

GPA
Grupo Pão de Açúcar

Annual and **Sustainability Report** 2024

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GPA
Grupo Pão de Açúcar



Employee of Pão de Açúcar

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About this **Report**

Our 2024 Annual and Sustainability Report[1] embodies the corporate commitment to transparency and accountability to the market and society. The document expresses our commitments, progress and challenges for the year – the same period considered in the financial statements –, along with financial and non-financial indicators, in accordance with the documents submitted to the Brazilian Comissão de Valores Mobiliários - CVM (Securities and Exchange Commission), based on the 2021 Standards of the Global Reporting Initiative (GRI) and metrics from the Sustainability Accounting Standards Board (SASB). Additionally, the preparation of the report was also guided by aspects of the Task Force on Climate-Related Financial Disclosures (TCFD) and guidelines from the International Integrated Reporting Framework (IIRC). The information, in line with the scope and reporting period of the financial reports, refers to the activities of all our businesses (Grupo Pão de Açúcar – GPA CBD), including Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh. **GRI 2-2 | 2-3**

From 2024 onwards, we adopted the methodology recommended by GRI to consolidate the quantitative data in this Report, which covers the period from January 1 to December 31, 2024.
GRI 2-3 | 2-4

This Report was subject to limited assurance by Deloitte Touche Tohmatsu Auditores Independentes Ltda. and its preparation was monitored and approved by the Executive Board of Human Resources, Sustainability and Communication, the Board of Investor Relations and the Board of Directors, which ensured the adoption of international standards recognized by the market. Its content was defined based on a materiality process updated in 2024, which identified the most relevant topics in the assessment of our audiences, with final approval from the Board of Directors.
GRI 2-5 | 2-14

To send comments, questions or suggestions regarding this publication, please use the channel comunicacao.corporativa@gpabr.com. **GRI 2-3**

Good reading!



Employee of Extra Mercado

1 Report published on April 30, 2025.



Corporate headquarters reception

2

Message from the leadership

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Message from the **Board of Directors**

GRI 2-22

2024 was marked by the delivery of the first three years of the turnaround process. The results of that movement reveal the assertiveness of the strategy established, which prioritizes multichannel performance, focusing on the premium format, with the expansion of proximity businesses, the improvement of operational indicators, the reinforcement of own brands and the resumption of the customer as the center of decisions. All actions taken by the management provided a return on sales growth and profitability, in addition to reducing financial leverage.

In March, after approving the increase in share capital, with the issuance of common shares in a subsequent share offering (follow on), GPA became a company without a controlling shareholder (the French group Casino now holds a 22.5% stake), having its shares distributed among several shareholders.

The commitment to ESG practices is part of the business strategy, including adding economic and socio-environmental attributes to the Company's results indicators. Priority topics include increasing the presence of women in leadership positions and reducing greenhouse gas emissions.

The business planning for the next three years, 2025-2027, remains focused on the six priority pillars that will guide the Company's strategy. It will support consistent and continuous delivery of results, centered on the resumption of profitability and efficiency of operations, excellent customer service, and sales growth, without neglecting the principles of business sustainability as a guiding principle.

The Board of Directors reaffirms its confidence in that planning, guiding and supervising management decisions to improve corporate governance, as well as to keep the delivery of long-term results in an efficient and sustainable manner.

Board of Directors



Corporate headquarters facade

"All actions taken by the management provided a **return on sales growth and profitability,** in addition to reducing financial leverage."

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Message from the **Executive Board**

GRI 2-22

We have reached the year that marks the delivery of the first three years of the GPA turnaround project. We concluded this stage of our recovery process with a sense of duty fulfilled and having exceeded all our expectations, confirming the resilience and potential of our Company and our people. Although 2024 was marked by a more challenging macroeconomic context than expected, we were able to overcome adversity and achieve exceptional results, based on our six strategic pillars: sales, customers, digital, expansion, profitability and ESG and culture.

There were many relevant milestones and advances, which placed the Company on a new level. To name a few: we have evolved our multichannel strategy, consolidating the transformation that began in 2023, with the migration of 100% of orders for separation and delivery from our distribution centers to our stores. Thus, we achieved record penetration results and were able to achieve increasingly faster delivery times, in line with the expectations and needs of our customers. We continued our expansion plan, focusing on proximity stores in the State of São Paulo, especially under the Minuto Pão de Açúcar brand. We delivered 60 new units this year.

This year, we replicated the category management and inventory adjustment work carried out in the previous year at Pão de Açúcar for Extra Mercado stores, and we now have the right product, in the right store, with the right quantity, reducing losses and ensuring the satisfaction of our customers. Another highlight was our retail media business, with the sale of advertising space in our stores and the monetization of our digital assets.

We consolidated the value proposition of our brands with the launch of the campaign Você Feliz é Tudo de Pão ("You Happy is All We Want"), rescuing the essence of happiness, expressed in the DNA of Pão de Açúcar, reinforcing that the brand is always present in customers' special moments. At Extra Mercado, we launched Mais que mais barato ("More than Cheaper"), highlighting features that go beyond savings, such as shopping experience, quality, variety and excellent service, positioning the brand as the best supermarket in the neighborhood.

Our passion for the customer, one of the Group's values, has reflected positive results, with the evolution of consumer satisfaction, measured by the Net Promoter Score (NPS), which had an incredible improvement, jumping from 72.6 points in January to 80 points in December 2024.

Our initiatives in the environmental, social and governance pillars continued to be improved. In the social sphere, the Instituto GPA stands out, with the expansion of the Mãos na Massa ("Hands On") program, aimed at training and income generation in the food segment. We reached the mark of 49.6% of women leaders, in line with the target of 50% by 2025. We signed the Raça é Prioridade ("Race is a Priority"), Elas Lideram ("They Lead") and Transparência 100% ("100% Transparency") Movements, carried out by the UN Global Compact in favor of racial equity, gender equity and corporate governance, respectively. And we have also renewed our commitment to tackling climate change with the goal of reducing greenhouse gas emissions by 70% by 2040.

Also this year, as a reflection of the Company's new moment, we renewed our culture, based on listening to and researching our employees, business partners, the market and society. We maintained our purpose of "Feeding dreams and lives", focusing on respect for people and food, anchored in a new mission and new values aligned with the Group's essence.

We invest in our employees through development and training programs – with more than 689 thousand hours of training per year – and internal opportunities for professional growth. We continued our affirmative internship for black people, with a record of more than 1,600 applicants, and relaunched the Trainee Program, after more than ten years.



This is a time to celebrate all the progress made in this first three-year period, and to thank our employees, who trust in our proposals and help us build a new GPA, our partners and suppliers, who believe that together we can go further, and the Board of Directors, for all the guidance and support in our decisions.

We remain optimistic, starting 2025 at a new level for the Company. We are strengthened by the assertiveness of the strategy adopted, which will continue to be based on our six pillars, focusing on accelerating gains, working every day to deliver the best results for our shareholders and, most importantly, the best shopping experience for our customers.

Marcelo Pimentel - CEO of GPA



Employee of Minuto Pão de Açúcar

3 Identity

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Corporate **profile**

GRI 2-1 | 2-6 | 2-15

As one of the largest food retail companies in Brazil, where we began our journey in 1948, we are proud to be part of the lives of millions of people. Formally named Companhia Brasileira de Distribuição, we are a publicly traded company, with 490,286,016 shares, of which 94% are freely traded on B3 – Brasil, Bolsa, Balcão (free float).

In 2024, we were present through our physical stores in 11 states and the Federal District, in addition to our websites and applications, with different formats, serving audiences of the most diverse profiles, whose needs we seek to anticipate through the continuous identification of consumption and behavior trends.

We have brought together a committed team of 39,320 employees, who work in our 726 stores under the Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh store brands. Our structure comprises ten distribution centers and warehouses, in addition to the administrative headquarters, located in the capital of São Paulo.

We are pioneers in the country in the sale and development of our private labels and exclusive brands: there are 2,230 Qualitá, Taeq, Club des Sommeliers and Pra Valer products recognized by customers for combining quality and economy.

We work daily to build a solid and sustainable future, focused on the evolution of the Brazilian food market, growing and keeping profitability and sustainability at the center of our strategy.

Present in **11 states** and the Federal District

726
stores under the Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh store brands

39,320
employees

490,286,016
shares, of which **94%** are freely traded on the B3

Focus on the **evolution of the Brazilian food market**

2,230
Qualitá, Taeq, Club des Sommeliers and PraValer **products**

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GPA culture

The year 2024 was marked by an important chapter in our culture, of renewal and strengthening of our values and alignment around the purpose that drives us: Feeding dreams and lives.

Our goal is for culture to be the guideline that leads us in the search for more inclusion, sustainable results and positive impact in everything we do. Our new culture was built collectively. We listen to our thousands of employees through structured research using the Great Place to Work methodology, in workshops, focus groups and interviews. Once the process is complete, we make clear where we are and our ambition, communicating the changes to 100% of our teams.

Our purpose, mission and values apply to all brands and guide our corporate culture.

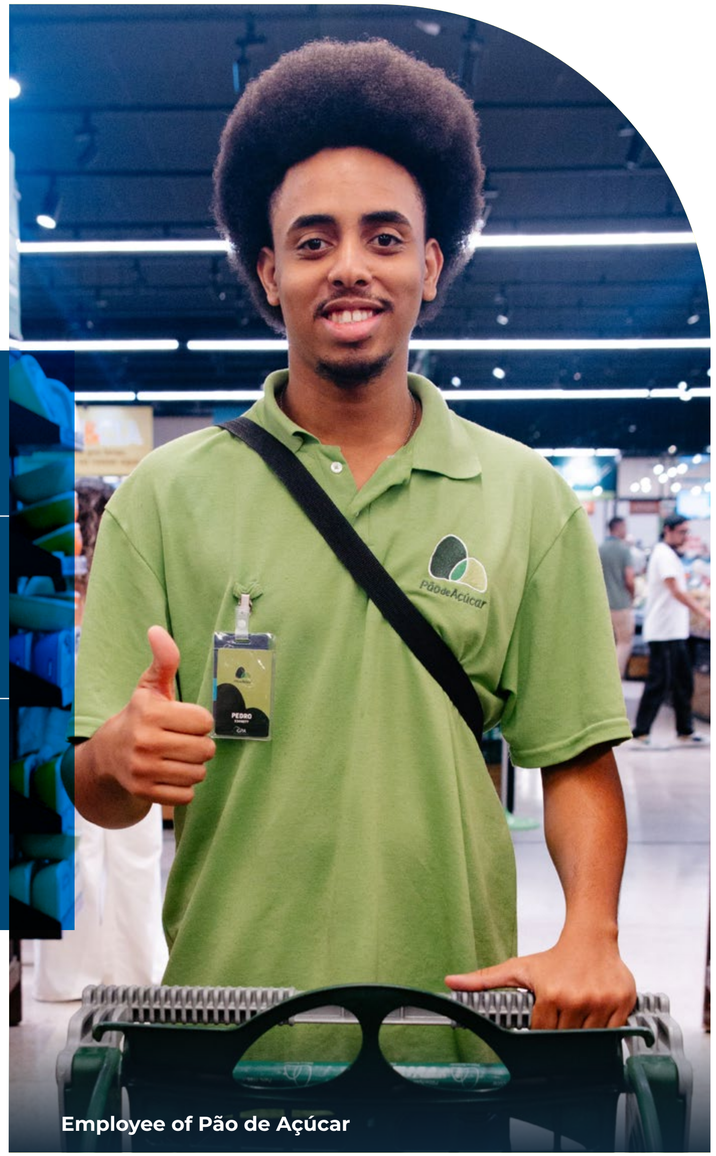
PURPOSE
Feeding dreams and lives.

MISSION
To be the reference in food retail for the experience it promotes, for its strong and admired brands and for the results it presents.

VALUES
G ood and happy people
P assion for the customer
O wner attitude

Our **main product is food**, and our **business** is **made by people for people**.

With the *Gente Boa e Feliz*, ("Good and Happy People") value, we seek to promote a work environment with competent and motivated people who can feel heard and respected. *Paixão pelo Cliente* ("Passion for the Customer") expresses our goal of delighting them, offering an excellent experience. As for *Atitude de Dono* ("Owner's Attitude") reflects the responsibility of each individual and the pursuit for results.



Employee of Pão de Açúcar

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Brands

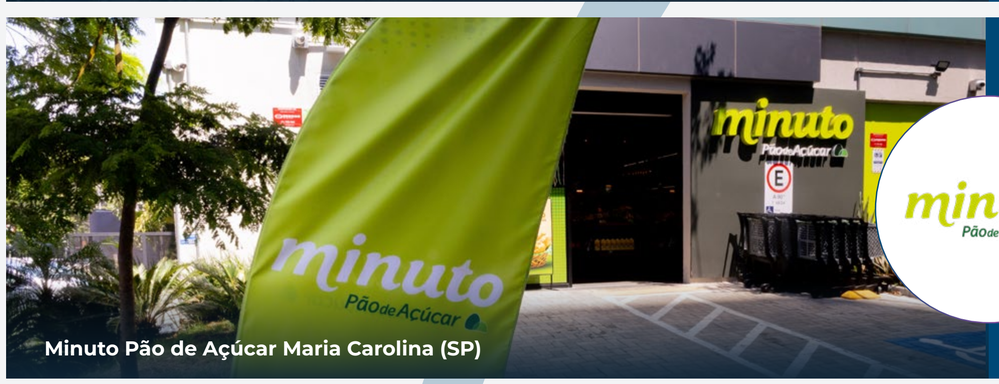
GRI 2-6



Pão de Açúcar Ricardo Jafet (SP)

PÃO DE AÇÚCAR

A premium supermarket format, Pão de Açúcar offers customers everything from basic products to more sophisticated items. The network is a reference in innovation and in adopting concepts of health and sustainability. It also stands out for its pioneering spirit, with launches and services that include the presence in stores of consultants and assistants specialized in wines, coffees and cheeses.



Minuto Pão de Açúcar Maria Carolina (SP)

MINUTO PÃO DE AÇÚCAR

With personalized services and support, Minuto Pão de Açúcar is our premium proximity store format. It offers a differentiated assortment and an environment that combines practicality and convenience, focusing on serving customers in the surrounding area with the quality and trust of the Pão de Açúcar brand.



Pão de Açúcar Fresh João Dias (SP)

PÃO DE AÇÚCAR FRESH

Pão de Açúcar Fresh specializes in fresh and perishable food, and includes common, organic and exotic items, as well as ready-to-eat and ready-to-go fruit and vegetable options.

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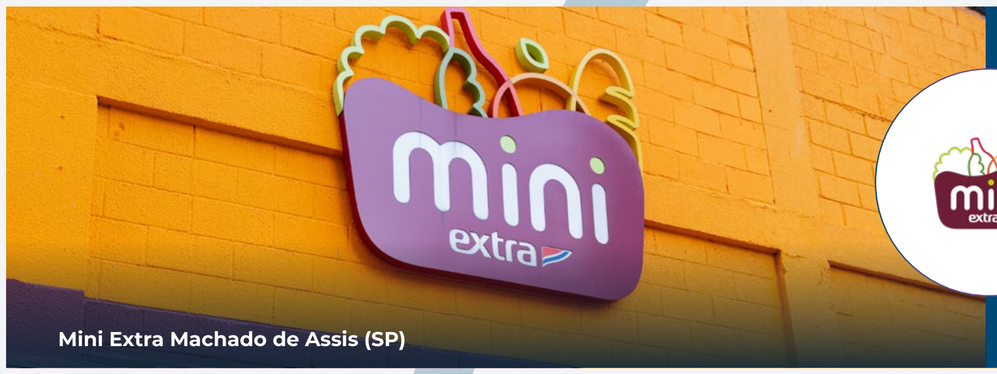
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Extra Mercado Ricardo Jafet (SP)

EXTRA MERCADO

Extra Mercado is our mainstream supermarket, with attractive prices, quality products, good service and shopping experience. To this end, it has a varied and complete range for everyday use, with quality products that offer greater savings.



Mini Extra Machado de Assis (SP)

MINI EXTRA

With Mini Extra, we seek to meet the needs of our customers' everyday lives, with a wide range of basic and perishable fresh products, at competitive prices and with close service.

ALIADOS MINI MERCADO ("MINI MARKET ALLIES ")

The B2B (business to business) business is aimed at small neighborhood store owners, to supply those stores with consumer products in a partnership model.

Our private labels and **exclusive brands**

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Qualitá

Our private label and exclusive brand to offer products committed to quality and guaranteed best price. To this end, Qualitá items undergo a rigorous standard of supplier selection, factory and social audits, and sensory tests, comparing the product with leading brands in the segment before they can reach the shelves of our stores. It is one of the best-selling food brands in Brazil, found only in our stores.



taeq

Largest private label and exclusive brand for healthy food in Brazil. Created in 2006, it focus on simplifying and democratizing the world of health and delivering sustainability in practice.



CLUB DES SOMMELIERS

Wine brand with award-winning labels in national and international competitions, making it easier to choose when purchasing.



Pra valer

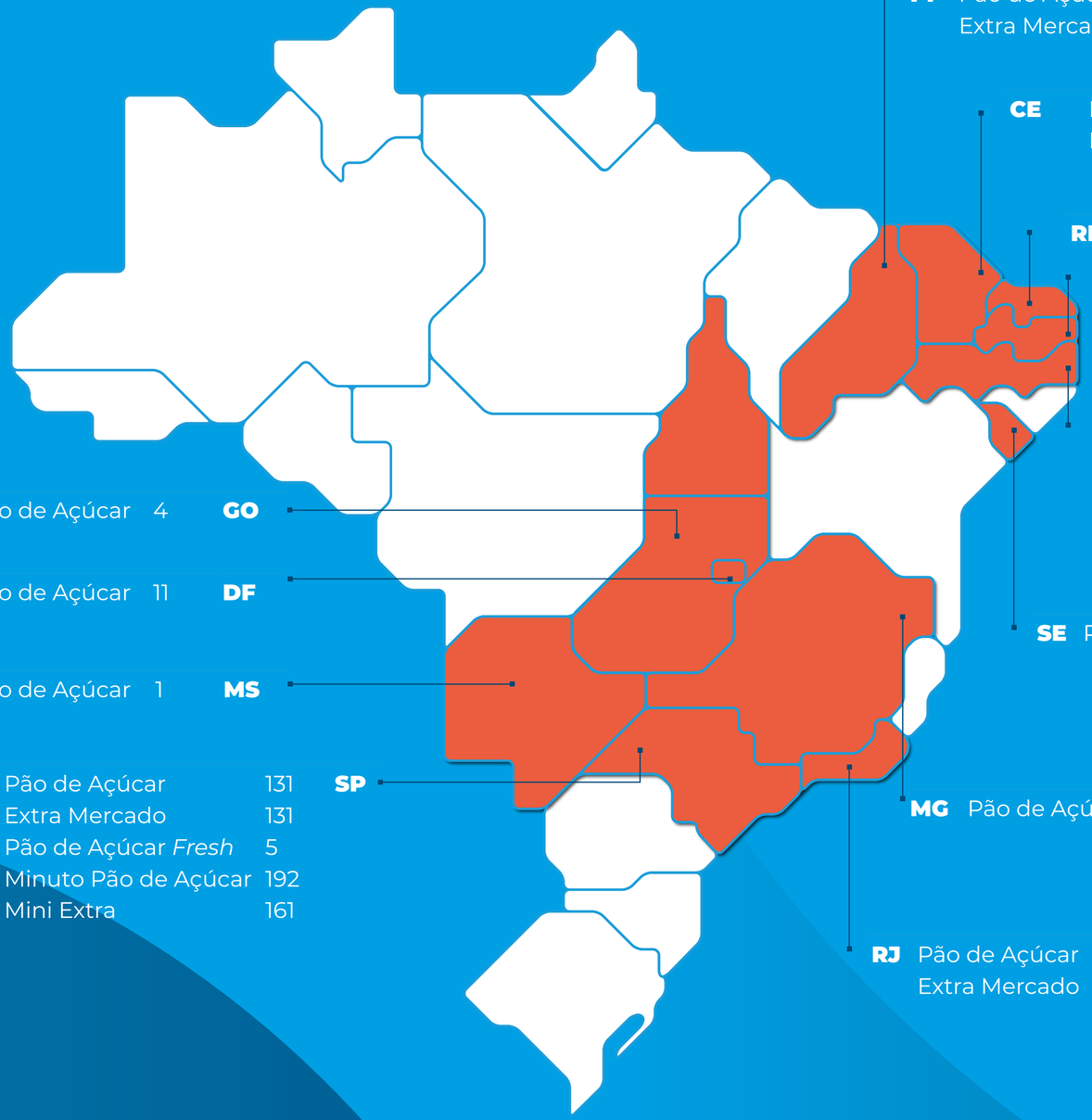
It is one of our private labels and exclusive brands, designed to provide customers with savings with fair quality, ensuring excellent value for money.

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Area of **activity**

GRI 2-6

We are present in 11 states and the Federal District with valuable and recognized brands in Brazilian food retail.



PI Pão de Açúcar 4
Extra Mercado 1

CE Pão de Açúcar 11
Extra Mercado 1

RN Pão de Açúcar 1

PB Pão de Açúcar 2
Extra Mercado 1

PE Pão de Açúcar 3
Extra Mercado 6
Minuto Pão de Açúcar 8

SE Pão de Açúcar 1

MG Pão de Açúcar 1

RJ Pão de Açúcar 20
Extra Mercado 30

Pão de Açúcar 4 **GO**

Pão de Açúcar 11 **DF**

Pão de Açúcar 1 **MS**

SP
Pão de Açúcar 131
Extra Mercado 131
Pão de Açúcar *Fresh* 5
Minuto Pão de Açúcar 192
Mini Extra 161

726* Stores

*One store under analysis/conversion.



Leaders Meeting held in September/24

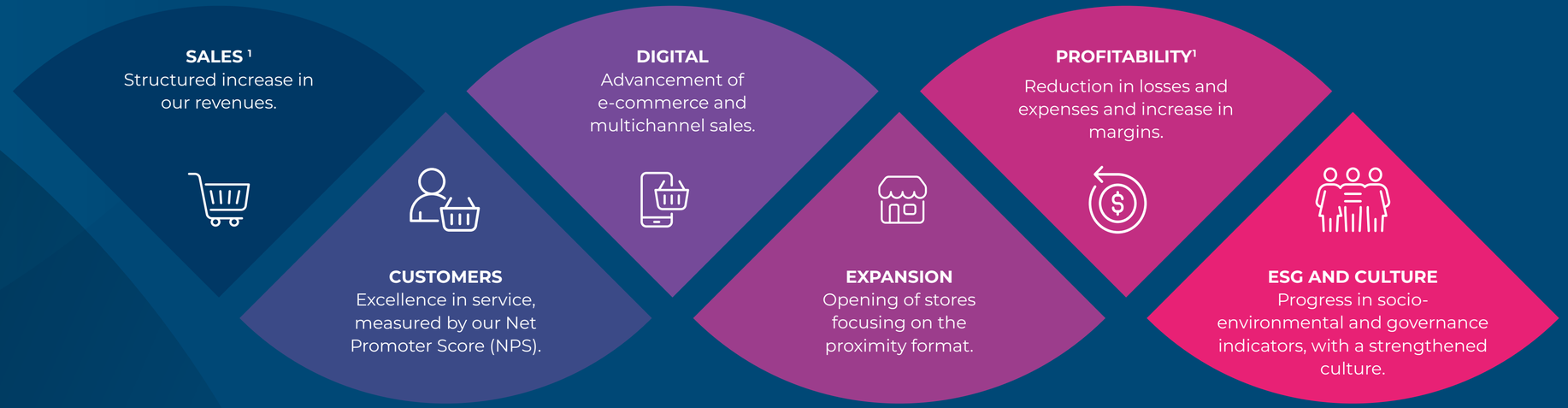
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Corporate **Strategy**

2024 marked the end of the first three years of the turnaround project (restructuring), in which planning remained focused on strengthening and making the business profitable, improving the customer experience, developing employees and committing to society. The six strategic pillars that guide initiatives and decision-making are:



To ensure team alignment and engagement, we communicate objectives, achievements and challenges to all employees in a transparent and comprehensive manner, also through goal panels that can be monitored throughout the year.

We have outlined our planning for the 2025-2027 three-year period preserving those pillars. Our goals include sales growth, with profitability and market share gains, focus on premium customers, strengthening digital channels, continuing to expand proximity stores in the State of São Paulo, consolidating our internal culture and evolving our ESG commitments.

1 Financial data in line with the documents submitted to the CVM.

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Sales

GRI 3-3 – Responsible and safe products

In 2024, we recorded gross revenue of R$20 billion, a growth of 4.6% compared to the previous year. The achievement reflects the improvements made in stores over the last three years, the advancement of our digital operation, the strengthening of our relationships with industry partners and efforts to reduce breakages (loss of merchandise resulting from damage, theft and expiration, among others).

The previous year, we had reviewed the assortment of Pão de Açúcar stores to ensure the availability of products in accordance with the consumption behavior of each region. In 2024, we carried out category management and inventory reduction work at Extra Mercado.

We also launched a tool to monitor breakages and carried out campaigns to tackle them in stores. We used our mascot Papa-Quebras (“Breakage Buster”) and incentive actions for the teams in the units, rewarding 109 teams that contributed to reducing breakages in their stores.

We continued the Perishable Models project to leverage the concepts that are the main market trends and that generate customer loyalty. In 2024, perishables at Pão de Açúcar represented a 49% share of sales.

The main initiatives are focused on evolving our customers’ experience, with a wide variety of assortment, freshness and quality in the store and on the website, aiming to guarantee excellence in the complete chain cycle.

Focusing on service, we opened seven new Empórios de Frios (“Cold Cuts Emporiums”), with a pleasant environment and differentiated service. We closed 2024 with 56 stores under the Pão de Açúcar (53 stores) and Extra Mercado (three stores) brands. At Pão de Açúcar, we expanded the number of cheese attendants, reaching 30 stores with their service and curation. At Extra Mercado the focus is on offering beef and bakery items to the neighborhood, with adequate assortment, quality and freshness.

The bakery is a major differentiator in the Pão de Açúcar brand. On International Happiness Day (20/03) we launched Pão da Felicidade (“The Bread of Happiness”), an exclusive recipe that aims to convey the essence of the brand. Another line strengthened in 2024 was the Padaria Rústica (“Rustic Bakery”), a concept in which we were pioneers in implementing and innovated with new flavors. Also aiming at innovation, we launched dishes such as Oniguiri do Pão, sushi cake and shimeji temaki, which were sold on Pão de Açúcar’s anniversary.



Employee of Pão de Açúcar Fresh

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Social product Taeq and Amigos do Bem

The search for practicality has become essential in modern life, especially with consumers' busy routines. The demand for ready-to-eat categories that offer convenience is growing and reflects the need for quick and efficient solutions in the kitchen. Furthermore, it is essential that the range of practical foods keeps focusing on healthiness, ensuring that customers can make nutritious choices even in the midst of a busy everyday life.

Always seeking to innovate in the digital environment, we launched the Plataforma do Queijo ("Cheese Platform") with content, curation of this category and sales actions with the main suppliers. We also highlighted Tá na Safra ("In Season") to promote the main products with greater availability in the period for fruits, vegetables and greens (FLV in Portuguese). The Plataforma do Churrasco ("Barbecue Platform") continues to be a relevant category at Pão de Açúcar, advancing in actions with the main suppliers.

The Qualidade Desde a Origem - QDO ("Quality from the Source") Program was relaunched during Sustainability Week, with lectures on retail and food safety (learn more on page 93), engaging suppliers of FLV, eggs, beef and pork in the main concepts of the program.

23% of our total sales were from our private labels' and exclusive brands' products, which are strategic to our business

PRIVATE LABELS AND EXCLUSIVE BRANDS **GRI 2-6**

Our private labels and exclusive brands – Qualitá, Taeq, Club des Sommeliers and Pra Valer (see page 12) – are strategic for the business, offering products that contribute to customer loyalty, increasing recurrent purchases.

During the year, sales of these products increased by 3.9%, which corresponds to 23% of our total sales. We are pioneers in Brazil in the trade and development of this segment, which is recognized by customers for combining quality and economy, thus meeting their needs.

In 2024, we launched over 260 products. Qualitá gained a new visual identity and redefined its lines with a segmented portfolio in the Home, Care, Baby, Pet and Fresh divisions, to attract different customer profiles. Reinforced by the slogan Viva suas boas escolhas ("Live your good choices"), more than a thousand Qualitá products were launched or relaunched with new packaging and revised recipes and ingredients.

Qualitá was also a highlight in awards and commercial campaigns, standing out in the Paladar ranking, by the newspaper O Estado de S. Paulo, in 1st place in some products with blind testing with experts. With its lines it also competed for the ABRE Brazilian Packaging Award.

We also launched the Satisfação Garantida ("Guaranteed Satisfaction") campaign, which invited customers to try the Qualitá brand and, if they didn't like it, they could receive a voucher equivalent to the value of the product. The campaign was valid for purchases made in GPA physical stores, on websites and apps. The result was so positive that it was a campaign, but became a commitment to customers.

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PARTNERSHIPS GRI 2-29

We consolidated our relationship with the industry, strengthening partnerships through Joint Business Plan (JBP) and Joint Value Creation (JVC). These collaboration processes with partners make us better prepared for launches, campaigns and seasonality, among other aspects, generating more value for the business. In 2024, there were over 400 launches from industry partners in our stores, expanding negotiation potential.

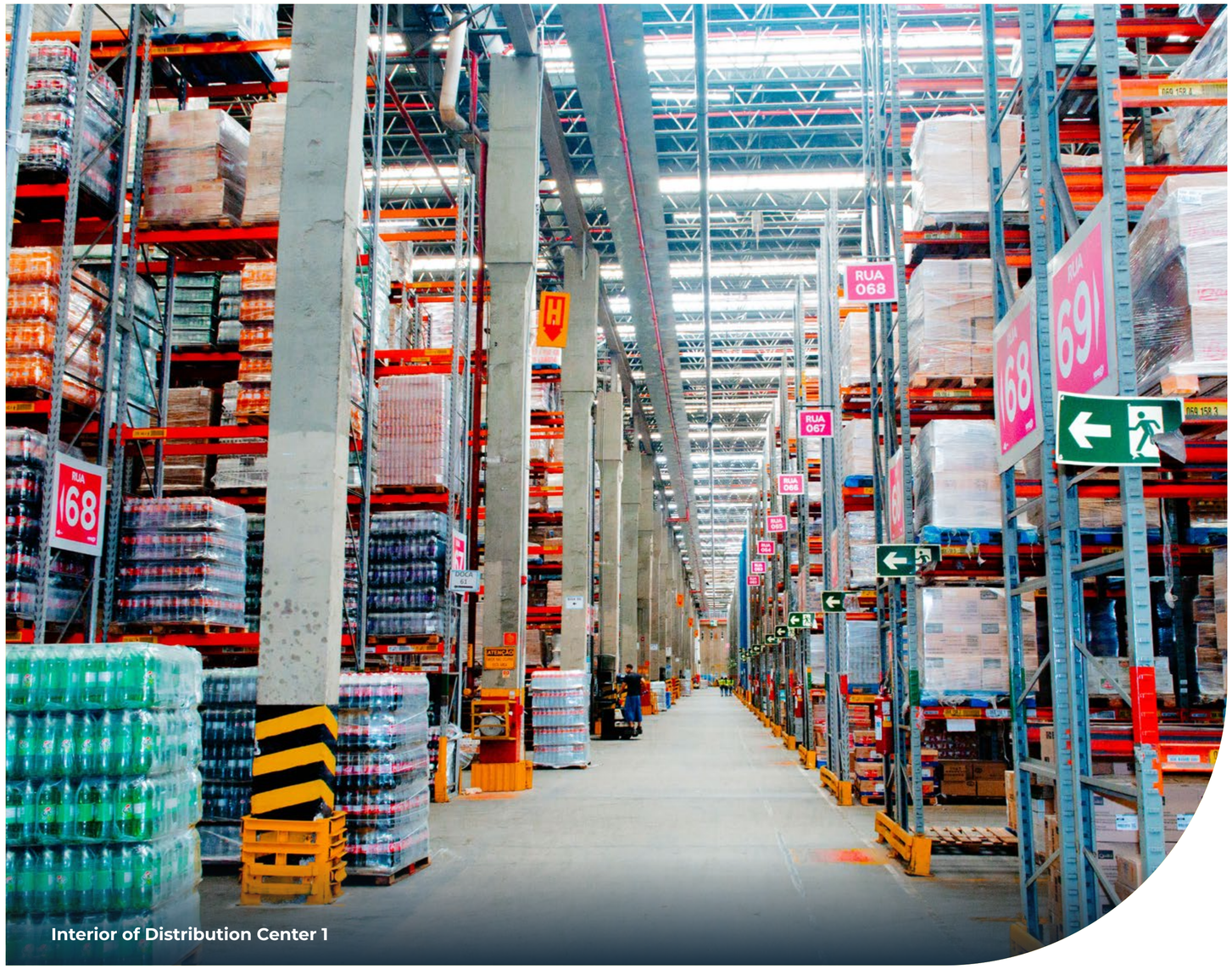
Our retail media channel, the focus of our strategic performance and potential partnership with the industry, more than doubled revenue from campaigns and products in 2024, registering an increase of 157.4% compared to the previous year.

Another action that was part of our strategic projects was the promotional efficiency front, which, through the use of machine learning, allowed us to more assertively target the most attractive promotions for our customers. The project was fundamental for expanding our margin, even in the face of a challenging macroeconomic environment.

In terms of logistics, we have improved scheduling at our distribution centers, optimizing the number of vehicles awaiting loading and providing industry suppliers with greater predictability regarding deliveries, evolving our joint operations.

Our expansion plan, focused on the State of São Paulo, also contributed to the reduction of logistics costs, with gains in scale for our commercial partners.

We value our activities through **joint action with the industry** and through **efficient logistics**.



Interior of Distribution Center 1

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Customers

GRI 2-29 | 3-3 – Customer Relationship and Satisfaction

Passion for the customer is a value and one of our strategic business pillars. We work to promote the best shopping experience in our stores, websites and apps, and we invest in training our employees to continuously improve the shopping journey.

The satisfaction of our consumers is measured using the Net Promoter Score (NPS) methodology, in which, on a scale of 0 to 10, our customers respond with how likely they are to recommend our stores to friends, colleagues or family. In 2024, the result exceeded expectations: 80.4 points across all store brands, nine points above that recorded in the previous year, which reflects the improvements applied in the stores. We also measured the satisfaction of our online customers throughout the entire purchasing journey and kept a Customer Service Center (Casa do Cliente “Customer House”) for all audiences.

In 2024, as part of the Excelência em Atendimento (“Service Excellence”) program, we recognized 34 employees with the Crachá Dourado (“Golden Badge”), a symbol that highlights the good practices developed and serves as inspiration for everyone. To receive the gold badge, employees submit inspiring service stories, which are assessed by committees. Those selected participate in the Reunião Mensal de Resultados - RMR (“Monthly Results Meeting”) and in a lunch with the Executive Board.

80.4

NPS points across all store brands, nine points higher than the previous year



Customer at the checkout in Extra Mercado

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SHOPPING EXPERIENCE

Throughout the year, we seek to improve the shopping experience through the customer journey. We have identified the steps most likely to generate friction and analyzed the main customer demands and levels of criticality. Based on the diagnosis, we create multidisciplinary teams to design and implement solutions. In 2024, we prioritized ten initiatives, including the redesign of the self-checkout journey. Aspects for improvement in usability and accessibility were identified, and solutions were proposed to make purchasing faster and more intuitive. Other actions taken included reducing the occurrence of price differences between the shelf and the checkout, increasing the availability of Never Be Out (NBO) items – essential in the store's assortment – and improving the quality of perishable products.

In online sales, we recorded and addressed opportunities for improvement in the digital journey, such as delivery delays and item unavailability. By doing so, we seek to integrate humanized technology, environment, concept and premium experience, aiming to transform the multichannel journey of our base.

Another experience offered to customers is the Arena do Pão, held at Riviera de São Lourenço, in Bertioga (SP). More than 900 Pão de Açúcar Mais customers participated in activities such as walking, running, functional training, beach tennis, beach volleyball and footvolley during the summer. In winter, Arena do Pão was held in the city of Campos do Jordão (SP) with running, walking, functional training and children's recreation for Pão de Açúcar Mais customers, provided by physical education professionals.

CORRIDA DO PÃO DE AÇÚCAR ("PÃO DE AÇÚCAR RACE")

In 2024, we celebrate the event's 30th anniversary, bringing together more than 15 thousand participants. The Race covered routes of 3 kilometers (walking), 5 kilometers and 10 kilometers, encouraging people to adopt a healthier and more active lifestyle. The circuit has established itself as one of the most traditional and renowned races in the city of São Paulo, reaching a diverse audience and materializing one of the brand's main objectives: promoting health and well-being. The event was held on September 29, starting at the Obelisco do Ibirapuera, in São Paulo. We also partnered with the NGO Amigos do Bem ("Friends for Good"). In addition to being present on the day of the event, the NGO invited all of our employees who participated in the race to donate one kilo of non-perishable food on the day of the kit collection, raising 1.7 tons of food.



Participants of the *Corrida Pão de Açúcar* celebrate the finish line

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Images of the Extra Mercado campaign

BRAND PRESENCE

2024 was marked by the strong resumption of the value proposition of the Pão de Açúcar brand, aiming at being recognized as the best premium brand in food retail, present in the various moments of customer happiness.

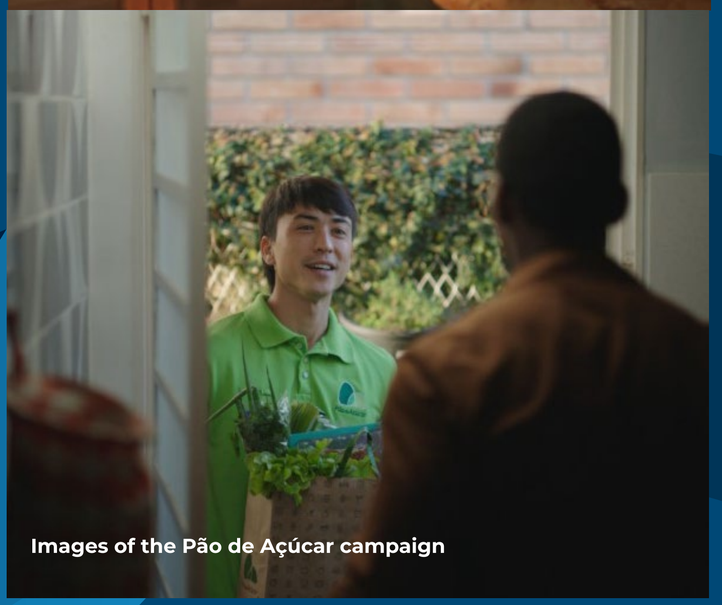
We launched the campaign Você feliz é tudo de Pão, which brings happiness back to the core of our brand and emphasizes our commitment to putting the customer at the center of everything we do. By establishing an emotional connection, we show that Pão de Açúcar is a place of happy people, who are happy to serve and provide customers with the best service, quality, variety and a unique shopping experience.

The campaign permeated all communication throughout the year on digital channels, television, out of home media and social networks, with influencers, as well as customer relationships (Customer Relationship Management – CRM).

We also launched the institutional campaign for the Extra Mercado brand, with the slogan Mais que mais barato, highlighting features that go beyond savings, such as shopping experience, quality, variety and the best service.

The Extra Mercado brand has undergone repositioning to stand out as the best neighborhood supermarket with competitive prices, quality perishables, good service and a new in-store experience. For 2025, we plan to relaunch Clube Extra, the brand's loyalty program, providing consumers with even more benefits.





Images of the Pão de Açúcar campaign

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MAIS BLACK CUSTOMERS

Pão de Açúcar Mais, the brand's loyalty program, has different categories of customers according to certain criteria, such as frequency and volume of purchases: "Mais", "Mais Gold" and "Mais Black". The program closed 2024 with a 28% growth in registered customers, compared to last year. 99% of the Gold and Black customer base is active.

Throughout the year, we aimed at providing differentiated experiences to customers in the Mais Black category, who are offered benefits such as advance offers, biweekly discounts on butchers or fruits, vegetables and greens , free shipping on purchases over R$99, as well as exclusive experiences. Among those carried out in 2024, the following stand out:

Andrea Bocelli: in partnership with Jack and Coke (Coca-Cola), we provide Mais Black customers and their companions with the opportunity to attend the show by Italian tenor Andrea Bocelli at Allianz Parque, in São Paulo (SP).

Argentina: a group of Mais Black customers who subscribe to the Viva Vinhos club, accompanied by wine segment influencer Rodrigo Ferraz, embarked on a unique experience at the Zuccardi winery, in the Uco Valley, in Mendoza, Argentina.

Trivento Wines: in partnership with Trivento, Pão de Açúcar held an event in São Paulo to launch special labels from the Argentine winery. Selected Black customers and their companions participated in an authentic Uruguayan grill gastronomic experience paired with Trivento wines.



Mais Black customers in the trip to Mendoza, in Argentina

The House of Suntory: Pão de Açúcar took Mais Black customers, with companions, to the event at the Casa Japonesa museum. The experience combined haute cuisine, cocktails, art and multimedia technology, immersing clients in Japanese rituals.

Rio Amstel: in May, Mais Black customers and their companions participated in the Amstel Floating Ferry experience on the Pinheiros River, where points of connection with São Paulo were celebrated, such as diversity, freedom, the electronic music scene and passion for soccer.

"It is something that we love a lot and that has completely marked our lives, a unique experience that we will certainly keep and tell many people about. And it was a very careful, delicate experience, thought out down to the smallest details. We felt extremely welcomed and embraced. It was really worth it!"

Ederson de Souza Brito and Ana Paula Lima Ribeiro, Black customers who participated in the trip to Mendoza, Argentina



Digital

GRI 3-3 - Technology, innovation and information security

The Digital pillar refers not only to sales on our digital channels, but to all technological solutions that bring more efficiency to operations. In this regard, we promote improvements in our systems and processes, with emphasis on the completion of the Move to Cloud project, and we encourage an environment of innovation across the board.

Our e-commerce has established itself as an important channel, with records in sales volume and profitability. In 2024, we recorded an 18.2% increase in our revenues resulting from this format, compared to the previous year, totaling R$2.2 billion in sales. This result demonstrates the assertiveness of migrating, in 2023, 100% of orders for separation and delivery from our distribution centers to our stores. The measure also boosted the sale of perishables in online channels. In the year, the reported share in this category was 35%. We also have a constant training schedule throughout the year, so that the selection of perishables is done as if the employee were the customer.

The positive results in our e-commerce refer to both sales on our proprietary channels (1P), where we are market leaders, and on partner platforms (3P), where we continue to lead sales of Mercado Livre, iFood and Rappi in the supermarket sector.

In 2024, we renovated around 30 digital spaces in our stores to improve the Clique e Retire (“Click and Collect”) experience for our customers when picking up their purchases in the physical store.

