

**ATACADÃO S.A.**  
NIRE 35.300.043.154  
CNPJ/ME nº 75.315.333/0001-09  
Public-held Company

## NOTICE TO THE MARKET

**ATACADÃO S.A.** (B3: CRFB3) ("Grupo Carrefour Brasil" or "Company") further to the Material Fact disclosed on November 24, 2020, hereby announces to its shareholders and to the market in general the creation of a Diversity Committee and its commitment to uphold a zero tolerance policy for racial discrimination.

An External Free Expression Committee on Diversity and Inclusion ("Committee") to advise Carrefour Brasil, has been formed in a free and independent manner, on guidelines and actions against racism in all its units. The Committee is composed of Rachel Maia, Adriana Barbosa, Celso Athayde, Silvio Almeida, Anna Karla da Silva Pereira, Mariana Ferreira dos Santos, Maurício Pestana, Renato Meirelles and Ricardo Sales.

The Committee indicated that, as a sign of respect for the death of João Alberto Silveira Freitas, all Carrefour stores should be closed this Thursday (November 26) until 2 pm and will reopen with a minute of silence. The entire profits made on the 26th and 27th of November will be reverted to actions directed by the Committee, and will come on top of the previously-announced R\$25 million contribution and to the profits made on the 20th of November, National Black Awareness Day.

During this period, all employees will undergo further training to increase awareness in the fight against racial discrimination. The Carrefour unit in the Passos D'areia neighborhood in Porto Alegre will be closed on November 26th.

Below are the initial measures elaborated by the Committee and which will be put into practice by Carrefour to reinforce those already adopted:

1. Adopt a policy of zero tolerance for racism and discrimination for reasons of race and ethnicity, origin, social status, gender identity, sexual orientation, age, disability and religion throughout Carrefour and across its supply chain, as established in the Federal Constitution and in different Brazilian laws and in international agreements recognized and signed by the country.

A clause to combat racism will be inserted in all contracts with suppliers and proven non-compliance will result in the termination of the contract. Suppliers that already have this clause in contract will be valued.

2. Immediately start the radical transformation of Carrefour's security model, internalizing the teams of the three stores in the city of Porto Alegre with support from ICTS Brasil, a specialized company, and establishing strict recruitment and

training rules to deeply transform the security team. These will benefit from guidance and support resulting from partnerships with organizations recognized within the Black movement for combatting all types of discrimination and violence against human rights and, more generally, structural racism.

Carrefour will maintain regular human rights education actions for all its employees and will demand that its suppliers, especially in the security field, also do so, in partnership with recognized organizations representing the black movement.

Regular surveys will allow monitoring of this human rights education, identifying opportunities and making adjustments if and when needed.

Revision of the validation model for outsourced security companies and of procedures together with private security and transport associations.

The practice of training, selection and recruitment based on values of respect and human rights will be applied and monitored throughout Carrefour's supply chain.

3. Publicize a Zero Tolerance Policy for all types of discrimination in a clear, conspicuous and permanent manner, with training of all employees in all units of Carrefour.
4. Offer differentiated qualifications for 100 black men and women per year to accelerate their careers within Carrefour, allowing them to reach leadership positions more quickly.

Annual goals will be set for the training and advancement of black people's careers in various parts of Carrefour. This will include specific goals for leadership positions.

There will also be specific measures for the engagement of black health and psychology professionals to support the development of black people in leadership positions, interns and trainees.

5. Support for educational institutions throughout the country for the professional training of young black men and women.

Investment in three areas of impact for the black population, especially women and young people: Education, Labor market and Entrepreneurship.

6. Hiring of approximately 20,000 new employees per year on a gross basis, respecting the racial representation of the population of each state of the country, but with a minimum percentage of 50% of blacks among new hires.

Support the process of racial literacy for the correct development of the Brazilian Demographic Census.

7. Implementation of a digital device to report domestic violence or racist acts against women on the Carrefour's website and applications, ensuring anonymity, for subsequent referral to competent entities.
8. Creation of an Entrepreneurship Accelerator in the community around the Porto Alegre stores.

These commitments, which follow the guidelines of the Committee, will not bring João Alberto Silveira Freitas back to life, but Carrefour Brasil hopes that these measures will be an important step on a long road in the fight against racial discrimination. Carrefour intends to communicate again in 15 days with a detailed plan for guiding and supporting the forementioned actions.

Grupo Carrefour Brasil reinforces its commitment to transparency in the disclosure of information and will keep its shareholders and the market in general informed about the next actions related to this topic.

São Paulo, November 25, 2020.

**Atacadão S.A.**

Sébastien Durchon

Chief Financial Officer and Investor Relations Officer

Grupo Carrefour Brasil