:** Direct emissions from our operations.
 - b. **Scope 2:** Indirect emissions from electricity consumption.
 - c. **Scope 3:** Indirect emissions from our value chain, including those related to suppliers, transportation, and other key stakeholders.
- **Carbon intensity:** tons of CO₂ equivalent (tCO₂e) per million Colombian pesos in revenue (\$).

Measurement methodology:

To calculate our carbon footprint, we follow the guidelines of the Greenhouse Gas (GHG) Protocol, integrating measurement tools that include:

- Collection of data on direct energy consumption (fossil fuels, gas) and indirect energy consumption (electricity).
- Application of internationally recognized standard emission factors to estimate emissions in each scope.

Annually assess emissions derived from value chain activities and calculate carbon intensity to monitor relative efficiency.

We measure our carbon footprint and work to mitigate and offset it [GRI 2-25] [GRI 3-3]

We emitted 207,761.6 **tons of CO₂ eq in Scope 1 and 2 [GRI 305-5]**

*Using the international Greenhouse Gas (GHG) Protocol methodology and AR6 GWPs.

Scope 1 [GRI 305-1][FB-FR-110b.1]

172,193.3 tons of CO₂eq from direct emissions of refrigerant gases, fuels, and fire extinguishers.

Scope 2 [GRI 305-2]

35,568.3 tonCO₂ eq for emissions from electricity consumption.

*The emission factor of 0.097 kgCO₂ /kWh, published by XM, was used. This factor increased by 55% compared to 2024.

Scope 3 [GRI 305-3]

190.813,1 ton CO₂eq for other indirect emissions.

We emit 0,02358 tons of CO₂eq for million Colombian pesos in revenue [GRI 305-4].

Category	tonCO ₂ eq	% of Scope 3	Comments
Upstream transport	12,905.0	6.7%	Third fleet
Waste disposal	17,129.5	8.9%	Generated during operation
Business trips	147.7	0.8%	Air and land
Use of products sold	157,443.2	81.9%	Fuel sold at gas stations
Downstream leased assets	3,187.7	1.7%	Electricity consumed by tenants

Total emissions in tons of CO₂ eq [GRI 305-5]

Carbon footprint	2023 results	Result 2024	Result 2025
TonCO ₂ eq Scope 1*	170,253.17	143,071.98	172,193.3
TonCO ₂ eq Scope 2* Market-based method	63,846.14	75,077.4	35,568.3
Sum Scope 1 and 2 tons CO₂eq	234,099.31	218,149.38	207,761.6
TonCO ₂ eq Scope 3 *	237,794.86	195,991.7	190,813.1
Total TonCO₂eq	471,894.17	414,141.13	398,574.7

Distribution of total emissions by business

Business	tonCO ₂ eq	Percentage
<i>Retail</i>	205,476.3	81.5%
LTSA (logistics)	24,154.9	9.6%
EDS (service stations)	84.7	0.03%
IdeAl (food industry)	5,837.3	2.3%
VIVA (real estate)	4,091.9	1.6%

During the reporting period, we emitted 160,467.0 tons of CO₂ equivalent (Ton CO₂e) of direct Scope 1 emissions from the use of refrigerants [FB-FR-110b.1], which represented 93.2% of our total Scope 1 emissions [FB-FR-110b.3]. In addition, 31% of the refrigerants consumed in our operations had zero ozone depletion potential [FB-FR-110b.2].

We monitor and manage our energy consumption [GRI 302-1] [GRI 302-4]

In 2025, 81.2% of the total energy we consumed came from mixed renewable sources, 3.1% was self-generated renewable energy, and 96.9% came from the National Interconnected System (SIN) [FB-FR-130a.1].

*Taking into account the share of mixed renewable energy sources in Colombia's Interconnected System in 2025, which was 80.29%.

Electricity consumption (MWh)	Result 2025 (MWh)
Non-renewable electricity - SIN	119,767.04
Renewable electricity - SIN	119,767.04
Consumption of self-generated renewable energy	11,799.91
Consumption of certified renewable energy - REC*	4,594.48
Total operational energy consumption	382,430.57

We generated 11,799.91 MWh of energy with solar projects, which was equivalent to the consumption of 6,265 Colombian households in one year.