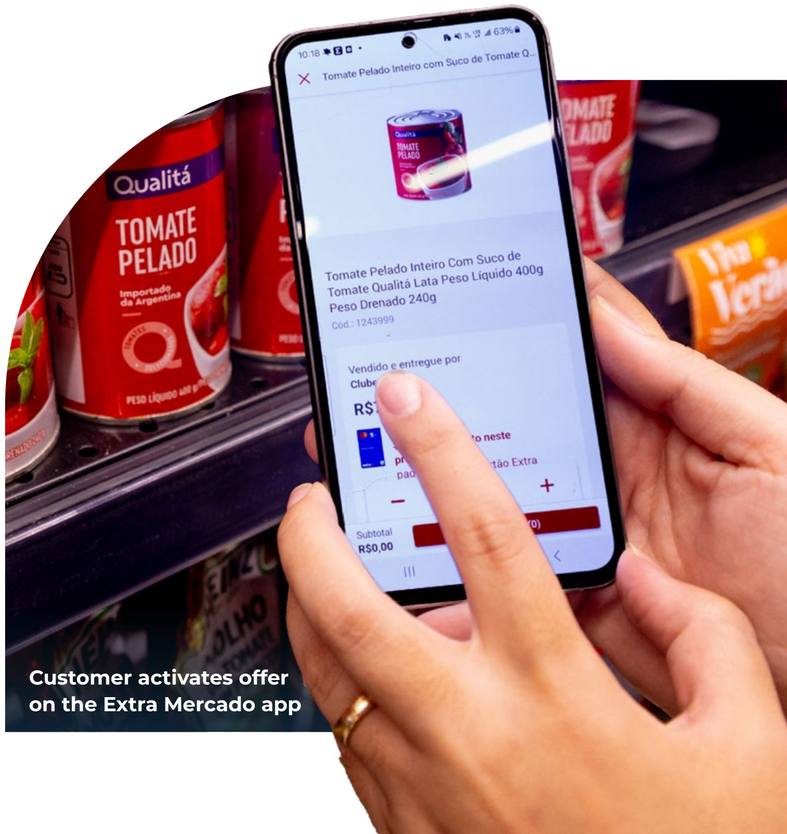
The performance of e-commerce during Black Friday, a promotional date held in November, deserves special mention: we reached our historic record for sales in a single day, registering an 18% growth compared to 2023, with improved margin. This result reflects the success of our planning and execution, ensuring an excellent experience for customers. The on-time delivery rate reached 89%, while the percentage of complete orders reached 91%, both with significant improvements year-on-year.

The increase in sales reflects consumer satisfaction with the improvements implemented in our platforms and applications, with significant reduction in the number of complaints recorded.

APPLICATIONS

We are continually working to improve the customer experience on our apps. In 2024, we completed the implementation of the Customer Data Platform tool, which enables us to personalize and segment offers, and we started creating mechanisms to ensure scalability. We have evolved the purchasing journey via app with improvements such as a repurchase list, which allows customers to redo their favorite purchases with fewer clicks; increased active assortment in the app for proximity stores; and self-service via the app, which allows answering basic queries. Continuing to improve the consumer experience in our applications will remain the focus in 2025.

Our **e-commerce broke sales records** on Black Friday



Customer activates offer on the Extra Mercado app

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Colaboradores(as) na sede corporativa

STIX

The Stix platform, a coalition program that we keep with RaiaDrogasil, works as a single points' portfolio in a nationwide network. Participants have unique advantages, such as collecting and exchanging Stix points at Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Pão de Açúcar Fresh, Mini Extra, Droga Raia, Drogasil, Sodimac, Polishop and C&A, making donations through the platform, sending Stix points between registered users free of charge, in addition to having clarity on the value of the points at the time of exchange, the expiration date on a fixed annual date and the free transfer of Itaú points to Stix.

In 2024, the new feature was PagStix in our stores, where customers can use their Stix points to get discounts on purchases. During the year, Stix launched collectible campaigns for WMF pots and Zwilling cutlery in Pão de Açúcar and Extra Mercado stores. In total, more than 3.8 million items from the catalog and 11.2 billion points were exchanged. Our registered customer base at Stix totals more than 3.1 million people.

INNOVATION

We value innovation in all areas and encourage everyone to participate in projects to this end. As a highlight, in 2024, we began formulating a center of excellence, the Escritório de Valor Agregado - EVA ("Added Value Office") to give visibility to our portfolio, linked to the return on investment of projects (ROI). The idea is to identify technology projects related to each area, monitor progress and assess whether the actions bring the expected results.

The year was also marked by a series of partnerships, mediated by Google. We expanded our relationships with technology companies, with considerable gains in the Financial, Registration, Assortment and Supply areas, among others. Examples include partnerships with GAVB, the innovation and technology arm of Grupo Boticário, for our store supply system; with CI&T, to improve the quality of our registration and assortment; and with Google itself, to integrate the company's search system into our apps.

Partnerships have also allowed the use of generative intelligence in the development of solutions. During the year, we developed a Automação Robótica de Processos - RPA ("Robotic Process Automation") project to reduce manual work in these areas.

In December, we built an automation sector in the Technology area that will be responsible for capturing opportunities for both automation using robotization and generative AI. The idea is to develop automations that will contribute to a better experience for the employee (HR Chatbot and Supply Chatbot, among others) and for customers (Chatbot App, Assortment Algorithms and Retail Search, among others). Throughout 2025, we intend to deliver automations that support the reduction of internal operational costs, new profitability, financial and experience captures (NPS).

We also followed up on projects started in previous years:

SIMPLIFICATION

The Simplificação Radical ("Radical Simplification") project aims to centralize and simplify the services offered to our employees and service providers. We seek to concentrate in a single repository platforms, applications and services provided by the areas of Information Technology Service Management, Field Service Management, Customer Service Management and Shared Services Center (CSC, in Portuguese).

CLOUD

The Move to Cloud project consists of transferring data, applications and processes from our local servers (physical or virtual) to others maintained by cloud service providers. During the year, we completed the digital stage of the project, migrating our platform to the new cloud. Users have been notified of the changes and are being trained to use the new environment.

During the process, we not only transferred the data, but also modernized some applications and removed some lock-ins, generating opportunities for innovation.

With Move to Cloud, we reduced technology costs by 34% compared to 2023. Another benefit has been the increased reliability and resilience of our systems, services, apps and websites. One example was our performance during Black Friday – even with a lot of access (11% higher than the previous year), no incidents were recorded: neither in our operations in stores nor in access to our digital platforms.

Expansion

GRI 2-6

In 2024, we continued our expansion plan, with the opening of 60 stores of the Pão de Açúcar, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh brands. We entered four cities, reinforcing our commitment to always being close to our customers, bringing agility and practicality to every purchase. Among the openings, the Minuto Pão de Açúcar unit at Distribution Center 1 stands out, dedicated to our employees.

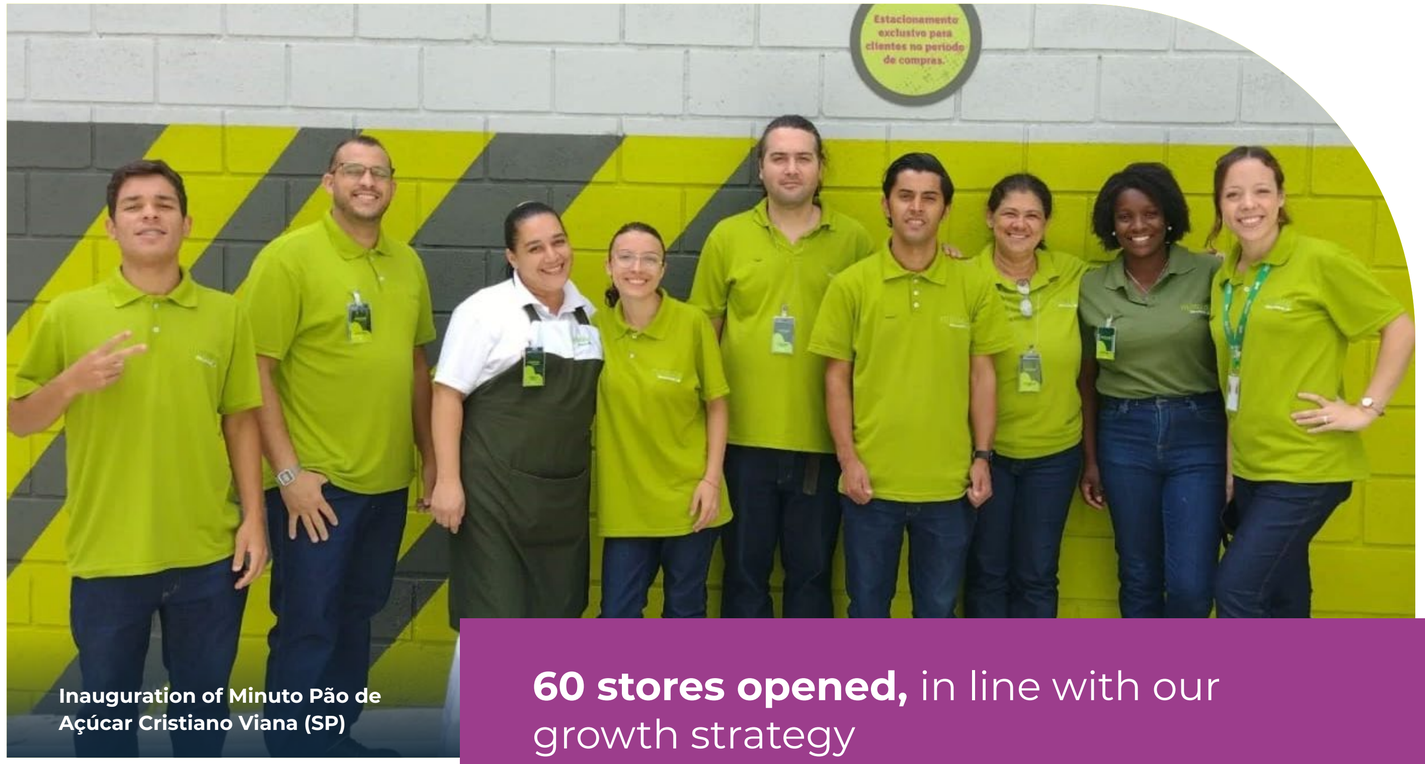
In the expansion process, we also considered the guidelines of the ESG & Culture pillar, establishing goals related, for example, to the growth in the number of women in leadership, in addition to valuing sustainability aspects in the construction of spaces, with strategies to reduce water and energy consumption and lower emissions of Greenhouse Gases (GHG).

We consolidated our strategic vision of penetration in the State of São Paulo through neighborhood stores. In 2024, we opened 59 proximity units, which corresponds to 98% of new stores. The opening of stores is based on market intelligence work, which monitors around 40 criteria weekly, evaluating the potential of the units. Proximity stores are smaller, located in neighborhoods, and serve consumers who shop close to home or on the way to work. The objective is for local residents to find what they need in a practical way.

We also opened a Pão de Açúcar store in Campinas and modernized another 25 units, updating the visual communication and layout of the sales areas.

We also launched a new perfumery concept in Pão stores, with a revitalized environment, providing an innovative and digital experience, with the main market trends. The new concept also extended to the brand's e-commerce on a dedicated platform.

The Extra Mercado brand also underwent transformations. 60 stores were reopened with a new visual identity that brings back the brand's iconic colors: red and blue. We train our team to improve the shopping experience and strengthen relationships with customers, and we prioritize product variety and quality. The Jornada do Cliente ("Customer Journey") was remodeled to meet the needs of our customers, with a revised shelf layout and improvements to lighting, providing greater comfort. In 2025, we will continue to modernize our stores in São Paulo, starting with Baixada Santista, an important location for the brand.



Inauguration of Minuto Pão de Açúcar Cristiano Viana (SP)

60 stores opened, in line with our growth strategy

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Profitability

The consistent evolution of our economic and financial performance is essential to keep the trajectory of growth and generate value for all stakeholders. In 2024, we recorded a gain of 0.5 percentage points (p.p.) in market share in the self-service market, in the State of São Paulo, the focus of our expansion. The highlights were Pão de Açúcar, with its strategy of increasing its share in the premium segment in São Paulo, where it accelerated the capture of share in the period, and the proximity format, which advanced 1.6 p.p. in relation to small supermarkets.

Our total sales (gross revenue) amounted to R$20 billion, a growth of 4.6% compared to 2023. E-commerce revenues accounted for 12.0% of the volume, with positive performances in both 1P and 3P channels and an 18.2% expansion in revenue. Gross profit reached R$5.2 billion, around 10% above the R$4.7 billion of the previous year, with gross margin growth of 1.1 p.p. as a result of improved efficiency in commercial negotiations, operational adjustments in stores and formats and growth in retail media revenues.

Gross profit (R$ million) and margin (%)



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In 2024, our net revenue was R$18.8 billion, an increase of 5.6%, while Consolidated Adjusted EBITDA grew 30.4%, closing 2024 at R$1,664 million, with an Adjusted EBITDA Margin of 8.9%, an increase of 1.7 p.p. and the best result since 2020.

Our Adjusted Capex totaled R$674 million, a reduction of R$52 million compared to the previous year, due to the reduction in investments in renovations, conversions and maintenance which, in 2023, were more concentrated in renovations to convert Extra hypermarket stores to the supermarket format.

Investments/Adjusted Capex* (R$ million)

	2024	2023	Variation (R$)
Expansion	134	127	8
Renovations, conversions and maintenance	223	261	(38)
IT, digital and logistics	317	339	(22)
Total	674	726	(52)

*Financing net in built-to-suit format for new Pão de Açúcar stores.

We recorded increases in **net revenue of 5.6%** and in **Consolidated Adjusted EBITDA** of **30.4%. Adjusted EBITDA Margin achieved the best result since 2020**

Net debt, including the balance of non-anticipated receivables, ended the period at R$1.3 billion, a reduction of R$0.9 billion compared to 2023. Pre-IFRS 16 financial leverage, calculated by the ratio between net debt and pre-IFRS 16 Consolidated Adjusted EBITDA (including rental expenses), recorded a significant decrease of 3.4x compared to 2023, reaching 1.6x.

Debt (R$ million)

	2024	2023	Variation (R$)
Short term debt	850	972	(122)
Long term debt	3,172	4,302	(1,130)
Total Gross Debt	4,022	5,274	(1,252)
Cash and cash equivalents	(2,631)	(2,971)	340
Net debt	1,391	2,303	(911)
Portfolio of non-advanced credit card receivables	(88)	(118)	30
Net debt including unanticipated credit card receivables	1,303	2,185	(883)
Consolidated adjusted EBITDA (last 12 months)	1,664	1,279	385
Net debt including unanticipated credit card receivables/Consolidated Adjusted EBITDA pre-IFRS 16 (last 12 months)	0.8x	1.7x	-0.9x
Consolidated Adjusted EBITDA pre-IFRS 16 (last 12 months)	811	438	374
Net debt including unanticipated credit card receivables/Consolidated Adjusted EBITDA pre-IFRS 16 (last 12 months)	1.6x	5.0x	-3.4x

Selling, General and Administrative Expenses totaled R$3,688 in 2024, corresponding to 19.5% of net revenue and showing an efficiency gain of 0.5 p.p. as a boost to positive operating leverage, resulting from the reduction of general operating expenses, among others.



Inside the Minuto Pão de Açúcar store

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Employees at corporate headquarters

ESG and **Culture**

Our activities and decisions are based on the purpose of feeding dreams and lives in all their forms. Our organizational culture guides us on how to think, act and relate to customers and other stakeholders, as well as what we want for our future. In 2024, the culture was reformulated and presented, for dissemination to the entire team, in a meeting with more than a thousand leaders. During the year, the GPApp application (see page 52) was also launched to facilitate communication between all employees.

Throughout the year, we continued and expanded actions related to the environmental, social and governance pillars: we achieved our annual target for reducing carbon emissions, launched the Guide to Good Socio-Environmental Practices for Suppliers and Partners, achieved the target of women in leadership and were recognized for our diversity and sustainability practices. We also highlight our partnership with Food to Save, to tackle food waste, and the reformulation of our Mãos na Massa program, through the Instituto GPA , among other initiatives that will be detailed in the next chapters.

For 2025, our Board of Directors approved new goals for women in leadership, which includes senior leadership, and long-term goals to reduce Greenhouse Gas (GHG) emissions, as part of the strategic planning for the next three years.

Business **Model**

Our multi-format and multi-channel business model focuses on the customer, seeking to meet their needs. By transforming resources into quality products and services, we generate value, in the short, medium and long term, for all stakeholders, including customers, employees, suppliers, communities and shareholders.

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CAPITALS

SOCIAL AND RELATIONSHIP

- Instituto GPA
- Partnerships with NGOs
- Communication and relationship channels
- Relationship with small, medium and large suppliers
- Partnerships in e-commerce

FINANCIAL

- Gross revenue of R$20 billion
- Consolidated adjusted EBITDA of R$1,664 million
- Adjusted EBITDA margin of 8.9%, the highest level since 2020

HUMAN

- 39,320 employees
- Promoting diversity, equity and inclusion
- Development of digital and multi-service platforms
- Knowledge and experience of employees

NATURAL

- 1,333 thousand m^3 of water, with an average consumption of 2.4 m^3/m^2 of store
- 1,076,404 MWh of energy, with an average of 1.9 MWh/m^2 of store

MANUFACTURED

- 726 points of sale
- 10 Distribution and warehouse centers
- Own and third-party fleet

GPA Grupo Pão de Açúcar

VALUE GENERATED

SOCIAL AND RELATIONSHIP

- 20 million customers registered in loyalty programs
- Best practices with suppliers
- Conscious supply and consumption
- Practicality, exclusivity and shopping experience
- More than 3 million customers per month in our physical stores and e-commerce

FINANCIAL

- Saving resources

HUMAN

- 689,703 thousand hours of training and development, with an average of 17.5 hours per employee
- 49.6% of women in leadership positions*
- 58.7% of black people in leadership positions*
- 1,658 people with disabilities
- Health, safety and quality of life
- Career building

NATURAL

- Offering healthier and more sustainable products
- Reduction in the use of natural resources
- Commitment to best production practices (environment, people and animal welfare)
- Commitment to reducing carbon emissions

MANUFACTURED

- 60 new stores opened
- Efficient and interconnected DCs
- Fleet efficiency
- 2,230 private labels and exclusive brands products

INTELLECTUAL

- Strategic diversification and innovation (new businesses, products, brands and partnerships)
- Sharing responsible practices with suppliers
- Knowledge about consumers and the market
- Technology, apps and sales platforms

*Indicator by GPA calculated considering the functional categories of coordination and administration as leadership.



Inside the Pão de Açúcar store at Jardim Paulista

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Sustainability Strategy

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To guide our development, we have drawn up a Sustainability Strategy defining guidelines, objectives and goals related to the social impact of our actions, climate change, ethics and transparency, diversity, equity and inclusion, and our value chain, which are reflected in our internal culture and policies and in the way we conduct our business. This strategy was built based on the best market practices, our Risk Matrix and our strategic planning, and divided into five axes:

CLIMATE CHANGE – We tackle climate change through technology and by improving the environmental management of our business.

RESPONSIBLE VALUE CHAINS – We aim to build value chains committed to the environment, biodiversity, people and animal welfare for more conscious supply and consumption.



SOCIAL IMPACT AND PROMOTION OF OPPORTUNITIES – We seek to mobilize and engage stakeholders to build a more just and egalitarian society.

ETHICS AND TRANSPARENCY – We adopt the best social, environmental and governance practices in our business model and ensure ethics and transparency in our relationships with our various stakeholders.

DIVERSITY, EQUITY AND INCLUSION – We work to be a benchmark company when it comes to diversity, equity and inclusion among our employees.

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Since 2016, we have maintained sustainability goals linked to variable remuneration for leadership and eligible positions, including the CEO. Thus, we integrate sustainability into the corporate strategy with the indicators: women in leadership positions and the reduction of carbon emissions (scopes 1 and 2).

In addition, there is a panel of specific ESG commitments, regularly monitored by senior leadership and the Management, People and Sustainability Committee, which advises the Board of Directors.

ESG Targets table GRI 2-24

TOPICS	TARGETS	DATE REACHED	RESULT IN 2023	RESULT IN 2024
Tackling climate change	50% reduction in scopes 1 and 2 emissions (base year 2015)	2025	47.1%	49.1%
	100% of the stores' medium voltage energy consumption with electrical matrix coming from Free Market	2024	98.3%	100%
Packaging	100% of private labels and exclusive brands packaging recyclable, reusable and/or compostable	2030	64%	51.2%
Diversity, equity and inclusion, integrity and tackling discrimination	50% of women in leadership positions*	2025	47.4%	49.6%
	50% of women in high leadership positions**	2030	40.9%	46.6%
	50% of black people in leadership positions*	All years	57.5%	58.7%
	50% of black people in high leadership positions**	All years	47.9%	51%
	50% of women in the total number of employees	All years	52.3%	52%
	50% of black people in the total number of employees		62.6%	62.5%
	Processing and investigation of 100% of discrimination complaints received through the Whistle-blowing channel		100%	100%
	100% of security service providers (category considered high risk) trained in diversity, equity and inclusion, tackling racism and promoting human rights		100%	100%
Responsible value chain	100% of the eggs sold from our private labels and exclusive brands come from cage-free hens	2025	62.9%	66.9%
	100% of all branded eggs sold come from cage-free hens	2028	43%	43.4%
	100% of the pork available in our stores comes from suppliers that meet the guidelines of the Animal Welfare Policy	2028	65%	61%
	100% of beef suppliers publicly committed to animal welfare	2025	83%	100%
	100% of our private labels and exclusive brands broiler chicken products come from suppliers that meet the Animal Welfare Policy guidelines	2028	22%	28%
	100% palm oil with identified origin in our private labels and exclusive brands products	All years	100%	100%
	100% palm oil of certified international origin in our private labels and exclusive brands		82.1%	100%
Human rights and compliance with labor regulations in the value chain	100% of international suppliers with audit carried out and scheduled for working conditions	All years	100%	100%
	100% of textile factories with valid audits by ABVTEX		100%	100%
	100% of private labels and exclusive brands suppliers with audit carried out and scheduled for working conditions		100%	99.2%
Social impact	Collection of 900 tons of food in campaigns (clients)	2024	857.9	853
	Donation of 1,400 tons through the program Parceria contra o Desperdício (“Partnership Against Waste”)	2024	1.3 tons	1.2 tons
	700 participants in the Volunteer Program (Colabora)	2024	571	1,196

*Indicator by GPA calculated considering the functional categories of coordination and administration as leadership.
**Considers management and above work categories. Target created in 2024.

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For the fourth consecutive year, in 2024, we were one of those selected in the B3 Corporate Sustainability Index (ISE, in Portuguese) Portfolio, reaching 24th place in the ranking. There are 78 companies, from 36 sectors, that are part of the indicator that recognizes the commitment to sustainability, supporting investors in decision-making and encouraging them to adopt best practices. Since 2011, we have also been part of the Carbon Efficient Index (ICO2) portfolio, which reinforces our commitment to building a low-carbon economy.

We were also recognized with an "A-" rating in the Carbon Disclosure Project (CDP) ranking, considered one of the main initiatives to measure awareness, risk management and best practices related to climate change and forest commodities. Regarding the ESG rating of Morgan Stanley Capital International (MSCI), our score remained BBB. The index provides in-depth analysis of environmental, social and governance aspects related to business practices for companies around the world.

In the FTSE Russell ESG rating, FTSE4Good, we were evaluated with a score of 3.1, which is equivalent to 52% of the classification, which ranges from 1 to 5. FTSE Russell's ESG scores and data model enable investors to understand a company's exposure to and management of ESG issues across multiple dimensions. Our average in the areas of corporate governance, social impact and environment is above the average in the retail sector, making the overall score above the sector average. The highlight in 2024 was corporate governance, with 4.3 points.

We participated, for the **fourth consecutive year,** in the **ISE B3** portfolio



Opening of the Fortnight

QUINZENA DA DIVERSIDADE E SUSTENTABILIDADE ("DIVERSITY AND SUSTAINABILITY FORTNIGHT")

The 2024 event, held in a hybrid format, impacted more than 5,500 people. During the Quinzena, we held nine lectures, four meetings for segmented audiences and a food collection campaign. A milestone was the adherence to two commitments linked to the United Nations (UN) Global Compact: the Movimento Raça é Prioridade ("Race is a Priority Movement"), whose goal is to have 50% of black employees in leadership positions by 2030, a goal we already achieved in 2024; and the Movimento Transparência 100%, ("100% Transparency Movement"), to promote corporate transparency, signed by our CEO, Marcelo Pimentel, at the opening of the event.

In addition to the lectures, we also promoted the Encontro com Fornecedores ("Meeting with Suppliers") of the Qualidade Desde a Origem - QDO ("Quality Since the Source") Program, a discussion group on social products with invited partners, a diversity workshop for Security Service Providers and the Gincana de Arrecadação de Alimentos ("Food Donation Event"), with the collection of 1.5 tons, donated to the organizations SP Invisível and Anjos da Cidade ("Invisible SP" and "City Angels"), which assist homeless people. Through Colabora, we also carried out a waste separation action at Cooperpac, a partner collection work cooperative that serves some recycling stations at Pão de Açúcar stores.

Ambassadors' Day was also promoted, an initiative to recognize diversity ambassadors who stood out throughout the year in their activities related to dates that celebrate diversity, equity and inclusion, as well as for their commitment to acting as agents of positive influence on these topics in our stores and distribution centers. The Quinzena also supported social entrepreneurship, with fairs focused on businesses led by black and indigenous people.

Commitments and pacts

GRI 2-23 | 2-24

We are voluntarily signatories to commitments, pacts and/or alliances proposed by organizations that are national and international references in the search for sustainable development and the guarantee of human rights. They are:

Acordo Ambiental São Paulo ("São Paulo Environmental Agreement"), which encourages companies, associations and municipalities to reduce greenhouse gas emissions.

Unstereotype Alliance/UN Women, which aims to eliminate gender stereotypes in advertising campaigns.

Boi na Linha ("Beef on Track") – Imaflora, a joint multisectoral effort to strengthen and promote the adoption of social and environmental commitments in the beef value chain in the Legal Amazon.

Coalizão Brasil Clima, Florestas e Agricultura ("Brazil Climate, Forests and Agriculture Coalition"), a multi-sector movement that addresses issues arising from climate change from the perspective of a new economy.

Coalizão Empresarial pela Equidade Racial e de Gênero ("Business Coalition for Racial and Gender Equity"), an initiative of the Centro de Estudos das Relações do Trabalho e Desigualdades - CEERT ("Center for Studies on Labor Relations and Inequalities"), the Instituto Ethos and the Institute for Human Rights and Business (IHRB).

Coalizão Empresarial pelo Fim da Violência contra Mulheres e Meninas ("Business Coalition to End Violence against Women and Girls"), coordinated by the Instituto Avon and UN Women, with technical support from the Fundação Dom Cabral.

Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável (Cebds) ("Brazilian Business Council for Sustainable Development"), an association that promotes sustainable development through multisectoral coordination, supporting companies in decision-making on sustainability.

Grupo de Trabalho da Carne da Coalizão Positiva da Floresta ("Beef Working Group of the Forest Positive Coalition at the Consumer Goods Forum – CGF"), facilitated by the institution Proforest, to define a framework of common assumptions among CGF members to be applied to suppliers of beef from Brazil to guarantee its origin without deforestation.

Fórum Gerações e o Futuro do Trabalho ("Generations and the Future of Work Forum"), hosted by Mais Diversidade, is the first Brazilian initiative focused on debating and finding solutions regarding generational issues in the organizational environment.

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Fórum de Empresas e Direitos LGBTI+ (“Business and LGBTI+ Rights Forum”), which establishes ten business commitments to LGBTI+ rights.

Grupo de Trabalho dos Fornecedores Indiretos (GTFI) (“Indirect Suppliers Working Group”), the main discussion forum on monitoring indirect suppliers in the beef chain in Brazil.

IARD’s Global Standards Coalition, a global industry and retail action for conscious and responsible alcohol consumption, coordinated by the International Alliance for Responsible Drinking (IARD).

Iniciativa Empresarial pela Igualdade Racial, (“Business Initiative for Racial Equality”), a platform for articulation between companies committed to seeking even more significant performance in addressing the ethnic-racial issue.

Initiative for Compliance and Sustainability - ICS, with international and sectoral scope, to improve working conditions throughout global supply chains, among retailers and multinational brands in the textile, footwear, electronics and furniture sectors.

Instituto Nacional pela Erradicação do Trabalho Escravo - InPACTO (“National Institute for the Eradication of Slave Labor”), formal commitment not to keep anyone who uses slave labor in our production chains. Monitoring is carried out by the National Institute for the Eradication of Slave Labor (InPACTO).

Mesa Brasileira da Pecuária Sustentável - MBPS (“Brazilian Sustainable Livestock Table”), which brings together representatives from six links in the livestock production chain and discusses challenges and solutions related to the sustainable development of the sector.

Movimento pela Equidade Racial - Mover (“Movement for Racial Equity”), of which we are also founders and which focuses on promoting leadership, employability and awareness for racial equity.

Movimento Mulher 360° (“Women 360 Movement”), created with the objective of contributing to the economic empowerment of Brazilian women through the promotion, systematization and dissemination of advances in business policies and practices, the engagement of Brazilian companies, the community and society in general.

Origens Brasil (“Origins Brazil”) – Imaflora, a network formed by producers, indigenous peoples and traditional populations, companies, support institutions and community organizations, working to ensure ethical commercial relations, with transparency and traceability.

Global Compact formal commitment to principles defended by the UN Global Compact and related to human rights, labor practices, environmental responsibility and anti-corruption. In 2024, we signed three commitments: Movimento Raça é Prioridade (Race is a Priority Movement), Movimento 100% Transparência (100% Transparency Movement) and Movimento Elas Lideram 2030 (They Lead 2030 Movement).

Women’s Empowerment Principles (WEPs), established by the UN for gender equality and women’s empowerment.

Protocolo de Monitoramento Voluntário de Fornecedores de Gado no Cerrado (“Voluntary Monitoring Protocol for Cattle Suppliers in the Cerrado”), led by the organization Proforest, which aims to contribute to and strengthen socio-environmental monitoring policies and best practices to purchase products of bovine origin in the Cerrado biome.

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Associations

GRI 2-28

We also work through associations to strategically align with global best practices and to contribute to building a more just, equitable and inclusive society, participating in discussions that influence public policies and market practices that positively impact different spheres. Through these participations, we access data, research and tools that support our initiatives and strengthen our performance. In 2024, the following stood out:

Associação Brasileira de Supermercados (Abras) ("Brazilian Supermarket Association"): we have been associated with the entity since its foundation in 1968. Abras represents, integrates and drives the development of the supermarket sector in the country, keeping an open dialogue in negotiations with municipal, state and federal governments. We are also associated with 23 state entities linked to Abras, such as the Rio de Janeiro State Supermarket Association (Asserj), the Minas Gerais Supermarket Association (Amis) and the Brasília Supermarket Association (Asbra).

Federação do Comércio de Bens, Serviços e Turismo do Estado de São Paulo – Fecomercio – SP ("Federation of Commerce of Goods, Services and Tourism of the State of São Paulo"): since the foundation of the federation, we have acted as members supporting the representation of the interests of commerce companies and acting to promote national economic growth.

Instituto Ethos ("Ethos Institute"): Since 1999, we have supported Ethos in its mission to mobilize, raise awareness and contribute to companies in managing their businesses in a socially responsible manner.

Gestora para Resíduos de Equipamentos Eletroeletrônicos Nacional – Green Eletron ("National Electronic Equipment Waste Management Company"): since 2018, we have been members of the entity that represents companies that own the main brands of batteries and electronic devices in the country, coordinating a system that allows for the environmentally appropriate disposal of equipment at the end of its useful life.

Instituto para Desenvolvimento do Varejo – IDV ("Institute for Retail Development"): since 2006, we have been members of IDV, which aims to strengthen the representation of retail companies from different sectors operating nationwide.

Associação Paulista de Supermercados – Apas: ("São Paulo Supermarket Association"): we have been part of the Association since 1971, committed to its purpose of bringing together supermarket entrepreneurs from the State of São Paulo to integrate the entire supply chain, professionalize the sector, ensure operational excellence and point out retail trends.

Grupo de Instituições, Fundações e Empresas – Gife ("Group of Institutions, Foundations and Companies"): we participate in the association of private social investors focused on voluntary transfers of resources in a planned, monitored and systematic manner to social, environmental, cultural and scientific projects or organizations of public interest.

Todos à Mesa ("All at the Table"): we participate in the Brazilian coalition of companies and organizations that seek to reduce the impacts of hunger in Brazil and act to reduce food waste by strengthening redistribution networks, articulating a regulatory environment favorable to food donation and raising awareness on the issue.

Associação Brasileira do Varejo Têxtil – ABVTEX ("Brazilian Textile Retail Association"): since 2007, we have participated in ABVTEX focusing on supporting the defense of the interests of the textile and clothing industry and trade.

Instituto Akatu ("Akatu Institute"): we have kept a strategic partnership since 2003 with Akatu, an organization that works to raise awareness and mobilize society towards conscious consumption.

Reciclanip: we support one of the largest initiatives in the Brazilian industry in the area of post-consumer responsibility, which carries out the work of collecting and disposing of unusable tires.

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Double **Materiality**

GRI 3-1

To guide the content of this report, as well as business management, in 2024 we conducted a double materiality process that included the following approach:

Impact materiality, with mapping and prioritization of impacts (positive/negative, real/potential) related to sustainability in which a company can have the most significant impact, considering stakeholder assessment from this perspective.

Financial materiality, which included mapping and prioritizing the financial materiality of sustainability issues (real/potential) for financial performance and decision-making, considering stakeholder analysis from this perspective.

Impacts, risks and opportunities, mapped based on the description of material topics, detailing the real and potential, negative and positive impacts on the economy, the environment and people (including human rights) and the measures to manage the topics.

Under this approach, ten selected stakeholder groups were consulted – shareholders and investors, senior leadership, industry associations, customers, employees, competitors, suppliers, regulatory bodies, business partners and organized civil society – through interviews, online questionnaires and secondary research.

After crossing the results of the Impact Materiality with the Financial Materiality, the topics of double materiality, that is, of critical and significant relevance, highlighted in the process were the following:

GRI 3-2

12 material topics guide our **strategic management**

- Sustainable value chain
- Tackling food waste
- Communities and social responsibility
- Diversity, equity and inclusion
- Circular economy
- Emissions and climate change
- Ethics, integrity and transparency
- Corporate governance
- Responsible and safe products
- Customer relationship and satisfaction
- Relationships and work environment
- Technology, innovation and information security

More information on page 127.



Employees at corporate headquarters

6

Corporate Governance

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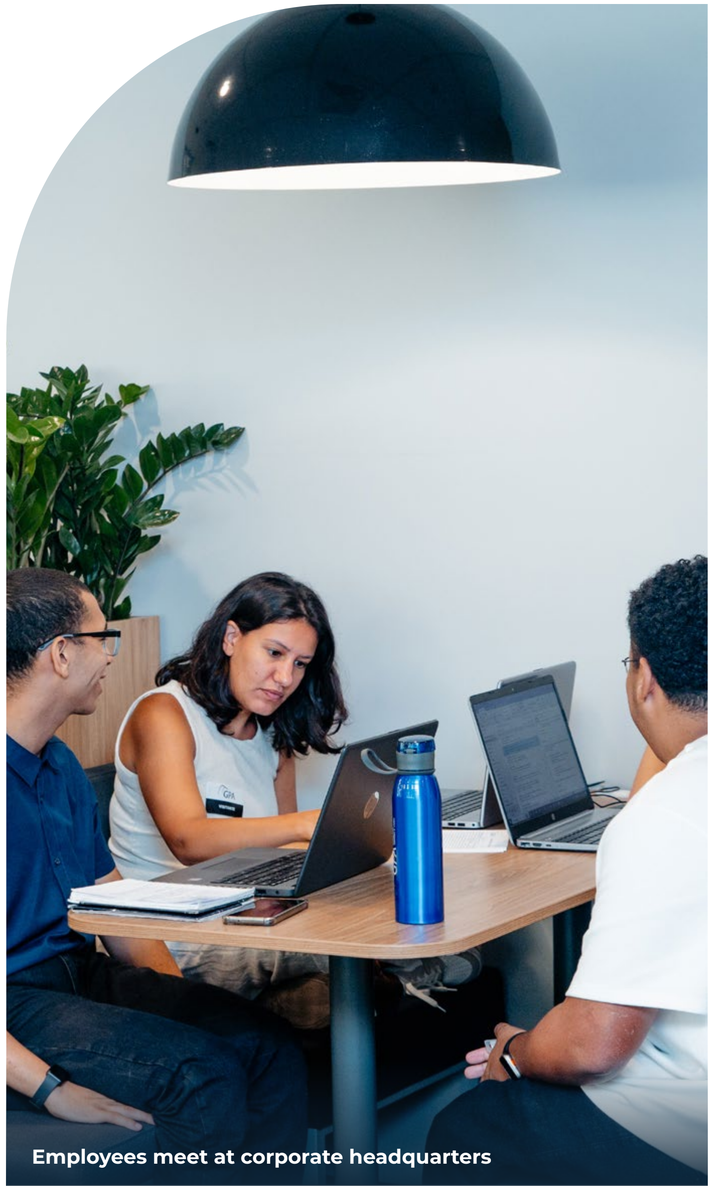
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Employees meet at corporate headquarters

Ethics, transparency and **compliance**

GRI 3-3 – Ethics, integrity and transparency | 2-23

We base our actions and relationships on ethical and integrity principles, and we believe that employees and partners must act in a transparent, responsible and conscientious manner. We continually work to train and update our teams on best practices, in accordance with our Programa de Ética e Compliance (Ethics and Compliance Program). The program was developed in accordance with the anti-corruption law (Law 12,846/2013) and internal regulations, and is supported by three pillars – **Prevent, Detect and Respond** – in addition to covering topics such as anti-corruption, conflict of interest, receiving or offering gifts and presents, as well as travel and entertainment. Additionally, we have the Ethics Charter for Suppliers, which aims to clarify and facilitate information and our expectations at GPA. All of our suppliers, when registering in our systems, submit to a term of commitment, the Code of Ethics and the Anti-Corruption Policy. When signing an agreement, 100% of business partners commit to our general contracting conditions, which include a robust clause on compliance, in which suppliers declare they know, observe and guarantee their employees respect and comply with these guidelines.

Through the Ethics and Compliance Program, we seek to reinforce the indispensable respect for human rights in the treatment of all individuals, prohibiting any type of discrimination based on age, gender and/or its forms of expression, sexual orientation, color, disability, religion, marital status, nationality and/or geographic region of origin (including people in refugee situations) or other identity markers.

We adopt measures to prevent and detect misconduct, working to provide appropriate treatment for each case identified. The program is monitored by the Ethics Committee, an internal deliberative body; by the Audit Committee, which reports to the Board of Directors; and by the Board of Directors itself, which monitors and ensures adherence to the Ethics and Compliance Program.

The Ethics Committee, composed of the CEO, in addition to officers from areas such as Compliance, Human Resources and Finance, meets quarterly and is responsible for monitoring the development of the Ethics and Compliance Program and its indicators, as well as deliberating on critical cases, determining the appropriate measures, such as awareness programs and applicable disciplinary measures.

With solid governance, we invest in **creating positive value** for our audiences

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Another fundamental pillar is the communication of practices, policies and guidelines among all employees, in order to ensure their full application throughout the Company. In this regard, in addition to training and qualification actions, information regarding the program is available on our institutional website and is disseminated through Notícias do Dia ("Daily News"), a daily internal newsletter; and on Rádio GPA, broadcast on digital channels and in stores before opening and after closing on Fridays; as well as through GPApp, a communication application intended to 100% of employees.

With those actions in practice, in 2024 there was broad engagement, mainly from senior leadership who, for example, significantly contributed to ensuring that training on the Code of Ethics reached 97.4% of employees, that is, more than 35 thousand employees impacted. From 2025 onwards, we will have an external consultant to map the level of maturity of our Ethics and Compliance Program. Thus, we will remain up to date, overcoming any weaknesses, and we will adhere to continuous improvement, which is an essential element of the Program. That work will be carried out within the scope of the Board of Directors and the directorates, given the importance we attribute to the issue. **GRI 2-24**

We communicate our ethical commitments in a **clear**, **transparent** and **accessible manner**

Training 2024 **GRI 2-24**

Code of Ethics – Online training available at Universidade do Varejo GPA (GPA Retail University), which includes educational videos about our Code of Ethics and a final test to assess the knowledge acquired. In 2024, it was carried out by 97.4% of our employees.

Ethics & Compliance Program – In-person or online training to present the program to internal areas, which is included on the agendas of board meetings and training meetings. Other actions carried out on a recurring basis are lectures on Ethics and Compliance during onboarding (admission of new employees) for specific positions, such as regional managers and HR specialists. We presented the Program and our policies during the event to publicize the Guidance Booklet on Good Socio-Environmental Practices for Suppliers and Partners (this document is only available in Portuguese), where several suppliers and employees had the opportunity to learn more about ethics and transparency through a lecture promoted by our partner, the Instituto Ethos.

Programa de Sucessão (Succession Program) – The Compliance and Whistle-blowing teams participate with guidelines in all succession training sessions carried out by Universidade do Varejo GPA, online or in person.

Workshop with Security Service Providers – In line with our commitment to bring knowledge and best practices to our third-party employees, we presented the topics of Ethics, Compliance and Whistle-blowing during the annual workshop that brings together companies providing security services.

Quinzena da Diversidade e Sustentabilidade – The event included the lecture Governance, Ethics and Transparency in Retail, with more than 245 participations.

Jornada Faça o Certo do Jeito Certo (Do the Right Thing the Right Way Journey) – Online training available at Universidade do Varejo GPA with content on the Ethics and Compliance Program, Code of Ethics, Conflict of Interest, Anti-Corruption and Third-Party Reputational Risk Analysis, with tests to verify understanding of the topics.

Internship Program – Also includes the agenda of the Compliance and Whistle-blowing teams.

Trainee Program – Our Compliance and Whistle-blowing team participated in the trainee onboarding.



Employee serves customer at self checkout

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WHISTLE-BLOWING CHANNEL GRI 2-26

The main objective of the Whistle-blowing's Office is to ensure the investigation of complaints involving violations of the Code of Ethics, the Ethics Charter for Suppliers and current legislation. It investigates and correctly handles 100% of the occurrences presented by employees, suppliers, business partners and customers, ensuring confidentiality and independence in the investigation processes. Furthermore, the Whistle-blowing's Office acts as a second instance to resolve cases that may not be resolved through primary service channels. All complaints are handled through an established flow and procedure, always observing the confidentiality of the information handled. Therefore, everyone involved in the process is committed to maintaining the confidentiality of cases, ensuring the privacy and integrity of information, as well as the appropriate handling of all occurrences.

Complaints can be made, including anonymously, using the Whistle-blowing form available on the institutional website, at the electronic address and/or by telephone, with sufficient data to allow for investigation. When registering on the channel, the whistleblower receives a protocol number that will enable the status to be monitored via telephone consultation.

