

# ANNUAL AND SUSTAINABILITY REPORT

# 2022



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01

## Introduction

► The Purpose of our Report

Employee supplies the greens  
at Pão de Açúcar store



# The Purpose of our Report

**|GRI 2-3|**  
 Committed to transparency, dialog and building a more responsible and inclusive society, we have prepared this Report to present our financial and non-financial performance from January 01 to December 31, 2022. We also provide information on our sustainability strategy and how it aligns with our business strategy, as well as the main actions we have taken during the period to improve our environmental, social, and governance (ESG) performance. Before publication, this Report was evaluated by the internal departments and validated by the Sustainability and HR and Corporate Communication Boards. **|GRI 2-14|**

In this report, the terms “GPA”, “Company” or “Group” refer to GPA and all of its businesses, with each one mentioned by its name (i.e., Pão de Açúcar, Mercado Extra, Compre Bem and Grupo Éxito). The social, environmental and financial disclosures of GPA Brazil and Grupo Éxito are presented. Our strategic indicators are submitted throughout the content and also in the Performance Indicators section, including historical data for three years and a business-by-business breakdown, presented from [page 112](#).

A sample of the disclosures has been independently assured by the firm KPMG Financial Risk & Actuarial Services Ltda., which issued a limited assurance report that can be seen on pages [125](#) and [126](#). **|GRI 2-5|**



**Employee of bakery section in Mercado Extra**

**OUR REPORTS HAVE BEEN PUBLISHED ANNUALLY SINCE 1999 AND CAN BE SEEN [HERE](#).**

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## Methodology



We are guided by the best global reporting and management practices. The published information follows the methodology of the Casino Group CSR Program, which meets the legal and regulatory requirements of its host country, France. It has also been prepared in accordance with the GRI 2021 Standards, of the Global Reporting Initiative, the guidelines issued by the International Integrated Reporting Council (IIRC) and the metrics of the Sustainability Accounting Standards Board (SASB), in addition to considering the core components of the Task Force on Climate-Related Financial Disclosures (TCFD).



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02

## Messages from Management

- ▶ Message from the Board of Directors
- ▶ Message from the Executive Board

Pão de Açúcar's cashiers

# Message from the Board of Directors

**|GRI 2-22|**

2022 was a year of continued business transformation at GPA, in line with Casino Group’s strategy to anticipate consumer needs and trends, drive innovation and enhance the digital experience in food retail. During the year we announced our decision to separate GPA and Éxito, in a process that is now ongoing and should unlock value for each business.

In Brazil, we made the strategic move to focus the business on premium and proximity stores formats as a way to better leverage the Group’s strengths and enhance the customer journey. We also launched a range of initiatives to boost profitability by adequating assortments, adjusting pricing, increasing efficiency, and creating closer connections with customers. In summary, 2022 was a year devoted to repositioning the company to deliver strong results for the Group in the years to come.

Investment in digital is one of our core levers in Brazil and South America. GPA has continued to grow its online sales across websites and apps, seamlessly aligning its bricks-and-mortar and digital operations to meet the needs of today’s consumer in a post-pandemic world. Grupo Éxito, the Colombian market leader in e-commerce, is also pursuing a robust digital strategy with growing market share and sales.

In Brazil, GPA accelerated its expansion plans with new store openings as well as closures and conversions of former hypermarket stores into our now-flagship supermarket format. The Grupo Éxito also had new store openings in Colombia across the hypermarket, supermarket and convenience store formats.

In line with Casino Group’s social responsibility principles, the GPA Institute continued to invest in transformational initiatives designed to advance the development of communities surrounding our stores in Brazil by providing professional education and supporting new sources of income. We maintained our hunger relief efforts through company and customer donations of food products, delivering a combined 4,000 metric tons of food to charities throughout Brazil. In Colombia, as part of our goal to eradicate chronic infant malnutrition by 2030, the Fundación Éxito benefited more than 60,000 children with nutrition and food supplementation programs and delivered over 200,000 grocery packs to children and their families.

Furthering our environmental, social and governance (ESG) commitments, we achieved aggregate greenhouse gas emissions reductions of 40% in Brazil as of 2022, well ahead of our target of 38% by 2030, from a 2015 baseline. We made important strides in building more responsible

supply chains, which we monitor closely against our established commitments to animal welfare, good working conditions and tackling deforestation. We also made progress on increasing diversity, with women holding 38% of leadership roles (manager and higher) and 25% of board seats, and with 41% of leadership positions held by black employees at GPA Brazil.

2023 is shaping up to be a challenging year globally, with growing concerns over purchasing power, food security, and climate change. But the Board remains confident that our teams are up to the challenge and will demonstrate the level of focus and dedication required to continue to deliver for our stakeholders.

**Jean-Charles Naouri**  
Chairman of the Board of Directors



In Brazil, we made the strategic move to focus the business on premium and proximity store formats as a way to better leverage the Group’s strengths and enhance the customer journey.”