We implement projects that promote energy efficiency and greater sustainability.

In 2025, the initiatives implemented since 2012 continued to contribute to our energy efficiency and the incorporation of renewable energies in our various businesses, including:

Retail business: 11 solar energy and eco-efficient energy services projects, as well as 259 energy efficiency projects.

[GRI 3-3] Real estate business: seven solar energy and eco-efficient energy services projects, as well as 15 energy efficiency initiatives.



For the fourth consecutive year, ICONTEC recertified the carbon neutrality of 13 Viva shopping centers.



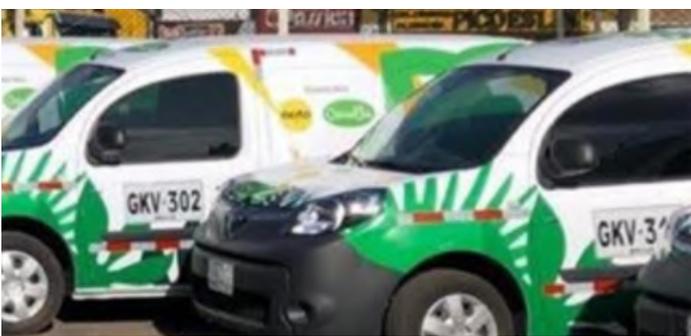
[GRI 3-3] We achieved this recertification thanks to the implementation of energy efficiency measures and the offsetting of residual emissions through carbon credits, which supported reforestation and environmental conservation projects.

- Five of our Viva shopping centers (Envigado, Tunja, La Ceja, and Wajiira) have been LEED certified since their construction, which means that they incorporated energy efficiency, sustainability, and responsible design, with Envigado receiving Platinum certification and the others receiving Gold certification.
- We have more than 16,520 solar panels in our shopping centers and warehouses, which generate clean energy and supply 37% of the energy consumption in common areas.
- We completed an automation project that optimized the operation of lighting equipment and systems, with the aim of reducing energy consumption and improving responsiveness to demand.

We promote more efficient mobility in our logistics

We work continuously to strengthen the sustainability of our supply chain by optimizing logistics efficiency, managing fuel consumption more efficiently, and modernizing our fleet by incorporating more efficient technologies.

We have a total of 2,480 vehicles, of which 86 are owned by us and 2,466 belong to outsourced fleets. [FB-FR-000.C] Our electric fleet accounted for 36% of the total.



We operate a fleet of 23 vehicles and eight electric motorcycles for last-mile deliveries, contributing to the reduction of emissions.

During 2025, we strengthened the efficiency of our logistics operations by making better use of cargo capacity and optimizing our routes, which allowed us to reduce the total number of trips by 2.3% without affecting service levels. This performance was reflected in a vehicle occupancy rate of 84%, an improvement of 3% compared to 2024, contributing to cost reduction and more efficient use of resources.

In 2025, we were recognized by LOGYCA, a business association specializing in logistics and supply chains in Colombia, as one of the leading companies in logistics decarbonization in the mass consumption sector, reflecting the progress of our strategy for efficiency and emissions reduction in the supply chain.

We promote more efficient mobility in our logistics [FB-FR-110a.1]

Fuel Type	Consumption 2025
Gasoline (gallon)	9,676
Diesel (gallon)	1,729,085
Electricity (kWh)	67,363
Total fuel consumption (MJ)	254,862,949

On average, we transport 0.053 tons per kilometer in our own, third-party, and operator transport operations. [FB-FR-000.D]

Efficiency and sustainability in our distribution centers (CEDIS)

- We have implemented LED lighting in 75% of our logistics facilities.
- We generate photovoltaic energy using solar panels installed on 7,000 m² of roofing at our distribution centers (CEDIS).
- We operate 7% of our cold storage infrastructure with refrigerants that have a lower environmental impact, such as CO₂ and ammonia.