All occurrences are recorded by the Whistle-blowing in a standard system, where they are sorted and classified according to their nature. Once this is done, they are directed to the areas responsible for the investigation/treatment, which will act according to their respective response deadlines. A confidential report will be prepared, when applicable to the case.

After investigation, the Whistle-blowing analyzes the evidence and defines corrective actions, which may include disciplinary measures, dismissals or process improvements. Decisions must be implemented within defined timeframes to ensure the effectiveness of actions. Failure to comply with the established guidelines may result in disciplinary sanctions, in accordance with the Code of Ethics and the Policy on Consequences and Disciplinary Measures.

We also keep a process to monitor compliance with the measures determined by the Whistle-blowing. Thus, the indicators are communicated weekly to the leaders, which reinforces the application of the actions established. Furthermore, the number of complaints received by the Whistle-blowing Channel related to ethics and transparency, as well as the percentage of employees trained on the Code of Ethics and the indicators related to the reputational risk analysis carried out by the Compliance team, are part of the composition of our internal goals.

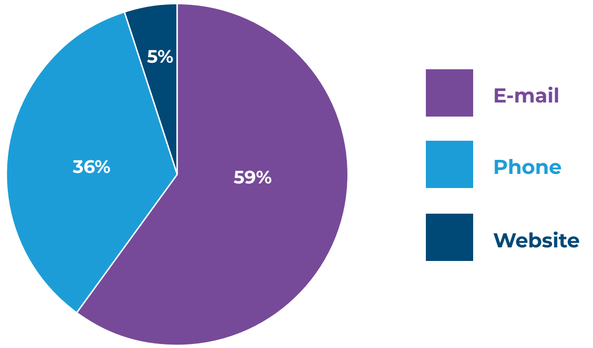
Reporting to the Ethics Committee: The Ethics Committee meets quarterly to review cases handled by the Whistle-blowing. Extraordinary meetings may be called, depending on the urgency of the cases.

Reporting rate: during the year, the Whistle-blowing Channel received 5,847 occurrences, and disciplinary measures were applied in appropriate cases. In 2024, as in the previous year, there were no pending or closed lawsuits regarding unfair competition and violations of antitrust and antimonopoly laws in which we were identified as participants. Furthermore, there are cases analyzed by the Whistle-blowing Channel that refer to the inefficiency of primary service channels (N2) and dissatisfaction that was reported during the investigation period, as well as pertinent actions directed towards their improvement. GRI 2-26

ouvidoria@gpabr.com
08000 55 57 11

Monday to Saturday,
from 8am to 8pm

SERVICE CHANNELS



4% of employees (active and on leave) have already activated the channel

85% of the complaints identified were kept confidential and 15% of the complaints were anonymous

Based on these indexes, the Whistle-blowing identifies and encourages improvements in processes, aiming to minimize crises, risks or conflicts. With that, and using the topics addressed in 2024 as a reference, it was possible to promote improvements in two internal policies. That ensures the data collected is used to review and improve internal policies, in addition to ensuring that our integrity and solidity are maintained.

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CONFLICT OF INTERESTS **GRI 2-15**

We have established guidelines on conflicts of interest in the Code of Ethics and the Conflict of Interest Policy – which expressly provide that employees act ethically and with integrity and, when faced with a conflict of interest situation, report the situation to their manager and do not participate in the decision or negotiations.

We also provide a Declaration of Conflict of Interest, in which employees with eligible positions, such as director, manager, chief, inspector and specialist, report whether there is any possible conflicting situation. The document must be updated every two years or at any time if there are changes in potential conflict situations.

The Compliance team supports control, sending of declarations, analysis of possible conflicts of interest and consultations carried out by departments. If they are considered critical, the Ethics Committee and/or the Audit Committee may be called upon for deliberation.

We also have a Related Party Transactions Policy, which aims to establish procedures to ensure that transactions are carried out in our best interests and based on principles of transparency. The policy aims to prevent and manage situations of potential conflict of interest in operations involving related parties.

In cases where transactions with related parties require approval, the person involved in the acceptance process who has potential private benefit or conflict of interest with the decision to be taken must declare themselves prevented, explaining their involvement and, if requested, detailing the transaction and the parties involved.

7.1.3. DOCUMENTS RELATED TO ETHICS AND COMPLIANCE **GRI 2-23**

We have a broad portfolio of standards, policies and regulations to guide our actions and those of our partners. Information regarding external audiences is available on our corporate website and on the website dedicated to investors. Our employees can also consult documents related to internal procedures on the corporate network, including:

- Ethics Charter for Suppliers
- Guide to Good Socio-Environmental Practices for Suppliers and Partners
- Code of Ethics
- Bylaws and Internal Regulations of the Committees
- Anti-Corruption Policy
- Conflict of Interest Policy
- Disclosure Policy, Use of Relevant Information and Preservation of Confidentiality
- Donation Policy
- Management Policy and Ethics and Compliance Program
- Privacy Policy
- Policy on Transactions with Related Parties

MOVIMENTO TRANSPARÊNCIA 100% (100% TRANSPARENCY MOVEMENT)

In 2024, we joined the Movimento Transparência 100%, an initiative to promote corporate transparency in Brazil. The Movement aims to encourage and empower companies to go beyond legal obligations, strengthening transparency and integrity mechanisms, on the pillars of senior leadership engagement, visibility, capacity building and monitoring. By signing the letter of commitment, we set the goals to be met in each time marker, by 2030, and we commit to disclosing the progress of our actions and communicating them to the UN Global Compact.

Find out more on the Ethics and Transparency page of our website (in Portuguese).

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Information Security and **IT**

GRI 3-3 – Technology, Innovation and Information Security | SASB FB-FR-230a.2

To ensure data security and maintenance of our operations with stability, thus providing the best experience to customers, we maintain policies, technical controls, monitoring systems and management oversight to deal with cyber threats. We follow a set of guidelines and rules based on market best practices and information security frameworks, such as NIST, CIS Control and the ISO 27001 family, for data protection in procedural, behavioral and technical areas, and we carry out periodic risk assessments to identify and mitigate potential vulnerabilities.

As an improvement, in 2024, an unofficial Data Governance committee and an unofficial Privacy committee were installed, which addressed, among other issues, Information Security requirements and risks that we are mapping or monitoring. The objective of these committees was to officially address the actions, responsibilities and reports to the Council regarding data and privacy issues, together with information security, facilitating decision-making and making the flow of information related to the areas of Information Security and Data Processing more efficient, considering the sensitivity of the issue.

The Information Security and Data Governance structure reports to the Information Technology Executive Board, with dedicated senior leaders. The Privacy area reports to the Legal Executive Board, with a managerial leadership and a Data Protection Officer (DPO as Service).

To prevent potential incidents and mitigate risks, our Information Security area relies on the support of contracted Managed Security Services (MSS) and Security Operation Center (SOC) services, in addition to Threat Management and Unstructured Information Leakage Management (DLP) tools. We use security devices (firewalls), intrusion detection and prevention systems (IDS/IPS) and antivirus and anti-ransomware solutions to protect our infrastructure. We also implement encryption to ensure the security of data in transit and at rest, and continually monitor networks and systems for suspicious activity. If threats and suspicious events are identified, containment, analysis and legal measures are triggered, using internationally recognized information security models as a reference, such as the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS), among others.

We keep regular backups of critical data, incident response plans, aiming to minimize the impacts of failures or attacks; Disaster Recovery Plan (DRP), which directly involves IT in events related to failure or technological interruption; and Business Continuity Plan (BCP), for the rapid reestablishment of essential processes, even in case of catastrophes.

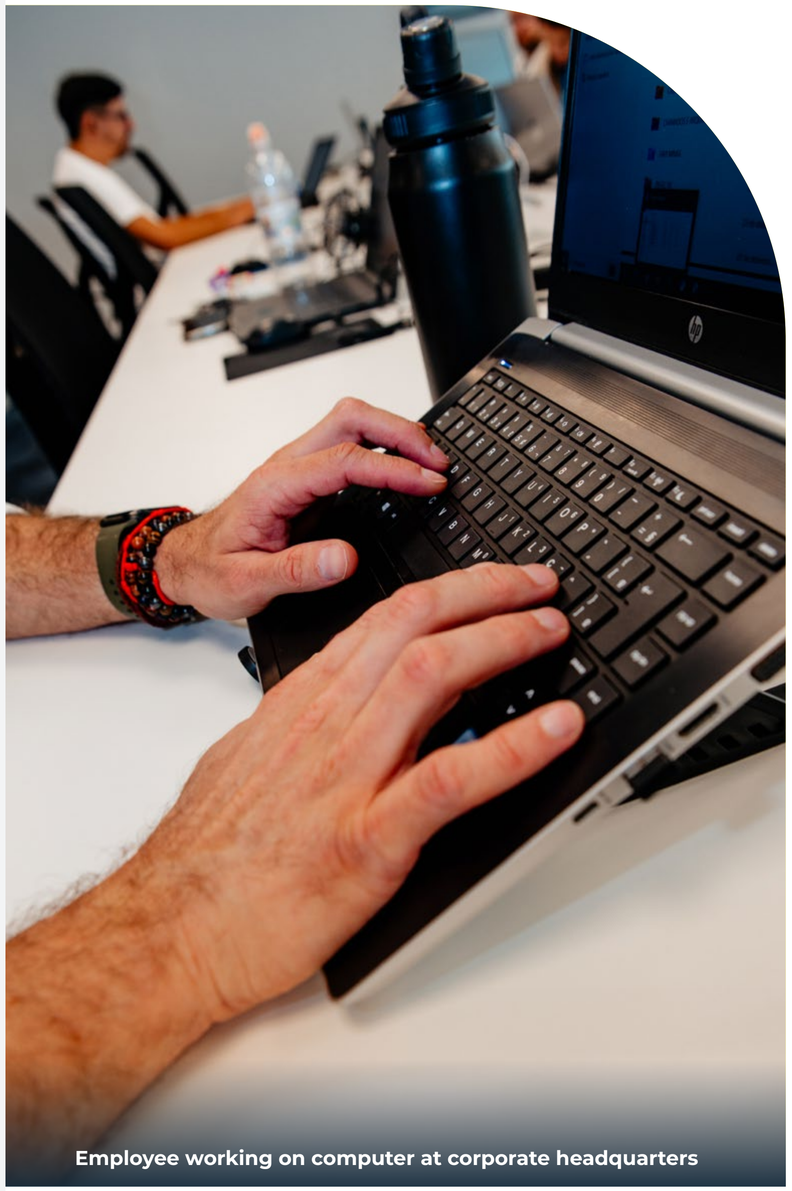
We have a qualified Security Incident Response team to deal with those situations. In the event of incidents, affected audiences are quickly alerted, and communication channels are established to address questions and concerns of the parties involved.

Access to our databases has authentication and authorization steps based on profiles controlled by key people (owners). We also have specific data recovery processes, such as internal backup and restore policies for the main environments.

Every year we offer training to our employees, available at the Universidade do Varejo GPA, on our security policy, data privacy and other topics, in addition to awareness campaigns. We also advise employees to create strong passwords and identify phishing attempts. When hiring, our professionals sign a term of responsibility regarding information security.

We set up unofficial **Data Governance and Privacy committees**

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Employee working on computer at corporate headquarters

INFORMATION PRIVACY

We have a Privacy Policy, prepared in accordance with the Lei Geral de Proteção de Dados Pessoais - LGPD ("General Personal Data Protection Law" - Law No. 13,709/2018), which guides our actions regarding the privacy and security of the personal data of our customers, suppliers and employees. The document establishes the responsibilities of the various areas involved and the rules applicable to the protection, processing and eventual sharing of data.

We adopt several procedures and policies to ensure the **correct processing of internal data** and information and that of our audiences.

Through the Information Security Channel (seguranca.informacao@gpabr.com) and/or the Privacy Channel (dpo@gpabr.com), it is possible to report any situations of risk to the security of internal information and/or sensitive data, suspicious activities, such as unprotected access to information, and sharing of passwords, data and sensitive information in an unsafe manner. Vulnerabilities are monitored by specific tools and penetration tests are performed by our data governance teams. Once identified, faults are immediately prioritized and corrected.

In 2024, we received no complaints related to privacy violations and no leaks, thefts or losses of customer data were identified.

GRI 418-1

DATA SECURITY POLICIES AND PROCEDURES

General Privacy Policy – This is the basic document that describes how we treat our customers' data, always aiming for excellence in customer service.

Product and Service Privacy Notices – Some of our products have specific characteristics; therefore we need to develop specific notices for each of them. Thus, it is important that employees have mastery of their main responsibilities.

Cybersecurity and Information Security Policy – Once personal data is under our control, it is everyone's role to contribute to its protection and security, and this policy describes the main processes and necessary precautions.

Data Retention and Disposal Policy – Whether due to legal obligation or legitimate interest, it is important that some personal data be retained internally for some time, and it is also mandatory to dispose of it correctly. This policy describes how to do this properly and in accordance with the law.

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Governance structure

GRI 2-9 | 3-3 – Corporate governance

We are a private, publicly traded company and we trade shares on the Brazilian stock exchange, B3, under the code PCAR3. We strictly comply with national and international laws and regulations and the requirements of the Comissão de Valores Mobiliários (CVM). We also adopt the best recommended governance practices, acting with transparency, reliability and agility in our relationship with shareholders, investors and other stakeholders. Since 2020, we have been following the regulations of the Novo Mercado ("New Market"), to which we are incorporated. The B3 segment is made up of companies that present the highest standards of corporate governance. **GRI 2-1**

In 2024, we completed the sale of our stake in Cnova, where we held 34% of the share capital, with the payment of the remaining 20% of the agreed amount. The year was also marked by the departure of the French group Casino from our shareholding control, with its stake reduced to 22.5% of the share capital. To this end, on March 13, our Board of Directors approved the increase in share capital, with the issuance of 220 million common shares in a public offering for primary distribution.

Our governance structure includes a Board of Directors, Statutory Board, Fiscal Council and four advisory committees, responsible for decision-making and supervising the management of impacts related to specific topics: Management, People and Sustainability Committee, Financial Committee, Strategy Committee and Audit Committee – information on the members of the governance bodies is available in our Reference Form - in portuguese (composition of the Board of Directors and the Fiscal Council is available in item 7.3 and information on the Advisory Committees is available in item 7.4).

To choose the members of each instance, we follow our Nomination and Remuneration Policy - in portuguese. Professional experience, skills, technical and academic qualifications, as well as economic, social and cultural representation are assessed. Additionally, the choice of professionals takes into account aspects of diversity and the opinion of stakeholders, to guarantee the independence of the process. **GRI 2-10**

BOARD OF DIRECTORS (BD)

As set forth in our Bylaws, the Board of Directors is responsible for the general guidance of business, the approval or modification of the corporate investment plan, the decision on strategic guidelines that guide the operations conducted by the Executive Board and the assessment of results and impacts on the economy, people and the environment. All those topics are part of our performance indicators and their effectiveness is analyzed by the Board of Directors at least quarterly, after monitoring and reporting on performance by the advisory bodies, especially the Management, People and Sustainability Committee. The Board of Directors also remains informed through interaction with the Corporate Governance Department, which is responsible for acting as an intermediary between the operational and administrative areas and the Board of Directors. To this end, there are periodic meetings in which strategic concerns of our activities are addressed and financial and socio-environmental impacts management is carried out. They also consider the result of the materiality process, reviewed in 2024, and the socio-environmental risk matrix, reviewed annually and approved by the Board of Directors. More information about the assessment process and the risks identified are available in our Reference Form, item 1.9 – Environmental, social and corporate governance information – ESG. **GRI 2-12 | 2-13 | 2-16**



Facade of the Extra Mercado Ricardo Jafet (SP)

As of April 2024, the Board of Directors will be made up of nine directors, the maximum number provided for in our Bylaws. They meet regularly at least six times a year and extraordinarily whenever necessary. Of the members, seven are men and two are women, one of whom is black, six are independent and all are over 50 years old. The advisors are elected at the General Assembly for two-year terms, with re-election permitted. The Chairman of the Board does not hold an executive position in our Company. **GRI 2-11**

Our Board of Directors has members who are experts in ESG matters and is constantly updated on sustainable development (see more on pages 136 and 138). Members of the Board of Directors and advisory committees regularly participate in ESG forums, as well as in internal training and in other institutions.

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In 2024, six ordinary meetings and 28 extraordinary meetings were held on relevant business topics, including those addressed in the Management, People and Sustainability Committee meetings. Advisory committees participate in Board of Directors meetings, presenting the main discussions.

The Board of Directors and the committees, in accordance with their respective internal regulations, must annually self-evaluate their activities to identify possibilities for improvements in how they operate. It is also the responsibility of the Board of Directors to promote, every two years, a formal assessment of our results and the performance of the Executive Board, the Board of Directors, the committees and each director, advisor and external member of our committees, individually. Members of the Board of Directors and advisory committees also carry out their self-assessment periodically. **GRI 2-18**

The directors, in turn, are subject to a rigorous annual evaluation, which consists of a self-evaluation, an evaluation by the CEO, one by their subordinates and one by their peers, always based on the required skills and behaviors expected for those positions. Based on this assessment, a development process is offered for directors, which includes courses and coaching sessions, among others. We consider this assessment relevant for the personal and professional development of our directors, as well as for the alignment of expectations and expected skills. **GRI 2-18**

Audit Committee – It is responsible for analyzing and monitoring the quality and integrity of quarterly information, Financial Statements and the Management Report; assessing the structure of internal controls and internal and independent audit processes. It also monitors exposure to risks and examines transactions with stakeholders. In 2024, five ordinary meetings and four extraordinary meetings were held.

Management, People and Sustainability Committee – Recommends and monitors the adoption of best corporate governance practices; prepares or periodically reviews codes, policies and internal regulations; discusses and proposes the organizational structure model, management policies and policies for attracting, retaining and developing people; provides guidance on aspects related to sustainability; recommends changes or revisions to strategic investment proposals; suggests programs to tackle climate change, conscious consumption, value chains and food safety; and prepares the planning and ensures the operationalization of risk management and monitors its effectiveness, among other activities. During the year, its members met on seven ordinary occasions and three extraordinary occasions.

Finance Committee – Responsible for reviewing the financial and economic viability of investment plans and programs, cash flow, debt policy and capital structure; recommending merger, acquisition or transaction negotiation measures; monitoring and supervising the implementation and execution of the annual investment plan; and recommending financing transactions that can improve the capital structure. Throughout 2024, five ordinary meetings and three extraordinary meetings were held.

Strategy Committee – Recommends and monitors the adoption of best innovation practices and prepares or reviews documents related to the topic; and contributes to the analysis of trends and the evaluation of projects, initiatives and investment proposals in technology and innovation. It met once in ordinary session and once in extraordinary session during 2024.

STATUTORY BOARD

Elected by the Board of Directors, its duties include: approving plans, programs and general rules for operation, administration and internal control, in compliance with the guidelines established by the Board of Directors; preparing and presenting to the General Meeting a report on business activities; managing activities in line with guidelines set by the Board of Directors; proposing investment plans and programs; authorizing the opening and closing of stores, distribution centers, etc.; and, together with the Board of Directors, developing and executing the Plano de Participação nos Resultados (“Profit Sharing Plan”).

INSTITUTIONAL RELATIONS **GRI 2-28**

We have an area responsible for managing relationships with trade associations and public bodies, in order to promote dialogue and collaboration in discussions with decision-makers on matters that are of interest to social and economic actors. We keep a representative agenda in the main sector entities and class associations, such as Abras and Apas, in order to actively contribute to the process of constructing new decisions that directly affect our activities, the sector and society, such as policies on working hours and taxation of consumer goods and services, among others.



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Risk management

GRI 2-12

Our Risk Management Policy - in portuguese, contains guidelines that allow us to identify, assess, treat, monitor and communicate risks capable of impacting our strategic plan. The entire process is conducted in an integrated manner, aiming at proactive and effective risk management.

The risk identification process starts with interviews with our main executives, such as the Chairman of the Board of Directors, members of the Audit Committee, executive directors and other directors. A self-assessment form is also applied to the managers of each business line – with whom we reinforced the dialogue in 2024, carrying out two consultations, in line with our new vision of bringing operational areas closer to risk management processes.

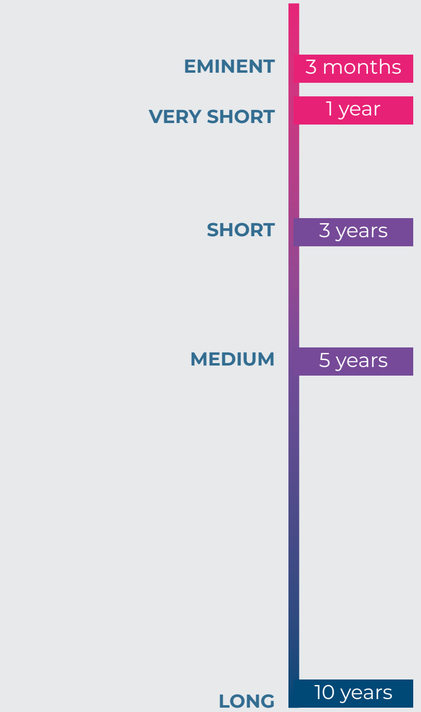
With the information gathered, the Risk Management area analyzes the relevant topics, pointing out associated causes and consequences, the probability or frequency with which the event materialized, as well as the possible impacts, which may be of financial and/or reputational nature. The survey allows the preparation of the risk matrix, constantly monitored with the help of the responsible areas, which develop and implement action plans to avoid, mitigate, share or, in some cases, cooperate with the risk, when inherent to the business and at a level consistent with the risk appetite.

The entire process of identifying risks and monitoring prevention and mitigation measures is supervised by the Audit Committee, which also uses the risk matrix to guide the necessary audits. The Board of Directors, in turn, is responsible for approving the Risk Management Policy. The methodology used in the management of reputational and/or financial impacts and risks is based on the recommendations of the Committee of Sponsoring Organizations of the Treadway Commission (Coso) and seeks to integrate with the ISO 31000:2018 standard. Furthermore, it aligns the governance and management of Information Technology with the Control Objectives for Information and Related Technologies (Cobit).

The Risk Management area reports to the Internal Audit, Corporate Investigation and Internal Controls Department, which, in turn, reports directly to the CEO and the Audit Committee. During 2024, the area promoted training with other internal sectors to present existing risks – an action that will continue in 2025, with training focused on risk control. The Audit Committee is responsible for informing the Board of Directors about the implementation of risk management measures. Three of its members also sit on the Board of Directors, regularly monitoring the measures adopted.

In addition to monitoring global risks, at least one project with critical themes is worked on in greater depth each year. For example, waste, food safety and, more recently, insurance and tax issues have already been addressed. In 2025, attention will be directed to access management and business continuity planning.

TIME HORIZONS CONSIDERED IN RISK MAPPING:



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MAIN RISKS GRI 3-3

The risks to which we are exposed are grouped into eight aspects:

Food safety – Contaminated food, without the necessary quality or in conditions unfit for consumption can cause damage to our reputation, imply the need to exchange/return items, with consequent financial losses, in addition to possible penalties for impacts on the health of consumers.

Information Technology – Cybersecurity breaches, failure to guarantee the confidentiality of sensitive information, data leaks and unavailability of technology systems can lead to the interruption of activities and a breach of trust among our stakeholders.

Financial – Our inability to honor financial obligations in the short term, the determination of judicial deposits or guarantees in judicial, administrative or arbitration proceedings may harm our ability to obtain financial results.

Operational – Human errors, failures in our supply chain and in internal processes and procedures can harm the routine of our operations.

Legal – Non-compliance with laws and regulations in various areas, such as food safety, labor, tax and intellectual property regulations, can result in litigation, financial penalties and reputational damage.

ESG (Environmental, Social and Governance) – Consideration of the best socio-environmental standards and governance practices are essential to mitigate negative legal repercussions, loss of reputation and even facilitate access to the financial market. The following ESG risks have been mapped:

- Impacts on the value chain (socio-environmental and animal welfare);
- Reduction of emissions linked to refrigerant gases;
- Waste management;
- Food safety;
- Promotion of diversity and tackle against discrimination.

Strategic – Failure to consider aspects such as increased competition, changes in our sector and changes in customer demands in our strategy may affect our performance.

Compliance – Failure to comply with standards, regulations and policies may result in reputational damage and legal penalties. This risk includes practices such as fraud, bribery, corruption – in which we assess 100% of our operations in 2024 –, money laundering and other conduct that may compromise our integrity, whether through deliberate actions or unintentional failures to adhere to legal and regulatory requirements. GRI 205-1

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EMERGING RISKS

Emerging risks may be unprecedented or already known events, but which arise in new conditions or contexts, with high level of uncertainty regarding their evolution, severity and probability of occurrence. Generally influenced by external factors, they are difficult to predict and require a structured approach for their management.

We identify these risks using the same methodology applied to the assessment of other risks. To ensure control, we have continuous monitoring and carry out half-yearly reviews along with the areas in charge. This process strengthens governance and ensures the mitigation of associated impacts.

Climate change

Climate change is an emerging risk as its impacts are becoming more frequent, severe and unpredictable, affecting businesses, markets and societies. Its effects are manifested in three main ways:

- **Physical risks:** extreme weather events, rising sea levels and scarcity of natural resources;
- **Transition risks:** new environmental regulations, changes in the energy matrix and technological innovation;
- **Reputational risks:** pressure from consumers and investors, as well as environmental litigation.

Geopolitical

Geopolitical risk is an emerging risk, as international conflicts, political instability and tensions between countries are becoming more frequent, impacting companies, markets and societies. Its effects are manifested in three main ways:

- **Operational risks:** economic sanctions, trade restrictions and supply chain disruptions;
- **Regulatory risks:** changes in government policies and restrictions on foreign investment;
- **Reputational risks:** boycotts, stakeholder pressure and increased political polarization.

RISK MANAGEMENT LINES OF DEFENSE

1ST LINE

It includes directors, managers and other employees of the business units who work in day-to-day operations and activities. They are responsible for managing the performance and risks taken in accordance with the provisions of our Risk Management Policy. The areas adopt controls, action plans and provide timely reports on information related to threats.

2ND LINE

Integrated by the Controls and Support Functions areas, represented by the Risk Management Department, which, in turn, may require advice from other areas, such as Compliance, Internal Controls and Information Security. In addition to guiding, monitoring and evaluating adherence to standards and policies, it must support the 1st line of defense to achieve our objectives, as well as facilitate, communicate and monitor threat management practices and assist in identifying them, in line with the established risk appetite.

3RD LINE

At this level is Internal Auditing, responsible for evaluating or reviewing risk management practices and controls, ensuring governance effectiveness and identifying problems and opportunities for improvement with independence, objectivity and authority for recommendations.

4TH LINE

This concerns the independent external audit contracted, which assesses the quality of internal controls for the preparation of financial statements and reports any weaknesses found in such controls.





Employee of Pão de Açúcar

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Employees of Pão de Açúcar Fresh

Our **People**

GRI 2-30 | 3-3 – – Relationships and work environment | SASB FBFR-310a.2

Our recruitment and selection process reflects our commitment to ethics, diversity, inclusion, transparency and alignment with best governance and social responsibility practices. We strictly comply with the Lei Geral de Proteção de Dados Pessoais - LGPD (“General Personal Data Protection Law”) with confidentiality of candidate information. We value the promotion of diversity and equal opportunities, with special attention to underrepresented groups, such as women in leadership positions, black people, young people, the elderly and people with disabilities, in fair selection processes with clear criteria. To avoid conflicts of interest, our Hiring Policy prohibits direct subordination between relatives. All of these practices are monitored by indicators of diversity, retention and social impact, with results reported within the context of ESG targets.

In this context, at the end of 2024 we had 39,320 employees, of which 47% were men and 53% were women, guided by the purpose of “Feeding dreams and lives”, which leads our corporate culture (find out more on page 9).

All employees have full freedom of association and participation in unions representing their categories: over 152 entities with which we negotiate collective agreements and conventions that cover 100% of employees. After signing agreements and conventions, we inform managers of the main aspects established so that the terms are complied with.

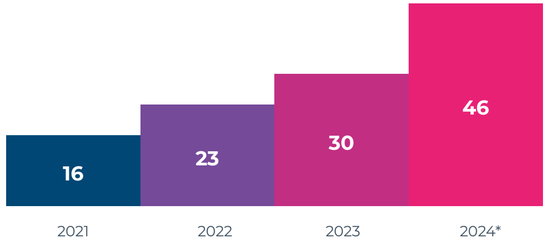
Throughout 2024, we carried out our engagement cycle, Fale na Boa (“Speak Out”), an essential thermometer to listen to our people and strengthen our culture. The process took place in four cycles during the year, combining three Pesquisas Pulso (Pulse Surveys), with objective questions about employee satisfaction, and a more complete engagement survey, conducted annually in partnership with Great Place to Work (GPTW). With more than 126,000 entries throughout the year, we achieved an impressive average of 88% participation. Additionally, our trust index averaged 70 points on a scale of 100.

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To further reinforce our commitment to active listening and the evolution of our culture, we created the Fale na Boa Seal – Your voice makes a difference. That seal highlights the concrete actions that emerged from the main insights of the research, ensuring that each feedback generates real impact on our daily lives. Some of the actions that received the seal were: improvement of the spaces at the corporate headquarters, with the start of the renovation of the floors in 2024; improvement of benefits related to food for store employees; structuring closer processes with healthcare companies, etc.

Since 2021, we have been evaluating the e-NPS (Employee Net Promoter Score), which measures the level of satisfaction and recommendation of our employees. The key question is: "Would I recommend GPA to my family or friends as a good place to work?". In 2024, we made a significant leap, evolving 16 points compared to 2023 and reaching an average of 46. This progress shows we are on the right path, building an increasingly better work environment.

E-NPS EVOLUTION



*Average of the four surveys tough the years.

In order to capture and value professionals' perceptions, we launched the internal influencers program, the GPA Super Influencers. The selection process received over 350 applications, resulting in the selection of 37 people, who received guidance and training to become GPA Super Influencers, joining a group focused on disseminating news through their social networks. The project has already achieved large views on platforms used for communication, such as LinkedIn and Instagram.

"With 16 years and seven months of career, I have never had such an enriching experience as being a GPA Super Influencer. The program gave me a unique opportunity to share our culture and values with thousands of people, while strengthening my connection with the brand and the principles we defend.

Being recognized internally, within a company so committed to excellence and values such as Gente boa e feliz ("Good and happy people"), Paixão pelo cliente ("Passion for the customer") and Atitude de dono ("Owner attitude"), is a great source of pride. Those pillars are not just words, but attitudes that, as an influencer, I can carry forward in all my actions. Having the opportunity to represent GPA on social media and seeing the impact of this image is something that motivates and inspires me, knowing that we are contributing to a positive change for both our customers and our employees. It is a privilege to be part of something so big and so transformative."

Edna Vieira, Supply Coordinator Chain





Employee of Mini Extra

GPApp was created to strengthen dialogue with agile and transparent communication, reinforcing our culture. It is a digital platform that connects 100% of employees in an inclusive, dynamic and easy-to-use environment. More than an application, GPApp is a hub for interaction, information and productivity. In addition to centralizing cloud documents, tools and systems in a single place – simplifying day-to-day work –, GPApp allows employees to access our news in real time, expand their network of contacts, participate in interest groups and interact with colleagues through publications, reactions and comments.

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Employee at corporate headquarters

Diversity, equity and **inclusion**

GRI 3-3 - Diversity, equity and inclusion

In order to become an increasingly diverse and inclusive company, we empower our employees as agents of transformation, responsible for helping to build a workplace free from discrimination. We aim to foster a culture of respect and promote equal opportunities for all, regardless of identity markers, ensuring that diversity, equity, and inclusion are fully recognized, upheld, and celebrated. Since 2015, we have maintained a dedicated Diversity, Equity and Inclusion strategy, focusing on five priority pillars: Gender Equity, Racial Equity, Respect and Promotion of LGBTQIA+ Rights, Inclusion and Development of People with Disabilities, and Age Diversity.

The topic of Diversity, Equity and Inclusion is one of the pillars of our Sustainability Strategy, with a direct and significant impact on our business. We believe that diversity means acknowledging and respecting each individual's unique characteristics; that equity aims to ensure equal opportunities for all; and that inclusion goes beyond simply recognizing differences — it involves intentionally valuing and promoting them, with a focus on representation.

We therefore believe that all employees share the responsibility of advancing this agenda, contributing to the development of an inclusive, fair, and respectful organizational culture for everyone.

Our actions and initiatives have generated solid and measurable results, with visible positive impacts on several fronts. The increased sense of belonging among our employees — and the growing number of people actively engaged in this agenda, as reflected in internal climate surveys — are clear signs of this progress. The dissemination of our strategy through training sessions, awareness initiatives, campaigns, and Affinity Groups is part of this ongoing evolution. These efforts reinforce our established inclusive practices, ensuring that all business units remain aligned with our commitments to fostering a work environment grounded in equity, respect, and inclusion.

In 2024, we were recognized as one of the 55 best-performing companies in the Ethos/Época Diversity, Equity and Inclusion Survey. The assessment evaluated 204 organizations across 12 criteria, considering levels of adherence such as compliance, early-stage efforts, initiatives and practices, policies, procedures, management systems, and effectiveness. Furthermore, we received the seal that reaffirms our commitment to promoting Diversity, Equity and Inclusion by participating in the Social and Gender Profile of the 1,100 Largest Companies in Brazil and their Affirmative Actions.

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Additionally, positive impacts include increasing the representation of individuals with different profiles at all hierarchical levels of the organization, thus favoring organizational performance. We are voluntarily signatories to associations and alliances that are national and international references in the promotion of human rights, reinforcing our commitment to non-discrimination and aligning our actions with best practices and global principles of respect and inclusion.

OUR COMMITMENTS AND PACTS

- Unstereotype Alliance (UN Women)
- Business Coalition for Racial and Gender Equity
- Business Coalition to End Violence Against Women and Girls
- LGBTI+ Business and Rights Forum
- Generations and the Future of Work Forum
- Business Initiative for Racial Equality
- They Lead 2030 Movement (UN Global Compact)
- Movement for Racial Equity (Mover)
- Women's Movement 360 (MM360)
- Race Matters Movement (UN Global Compact)
- Global Compact
- Women's Empowerment Principle (UN Women)

Learn more about each of them on page 34.

AWARENESS AND TRAINING

Throughout 2024, we carried out a wide range of integration, awareness, and training initiatives with our employees, addressing topics related to diversity, equity, inclusion, human rights, and unconscious bias, with a focus on fostering a more respectful and inclusive work environment.

Due to the relevance of the topic, on our GPA Portal forDiversity, available at the GPA Universidade do Varejo, we offer a wide variety of content related to our priority pillars of diversity, equity and inclusion. Among the highlights, we have the policies and guidelines related to the theme of Diversity, Inclusion and Human Rights, Inclusive Communication and Guidelines for Combating Discrimination and Promoting Racial Equity. In addition, we provide guides and handbooks, such as the LGBTQIA+ Ally Guide, as well as web series and knowledge pills, which reinforce our commitment to the continuous development of our employees.

Among the strategic and mandatory trainings is the GPA for Diversity: Promoting Respect and Inclusion, available to 100% of employees, whose focus was the promotion of human rights through the strengthening of an organizational culture based on respect and inclusion. The main content covered includes our priority themes of diversity, equity and inclusion, guidelines and positions of the Group, such as valuing and respecting all people, regardless of their identity markers, combating discrimination, any type of violence and building an inclusive and diverse work environment. The content was structured and aligned with our Diversity, Inclusion and Human Rights Policy, reinforcing the role of each employee as an agent of transformation in the creation of practices and strategies for a fair, respectful and representative workplace. In 2024, we ended the year with 87.2% of employees trained.

Another training on this annual agenda was the Procon Racial: 10 Princípios Básicos para Combater o Racismo nas Relações de Consumo ("Racial Procon: 10 Basic Principles for Combating Racism in Consumer Relations") – Developed by Procon-SP and Zumbi dos Palmares University to strengthen prevention and monitoring actions against discriminatory practices based on race in consumer relations. Exclusively for employees of the State of São Paulo, the content addressed fundamental principles, such as the prohibition of approaches, searches or restraints based on skin color, race or ethnicity or any other form of discrimination; the recognition of discriminatory acts, such as



Employees of the perishables sections of Extra Mercado

preventing or constraining entry or permanence in establishments open to the public; and the importance of treating all people with respect. We ended the year of 2024 with 86.9% of employees trained, consolidating consumer relations free from discrimination.

For the team working in our operations, we offer training on Safety, Approach and Service for Reporting in Stores, which includes theoretical content and a practical test to reinforce knowledge about combating racism and ensure correct and respectful approaches when serving our customers.

Another highlight was the training on Desconstruindo Estereótipos na Publicidade utilizando a metodologia dos 3Ps (Presença, Perspectiva e Personalidade) - ("Deconstructing Stereotypes in Advertising using the 3Ps methodology ("Presence, Perspective and Personality"), conducted by the UN Women Unstereotype Alliance, of which we have been signatories since 2019. The event was attended by teams that communicate with internal and external audiences, such as Marketing, Communications, Press and Sales.

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For the Attractiveness and Selection team, we conducted training on *Diversity, Inclusion, and Unconscious Bias in Selection Processes*, focusing on strategies to make hiring practices more inclusive. The training addressed the deconstruction of stereotypes and biases related to underrepresented groups, as well as practices that ensure fairer and more equitable candidate evaluations. We also emphasized the importance of manager awareness in recognizing and minimizing bias throughout the recruitment stages, contributing to more diverse hiring aligned with our inclusion commitments.

Additionally, we actively participated in all training sessions held within the Programa de Sucessão da Universidade do Varejo GPA - ("Sucession Program"). These sessions addressed topics such as human rights, unconscious bias, moral harassment, and inclusive communication, raising awareness and offering support to leaders in development.

To further engage our internal audience, we organized several culture-driven competitions throughout the year, aligned with diversity, equity, and inclusion themes: *#Deixa com Elas* ("#Leave it to them") (March), *#Arrasou* no Respeito e Promoção aos Direitos LGBTQIA+ ("#Rocked in Respect and Promotion of LGBTQIA+") (June), and #Arrasou na Consciência ("#Rocked in Consciousness") (November). To deepen the dialogue, exclusive content was developed and made available on the GPA Universidade do Varejo platform.

Awareness was also reinforced through internal and external publications, highlighting key dates from the diversity, equity, and inclusion calendar. In total, more than 400 communications were shared throughout the year.

Groups are safe and collaborative spaces, created **to promote acceptance and the exchange of experiences.**

AFFINITY GROUPS

We have three Affinity Groups (GAs), supported by the Human Resources, Sustainability and Communications Department and by internal leaders who act as sponsors or ambassadors. In 2024, more than 390 people were part of our groups, such as: GPA Madiba, focused on racial equity; GPA for Gender Equity; and GPA LGBTQIA+ Pride. Groups are safe and collaborative spaces, created to promote acceptance and the exchange of experiences between employees from different areas. These groups play an essential role as catalysts for initiatives and ideas that strengthen diversity, equity and inclusion in the workplace.

They also contribute to raising awareness and engaging employees, encouraging respectful behavior and a commitment to acting as agents of transformation and allies on these issues. In 2024, we promoted a consistent calendar of meetings, including learning sessions focused on equity literacy and strategic meetings to develop initiatives aligned with commemorative dates such as International Women's Day, International LGBTQIA+ Pride Day, and Black Awareness Day.



GPA Madiba Affinity Group Visits Land of Giants Exhibition

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"Being part of GPA Madiba has been great, especially because of the culture of belonging it promotes, as well as providing valuable connections and expanding my vision of identity and inclusion. As a lawyer, I know how challenging it is to see myself represented in prominent positions, and this network reinforces the importance of occupying these spaces. I believe in the transformative role of Affinity Groups, especially GPA Madiba. These initiatives drive a more diverse and inclusive culture within the corporate environment."



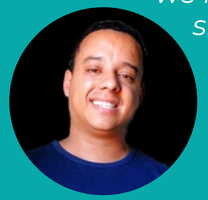
Victoria Hellen Nascimento Oliveira, Corporate Lawyer, GPA Madiba

"I have led GPA's strategic pricing team for over four years and have always seen diversity as an essential value here at the company. Being part of the gender equity group further strengthened my vision on the topic, which has a special meaning for me, as here in the Pricing team 50% of the staff are women. At GPA, I improved my awareness on the topic and understood that gender equity goes beyond equal rights – it is ensuring that women have fair opportunities in a society that is still unequal. I am aware this is a continuous learning process, and I remain committed to this transformation."



Emerson Melo, Pricing Manager, GPA for Gender Equity

"GPA Affinity Groups are more than just spaces to connect — they represent the essence of our commitment to diversity and inclusion. Throughout our journey, we have seen how these initiatives transform lives, creating an environment where each person feels respected, valued and encouraged to be who they truly are. In these groups, stories intertwine, voices are strengthened and barriers are broken, reinforcing every day that diversity is not just a value, but the force that drives us to build a more fair and welcoming future for everyone. As a gay man, participating in these groups is experiencing acceptance in practice and learning every day. We don't always have all the answers, but we are open to listening, sharing and evolving together. We do not seek to be better than anyone else — we seek respect. In Affinity Groups, we find support to deal with challenges and share experiences. Not all companies offer connection spaces like these, and that's why I'm so proud to be part of GPA."



Denis Costa Santos, Supply Analyst, LGBTQIA+ Pride GPA

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"Promoting gender equity requires consistent actions and a commitment from leadership to expand opportunities for women's development. As a sponsor of the affinity group, I see these spaces as essential to driving change, promoting debates that result in concrete initiatives for female representation in the Company. With each action, we reinforce the importance of an environment where women have access to equal opportunities. One of the most notable advances has been the development of female talent and the construction of more equitable trajectories within the Company."



Maria Cristina de Amarante Merçon, Director of Marketing, Loyalty and Customers and Sponsor, GPA for Gender Equity

"As a sponsor of the LGBTQIA+ Pride group GPA, I see affinity groups as essential pillars to strengthen a more inclusive and welcoming organizational culture. My role is to ensure the voices of this group are heard and their needs are incorporated into the Company's strategies. The active participation of everyone is essential to drive real change and inspire appreciation of diversity. An important step forward was the implementation of more assertive inclusion policies, reflecting our commitment to equity and respect."

Camila Silvestre de Melo, Director of Audit, Risks, Controls and Forensics and sponsor, LGBTQIA+ Pride GPA



"I believe that listening and learning spaces, such as affinity groups, are fundamental to promoting a more inclusive corporate environment. These moments allow us to get to know people's realities and experiences up close, expanding our understanding and strengthening respect for differences. GPA Madiba encourages open dialogue and strengthens the building of relationships of allies involving both black and non-black people in the commitment to racial equity. Creating this safe space to share stories, reflections and ideas contributes to everyone's development. As a leader, I recognize the importance of always being willing to listen, learn and support initiatives that value and promote diversity."