# Message from the Executive Board

**|GRI 2-22|**

2022 was a year devoted to consolidating our “New GPA” model, the result of our decision to abandon the hypermarket format and to instead focus our operations on premium supermarkets, proximity stores and multichannel retail. We revisited our strategy, structures and internal processes, and launched a turnaround program that is currently ongoing, with a clear goal to regain our leadership in the premium food-retail segment in Brazil and to make our operations increasingly profitable and sustainable.

Guided by an overarching principle — putting customers at the center of our decisions and being present wherever they are — our strategy revolves around six major pillars that inform each of our business decisions: (1) Top-line growth; (2) Excellence in customer service as measured by NPS (Net Promoter Score); (3) Digital: expanding our multi-channel retail capabilities; (4) Store expansion and conversions; (5) Profitability: addressing product damage, expenses and margins; and (6) ESG and Culture: delivering on our environmental, social and governance commitments, embracing diversity and building our culture as the underpinning foundation of our business transformation.

GPA’s action plan is inspired by our motto of “keeping it simple but doing it well.” One especially important program to this end is our new, customer-centric commercial model with an increased focus on

enhancing our perishables value proposition, redesigning our assortment, and reorganizing the end-to-end supply chain. Across these fronts, GPA’s transformation efforts are supported by a new, more collaborative and less hierarchical culture, with each individual and department now more empowered to focus on things that matter to stakeholders. These efforts will be vital to achieving the “New GPA” we aspire to build, in a transformation that will be felt in each aspect of the Company and by each of our customers.

In 2022 we resumed organic store growth with 18 Pão de Açúcar store openings in different cities, including Natal — our first store in Rio Grande do Norte — and Ubatuba and Assis, one a coastal and the other an inland city in São Paulo. All new stores were designed within our Generation 7 format, fully focused on enhancing the shopping experience. In addition, we opened another 44 proximity stores, ending the year with a record 72 new stores across new openings and conversions, progressing toward our target to open 300 new stores within three years. Our expansion plan is focused on proximity stores, especially in São Paulo City — where we see more opportunity and enjoy strong brand recognition and an established logistics network — and in the Northeast, where we have a similarly significant logistics footprint.

Efforts to reharass our brand differentiators, such as Pão de Açúcar’s association with music

and wellness, were another highlight from the year. We relaunched the Pão de Açúcar Relay Marathon, a flagship brand-building initiative, in São Paulo and Rio de Janeiro. We sponsored Rock in Rio — the largest music festival in Brazil — and launched a major marketing campaign featuring renowned singer and songwriter Gilberto Gil and his granddaughter, Flor Gil, including a contest to compose the new *Música do Pão* (Pão de Açúcar’s theme song). These initiatives have effectively restored the brand’s visibility and emotional connection with customers.

GPA also made important progress in innovation and digitization throughout the year. This included a project to evolve our Pão de Açúcar and Clube Extra apps into a central hub for customer interactions, with unified functionality and more intuitive user interfaces. We incorporated the James logistics engine into our e-commerce platform, increasing same-day deliveries from 40% to 70% in response to customer demand for ultra-fast delivery. We also continued to expand our offering of express, 30-minute delivery from proximity stores. Alongside improving our own channels, we are working to establish ourselves as the partner of choice and the best shopping option for customers across all touchpoints. One way we are achieving this is by partnering with some of Brazil’s leading last-mile and marketplace players, including iFood, Mercado Livre, Magalu and Rappi.



Putting customers at the center of our decisions, our strategy revolves around six major pillars that inform each of our business decisions: (1) Top-line; (2) Excellence in customer service; (3) Digital; (4) Store expansion and conversions; (5) Profitability; and (6) ESG and Culture.”

**Marcelo Pimentel**  
CEO GPA



In another significant initiative in 2022, we partnered with Google Cloud in one of the largest cloud migration projects in the Brazilian retail industry, streamlining and integrating our processes and programs. In addition, we are increasingly leveraging artificial intelligence and CRM (Customer Relationship Management) tools to improve the customer experience and consumer relations, and create a more customized and seamless shopping journey.

We have set a number of short-term goals that include enhancing customer insights and using available data more effectively; providing more customized solutions to consumers, with increased integration between brick-and-mortar and digital; and optimizing last-mile deliveries by using inventory available from the nearest store, making our click and collect service more efficient and user-friendly.

Even in a year of transition, with reflections on the profitability of the business, GPA Brazil reached a net revenue of 17.3 billion and an adjusted EBITDA margin of 7%. For 2024, the expectation is to reach 8% to 9% (net revenue) and we are certain that we are on the way to consolidate an increasingly healthy business with sustainable results.

In 2022 we also strengthened our commitments to environmental, social and governance issues that are vital to building a sustainable, diverse and

inclusive business. Especially high on our agenda is gender equality and harnessing the power of female leadership in our operations. We ended the year with a workforce made up of 52.8% women, out of more than 37,000 employees, with 38.3% of those women in leadership roles (management and above). Our target is to have women fill 40% of leadership positions by 2025. To meet this target, we are actively preparing our women employees for these roles through dedicated development programs that have already trained over 1200 women in the past three years.