SASB Disclosure

The SASB (Sustainability Accounting Standards Board) Disclosure Standards enable the identification of sustainability issues that are financially material to each sector and that may generate risks or opportunities for the business. In the case of Grupo Éxito, the SASB disclosure guidelines that are applicable to our businesses and disclosed in this report are those corresponding to Food Retailers and Distributors.

The **SASB Index** presented the disclosure of ESG issues related to operations in Colombia, with information as of the end of 2025.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



3.5

SUSTAINABILITY ACTIONS IN URUGUAY AND ARGENTINA



Grupo Disco Uruguay (GDU)



GRUPO DISCO URUGUAY

At Grupo Disco Uruguay (GDU), our Corporate Social Responsibility (CSR) strategy is focused on meeting the Sustainable Development Goals (SDGs) and working collaboratively with strategic partners. Our CSR management is structured around three main areas: Community, Sustainable Development, and Healthy Living, from which we promote initiatives aimed at protecting the environment, ensuring people's well-being, and contributing to improving the quality of life in the territories where we operate.

Community – We support organizations that work to improve the education and health of vulnerable children and young people in Uruguay



From our Disco, Devoto, and Géant stores, we promote charitable initiatives that strengthen children's education and health, contributing to the development of the communities where we operate.

Commitment to the community is part of Grupo Disco's DNA. Through solidarity campaigns carried out at Disco, Devoto, and Géant stores, we encourage customer participation to help strengthen the education and health of vulnerable children and adolescents in Uruguay, generating positive change in the communities where we operate.

During 2025:

- We promote the Social Inclusion through Sports Program by building and equipping the gym floor at the Los Pinos Educational Center, benefiting more than 600 children and young people who participate in school support, training, and emotional support programs. The center is located in Casavalle, an area in northern Montevideo with high levels of social vulnerability.
- We contribute to the housing solution for children and adolescents under the care of Aldeas Infantiles, an organization with more than 63 years of experience in Uruguay, which works for the right to family and community life for more than 2,000 children and adolescents.
- We support the Pereira Rossell Hospital by strengthening the Pediatric Emergency Department, which handles 55,000 consultations annually. Thanks to the 2025 campaign, an electrocardiograph and an echocardiograph were purchased, improving diagnostic capacity and quality of care.
- We continue to fund the education of more than 1,500 young people through the Niños con Alas Foundation, which promotes educational development in critical areas, supporting five schools.

In recognition of this work, Grupo Disco received a special award from the Pereira Rossell Hospital, a leading national public institution, at a ceremony attended by hospital authorities and representatives from ASSE (State Health Services Administration).

Sustainable Development - We contribute to raising awareness about caring for the planet



In 2025, we carried out the fourth edition of the “It's in our hands” campaign, an environmental awareness and education initiative developed in partnership with Darnel, a leading manufacturer of sustainable and recyclable packaging, aimed at promoting more responsible consumption practices.

This campaign reached 90,000 customers in a 15-day period and was recognized by DERES, an organization that promotes sustainable development in Uruguay, with the award for best practice in the retail sector in the Sustainability - Innovation category.

Healthy Living - We encourage the adoption of habits for a better quality of life

[GRI 306-4] [FB-FR-150a.1] In line with our social commitment, at Grupo Disco we continue to strengthen our partnership with the Food Bank of Uruguay, aimed at rescuing our own bakery products for donation to social organizations. This initiative benefits more than 250 social organizations linked to the Food Bank, which is part of the Global Food Bank Network.

Since the initiative began in May 2023, 75,000 kilograms of baked goods have been rescued, positively impacting the food security of more than 12,000 people.

Grupo Libertad Argentina

At Grupo Libertad, we are making consistent progress in the environmental management of our operations, with a comprehensive approach that prioritizes proper waste management, efficient energy use, and rigorous control of refrigerant gas leaks.



These actions, integrated into our operational processes, have allowed us to progressively reduce our carbon footprint, reflecting a sustained commitment to mitigating environmental impacts and transitioning toward increasingly responsible operations.