Renata Castiglioni Amaral, Sustainability, Diversity and Social Investment Manager, on GPA Madiba

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DIVERSITY AMBASSADORS

The Diversity Ambassador program has been running for five years and is composed of individuals who play a positive role in influencing our five priority pillars within stores and distribution centers. Participants volunteer or are nominated, regardless of position or role, to expand their own knowledge and promote awareness among colleagues and leaders on issues related to gender, race, the promotion and respect of LGBTQIA+ rights, age diversity, and the inclusion and development of people with disabilities through discussion groups and informational posters. In 2024, the program surpassed the milestone of one thousand registered ambassadors. To support new participants, we provide the Diversity Ambassador Integration Guide, available on the GPA Universidade do Varejo platform, which offers guidance on roles and responsibilities as well as access to an exclusive training pathway.

During the Diversity and Sustainability Fortnight, we held Ambassadors' Day, recognizing those who stood out for their initiatives, commitment to learning, and promotion of diversity, equity, and inclusion issues in the workplace.

"Being a diversity ambassador is a great opportunity for personal and professional development, in addition to contributing to the construction of a more diverse and inclusive work environment. I am about to celebrate my 18th anniversary at the Company and having followed the evolution of the Diversity program since the beginning is something wonderful. I had the pleasure of being recognized as an outstanding ambassador at Brazilian level – an exciting and priceless experience.''



Marilza Pereira da Costa Santos, Wine Attendant, Pão de Açúcar Guarujá (SP)

"Being an ambassador for diversity made me see how inclusion transforms realities. As an inspector at store 1217 in Peruíbe (SP), I was recognized for my service to atypical mothers, ensuring a welcoming space for them and their children. By applying what I learned from the program, I reinforced the importance of respect and empathy within the team, showing that humanized service can make all the difference in each customer's experience."



Alessandra Neves de Jesus, Cashier Inspector, Extra Mercado Peruíbe (SP), recognized via Golden Badge

(*learn more on page 19*)



Diversity Ambassadors

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GENDER EQUITY

Gender Equity is a topic we closely monitor, establishing goals, commitments, and actions to ensure an environment where men and women have equal opportunities. In 2024, we signed the Global Compact's They Lead Movement, and we are increasingly closer to achieving our goal of 50% of women in leadership positions by 2025 – in 2024, it was 49.6%. **GRI 405-1**

These results reflect our commitments and our policies, such as the Attractiveness and Selection Policy, which establishes that at least 1/3 of the list of finalists for leadership positions must be women. To ensure compliance, we adopt a strategic approach, conducting selection processes with 100% female candidates for leadership positions, reinforcing our commitment to gender equity in strategic areas. For succession positions, the policy requires that at least one woman be present as a candidate for senior leadership positions, consolidating our strategy for female development and promotion.

Gender pay gap

In addition to focusing on equity in selection and career progression, we continuously monitor the wage gap between men and women. This monitoring is part of our strategy to ensure that salaries are fair and aligned with responsibilities, without any form of discrimination. In 2024, the wage gap between men and women was 1.1%.



Distribution Center Employees

Deixa com Elas ("Leave it to Them"): Women's Month

In March, we celebrate International Women's Day with the theme: Deixa com Elas: Men and Women together for Gender Equity. The initiatives addressed female protagonism, leadership and personal branding, in addition to lectures on Sustainable Productivity and Journey to Well-being: uncovering the secrets of self-care. To reinforce female protagonism, the Foco Semanal ("Weekly Focus"), an agenda with all our leadership, was conducted exclusively by women. Overall, we had more than 4,500 employees participations. Also as part of the scheduled actions, through Colabora, an internal volunteer program, we visited the Afesu institution, one of the first social organizations in Brazil to offer 100% free education and professional qualification for women aged 7 to 25. Another action was the event Mulheres de Proximidade em Ação ("Proximity Women in Action"), which brought together leaders from our Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh stores. The meeting featured presentations on health and well-being, diversity, marketing, ombudsman and compliance. The Extra Mercado brand also carried out the campaign Juntas somos extrafortes ("Together we are extra strong"), reinforcing the importance of the support network and sisterhood among women. The Pão de Açúcar brand carried out the Tempo das Mulheres ("Women's time") campaign, which this time highlighted women who work in coffee cultivation, business and culture.

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Women's Leadership and Women's Development Program

From 2019 to 2024, over 2,700 women have benefited from our Programa de Desenvolvimento da Liderança Feminina e Mulheres Não Líderes ("Development Program for Women's Leadership and for Women Who are Not Leaders"). The Women's Leadership Development Program, aimed at both women leaders and non-leaders, is now in its sixth edition. The initiative encourages women to pursue their professional ambitions by developing the skills needed for management positions in stores, offices, or distribution centers. Of the women who participated in the training, 29% were promoted during the year.

This program supports the development of skills such as critical thinking, female empowerment, awareness of unconscious biases, valuing sisterhood and planning for the professional growth of our employees. It is divided into three modules:

- **Empowers**: seeks to level knowledge on topics relevant to the development of skills and encourage female empowerment and gender equity.
- **Ambition**: non-leader participants trained by Empodera were invited to participate in the Ambition support track.
- **Sorority**: the leading participants who completed the Empodera training were invited to participate in the Sorority support path.

In addition to the modules, there are discussion groups with the participation of our directors.

Participation in events

In 2024, we participated in the Succession Plan panel titled 'How to Ensure the Presence of Women in Leadership Positions?', promoted by Movimento Mulher 360°, an association we have voluntarily been part of since 2016. The movement consists of more than 100 companies committed to accelerating gender equity advancement in the corporate sector.



Women's Development Program Meeting

"The Women's Development Program at GPA is an incredible initiative that provides an enriching exchange on various topics, such as finance, sorority, personal image, among others. Participating in this program brought about a true transformation in my mindset, reinforcing how capable we are of making a difference in the world. I actively participated in the meetings and apply the lessons learned in my daily life. I am really proud to be part of GPA, a company that genuinely cares about the development of women. Furthermore, GPA has reaffirmed that commitment by publicly assuming the goal of reaching 50% women in leadership positions by 2025 — and I am happy to be part of this journey!"

Marcela de Medeiros, HR Consultant



Commitment to combating violence against women and girls

In 2024, we reaffirmed our commitment to combating violence against women and girls by participating in the Business Coalition to End Violence Against Women and Girls. We took part in Vozes Entrelaçadas ("Intertwined Voices"), a campaign by the Coalition, sharing information about the Maria da Penha Law, types of violence, the role of companies, and support channels such as the virtual assistant Ângela. Additionally, we engaged in the 16 Days of Activism to End Violence Against Women campaign, reinforcing awareness and actions to combat gender-based violence. For our involvement, we were recognized among the signatory companies that made the most significant contributions to business mobilization and expanded impact on this issue.

We also provide informative guides on the subject through the GPA Universidade do Varejo platform. Our Pão de Açúcar Mais and Extra Mercado apps feature banners with the message #IsoladasSimSozinhasNão ("#IsolatedYesAloneNo"), which also provide access to the virtual assistant Ângela. Furthermore, we maintain the Social Service channel, offering psychological support and legal guidance. This service is completely free and confidential.

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RACIAL EQUITY

Our workforce had 14.4% self-declared black people and 48.2% brown people in 2024. Racial equity is one of the priority pillars in Diversity, Equity and Inclusion. For all the actions that have been carried out over the last few years, we stood out in the Corporate Racial Equity Index (IERE) 2024, at the 4th International Corporate Racial Equity Forum, promoted by the Business Initiative for the Racial Equality. We won 1st place in Overall Highlight, in addition to leading in the pillars of Business Census, Recruitment and Training. The index had the participation of 49 signatory companies. **GRI 405-1**

We were recognized, for the third consecutive year, in the Best Companies in Diversity Practices and Actions award, held by the Business Initiative for the Racial Equality. We secured second place in the Value Chain Engagement category, which evaluates projects and initiatives that include policies or codes to hire suppliers and service providers, considering aspects such as inclusion and diversity. Recognition came through the Workshop with Security Service Providers, held since 2019. We participated alongside 17 other companies, with over 75 projects evaluated, covering medium and large organizations from different segments.

Another important milestone in the year was the signing of the Race is a Priority Movement, during the Diversity and Sustainability Fortnight. This public commitment, promoted by the UN Global Compact, aims to engage 1,500 companies in Brazil to ensure that 50% of their leadership positions are occupied by black people by 2030, a commitment we already have every year.

Learn about some of our initiatives to promote racial equity:

Affirmative internship: we launched the fourth affirmative internship selection, dedicated exclusively to black people. Since the first edition, 83 people who self-identify as black and brown have already interned with us. The initiative has a Development Path divided into three pillars: GPA Competencies, Technical Competencies and Racial Empowerment. Our interns also had an immersive experience visiting the Afro Museum in São Paulo, renowned for its vast collection and the way it presents the trajectory of the African and Afro-Brazilian people.

Event sponsorship: We sponsored the second edition of the Black Sisters in Law Immersion, an event focused on providing learning opportunities, networking, and career development for black women lawyers.

Training and inclusion: to strengthen the inclusion of black people in the corporate environment and expand development opportunities through training, we have provided, in partnership with the Movement for Racial Equity (Mover), more than 540 black employees with free and language courses, personalized mentoring, scholarships for postgraduate programs and specialized training for the development of future leaders. All employees were also able to participate in the Mover Challenge, a game with the mission of combating racism and working to transform society.



Interns visit the Afro Brasil Museum

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Workshop with Security Service Providers

“I participated in the ProLíder Program training in 2024, promoted by Instituto Four in partnership with Mover. The program provided a transformative journey, with content on inclusive leadership and combating racism. This experience broadened my vision of the role of leadership in promoting equity, highlighting the importance of leading with empathy, active listening and social responsibility. It also strengthened my skills to implement more inclusive practices in the corporate environment, such as creating safe spaces for discussions about diversity, encouraging the development of diverse talents, and adopting policies that combat structural discrimination. I would like to thank GPA for making this opportunity possible, which reinforces our commitment to building more diverse and fair professional environments.”



Douglas Nakagawa Prates, Risk Auditor

In addition to the courses in partnership with Mover, we provide, at our GPA *Universidade do Varejo*, various contents to promote racial equality, such as anti-racist pills, web series and practical guides that foster awareness and engagement of employees on the topic.

Support for Afro-entrepreneurship: still in partnership with Mover, we began participating in the Mover Negócios (“Moving Businesses”) platform, which connects black entrepreneurs to the purchasing departments of companies committed to a more diverse supply chain. In 2024, we spoke with some of the platform’s suppliers and began a commercial relationship with DaMinhaCor, starting to provide caps that suit different types and volumes of hair in our operations, such as afro and voluminous.

Workshop with Security Service Providers: During the Diversity and Sustainability Fortnight, we held our annual training with 100% of our security service providers, focusing on the promotion of human rights and the fight against racism.

Black Consciousness Week: we are making available to our employees the second season of the web series #ArrasouNaConsciência – *A Consciência Negra Começa em Nós* (“#RockedinConsciousness - Black Consciousness Begins with Us”), which brings together episodes with themes such as: Black Consciousness is collective, Whiteness: How white people can be allies, black people’s mental health and black protagonism. The members of GPA Madiba visited the Land of Giants exhibition at Sesc Casa Verde and contributed to the creation of the Practical Guide #ArrasouNaConsciência, which addresses topics such as heritage and identity, colorism and anti-racist education for children. In partnership with the GPA Institute, we encourage donations to Uneafro, an organization that prepares black youth and adults from public schools for the Exame Nacional do Ensino Médio - ENEM (“National High School Exam”) and public exams via Stix.

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RESPECT AND PROMOTION OF LGBTQIA+ RIGHTS

Our work in promoting the rights of Lesbians, Gays, Bisexuals, Transgender, Queers, Intersex, Assexual and more (LGBTQIA+) is not limited to LGBTQIA+ Pride Month, celebrated in June. Throughout the year, we promote awareness campaigns and training among our employees. With the support of the LGBTQIA+ Pride GPA affinity group, we carry out actions on dates such as the International Day Against LGBTphobia and Lesbian, Bisexual, Intersex, Trans and Transvestite Visibility Days. As part of the LGBTQIA+ Pride Month celebrations, we held the Pride in Focus talk: Mental Health and LGBTQIA+ Inclusion, with psychologist Fabio Sobral and the lecture Corporate Insights by a Drag, with Ikaro Kadoshi. We also reinforce the importance of these dates and encourage access to our Diversity, Inclusion and Human Rights Policy, the LGBTQIA+ Ally Guide and the web series Deconstructing LGBTphobia, with journalist Marcelo Cosme, available at GPA Universidade do Varejo.

We have adopted the practice of extending the rights established to the spouses of employees in same-sex unions in the Labor Convention. Another action of the year was the training *A palavra-chave é respeito!* (“The keyword is respect!”), conducted by the Diversity, Equity and Inclusion team with the leadership of the Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar and Mini Extra stores mapped as the circuit of the 28th LGBTQIA+ Pride Parade in São Paulo. The objective was to prepare managers, regional managers and area heads of these stores on the historical context of the LGBTQIA+ Parade, inclusive communication and our guidelines regarding policies and processes to combat discrimination and promote respect for human rights.

Among external initiatives, our participation in the workshop on Attraction and Retention of LGBTQIA+ Talent, promoted by Instituto Mais Diversidade, stands out. The event addressed the employability of trans people, inclusive selection processes, attractiveness strategies, safe environments and good market practices. Our Attractiveness and Selection and HR Integra teams were also present at the 2024 Diversity Employability Campaign, exclusively for the LGBTQIA+ public seeking employment opportunities. More than 50 people were interested in joining our team.

For the second consecutive year, we were recognized among the 79 best companies for LGBTQIA+ professionals to work for, according to the HRC Equidade BR survey. The recognition, granted by the HRC Foundation, highlights companies that are committed to promoting inclusive and safe work environments for LGBTQIA+ people.

We also kept our sponsorship of the 10th edition of the DiverS/A Fair, promoted by Instituto Mais Diversidade, which has established itself as the main event to connect and articulate opportunities between LGBTQIA+ students and professionals and companies committed to promoting diversity and inclusion in their teams. In 2024, the Fair brought together more than 560 participants, over two days of events. As a supporting company, we keep our commitment to fostering the employability of LGBTQIA+ people, and we forward vacancies to registered people on a monthly basis — an action carried out in partnership with the Attractiveness and Selection team and RH Integra.

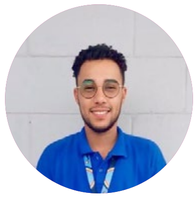
For the second consecutive year, we participated as supporters of the *Orgulho do Meu RG* (“Proud of my ID”) project, in partnership with Bicha da Justiça, the institution responsible for the action.It supported the rectification of name and/or gender on the birth certificate of our employees who identify as trans or transvestite people. Along with other companies sponsoring the project, we also participated in a discussion group promoted by Bicha da Justiça, with the theme Three Keys to Diversity in your Company. The action was carried out on the occasion of the International Trans and Transvestite Visibility Day and addressed strategies to create more inclusive environments.



GPA LGBTQIA+ Pride Affinity Group Meeting with Pepsico

“I am very happy for the opportunity and the difference that GPA has made in my life. Thanks to the Orgulho do Meu RG project, I was able to rectify my name and, with that, I will avoid several embarrassments in my daily life.”

Vinicius Santos dos Santos, Cashier at Extra Mercado



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AGE DIVERSITY

We tackle ageism by promoting opportunities for talent at all stages of their career, from those just starting out to professionals over 50 years old. Our team is made up of 42% of people under 30 years old and 11.5% of professionals over 50 years old. **GRI 405-1**

We believe that intergenerational relationships foster mutual learning, innovation and high performance in a diverse and inclusive workplace. With this in mind, we promote:

Internship Program: Open to young talents and/or professionals seeking a new job in the job market, the program is affirmative and aimed at people aged 18 and over who are studying for a degree, with no maximum age limit for participation or preference for a specific educational institution (more information on page 61). We eliminated the requirement for knowledge of the English language and adopted the hidden selection methodology, in which managers are unaware of the origins and characteristics of candidates, in order to prevent the interference of unconscious biases. We provide a path specially designed for selected candidates, focused on the beginning of their careers, with content on GPA Competencies, Technical Competencies and Racial Empowerment. Furthermore, during the Program's pre-onboarding, we provided leadership with a workshop to help build bridges with Generation Z youth, generating greater harmony between the different generations.

In August 2024, to celebrate Internship Day, we prepared, along with our volunteers from the Colabora program and the GPA Institute, a visit to Grupo Vida Brasil, which works with the elderly, focusing on interaction between different generations.

Young Apprentice: we have a specialized team to recruit and integrate young apprentices. GPA *Universidade do Varejo* ("Retail University") provides the Meu Futuro ("My Future") channel with curated content for the Awakening, Planning and Achievement of those selected. On the platform we also offer the Apprentice Journey, with exclusive materials. In 2024, 1,663 young apprentices worked in our stores, offices and distribution centers.

***Viva a Longevidade* ("Long Live Longevity"):** Our employees over 50 years old can count on the Viva a Longevidade channel, at the GPA *Universidade do Varejo*. The platform offers content on Career and Purpose, Health and Well-being and Planning and Finance, among other materials developed by companies specialized in age diversity, such as Maturi.

Generations and Future of Work Forum: we hosted the first workshop of the Generations and Future of Work Forum, with the theme Intergenerational Sociotechnical Learning – Building Journeys to Career and Post-Career. The meeting brought together signatory companies, represented by the areas of Diversity and Inclusion, Training and Development and Human Resources, to promote a discussion on the Forum's commitments, with suggestions on how to incorporate them into corporate policies and internal actions.



Employee in the butcher section of Pão de Açúcar Fresh

We offer opportunities and **provide professional development** for employees of **different age groups**: from those just starting out to those over 50.

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Employee of Pão de Açúcar

INCLUSION AND DEVELOPMENT OF PEOPLE WITH DISABILITIES

At the end of 2024, we had more than 1,600 employees with disabilities on our staff. Seeking to strengthen our commitment to development and inclusion in all its forms, we carry out actions and projects that promote the theme, in partnership with institutions such as the Jô Clemente Institute. By applying the Supported Employment methodology, we collaborate with the inclusion of people with disabilities in the job market.

One of the highlights of the year was the launch of the Practical Guide to Assistance for People with Disabilities, with guidelines for more inclusive and respectful assistance. The material is available at GPA *Universidade do Varejo* and complements the basic course in Communication in Sign Language, which teaches essential signs for everyday life. This initiative reinforces our commitment to inclusion and supports our employees in building a more accessible environment for everyone.

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"My experience here has been great, the people are welcoming, the team is united and everyone helps each other. As an autistic person, I was worried about whether I would fit in and whether my needs would be understood by my peers. Here at GPA, everyone who works with me understands me, supports me and is willing to teach me on a daily basis. I feel that here I can evolve and learn, which brings me happiness and a desire to learn more and more."



Aghata Monteiro Cavalcanti de Barros Pereira, FLV (Fruits, vegetables and greens) Perishables Operator at the Duque de Caxias Distribution Center

We have maintained some actions for the selection, retention and development of people with disabilities:

PARTNERSHIPS:

- **INSS**: we have a Technical Training Agreement with the Instituto Nacional do Seguro Social - INSS ("National Social Security Institute") for professional reintegration. Through this agreement, beneficiaries undergoing professional rehabilitation can return to the job market, in different roles from those they previously held, working in our stores, distribution centers and corporate areas.
- **Center for Support for Work and Entrepreneurship (Cate), a service of the Secretariat for Economic Development and Work of the City of São Paulo:** our HR team carried out selection processes to promote the employability of people with disabilities and young apprentices.
- **Instituto Jô Clemente ("Jô Clemente Institute"):** in partnership with the Institute, we carry out in-person selection processes aimed at hiring people with disabilities. The Institute works to promote the autonomy and inclusion of people with intellectual disabilities, rare diseases and Autism Spectrum Disorder (ASD). In addition, in partnership with the Institute, we conducted training aimed at qualifying leaders, specialists and other employees of the Northeast Region branches of Pão de Açúcar and Extra Mercado. The goal is to promote more inclusive service and ensure a more accessible and welcoming shopping experience for people with disabilities.
- **Awareness campaigns:** were promoted throughout the year on dates such as World Autism Awareness Day, the Day of People with Physical, Intellectual, Visual and Deaf Disabilities, the National Day of Struggle for People with Disabilities and Universal Sign Language Day.

EMPLOYABILITY AND INCLUSION SUPPORT PROGRAMS:

- **You + 1 Talent:** our employees can recommend people with disabilities to be part of the team or join our talent pool.
- **Monitoring the entry of employees:** after hiring, the Attractiveness and Selection and Diversity, Equity and Inclusion areas monitor newcomers and their managers for 90 days. The teams in which the new professionals will work also receive training. The goal is to understand expectations, identify specific needs and create career paths aligned with individual interests and talents.
- **Participation in events:** in celebration of the 33rd anniversary of the PwD Quota Law (24/7), the São Paulo Chamber for the Inclusion of People with Disabilities and its partner companies prepared an event to discuss work as a right for all people. We were represented at the event by the Attractiveness and Selection team, HR specialists and Extra Mercado employees.
- **Chat with leaders:** the September edition of Café com Liderança at Pão de Açúcar stores, led by regional managers at the units, welcomed employees with disabilities for moments of exchange, active listening and support. The meetings highlighted the importance of listening to participants' experiences in an open dialogue so that together we can contribute to building a more diverse and inclusive environment for everyone. Still at the Distribution Center, held by the Logistics Operations Manager, the meeting brought together employees with disabilities to talk about the importance of promoting diversity, equity and inclusion. Another discussion was how we can ensure the development of people with disabilities in our operations and build a more diverse and inclusive space for everyone.
- **Accessibility in stores:** our units are adapted in the most diverse areas (parking, store access, sales floor, customer restrooms and common areas for employees) to allow access for people with disabilities and/or reduced mobility.

Talent attraction and retention

GRI 401-2

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Selecting our talents is an important step to ensure that employees adhere to our culture and values, as well as to achieve sustainable operational and economic results. We seek to ensure that people are proud to work with us, which is why we offer market-compatible remuneration and benefits, multiple benefits[1] excluding the usual ones, in addition to the possibility of personal and career development, training successors who will become our future leaders.

We have adopted an online selection process, with vacancies posted on our Careers Page, where interested parties can follow the stages and progress of the process for the vacancy of their interest. We also participate in fairs and events held by universities and institutions in order to attract talents. We value our employees through the Processo de Seleção Interno – Prosin ("Internal Selection Process"), Programa de Sucessão ("Succession Program") and Avaliação de Potencial ("Potential Assessment"). In 2024, 17% of vacancies were filled by people from our staff.

Among the benefits offered to all employees, in addition to those provided by law, we highlight the extension of maternity leave to 180 days, paternity leave to 20 days and parental leave for same-sex employees, as well as our health and well-being programs. We provide extensive medical and dental care for dependents. For the policyholder, we cover 100% of the plan and, for the dependent, we contribute a percentage. An optional benefit is private pension for those who wish to make a financial plan to carry out their life projects.

We also have GPAtiva (Credit Cooperative) which offers access to financial credit, in a fair manner, promoting financial education and sustainable finances through various benefits, focused on the pillars of health, education, housing and financial support. Among them are:

- **Scholarships with up to 80% discount** for associated employees and dependents;
- **Reimbursement of up to R$350.00 on visual health,** supporting the purchase of glasses or contact lenses;
- **Reimbursement of up to R$6,000.00 for the purchase of assistive devices** (hearing aids, prostheses and orthoses, wheelchairs, among others), promoting physical health and quality of life for employees with disabilities;
- **Financial aid of R$85.00 per dependent in school (between 4 and 18 years old)** to purchase school supplies for the children and legal dependents of associated employees;
- **Full payment of the registration fee (up to R$100.00) for the 1st Enem,** for legal dependents between 17 and 18 years old to assist with admission to undergraduate studies;
- **Subsidy with full payment of vaccine and its application, during the annual vaccination campaign.** Associated employees have their vaccinations paid for by GPAtiva itself. Immunization is usually done against the flu with tri or tetravalent vaccines, but this may vary depending on the need;·
- **Partnerships and agreements with discounts on various products and services focused on health** (doctor visits and laboratory tests), **housing** (materials and labor for home renovations), **and education** (partnerships with educational institutions);



Employee of Mini Extra

- **Personal credit, with rates below market rates, and release in up to two business days**, to meet various needs, quickly and fairly;
- **Christmas basket assistance** to support the purchase of Christmas products for the family dinner;
- **Life insurance with additional coverage** to protect and support the family member, in the event of the death of the associated employee;
- **Promotion of financial reserve for the future**, through the contribution of 1% of the salary, limited to R$100.00 per month, cumulative in the CPF (Social security number) of each associated employee;
- **Financial health and personal finance trails**, to promote education on this topic.

1 Some benefits may vary depending on location, due to benefit availability and service providers.

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TRAINEE PROGRAM GRI 404-2

As part of our strategic talent project and to foster the development of future leaders in Brazilian food retail, we relaunched the GPA Trainee Program in 2024. We received around 7 thousand applications and carried out the selection without seeing the CVs, that is, without considering the university of origin of the applicants. As a result, we selected, among the ten trainees, 50% women and 40% black people.

Our program has a development path consisting of integration, job rotation, project development, mentoring with our directors, performance evaluation and access to the technical and behavioral development platform.

In the first stage of the program, trainees learned about our operations and the routine of managers and stores, processes, meetings and indicators. In the job rotation phase, they spent a few weeks at each brand: Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh, in addition to connecting with the HR center and the Distribution Center. The trainees also participated in an edition of Picker Day, to learn about the digital operation, and carried out activities as selectors of e-commerce purchases.



Trainee class of GPA

“GPA has a solid culture and an undisputed tradition in food retail. It is an honor to be part of the return of the trainee program, especially after more than a decade since the previous edition. Our development path was very well planned, providing enriching topics with senior leadership, diverse moments of immersion in the Company’s culture and business, as well as robust training and personal and professional development agendas. Some of the major milestones of this experience so far: experiencing an important moment of cultural and strategic strengthening of the organization, getting to know the day-to-day operations in practice (stores and DCs) and experiencing job rotation, now in the corporate, in projects integrated with the strategic pillars. I am very happy for this opportunity at GPA, which represents the biggest leap in development of my career so far. A place rich in diversity, inclusion, where I can be who I am and work in line with my values.”

Larissa Hatano, *Trainee*



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Employees at corporate headquarters

Development and **training**

GRI 404-2

Every year, we carry out the Ciclo de Desempenho e Desenvolvimento – Avance ("Performance and Development Cycle – Advance"), an essential process to drive the growth of our people. We assess employees' adherence to expected skills, analyze their performance in deliveries and results, and identify development opportunities.

Through Avance, we map out necessary technical and behavioral skills, recognize merits and promotions and, most importantly, strengthen the culture of continuous feedback, ensuring that each employee is aware about their role, goals and opportunities for development.

PERFORMANCE AND DEVELOPMENT CYCLE STEPS – AVANCE

Assessment: using a form in the Avance system, employees carry out a self-assessment and leaders assess the skills of their team members. In addition, managers map the team into four classifications, according to the performance demonstrated: Inconsistent, Partially Consistent, Consistent and Highlight.

Career Committee (calibration): a collegiate forum analyzes each employee individually, expanding the vision of their deliverables, behaviors and development potential.

Closing goals and PPR: 20% of the Goals Panel and the Programa de Participação nos Resultados – PPR ("Results Participation Program") is discretionary, considering both the performance of the person being evaluated and the discussion in the committee.

Feedback: each employee receives structured feedback, with insights into their performance, reinforcement or behavioral adjustments, alignment of expectations and support to build the Plano de Desenvolvimento |ndividual ("Individual Development Plan").

At the launch of the Ciclo, we offered the Avance ("Advanced") with Purpose: Protagonism and Development, conducted by the Great People Leadership consultancy, for 100% of our employees. Based on the results, we create personalized development paths for the professionals who stood out, in addition to supporting strategic decisions about our team.

We also maintain the *Programa de Sucessão* ("Succession Program"), which plays a strategic role in preparing our future leaders. The initiative aims to create an internal talent pool and train employees to embark on a career development journey. Applied by the *Universidade do Varejo GPA*, in 2024 18 classes participated, with 543 people, of which 75% obtained new positions. Having already completed the selection process and training, the successors are the first candidates for leadership positions. The program covers the Pão de Açúcar, Minuto Pão de Açúcar, Extra Mercado, Mini Extra and Pão de Açúcar Fresh brands.

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Another ongoing action is the Jornada da Liderança (“Leadership Journey”), aimed at professionals who hold leadership positions in Operations. In 2024, we held meetings with heads and managers of distribution centers, with section heads of the Pão de Açúcar and Extra Mercado brands and with store managers and area heads of Minuto Pão de Açúcar and Mini Extra. Developed by the Universidade do Varejo GPA, the journey aims to enhance the exercise of leadership in stores, addressing topics of people management and business strategies. During the year, there were more than 260 classes delivered at more than 4,500 participants in a single meeting.

Working Hours – In 2024, we promoted a development journey for all leaders on Working Hours. The goal was to ensure that all employees have a work day that respects their schedules, activities and responsibilities, contributing to increased job satisfaction and minimizing negative impacts on employees’ personal lives, in addition to preventing possible labor issues. In total, there were more than 5 thousand participants in 33 classes, totaling 95% of the leadership’s participation.

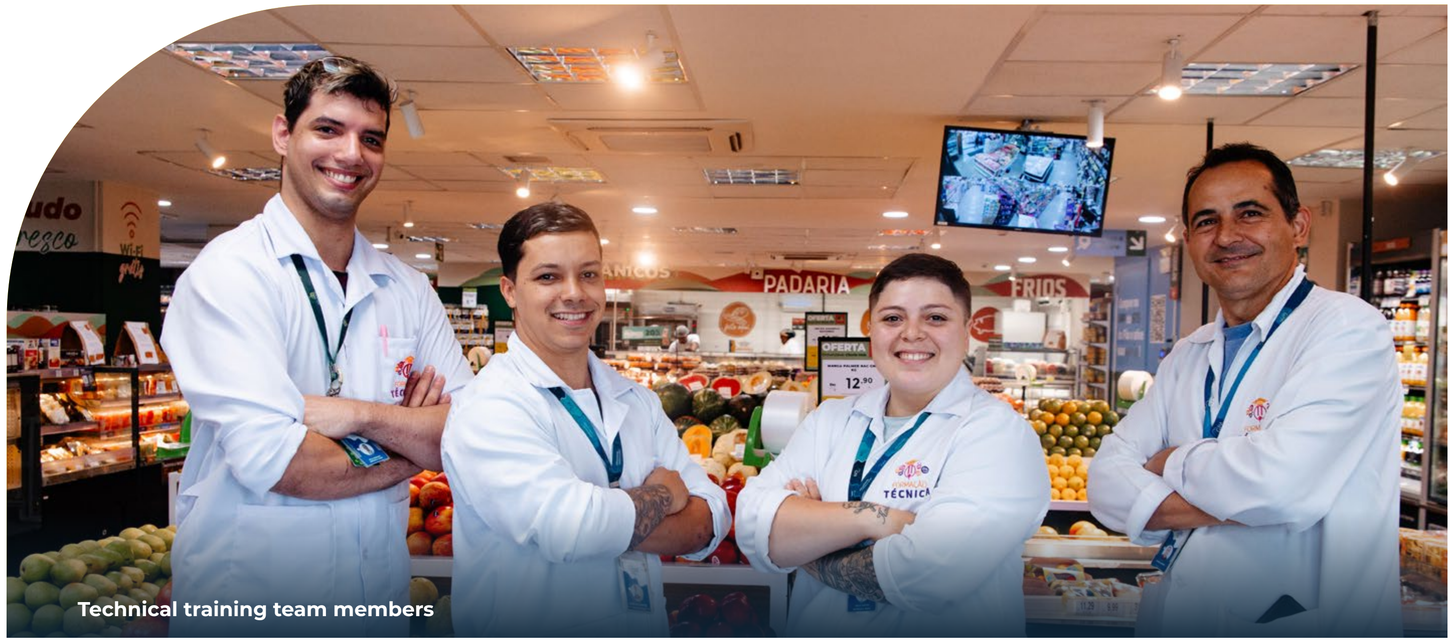
Papo de carreira (“Career Chat”) – Mentoring program that connects employees with area leaders to exchange knowledge and career experiences. In 2024, the initiative had 50% female participation among the mentors available on the platform. The program brought together more than 70 volunteer mentors and more than 190 mentees, in over 600 meetings. The new feature of the year was the revitalization of the page, more dynamic and intuitive, to schedule conversations with leaders. Additionally, store managers were also able to schedule conversations. The program has been well evaluated by participants, with an NPS of 97.

Dia do Desenvolvimento (“Development Day”) – Continuous self-development program that trains our employees in behavioral and technical topics, aligned with business needs. The goal is to strengthen skills and knowledge, allowing our people to contribute actively and significantly to business success. The meetings take place monthly, and employees are free to sign up according to their affinity with the proposed topics. The program offers several formats, such as interactive workshops, lectures with experts, in-person and online dynamics, in addition to CineGPA, an innovative approach that uses films to debate and train on specific topics. In 2024, we carried out 36 actions, reaching more than 2,900 participations, numbers that reflect the engagement and commitment of our team to continuous growth and professional excellence.

Technical training – In 2024, we opened the first Loja Formadora (“Training Store”) exclusively for Pão de Açúcar Fresh teams. It is located in the João Dias unit, which now has a structure and team dedicated to the technical training of newly hired employees.

One action that was well succeeded in the technical training of all brands is the Pílulas de Conhecimento (“Knowledge Pills”) – a project developed two years ago in which more than 1,000 publications were produced with tips and guidance on products and sales in each area. These are teaching materials on the application and reinforcement of operational standards, technical knowledge, product tips and other information.

Among the technical training courses developed throughout the year, the training campaign focusing on bakery, for more than 150 managers of Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh stores stands out, as well as the training of the first group of perishables specialists, at the Pão de Açúcar Ricardo Jafet unit.



Technical training team members

UNIVERSIDADE DO VAREJO GPA (“GPA RETAIL UNIVERSITY”) GRI 404-1

Our online platform, Universidade do Varejo GPA, offers more than 5,000 pieces of content for employees, grouped into different channels, such as Uniflix, with various web series, the Portal GPA pela Diversidade (“GPA Portal for Diversity”) and the Canal Lidera (“Lidera Channel”), dedicated to leaders. It also brings together some of our mandatory training courses, such as the Code of Ethics, In-Store Approach, Procon Racial , Cliente Mais (”Loyalty program”) and Semana Interna de Prevenção a Acidentes de Trabalho – Sipat (“Internal Week for the Prevention of Work Accidents”); and technical and process training, in addition to retail trends and behavioral topics.

Focusing on digital, we provide the Super-E Blog, which offers practical and relevant content to improve the service provided by our e-commerce teams, from the ordering system to delivery and after-sales. There is also training for Digital Managers, with objective video classes with features and guidelines to boost sales and results with simple digital marketing productions.

In 2024, we provided more than 689 thousand hours of training for 39,320 employees, which represents an average of 17.5 hours per professional. Of the total, 77% of the training sessions were carried out in person and 23% online.

“Being part of the university as an employee, but also as a student, was crucial to my development. The training provided me with mastery of the tools, allowing for efficient analysis and the creation of impactful reports. As a result, I became a more strategic professional. Today I feel that I am able to contribute much more to the area and to the Company. Easy access to knowledge is essential for the growth of a company and its employees. I see that the Universidade do Varejo GPA platform provides easy access to content for the development of various skills that can help you inside and outside GPA.”



Rafael Vieira, Senior HR Analyst.

EXECUTIVE TRAINING

In 2024, we promoted the formation of the Master GPALID Program for a group of executives selected by the Board of Directors, in partnership with the institution ISE Business School. The course had six modules, covering exclusive business topics and case methodology. In addition to in-company training, some participants were selected to undertake mentoring with our Executive Board, in order to develop essential skills to sustain our business. The mentoring consists of eight sessions, which have already started and will be completed in 2025.

DEVELOPMENT ACTIONS

Among the training courses carried out at the Universidade do Varejo GPA in 2024, the following stand out:

DNA Comercial (“Commercial DNA”): aimed at training multipliers in the Commercial area, addressing the stages and objectives of negotiation, possible agreement zone, best alternative without agreement, influence techniques and advanced questions for negotiation; and practice of tactics, concessions and resolutions of impasses and conflicts.

Eiro Vendedor (“Specialist and seller”): presents a strategic initiative to boost sales and improve the customer experience in the perishables sections of the Extra Mercado and Pão de Açúcar brands. Through training, the program transforms the approach of professionals, converting mechanical service into consultative and proactive sales. Initially, the program was implemented at the Eiros training school and in 17 pilot stores, totaling more than 280 employees trained in 36 classes.

Transformando Perdas em Resultados (“Transforming Losses into Results”): as part of our strategy to tackle losses, we held two classes with Loss Prevention coordinators and specialists to talk about the importance of analysis, persuasion and protagonism and the role they play in this action. More than 350 hours of training were completed, with 44 employees participating in person.

Tackling Cash Shortages (CQC): provides guidance on the main procedures and routines at the cash register in order to prevent errors that could cause problems with the store’s stock. The course was completed by more than 1,000 employees.

Ergonomics for Checkout Operators: disseminates knowledge about ergonomics to improve the health and well-being of checkout operators.



Employee of Mini Extra

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Health, safety and **well-being**

GRI 403-1 | 403-2 | 403-4 | 403-7

We seek to consolidate the health and safety culture and achieve zero accidents, adopting structured management, with practices aligned with legal requirements and the commitment to guarantee the protection of our own employees and third parties. In this sense, we consider that promoting safety is everyone's responsibility, and all must know and act in accordance with our Sete Regras de Ouro ("Seven Golden Rules").

GOLDEN RULES

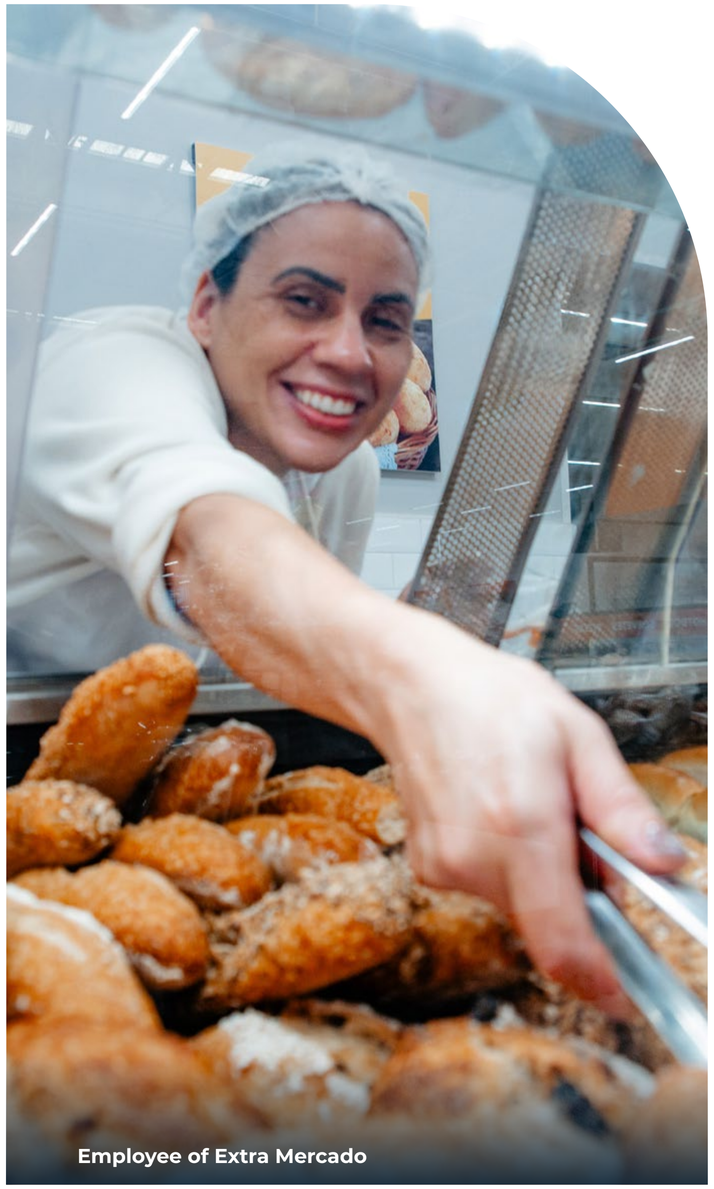
1. Report to work in good physical and mental conditions.
2. Respect all safety rules and regulations and use all required PPE (Personal Protective Equipment).
3. It is mandatory that work at height and in hot conditions be carried out after the Permissão de Trabalho – PT ("Work Permit") has been issued.
4. It is mandatory to respect all loading and unloading rules.
5. It is forbidden to use machines and tools in an improvised manner.
6. It is prohibited to perform activities without specific training.
7. Handling of electrical installations should only be carried out by specialized professionals.

We keep a series of actions and programs to manage occupational



Forklift Operator at Distribution Center

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Employee of Extra Mercado

risks inherent to our operations, such as working in cold rooms, bakeries and handling machinery. In addition to controls such as safety devices, ongoing training, and the requirement to use PPE, we keep an Occupational Health and Safety Management System that covers all employees, both our own and outsourced, from all operational units, in compliance with the Normas Regulamentadoras – NRs ("Regulatory Standards") of the Ministério do Trabalho e Emprego ("Ministry of Labor and Employment"). Through the System, we manage indicators, create status and service usage parameters and, thus, continually improve our actions. Therefore, our health and safety structure covers 100% of operations, guaranteeing full protection for everyone involved; no workers, activities or workplaces are excluded. **GRI 403-8**

We have a Programa de Gerenciamento de Riscos Ocupacionais – PGR ("Occupational Risk Management Program") to manage risk situations based on hierarchy of controls, regular inspections, professional training and monitoring of working conditions. We also monitor and record health and safety controls through software, ensuring that suppliers and their employees meet all legal and regulatory requirements before starting their activities at our facilities. With the same purpose, we carry out inspections and audits for corrective and preventive actions.

Hazards that present a risk of work accidents with serious consequences are identified through technical visits carried out by the Occupational Safety Technician. During these visits, a detailed survey of the hazards and risks present in the work environment is carried out. In cases of serious and imminent risk situations, immediate guidance is provided to ensure the safety of employees. We also guide managers to take on a leading role in safety, promoting a preventive culture within their teams. Risk identification also occurs with the work of Comissões Internas de Prevenção de Acidentes - CIPAs ("Internal Accident Prevention Committees"), the Whistle-Blowing's Office and Social Service Assistance, in addition to support areas, such as the Serviço Especializado em Engenharia de Segurança e Medicina do Trabalho – SESMT ("Specialized Service in Safety Engineering and Occupational Medicine").

The teams' routine includes preparing OSR (Occupational Safety Reports) based on periodic inspections of operations. Using a checklist, safety technicians classify spaces according to their level of criticality and identify opportunities for corrections and/or improvements. In 2024, our technical inspections totaled 1,067 RSTs ranging from 0% to 100%; the closer to 100%, the more suitable. Our goal is for all stores to be above 85% in meeting health and safety requirements. During the year we achieved an average compliance rate of 66%.

