



**Bloomberg
Gender-Equality
Index (GEI) - KPIs**



Sustainability Strategy

Sustainability is part of our business strategy, and we are committed to building a social, environmental and governance agenda for a more inclusive and sustainable society. We have five pillars that reinforce the connection and alignment with the business, aiming to maximize the creation of positive value for stakeholders in different areas.

SOCIAL IMPACT AND PROMOTING OPPORTUNITIES

- ✓ Mobilizing and engaging society.



PROMOTING DIVERSITY AND INCLUSION FOR OUR PEOPLE

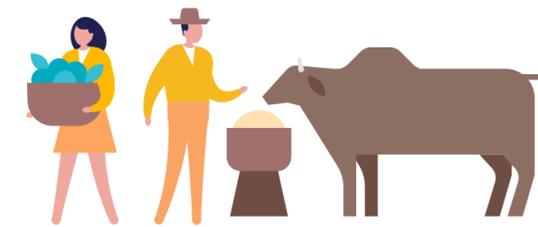
- ✓ To be a reference company that promotes diversity, inclusion and sustainability among our employees.



RESPONSIBLE SUPPLY CHAINS

FOR CONSCIENTIOUS MANUFACTURING AND CONSUMPTION

- ✓ Co-build value chains committed to the environment, people and animal welfare.



TACKLING CLIMATE CHANGE

- ✓ Tackling climate change by innovating and improving the environmental management of our businesses.



COMMITMENT TO ETHICS & TRANSPARENCY

- ✓ Consolidate social, environmental and governance practices in our business model and ensure ethics and transparency in the relationship with our stakeholders.



Bloomberg Gender-Equality Index (GEI) - KPIs

We were chosen to comprise the 2022 and 2023 Bloomberg Gender-Equality Index (GEI), which tracks the performance of public companies committed to disclosing their efforts to support gender equality

and measures gender equality across five pillars: female leadership & talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies and external branding.

To support, we publish the results of our GEI survey as an attachment to our Annual Report GPA. The Bloomberg GEI survey represents 2022 data from GPA and Exito segregated.



KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
LEADERSHIP					
Percentage of women on company board	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.* This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	0%	See Corporate Governance - Management	22%	See Integrated Report Grupo Exito , page 37
Chairperson is a woman	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	No		No	
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/ co-chaired by a woman.	0%	See Corporate Governance - Management	0%	See Integrated Report Grupo Exito , page 36

KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
Chief executive officer (CEO) is a woman	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	No		No	
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	No		Yes	The CFO is a woman, see Integrated Report Grupo Exito , page 11
Percentage of women executive officers	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*	22.7%	See Annual Report GPA , page 112	25%	See Integrated Report Grupo Exito , page 11
Chief diversity officer (CDO)	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	Yes	See Corporate Presentation , page 11	No	

KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
TALENT PIPELINE					
Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.*	38.4%	See Annual Report GPA , page 112	45%	See Integrated Report Grupo Exito , page 136
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*	23%		37%	See Integrated Report Grupo Exito , page 136
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*	44%		46%	See Integrated Report Grupo Exito , page 136
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*	54%		54%	See Integrated Report Grupo Exito , page 136
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.*	52.8%	See Annual Report GPA , page 112	51%	See Integrated Report Grupo Exito , page 127
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*	53%		43%	See Integrated Report Grupo Exito , page 128

KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*	22%		40%	40,05% of STEM positions are hold by women See Integrated Report Grupo Exito , page 136
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.*	52.1%	See Annual Report GPA , page 113	54%	See Integrated Report Grupo Exito , page 128
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.*	34%	See Annual Report GPA , page 113	11.5%	See Integrated Report Grupo Exito , page 128

KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
<p>Time-bound action plan with targets to increase the representation of women in leadership positions</p>	<p>Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions.</p> <p>Employees in leadership positions (which may include management with seniorlevel responsibilities) or employees with supervisory responsibilities for one or more direct reports.</p>	<p>Yes</p>	<p>Over the years, GPA has become a female company. About 53% percent of our employees are women, and we are seeking to consolidate the female presence in leadership positions. This movement is felt in our Diversity and Sustainability Index (ISD), used in variable compensation of eligible positions since 2016, which has a metric on the proportion of women in leadership positions (management and above).</p> <p>We ended the year with a percentage of 38.3%, progressing nicely towards our goal of 40% by 2025. Female Leadership Development Program One of the main initiatives is the Female Leadership Development Program, which we continued in 2022.</p> <p>It started in 2019 for 100% of the Group's officers and managers, and continued to grow by including middle management in 2020 and then non-leaders via self-enrollment in 2021. This resulted in more than 1.2 thousand women being trained, with more than 20% being promoted.</p> <p>Participants acquired skills and expertise that will help them overcome upcoming challenges in their careers, such as expanding their critical vision and female empowerment, greater awareness and perception of unconscious biases, valuing sorority, greater ambition for planned professional growth and a greater feeling of responsibility to learn and do things differently. The program also includes other important activities, such as Director Sorority Group. The Director Sorority Group also works on behalf of female leadership. This Sorority was created over three years ago, with the support of an independent consulting firm. They work as influencers and mentors of other women in the organization on matters related to the sorority and unconscious biases, among others, showing that the corporate world is constantly evolving and that a successful career is possible, regardless of gender. Other action is that our Attraction and Selection Policy requires that at least one woman be among the finalists in any leadership hiring process, and we stress the disclosure of affirmative and exclusive positions for women and trans people.</p> <p>See Annual Report GPA, page 83-84</p>	<p>Yes</p>	<p>See Diversity and Inclusion Policy and Living Wage Statement</p>

KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	Yes	GPA has a initiative for women in leadership and non-leadership positions that aims to equalize the knowledge of topics that are relevant for developing the competences required to lead and stimulate female empowerment to achieve gender equality called Empower Program. The study journey is comprised of six modules: Self-knowledge, Biases, Impostor Syndrome, Women of High impact, Strategic Leadership, Professional Reputation, and Individual Development Program (PDI, in portuguese) Empowerment. The program trained over 250 women, among them managers, coordinators, consultants, and nonleaders in six meetings and over 2,200 hours of training. See Annual Report GPA , page 83-84	No	
PAY					
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure	-1.48%	We also monitor wage disparity on a monthly basis, evaluating possible risks and differences in the salaries paid to workers of different genders at the same grade, or differences in hiring, and promotion, turnover among women, and voluntary and involuntary termination of women within 12 months of returning from maternity leave. In 2022, women were paid an average of 1.48% less than men. This percentage is gradually dropping, having been 1.7% in 2021. We continue working on multiple fronts to diminish this disparity. See Annual Report GPA , page 84	-0.96%	See Integrated Report Grupo Exito , page 136
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.			-0.98%	See Integrated Report Grupo Exito , page 136
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	Yes	See Diversity, Inclusion and Human Rights Policy page 14	Yes	See Human Rights Policy and Diversity and Inclusion Policy , page 136

KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	Yes	Diversity and Sustainability Index (ISD), used in variable compensation of eligible positions since 2016, which has a metric on the proportion of women in leadership positions (management and above). We ended the year with a percentage of 38.3%, progressing nicely towards our goal of 40% by 2025. See Annual Report GPA , page 83		
INCLUSIVE CULTURE					
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	120 days + 60 days	Adoption and Pregnancy Guide (non-public): Maternity/parental leave: Maternity/parental leave for pregnant women is a right guaranteed by law, in which up to 120 days are granted without compromising salary or employment. GPA offers to extend the leave for a further 60 days and the employee may request the extension up to 30 days after giving birth.	14 weeks	
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy	5 days + 15 days	Adoption and Pregnancy Guide (non-public): Paternity Leave: The father is entitled to a leave of 5 calendar days + a 15-day extension, which will be counted from birth, signing of the child's adoption agreement or medical discharge in case of hospitalization of the baby (upon proof by medical report).	14 weeks	

KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year	62.3%			
Back-up family care services or subsidies through the company	<p>Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.</p> <p>Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.</p>	Yes	<p>To value our female employees with a focus on motherhood, as well as to ensure support for mothers in buying basic food and hygiene products for children between six months and two years old, we provide a monthly credit of R\$ 154 for employees with over one year of work in the company.</p> <p>See Annual Report GPA, page 92</p> <p>In addition, The GPAtiva Credit Cooperative, established 48 years ago in line with the cooperative philosophy, has the mission of contributing to the development, education and quality of life of its members and dependents, offering a series of financial advantages and benefits, educational and health. In the last 12 months, 150,000 people have been impacted by actions.</p> <p>See more in GPAtiva website</p>	Yes	See Integrated Report Grupo Exito , page 130-131 and Labor Well Being Policy
Flexible working policy	<p>The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home).</p> <p>This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.</p>	Yes	Internal Work Flexibility Policy (non-public): Its main objective is to establish general guidelines with the purpose of making the working hours and workplace of employees more flexible, in order to allow for a greater balance between the company's needs and the employees personal needs.	Yes	See Integrated Report Grupo Exito , page 130-131 and Labor Well Being Policy

KPI	Question	Answer GPA (2022 data)	Supplementary Information - GPA	Answer Grupo Exito (2022 data)	Supplementary Information - Grupo Exito
Employee resource groups for women	Indicates whether the company has any employee resource groups or Communities focused on recruiting, retaining and developing women.	Yes	<p>We have the gender equality affinity group whose role is to discuss topics such as recruitment, retention and development of women, in addition to the directors' sorority group that also works on these topics.</p> <p>From these discussions, several actions were created with the aim of increasing the number of women in leadership positions in corporate and operational areas, such as the Women's Leadership Development Program, Women's Development Program, Development Program for Black Women.</p> <p>See Annual Report GPA, page 79, 81, 83-84</p>	Yes	See Integrated Report Grupo Exito , page 130-131 and Labor Well Being Policy
Unconscious bias training	<p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours.</p> <p>Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>	Yes	<p>During the year we held several diversity training events for our teams to promote awareness of the diversity agenda and bring more allies to defend the rights of all. In 2022, we had a mandatory Diversity and Compliance training for 100% of our employees, and employees in the state of São Paulo were trained in the 10 principles for addressing racism in consumer relations, which was held by Procon Racial, an extension of the official federal consumer protection foundation.</p> <p>In the year, GPA promoted the sixth Diversity Week, an online event that addressed the Company's five priority Diversity and Inclusion pillars.</p> <p>See Annual Report GPA, page 78, 79 and 109</p>	Yes	See Integrated Report Grupo Exito , Labor Well Being Policy and OHS Policy , pages 120-124
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint	Yes	<p>As a preventive measure, GPA carries out educational campaigns and actions such as training and sensitization, aimed at eradicating unacceptable behaviors related to gender issues, racial discrimination, and other relevant subjects. During the year we held several diversity training events for our teams to promote awareness of the diversity agenda and bring more allies to defend the rights of all. In 2022, we had a mandatory Diversity and Compliance training for 100% of our employees.</p> <p>See Annual Report GPA, page 78 and 79 and Diversity and Human Rights Policy, page 6.</p>	Yes	

*Alternatively, absolute values used to derive this percentage will be accepted