Comprehensive waste management and circular economy

Since 2020, Grupo Libertad has participated in the Pacto Circular project, a comprehensive waste management initiative developed in coordination with partner organizations and stakeholders in the communities where we operate. Within the framework of this project, 13 types of materials are managed, whose recovery, reuse, and utilization is carried out by specialized third parties, promoting their reincorporation as resources and generating environmental and social benefits for communities.

[GRI 306-1] [GRI 306-2] [GRI 306-3] [GRI 306-4] [GRI 306-5] During 2025, we managed approximately 1,400 tons of cardboard and 170 tons of plastic, so that they could be reincorporated into recycling processes. Thanks to partnerships with various local stakeholders, we managed to reincorporate approximately 250 tons of organic waste into circular economy processes through industrial composting for reforestation and biogas production.



These actions made it possible to reduce final waste disposal and consolidate local circular economy circuits, generating environmental benefits and strengthening coordination with the territories where we operate.

Progress toward energy efficiency

Since 2017, Grupo Libertad has implemented a Comprehensive Energy Management System aimed at identifying, measuring, evaluating, and monitoring the most significant energy uses in order to reduce consumption, decrease our carbon footprint, and optimize operating costs.

Among the main actions implemented are:

- Replacement of conventional lighting with LED technology.
- Installation of electricity meters in areas of highest demand.
- Installation of doors on refrigerators in common areas to reduce cold loss.
- Replacement of refrigeration compressors with more efficient technologies.

As part of strengthening energy management, we are moving forward with the implementation and certification of the Energy Management System in accordance with ISO 50001:2018. By 2025, the head office and nine branches will have this certification, consolidating a framework for continuous improvement focused on efficient energy use and reducing the environmental impact associated with operations.



In 2025, we received the 2024 OLADE Award for Energy Excellence for our progress in energy efficiency.

Thanks to the implementation of the energy efficiency program, we achieved a 25% reduction in energy consumption, avoiding the emission of approximately 8,250 tons of CO₂ per year.

Since 2019, part of Grupo Libertad's energy consumption has come from renewable sources. Currently, 28% of the operation's energy consumption corresponds to electricity generated from clean and renewable sources.

THE UNDERSIGNED EXTERNAL AUDITOR OF THE

FUNDACIÓN ÉXITO
NIT 890.984.773 – 6

CONSIDERING THAT:

1. That in accordance with articles 2 and 10 of Law 43 of 1990, the matter - object of the Auditor's own certification function is information that can be extracted from the accounting books or the accounting system of the audited entity, that is, from **Fundación Éxito**.
2. That, in accordance with the legal provisions and existing jurisprudential pronouncements on the matter, the certification function is an activity typical of accounting science, which has the character of evidence when it deals with acts typical of the profession of Public Accountant, that is, when issued based on the accounting assertions of the records in the accounting books and in the accounting system.
3. That the information on the number of children cared for by the entity is not extractable information directly from the accounts of **Fundación Éxito** and must be accredited by the administration of the entity.
4. That, for the purposes of issuing this certification, the Administration of **Fundación Éxito**, provided the External Audit:
 - Consolidated File of the Projects executed during the 2025 term.
 - Count of listings for each of the programs.
 - Number of beneficiaries per project.
 - Delivery number per project.
 - Number of amounts per project.
 - Consolidated file of certifications issued by the institutions through which the Foundation executes each of the projects, in the period from January to December 2025.

The above information was confirmed and reviewed by **Fundación Éxito**.

5. For the purposes of issuing this certification, the work of the External Audit consisted of a review of the information on the executed projects of the months subject to certification, in accordance with the assertions of existence, registration, rights and obligations in the extra-accounting book kept by **Fundación Éxito**.