As part of our agenda, we also hold Diálogos de Segurança ("Safety Dialogues"), meetings that take place virtually in stores or in person at distribution centers, where we discuss ways to prevent accidents, presenting risk situations. Additionally, we adopted a biometric system to Record the Collection of PPE, in which professionals register their fingerprints when receiving the PPE, resulting in greater control over the delivery of these materials.

CONTINUOUS IMPROVEMENT IN SAFETY

The results of the hazard and risk identification, assessment and control processes are the basis for the continuous review of our health and safety practices. Based on these, action plans are drawn up to mitigate the identified risks, updating procedures, improving training and reinforcing compliance with NRs. Continuous monitoring of the effectiveness of corrective actions is carried out through safety indicators, assessed weekly. We also have a monthly agenda with Business Partners (BPs) and operational managers to discuss incidents and propose solutions to mitigate risks. This continuous cycle of analysis, action and review allows us to identify necessary improvements and proactively promote adjustments that enable the evolution of our security processes.

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OCCUPATIONAL HEALTH AND SAFETY TRAINING **GRI 403-5**

Our accident prevention culture includes occupational health and safety training actions and specific training, as required by the NRs applicable to our activities. All newly admitted employees receive access to the Universidade do Varejo GPA platform, which has complete and interactive content on health and safety at work with specific training sessions according to the role.

In 2024, the training promoted by the Sesmt Rio de Janeiro team to qualify the employees in the evaluation of work at height and that aimed at managers and coordinators on the importance of promoting a healthy, happy, safe and respectful work environment for everyone stand out, in addition to the new mandatory training on NR-1.

EMBAIXADORES DE SAÚDE E BEM-ESTAR (“HEALTH AND WELLNESS AMBASSADORS”)

The main role of the members of Cipa, Sesmt and volunteers is to take care of our people, developing and implementing strategies to ensure both the mental and physical health of our employees. This includes promoting the benefits and services available, as well as proposing innovations that can further improve the work environment.

COLLECTIVE CARE **GRI 403-3 | 403-6**

Our Semana Interna de Prevenção aos Acidentes de Trabalho – Sipat (“Internal Week for the Prevention of Accidents at Work”) had as its theme A segurança no trabalho começa por você! (“Safety at work starts with you!”). The purpose was to reinforce individual responsibility and strengthen the culture of care and well-being. In addition to lectures, we promote the podcast Cuidando de Nossa Segurança (“Taking Care of Our Security”). The actions mobilized 5,913 employees.

“Sipat 2024 was a special moment to reinforce health and safety as part of our culture here at GPA. It was incredible to see how we were able to bring important information, raise awareness about risks and, most importantly, motivate everyone to adopt safe behavior in their daily lives. After all, taking care of those who take care of the customer is our mission. In this edition, we did something new, with the first Sesmt podcast and live meetings with our experts, in addition to a program full of lectures, dynamics and gamification. We discussed topics that are essential to our daily lives, such as safety culture, mental health and safe behavior, all to create a safer and healthier environment for everyone.”



Rebeca Teles, Occupational Safety Engineer

Focusing on health, we follow an annual schedule of specific exams for each role, allowing for closer monitoring of employees and the provision of personalized guidance. The female employees benefit from a partnership with a laboratory specializing in feminine care, Femme.

Due to the fact we treat the health and well-being of our employees as a priority, we have specialized clinics. We also have contracts with occupational medicine clinics in all municipalities where we operate. We have a qualified team, made up of occupational physicians, nurses and psychologists, and we carry out continuous audits and monitoring to reinforce the excellence and adequacy of services. At our headquarters in São Paulo (SP), we have a Espaço de Saúde e Bem-estar (“Health and Wellbeing Space”), with medical and psychological offices, as well as an environment to practice relaxation activities. In other units, integrative health doctors offer online consultations, referrals, requests and returns for tests, bioimpedance assessments, among others. Additionally, all full-time employees receive benefits to carry out physical activities through partnerships established with platforms such as WellHub and TotalPass. Our team and their families can also count on free assistance from the Serviço Social do Comércio – Sesc (“Social Service of Commerce”).

Other actions are part of our set of commitments to the well-being of our employees, including:

Psychotherapy – We offer free psychosocial support to employees and their families, 24 hours a day by telephone, to help resolve issues related to health, well-being and access to services. We also offer in-person service at our headquarters and at two distribution centers in São Paulo (SP). The Atendimento Psicológico Breve (“Brief Psychological Care”) aims to address a person’s emotional and psychological issues. In 2024, 644 professionals were served in person and 3,026 were served via telephone.

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Programa Gestar (Pregnancy Program) – It offers pregnant employees and dependents access to the multidisciplinary team of health professionals who, in 2024, provided priority care and guidance to 250 future mothers. As part of the program, a lecture was held Saúde Física e Emocional: da Gestão ao Puerpério ("Physical and Emotional Health: from Pregnancy to the Postpartum Period"), highlighting the importance of self-care for pregnant and postpartum women.

A new feature this year was that we started offering registered pregnant women discounts of 25% on diapers, wet wipes, flexible rods, cotton and laundry detergent from our private label and exclusive brand Qualitá, and 20% on baby products from other brands.

We also continued to offer the Cartão Mamãe ("Mom Card") to more than 1,278 women who earn up to R$3,000. The aid is R$154 per month to purchase basic food and hygiene products for children between six months and two years old.

"Gestar surprised me positively in several ways. At the end of the pregnancy I was able to count on parking at the headquarters building, avoiding a longer commute. Upon returning from maternity leave, which requires a series of adaptations to the new routine, having the Espaço Mamãe (Mom Space) was essential to keep breastfeeding my little one."

Fernanda Baptistão, Architect



Active Fatherhood – We encourage our male employees who have children to exercise active fatherhood, strengthening their family ties and assuming a co-responsible stance in raising their children. We held the talk Um pai presente muda tudo ("A present father changes everything"), with the professional Vinicius Bretz, from the consultancy Filhos no Currículo ("Children on the Resume"), on topics such as fatherhood and the care economy, parenting skills and their positive impacts on careers and fatherhood and healthy masculinity, among others. In partnership with the consultancy, we also offer the web series Parentalidade e Família ("Parenting and Family"), which covers planning, reconciling children and career, parenting and child development.

Cuida GPA ("GPA Cares") – Since 2023, our comprehensive healthcare initiative, Cuida GPA, has enabled us to provide high-impact care. At our headquarters we also continued with the Circuito de Saúde ("Health Circuit"), before the Reunião Mensal de Resultados - RMR ("Monthly Results Meeting"). We promote the measurement of blood pressure, blood sugar and visual acuity. The idea is to encourage a culture of prevention, by involving key leaders in the topic.

Vaccination and health campaigns – Every year, we carry out a vaccination campaign against H2N3 flu, and, in 2024, we reached 46% of the target audience.

Incentive actions - We apply a health and safety protocol related to respiratory diseases, which includes encouraging immunization and the adoption of preventive measures. In celebration of World Health Day (4/7), we promoted Gympass Day, to encourage the practice of physical and cognitive activities. During the year, we carried out yoga and meditation activities at the corporate headquarters with the participation of more than 90 employees. We also promoted Dia do Desafio ("Challenge Day") with the Supplies and Support team, in partnership with Serviço Social do Comércio - SESC ("Social Service of Commerce"), in which the Health and Well-being area held multifunctional exercise sessions with employees at the Brigadeiro Headquarters. The Rio de Janeiro Distribution Center has already developed an oral health action in conjunction with dental care. In partnership with Sesc, we also had a postcard workshop and several initiatives in different states where we operate, such as card accreditation, hairdressing and workplace and functional gymnastics.



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Employees undergo training in Yellow May

GPA in colors – We follow the World Health Organization (WHO) calendar, which highlights topics such as:

- **Green April (prevention of workplace accidents) –** The Sesmt team in Rio de Janeiro carried out actions to encourage employees to complete mandatory Occupational Safety and Health and Well-Being Ambassador trainings, available at the Universidade do Varejo GPA. In the Midwest, the Semana Verde de Prevenção de Acidentes ("Green Accident Prevention Week") was promoted, providing guidance on measures to prevent accidents and illnesses at work.
- **Yellow May (traffic safety) –** Our Sesmt team in Rio de Janeiro carried out an awareness campaign for drivers and suppliers about safe driving. The initiative included a talk by the Lei Seca ("Dry Law") RJ team, in which participants were able to test glasses that simulate vision after drinking alcohol and listened to stories from wheelchair users who were victims of traffic accidents.
- **Red June (encouragement to donate blood) –** During the month, the DC team in Rio de Janeiro, in partnership with HemoRio, carried out an action to raise awareness and engage employees to become donors and contribute to the cause.
- **Purple August (combating violence against women and girls) –** We ran a campaign to break the cycles of violence against women and girls, providing information on how to contact the Central de Atendimento à Mulher ("Women's Support Center"), by calling 180, or speaking to Ângela, the Instituto Avon virtual assistant, to ask for help and guidance (Find out more on page 60). We also provide materials such as the Guia de Bolso Relacionamentos Saudáveis e Agosto Lilás – A Lei Maria da Penha ("Healthy Relationships Pocket Guide and Purple August – The Maria da Penha Law"), at the Universidade do Varejo GPA.
- **Yellow September (suicide prevention) –** We continued our campaign to raise awareness about suicide prevention. We also reinforced the promotion of our free, confidential psychosocial support services, available 24 hours a day, and our in-person psychological support at *Espaço Viva Bem GPA* ("GPA Living Well Area"), at the Brigadeiro headquarters. We held two editions of the Saúde e Bem-estar ("Health and well-being") lecture for all employees and three meetings focused on operations. We also had an action distributing yellow flowers that raised awareness about the importance of the issue at corporate headquarters.
- **Pink October (prevention of breast and cervical cancer) –** We disseminate information on the topic and promote, in partnership with the Dasa healthcare network, a chat about the importance of prevention and self-examination. The distribution centers in Rio de Janeiro and Brasília also gave lectures and provided contacts to carry out preventive exams, in addition to offering bioimpedance and blood pressure measurement, conducted by the Drogasil team. We also carried out a check-up at the corporate headquarters, offering exams such as pap smears, during two days. We also had ten lectures with the occupational physician in our operations, with 949 participants.

> *"The lecture was very interesting, super informative and captivating, showing us the importance of Pink October and how important it is to detect and observe any symptoms or anything different, in addition to always taking care of our health!"*
>
> **Daniela de Jesus Vicente, Checker at the Distribution Center 04**



- **Blue November (prostate cancer prevention) –** We warn about the importance of regular check-ups and open discussions about health, breaking taboos and encouraging men to take care of their well-being, and we promote the Saúde do Homem: A importância do diagnóstico e prevenção ao câncer ("Men's Health lecture: The Importance of Diagnosis and Cancer Prevention"). We held four lectures with the occupational physician to talk about the subject, with 275 participants.



Employee of Pão de Açúcar Fresh

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Responsible Value Chain

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Responsible **Value Chain**

GRI 3-3 – Sustainable value chain | SASB FB-FR-430a.3

We are part of a diverse ecosystem, with a value chain that includes more than 3,000 suppliers of different sizes, such as producers, industries and distribution and service companies, covering all stages of production, processing and distribution of products up to the end consumer. **GRI 2-6**

To ensure compliance, quality and effectiveness in this value chain, we follow legal standards, procedures defined togheter with our partners and internal policies, approved by the Board of Directors and which include a Code of Ethics; Community and Stakeholder Relations Policy; Ethics Charter for Suppliers; Handbook of Social and Environmental Best Practices for Suppliers and Partners; Diversity, Inclusion and Human Rights Policy; Environmental Management Policy; Animal Welfare Policy; Human Rights across the Value Chain Policy; Social and Environmental Beef Purchasing Policy; Social and Environmental Policy for Purchasing Palm Oil Products ; and Social and Environmental Fish Purchasing Policy (to access the documents, click here). We are committed to mitigating socio-environmental risks and potential negative impacts of our value chains and promoting opportunities and positive impacts. **GRI 2-23**

We take care of the relationship with our suppliers and partners from the approval process, which includes consulting the List of Slave Labor, from the Ministry of Labor and Employment, and the embargoes of the Instituto Brasileiro do Meio Ambiente e dos Recursos Naturais Renováveis (IBAMA) (“Brazilian Institute of the Environment and Renewable Natural Resources”) This monitoring is also carried out continuously and automatically for 100% of active suppliers and partners in our databases. **GRI 308-1 | 414-1**

During the year, 601 suppliers were assessed in relation to environmental impacts and 175 were identified as potential causes of negative impacts on priority critical chains. This monitoring process, updated year after year, enables us to define policies and procedures to improve and control processes. In three suppliers (0.02% of the total), business relationships were terminated due to nonconformities. In general, the environmental impacts identified were related to possible risks concerning the availability of natural resources, the suppression of native ecosystems, abuse and mistreatment in animal production. **GRI 308-2**

We are even more careful when monitoring our private labels and exclusive brands. We comply with technical regulations and standards on labeling and keep technical specifications with ingredient composition; preparation method; list of allergens; nutritional table; storage guidelines; validity; and sensory, microbiological, physical-chemical and microscopic parameters. When selecting suppliers of our private labels and exclusive brands, we also rely on specific approval and evaluation criteria related to working conditions, responsible socio-environmental performance and food safety. **SASB FB-FR-260a.2**

For our teams, we carry out and provide training on Social and Environmental issues in the value chain at the GPA *Universidade do Varejo*, such as the Social and Environmental Beef Purchasing Policy (mandatory for perishables sales teams), procedures for social audits at suppliers, among others.

We have relationships of **respect and trust** with more than **3 thousand suppliers** of different sizes.



Taeq’s own exclusive private label brand product on the shelf

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PROXIMITY AND QUALIFICATION OF SUPPLIERS

GRI 3-3 – Sustainable value chain | 3-3 – Responsible and safe products

In 2024, as part of the process to identify ESG practices of our suppliers and partners, we included questions related to diversity, governance and environmental management in our systems using a questionnaire sent in the previous year, in order to register and update data for active partners. The objective is to map the maturity of each supplier's sustainability policies, understand their challenges and contribute to improving their practices in systemic and comprehensive manner. We have also developed a dashboard to help to map suppliers' responses and direct training, supporting the development of our partners' ESG topics.

Throughout 2024, as a result of this mapping and to support our suppliers and partners to evolve their practices, we also carried out several engagement and awareness-raising actions. A highlight was the launch of the Handbook of Social and Environmental Best Practices for Suppliers and Partners, which aims to assist them in managing their businesses, preventing and mitigating potential negative impacts and promoting positive actions in our supply chain. To this end, we present the topics on which we expect them to work on, seeking continuous improvement of processes. The launch took place during the ESG Journey, a hybrid event attended by more than 700 people, including resale and indirect suppliers, and lectures with partner institutions, such as the UN Global Compact, Ethos Institute, WayCarbon, Mover and the Business Initiative for Racial Equality on human rights, diversity and inclusion, climate change and corporate compliance.



Discussion circle at the ESG Journey



Handbook for suppliers and partners

"Participating in the launch event of the Handbook of Social and Environmental Best Practices was an opportunity to reinforce our commitment to sustainability. The event was an opportunity to exchange experiences, understand GPA's expectations and identify opportunities to improve our ESG practices. The Handbook has been an excellent guide to align our practices with market standards, highlighting efficiency in the use of resources, traceability and social actions. With this material, we were able to define more strategic actions to increase our positive impact. By completing the ESG questionnaire, we evaluate our initiatives and identify areas for improvement. We already have a structured plan focused on resource management, social development and transparent governance, helping us to clearly visualize where we are and where we can evolve. GPA has been instrumental in engaging suppliers, providing clear guidelines and support to implement best ESG practices, helping us evolve and ensure more sustainable performance."



Genesio Gomes, Senior Account Executive – Urbano Alimentos

Diagnosis and **socio-environmental** risks

GRI 2-25 | 3-3 – Sustainable value chain | 3-3 – Responsible and safe products

Since 2018 we have been diagnosing socio-environmental risks that could compromise the sustainable development of our production chains. The study enables us to prioritize the chains and risks to be worked on with suppliers and partners, supporting strategic decision-making and risk mitigation.

In 2024, this diagnosis was updated with the support of external consultancy, considering the best practices in the food retail sector, qualitative and quantitative evidence from different sources and global sustainability references, such as SASB Standards, CSR Risk Check, and insights from the World Economic Forum. As a result, the diagnosis addressed 16 production chains and seven risks related to raw materials in the cultivation, production or transformation stages of the products. The chains that present the greatest socio-environmental risk to our business were classified in a matrix, with an assessment of severity and probability, considering reputational impact and revenue criteria.

In 2024, we updated our analysis of **social and environmental risks** in production chains

PRIORITY CRITICAL CHAINS*

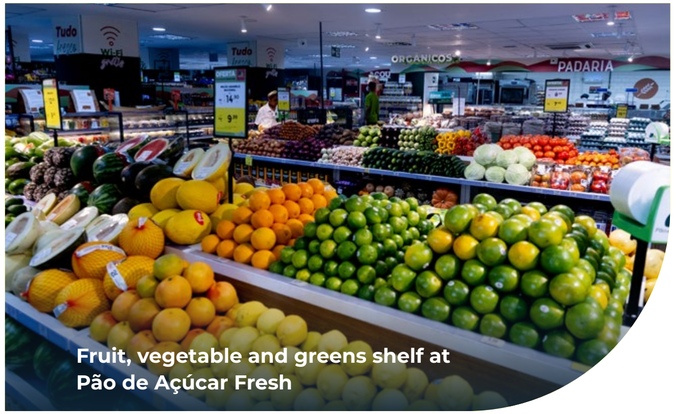
Açaí	Rice	Broiler chicken and eggs	Banana
Cattle	Cocoa	Coffee	Sugarcane
Milk and dairy products	Wood and derivatives	Palm and derivatives	Palm heart
Fish	Soy, corn and derivatives	Pork	Wheat

PRIORITY SOCIAL AND ENVIRONMENTAL RISKS*

Animal abuse and mistreatment	Environmental contamination and pollution	Impacts on biodiversity and availability of natural resources	Intensification of climate change
Illegal production, extraction and transactions	Suppression of native ecosystems	Human rights violations	

Risks and chains in alphabetical order

New risks and chains will be included in the assessment and construction of the Sustainability Strategy planning for the next three years, aligned with our business strategy. For more vulnerable products, we will define action plans that include the stages of approval, traceability, monitoring and engagement, establishing goals and key indicators to be monitored. Furthermore, to encourage participation and collective thinking, we held a webinar with internal teams directly related to the topics mapped to present the methodology and construct the results of the new diagnosis.



Fruit, vegetable and greens shelf at Pão de Açúcar Fresh

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Nelore cattle herd

Animal **welfare**

GRI 2-23 | 2-24 | SASB FB-FR-430a.3

Animal welfare has guided the evolution of internal practices and public commitments and intensified the dissemination of our results. In the Animal Welfare Policy we express the vision, commitments and goals related to the topic in the egg, broiler chicken, cattle and pork production chains, and define integrity, compliance, quality and sustainability criteria for the suppliers of those products, as well as the guidelines for the purchasing process. Actions in this regard are based on four pillars:

1. **Supply and traceability:** we have structured processes so that all our stores are supplied with products that respect animal welfare practices and where our employees are trained to guide our customers.
2. **Supplier chain engagement:** we conduct technical visits, training and regular conversations with our partners to strengthen relationships and encourage more sustainable production practices. We also conduct audits, distribute informational materials and promote engagement events with suppliers to support the transition to responsible production.
3. **Conscious consumption:** we work to raise awareness among consumers, encouraging choices that prioritize products aligned with animal welfare principles.
4. **Advocacy and regulation:** we participate in events and sectoral articulations to strengthen legislation and regulations that promote good production practices.

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In 2024, one development was the implementation, on our e-commerce platforms, of a seal on products that include animal welfare, helping our customers to identify these products, which intensifies the promotion of conscious consumption.

Seal of products that include animal welfare

In recognition of our practices related to animal welfare, in 2024 we were invited to participate as speakers in several events promoted by partner organizations, such as:

Animal Welfare Webinar on Cage-Free Commitments, Regulatory Scenario and the Role of the Retail Sector, carried out by the NGO Alianima, which aimed to promote the results of the 1st edition of the *Observatório do Ovo* ("Egg Observatory"), a questionnaire that maps how Brazilian supermarket owners are advancing towards the commitment to only sell eggs from cage-free hens, contributing to the discussion on current practices and regulations in the sector, in which we reached 3rd place in the retail ranking, with an A+ grade.

Brazil: Towards leadership in sustainable animal protein - where are we and where are we going?, , a symposium held in partnership with *Produtor do Bem*, an animal welfare certification company, which addressed how we can build a more sustainable and ethical future in animal production. The event was attended by representatives from food production and distribution companies, academic and the public sector.

Free Connection, First Meeting of Producers and Companies in the Cage-Free Egg Market, promoted by the Mira and EggLab initiatives, both projects of the NGO Fórum Animal, which connected companies that are related to the egg chain with producers committed to ethical and sustainable practices.

Animal Welfare in Egg Production, organized by the NGO Sinergia Animal to present the benefits of cage-free systems in egg production and how companies can align their guidelines to promote more effective animal welfare policies and commitments.

To provide transparency to our progress on this topic, we also voluntarily participate in several surveys led by industry organizations that monitor public commitments related to animal welfare made by companies, such as the Pork Observatory, led by the NGO Alianima, and the EggLab Questionnaire, promoted by the NGO Fórum Animal.



Taeq Eggs

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ANIMAL WELFARE WEBINAR ON CAGE-FREE COMMITMENTS

GRI 3-3 – Responsible and Safe Products | SASB FB-FR-430a.3

Eggs – In line with our commitments to achieve 100% of cage-free egg sales in our private labels and exclusive brands by 2025 and in all brands by 2028, we provided several incentives in 2024 for our customers related to the consumption of cage-free eggs, publicizing the associated advantages and running promotions throughout the year. Since 2023, items in our stores' Rotisserie and Coffee Space, such as omelets and scrambled eggs, have used cage-free eggs. In 2024, we carried out animal welfare audits on two suppliers of private labels and exclusive brands eggs that do not have certification on the subject. As a result, we mapped good management practices in commercial egg farming and implemented action plans for the transition to conventional egg production.

Cattle – We are committed to engaging 100% of meatpacker suppliers of fresh beef, so that they are publicly committed to applying animal welfare criteria in the production chain by 2025. In 2024, we brought forward the target and reached 100% of suppliers engaged in the topic.

Broiler chicken – As a goal to achieve the commitment established for the chain in our private label and exclusive brands' products by 2028, a checklist was approved in 2024 to apply animal welfare audits, which will be carried out on the farms of suppliers of private label and exclusive brands' broiler chickens from 2025 onwards.

Pork – To encourage the evolution of practices in our swine chains towards our commitment, since 2022, we have been carrying out animal welfare audits at our pork suppliers: in 2024, eight farms from three suppliers were audited. As a result, we mapped good management and animal welfare practices in commercial swine farming and implemented action plans for possible improvements. In order to support our suppliers on this topic, in partnership with the Brazilian Association of Swine Farmers (ABCS, in Portuguese), we updated the audit checklist on farms, in order to work on the development of the chain, and we regularly distribute the Biosafety and Animal Welfare Handbook, which provides guidance on the technical aspects of our commitments.

"The Animal Welfare Guidance Handbook, developed by GPA in partnership with ABCS, represents a significant advance for Brazilian pork farming. More than a technical guide, it communicates to consumers in an accessible way the essential good practices for animal welfare throughout the entire production chain. At the same time, it guides swine farmers in prioritizing key aspects that directly impact the quality, productivity and sustainability of the sector. Based on solid scientific knowledge and aligned with national and international legislation, this pioneering initiative in retail reinforces the commitment to transparency and responsibility, becoming a reference model for the market and inspiring new standards in pork production."



Marcelo Lopes, President of the Brazilian Association of Swine Breeders (ABCS, in portuguese)

Public Commitments

	2022	2023	2024
100% of private labels and exclusive brands eggs will come from cage-free hens by 2025	51.9%	62.9%	66.9%
100% of eggs sold (national brands) will come from cage-free hens by 2028	40.2%	43.0%	43.4%
By 2028, 100% of the pork sold in our stores will come from suppliers that take animal welfare into account in their production chain	Ongoing	65.0%	61.0%
100% of beef suppliers must be publicly committed to animal welfare by 2025	64.0%	83.0%	100%
100% of the volume of broiler chicken from private labels and exclusive brands must comply, by 2028, with the guidelines of the Animal Welfare Policy	Ongoing	22.0%	28.0%

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Tackling **deforestation**

GRI 2-23 | 2-24 | 3-3 – Sustainable value chain

For over a decade, we have contributed to building sustainable value chains, establishing strategic partnerships, developing policies and adopting monitoring and control tools to combat deforestation and the conversion of native vegetation. We also seek to promote human rights and protect the rights and way of life of indigenous peoples and traditional communities. In this context and aligned with the risk mapping carried out in our chains on a recurring basis (find out more on page 80), we understand that the beef and palm oil chains are a priority, considering their representativeness in our portfolio and the associated socio-environmental risks.

BEEF CHAIN

Supporting the protection of forests and native vegetation motivates us to continually evolve in policies and processes to monitor the beef production chain, as well as to encourage dialogue between suppliers, governments and regulatory institutions, social organizations, among others, to identify practices and technologies that support the expansion of control and solutions.

Through the Social and Environmental Beef Purchasing Policy, we have adopted a procedure to purchase fresh beef in order to monitor compliance with applicable standards and laws and with the Beef on Track and Voluntary Monitoring for Cattle Suppliers in the Cerrado protocols, of which we are co-developers. According to these rules, meatpacker suppliers that sell fresh beef of national origin must respect the following principles:

- Free from deforestation and conversion of native vegetation;
- Free from conditions analogous to slave/child labor;
- Free from environmental embargoes;
- Free from invasions of indigenous and quilombola territories;
- Free from invasions in environmental conservation areas;
- Have an active registration in the Rural Environmental Registry (CAR) and
- Have an environmental license, when applicable.

These aspects guide the operational standards that all our suppliers must respect. By the end of 2024, 87% of the beef sold in our stores was from national brands and 13% from our own private label brand Qualitá. All suppliers of fresh, frozen or chilled beef who work with us are approved and demonstrate alignment and adherence to our commitments at the time of registration and throughout the commercial relationship.

In addition to including in our Social and Environmental Beef Purchasing Policy the monitoring of deforestation and conversion in the Cerrado and Amazon biomes, we encourage our meatpacker suppliers to advance in the traceability of indirect farms linked to producers in the last link. In 2024, we evolved our engagement on the topic through connections with associations and civil society organizations and by supporting pilot projects, addressing the importance of said mapping. For our private label and exclusive brands, meatpacker suppliers must be part of a specific social and environmental monitoring and control program, through which we encourage the adoption of initiatives to promote sustainable development in the field. To this end, monitoring includes diagnosis and verification in the field, focusing on socio-environmental and quality criteria to assess legal, environmental, social, economic, animal welfare and traceability aspects. In 2024, we evaluated eight farms linked to our private label meatpacker supplier to identify areas for improvement and the producers' best practices.



Employee of Pão de Açúcar Fresh

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Customer selects meat trays

PROCUREMENT STEPS

Five stages are carried out during the beef procurement process: approval; social and environmental monitoring by meatpacker suppliers prior to the purchase of cattle, in which 100% must have a geomonitoring system; traceability, with suppliers being required to provide information on the origin of the product; rechecking, which consists of our confirmation of socio-environmental compliance; and negotiations, in which farms are suspended in the event of confirmation of non-compliance.

These phases, their indicators, status of execution of action plans and any changes, are validated internally and monitored by the Executive Board and the Management, People and Sustainability Committee. The Board of Directors, in turn, is the highest authority to monitor the Social and Environmental Beef Purchasing Policy.

STEP 1 – APPROVAL

- Formally commit to our Social and Environmental Purchasing Policy.
- Have or contract a satellite geomonitoring system to analyze cattle farms based on socio-environmental criteria.
- Provide origin and quality information in our traceability system for each purchase batch.
- Ensure product quality through the Federal Inspection System (SIF).

STEP 2 – MONITORING BY THE SUPPLIER(S)

- All suppliers with slaughterhouses must carry out a prior socio-environmental analysis of the farms from which they purchase cattle, considering adherence to the criteria of our Policy.

STEP 3 – TRACEABILITY

- All suppliers provide systematic information, through a traceability tool, on the details of the origins of the cattle, the slaughterhouses where the slaughter took place and information related to food safety and quality.

ETAPA 4 - SOCIO-ENVIRONMENTAL REANALYSIS

- We reanalyze the data from the farms tracked, using our own geomonitoring system, concerning compliance with the socio-environmental criteria established in our Policy.

ETAPA 5 – NEGOTIATIONS

- In the event of suspected non-compliance, the farm is suspended and we request evidence of justification. In the event of a false positive, we record the release, and in the event of confirmation of the irregularity, we record the definitive block. In addition, we implement an action plan with the slaughterhouse involving educational, corrective or punitive measures.

We regularly carry out training and qualifications for employees, to guarantee internal beef purchasing processes and keep them updated on our policies. Throughout the year, 44 employees were trained at the Universidade do Varejo GPA on topics related to our Social and Environmental Beef Purchasing Policy. We have a close relationship with our suppliers, in order to jointly improve practices and processes.

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WORKSHOPS AND TRAINING

In 2024, we held exclusive training for the Perishables Sales team on the topic of Tackling Deforestation: Social and Environmental Beef Monitoring Protocols. The online event was attended by partner organizations Imaflora and Proforest, who shared updates on the Beef on Track Protocol approved by the Ministério Público Federal - MPF ("Federal Public Ministry") and the launch of the Voluntary Monitoring Protocol for Cattle Suppliers in the Cerrado. For our meatpacker suppliers, we promoted an online technical workshop on the updated Beef on Track Protocol to support them in the adaptation process. The updated protocol will be implemented from 2025, and counted on the participation of the NGO Imaflora.

"The training promoted by GPA in 2024, with the support of Imaflora, plays an essential role in updating the Beef on Track Protocol 2.0. Aimed at suppliers and employees, these workshops help to answer questions, align expectations and encourage the adoption of best practices in the beef chain. The initiative of a large retailer to invest in that training generates significant positive impact, engaging meatpacking plants and suppliers in the implementation of more robust traceability and socio-environmental control criteria. This movement strengthens the fight against deforestation, promotes greater transparency in the sector and contributes to an increasingly sustainable supply chain."

Guilherme Whyte Afonso Ferreira, Project Coordinator at Imaflora





Employee in the butcher section of Extra Mercado

OUTCOME 2024

- 18 active suppliers on Dec 31, 2024
- 19,015 farms reanalyzed according to the socio-environmental criteria of the Policy (GPA geomonitoring system)

BETWEEN 2017 AND DECEMBER 31, 2024

- 22 beef suppliers presented non-conformities and were blocked
- 5 blocked suppliers presented action plans and resumed supplying us
- 17 suppliers remain blocked

COOPERATION

We participate in initiatives that seek solutions and best sectoral practices to combat deforestation and conversion in the Brazilian livestock chain, including:

- Beef on Track Protocol
- Voluntary Monitoring Protocol for Cattle Suppliers in the Cerrado
- Brazilian Coalition on Climate, Forests and Agriculture
- Grupo de Trabalho de Fornecedores Indiretos - GTFI (“Indirect Suppliers Working Group”)
- Mesa Brasileira da Pecuária Sustentável - MBPS (“Brazilian Sustainable Livestock Roundtable”)
- Positive Forest Coalition, of the Consumer Goods Forum, through the Beef Working Group

In 2024, we contributed to discussions regarding the preparation of the proposal on the National Policy for Mandatory Individual Traceability, delivered to the Ministério da Agricultura, Pecuária e Abastecimento - MAPA (“Ministry of Agriculture, Livestock and Supply”), through the associations Brazilian Coalition on Climate, Forests and Agriculture and Brazilian Sustainable Livestock Roundtable. The goal is to ensure that all animals destined for slaughter are 100% identified and tracked by 2032, promoting transparency and responsibility in Brazilian livestock production.

LAUNCH OF THE VOLUNTARY MONITORING PROTOCOL FOR CATTLE SUPPLIERS IN THE CERRADO

We kept active in the Deliberative Council, through meetings with the main meatpackers, civil society organizations and retailers, to prepare the Cerrado Voluntary Protocol, launched in April 2024 at a face-to-face event, led by the Proforest organization. Responsible purchasing criteria and parameters were defined that companies can follow in order to contribute to a more responsible Cerrado livestock chain.

All monitoring criteria were based on open public data and the definition of which criteria should be included was carried out through an intense process of public consultations involving the main stakeholders.



“Since the beginning, GPA has been a strategic partner in the development and implementation of the Cerrado Protocol, driving the sector’s agenda. In 2024, GPA was present at the launch of the Protocol and supported Proforest and Imaflora in publicizing and inviting their suppliers to participate in in-person workshops in six states in the Cerrado. In addition, GPA provided exclusive training for its employees, demonstrating the importance of the company’s commitment to supplier management. These actions are essential to ensure the broad dissemination of the Cerrado Protocol, seeking the adhesion of more actors in the chain and increasing the positive impact on the purchase and sustainable production of cattle.”

Cecilia Korber Gonçalves, Deputy Director of Projects and Programs at Proforest

PALM CHAIN **GRI 3-3 – Sustainable value chain**

Palm oil is the most widely used vegetable oil worldwide and is present in a variety of products – food and non-food. However, socio-environmental risks are associated with palm production, such as the deforestation of tropical forests to make way for plantations.

To help minimize impacts in this chain, since 2020, we have had a Social and Environmental Policy Purchasing Palm Oil Products, which applies to all suppliers of our private label and exclusive brands. With these measures, we track the origin and control the certifications of the international volume, mitigating the risks of the product having been obtained in deforested areas or properties with inadequate working conditions.

In 2024, we achieved 100% of the volume of palm oil and derivatives present in our private labels and exclusive brands’ products of international origin with Mesa Redonda sobre Óleo de Palma Sustentável - RSPO (“Roundtable on Sustainable Palm Oil”) certification, at least at the mass balance level, reinforcing our commitments to promote a more responsible value chain.

Public Commitments

	2022	2023	2024
100% palm oil with identified origin in our private labels and exclusive brands products	100%	100%	100%
100% RSPO certified internationally sourced palm oil in our private labels and exclusive brands products	79.6%	82.1%	100%



Qualitá products that contain palm oil in their composition

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Responsible use of **biodiversity**

We materialize our commitment to protecting biodiversity in actions in the fishery chain, aiming to ensure that our products come from responsible sources and contribute to the preservation of rivers and oceans.

Our relationship with fish suppliers is guided by the Social and Environmental Fish Purchasing Policy, which, in addition to setting out guidelines for commercial relations and monitoring, provides guidance on topics such as environmental resources and biodiversity and defines strategies to promote sustainable chains.

Through the Program to Promote Diversity in Fish Consumption, we seek to encourage customers to access and consume lesser known as fish species “saramonete, sororoca, olhete, catuá, olho-de-cão, cavala, carapau, pargo-rosa e xaréu” (“surmullet, sororoca, amberjack, coney, toro, mackerel, horse mackerel, pink snapper, and xareu”), to minimize pressure on the most demanded types, such as cod, tilapia and salmon. In 2024, we sold more than 290 tons of those products, reinforcing our commitment to the sustainable use of fish biodiversity.

We also support the Gosto da Amazônia (“Taste of the Amazon”) Project, encouraging the sale of pirarucu, a wild freshwater fish and one of the main symbols of the region. Wild pirarucu management has been carried out for over 20 years by riverside and indigenous communities in the Amazon, constituting a successful initiative for environmental conservation, fair and transparent trade, and sustainable local economic and social development. The action is also aligned with our pillar of support for small producers. In 2024, the pirarucu from the Gosto da Amazônia Project was available in e-commerce and in 180 Pão de Açúcar and Extra Mercado stores, where more than 3 tons were sold.

In 2024, we sold **more than 290 tons of fish from lesser-known species**, promoting consumption diversity



Extra Mercado Fishmonger’s Employee

Respect for **human rights**

GRI 2-23 | 2-24

We promote human rights throughout our operations and value chain because we believe that a fair and inclusive work environment is essential to our success and the development of a more equitable society.

To guide and support our suppliers and partners on this topic, we have documents such as the Diversity, Inclusion and Human Rights Policy, Human Rights Policy across the Value Chain, and the Ethics Charter for Suppliers, in line with the determinations and recommendations of the International Labor Organization (ILO), attached to all commercial contracts.

Reinforcing our commitments, we participate, annually and voluntarily, in assessments and diagnoses that identify strengths, gaps and opportunities to advance the business and human rights agenda and promote the eradication of slave labor in production chains. In 2024, we were evaluated for another year in the Monitoring of Commitments of the National Pact for the Eradication of Slave Labor, led by the InPACTO association. Our score was 83.5%, higher than the 82% in 2023. During the year, we also participated in the UN Global Compact's Alliance for Human Rights and Business program, through the BHR Gap Analysis tool, which generates results based on self-assessment of due diligence in human rights for participating companies and, subsequently, provides feedback with suggestions for best practices to be adopted.

Therefore, we seek continuous improvement of the process and reaffirm our commitment to human rights. GRI 409-1

PARTICIPATION IN EVENTS

In 2024, we participated as speakers at the Human Rights and Business Seminar, held by the CEBDS The event highlighted the results obtained by the Human Rights Thermometer, a questionnaire that allows companies to carry out a self-diagnosis of their commitment to the issue, in which we share how we act and our experience in completing the questionnaire. Our score was 82%, above the market average.

We were also present at the 9th Forum on Responsible Supply Chains, promoted by our partner consultancy DNV. In this forum, which brought together professionals and experts to discuss responsible practices in supply chains, we spoke about the social audit process carried out on our suppliers of private label and exclusive brands, as well as the advances and results obtained.



Human Rights and Business Seminar

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APPROVAL AND CONTROL OF SUPPLIERS AND PARTNERS

GRI 308-1 | 308-2 | 414-1 | 414-2

Under the slogan “Do the Right Thing the Right Way”, we perform Third-Party Reputational Risk Analysis to identify, assess and prioritize potential risks or vulnerabilities in relationships with direct and indirect suppliers, partners and/or third parties eligible for analysis, especially in relation to combating corruption and fraud. We regularly check 100% of partners at the time of approval. Restrictions on the Ministry of Labor and Employment’s List of Slave Labor and Ibama embargoes lead to cancellation of registration.

To assess partners’ compliance with labor and human rights practices, we conduct on-site audits, through third-party companies, on all suppliers of products for our private labels and exclusive brands and when based in high-risk countries, at least every two years. Thus, 100% of our private label and exclusive brand suppliers have been audited at least once.

The audit process includes interviews with employees and document analysis, using the Initiative for Compliance and Sustainability (ICS) methodology as a reference. Each audit generates a report, analyzed internally by our specialist teams, resulting in the release, temporary suspension or blocking of the audited supplier. We also monitor the agreed action plans, which are mandatory.

Throughout 2024, 210 suppliers were assessed. 97.9% of private label and exclusive brand suppliers, which were national, and 100% of international suppliers located in high-risk countries had audits carried out and scheduled. For those who presented non-conformities related to the topics analyzed, we suggest action plans and monitor the correction through follow-up audits. Furthermore, we maintained 100% of our textile products certified by the ABVTEX.

Another initiative in 2024 was the expansion of social audits to the field, carried out at two of the most representative banana suppliers, for private label and exclusive products. The goal was the continuous improvement of Fruit & Vegetables production chains and mitigation of socio-environmental risks related to agricultural production.

During the year, we evaluated **210 national suppliers** of our private label and exclusive brands in terms of **labor practices** and **human rights**.



“Audits on our properties have been part of our operations for over eight years. At Grupo Bananas Corrêa we believe that continuous improvement is essential to guarantee quality, safety and sustainability in our production chain. The recent social audit of the ICS primary production methodology, at Fazenda Delfinópolis/MG, was a valuable opportunity to reinforce our commitment to good agricultural practices, the well-being of employees and product traceability. Based on the recommendations, we implemented action plans focused on improving our processes, from strengthening internal social policies to modernizing worker safety and well-being protocols. The partnership with GPA has been fundamental to our evolutionary journey, challenging us to adopt more sustainable practices, aligned with market and consumer demands. We continue to aim to offer high-quality products. We believe that audits like this are essential for sustainable development and corporate responsibility.”

José Luiz Corrêa, owner and CEO of the Bananas Corrêa Group

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Support to small producers and **social organizations**

In 2024, we continued with projects that aim to strengthen small producers, generating income for families and building a sustainable value chain.

CARAS DO BRASIL (“FACES OF BRAZIL”)

Through the Caras do Brasil program, exclusive to Pão de Açúcar, we have been promoting regional cultures for over 20 years by offering customers typical products from different regions of the country. Said products are produced by small producers, such as cumaru (Brazilian vanilla, from the Amazon), yellow tucupi in a bottle (from Pará), wild honey (from Rio de Janeiro) and organic rapadura (from Pernambuco). The program respects the seasonality and production capacity of each producer. In 2024, 25 products were traded. They are displayed on a specific shelf, in 36 stores in the states of São Paulo, Rio de Janeiro and Rio Grande do Norte.

We are also partners, through Caras do Brasil, of the Origens Brasil initiative, led by the NGO Imaflora. The project promotes businesses that value the people of the forest and the living Amazon. Two Caras do Brasil products have the Origens seal. By reading the QR Code displayed on these goods, consumers can find information and stories about how and by whom the items were produced.



Caras do Brasil products shelf

“The Honey Apiary of Teresópolis emerged in 2000 from the aspiration of the couple Adriano Rodrigues and Lúcia Helena to leave Rio de Janeiro and develop a socio-environmental project in the fluminense mountains. In it, human beings, environmental preservation and bees would form a sustainable and productive link for the conservation of the Atlantic Forest and the pollination of orchards. Around 2006, with the firm aim of creating a clean product “from the field to the shelf”, the partnership with Grupo Pão de Açúcar through the Caras do Brasil Program supported us in increasing production and qualifying with the competent bodies. This enabled us to join the Federal Inspection of the Ministry of Agriculture, which allows the sale of our honey throughout Brazil. Many challenges were overcome and the partnership with Caras do Brasil provided important advances in a relationship, not one of dependence, but of auspicious commercial interaction. The resources from fair trade not only boosted the expansion of the project but also stimulated local human development. We are grateful for this consolidated partnership that proves that positive initiatives like Caras do Brasil can make a difference in preserving local ecologies and cultures, making products known throughout Brazil.”



Adriano Rodrigues, partner at Mel in Teresópolis

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SOCIAL PRODUCTS

We contribute to the production of items from social projects and organizations, with profits going to various causes. In 2024, we marketed these social products that come from and/or benefited the institutions Gerando Falcões and Amigos do Bem. The relationship with those organizations also takes place through the GPA Institute, which helps to increase the visibility of these initiatives.



Visit of our Executive Board to the headquarters of Amigos do Bem

AMIGOS DO BEM

Our customers can find products from the social organization Amigos do Bem in our physical and online stores. This association provides access to education, water, housing, health and income generation to more than 150 thousand people in the hinterlands of Alagoas, Pernambuco and Ceará. There are cashew nuts, reusable bags, Mix Nuts and mixed nuts. The financial resources obtained from the sale of Amigos do Bem products in our stores are reinvested in the institution's initiatives, creating a virtuous cycle of transformation.