As part of our efforts to reduce our carbon footprint and greenhouse gas emissions, we are constantly upgrading and retrofitting our refrigeration equipment to use gases with lower global warming potential, as well as performing regular inspections and maintenance to prevent leakage. We successfully reduced our greenhouse gas emissions by 41.3% in 2022, avoiding the release of more than 212,000 metric tons of CO2 into the atmosphere compared to 2021. This means we have exceeded our target reduction of 38% by 2030 (from a 2015 baseline) several years ahead of time.

Customers are increasingly demanding a more responsible retail model, with an offering that supports more environmentally conscious consumer habits. Among our initiatives to meet this demand, in

2022 we launched a Responsible Fish Sourcing Policy to introduce best practices within the supply chain. We are also implementing an extensive traceability program in the meat supply chain, in which suppliers are required to adhere to our Responsible Beef Sourcing Policy and use geomonitoring systems to avoid sourcing products from farms in deforested areas. In the fruits, vegetables and greens supply chain, we actively work to ensure that source farms protect the environment and provide decent working conditions. GPA is also making consistent progress in animal welfare, working toward intermediate targets on the way to achieving our 2028 commitments, such as sourcing 100% of Brazilian brands and Private Label eggs from cage-free farms.

There is also much to report in the year from our social-impact programs. In addition to food donations, we created a number of partnerships to promote entrepreneurship, such as our first social product — *Qualitá*-branded manioc snacks — launched in a partnership with Gerando Falcões, a network organization that aims to empower community leaders in Brazil’s *favelas* (Brazilian slums) to achieve impact. The proceeds from product sales are entirely paid to producers. The GPA Institute continued its professional development programs in 2022, including a new class of students enrolled within the *Mãos na Massa* (“Hand-On”, in a direct translation) program, which provides basic bakery

and pastry courses to residents near our stores. We also relaunched our *Colabora* (“Collaborate”, in a direct translation) program, a volunteering platform that encourages employees to set aside time to participate in transformational social initiatives, helping to promote civic engagement. Food donations remain a core part of our social outreach efforts. In 2022 we collected and donated more than 4,000 metric tons of food and essential items across multiple campaigns, and we invested in a number of other social programs, in a total of 10 initiatives.

With what we’ve accomplished so far, 2023 is looking to be a promising year, but we know there are still many challenges ahead to achieve excellence in customer service, win back our premium customers and become more profitable as well as sustainable. However, I remain confident that we are on the right path to meet these goals, working alongside our team of thousands of highly resourceful employees, our trusted suppliers, and our customers. We remain unwavering in our mission to reconnect with our essence and fulfill our purpose of feeding dreams and lives.

**Marcelo Pimentel**  
CEO GPA



03

# GPA Group

- ▶ Our businesses
- ▶ Business strategy
- ▶ Corporate governance
- ▶ Financial performance
- ▶ Sustainability strategy
- ▶ Materiality

Employee in Pão de Açúcar Fresh store





# Our Businesses

## IGRI 2-1I

GPA is one of the largest retail food groups in South America, with shares listed on the Brazil Stock Exchange (B3 – *Brasil, Bolsa, Balcão*: PCAR3) and on the New York Stock Exchange (NYSE: CBD). We are a Casino Group company and are present in various Brazilian cities, also enjoying a presence in Colombia, Uruguay and Argentina through Grupo Éxito.

### GPA BRAZIL

Founded in 1948 in São Paulo, we are recognized for our consistent and impressive history of results and achievements. We are proud to be a part of the lives of millions of consumers, always seeking to identify market trends and behaviors that allow us to anticipate the needs of our customers.

With a multi-format and multi-channel business model, we boast some of the best known and valuable retail brands and networks, such as Pão de Açúcar, Compre Bem, Mercado Extra, Minuto Pão de Açúcar, and Mini Extra, as well as our private labels Qualitá, Taeq and Club des Sommeliers, among others.

With more than 700 bricks-and-mortar (B&M) stores and as a leader in online food retail in Brazil, we strive to offer our customers the best shopping experience every day, when and where they want.

Aware of our role in the country's economy, through job creation and socio-environmental responsibility initiatives in all our businesses, we endeavor to work towards a more responsible and inclusive society, fostering social development and conscious consumption.