CERTIFIES:

According to the information provided by **Fundación Éxito**, and the result of the selective tests carried out on the documents and records of the consolidated Projects executed during the 2025 term, in accordance with the International Auditing and Information Assurance Standards, I certify that:

1. The total number of beneficiary children was sixty-nine thousand nine hundred and nine (69,909), with an economic investment of COP 23,757,210,658.
2. Additionally, the beneficiary children, according to their type of care, are as follows:

TYPE OF CARE	NUMBER OF CHILDREN COVERED
Nutrition	51.525
Complementary Offer	7.579
Complementary Spotlights	10.805
TOTAL COVERAGE	69.909

3. The specialized mental health care strategy offered by Fundación Éxito and implemented by IPS Cariño involved 121 educational agents and reached 10,805 beneficiary children. Additionally, based on the assessments conducted, there was no evidence of the participation of mothers or caregivers as beneficiaries.

Given in Envigado, on January 13, 2026, at the request of the administration of the **Fundación Éxito**.

Sincerely,



CP JUAN FELIPE CASTRO MEJÍA

Auditor Externo

TP 314098– T

CER-0104-26

By delegation of

Kreston RM SA

Consultants, Auditors, Advisers

Kreston Colombia

Member of Kreston International Ltd.

This declaration corresponds to the independent verification of the Greenhouse Gases (GHG) Inventory of GRUPO ÉXITO from January 1st to December 31st, 2025.

The scope of this engagement is strictly limited to the Carbon Footprint indicators associated with Scope 1, Scope 2, and Scope 3 GHG emissions as defined by the Organization.

Criteria Used

- The inventory was prepared in accordance with the GHG Protocol – Corporate Accounting and Reporting Standard, and ISO 14064-1:2018 guidelines.
- The verification was conducted in accordance with ISO 14064-3:2019.

Organization responsibility

The Environmental Management area of GRUPO ÉXITO is responsible for defining organizational boundaries, identifying emission sources, selecting calculation methodologies, consolidating information, and maintaining appropriate internal controls.

During the assessed period, the Organization maintained measurement and monitoring of its emissions.

Verifier responsibility

The responsibility of DIVERSEY CONSULTING is to express an independent conclusion on the GHG Inventory based on procedures performed in accordance with ISO 14064-3:2019.

Procedures Applied

- Review of the methodological design of the inventory.
- Evaluation of organizational and operational boundaries.
- Assessment of risks of material misstatement.
- Review of emission factors and Global Warming Potentials (GWPs) used.
- Selective testing of activity data.
- Evaluation of traceability and consistency of information.
- Interviews with personnel responsible for the relevant processes.

The external verification was conducted between January 20th and February 9th, 2025.

Verified GIS Indicators

- Scope 1 emissions (fuels, natural gas, refrigerants, fire suppression agents)
- Scope 2 emissions (conventional and renewable electricity)
- Scope 3 emissions (outsourced transportation, business travel, waste, use of sold products, leased assets)
- Total consolidated GHG emissions

Conclusion

Based on the procedures performed and the evidence obtained, we conclude, with a reasonable level of assurance, that the Greenhouse Gas Inventory of GRUPO ÉXITO for the 2025 reporting period has been prepared, in all material respects, in accordance with the GHG Protocol and ISO 14064-1:2018.

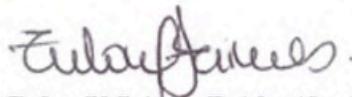
The scope of this work does not constitute a financial audit nor a certification of the environmental management system.

Independence

The work was performed in accordance with principles of independence, objectivity, professional competence, and due professional care.

Restriction on Use

This report has been prepared exclusively for the purpose of verifying the GHG Inventory of GRUPO ÉXITO for the period ended on December 31st, 2025.



Zulay Y Jaimes R (she / her)