In 2024, more than 492 thousand units of these products were sold, 80% of which were cobranded with our private label and exclusive brands, representing a 37% increase in sales compared to 2023.

During the year, our president and 18 executives visited the Brazilian hinterland and got to know first-hand the work carried out by Amigos do Bem. The visit was a moment of connection with the people and stories that are part of the products that arrive in our stores.



Amigos do Bem and Qualitá Nuts

GERANDO FALCÕES ("GENERATING HAWKS")

In March, we launched the social product Nachos Qualitá Sabor Queijo ("Qualitá Nachos with Cheese Flavor"), the proceeds from the sale of which were used to support educational projects in favelas, in partnership with Gerando Falcões. The product is available in all physical stores of Pão de Açúcar, Pão de Açúcar Fresh, Minuto Pão de Açúcar, Extra Mercado and Mini Extra, as well as on the Extra Mercado website and app. In 2024, 78.4 thousand units were sold and, by March 2025, the forecast is to transfer up to R$250 thousand to Gerando Falcões.



Qualitá social product

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Suppliers and partners at the Program event

Qualidade Desde a Origem Program (QDO)

(Quality from the Source)

Launched over 15 years ago, the initiative encompasses actions related to quality, traceability and environmental preservation. We keep close dialogue with suppliers and monitor the stages of production, selection, analysis and socio-environmental commitments, until the product arrives at our stores. With the program, we transform the standard of quality and sustainability in Brazilian retail.

We carry out on-site inspections of direct suppliers and producers of fruit, vegetables and greens, eggs and beef; collections and laboratory analyses of food; and mapping of data and invoices to track and identify the origin and quality inspections of items delivered to our distribution centers. We analyze metrics related to fruit and vegetables and all private label and exclusive brand items, which includes traceability, audits and socio-environmental aspects.

QDO has a platform with monitoring panels, where we can monitor technical information and data on traceability, audit performance, inspection rates and laboratory test results of our suppliers. The resource includes a panel that tracks the origin of fruits, vegetables, greens and eggs through monitoring and evaluation of possible pesticide residues, in conventional or organic products. There is also information on good handling and storage practices, hygiene and combating pests and other contaminants. In relation to beef, it is possible to check the performance of each supplier in terms of traceability and geomonitoring of purchasing farms and product quality inspection.

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ACKNOWLEDGMENT EVENT FOR SUPPLIERS

GRI 3-3 – Sustainable value chain

Our more than 480 suppliers registered in the QDO Program and their products are classified through a ranking that guides our teams in selecting the best commercial partners. In 2024, we held a hybrid event with over 500 participants, to engage and acknowledge the best suppliers, during the ESG Fortnight. Awards were given to nine suppliers, focusing on traceability, quality inspection and socio-environmental due diligence. The event included the opening of the perishables commercial directorates, training on social audits and lectures on partnerships between industry and retail, the fruit, vegetable and greens market, by the International Fresh Produce Association (IFPA), and animal proteins, focusing on the swine chain, by the Associação Brasileira dos Criadores de Suínos - ABCS (“Brazilian Association of Swine Breeders”).



Lecture at the QDO event



Trophies to reward suppliers



Marcelo Pimentel, CEO of GPA, speaks at the meeting

“For everyone who is part of Naturovos, being part of the Qualidade Desde a Origem Program with GPA gives us the opportunity to constantly develop our good practices, promoting the search for knowledge and improvement of our processes, resulting in benefits for everyone. For us, evolution happens to the same extent that we deliver an increasingly better product to GPA. And that is confirmed by the award we received in 2024, as a leading egg supplier. We work steadily with QDO to continue growing together.”

Anderson Herbert, Commercial Director of Naturovos



Food safety and culture of **quality** and **sustainability**

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Our quality control processes aim to guarantee food safety, which is why we comply with all legal requirements and constantly improve our policies and procedures. An example is our action to mitigate the risks of contamination of perishable products, reducing losses and breakages and safeguarding the health of our customers.

We seek to ensure compliance of product labels, information to consumers about the composition and benefits and risks related to them, in addition to adopting specific procedures for private label and exclusive brands items in relation to development, packaging and non-compliance process: 100% of private labels and exclusive brands products are covered by procedures to assess conformity regarding product labeling. **GRI 417-1**

Following the entry into force of Anvisa's resolutions and normative instructions on the labeling of packaged foods (RDC 429 and IN 75, 2020), we reviewed 100% of the labels of our private labels and exclusive brands products, in accordance with the legal deadline.

It is part of our strategy to expand the sale of more sustainable products, contributing to a healthier lifestyle for customers, employees and suppliers. We seek to expand our portfolio reducing waste and the use of non-recyclable or non-reusable packaging. We also encourage conscious consumption through campaigns in our stores and on social media. Our stores have shelves dedicated to balance and well-being, in order to give greater visibility to organic, wholegrain, vegan and lactose, sugar or gluten-free products.

Through objective communication, we seek to help customers choose products.

Our private label Taeq, a pioneer in the healthy food segment, produces more than 150 products that have nutritional properties supported by academic publications and are free from Genetically Modified Organisms (GMOs). They also stand out for their composition with few ingredients (clean label) and for simple and objective labeling, with educational information for consumers. The brand's foods are produced according to the Taeq Guide, which provides information on the ingredients and formulations that can or can not be used. **SASB FB-FR-260a.2**

In 2024, we also continued to encourage the consumption of organic foods. We offer more than one thousand products in this category, 1.4% of which are from the Taeq private label.

In e-commerce, we seek to encourage the consumption of organic products with 20% discounts on products of this type every Wednesday and Thursday at Pão de Açúcar. We also hold editions of the Organic fruit, vegetables and greens Festivals lasting 15 days. Another strategy is to equalize the price of some conventional and organic products, such as Taeq American lettuce. In 2024, sales of these items in our stores increased by 2.4% compared to the previous year. Rio de Janeiro experienced the greatest growth in the category – 10% sales growth compared to 2023.

CERTIFICATIONS **GRI 2-23**

For our private labels and exclusive brands products, we check the certifications of all suppliers and analyze whether the items comply with the necessary legislation and follow best practices in production and handling, such as:

- Animal welfare (Certified Humane), for eggs from cage-free hens.
- Animal welfare (Fair Food), for grated cheese.
- 100% Buffalo Purity Seal, from the Brazilian Association of Buffalo Breeders (ABCB), and A2A2 on products containing buffalo milk.
- Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (BAP), Dolphin Safe and Marine Stewardship Council (MSC), for freshwater and saltwater fisheries.
- Forest Stewardship Council (FSC) for sustainable forest management, for products containing cellulose.
- Bonsucro and Carbon Trust seal, for Taeq lactose-free milk, which has packaging made from polyethylene obtained from sugar cane.
- AVAL, from the Brazilian Association of Alternative Poultry Farming, for organic animal proteins. **SASB FB-FR-430a.4**

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Extra Equilíbrio shelf in an Extra Mercado store

Control of **private labels** and **exclusive brands**

GRI 3-3 – Responsible and safe products

The health and safety of our customers is a priority. For 100% of our private label and exclusive brand products, we adopt an approval process to evaluate aspects related to suppliers, regulatory issues, raw materials used, performance, sensory aspects, labeling, approval of sensitive information, validation of first production, monitoring of complaints and, finally, shelf monitoring. All non-conformities found are treated and recorded. **GRI 416-1**

We have the Product Quality area and a management process to deal with non-conformities of private label and exclusive brand products. We are committed to continuous improvement and we carefully monitor consumer complaints and product performance to adopt measures aimed not only at correcting non-conformities, but also at preventing future deviations. Their objective is to ensure compliance with the highest quality and safety standards, strengthen relationships with consumers and promote greater trust and satisfaction.

When developing private label and exclusive brand products, we carry out first production validation, verifying that the labeling complies with the technical and sensory specifications established at the beginning of the project.



Refrigerators at Pão de Açúcar Fresh

9 Environmental Impact

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Communication on store refrigerator about carbon reduction initiative

Climate **change**

GRI 3-3 – Emissions and climate change

We seek to contribute to tackling climate change and its effects, and we work to reduce the impacts of our business on the environment. We look for solutions and innovations to combat food waste, minimize our Greenhouse Gas (GHG) emissions and the consumption of natural resources, in addition to encouraging the correct disposal of waste and the circular and low-carbon economy.

In 2024, we reaffirmed our commitments to climate action and established new long-term goals. Our Environmental Management Policy continues to guide our actions, aligned with the Sustainable Development Goals (SDGs), the Paris Agreement and other global guidelines, in addition to acting in accordance with relevant legislation.

EMISSIONS **GRI 305-5**

We have set a short-term goal of reducing scope 1 and 2 GHG emissions by 50% by 2025 (base year 2015) and, in the medium and long term, by 60% by 2030 and 70% by 2040. We recorded a 6.9% reduction in scope 1 and 2 emissions compared to the previous year, as a result of the actions outlined below:

REFRIGERANT GASES

We continue to work on preventing fugitive emissions (Scope 1), such as refrigerant gases, with the modernization of refrigeration equipment and retrofits of engine rooms.

Replacing refrigerant gases such as HCFCs and HFCs with gases with lower Global Warming Potential, such as dioxide and propane gas, is one of our main initiatives in the area of reducing emissions. Refrigerant gases, used in our stores' refrigeration systems, are responsible for approximately 70% of our carbon footprint. By modernizing these systems, replacing peripherals and carrying out preventive maintenance on machines and equipment, and consequently reducing leaks, we prevented the release of 14,000 tons of CO_2e into the atmosphere and reduced fugitive emissions by 5.8% compared to 2023. In our 60 new or reopened stores, the use of gases with high GWP index is prohibited. In proximity stores, we use propane gas in display refrigerators in 100% of new units.

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Interior of the Extra Mercado store

RENEWABLE ENERGY GRI 302-1 | 302-4

In 2024, we achieved our goal of sourcing 100% of our medium-voltage electricity consumption from renewable sources. We ended the year with 224 stores supplied by Free Market ("Mercado Livre"), in addition to International Renewable Energy Certificates (I-RECs), which ratify the use of energy from wind and solar sources. Furthermore, a Pão de Açúcar store in Sorocaba (SP) and a Minuto Pão de Açúcar store in Campinas (SP) have rooftop solar power systems installed.

In new or reopened stores, we adopt measures such as lighting projects and automation to increase energy efficiency.

A highlight of 2024 was the signing of a contract with EDP Brasil to supply 40 Minuto Pão de Açúcar units in São Paulo with solar energy. The contract provides for the supply of 16.8 GWh (gigawatt-hours) between 2024 and 2026. The supply, through distributed generation, aims to prevent the emission of 648.5 tons of CO_2 during the period.

Even with all these actions, we recorded a 7.7% increase in total energy consumption compared to the previous year. The energy intensity was 811.2 kWh per square meter of store, a reduction of 1.8% in the same comparison. The higher consumption of electricity is explained by the opening and reopening of stores with a high level of services and by the high temperatures recorded.

This issue will be addressed in the coming years through continued efforts to identify the most offending stores and create action plans and expand the search for renewable energy solutions for low-voltage stores.

WATER USE EFFICIENCY GRI 303-5

Our total water consumption in the operation was 1,333 thousand m^3, 15% higher than the previous year. Initiatives to improve the efficiency of water resource use include awareness campaigns for our employees and equipment maintenance. In addition to our headquarters, 14 stores use rainwater collected in a delay tank for toilets, garden watering, parking lot washing, carpet and dock cleaning.

"In our commitment to sustainability, our team is constantly looking for innovative solutions to reduce our environmental impact. In 2024, we implemented a pilot project in 11 proximity stores that have water reuse systems. The initiative allows rainwater collected on roofs to be reused to clean sidewalks, landscaped areas and toilets. This sustainable solution not only reduces our drinking water consumption, but also generates savings and low maintenance. Furthermore, the system combines conventional storage with a reuse tank, ensuring uninterrupted supply in times of shortage. Therefore, we are not only reducing our environmental impact, but also ensuring the continuity of our store operations without producing any impacts."



Rafael Ribeiro Mendes, GPA Project Manager

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LOGISTICS OPTIMIZATION GRI 305-5

In order to reduce the emission of polluting gases related transport, we have adopted measures to optimize the fleet and achieve more efficient fuel consumption. We continued to implement solutions such as multiple collections at shipping points, transit points (cargo consolidation centers), reduction of the logistics network, opening and contracting outsourced hubs to enable the consolidation of loads with other shippers, better management of product categories sent to stores – which minimizes the need for restocking –, use of electric vehicles and routing of our loads and routes.

As a result, we reduced the number of trips made by 2.3% compared to 2023. By adopting optimized routes, in which a single vehicle carries out collections at more than one distribution center, we avoided more than 13,900 trips this year, supported by our Transportation Management System, present in 100% of our stores and 100% of our Distribution Centers.

In terms of product delivery, the highlight was the acquisition of isothermal rolltainers at our Distribution Center 1, which are essential to keep the integrity of products, especially those that require temperature control. The equipment allows items to be transported safely, minimizing the need for refrigerated vehicles, as it is possible to use dry vehicles for transportation.

We also invested in sustainable mobility solutions and diversify transport modes to serve customers more efficiently. Our fleet has five electric vans for delivery within a radius of up to seven kilometers from the stores. This modality was responsible for more than 15,800 deliveries in 2024. For short distances, in the so-called last mile, we encourage deliveries by bicycle, when the distance radius is up to two kilometers, totaling more than 45,870 deliveries in 2024. In the period there were also 366,206 deliveries made by motorcycles, which are more efficient compared to utility vehicles.

GPA TOP LOG WEEK

For the second consecutive year, we promoted the GPA Top Log Week, with actions dedicated to our suppliers and industry partners. The launch of the Week featured a special podcast with a debate on the relevance of sustainability, the adoption of ESG practices, risk management and new skills and competencies, in the digital transformation scenario, for professionals working in hiring, the production and supply chain. In addition, guided visits were held for a team of suppliers at the Pão de Açúcar and Extra Mercado stores on Avenida Ricardo Jafet, in São Paulo, for an immersion in activities such as replenishing goods. Volunteer work was also promoted with a group of partner companies supporting the Projeto Quixote (“Quixote Project”), labeling and pricing items at a charity bazaar. The last day featured our traditional awards and certification of suppliers with the best performance in the supply chain in 2024. One of the categories of recognition was in ESG Actions, in which Pernod Ricard was awarded for the initiative that reduced carbon emissions in logistics by 70%. The result came from the use of more efficient modes and fuels, in addition to the operation in the backhaul mode, consolidating loads, reducing kilometers traveled, number of trips and avoiding split deliveries.



Rui Cunha, GPA Supply Executive Director presents the event

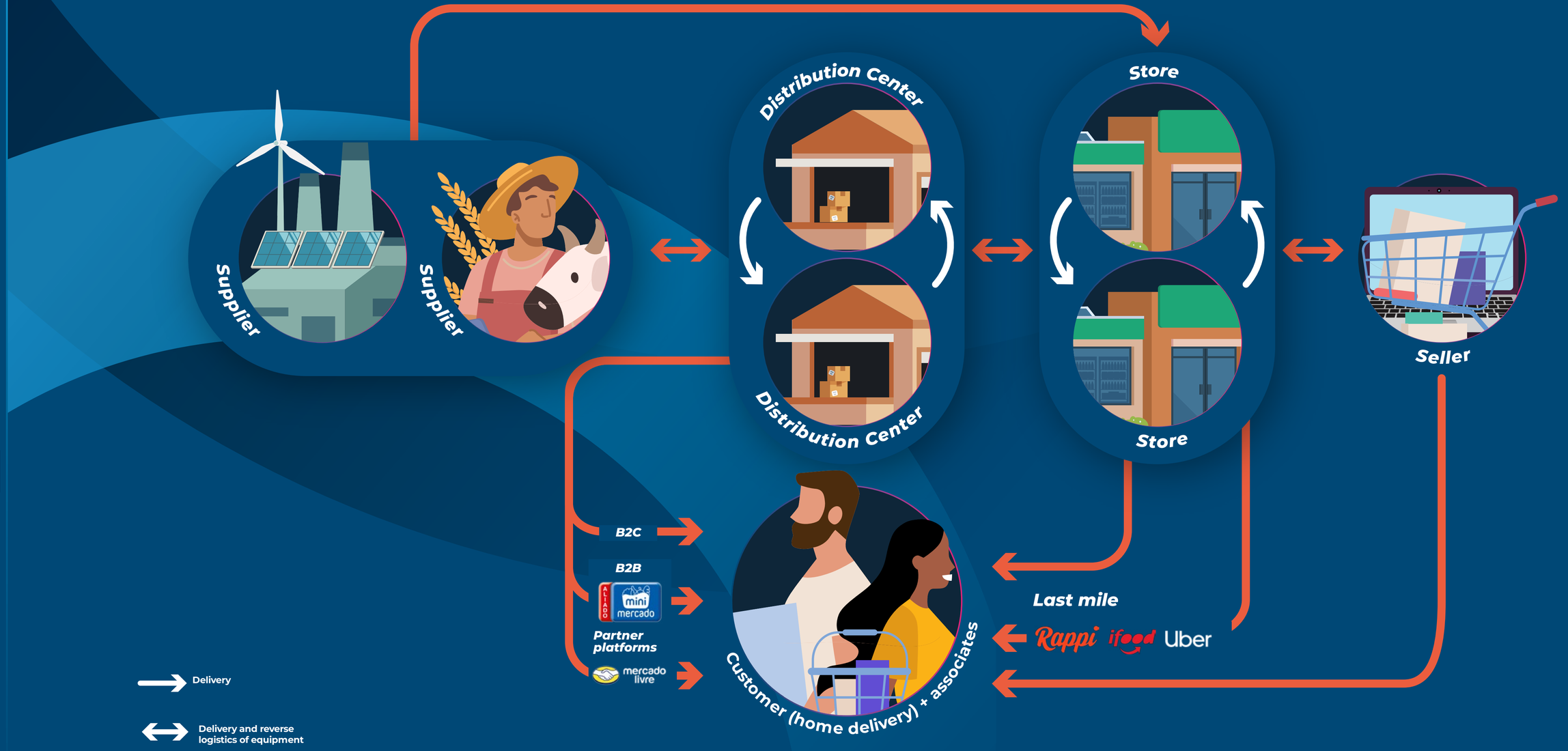


“Receiving the Top Log ESG award for the best sustainable initiative in logistics reinforces our commitment to a greener and more efficient future. At Pernod Ricard, we invest in reducing CO_2 in internal logistics, adopting cabotage and CNG-powered vehicles, optimizing deliveries to increase the volume transported, reducing CO_2 emissions from our retail operations. We continue together with GPA in the search for increasingly sustainable logistics solutions.”

Marcelo Godoy, Supply Sr Manager at Pernod Ricard

GPA Logistics

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Waste and **circular economy**

GRI 3-3 – Circular economy | 306-1 | 306-2 | 306-4 | SASB FB-FR-430a.4

We seek to continually improve waste management, aware that inadequate disposal has the potential to cause negative impacts on the environment, such as soil and water pollution, in addition to contributing to global warming through Greenhouse Gas (GHG) emissions. We have more than 700 stores and, by serving thousands of customers every day, we have the real possibility of influencing consumers to adopt more sustainable initiatives and seek reverse logistics options for the products consumed.

We constantly adopt initiatives to increase the reuse and correct disposal of our main waste generated, which is Class II solids and include organic, rejected and recyclable materials. We also encourage circularity and combat food waste.

In 2024, we reaped the results of some actions initiated in the previous year, aiming to reduce the amount of waste sent to landfills, and we expanded the number of stores with selective collection in São Paulo units – to more than 280 stores.

We kept the REUSE program in 100% of our stores, which aims to implement our solid waste management plan, in accordance with current legislation, and promote environmental awareness. The program includes defining an action plan, adjusting infrastructure, adapting materials, training teams and monthly monitoring of indicators. In 2024, it was also implemented in our distribution centers in São Paulo.

Thus, we improved our performance, with 67,890.9 tons collected and more than 50% of our waste destined for recycling, composting and co-processing, 311% more than the 2023 volume. We monitor the quantity and percentage of each type of waste sent for recovery and final disposal operations on a monthly basis, through the Waste Transportation Manifests (MTRs) and Final Destination Certificates (CDFs) issued, in order to ensure correct forwarding, which is also stipulated in contractual clauses with service providers.



PILOT PROJECTS

Throughout the year, we sought to test some pilot projects to understand what would adapt and could be incorporated into our operation:

WASTE MANAGEMENT

We implemented new equipment for the segregation and proper disposal of waste at the Pão de Açúcar store, in Alphaville (SP). The actions, which involved the installation of dumpsters to separate green coconuts and the implementation of cages to separate cardboard and plastic, resulted in better separation of waste, contributing to the efficiency of disposal and recycling of materials.

REUSE OF ORGANIC MATERIALS

We started at the Tamboré (SP) store, with the company Protin, which develops animal nutrition products from fly larvae, a pilot for alternative solutions to reuse organic waste.

CO-PROCESSING PROJECT

We implemented waste co-processing in 140 GPA stores. The project aims to reduce environmental impact through the correct treatment and reuse of waste. The results obtained were landfill diversion, contributing to the reduction of environmental impact, and increased separation of recyclables, enabling better reuse of materials.

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REVERSE LOGISTICS GRI 306-2 | SASB FB-FR-430a.4

We encourage recycling among our customers. In addition to our Recycling Stations – an initiative that has been running since 2001, with more than 135 thousand tons of waste collected since then – we publish information on social media about the correct separation of materials through educational videos.

In 2024, we kept 57 Voluntary Delivery Points for post-consumer packaging, in some formats:

- **Pão de Açúcar Recycling Stations**, operated in partnership with Ambipar Triciclo. During the year, we collected a total of 2.6 thousand tons of recyclable waste from customers, which were sent to recycling companies and 13 waste picker cooperatives, generating more than 30 direct jobs at the voluntary drop-off points and impacting more than 580 cooperative members. In the months of July and August, we carried out regional research (SP, CE, DF, GO, MG and MS) on our Recycling Stations to identify the profiles of customers who use them, measure the level of satisfaction and collect suggestions for improvement. 2,102 people were interviewed. Among those who already use the stations (19%), the main reasons are sustainability and trust, with 51% of responses. The NPS was 69.6 points.
- **Retorna Machines**, machines through which our customers contribute to the process of correct waste disposal and accumulate points to exchange for benefits in transportation, bookstores, telephones, iFood and others. There are already 20 active machines, in partnership with Ambipar Triciclo, and we expect expansion in 2025. One of the units was set up at our headquarters to encourage employees to dispose of waste correctly. During International Recycling Day, we encourage the exchange of packaging, crediting double points. During the week of World Environment Day, we encouraged our team to participate in the *Recicla que Retorna* contest, hosted by Ambipar Triciclo. The three people who recycled the most at Retorna Machines across Brazil were awarded IfoodCard vouchers.
- **Retorna Machines**, in partnership with Ecoloop and Coca-Cola, in Minuto Pão de Açúcar and Pão de Açúcar Fresh stores, in Alphaville, earning Stix points for each package discarded. From September to December, 332 customers benefited from 32,784 Stix points credited. This initiative began at the traditional Pão Race (find out more on page 20). Athletes earned five Stix points for each package deposited.
- **Plant Price Station,** in partnership with Green Mining and Grupo Boticário, where customers receive, via bank wire, the amount paid by recycling plants for discarded waste. The station, located in Pão de Açúcar Jabaquara, received 287.4 tons of recyclable materials during the period.



Pão de Açúcar Recycling Station

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Estação Recicla e Ganhe ("Recycle and Win") Station in partnership with Danone Brasil and Avery Dennison

- **Recycle and Earn** in partnership with Danone Brasil and Avery Dennison. When discarding packaging after consuming the products at the Recycling Station of two Pão de Açúcar stores (Roberto Marinho and Santana), customers receive an instant coupon to participate, with a discount on Danone products in participating stores and on Pão de Açúcar's e-commerce. They also accumulate points in the Green Mining app, which can be used as a discount on selected Danone Brasil products. Materials such as glass, plastic, metal, long life, paper and cardboard can be delivered. During that period, it received 20 tons of recyclable materials.

"The Danone Recicle&Ganhe Station with GPA, Green Mining and Avery Dennison piloted an innovative model to collect post-consumer packaging, engaging customers. By delivering recyclables, customers could earn a 15% discount on Danone products, encouraging their participation. It was necessary to register on the Green Mining app and become a Cliente Mais. We noticed an increase in the volume collected at the stations, which highlights the importance of publicizing the action and that joining forces brings results. Sustainability is achieved through partnership!"



Sabine Milioni, Sustainability Analyst at Danone

We continue to search for new solutions and technologies for the continuous improvement of the reverse logistics program.

In addition, we collect other types of materials in our stores, such as:

RECYCLED MATERIALS

Cork stoppers – The partnership between Pão de Açúcar and Corticeira Paulista is responsible for treating the pieces, crushing them and transforming them back into raw material. In 2024, 5.9 thousand corks were collected.

Light bulbs – More than ten Extra Mercado stores collected 0.4 tons of light bulbs in 2024. The project is kept in partnership with Reciclus.

Coffee capsules – In 2024, the program, in partnership with Nestlé, collected 6.3 tons of capsules in 94 Pão de Açúcar stores.

Cooking oil – In partnership with Bunge, we have a project in 45 stores to collect cooking oil used by our customers. In 2024, 201 liters of oil were collected.

Batteries – All of our stores have collectors, in partnership with Green Eletron, and one ton was collected in the year.

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Employee organizes products with biodegradable packaging

We **encourage conscious consumption** and **seek opportunities** to replace and reduce packaging


Paper cup and wooden stirrer at the Espaço Pão de Açúcar Café

Packaging

In addition to our actions to promote the conscious disposal of waste, we are concerned about the production of packaging in our operation. We encourage conscious consumption, whether in relation to our private label and exclusive brands or the products we use or sell in our stores.

In 2024, we updated a study on the store packaging used by customers to take our products home (ready-made juices, packaging for processed foods, bread bags, for example). The objective was to understand what percentage of recyclable and/or reusable materials were used for this purpose and to draw up an action plan with our Purchasing team for expansion. From these reviews, we were able to identify opportunities, as happened at Espaço Café do Pão, where coffee stirrers and disposable cups were replaced with materials made with biodegradable inputs. We also replaced the Styrofoam packaging used to package cold cuts in stores with kraft paper (FSC certified) and polyethylene (duofresh) packaging, which can be recycled.

In our private labels and exclusive brands Taeq and Qualitá, fruits, vegetables and greens are sold in biodegradable trays, made of cellulose and starch, free of petrochemicals and toxic additives.

Another initiative to encourage the reduction of packaging use is the sale of bulk products in 53 of our stores, with paper packaging; and organic products, without packaging, in two stores.

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NOVO DE NOVO (“NEW AGAIN”) PROGRAM

SASB FB-FR-430a.4

We continue with our commitment to have 100% of our private labels and exclusive brands packaging recyclable, reusable and/or compostable by 2030. To manage this objective, we adopted Novo de Novo, a program composed of four axes – Mapping and Diagnosis, Redesign and Innovation, Communication and Engagement, and Closing Cycles and Tracking –, with its own goals and indicators to support this evolution.

For monitoring purposes, the packaging is classified with the colors green, yellow and red, according to the recyclability of its components.

Products that are part of the initiative (considered green) are identified by seals that help raise awareness among consumers and help them dispose of packaging correctly.

Although there is a challenge in replacing non-recyclable packaging with others with greater recyclability potential without compromising the protection, conservation and safety of the product, we seek to innovate in design and develop packaging with smaller quantities of non-recycled plastics and virgin raw materials. An example is the packaging for the Taeq seasoning line, which contains bottles with 20% recycled content in its composition, and the line of Qualitá antibacterial garbage bags with handles, which replaces BOPP film with PE film, making the packaging 100% recyclable.

We also invested in replacing non-recyclable BOPP labels with direct printing on some products, such as cream cheese and Qualitá açaí packaging.

By 2024, 51.2% of the packaging volume on the market for our private labels and exclusive brands was recyclable, reusable and/or compostable. **GRI 301-2**



Açaí Qualitá with direct printing



Taeq Chicken Seasoning Packaging



Taeq Oatmeal Novo de Novo Packaging

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Tackling **waste**

GRI 3-3 – Combating food waste | 306-2

As one of the largest food retailers in Brazil, we are committed to combating food waste throughout our operations. The topic, due to its relevance and potential negative impact, is addressed in our Environmental Management Policy, which follows the United Nations priorities defined in the Sustainable Development Goals (SDGs).

We seek to act collaboratively, with awareness and actions in our value chain, including the constant search for solutions with suppliers, to increase the useful life of products in our stores and, with our team, for greater efficiency in orders and in the supply process, with initiatives to improve commercial decisions.

We monitor and inspect stocks to avoid excess and ensure proper rotation of items. In addition, we have other actions, which include:

- **Ongoing training in stores** to provide guidance on how to avoid food waste and what actions can be taken in this regard;
- **Provision of information with educational guidelines** on product standards, harvest and seasonality;
- **Continuous guidance to employees on safe food handling and quality control practices**, such as updating records, comparisons, technical alignments, among others;
- **Presence of a head of prevention and losses in each store**, who is responsible for reviewing product orders to improve turnover and stock adjustment. On a daily basis, they must analyze both information about product expiration dates and the conditions of fruits, vegetables and greens; and
- **Adoption of measures to ensure the best use of food**, which includes actions such as the Offer of Ready-to-Eat Meals, processed vegetables and fruits for immediate consumption, using ingredients at their best point of ripeness, for sale in individual packaging; and production of co-products, such as breadcrumbs and toast from leftover French bread in the bakery and rotisserie operations of our stores.



Shelf of products close to expiration at Minuto Pão de Açúcar

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Food to save Bag ready for delivery

DISCOUNTED SALES GRI 306-2

To minimize waste, we sell products that are close to their expiration date at lower prices. Discounts can vary between 10% and 80%, depending on the item, and many of our stores have specific shelves for those products. In 2024, around R$748 million were sold and 88 million products were no longer discarded.

The highlight of 2024 was the partnership signed with Food To Save, the main national app against food waste, which prevented the waste of more than 66.9 tons of food from September to December in our stores. By the end of 2024, we had the initiative in 315 stores in more than 70 cities in the Southeast, Midwest and Northeast regions of the country, exceeding our initial expectations. And, for 2025, we have already started the roll-out for proximity stores.

At Pão de Açúcar and Extra Mercado stores, the attendants put together surprise bags, sweet, savory or mixed, with food for immediate consumption, close to expiration or out of standards. The bags are sold on the Food To Save app, with a 50% discount, and can be collected in stores or delivered to customers. In 2024, 66.9 thousand bags were sold to more than 34 thousand customers, which prevented the emission of 167.3 tons of CO2. The repurchase frequency is 1.8 points, demonstrating customer satisfaction. We also received a score of 4, on a scale of 0 to 5, on the app, which attests to the success of the partnership for our audience.

> *“At Food To Save, we believe that big changes happen when we join forces with partners who share the same purpose. GPA has been an essential ally in our mission to reduce food waste, providing sustainable and affordable solutions for thousands of consumers. We know that the success of this partnership depends on the engagement of the teams, who work together to ensure the best experience for the customer. This commitment is essential to generate a positive impact and strengthen this important cause. GPA inspires other entrepreneurs and groups in Brazil to rethink their processes and adopt more sustainable practices, showing that it is possible to combine operational efficiency, social responsibility and positive environmental impact.”*

Lucas Infante, CEO and Founder of Food to Save



In line with our purpose of fueling dreams and lives, we have adopted practices such as the Partnership Against Waste Program, which aims to allocate products that are still fit for consumption, but not suitable for sale, to social organizations and food banks.

With all these actions to combat waste, we have seen some real positive impacts, such as reduced operating costs, greater efficiency in quality control and supply to stores. There is also support to combat food insecurity through donations, strengthening social organizations by expanding service capacity, in addition to encouraging new forms of consumption.



10
Social Impact

GPA employees participate in the Árvore Solidária (“Solidarity Tree”) action

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Collaborator and elderly woman assisted by NGO in Colabora action

Stimulating social **development**

GRI 3-3 – Communities and social responsibility

We maintain and support projects, businesses and social causes through our brands, our businesses and our Institute, to contribute to local development, the reduction of inequalities and the social inclusion of vulnerable groups.

Our activities are governed by a series of documents, such as the Donations and Sponsorship Policy, Volunteer Policy, Manual to Implement and Operate (documents in portuguese) in-store actions, as well as contracts and partnership terms.

These documents support and guide the management of all socio-environmental projects that we carry out and/or support, for which we also define objectives, goals and indicators to measure impact and progress (some of the projects have public goals and undergo external and independent auditing for publication of results).

We seek to encourage the financial independence of social organizations and encourage them to seek ways of raising diverse resources, so that they are not exclusively dependent on resources allocated by us or by the Instituto GPA (“GPA Institute”) .

As a way of contributing to social development, our Human Resources area also works in partnership with the Instituto GPA to carry out selection processes with candidates from training programs, partner social organizations and young apprentices in situations of socioeconomic vulnerability, expanding employability possibilities.

Through those initiatives, we have observed positive impacts, such as income generation and employability, strengthening of the third sector, appreciation of social products, professional training and the promotion of quality education. Furthermore, we see even greater potential, with the expansion of partnerships, the financial and operational growth of social organizations, the increase in educational impact and the strengthening of community networks.
GRI 413-1

Our actions for the surrounding community are governed by well-defined processes and policies.

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COLABORA (“COLLABORATE”)

Our employees can also be agents of change through our corporate volunteering program, Colabora, which, each year, records an increase in the number of participants in social actions encouraged by us and monitored by the Instituto GPA. Colabora also has a digital platform, in partnership with Atados (“Tied”), which connects volunteer opportunities for social causes.

In 2024, we expected to reach 700 participants, but the number exceeded expectations, reaching 1.1 thousand employees throughout Brazil. We have monthly actions promoted in São Paulo and others carried out regionally.

Discover some of the voluntary actions carried out:

“The GPA volunteering platform”



International Women’s Day – In March, an afternoon of interaction, recreation and educational dynamics was held with the girls served by the Associação Feminina de Estudos Sociais e Universitários (Afesu) (“Women’s Association of Social and University Studies”). The institution prepares girls and women for the job market.



Planting a vegetable garden and sorting clothes – In May, the Instituto GPA carried out two voluntary actions with our employees. On the 16th, they participated in the planting and revitalization of a vegetable garden at the Centro *Educacional da Infância* (CEI) Tio Tuta (“Tio Tuta Childhood Education Center”), in Parelheiros, on the far south side of São Paulo. CEI is a partner of the *Jovens do Futuro* (“Youth of the Future”) Association, a non-profit civil organization with an assistance and charitable nature. On the 23rd, our team of volunteers went to the Cruz Vermelha (“Red Cross”) to sort out over 60 boxes of clothes donated to victims of the floods in Rio Grande do Sul.

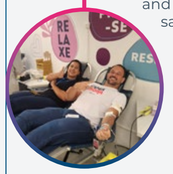


Beach cleaning – In partnership with FEMSA Coca-Cola, 73 volunteers and guests participated in a cleaning campaign at *José Menino* Beach, in Santos (SP). The action, in August, focused on collecting micro-waste from the beach sand, such as cigarette butts, broken glass and can tabs.

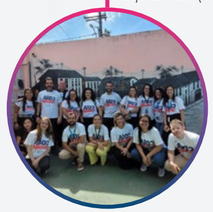


***Hamburgada do Bem* (“Hamburgers for the good”) –** In October, 40 employees and companions participated in an event at the *Centro Educacional Unificado* (CEU - “Unified Educational Center”) Sapopemba, in the East Zone of São Paulo, working in kitchen activities, recreation and support to promote a day of fun for around a thousand children.

FEB **MAR** **APR** **MAY** **JUN** **AUG** **SEP** **OCT** **DEC**



GPA *Sangue Bom* (“Good Blood”) – *Colabora* and the *Viva Bem* (“Live Well”) GPA program joined forces to carry out the GPA *Sangue Bom* blood donation campaign. The Pró-Sangue Foundation provided all the necessary structure for the *Viva Bem* GPA Space, at the Brigadeiro headquarters. Throughout the year, there were three blood donation campaigns, held in February, July and November – our professionals showed that they are “*sangue bom*” (slang, meaning a good-natured person) and donated 357 bags of blood, which can save more than one thousand lives.



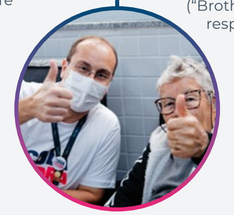
Discussion round about Marketing – Our Marketing team participated in a volunteer action by Colabora at *Energia do Saber* (“Energy of Knowledge”), a non-profit organization that provides free education for children and young people in situations of social vulnerability. Discussion groups were held on the main Marketing topics such as events, merchandising and social media. The collaborators shared their daily lives with 70 young people, aged 14 to 17, who are preparing for university entrance exams and entering the job market through the *Programa Jovem Aprendiz* (“Young Apprentice Program”).



Waste sorting – In June, 20 participants contributed to waste sorting and visited Coopercaps, a partner cooperative that serves the recycling stations at our Pão de Açúcar stores.



Meal delivery – Our volunteer collaborators supported the work of *Sefras – Ação Social Francisca* (“Francisca Social Action”) a humanitarian organization that combats hunger, rights violations and the economic and social exclusion of extremely vulnerable populations. They participated in the preparation, organization, and delivery of meals for lunch for homeless people who were served at the location. Over the course of a week, an average of 3,000 meals are delivered at the location.



Árvore Solidária (“Solidarity Tree”) – In 2024, our traditional *Árvore Solidária* was expanded to support projects for three causes: children, the elderly and animals. We had the participation of 163 employees in sponsoring a child, an elderly person or an animal and in delivering gifts. The institutions assisted were the Organização Foco Arte e Desenvolvimento (“Focus on Art and Development Organization”) (Foco Conecta), Grupo Vida Brasil (Life Brazil Group”) and the Confraria Miados e Latidos (“Brotherhood Meows and Barks”), respectively.

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Waste sorting action with Cooperpac



Action to distribute fruits, vegetables and legumes to trainees



Food distribution at Sefras

“This experience warmed my heart and filled me with hope. I had the opportunity to talk to young people about the importance of following their professional dreams and I am grateful for that opportunity. Our greatest legacy is to transform and form people.”

Euclides da Cunha, Senior Marketing Analyst at GPA



In addition to the actions encouraged by the Instituto GPA, employees can sign up for various actions, recurring or one-off, available on Colabora, our volunteering platform. Throughout 2024, we had 48 volunteer registrations made directly on the platform. It connects professionals to the demands of social organizations across the country, which work on different causes: tackling hunger, education, young people, LGBTQIA+, the environment, women, people with disabilities, the elderly, animal protection and professional training.

Solidarity **network**

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Aware of our role and responsibility in the increasingly frequent natural disasters in our country, we have carried out some actions to support the emergency solidarity network that is formed at those times. Among the campaigns that took place throughout the year for this purpose, the following stand out:

SOS Rio de Janeiro – Due to the heavy rains that hit Rio de Janeiro at the beginning of the year, our Pão de Açúcar and Extra Mercado stores in the region became collection points for non-perishable food, water and hygiene and cleaning products. 3.4 tons of donations were collected, destined for Ação da Cidadania ("Citizenship Action") and Voz das Comunidades ("Voice of Communities"), which worked together with the Civil Defense and the City Hall.

SOS Petrópolis – In March, we conducted a new Emergency Fundraising Campaign in favor of the city of Petrópolis, in the mountainous region of Rio de Janeiro, which was affected by heavy rains. Altogether, 31 stores in the city of Rio, 15 Extra Mercado and 16 Pão de Açúcar, became collection points for food, water, hygiene and cleaning products. The 2.2 tons collected were sent to Ação da Cidadania, which distributed them to flood victims.

SOS Rio Grande do Sul – In May, 150 Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh stores joined together in a chain of solidarity for the victims of the floods in Rio Grande do Sul, even though we do not have operations in that state. The action was carried out along with ten social organizations that are partners of the Instituto GPA. It was the largest fundraising campaign of the year, with 125.2 tons donated, 64.2 tons of which were sent to Rio Grande do Sul – the remaining food was sent to partner social organizations that participated in the action.



Food donations in stores

Pão de Açúcar and Extra Mercado, through the Instituto GPA, also contributed and donated 10 tons of food to be distributed among affected people in Rio Grande do Sul, through the Amigos do Bem ("Friends of Good") organization.

In order to support the recovery of the economy in the state, Pão de Açúcar and Extra Mercado encouraged customers to buy products from Rio Grande do Sul, displaying signs in physical stores and promoting (push) on the brands' websites and apps..

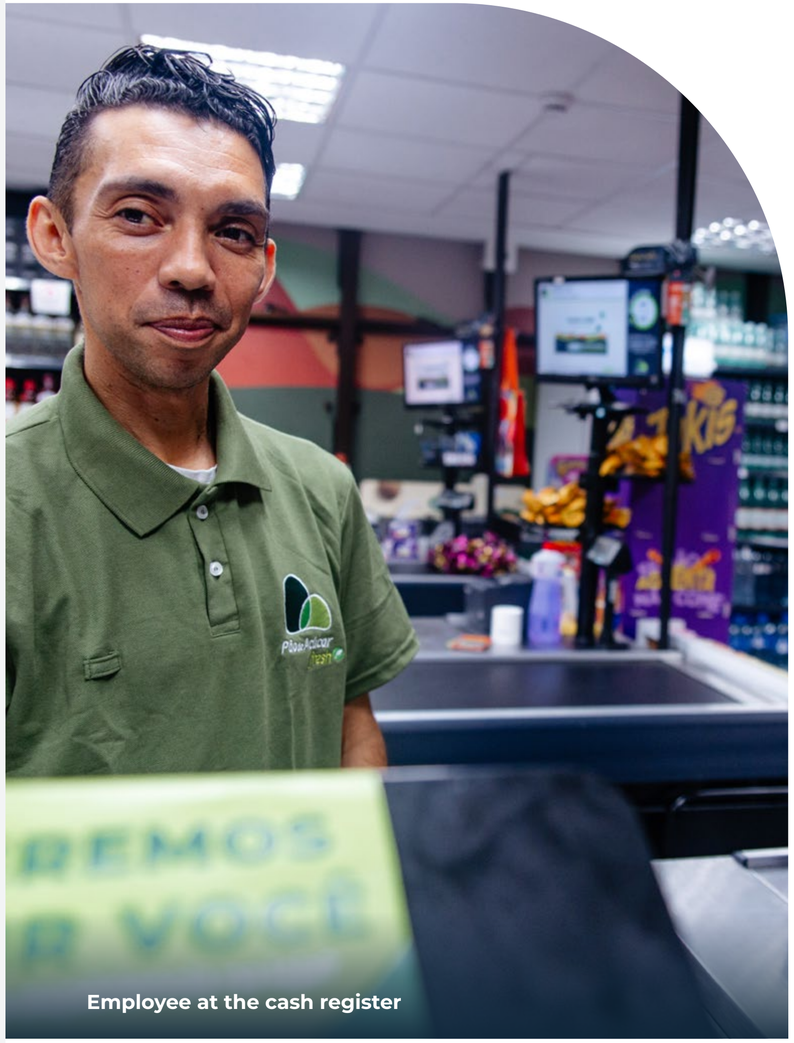
SOLIDARITY FUND – SOMAR ("ADDING UP")

When natural disasters occur, our Social Assistance team identifies the employees who have been affected and what their needs are, to support them with financial resources and/or donations of food and other hygiene and cleaning products, so that they can rebuild their lives. Last year, unfortunately, was no different. Some of our employees were impacted by the heavy rains that hit the cities of Petrópolis, Rio de Janeiro and several municipalities in Rio Grande do Sul. In this context, to reinforce our sense of community and the purpose of feeding dreams and lives, we created Somar – GPA Employees' Solidarity Fund, which is willing to offer additional financial support to our colleagues in such unexpected cases.