### GRUPO ÉXITO

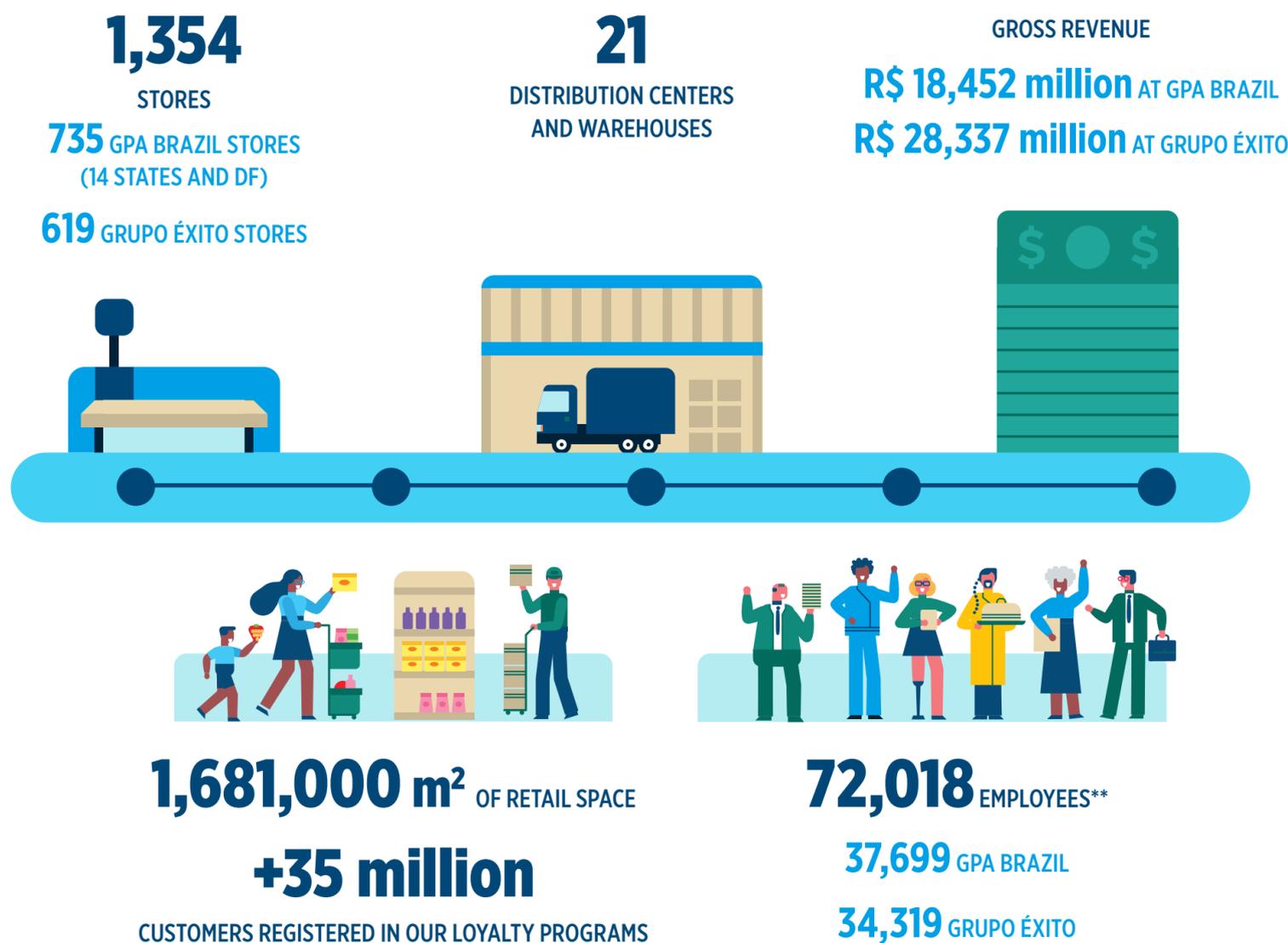
Grupo Éxito is the leading food retail in Colombia with the Éxito, Carulla, Super Inter, Surtimax and Surtimayorista brands, and in Uruguay with the Disco and Devoto groups. It is also present in Argentina with Libertad, Mini Libertad, Petit Libertad and Mini Mayorista Libertad.

It has more than 600 stores, in addition to complementary businesses, and is the leader in e-commerce in Colombia.

More details on Éxito's operations can be found in the [Group's Sustainability Report](#).