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GRI Index

GRI	Indicator	Content	Page	Comment / Link
2	1	Organizational details	NA	It is found in the company's Integrated Report
2	2	Entities included in the organizations sustainability reporting	NA	It is found in the company's Integrated Report
2	3	Reporting period, frequency and contact point	2	
2	5	External assurance	83,84,85,86	
2	6	Activities, value chain and other business relationships	22,35	
2	7	Employees	35,36,37	
2	9	Governance structure and composition	NA	It is found in the company's Integrated Report
2	10	Nomination and selection of the highest governance body	NA	It is found in the company's Integrated Report
2	11	Chair of the highest governance body	NA	It is found in the company's Integrated Report
2	12	Role of the highest governance body in overseeing the management of impacts	3	
2	13	Delegation of responsibility for managing impacts	3,59	
2	14	Role of the highest governance body in sustainability reporting	58	
2	15	Conflicts of interest	NA	It is found in the company's Integrated Report
2	16	Communication of critical concerns	3	
2	18	Evaluation of the performance of the highest governance body	NA	It is found in the company's Integrated Report
2	19	Remuneration policies	NA	It is found in the company's Integrated Report
2	20	Process to determine remuneration	NA	It is found in the company's Integrated Report
2	22	Statement on sustainable development strategy	9	
2	23	Policy commitments	48,60	https://www.grupoexito.com.co/es/politicas-reportes
2	25	Processes to remediate negative impacts	62,71	
2	26	Mechanisms for seeking advice and raising concerns	NA	It is found in the company's Integrated Report
2	27	Compliance with laws and regulations	NA	It is found in the company's Integrated Report
2	29	Approach to stakeholder engagement	3	
2	30	Collective bargaining agreements	49	
3	1	Process to determine material topics	3	
3	2	List of material topics	4	
3	3	Management of material topics	13,16,23,28,29,30,31,33,36,38,43,45,46,54,55,56,71,74	

GRI	Indicator	Content	Page	Comment / Link
201	2	Financial implications and other risks and opportunities due to climate change	57	
204	1	Proportion of spending on local suppliers	23,26	
205	1	Operations assessed for risks related to corruption	NA	It is found in the company's Integrated Report
205	2	Communication and training about anti-corruption policies and procedures	NA	It is found in the company's Integrated Report
205	3	Confirmed incidents of corruption and actions taken	NA	It is found in the company's Integrated Report
301	1	Materials used by weight or volume	52,54	
301	2	Recycled input materials used	52	
302	1	Energy consumption within the organization	73	
302	4	Reduction of energy consumption	73	
303	5	Water consumption	56	
305	1	Direct (Scope 1) GHG emissions	72	
305	2	Energy indirect (Scope 2) GHG emissions	72	
305	3	Other indirect (Scope 3) GHG emissions	72	
305	4	Intensidad de las emisiones de GEI	72	
305	5	Reduction of GHG emissions	71,72	
306	1	Waste generation and significant waste-related impacts	53,80	
306	2	Management of significant wasterelated impacts	53,54,80	
306	3	Waste generated	53,54,80	
306	4	Waste diverted from disposal	16,53,54,79,80	
306	5	Waste directed to disposal	53,54,80	
308	1	New suppliers that were screened using environmental criteria	29	
308	2	Negative environmental impacts in the supply chain and actions taken	28,29	
401	1	New employee hires and employee turnover	43	Total number of employees who ended their employment: 17,293 Turnover rate by gender: Men: 46.82% Women: 53.10% Other: 0.02%
401	2	Benefits provided to full-time employees that are not provided to temporary or part time employees	38	
403	1	Occupational health and safety management system	48	https://www.grupoexito.com.co/es/politica-SST-ES.pdf
403	4	Worker participation, consultation, and communication on occupational health and safety	47	
403	5	Worker training on occupational health and safety	47	
403	6	Promotion of worker health	47	
403	8	Workers covered by an occupational health and safety management system	48	https://www.grupoexito.com.co/es/politica-SST-ES.pdf

GRI	Indicator	Content	Page	Comment / Link
403	9	Work-related injuries	48	
403	10	Work-related ill health	48	
404	1	Average hours of training per year per employee	44	
404	2	Programs for upgrading employee skills and transition assistance programs	44	
405	1	Diversity of governance bodies and employees	36	
405	2	Ratio of basic salary and remuneration of women to men	46	
410	1	Security personnel trained in human rights policies or procedures	46	
413	1	Operations with local community engagement, impact assessments, and development programs	24,26	
414	1	New suppliers that were screened using social criteria	29	
414	2	Negative social impacts in the supply chain and actions taken	28,29	
416	1	Assessment of the health and safety impacts of product and service categories	31	
417	1	Requerimientos para la información y el etiquetado de productos y servicios	32	
418	1	Reclamaciones fundamentadas relativas a violaciones de la privacidad del cliente y pérdida de datos del cliente	SASB Index	