All of our employees can donate between R$1 and R$500 per month, with direct deduction from their payroll and cancellation at any time (limited to 30% of the salary value).

Of the total funds raised, 70% are allocated to assist employees and 30% to the Instituto GPA to promote social transformation actions and also support donations and actions in emergency situations.

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Employee at the cash register

Movimento **Arredondar** ("Rounding Up Movement")

arredondar
você faz a diferença

Since 2016, we have encouraged customers to join the Movimento Arredondar, which proposes donating change of up to R$0.99 per transaction paid in cash to social organizations that work in the educational and food sectors.

In a practical, safe and transparent manner, donations impact the lives of thousands of people. Stores under the Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh banners across the country are participating in the movement. Our cashiers are trained, through our education platform, the Universidade do Varejo GPA ("GPA Retail University"), to inform customers about the action and answer questions.

In 2024, we carried out the Solidariedade em Dobro ("Double Solidarity") campaign for the second consecutive year during the month of November. For every cent rounded up by customers, the Instituto GPA donated the same amount, reaching R$13,247.8 more.

Through rounding, ten social organizations are supported in different cities and states of Brazil: Associação de Assistência à Criança Deficiente - AACD ("Association for Assistance to Disabled Children"), Associação Feminina de Estudos Sociais e Universitários (Afesu), Centro de Recuperação e Educação Nutricional (Cren) ("Center for Nutritional Recovery and Education"), Instituto Elos ("Elos Institute"), Instituto Terra Livre ("Free Land Institute"), Associação Prato Cheio ("Full Plate Association"), Instituto Padre Haroldo ("Padre Haroldo Institute"), Projeto Uerê ("Uerê Project"), Redes da Maré ("Maré Networks") and Serta. Throughout the year, R$178,714 was rounded up.

> *"Matchfunding doubled the rounding raised in November, expanding the impact of donations and strengthening the organizations installed. The initiative inspires other companies to adopt the culture of giving and encourage more people to contribute. For the second year in a row, this strategy has shown that small actions can generate big transformations. The success reinforces the relevance of GPA's partnership with Movimento Arredondar"*



Camila Pasin, Brand Engagement Coordinator at Movimento Arredondar

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Stix **Donations**

Our customers who participate in the Pão de Açúcar Mais and Clube Extra loyalty programs can use Stix points to contribute to social organizations. The donation is made through the Stix platform, created from a coalition with RaiaDrogasil.

To participate, simply access the Pão de Açúcar Mais, Extra Mercado apps, the Stix app directly or the Stix website (www.soustix.com.br), click on “Donate Stix” and select the social organization of your choice.

For the second consecutive year, in September, we carried out a matchfunding campaign in which, for each point donated by customers and employees, the same amount of Stix is allocated. Thus, in September alone, 1.4 million points were donated by customers, equivalent to R$14,432 - 29.7% above the amount collected in the previous year. As a result, 2.8 million points were achieved, or R$28.8 thousand. During the year, R$33,734.50 was donated. The amount raised benefited organizations that work on various causes:



Action in partnership with an animal protection NGO

FOOD

***Ação da Cidadania* –** Works to tackle hunger, seeking to guarantee the right to adequate food, with actions in all states of the country.

***Amigos do Bem* –** Operating in the hinterlands of Alagoas, Pernambuco and Ceará, it seeks to transform lives through education, income generation, promotion of local development and social inclusion to eradicate hunger and poverty.

ENVIRONMENT

***Fundação Amazônia Sustentável* (FAS) (“Sustainable Amazon Foundation”) –** Its mission is to contribute to the conservation of the biome, by valuing the standing forest and its biodiversity, and by improving the quality of life of the populations of the Amazon.

EDUCATION

Uneafro – Movement in defense of diverse education and in favor of equal opportunities and social justice.

ANIMAL PROTECTION

***União Internacional Protetora dos Animais (UIPA)* (“International Union for the Protection of Animals”) –** Responsible for establishing the animal protection movement in the country, it offers basic care and high-cost medical and surgical procedures to hundreds of animals in the shelters it maintains.

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Participants of the Gastronomia do Amanhã project

Incentivized projects

In 2024, we invested in two incentivized projects, with support from FIC, our joint venture with Banco Itaú: Gastronomia do Amanhã ("Gastronomy of Tomorrow"), with gastronomy workshops for riverside populations in Pará, which received an investment of R$400,000, and Contação de Histórias ("Storytelling"), from Instituto Akatu ("Akatu Institute") through the Edukatu Program, which received an investment of R$160,000.

Gastronomia do Amanhã – Initiative of the Instituto Cultural Amazônia do Amanhã ("Amazon Cultural Institute of Tomorrow"), which offered gastronomic workshops for the riverside communities of Pará, valuing the local food culture. The 2024 edition had 12 classes in 12 municipalities in Pará, from January to April, totaling 490 students at the end of the course.

The program offered theoretical and practical workshops on food culture, basic cooking techniques, food safety and entrepreneurship to train gastronomic entrepreneurs based on three pillars:

- Sustainability, stimulating employment and income.
- Community, breaking barriers of social vulnerability.
- Amazonian food culture, strengthening collective identities.

The program ended with a Gastronomic Festival in each of the municipalities, which included performances by folk groups, local bands and a gastronomy show class.

Edukatu: *Contação de História* – Includes the holding of storytelling training workshops in public elementary schools, with the purpose of raising awareness among children and adolescents about issues related to conscious consumption and sustainability. The project receives guidance from educators and professionals in Basic Education, who can use a booklet made especially to organize playful storytelling workshops.

The Instituto Akatu is a non-profit organization that pioneers actions to raise awareness, mobilize and engage society in conscious consumption. Edukatu is part of an Akatu learning program, which seeks to encourage knowledge through the exchange of practices on conscious consumption and sustainability between education professionals and elementary school students from schools throughout Brazil.

Instituto **GPA**

GRI 3-3 – Communities and social responsibility | 203-1 | 413-1

Responsible for defining, operationalizing and monitoring our social investments, with priority focus on the communities surrounding the stores. The organization invested more than R$3.5 million in projects and actions in 2024, complementing more than 3.7 million meals, in partnership with 353 Civil Society Organizations and contributing to Brazilian socioeconomic and cultural development.

The year 2024 was the time to assess the Instituto's performance, reaffirming its commitment to social transformation and the strengthening of the social organizations and communities with which we interact. In this regard, we listened to the audiences with whom we interact: we wanted them to support us in reflecting on our paths and in defining the ways in which we can maintain and enhance the Instituto's positive impact on society in the coming years.

In this new chapter of its history, the Instituto GPA aligns itself even more with our culture and our purpose of feeding dreams and lives, delivering value to society through actions related to respect for food, training, income generation and social mobilization.

The Instituto has been associated with the Grupo de Institutos Fundações e Empresas - Gife ("Group of Institutes, Foundations and Companies"), since 2018, and with the Todos à Mesa - TaM ("All at the Table") movement, created in 2021, joining companies and organizations in promoting actions of public interest and in the fight against hunger and the reduction of food waste.

WORK

Through the Instituto, we promote professional training in areas related to our business, in addition to quality education opportunities as a way to reduce social inequalities and boost income generation.

***Prosperar* ("Prosper") –** We believe that good opportunities can make a difference and fuel the dreams of young talents. Thus, since 2014, through Prosperar, we have supported the permanence of low-income students in excellent higher education institutions. In 2024, we offered 17 young people, of which 11 are women (64.7%), scholarships to cover the costs of teaching materials, meals, transportation and/or housing to enable their studies at Fundação Getulio Vargas - FGV ("Getulio Vargas Foundation") and Escola Superior de Propaganda e Marketing - ESPM ("Superior School of Advertising and Marketing").

We also promoted, for the third consecutive year, the Working Day GPA, event for students in the program. During the meeting, held by the Instituto GPA and our Recruitment and Selection team, essential topics for GPA's operations were presented in chats with representatives from the areas of Governance, Finance, Cards, Information Security, Trade Marketing, Retail Media, Data and Monetization.

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To learn more about the actions developed in 2024, access the Instituto GPA Annual Report here.

"The Prosperar Program was essential for my journey at FGV, ensuring not only the continuity of my studies, but also my full dedication to my education. Without this scholarship, staying at FGV would have been a huge challenge. The academic opportunities I was able to take advantage of were decisive for my approval as a GPA Trainee, competing with almost 7 thousand candidates."



Alex Rodrigues Melo – GPA Trainee, was a beneficiary of Prosperar

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***Mãos na Massa* (“Hands On”) Program –** In its seventh year, the Mãos na Massa Program offers training to residents living near the stores in situations of socioeconomic vulnerability, creating career opportunities and generating or increasing income. Since the beginning of the initiative, 570 people, in 32 classes, have been trained with the support of 15 social organizations and our Technical Training team.

In 2024, the program underwent reformulation. 50 people benefited, of which 43 were women (86%), with the workload increased from 44 hours/class to 128 hours/class, allowing for more practical experience in stores and knowledge about food retail. There were also new training courses, in addition to baker and confectioner, rotisserie (kitchen), whose training was inaugurated at the Pão de Açúcar store in Morumbi, with the presence of our technical training team, the Instituto GPA, the store manager and the operations director. On the occasion, participants were presented with a Zwilling cutlery kit. The graduation of the first rotisserie class was held at our headquarters, with the students receiving their certificates from the executive director and the president.

Mãos na Massa offers theoretical and practical classes in our physical spaces and in those of partner institutions, so that participants can get to know the kitchens and equipment used in professional bakery, confectionery and rotisserie in the food retail sector. Furthermore, to encourage students to attend classes, they received a scholarship during the class period.

The three classes held in 2024 took place in São Paulo, in partnership with Projeto Arrastão (“Arrastão Project”), which trained 20 students in rotisserie in the program; and another two in Rio de Janeiro, in conjunction with the social organization Amparo ao Próximo (“Support for Others”). There were 11 graduates in rotisserie and 19 in bakery and confectionery.

After graduating, participants are eligible to participate in our selection processes and receive professional guidance – in 2024, 13 graduates were hired in our stores.



“The training at Mãos na Massa was important because it helped me gain experience and a better understanding of how to work with food production. The assistance offered during the course helped me cover essential costs, such as transportation and food, which was essential to perform well on the course. After the course I was hired and I feel gratitude, joy and the desire to do my best every day.”

Fabiana Costa Reis, participant of Mãos na Massa and one of the 13 hired by GPA. Today she works as a confectioner at the Extra Mercado São Cristóvão store.

“I was very happy that Rotisserie is participating in Mãos na Massa this year. This wonderful project has always made history at the Instituto GPA and it is incredible to see how it continues to grow. I am especially happy to have been part of the opening of the classes in Rio de Janeiro and to know that we can help people build a future, training them to become cooks and bakers.”



Katia Apolinário, coordinator of Technical Training in Rotisserie



Practical class at Mãos na Massa

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Employee with items donated to charity in store

FOOD GRI 3-3 – Combating food waste

Aligned with the purpose of feeding dreams and lives, we adopt social responsibility practices that strengthen our ESG pillars, contributing to the success and sustainability of our businesses. According to the United Nations (UN), in Brazil around 30% of food produced domestically is discarded. Companies like ours are committed to leading by example, pioneering the implementation of practices that promote respect for food, connecting surplus produce from our stores to social organizations and food banks, complementing meals in a nutritious way and contributing to the tackle against hunger and food waste.

Programa Parceria Contra o Desperdício **("Partnership Against Waste Program") –** In its 29th year of existence, this is our longest-running project, and aims to allocate fruits, vegetables and greens (FLV) and grocery items that are suitable for consumption, but aesthetically unattractive for sale, to social organizations and food banks. This program is governed by policies and processes made available to all employees and has more than 370 participating stores. Some measures to manage the program are: monthly monitoring through a dashboard of the volume and items donated by stores, among other indicators; reporting of results to regional managers; and identification of units that did not make donations, in order to create action plans. In 2024, in partnership with more than 250 social organizations, 1.2 tons of food were donated, supporting the completion of more than 2.2 million meals. To further reinforce the importance of the program in our operations, in February, within the scope of Colabora, our volunteer program, the Food Security team monitored the food donation process for Mesa Brasil ("Brazil's Table"). The initiative by the Serviço Social do Comércio (Sesc) ("Social Service of Commerce"), consists of collecting and distributing food that is fit for consumption and would otherwise be discarded to charitable organizations. After collecting food, the team participated in the delivery at Espaço da Criança (Kids Space"), an organization benefiting from the program. In August, we carried out an action with the group of trainees to sort out food at the Pão de Açúcar Brigadeiro store, in São Paulo (SP), which was sent to Lar Batista ("Baptist Home") through the Parceria Contra o Desperdício. The objective of the action was to connect trainees with one of our programs and with the store operation, which directs foods that are not attractive for sale, but good for consumption, to one of the more than 250 organizations served. In addition to support in the sorting out, participants took donations to the organization and had a moment of interaction with the young people and children being helped.

SOCIAL MOBILIZATION

Solidarity is an important link in building a more just and equitable society. Through the Instituto GPA, we carry out social mobilization, coordinating with social organizations a network of volunteers and donors, encouraging the support of stakeholders with a common goal: to support the tackle against hunger and the distribution of donated food to people in situations of socioeconomic vulnerability.

Campanhas de Arrecadação de Alimentos **("Food Donation Campaigns") –** We count on the solidarity of our employees, partners and customers. We carry out fundraising campaigns once a month, always on Saturdays, in our stores at Pão de Açúcar, Pão de Açúcar Fresh, Minuto Pão de Açúcar, Extra Mercado and Mini Extra. In 2024, campaigns took place from February to December, except for the month of July. 853 tons were collected and donated to more than 150 social organizations throughout Brazil.

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***Páscoa Solidária* ("Solidarity Easter") –** Held for over a decade, the Páscoa Solidária campaign, which aims to collect chocolates for donation, took place on March 16th at our Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh stores. With the support of our customers and employees, the campaign resulted in 25.7 tons of chocolate eggs, bars and boxes of chocolates being donated to more than 90 social organizations that are partners of the Instituto GPA.

World Food Day – Established by the UN, World Food Day, celebrated on October 16th, aims to discuss strategies to end hunger on the planet and guarantee food security for people in situations of social vulnerability. For the fourth consecutive time, Qualitá promoted the Comprou, Doou ("Bought, Donated") campaign in the physical stores of Pão de Açúcar, Extra Mercado, Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh, in addition to websites and apps. For every five-kilo package of Qualitá White Rice sold, the same amount was donated to the Associação Prato Cheio, a partner of the Instituto GPA. Thus, 2.2 tons of rice were distributed.

***Natal da Solidariedade* ("Christmas of Solidarity") –** For another year, we are carrying out our traditional Natal da Solidariedade campaign, a movement that invites our employees and customers to donate non-perishable food items from the basic food basket. The campaign was held from December 7th to 14th in all Pão de Açúcar, Pão de Açúcar Fresh, Minuto Pão de Açúcar, Extra Mercado and Mini Extra stores. More than 180 tons of food were collected and donated to partner institutions. The Instituto GPA added a 15% contribution to the total amount collected, that is another 19 tons of products such as rice, beans, oil, pasta, sugar, salt, canned goods and cornmeal for the organizations.



Volunteers from Amigos do Bem in a Páscoa Solidária action



Customer selects products at Extra Mercado

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BRAZIL'S LEADING LAWYERS AWARDS 2024 - Our Tax Department was awarded at Brazil's Leading Lawyers Awards 2024, confirming excellence in the Brazilian legal scenario. The award is promoted by Leaders League, a global media group specializing in legal research and events.

INDICADOR CONFIANÇA E ADMIRAÇÃO DA CALIBER ("CALIBER TRUST AND ADMIRATION INDICATOR") – We achieved 20th position in the indicator, which continuously monitored 104 brands in 23 segments and almost 35 thousand evaluations. We won in the Retail – Supermarket segment.

IFPA – We were recognized by the IFPA (International Fresh Produce Association) as the retail chain that most trained its employees for seasonality campaigns.

EMPRESAS QUE MAIS CRESCEM INFOMONEY ("FASTEST GROWING COMPANIES BY INFOMONEY") – We are one of the fastest growing companies, according to the Elite InfoMoney 2024 list published by InfoMoney. The 88 publicly traded Brazilian companies that make up the final list showed more consistent growth in six financial and brand indicators: revenue, net margin, Return on Equity (ROE), Dividend x Equity (PL), Premium x Ibovespa and brand value.

ADEGA MAGAZINE AND INSTITUTO IDEAL: LARGEST WINE IMPORTER – Adega magazine, a reference in the wine market, and Instituto Ideal, which audits the global import and export of wines, recognized us as the largest importer of wines in supermarkets in Brazil in 2023, for the third consecutive year. We represent around 15% of all wine imports in the country.

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ESG

CARBON DISCLOSURE PROJECT (CDP) – We obtained an "A-" rating in the CDP ranking, considered one of the main initiatives to measure awareness, risk management and best practices related to climate change and forest commodities.

ISE B3 – For the fourth consecutive year, we were one of the companies selected for the B3 ISE (*Índice de Sustentabilidade Empresarial*) Portfolio for the year 2024. In total, there are 78 companies, belonging to 36 sectors. The ISE B3 is an indicator of companies' commitment to sustainability, supporting investors in making investment decisions and encouraging them to adopt best sustainability practices.

ICO2 B3 – We remained in the *Índice de Carbono Eficiente* (ICO2) portfolio, which demonstrates our commitment to a more conscious value chain dedicated to building a low-carbon economy. We have been part of the Index since 2011.

ÍNDICE DE EQUIDADE RACIAL EMPRESARIAL ("BUSINESS RACIAL EQUITY INDEX") – We stood out in the 2024 Índice (IERE), at the 4th International Business Racial Equity Forum. We won 1st place in Overall Highlight, in addition to leading in the pillars of Business Census, Recruitment and Training.

MELHORES EMPRESAS PARA PESSOAS LGBTQIA+ ("BEST COMPANIES FOR LGBTQIA+ PEOPLE") – For the second year in a row, we were recognized as one of the 79 best companies for LGBTQIA+ people to work for in Brazil, according to research carried out by the Human Rights Campaign Foundation (HRCF).

PESQUISA ETHOS/ÉPOCA DE DIVERSIDADE, EQUIDADE E INCLUSÃO ("ETHOS/ÉPOCA SURVEY ON DIVERSITY, EQUITY AND INCLUSION") 2024 – We are among the highlights in diversity and inclusion in the retail sector. The survey included 204 participating companies, of which 52 were recognized, from 20 different sectors of the economy, which demonstrated their public commitment to promoting diversity, equity and inclusion as part of their business strategies.

MELHORES EMPRESAS EM PRÁTICAS E AÇÕES DA DIVERSIDADE ("BEST COMPANIES IN DIVERSITY PRACTICES AND ACTIONS") – For the third consecutive year, we received the Recognition of the Best Companies in Diversity Practices and Actions, carried out by the Iniciativa Empresarial pela Igualdade Racial. We ranked 2nd in the Value Chain Engagement category with the Workshop with Security Service Providers for GPA project, held since 2019. More than 75 projects from medium and large organizations from different segments were evaluated.

GOLD SEAL AT PBGHG – For the third consecutive year, we received the Gold seal from the Brazilian GHG Protocol Program, responsible for developing calculation tools to estimate Greenhouse Gas emissions.

PRÊMIO EXAME MELHORES DO ESG ("EXAME BEST OF ESG AWARD") 2024 – We were one of the highlights in the Wholesale, Retail and E-commerce category in the awards due to our strategic business pillars, which include culture, people and ESG, directly impacting on executive bonuses, in addition to the reduction of waste and inventory and actions to reduce GHG emissions, focus on diversity and inclusion and the work of the Instituto GPA.

MERCO RESPONSIBILIDADE ESG ("MERCO ESG RESPONSIBILITY") – We are among the 100 companies that stood out for their actions in the environmental, social and governance areas, and we reached 2nd place in the ESG ranking of the retail sector.

CHEP SUSTAINABILITY CERTIFICATE – We received the sustainability certificate from our wooden pallet partner, contributing to the protection of the environment and the promotion of a sustainable logistics model by sharing and reusing equipment.

FOOD TO SAVE – We received the award for partner establishment that most combatted food waste in 2024 at the Food to Save Awards, and we were recognized as the 5th largest partner in 2024, with an estimated 67 tons of food saved.

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Human Resources

PRÊMIO EXCELÊNCIA EM GESTÃO DE PESSOAS ("EXCELLENCE IN PEOPLE MANAGEMENT AWARD") – We received the award for the second consecutive year, in the Corporate Citizenship category. It was granted by Grupo Gestão RH, which provides technical support for the selection of FGV in Company, in addition to the participation of more than 300 companies.

GREAT PLACE TO WORK – We are among the best companies to work for and received the GPTW seal after obtaining an average favorability rating above 70% in the Fale na Boa GPTW survey.

COMPANY THAT PROVIDES FEEDBACK SEAL – For the 12th consecutive time, we were recognized by Gupy with the Company That Provides Feedback Seal, which reinforces our commitment to transparency and respect for candidates in our selection processes.

PRÊMIO BARCO DE OURO ("*GOLDEN BOAT AWARD*") – We won the Golden Boat award at an event held by the Instituto Proa (Proa Institute), as a company that stands out in hiring young talent. Proa trains low-income young people from public schools to enter the job market.

BRANDON HALL GROUP AWARD – We received the international award in the Silver category for Best Unique or Innovative Learning and Development Program, for Sipat Digital 2023 – Education and awareness as allies.

SOCIAL AND GENDER PROFILE SURVEY – In 2024, our actions were recognized by the Social and Gender Profile survey of the 1,100 Largest Companies in Brazil and their Affirmative Actions, which led us to receive the seal that reaffirms our commitment to promoting diversity, equity and inclusion.

Digital

MERCADO LIVRE EXPERIENCE 2024 – The Pão de Açúcar brand received the award for Outstanding Seller in the Mercado Livre Fulfillment Distribution Operation (DCs), and the Outstanding Seller in the Supermarket category, during Mercado Livre Experience 2024. The event took place in September, with more than 17 thousand participants.

UBER FOR COMPANIES AWARDS – We received the Uber for Companies Awards 2024 in the Highest Engagement category in the Uber Mercado promotional calendar.

Instituto GPA

CRUZ VERMELHA – The Instituto GPA received recognition from the Cruz Vermelha de São Paulo for its work with our volunteers in two actions to sort out donated products during the heavy rains that occurred in Rio Grande do Sul.

REMAR BRASIL – Remar recognized the work of the Instituto GPA, through the *Parceria Contra o Desperdício* and the *Campanha de Arrecadação de Alimentos.*

ATOS E AMOR ("ACTIONS AND LOVE") – The Instituto GPA was valued as an important partner for the continuity of the institution, which collects food in our stores to complement meals for homeless people.

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Marketing

TOP OF MIND AWARD – The Top of Mind award, promoted by Grupo Tribuna, in Baixada Santista, recognized the Extra brand in the supermarket/hypermarket category. The award selects the most remembered brands through market research.

EXPERIENCE AWARDS RETAIL – We are among the Brazilian brands that stood out the most in customer experience. The recognition took place during the Experience Awards Retail, promoted by SoluCX in partnership with Gouvea Experience. More than 1 million Brazilian customers were consulted to certify 191 brands in 21 categories in the retail sector.

PRÊMIO CONSUMIDOR MODERNO DE EXCELÊNCIA EM SERVIÇOS ("MODERN CONSUMER AWARD FOR EXCELLENCE IN CUSTOMER SERVICE") – We once again received the Modern Consumer Award for Excellence in Customer Service, in the Loyalty Program category. Held by the Consumidor Moderno Magazine, the award is the gateway to the customer experience ecosystem.

PRÊMIO EXCELÊNCIA EM MARCA PRÓPRIA ("PRIVATE LABEL EXCELLENCE AWARD") – Our Qualitá brand was recognized with the Best Packaging Design award in the Qualitá Nachos Line category, in the 1st edition of the Private Label Excellence Award. The achievement was celebrated during PL Connection, a congress dedicated to private labels and exclusive brands.

PALADAR RANKING – Qualitá was highlighted in the Paladar ranking, published by the newspaper O Estado de S. Paulo, with first place in three products throughout the year: whole peanut butter, yellow mustard and peaches in syrup. Blind tests are carried out with experts.

RA 1000 SEAL – We achieved the RA 1000 Seal from the Reclame Aqui website with our private labels and exclusive brands Taeq and Qualitá. The recommendation in the RA guides consumers in the search for reliable companies that invest in a positive image and excellent service.

POPAI AWARD 2024 – We were winners in three categories of the Popai Brasil Award, which recognizes the best merchandising projects, actions and materials in the retail sector. We won in the category of best Point of Sale material (MPDV) with the Colecionáveis Cliente Mais (Cliente Mais Collectibles) campaign and in the Trade Marketing and Retail Media Actions category, with The Led, our partner, for the Circuito de Retail Media Pão de Açúcar (Pão de Açúcar Retail Media Circuit) project. Our Flag Ship project at Pão de Açúcar Lago Sul was also the best in retail. The initiative was 100% conceived by the Central-West region (sales and marketing) in partnership with the Heineken brand.

DATAFOLHA SURVEY – BEST MINIMARKET IN SÃO PAULO – In a unique survey carried out by Datafolha, Mini Extra was elected the best in São Paulo for the 7th consecutive year.

IBEVAR RANKING – Our Pão de Açúcar brand was recognized by consumers as the most highly regarded in the super and hypermarket category in the Ibevar Ranking, which highlights innovation and excellence in retail.

TOP 100 UBERLÂNDIA AWARD – For the 5th consecutive year, Pão de Açúcar won the Best of the Year Top 100 Uberlândia award in the Supermarkets segment.

RANKING ESTADÃO MELHORES SERVIÇOS ("ESTADÃO RANKING BEST SERVICES") – Pão de Açúcar won the third championship in the Supermarket App and Website category. Extra Mercado was the two-time champion in Large Supermarket Chains – a category in which Pão de Açúcar came in 3rd place. 33 categories were evaluated in a survey of 60 thousand consumers.

SUPERMERCADO MAIS AMADO DE SÃO PAULO ("MOST LOVED SUPERMARKET IN SÃO PAULO") – Pão de Açúcar is the three-time champion in the survey carried out by Veja São Paulo magazine.



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Double **Materiality**

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Double materiality 2024 GRI 3-2 | 3-3

TOPICS	DESCRIPTION	GRI AND SASB	CAPITALS	RELATED RISKS	ASSOCIATED OPPORTUNITIES	RELATED SDGS
Environmental						
Emissions and climate change	Monitoring and reducing own GHG emissions and promoting actions to engage suppliers to reduce their carbon footprint. It also considers the ability to deal with the impacts of more intense and frequent extreme weather events, such as storms, floods, droughts, etc.	302-1 | 302-3 | 302-4 | 302-5 | 305-1 | 305-2 | 305-3 | FB-FR-110a.1. | FB-FR-110b.1. | FB-FR-130a.1. | FB-FR-110b.2. | FB-FR-110b.3.	Natural	Failure to control energy consumption, refrigerant gases and associated carbon emissions | Extreme weather events | Impacts on the supply chain, which can negatively influence financial performance	Efficiencies gained in fuel use can reduce costs, mitigate exposure to fossil fuel price volatility, and limit the carbon footprint associated with storage and transportation.	7 I 8 I 11 I 12 I 13
Circular economy	Seeks to reduce the consumption of materials and resources, and manage and properly dispose of waste and hazardous materials. It also includes new business models and process optimization, with less dependence on virgin raw materials, prioritizing more durable, recyclable and renewable inputs, in addition to the valorization of waste in other production chains.	301-1 | 301-2 | 301-3 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5 | FB-FR-430a.4.	Natural	Execution of regulatory scenarios related to reverse logistics and the co-responsibility of actors in a chain | Pollution and environmental impacts from inadequate waste disposal | Soil and water contamination	Reducing costs and waste through early disposal of materials, reducing the need for natural resource extraction and pollution | Driving innovation and institutional partnerships across different sectors of the economy	7 I 8 I 11 I 12 I 13
Social						
Diversity, equity and inclusion	Seeks to guarantee equal opportunities for professional development and remuneration, through the construction of an inclusive and discrimination-free work environment, reflecting the composition of local society	401-3 | 405-1 | 405-2	Human	Failure to comply with or adapt to the principles of diversity and equality | Failure to combat discrimination and harassment in company relations | Failure to comply with specific regulations on the subject	Employer branding, employee attractiveness and retention | Corporate culture | Supply chain development from a diversity, equity and inclusion perspective	3 I 4 I 5 I 8 I 10
Responsible and safe products	Offering functional, nutritious, sustainable and healthy products that contribute to people's well-being and quality of life. Includes compliance with product quality and safety standards and regulations, as well as advertising, ethical and responsible marketing practices, tackling incorrect or misleading labeling	416-1 | 416-2 | FB-FR-250a.1. | FB-FR-250a.2. | FB-FR-260a.1. | FB-FR-260a.2.	Relationship	Use of inputs questioned regarding their environmental, social or ethical impact | Serious violation of quality and hygiene standards in stores, warehouses or logistics | Failure to adequately disclose product information to consumers	Food retailers that recognize the risks and opportunities presented by changing consumer preferences and adapt to these demands may be better positioned to capture opportunities to increase revenue and market share.	2 I 12

Critical: upper first quartile Significant: upper second quartile Important: lower second quartile

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TOPICS	DESCRIPTION	GRI AND SASB	CAPITALS	RELATED RISKS	ASSOCIATED OPPORTUNITIES	RELATED SDGS
Tackling food waste	Implementation of internal management processes, including training and engagement of employees, consumers and business partners on the topic, and establishment of partnerships in the value chain to minimize food waste	FB-FR-150a.1.	Social	Losses of saleable commodities and resources used in food production, including land, water, labor, energy, and agricultural chemicals | Contribution to food insecurity and generation of GHG emissions during decomposition in landfills	Effective food waste management can present financial opportunities to reduce costs associated with lost inventory | Help improve food security by more efficiently diverting food resources to beneficial uses	1 I 2 I 4 I 5 I 8 I 9 I 13 I 14 I 15 I 17
Relationships and work environment	Creation of positive working conditions for the development of professionals and encouragement of healthy habits in the workplace, aiming at a better quality of life, well-being and physical and mental health of employees, reflecting in improved performance and organizational climate.	401-1 | 401-2 | 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9 | 403-10 | 404-1 | 404-2 | 404-3 | 407-1 | 408-1 | 409-1 | FB-FR-310a.1| FB-FR-310a.2. | FB-FR-310a.3. | FB-FR-310a.4.	Human	Riscos psicossociais, acidentes de trabalho ou doenças ocupacionais | Dificuldades em atrair e reter colaboradores(as)-chave | Dificuldades em avaliar, desenvolver ou valorizar habilidades de colaboradores(as)-chave | Empresa acusada de não cumprimento da legislação trabalhista ou de direitos humanos	Benefits generated by adopting a long-term perspective in managing employees, including their salaries and benefits, in a way that protects their rights and increases their productivity, strengthening our reputation and the value of our brand	3 I 4 I 5 I 8 I 10
Communities and social responsibility	Promoting local development with positive impact generation, through support for projects and causes that promote the reduction of inequalities, sustainable development and social inclusion of vulnerable groups and allocation of resources for social businesses	413-1	Social	Failure to define social commitments and ineffective social responsibility practices | Lack of reputational presence in the communities where it operates | Litigation, fines and reputational damage	Working towards the socioeconomic development of surrounding communities | Community engagement, social justice, cultivation of local workforces, impact on local businesses, license to operate and environmental/social impact assessments	1 I 2 I 4 I 5 I 8 I 9 I 13 I 14 I 15 I 17
Governance and business						
Ethics, integrity and transparency	Implementation and monitoring of control and punishment mechanisms that inhibit corrupt and anti-competitive practices, and transparency in the disclosure of information on the positive and negative social and environmental impacts generated by the organization.	205-1 | 205-2 | 205-3 | 206-1 | 406-1	Intellectual	Non-compliance with Anti-Corruption laws | Lack of transparency in operations and decisions can affect the trust of customers, investors and other stakeholders	Fraud and error prevention	8 I 9 I 12 I 16
Sustainable value chain	Integration of best social, environmental and governance practices in the process of approval, selection and contracting of suppliers, through awareness and adaptation of business partners to our principles, values and commitments, seeking the development of the sector and the mitigation of co-responsibility risks in the supply chain.	204-1 | 308-1 | 308-2 | 407-1 | 408-1 | 409-1 | 410-1 | 414-1 | 414-2 | FB-FR-430a.1. | B-FR-430a.2. | FB-FR-430a.3.	Natural	Use of inputs questioned regarding their environmental, social or ethical impact | Agricultural crises in the supply chain | Company or suppliers accused of non-compliance with labor or human rights legislation | Supply chain disruption, regulatory violations and impact on reputation	Companies that effectively manage product supply risks by assessing and engaging with suppliers for sustainable sourcing guidelines and enhancing supply chain transparency are better positioned to improve supply chain resilience, mitigate reputational risks and potentially increase consumer demand or capture new market opportunities.	1 I 2 I 4 I 5 I 8 I 9 I 13 I 14 I 15 I 17

Critical: upper first quartile

Significant: upper second quartile

Important: lower second quartile

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Double materiality 2024 GRI 3-2 | 3-3

TOPICS	DESCRIPTION	GRI AND SASB	CAPITALS	RELATED RISKS	ASSOCIATED OPPORTUNITIES	RELATED SDGS
Corporate governance	Establishing governance processes that ensure the integration of ESG impacts, risks and opportunities into decision-making and establishing remuneration criteria linked to ESG commitments	2-9 | 2-10 | 2-11 | 2-12 | 2-13 | 2-14 | 2-15 | 2-16 | 2-17 | 2-18 | 2-19 | 2-20 | 2-21	Intellectual	Investor market insecurity and lack of trust | Failure to identify and assess business risks | Failure to promote responsibility at all levels of the organization	Reputational gain and market recognition | With easier access to fundraising, the company becomes more reliable and secure	8 I 9 I 12 I 16
Customer relationship and satisfaction	Ability to offer products and services aligned with society's expectations, including excellent service, innovation, loyalty, delivery and after-sales service	417-1 | 417-2 | 417-3 | FB-FR-270a.1. | FB-FR-270a.2. | FB-FR-270a.3.	Relationship	Lack of differentiation between customers and consumers, increased loyalty costs	Increased sales, customer and consumer loyalty, reduced commercial costs, reputational gains and differentiation in an extremely competitive sector	2 I 12
Technology, innovation and information security	Development of new skills and technology-based processes related to the use of data, artificial intelligence, investments in new technologies, partnerships with the startup environment for user experience. It includes maintaining the privacy and security of customer and employee data, as well as technological security to prevent systemic failures and incidents related to information security.	418-1 | FB-FR-230a.1. | FB-FR-230a.2.	Intellectual	Non-compliance with personal data protection laws (e.g. LGPD) | Unauthorized access or misuse of information systems, technology or data | Leakage of confidential information, loss of critical assets, impact on sales | Loss of operational capabilities and financial impacts	Robust technology and management systems to prevent data breaches and respond to threats effectively can position a company favorably with customers and reduce the risk of litigation and other operational costs.	

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Critical: upper first quartile

Significant: upper second quartile

Important: lower second quartile

Indicator **center**

GLOBAL REPORTING INITIATIVE (GRI) INDICATORS

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SOCIAL

Total number of employees, by gender and region* GRI 2-7

	2024					
	BY GENDER		BY REGION			
	FEMALE	MALE	NORTHEAST	MIDWEST	SOUTHEAST	TOTAL
Total number of employees	20,705	18,615	3,025	1,608	34,687	39,320
Number of permanent employees	17,875	16,041	2,730	1,408	29,778	33,916
Number of temporary employees	2,830	2,574	295	200	4,909	5,404
Number of full-time employees	19,756	17,889	2,885	1,542	33,218	37,645
Number of part-time employees	949	726	140	66	1,469	1,675

From 2024 onwards, the scope of the indicator data was adjusted to better adherence to GRI Standards. To access data from previous years, check our 2023 Annual Report. **GRI 2-4 We do not have the gender classifications "Others" and "Not informed". There are no employees with employment contracts without guaranteed working hours. We do not have operations in the North and South regions of Brazil. All active and absent employees were considered in the total number, except for absences due to suspension of contract and unpaid union leave. For employees with part-time work hours, young apprentices and interns were considered. Data was reported based on the end of the 2024 period. In 2024, we had 39,320 employees, 53% of whom were women and 86% had permanent employment contracts. The other 14% includes employees who were on probation, apprentices and interns. In 2023, this percentage was 89.6%.*

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Total number of employees hired and new hire rate* GRI 401-1

	2023		2024	
	HIRED EMPLOYEES	PERCENTAGE OF NEW HIRES	HIRED EMPLOYEES	PERCENTAGE OF NEW HIRES
Gender				
Female	8,382	49.7%	10,050	51.0%
Male	8,477	50.3%	9,654	49.0%
Age group				
Less than 30 years old	10,889	64.6%	12,144	61.6%
From 30 to 50 years old	5,227	31.0%	6,565	33.3%
Over 50 years old	743	4.4%	995	5.5%
Region				
Northeast	818	4.9%	763	3.9%
Midwest	662	3.9%	609	3.1%
Southeast	15,377	91.2%	18,332	93.0%
South	2	0.0%	0	0.0%
Total number of hires				
Total	**16,859**		**19,704**	

From 2024 onwards, the scope of the data was adjusted to better adhere to the GRI Standards, and was reported based on the end of each year's period. Therefore, the 2023 data has been revised in this Report to follow the new methodology.* **GRI 2-4.

Total number of employees laid off and turnover rate* GRI 401-1

	2023		2024	
	EMPLOYEES DISMISSED	TURNOVER RATE	EMPLOYEES DISMISSED	TURNOVER RATE
Gender				
Female	7,596	50.5%	10,258	50.5%
Male	7,456	49.5%	10,045	49.5%
Age group				
Less than 30 years old	8,550	56.8%	11,801	58.1%
From 30 to 50 years old	5,545	36.8%	7,402	36.5%
Over 50 years old	957	6.4%	1,100	5.4%
Region				
Northeast	704	4.7%	1,161	5.7%
Midwest	664	4.4%	733	3.6%
Southeast	13,677	90.8%	18,400	90.6%
South	7	0.5%	9	0.0%
Total number of dismissals				
Total	**15,052**		**20,303**	

From 2024 onwards, the scope of the data was adjusted to better adhere to the GRI Standards, and was reported based on the end of each year's period. Therefore, the 2023 data has been revised in this Report to follow the new methodology.* **GRI 2-4

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Maternity and paternity leave, by gender* GRI 401-3

	2024	
	FEMALE	MALE
Employees who had the right to take leave	20,705	18,615
Employees who took the leave	783	495
Employees who returned to work after the end of their leave	772	493
Employees who were still employed 12 months after returning to work	510	288
Total number of employees who should have returned from leave	772	493
Return rate	100%	100%
Retention rate	59%	65%

**The retention rate was calculated based on the number of employees who returned to work after parental leave for the year 2023 (858 women and 445 men). This is the first year of reporting this indicator and therefore there is no historical series.*

Health and safety rates and figures* GRI 403-9

		2024	
		EMPLOYEES	WORKERS
Fatalities as a result of work-related injuries	Total Number	1	0
	Rate	0.01	n/d
Work accidents with serious consequences (except fatalities)	Total Number	75	1
	Rate	1.00	n/d
Work accidents with mandatory communication	Total Number	295	8
	Rate	5.24	n/d
Número de horas trabalhadas		74,482,142	n/d

We do not monitor the number of hours worked (Man Hours Worked) of workers who are not our own employees, so we are unable to calculate rates for this group. For employees, rates were calculated based on 1,000,000 hours worked. From 2024 onwards, the scope of the indicator data was adjusted to better adhere to GRI Standards. To access data from previous years, access our 2023 Annual Report.* **GRI 2-4

During the reporting period, we identified that unsafe behavior was a significant factor contributing to the occurrence of workplace accidents with serious consequences. Among the most common situations are: carrying out activities in a hurry, carrying out tasks inappropriately in search of shortcuts, violating basic safety systems and rules and not wearing PPE. The main types of work accidents identified in 2024 for workers were cuts to fingers and hands related to handling knives and using slicers, common activities in the workplace, collisions with pallet trucks, while handling equipment or moving materials, and falls from the same level caused by slipping on slippery floors and falls from mobile and fixed ladders. The main types of work accidents for employees were electric shocks related to accidental contact with energized parts of equipment, exposed wiring or failures in electrical protection devices during the execution of operational activities, and immediate injuries when using hand tools and equipment resulting from improper handling, tool wear or use without proper inspection, resulting in cuts, punctures or crushing during the execution of operational activities.

Given this scenario, we identified the need to reformulate our accident investigation procedure and methodology, adopting a more structured and effective approach. We implement the cause analysis methodology, covering immediate cause, basic cause and latent cause, considering environmental and structural factors that may contribute to the occurrence. In addition, we began using the five whys method to further identify the origins of the problem.

Based on this analysis, we developed an action plan based on three fronts. The first involves the immediate actions taken after the occurrence. The second includes measures planned for the short and medium term. The third establishes long-term strategies to mitigate risks and strengthen the safety culture. This reformulation reinforces our commitment to safety and sustainability, promoting a safer work environment and preventing new occurrences.

Following the principle of continuous improvement, this process will be constantly improved, ensuring that new opportunities for improvement are systematically incorporated. Therefore, we reinforce our commitment to safety and sustainability, promoting a safer work environment and preventing new occurrences.