## See our main business figures for 2022\*

IGRI 2-1I

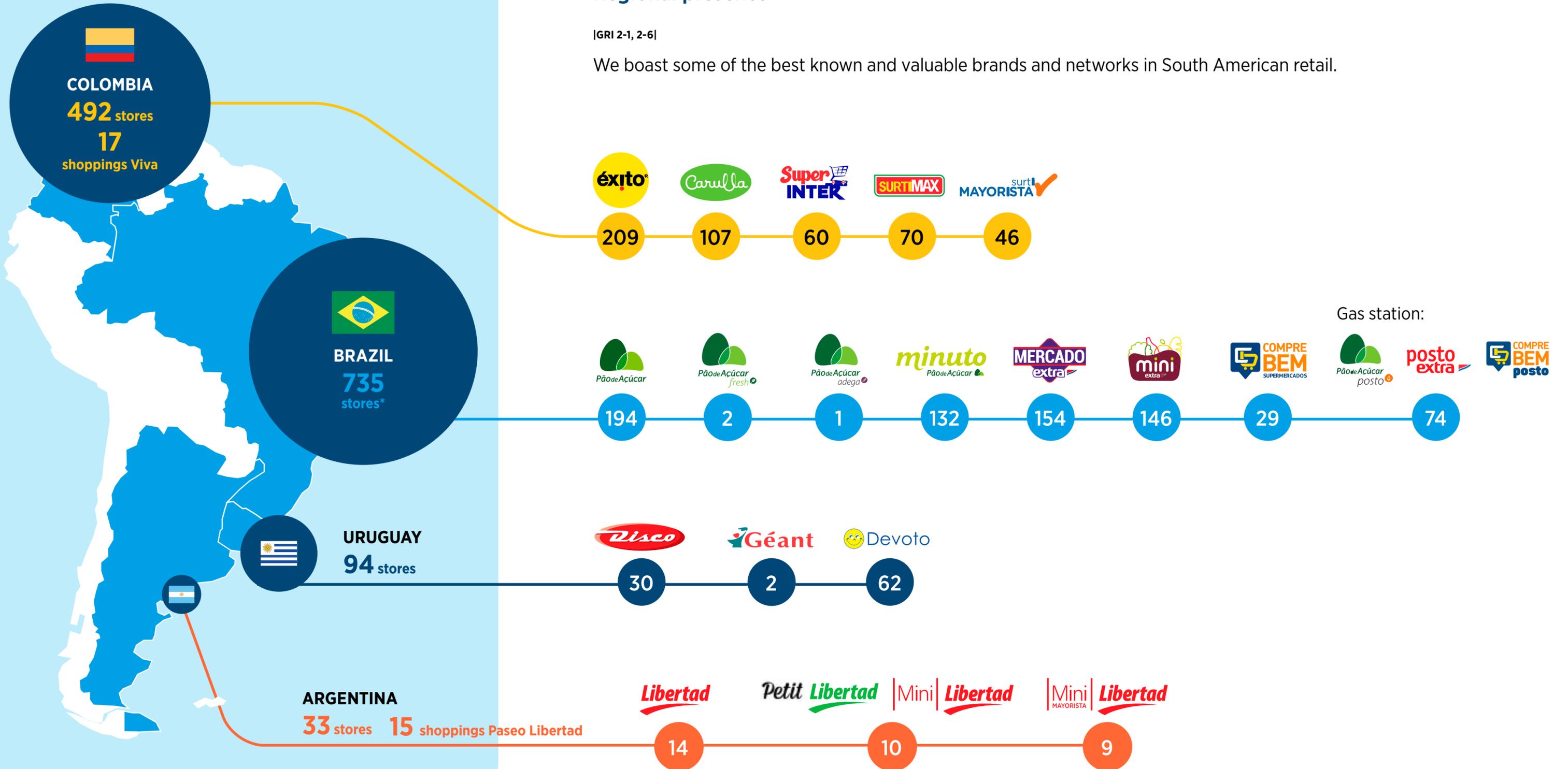


\*The Éxito operation started to be treated as a discontinued operation (IFRS 5) as of 4Q22, with a reclassification of the 2022 and 2021 statements. For a better comparison, we present, when indicated, the pre-IFRS 5 Éxito management data.  
\*\*Headcount determined through Casino Group's methodology – active headcount in 12/31/2022.

## Regional presence

[GRI 2-1, 2-6]

We boast some of the best known and valuable brands and networks in South American retail.