SASB Index

Code	Topic	Accounting parameter	Page	Comment / Link
FB-FR-000.A	-	Number of (1) retail locations and (2) distribution centres	NA	It is found in the company's Integrated Report
FB-FR-000.B	-	Total area of (1) retail space and (2) distribution centres	NA	It is found in the company's Integrated Report
FB-FR-000.C	-	Number of vehicles in commercial fleet	75	-
FB-FR-000.D	-	Tonne-kilometres travelled	76	-
FB-FR-110a.1	Fleet Fuel Management	Fleet fuel consumed, percentage renewable	76	-
FB-FR-110b.1	Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	72,73	-
FB-FR-110b.2		Percentage of refrigerants consumed with zero ozone-depleting potential	73	-
FB-FR-110b.3		Average refrigerant emissions rate	73	-
FB-FR-130a.1	Energy Management	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	73	-
FB-FR-150a.1	Food Waste Management	(1) Amount of food waste generated, (2) percentage diverted from the waste stream 1	16,54,79	-
FB-FR-230a.1	Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected 2	NA	(1) Zero (0) (2) Zero (0) (3) Zero (0)
FB-FR-230a.2		Description of approach to identifying and addressing data security risks	NA	The company manages information security risks through a specialized IT Security team, responsible for defining cybersecurity policies, controls, and guidelines. Risk identification and management are carried out through continuous monitoring of technological environments, periodic vulnerability assessments, and annual security tests, complemented by internal controls aimed at mitigating technological risks. Additionally, the company strengthens risk prevention through training and awareness programs in information security and personal data protection, including training sessions and campaigns targeting employees. During 2025, improvements were implemented in technological protection controls, aimed at strengthening coverage and reducing exposure to cybersecurity risks.
418	1	Reclamaciones fundamentadas relativas a violaciones de la privacidad del cliente y pérdida de datos del cliente	SASB Index	
FB-FR-250a.1	Seguridad alimentaria	Taxa de violação de segurança alimentar de alto risco	NA	6.3%
FB-FR-250a.12		(1) Número de recolhimentos, (2) número de unidades recolhidas, (3) percentagem de unidades recolhidas que são produtos de marca própria	NA	(1) Zero (0) (2) Zero (0) (3) Zero (0)
FB-FR-260a.1	Product Health & Nutrition	Revenue from products labelled or marketed to promote health and nutrition attributes	32	The company generated approximately 116 thousand million pesos in revenue through products marketed under its own brand, Taeq, which features labeling and communication aimed at promoting health and nutrition attributes.
FB-FR-260a.2		Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	31	-

Code	Topic	Accounting parameter	Page	Comment / Link
FB-FR-270a.1	Product Labelling & Marketing	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	NA	82
FB-FR-270a.2	Product Labelling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with marketing or labelling practices	NA	Under the materiality criteria defined by the company, this indicator is not considered material.
FB-FR-270a.3	Product Labelling & Marketing	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	NA	The company does not manage its portfolio based on attributes related to OMG.
FB-FR-310a.1	Labour Practices	(1) Average hourly wage and (2) percentage of in-store and distribution centre employees earning minimum wage, by region	NA	San Andrés: \$10,030/hour; 54.5% earn minimum wage. Caribbean Coast: \$9,309/hour; 34.1% earn minimum wage. Antioquia: \$9,617/hour; 30.8% earn minimum wage. Southwest: \$9,128/hour; 42.3% earn minimum wage. Central and Plains: \$9,421/hour; 38.4% earn minimum wage. Santanderes: \$9,417/hour; 41.2% earn minimum wage.
FB-FR-310a.2		Percentage of active workforce employed under collective agreements	49	-
FB-FR-310a.3		(1) Number of work stoppages and (2) total days idle	48	-
FB-FR-310a.4		Total amount of monetary losses as a result of legal proceedings associated with: (1) labour law violations and (2) employment discrimination 6	NA	Under the materiality criteria defined by the company, this indicator is not considered material.
FB-FR-430a.1	Management of Environmental & Social Impacts in the Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standards	NA	Information not available for the reported period
FB-FR-430a.2		Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	28, 30	-
FB-FR-430a.3		Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	28	100% of the eggs sold under our own brand were cage-free, generating \$32.704 billion pesos in revenue, representing 13.50% of total revenue from egg sales. The company recorded \$265.589 billion pesos in purchases of pork certified under industry labels that incorporate animal welfare criteria (Granja seal).
FB-FR-430a.4		Discussion of strategies to reduce the environmental impact of packaging	54	-