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Average number of hours of employee training, by gender* GRI 404-1

	2022	2023	2024
Female	13.4	18.3	17.6
Male	14.2	18.7	17.5
Total	**13.8**	**18.5**	**17.5**

**All employees were included.*

Average number of hours of employee training, by employee category* GRI 404-1

	2022	2023	2024**
CEO	7.0	1.0	0.7
Director	14.1	15.6	3.4
Coordinator	28.6	33.7	13.1
Manager	25.3	30.8	18.9
Administration	19.2	27.1	25.1
Technician	14.1	22.7	8.1
Operational	12.3	16.5	16.5
Trainee	n/a	n/a	87.9
Intern	517.7	237.3	239.7
Apprentice	4.6	7.0	5.1
Total	**13.8**	**18.5**	**17.5**

**There were no employees in the trainee category in 2022 and 2023. All employees were included.*

***The percentage reduction between 2023 and 2024 is due to the lack of need for mandatory training refreshers (which were carried out in 2023) and also due to turnover.*

Percentage of employees who received regular performance and career development assessments, by employee category and gender* GRI 404-3

	2024		
	FEMALE	MALE	TOTAL
CEO	0.0	100%	100%
Director	21.1%	71.1%	92.1%
Coordinator	39.6%	54.1%	93.6%
Manager	39.2%	47.0%	86.3%
Administration	44.8%	42.2%	86.9%
Technician	13.9%	71.4%	85.3%
Operational	8.6%	10.2%	18.9%
Intern	41.7%	58.3%	100%
Total	**16.4%**	**18.1%**	**34.5%**

**This is the first year of reporting this indicator and therefore there is no historical series. Employees in the trainee and apprentice functional categories were not included. Due to systemic limitations, up to a maximum of 15,000 employees are evaluated each year. Each year, the audience to be considered in the performance evaluation cycle is discussed and aligned, in partnership with Business Partners, who bring perceptions from different business fronts, and the main reasons for eligibility. This occurs in the Operational and Administrative groups.*

Percentage of employees by functional category by diversity categories* GRI 405-1

	2024										
	FEMALE	MALE	LESS THAN 30 YEARS OLD	FROM 30 TO 50 YEARS OLD	OVER 50 YEARS OLD	ASIAN	WHITE	INDIGENOUS	BLACK	BROWN	PEOPLE WITH DISABILITY
CEO	0.0%	100%	0.0%	0.0%	100%	0.0%	100%	0.0%	0.0%	0.0%	0.0%
Director	26.3%	73.7%	0.0%	65.8%	34.2%	0.0%	89.5%	0.0%	2.6%	7.9%	0.0%
Coordinator	42.4%	57.6%	7.1%	85.2%	7.8%	1.4%	66.8%	0.4%	4.2%	27.2%	1.1%
Manager	47.1%	52.9%	11.4%	79.3%	9.3%	1.4%	46.1%	0.0%	6.7%	45.9%	0.9%
Administration	53.2%	46.8%	27.9%	63.7%	8.4%	1.4%	40.8%	0.4%	11.9%	45.5%	1.3%
Technician	16.3%	83.7%	12.0%	68.4%	19.6%	1.4%	36.5%	0.5%	11.7%	49.9%	0.5%
Operational	53.1%	46.9%	43.9%	43.2%	12.9%	1.2%	33.2%	0.5%	15.3%	49.8%	5.2%
Trainee	50.0%	50.0%	80.0%	20.0%	0.0%	10.0%	50.0%	0.0%	0.0%	40.0%	0.0%
Intern	41.7%	58.3%	100%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%
Apprentice	56.8%	43.2%	100%	0.0%	0.0%	0.6%	45.0%	0.2%	16.6%	37.6%	0.2%
Total	**52.7%**	**47.3%**	**42.0%**	**46.5%**	**11.5%**	**1.2%**	**35.7%**	**0.5%**	**14.4%**	**48.2%**	**4.1%**

From 2024 onwards, the scope of the indicator data was adjusted to better adhere to GRI Standards. To access data from previous years, access our 2023 Annual Report.* **GRI 2-4 *At present, we do not have the gender classifications "Others" and "Not informed" in management. All active and absent employees were considered in the total number of employees, except for absences due to suspension of contract and unpaid union leave.*

Operations with local community engagement, impact assessments and development programs

We monitor the positive social impact by evaluating the results of implemented programs and projects. The programs are carried out prioritizing the communities surrounding our operations. To include a new social organization in already consolidated programs and new social impact projects, active listening is carried out with local social organizations. Stakeholder engagement plans were structured based on mapping social organizations, preferably in the vicinity of our stores. This strategic approach allows a more comprehensive understanding, effective prioritization, building and strengthening relationships with all stakeholders. In 2024, the broad consultation processes with the local community included the materiality research and the diagnosis to reposition the Institute, in partnership with Entre Marcas ("Between Brands"), in which we carried out a broad consultation process with stakeholders, including local communities, which, among other points, highlighted questions about the role of the Institute, forms of action and support for the communities.

We do not carry out environmental impact assessments in local communities and we do not have formal committees to discuss impacts, but we do have the GPA Ombudsman Channel as a formal complaints mechanism for 100% of our operations, through which any impacts can be reported. Furthermore, an email address for direct contact is available on the GPA Institute website, where we receive general information – including complaints – which are analyzed, responded to or forwarded to the responsible area for a solution. . **GRI 413-1**

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TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES WHO WERE INFORMED AND TRAINED ON ANTI-CORRUPTION POLICIES AND PROCEDURES, BY EMPLOYEE CATEGORY* GRI 205-2

WORK CATEGORY	EMPLOYEES NOTIFIED/TRAINED	2022		2023		2024	
		NOTIFIED	TRAINED	NOTIFIED	TRAINED	NOTIFIED	TRAINED
CEO	Notified/trained	1	0	1	0	1	0
	Percentage of employees notified/trained	100%	0%	100%	0%	100%	0%
Director	Notified/trained	39	0	37	30	38	37
	Percentage of employees notified/trained	100%	0%	100%	81%	100%	97%
Coordinator	Notified/trained	349	17	318	305	282	271
	Percentage of employees notified/trained	100%	5%	100%	96%	100%	96%
Manager	Notified/trained	1,007	30	1,001	956	1,027	979
	Percentage of employees notified/trained	100%	3%	100%	96%	100%	95%
Administration	Notified/trained	6,808	373	6,887	6,453	6,940	6,501
	Percentage of employees notified/trained	100%	5%	100%	94%	100%	94%
Technician	Notified/trained	303	9	334	266	367	341
	Percentage of employees notified/trained	100%	3%	100%	80%	100%	93%
Operational	Notified/trained	27,512	309	29,516	24,798	28,980	24,720
	Percentage of employees notified/trained	100%	1%	100%	84%	100%	85%
Trainee	Notified/trained	n/a	n/a	n/a	n/a	10	10
	Percentage of employees notified/trained	n/a	n/a	n/a	n/a	100%	100%
Intern	Notified/trained	7	2	12	11	12	12
	Percentage of employees notified/trained	100%	29%	100%	92%	100%	100%
Apprentice	Notified/trained	1,607	31	1,814	1,082	1,663	1,358
	Percentage of employees notified/trained	100%	2%	100%	60%	100%	82%
Total	**Notified/trained**	**37,633**	**771**	**39,920**	**33,901**	**39,320**	**34,229**
	Percentage of employees notified/trained	**100%**	**2%**	**100%**	**85%**	**100%**	**87%**

**There were no employees in the trainee category in 2022 and 2023. *All employees were included..*

TOTAL NUMBER AND PERCENTAGE OF EMPLOYEES WHO WERE INFORMED AND TRAINED ON ANTI-CORRUPTION POLICIES AND PROCEDURES, BY REGION* GRI 205-2

REGION	EMPLOYEES NOTIFIED/TRAINED	2022		2023		2024	
			TRAINED	NOTIFIED	TRAINED	NOTIFIED	TRAINED
Northeast	Notified/trained	3,280	61	3,419	2,933	3,025	2,716
	Percentage of employees notified/ trained	100%	2%	100%	86%	100%	90%
Midwest	Notified/trained	1,591	16	1,624	1,369	1,495	1,247
	Percentage of employees notified/ trained	100%	1%	100%	84%	100%	83%
Southeast	Notified/trained	32,751	693	34,868	29,591	34,800	30,266
	Percentage of employees notified/ trained	100%	2%	100%	85%	100%	87%
South	Notified/trained	11	1	9	8	0	0
	Percentage of employees notified/ trained	100%	9%	100%	89%	n/a	n/a
Total	**Notified/trained**	**37,633**	**771**	**39,920**	**33,901**	**39,320**	**34,229**
	Percentage of employees notified/ trained	**100%**	**2%**	**100%**	**85%**	**100%**	**87%**

**We do not have operations in the Northern Region of Brazil. In 2024 there were no employees in the South Region. All employees were included.*

100% of GPA's business partners were informed about anti-corruption policies and procedures during the approval process and when signing the service agreement. GRI 205-2

COMPENSATION OF MANAGERS GRI 2-19 | 2-20

We keep a Compensation Policy with guidelines that aim to establish values aligned with those practiced in the market for the members of our management. With the same objective, the policy is updated by the Human Resources area and analyzed by the Management, People and Sustainability Committee, with approval from the Board of Directors, in which our stakeholders are represented. Due to its relevance, the remuneration package for members of the administration, in all components, is also periodically monitored by the Human Resources area and by consultancies specialized in the subject.

In accordance with the Compensation Policy, our administrators may receive fixed compensation, which includes 12 monthly salary installments, 13th salary and any hiring and/or retention bonuses; direct and indirect benefits, such as a health care plan, life insurance and medical check-up; and short- and long-term variable compensation, with a Profit Sharing Program (PPR) linked to the performance of indicators aligned with our strategic planning, such as net sales, NPS, general administrative and sales expenses, EBITDA, ESG indicators (such as the percentage of women in leadership positions and reduction of carbon emissions – scopes 1 and 2) and market share, among others. GRI 2-24

Additionally, there are compensation plans based on our shares, with rules in case the officer leaves before the defined vesting periods. Further information about compensation is available in our Reference Form, item 8.1.

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Percentage of members of governance bodies by diversity categories* GRI 405-1

	2024					
	BOARD OF DIRECTORS	STATUTORY BOARD	AUDIT COMMITTEE	STRATEGY COMMITTEE	FINANCE COMMITTEE	COMMITTEE OF MANAGEMENT, PEOPLE AND SUSTAINABILITY
Gender						
Female	22.2%	0.0%	50.0%	25.0%	20.0%	25.0%
Male	77.8%	100%	50.0%	75.0%	80.0%	75.0%
Age group						
Less than 30 years old	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
From 30 to 50 years old	0,0%	25%	0,0%	0,0%	0,0%	0,0%
Over 50 years old	100%	75%	100%	100%	100%	100%
Race						
Asian	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
White	88,9%	75,0%	75,0%	100%	100%	75,0%
Indigenous	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Brown	0,0%	25,0%	0,0%	0,0%	0,0%	0,0%
Black	11,1%	0,0%	25,0%	0,0%	0,0%	25,0%
People with disability						
	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%

From 2024 onwards, the scope of the indicator data was adjusted to better adhere to GRI Standards. To access data from previous years, access our 2023 Annual Report.* **GRI 2-4

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Competency framework of the Board of Directors GRI 2-9 | 2-17

COMPETENCY	CHRISTOPHE JOSÉ HIDALGO	ELEAZAR DE CARVALHO FILHO	JOSÉ LUIS GUTIERREZ	MARCELO RIBEIRO PIMENTEL	MÁRCIA NOGUEIRA DE MELLO	PHILIPPE ALARCON	RACHEL DE OLIVEIRA MAIA	RENAN BERGMANN	RONALDO IABRUDI
Value chain and impact on biodiversity							☑	☑	☑
Geopolitical scenario	☑			☑	☑	☑	☑		☑
Tackling deforestation and protecting forests									☑
Legal	☑								
Diversity, equity and inclusion							☑		☑
Economy	☑	☑	☑		☑	☑	☑	☑	☑
ESG (Environmental, social and governance)		☑		☑			☑	☑	☑
Strategy	☑	☑	☑	☑	☑	☑	☑	☑	☑
Experience in retail sector	☑	☑	☑	☑		☑	☑		☑
Finance and accounting	☑	☑	☑		☑	☑	☑	☑	☑
People, culture and talent				☑			☑	☑	☑
Corporate governance in publicly traded companies	☑	☑	☑	☑	☑	☑	☑	☑	☑
Innovation, entrepreneurship and new business models		☑	☑	☑	☑		☑		☑
Marketing and customer service			☑	☑			☑		☑
Environment		☑				☑	☑	☑	☑
Market and capital allocation	☑	☑			☑	☑	☑	☑	☑
M&A	☑			☑		☑		☑	☑
Investor relations	☑	☑							☑
Social responsibility		☑		☑			☑	☑	☑
Risks, compliance and integrity culture		☑		☑			☑	☑	
Food safety and food waste			☑					☑	☑
IT and Cybersecurity					☑			☑	☑

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In 2024, the increase in electricity consumption, due to the greater volume of operations and also due to the offer of new services and store operation activities, was the main cause for the increase in Scope 1 GHG emissions. Furthermore, the year 2024 was marked by peaks of high temperatures, with less rainfall, increasing the SIN emission factor, also causing an increase in Scope 2 emissions related to energy.

Energy consumption within the organization* GRI 302-1

TOTAL ENERGY CONSUMPTION** (MWH)	2022	2023	2024***
Total consumption of non-renewable fuels	**24,489**	**20,565**	**50,732**
Gasoline	n/d	n/d	5,361
Diesel	n/d	n/d	13,153
Natural Gas	11,496	10,264	16,546
Liquefied petroleum gas (LPG)	12,993	10,301	15,673
Total consumption of renewable fuels	**389,137**	**413,491**	**469,657**
Energy consumed	465,087	505,989	556,016
Electricity	465,087	505,989	556,016
Total energy consumed	**878,713**	**940,045**	**1,076,404**

**The scope of the indicator considered the total energy consumption in the DCs, Stores, Stations and Headquarters. From 2024 onwards, gasoline and diesel consumption will begin to be counted within the scope of the indicator.*

***In the previous Report, "Total Energy Consumption" referred only to electricity consumption. The title has been adjusted in this Report.* GRI 2-4

****In 2024 there was a 15% increase when compared to the previous year. The increase in electricity consumption is explained by the greater volume of operations and also by the offer of new services and activities in the operation of stores that consume more electricity. Furthermore, the year 2024 was marked by peaks in high temperatures, also causing an increase in the consumption of Natural Gas and LPG. Regarding diesel consumption, the increase was due to the use of generators to keep stores running due to blackouts. The data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation.*

Energy consumption intensity (MWH/m² of store)* GRI 302-3

2022	2023	2024**
1.4	1.5	1.9

** The scope of the indicator considered the total energy consumption in the DCs, Stores, Stations and Headquarters per square meter (m²) of stores.*

*** From 2024 onwards, the way intensity is calculated was adjusted to better adherence to the GRI Standards. The historical series data was reviewed in this Report to ensure a comparison over the years.* GRI 2-4 *The data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation*

Intensity of water consumption (m³/m² of store)*

2022	2023	2024**
1.7	1.9	2.4

** The scope of the indicator considered the total water consumption in cubic meters (m³) in the DCs, Stores, Stations and Headquarters per square meter (m²) of stores.*

***The data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation.*

Total water consumption* GRI 303-5

MEASUREMENT UNIT	2022	2023	2024**
m³	1,119,460	1,132,485	1,332,691
megaliters	1.1	1.1	1.3

**The scope of the indicator considered the total water consumption in the DCs, Stores, Stations and Headquarters. Data were collected in cubic meters (m³) and converted to megaliters. We do not manage data for regions with water stress.*

***The data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation.*

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Greenhouse Gas (GHG) Emissions (tCO2e)* GRI 305-1 | 305-2 | 305-3

	2022	2023	2024**
Total Direct emissions (Scope 1)	**279,848**	**252,837**	**238,935.33**
Stationary combustion	7,965	7,744	8,898.7
Mobile combustion	1,506	3,226	2,220.7
Fugitives	270,377	241,867	227,815.9
Total Indirect emissions (Scope 2)	**24,338**	**19,635**	**29,774**
Location approach	24,338	19,635	29,774
Purchasing choice approach	23,663	18,699	13,085
Total other indirect emissions (Scope 3)	**68,122**	**66,831**	**56,740.93**
Purchased goods and services	1,494	726.5	597.4
Transportation and distribution (upstream)	16,303	17,255	15,093.0
Waste generated in operations	41,493	43,848	36,076.9
Business travel	2,024	650.6	873.7
Downstream transportation and distribution	6,808	4,351	4,099.8
Total emissions (scopes 1, 2 and 3)	**372,308**	**339,303**	**325,450.4**
Total biogenic CO_2 emissions (Scope 1)	**n/d**	**n/d**	**1,009.7**
Total biogenic CO_2 emissions (Scope 3)	**n/d**	**n/d**	**7,147.6**

**The base year chosen to calculate emissions was 2015. The gases included in the calculation of scopes 1, 2 and 3 were: CO2, CH4, N2O, and HFC. Biogenic emissions of scopes 1 and 3 began to be reported in 2024 and therefore the historical series is not available. Emissions were calculated according to the methodology contained in The Greenhouse Gas Protocol: The Corporate Accounting and Reporting Standard (GHG Protocol), Revised Edition, March 2004, published by the World Resources Institute and the World Business Council on Sustainable Development (WRI/WBCSD). The data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation.*

Waste generated (tons)* GRI 306-3, 306-4, 306-5

Total waste generated	**2024**
Non-hazardous	67,794
Hazardous	97
Total	**67,891**
Waste sent for recovery operations	
Non-hazardous – Class II	25,612
Hazardous – Class I	97
Subtotal	**25,709**
Waste destined for final disposal operations	
Non-hazardous – Class II	42,182
Hazardous – Class I	0
Subtotal	**42,182**

**From 2024 onwards, the scope of the indicator data was adjusted to better adherence to GRI Standards. To access data from previous years, access our 2023 Annual Report. GRI 2-4 The data were compiled from the waste volume databases, WTM (Waste Transport Manifest). and Certificates received monthly from accredited suppliers. The data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation.*

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Waste sent to recovery operations (tons)* GRI 306-4

	2024
Non-hazardous waste Class II	
Preparation for reuse	0
Recycling	96
Other recovery operations	1
Subtotal	97
Hazardous waste Class I	
Preparation for reuse	7,522
Recycling	17,298
Other recovery operations	791
Subtotal	25,612
Total	**25,709**

**From 2024 onwards, the scope of the indicator data was adjusted to better adherence to GRI Standards. To access data from previous years, access our 2023 Annual Report. GRI 2-4 All volumes are validated and controlled using indicators so that the amount of waste not disposed of has an increasingly higher percentage, generating less environmental impact. Class I waste included: vegetable oil, lamps, batteries and electronics. Class II waste includes organic waste and grease from paper and cardboard, glass, metal, aluminum, plastic, wood, Styrofoam and mixed recyclables. There is no waste recovery outside the organization. The data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation.*

Waste destined to final disposal operations (tons) GRI 306-5

	2024
Non-hazardous waste Class II	
Incineration (with energy recovery)	0
Incineration (without energy recovery)	0
Landfill containment	38,745
Other disposal operations	3,438
Subtotal	42,182
Hazardous waste Class I	
Subtotal	0
Total	**42,182**

**From 2024 onwards, the scope of the indicator data was adjusted to better adherence to GRI Standards. To access data from previous years, access our 2023 Annual Report. GRI 2-4 All volumes are validated and controlled through indicators, certificates and documents proving their destination. Waste classified as hazardous materials is disposed of in a noble manner and is diverted from landfills. There is no final disposal of waste within the Organization. The data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation.*

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SASB INDICATORS

"FOOD RETAILERS AND DISTRIBUTORS *SUSTAINABILITY ACCOUNTING STANDARDS BOARD* (SASB)"		MEASUREMENT UNIT	2022	2023	2024
Fleet Fuel Management*					
FB-FR-110a.1	Fleet fuel consumed	GJ	23,218	29,624	47,437
	Percentage of renewable fuel consumed	%	4.8	6.8	6.6
Air Emissions from Refrigeration*					
FB-FR-110b.1	Gross global Scope 1 emissions from refrigerants	tCO_2e	270,377	241,866	227,815.9
FB-FR-110b.2	Total refrigerant gases consumed	Kg	168,746	161,616	127,210
	Total refrigerant gases consumed with zero ozone depletion potential (no HCFC)	Kg	58,003	66,071	42,170
	Percentage of refrigerant gases consumed with zero ozone depletion potential	%	34	41	33
Energy consumption*					
FB-FR-130a.1	Operational energy consumed	GJ	1,674,315	1,821,560	2,001,656
	Total electricity consumption from the grid	GJ	273,421	332,992	310,893
	Total energy consumption from renewable sources	GJ	1,400,894	1,488,568	1,690,763
	Percentage of electricity consumed from the Grid	%	16	18	16
	Percentage of renewable energy consumed	%	84	82	84
	**Conversion factor: each 1 MWh is equivalent to 3.6 GJ*				
Food Waste Management					
FB-FR-150a.1	Percentage of food waste reused (diverted from waste)	%	14.1	12.8	41.9
Data Security					
FB-FR-230a.1	Total confirmed cases of data breach	Number	0	0	0
	Total count of confirmed data breach incidents involving either customers or business partners	Number	0	0	0
	Percentage of confirmed data breach incidents involving either customers or business partners	%	0	0	0
	Percentage of data breaches involving customers or business partners	Number	0	0	0
FB-FR-230a.2	Description of the approach to identify and address data security risks		Page 40 of the 2022 Annual Report	Page 49 of the 2023 Annual Report	Page 43 of the 2024 Annual Report

**Environmental data was audited by an independent third party, by the Carlos Alberto Vanzolini Foundation. They are: FB-FR-110a.1, FB-FR-110b.1, FB-FR-110b.2 and FB-FR-130a.1.*

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"FOOD RETAILERS AND DISTRIBUTORS *SUSTAINABILITY ACCOUNTING STANDARDS BOARD* (SASB)"		MEASUREMENT UNIT	2022	2023	2024
Food safety					
FB-FR-250a.2	Number of recalls - Private labels	unit	0	0	0
	Number of units recalled - private labels	unit	0	0	0
	Percentage of units recalled - private labels	%	0	0	0
Product Health and Nutrition					
FB-FR-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers		Page 60 of the 2022 Annual Report	Page 73 of the 2023 Annual Report	Pages 78 and 95 of the 2024 Annual Report
Labor Practices					
FB-FR-310a.2	Percentage of active workforce employed under collective agreements	%	100	100	100
FB-FR-310a.3	Number of employee stoppages - strike or other stoppage	Number	0	0	0
	Number of idle days	Number	0	0	0
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	R$	Item 4.3 of the Reference Form. Access here.	Item 4.4 of the the Reference Form. Access here.	Item 4.4 of the Reference Form. Access here
Managing Environmental and Social Impacts in the Supply Chain					
FB-FR-430a.2	Income % of cage-free eggs sales compared to the total Private Labels and Exclusive Brands eggs	%	51.9	62.9	66.9
	Income % of cage-free eggs sales in relation to the total eggs of other brands and Private Labels and Exclusive Brands	%	40.2	43.0	43.4
	% of revenue from sales of pork produced without using gestation crates	%	-	64	61
FB-FR-430a.3	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare		Page 42 of the 2022 Annual Report	Page 53 of the 2023 Annual Report	Pages 78. 81 and 83 of the 2024 Annual Report
FB-FR-430a.4	Discussion of strategies to reduce the environmental impact of packaging		Page 75 of the 2022 Annual Report	Page 84 of the 2023 Annual Report	Pages 95. 102. 103 and 106 of the 2024 Annual Report
"Activity Metrics"					
FB-FR-000.a	Number of (1) retail locations	Number	735	767	726
	Number of distribution centres	Number	10	10	10
FB-FR-000.b	Total area of retail space	Square metres (m^2)	640	612	557
	Total area of Distribution Centers	Square metres (m^2)	383,252	346,076	346,076
FB-FR-000.c	Number of vehicles in commercial fleet	Number	545	465	434
FB-FR-000.d*	Total miles** - air travel	miles	3,937,235	1,959,976	2,704,837

The number of Distribution Centers (DCs) reported in 2023 was adjusted from twelve to ten in this report; this is because in previous years, in addition to the DCs, hubs were also considered, one in Ribeirão Preto and one from Aliados.* **GRI 2-4

*** Conversion factor: each 1 km is 0.62 miles*

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STATEMENT OF USE	Grupo Pão de Açucar has reported the information cited in this GRI content index for the period January 1 to December 31, 2024, with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021

GRI STANDARD	DISCLOUSURE	LOCATION	OMISSION			SUSTAINABLE DEVELOPMENT GOALS (SDGS)
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	**2-1 Organizational details**	Pages: 8, 45				-
	2-2 Entities included in the organization's sustainability reporting	Page: 3				-
	2-3 Reporting period, frequency and contact point	Page: 3				-
	2-4 Restatements of information	Pages: 3, 130-132, 134, 137, 139-141				-
	2-5 External assurance	Pages: 3, 156				-
	2-6 Activities, value chain and other business relationships	Pages: 8, 10, 13, 17, 25, 78				-
	2-7 Employees	Page: 130				8.5, 10.3

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GRI STANDARD	DISCLOUSURE	LOCATION	OMISSION			SUSTAINABLE DEVELOPMENT GOALS (SDGS)
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	**2-8 Workers who are not employees**	In 2024, we had 1,726 workers who were not employees. Contractual relationships are based on seasonality for operational functions and positions such as bakers, butchers and fishmongers. The workers considered include those on a temporary contract, who are not working under a CLT (Consolidation of Labor Laws) employment contract. The data was reported based on the end of the 2024 period and this is the first reporting year. Therefore, there is no historical series.				8.5
	2-9 Governance structure and composition	Pages: 45, 138				5.5, 16.7
	2-10 Nomination and selection of the highest governance body	Page: 45				5.5, 16.7
	2-11 Chair of the highest governance body	Page: 45				16.6
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages: 45, 47				16.7
	2-13 Delegation of responsibility for managing impacts	Page: 45				-
	2-14 Role of the highest governance body in sustainability reporting	Page: 3				-
	2-15 Conflicts of interest	Pages: 8, 42				16.6
	2-16 Communication of critical concerns	Page: 45. For further information on critical concerns, refer to item 4. Risk factors, page 95, of the 2023 Reference Form.				-
	2-17 Collective knowledge of the highest governance body	Page: 138				-
	2-18 Evaluation of the performance of the highest governance body	Page: 46				-

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			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	**2-19 Remuneration policies**	Page: 136				-
	2-20 Process to determine remuneration	Page: 136				-
	2-21 Annual total compensation ratio	In 2024, the ratio of the highest-paid individual's total annual compensation to the average total annual compensation of all employees was 619*. The ratio between the percentage increase in the total annual compensation of the highest-paid individual in the organization and the average percentage increase in the total annual compensation of all employees was 48%. *the board of directors was not included in the calculation. The history of the indicator can be found in item 10.3(d) Employee compensation policies and practices, page 332, of the 2023 Reference Form.				-
	2-22 Statement on sustainable development strategy	Pages: 5, 6				-
	2-23 Policy commitments	Pages: 31, 34, 39, 42, 78, 81, 84, 89, 95				16.3
	2-24 Embedding policy commitments	Pages: 31, 32, 34, 40, 81, 84, 89, 136				-
	2-25 Processes to remediate negative impacts	Page: 80				-
	2-26 Mechanisms for seeking advice and raising concerns	Page: 41				16.3

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			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	**2-27 Compliance with laws and regulations**	In 2024, we were subject to eleven fines. Two were considered significant. There was no record of non-monetary penalties. The two cases involve fines issued for the lack of adequate information about price, payment conditions and interest and also for non-compliance with optical reader legislation. The total value of the fines was R$1,452,762, of which we paid R$173,373 in the 2024 period. Regarding fines from previous periods, in 2024 R$12,560 were paid.				-
	2-28 Membership associations	Pages: 36, 46				-
	2-29 Approach to stakeholder engagement	Pages: 18, 19				-
	2-30 Collective bargaining agreements	Page: 51				8.8
Material Topics						
GRI 3: Material Topics 2021	**3-1 Process to determine material topics**	Page: 37				-
	3-2 List of material topics	Pages: 37, 127, 128				-
Diversity, equity and inclusion						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 53, 127				-
GRI 401: Employment 2016	**401-3 Parental leave**	Page: 132				5.1, 5.4, 8.5

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GRI STANDARD	DISCLOUSURE	LOCATION	OMISSION			SUSTAINABLE DEVELOPMENT GOALS (SDGS)
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 405: Diversity and Equal Opportunity 2016	**405-1 Diversity of governance bodies and employees**	Page: 132				5.1, 5.5, 8.5
	405-2 Ratio of basic salary and remuneration of women to men		405-2 a./b.	Information unavailable	As it is considered sensitive data, we do not disclose the information. We will release it next year.	5.1, 8.5, 10.3
Relationships and work environment						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 51, 128				-
GRI 401: Employment 2016	**401-1 New employee hires and employee turnover**	Page: 131				5.1, 8.5, 8.6, 10.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page: 67				3.2, 5.4, 8.5
GRI 403: Occupational Health and Safety 2018	**403-1 Occupational health and safety management system**	Page: 72				8.8
	403-2 Hazard identification, risk assessment, and incident investigation	Page: 72				8.8
	403-3 Occupational health services	Page: 74				8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page: 72				8.8, 16.7
	403-5 Worker training on occupational health and safety	Page: 72				8.8

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GRI STANDARD	DISCLOUSURE	LOCATION	OMISSION			SUSTAINABLE DEVELOPMENT GOALS (SDGS)
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	**403-6 Promotion of worker health**	Page: 74				3.3, 3.5, 3.7, 3.8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page: 72				8.8
	403-8 Workers covered by an occupational health and safety management system	Page: 73				8.8
	403-9 Work-related injuries	Page: 132				3.6, 3.9, 8.8, 16.1
	403-10 Work-related ill health	No occupational diseases leading to death or requiring mandatory reporting were identified. The main types of diseases identified in 2024 were tendinopathies, carpal tunnel syndrome, and post-exertional low back pain. They result from inadequate ergonomic conditions, exposure to extreme thermal conditions because heat causes exhaustion. There was also hospitalization, heat dermatitis and respiratory problems as well as issues with cold environments; the dangers are hypothermia, frostbite, Raynaud's syndrome and bronchospasms. The data analyzed were collected through SESMT reports, hazard and risk analysis, ergonomic analysis of workstations and training records. We do not collect and store data on occupational diseases of third-party workers.				3.3, 3.4, 3.9, 8.8, 16.1
GRI 404: Training and Education 2016	**404-1 Average hours of training per year per employee**	Pages: 133, 71				4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages: 68, 69				8.2, 8.5
	404-3 Percentage of employees receiving regular performance and career development reviews	Page: 133				5.1, 8.5, 10.3

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GRI STANDARD	DISCLOUSURE	LOCATION	OMISSION			SUSTAINABLE DEVELOPMENT GOALS (SDGS)
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
Customer relationship and satisfaction						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 19, 129				-
GRI 417: Marketing and Labeling 2016	**417-1 Requirements for product and service information and labeling**	Page: 95				12.8
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2024, no cases of non-compliance were identified regarding information and labeling of products and services concerning local standards and legislation. However, 86 cases of non-compliance related to voluntary codes on the subject were recorded.				16.3
	417-3 Incidents of non-compliance concerning marketing communications	In 2024, there were 11 regulatory fines, 24 civil convictions and four warnings related to communication and marketing.				16.3
Responsible and safe products						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 16, 79, 80, 83, 96, 127				-
GRI 416: Customer Health and Safety 2016	**"416-1 Assessment of the health and safety impacts of product and service categories"**	Page: 96				-
	"416-2 Incidents of non-compliance concerning the health and safety impacts of products and services"	In 2024, no cases of non-compliance were identified concerning the impacts of our products on the health and safety of consumers regarding local standards and legislation. However, 30 cases of non-compliance were recorded related to voluntary codes on the subject.				16.3
Sustainable value chain						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 78-80, 84, 87, 94, 128				-

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GRI STANDARD	DISCLOUSURE	LOCATION	OMISSION			SUSTAINABLE DEVELOPMENT GOALS (SDGS)
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 204: Procurement Practices 2016	**204-1 Proportion of spending on local suppliers**		204-1 a./b./c.	Information unavailable	We do not have control over spending on local suppliers.	8.3
GRI 308: Supplier Environmental Assessment 2016	**308-1 New suppliers that were screened using environmental criteria**	Pages: 78, 90				-
	308-2 Negative environmental impacts in the supply chain and actions taken	Pages: 78, 90				-
GRI 407: Freedom of Association and Collective Bargaining 2016	**407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk**	No significant risks related to the right to freedom of association and collective bargaining were identified in GPA's operations and those of its suppliers.				8.8
GRI 408: Child Labor 2016	**408-1 Operations and suppliers at significant risk for incidents of child**	No significant risks related to the occurrence of child labor and young people exposed to hazardous work were identified in GPA's operations and at its suppliers.				5.25.2, 8.7, 16.2
GRI 409: Forced or Compulsory Labor 2016	**409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor**	No significant risks related to cases of slave labor and similar to slavery were identified GPA's operations and its suppliers. Page: 89				5.2, 8.7
GRI 410: Security Practices 2016	**"410-1 Security personnel trained in human rights policies or procedures"**	In both 2024 and 2023, 100% of security service providers have been trained in human rights. Training requirements also apply to contracted companies that provide security services.				5.2, 8.7
GRI 414: Supplier Social Assessment 2016	**414-1 New suppliers that were screened using social criteria**	Pages: 78, 90				5.2, 8.8, 16.1
	414-2 Negative social impacts in the supply chain and actions taken	Page: 90				5.2, 8.8, 16.1
Communities and social responsibility						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 110, 117, 128				-
GRI 203: Indirect Economic Impacts 2016	**203-1 Infrastructure investments and services supported**	Page: 117				5.4, 9.1, 9.4, 11.2

GRI STANDARD	DISCLOUSURE	LOCATION	OMISSION			SUSTAINABLE DEVELOPMENT GOALS (SDGS)
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 413: Local Communities 2016	**413-1 Operations with local community engagement, impact assessments, and development programs**	Pages: 110, 117, 134				-
Tackling food waste						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 107, 119, 128				-
Emissions and climate change						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 98, 127				-
GRI 302: Energy 2016	**302-1 Energy consumption within the organization**	Pages: 99, 139				7.2, 7.3, 8.4, 12.2, 13.1
	302-3 Energy intensity	Page: 139				7.3, 8.4, 12.2, 13.1
	302-4 Reduction of energy consumption	In 2024 there was no reduction in energy consumption directly achieved as a result of initiatives in conservation and efficiency. Page: 99				7.3, 8.4, 12.2, 13.1
	302-5 Reductions in energy requirements of products and services		302-5 a./b./c.	Information unavailable	We do not manage data on reductions in the energy requirements of products and services. We undertake to report that in subsequent reports.	12.2, 13.1

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			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 305: Emissions 2016	**305-1 Direct (Scope 1) GHG emissions**	Page: 140				3.9, 12.4, 13.1, 14.3, 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	Page: 140				3.9, 12.4, 13.1, 14.3, 15.2
	305-3 Other indirect (Scope 3) GHG emissions	Page: 140				3.9, 12.4, 13.1, 14.3, 15.2
Circular economy						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 102, 127				-
GRI 301: Materiais 2016	**301-1 Materials used by weight or volume**	In 2024, 5.7% of the materials used to manufacture GPA products and services were made from recycled material, replacing virgin material in product composition.				8.4, 12.2
	301-2 Recycled input materials used	Page: 106				8.4, 12.2, 12.5
	301-3 Reclaimed products and their packaging materials		301-3 a./b.	Information unavailable	We do not manage data on reductions in the energy requirements of products and services. We undertake to report that in subsequent reports.	8.4, 12.2, 12.5

GRI STANDARD	DISCLOUSURE	LOCATION	OMISSION			SUSTAINABLE DEVELOPMENT GOALS (SDGS)
			REQUIREMENTS OMITTED	REASON	EXPLANATION	
GRI 306: Waste 2020	**306-1 Waste generation and significant waste-related impacts**	Page: 102				3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2 Management of significant waste-related impacts	Pages: 102, 103, 107, 108				3.9, 6.3, 8.4, 11.6, 12.4, 12.5
	306-3 Waste generated	Page: 140				3.9, 6.6, 11.6, 12.4, 12.5, 15.1
	306-4 Waste diverted from disposal	Pages: 102, 140, 141				3.9, 11.6, 12.4, 12.5
GRI 306: Waste 2020	**306-5 Waste directed to disposal**	Pages: 140, 141				3.9, 6.6, 11.6, 12.4, 12.5, 15.1
Ethics, integrity and transparency						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 39, 128				-
GRI 205: Anti-corruption 2016	**205-1 Operations assessed for risks related to corruption**	Page: 48				16.5
	205-2 Communication and training about anti-corruption policies and procedures	Pages: 135, 136				16.5
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption in 2024.				16.5
GRI 206: Anti-competitive Behavior 2016	**206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**	There were no pending or closed lawsuits regarding unfair competition and violations of antitrust and monopoly laws in 2024, nor in the previous year.				16.3

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GRI 406: Non-discrimination 2016	**406-1 Incidents of discrimination and corrective actions taken**	In 2024, 67% of cases were concluded and 33% are under investigation. In 2024, 67% of cases were completed and 33% are in the investigation phase. Of the cases already completed, 10% identified irregular conduct, 45% did not present irregular conduct and 45% did not have sufficient information for investigation and/or the reported employees had already been dismissed.				3.9, 6.3, 6.6, 11.6, 12.4, 12.5
Corporate governance						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 45, 129				-
Technology, innovation and information security						
GRI 3: Material Topics 2021	**3-3 Management of material topics**	Pages: 23, 43, 129				-
GRI 418: Customer Privacy 2016	**418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data**	Page: 44				16.1, 16.3

OTHER NON-MATERIAL INDICATORS	DISCLOSURE	LOCATION
GRI 303: Water and Effluents 2018	**303-5 Water consumption**	Pages: 99, 139
GRI 305: Emissions 2016	**305-5 Reduction of GHG emissions**	In 2024 there was no reduction in GHG emissions as a direct result of reduction initiatives. Page: 98
GRI 415: Public Policy 2016	**415-1 Political contributions**	We have not made any financial political contributions or other contributions in the last three years.

Limited Assurance Report

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Companhia Brasileira de Distribuição S.A.

Independent Auditor's Limited Assurance Report on Non-financial Information Included in the Annual and Sustainability Report for the period ended December 31, 2024

Deloitte Touche Tohmatsu Auditores Independentes Ltda.

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(Convenience Translation into English from the Original Previously Issued in Portuguese)

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON THE NON-FINANCIAL INFORMATION INCLUDED IN THE ANNUAL AND SUSTAINABILITY REPORT FOR THE PERIOD ENDED DECEMBER 31, 2024

To the Management, Board and Shareholders of

Companhia Brasileira de Distribuição

Introduction

We have been engaged by Companhia Brasileira de Distribuição S.A. ("**GPA**" or "**Grupo GPA**" or "**Companhia**") to present our limited assurance report on the non-financial information included in the Company's Annual and Sustainability Report related to the year ended December 31, 2024 (**"Sustainability Report 2024"**).

Our limited assurance scope does not comprise prior-period information or any other information disclosed in conjunction with the Sustainability Report 2024, including any embedded images, audio files or videos.

Management's responsibilities

GPA's Management is responsible for:

- Selecting and stablishing appropriate criteria to prepare the information included in the Sustainability Report 2024.
- Preparing the information based on the criteria and guidelines of the "Global Reporting Initiative (GRI)" and the "Sustainability Accounting Standards Board (SASB)".
- Designing, implementing, and maintaining internal controls over the relevant information for the preparation of the information included in the Sustainability Report 2024, that is free from material misstatement, whether due to fraud or error.

Independent Auditor's responsibility

Our responsibility is to express a conclusion on the non-financial information included in the Sustainability Report 2024, based on our limited assurance engagement conducted in accordance with Technical Communication CTO 07/2022, issued by the Federal Accounting Council ("CFC"), and based on Brazilian standard NBC TO 3000 - *Trabalhos de Asseguração Diferente de Auditoria e Revisão*, also issued by the CFC, which is equivalent to the international standard ISAE 3000 - Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB). Those standards require that we comply with ethical and independence requirements and other related responsibilities, including the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the implementation of a comprehensive quality control system, including documented policies and procedures on the compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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In addition, those standards require that the work should be planned and performed to obtain limited assurance that the non-financial information included in the Sustainability Report 2024, taken as a whole, is free from material misstatement.

A limited assurance engagement conducted in accordance with Brazilian Standard NBC TO 3000 (ISAE 3000) consists mainly of making inquiries of Management and other professionals of the Company involved in the preparation of the information, as well as applying analytical procedures to obtain evidence that enables us to reach a limited assurance conclusion on the information taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditor becomes aware of matters that cause the auditor to believe that the information included in the Sustainability Report 2024, taken as a whole, might present material misstatements.

The procedures selected were based on our understanding of the aspects related to the compilation, materiality and presentation of the information included in the Sustainability Report 2024, and other circumstances of the engagement and our consideration of the areas and processes concerning the material information disclosed in the Sustainability Report 2024, in which material misstatements might exist. The procedures comprised, among others:

a) Planning the work, considering the relevance, the volume of quantitative and qualitative information and the operating and internal control systems that were used to prepare the information included in the Sustainability Report 2024.

b) Understanding the calculation methodology and the procedures adopted for the compilation of indicators through inquiries with the managers responsible for the preparation of the information.

c) Applying analytical procedures to quantitative information and making inquiries about the qualitative information and its correlation with the indicators disclosed in the information included in the Sustainability Report 2024.

d) For cases in which non-financial data is correlated to financial indicators, comparing such indicator with the financial statements and/or accounting records.

The limited assurance engagement also included the compliance with the guidelines and criteria of the GRI and SASB applied in the preparation of the information included in the Sustainability Report 2024.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures performed in a limited assurance engagement vary in nature and timing from and are less extensive in a reasonable assurance work. Consequently, the level of assurance obtained in a limited assurance work is substantially lower than that obtained if a reasonable assurance work had been performed. If we had performed a reasonable assurance work, other matters and misstatements that might exist in the information included in the Sustainability Report 2024 might have been identified. Accordingly, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate, or estimate such data. Qualitative interpretations on materiality, relevance and accuracy of the data are subject to individual assumptions and judgments. In addition, we have not performed any work related to data disclosed for prior periods or future projections and goals.

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The sustainability indicators have been prepared and presented based on GRI criteria and with reference to SASB, therefore, are not intended to ensure compliance with social, economic, environmental or engineering laws and regulations. However, these standards prescribe the presentation and disclosure of possible non-compliance with such regulations when sanctions or significant fines are applied. Our limited assurance report should be read and understood in this context, which is inherent in the criteria selected (GRI and SASB).

Conclusion

Based on the procedures performed, which are described herein, and on the evidence we have obtained, nothing has come to our attention that causes us to believe that the non-financial information, included in the Sustainability Report 2024 of the Company for the year ended December 31, 2024 was not prepared, in all material respects, based on the criteria and guidelines of the GRI and SASB.

The accompanying Sustainability Report 2024 has been translated into English for the convenience of readers outside Brazil.

São Paulo, April 29, 2025

DELOITTE TOUCHE TOHMATSU
Auditores Independentes Ltda.

Alexandre Carboni Machado
Engagement Partner

2025SP042201

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