\*Stores being converted / In analysis: 3



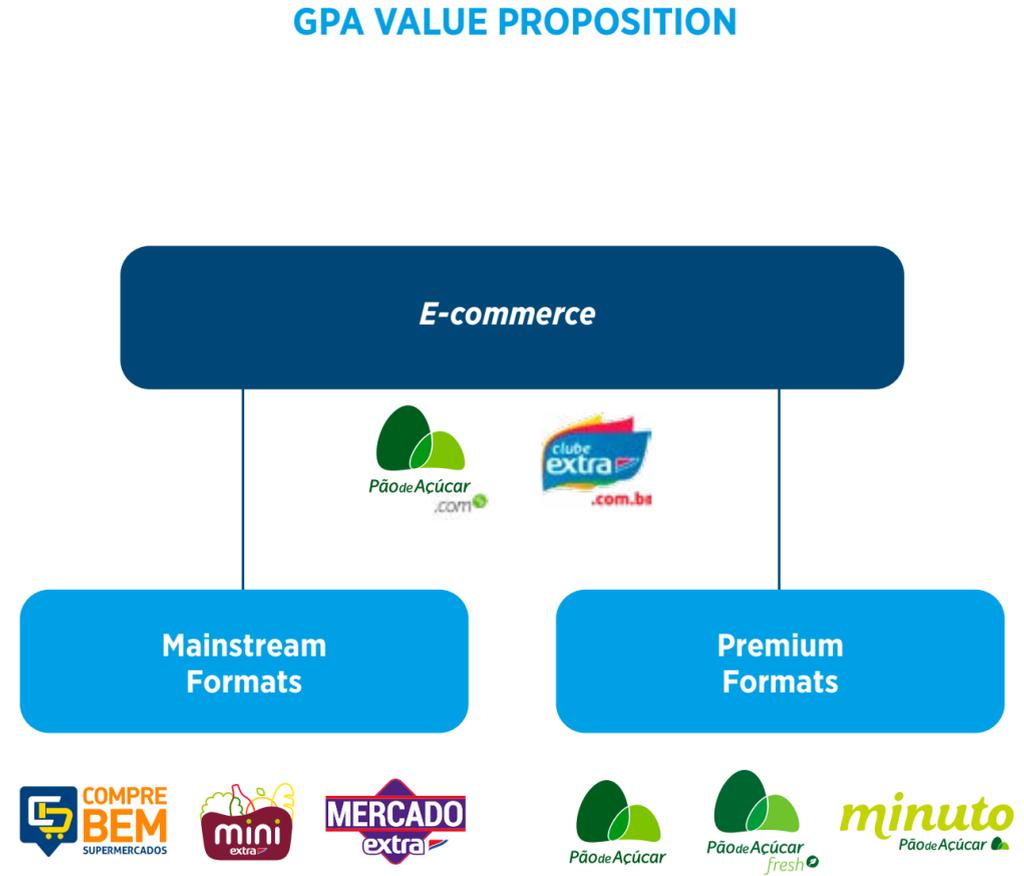
# Business strategy

**|GRI 2-6|**

2022 was the time to redefine the strategy and structure our next steps, after taking the important decisions of the spin-off of the Assaí cash and carry business and the closure of hypermarket operations in Brazil with the sale and conversion of Extra Hiper stores. The new value proposal was defined, focusing on premium businesses, with the Pão de Açúcar, Minuto Pão de Açúcar and Pão de Açúcar Fresh banners; mainstream business, with the Mercado Extra, Compre Bem and Mini Extra brands – and omnichannel with the positioning of e-commerce and other digital channels.

Based on this proposition, we established the multi-year strategy for the New GPA Brazil for the next three years, defining six pillars that will underpin our initiatives: Top line, or structured revenue growth; Excellence in customer service measured by NPS (Net Promote Score); Omnichannel-driven digital advancement; Organic store expansion and conversion; Profitability by managing breaks, expenses and margins; and ESG and Culture, delivering on commitments to sustainability, social responsibility and governance.

## GPA strategic pillars and work plans





# 1 Top line: perishables, product mix and supplies

Specializing in perishables, finding the ideal mix in stores and restructuring the supply chain are the core goals of this strategic pillar, which aims to increase revenue.

## IDEAL MIX

In 2022, we rolled out some important mix initiatives, such as a study to determine the ideal mix, mainly for the Pão de Açúcar banner. We chose certain stores as pilots for this program to establish five mix standards according to store size. This adjustment improves the mix pyramid, which, consequently, improves price perception for customers in different formats.

We simultaneously identified the products that are most important to consumers, always keeping shelves brimming with them, and re-evaluated the in-store merchandise flow and display, making the shopping experience more seamless.

In perishables, in addition to a wider variety and better product display, we took measures to keep food fresh.

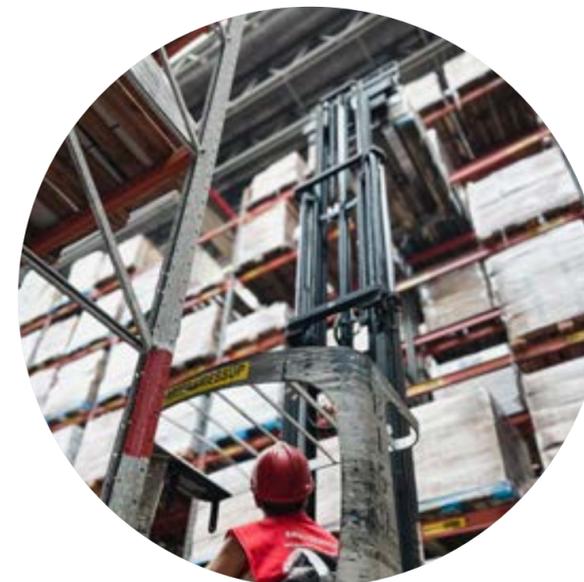
We also took care of our team's training, both in technical matters for handling merchandise, especially perishables, and in behavioral training, with the goal of enhancing customer service. Although results are expected from 2023 onwards,

two indicators already showed progress in 2022 compared to the first quarter: a total stockout reduction of approximately 1.1 percentage points, and an increase of 4.2 percentage points in the share of perishables in total sales for the Pão de Açúcar banner.

## FINE TUNING OUR LOGISTICS NETWORK

Due to the volume reduction caused by the closure of the hypermarket format, we rolled out the new logistics network during the first quarter of 2022, closing four distribution centers (DCs) and downsizing another four DCs. This enabled us to diminish inventory days, improve turnover and cash flow and ensure our shelves were full of products for the end customer.