Indicator verification index

Indicator	Content	Page	Comment / Link
Zero malnutrition	Number of children benefiting from complementary programs	13	Data audited by Kreston Colombia
Zero malnutrition	Number of children benefiting from nutrition	13	Data audited by Kreston Colombia
Zero malnutrition	Total number of children benefited	13	Data audited by Kreston Colombia
In-kind donations	Amount of food and non-food donated	16	Data verified internally by Internal Audit
Mental Health Promotion	Number of children indirectly benefited	18	Data audited by Kreston Colombia
Fundación Éxito Resources	Income from recyclable materials	20	Data verified internally by Internal Audit
Fundación Éxito Resources	Income from Employees	20	Data verified internally by Internal Audit
Fundación Éxito Resources	Income from Customer Donations	20	Data verified internally by Internal Audit
Fundación Éxito Resources	Income from own resources	20	Data verified internally by Internal Audit
Fundación Éxito Resources	Income from suppliers and partners	20	Data verified internally by Internal Audit
Fundación Éxito Resources	Income from other collaborations	20	Data verified internally by Internal Audit
Recycled Materials	Tons of recycled cardboard	52	Data verified internally by Internal Audit
Recycled Materials	Tons of recycled scrap metal	52	Data verified internally by Internal Audit
Recycled Materials	Tons of recycled plastic	52	Data verified internally by Internal Audit
Recycled Materials	Tons of recycled hooks	52	Data verified internally by Internal Audit
Recycled Materials	Tons of other recycled materials	52	Data verified internally by Internal Audit
Percentage of direct purchases of fruits and vegetables	*Percentage of direct purchases of fruits and vegetables *Number of local producers from whom fruits and vegetables were purchased directly	23	Data verified internally by Internal Audit
Local Purchase of Fresh Products	*Percentage of local purchases of fruits and vegetables *Percentage of local purchases of meat *Percentage of local purchases of fish *Percentage of local purchases of eggs *Tons of fruits and vegetables purchased from ASOCULSAN and ASOPRADCUR	23	Data verified internally by Internal Audit
Local textile purchases	Percentage of textile garments purchased in Colombia	26	Data verified internally by Internal Audit
Direct Hired Employees	Total number of directly hired employees	35	Data verified internally by Internal Audit
Women's Participation	Percentage of women's participation by organizational structure: *Management positions *Supervisory positions *Sales positions *Supervisory positions *Operational positions	45	Data verified internally by Internal Audit

Indicator	Content	Page	Comment / Link
Employee Turnover	*Total number of employees subject to turnover *Turnover percentage by gender	GRI Index	Data verified internally by Internal Audit
Bags Sold to Customers	*Number of reusable bags sold to customers *Number of paper bags sold to customers	53	Data verified internally by Internal Audit
Labor Practices	*Percentage of the active workforce covered by collective bargaining agreements *Number of collective bargaining agreements *Number of collective bargaining pacts	49	Data verified internally by Internal Audit
Revenue from products with animal welfare characteristics	*Revenue (\$) received from the sale of private label eggs (eggs from cage-free hens) *Revenue (\$) received from the sale of pork with the Granja seal	SASB Index	Data verified internally by Internal Audit
Data security	*Number of data breaches *Percentage involving personally identifiable information (PII) *Number of affected customers	SASB Index	Data verified internally by Internal Audit



Nutrimos de
oportunidades
a Colombia