To build an efficient supply chain, we relaunched our pioneering retail-industry relationship program in Brazil, Top Log, which embraces GPA's top 50 largest suppliers. This is how we aim to increase collaboration, transparency and communication with our supply chain, improving service levels, increasing alignment around ESG practices, aiming to reduce inventory levels and product stockouts, while increasing transport eco-efficiency. The Program was relaunched at an event in October 2022, and the award ceremony, with new rules and dynamics, will be held in October 2023.



Distribution Center 01



Food shelves at Minuto Pão de Açúcar

## Top Line Initiatives

**Perishables** – increase the penetration of perishables in total sales through the “refresh” project, which aims to enhance this category's value proposition, bringing greater quality, variety, freshness, range of products on display and improving profitability by reducing waste.

**Mix** – review of category roles and mix size according to customer shopping journeys.

**Exhibition** – standardization by category and reorganization of displays to make the shopping experience seamless and consistent with our value proposition.

**Stores** – reclassification by consumer type, size and region.

**Pricing** – tailoring prices according to the category's role in the strategy and the impact of competition.

**Inventory management** – optimizing and balancing inventory, avoiding stockouts, and improving the Company's cash management.



## The G7 concept

The Pão de Açúcar stores opened in 2022 emerged under the G7 (Generation 7) concept that the chain is adopting, both in newly built stores and made-over stores. In total, 60% of the 194 Pão de Açúcar stores were following the model by the end of the year. The remaining stores should be renovated to the G7 concept by the end of 2023.

The consumer experience and customer flow have been completely revitalized around the four G7 pillars of: Experimental, Exclusive, Social and Seamless. Under this concept the stores prioritize the digital integration of the procurement process, following the commitment to becoming increasingly omnichannel, offering customers the choice to shop how and where they want, in stores, on the website or on the Pão de Açúcar Mais app.

G7 stores offer fresh food, a Healthy Juice Bar, Wine Cellar, Rustic Bakery, Sushi Bar and Cafe, as well as changes to layouts to make shopping more seamless, to lighting, and product grouping.

### PRIVATE LABEL BRANDS

We focus on constantly monitoring, improving and strengthening our Private Label brands, which are one of the best ways of guaranteeing customer loyalty and increasing consumer traffic in our stores and e-commerce operations. We are therefore repositioning our brands around our strategy and to honor our pioneering role in launching Private Labels in Brazil since the 1970s.

Our Private Label items are now more than 5,000 food products, offering competitive prices and savings to our customers. Over the course of 2022 we launched about 100 products in response to customer demand and under our strategy. Our current portfolio consists of Qualitá (everyday items, especially food and cleaning products), Taeq (a pioneering and the largest health food brand in Brazil), Casino (imported products) and Club des Sommeliers (premium wines from various countries), among others. Taeq is also present in Colombia, where it is recognized for promoting a healthy lifestyle.

We want to emphasize Taeq's role as a Private Label for healthy food – the largest mix range in Brazil – with unique products suitable for all consumption moments.

The Qualitá brand, on the other hand, which represents more than 80% of the Group's Private Label sales, focuses on high-quality products and is the best value for money option in about 80% of high-sales penetration categories.

*More info on pages 60 and 76*

THE SHARE OF PRIVATE LABEL PRODUCTS ACHIEVED  
**23%**  
OF TOTAL SALES IN 2022 FOR GPA BRAZIL



Taeq teas





## ② NPS: pursuit of continuous improvement in the indicator

|GRI 3-3| MATERIAL TOPIC: CUSTOMER RELATIONS |GRI 2-29|

### CUSTOMER SATISFACTION

We continuously track customer recommendations and satisfactions at our stores, e-commerce channels and services through customer surveys. As a recommendation indicator, we use the NPS (*Net Promoter Score*), in which customers answer from 0 to 10 how likely they are to recommend our stores to friends, colleagues or family. Depending on their answers, they are classified as detractors, 0 to 6; passive, from 7 to 8; and promoters, from 9 to 10. To determine this NPS result, the percentage of the detractors is deducted from the percentage of promoters, thereby categorizing the product and/or service from:

- ▶ **-100 to -1:** critical zone
- ▶ **0 to 49:** improvement zone
- ▶ **50 to 74:** quality zone
- ▶ **Above 75:** zone of excellence

Satisfaction levels are also assessed, based on the type of journey (online/off-line, product/service type etc), by asking customers questions (multiple choice and open-ended). The results are tracked by all leaders, so that short-, mid- and long-term actions can be taken in order to impact the experience in all shopping channels as positively as possible.

We carry out periodical qualitative surveys and listen to customers for all fronts, always in order to let them help us evolve our practices. Based on surveys conducted with customers and the feedback provided, we started a comprehensive program to improve our NPS score, which included a plan to reduce product stockouts, provide training for teams and install self-checkouts.

A number of the initiatives put into practice in 2022 have already led to improvements in customer satisfaction levels, with ongoing improvements in service, product quality and freshness, and store surroundings.

Our actions enabled us to increase our NPS in 2022, which leapt by 20 percentage points in the fourth quarter compared to the first quarter of the year.

### THE PÃO DE AÇÚCAR BRAND

To increase customer engagement, one of the main work focuses is the recovery of the Pão de Açúcar brand, reinforcing fundamental pillars, such as pioneering spirit, loyalty and personalization. We are therefore bolstering our value proposition, which is to attract and retain customers by delivering the best shopping experience. We want to inspire and nurture moments of happiness with fresh produce, well-being (healthiness) and a focus on customer relationships through qualified service and loyalty programs.

In 2022 the Pão de Açúcar campaign brought back the brand's musicality, which is an intrinsic part of its history. To achieve this, we took an unprecedented move in retail, stoking personal feelings and joy and inviting the public to create Pão's new song with Gilberto Gil and Flor Gil. In addition to audiovisual content, special interactive posts were made for the brand's feed, with an exclusive content strategy for launching the brand's profile on TikTok, which is now considered the largest in the food segment on the platform with over 275,000 followers and over 1.4 million likes. The cultural contest for the new song also broke records, receiving almost 5,000 entries.

The new song was launched at Rock in Rio, an event supported by the brand. The video was presented at the Pão store in the event, created to be a shopping and entertainment experience, with "Instagrammable" spaces and interactive points. The concept store had a music box, giveaways and a special assortment of 65 products, including items we produce ourselves, such as sliced/diced fruits and artisan bread, Private Label products and items from event sponsors.

In the latter half of the year we resumed the Pão de Açúcar Running Circuit, one of the country's most traditional street races, after a two-year hiatus due to the Covid-19 pandemic. Held since 1993, the circuit makes the brand's well-being pillar a reality.



Customer using self-checkout counter

## New technologies

With the goal of enhancing the in-store customer experience, we have invested in new projects and technologies that streamline the payment process, reduce waiting times and facilitate shopping. These include the following:

**Self-checkout counters** – we implemented 739 new self-checkouts in 2022, taking the total to 1,235, which are now present in 83% of our supermarkets and 32% of our proximity stores. We implemented 100% automated service in four Minuto Pão de Açúcar stores in 2022.

**"Scan and go"** – With this tool, customers can scan the barcode of products and complete their purchase on their own mobile device.



### 3 Digital: fast delivery with more time slots

**|GRI 3-3| MATERIAL TOPIC: INNOVATION AND DIGITALIZATION**

We are determined to expand our online sales, from 10% of the Group's revenue today to 20% by 2024. We will achieve this by increasing our available mix, especially in perishables, providing more delivery time slots and increasing the percentage of deliveries within two hours *Pra Já* (For now, in direct translation), which already has 200 available stores.

Part of this strategy entailed the incorporation of James Delivery, embedding the brand's logistics engine into GPA's e-commerce structure. This enabled us to increase our fast deliveries (same-day-delivery), which our customers had been clamoring for, from 40% to 70%.

We implemented *Pra Já*, which makes deliveries within two hours via GPA's apps and e-commerce platforms. It was created to make GPA a household name in fast deliveries, providing our customers with shopping opportunities at different times with ultra-convenience. In 2023, *Pra Já* will be upgraded to deliver within one hour.

Another milestone was extended delivery times till 10 pm and opening more stores for delivery on Saturdays and Sundays.

To increase engagement, we launched the *Comprou-Ganhou do Stix* (Stix Bought-Won, in direct translation) campaign, by which customers earn more points when they make purchases during certain

time of the year, such as the customer's fortnight, accelerating point redemption and loyalty.

Grupo Éxito has also developed a strategy to strengthen e-commerce, thus adapting to changing consumer habits in Colombia. The combination of our B&M and digital channels allows people to purchase online at *exito.com* and receive their goods at home or pick them up at a store. They can also use apps such as Rappi, WhatsApp and digital catalogs.

#### Partnerships

We are aware that the multiplicity of platforms and sales channels provide an unparalleled opportunity to strengthen our digital sales, meeting the demands of consumers who require faster and faster deliveries coupled with convenience. To be where the customer is, we expanded our partnerships in 2022, incorporating Shopee in Brazil into our existing network which includes Rappi, Cornershop by Uber, iFood, Americanas Mercado, Mercado Livre, Zé Delivery and Magalu. In Colombia, the Carulla banner operates a partnership with Rappi and an ultrafast (10-minute) delivery service for perishables since 2021 - Turbo-Fresh.



**Clube Extra employee picking e-commerce products**

### GPA online strategy

- ▶ Agility
- ▶ Flexibility and scalability
- ▶ Customization
- ▶ Differentials and innovation
- ▶ Greater control of the customer experience





### LOYALTY PROGRAMS

In December 2022 we had more than 29 million customers registered in our Pão de Açúcar Mais and Clube Extra loyalty programs in Brazil; and more than 6 million in the Pontos Colombia program, in Colombia. These applications provide us with insights into our customers' shopping habits to inform personalized special offers relevant to their shopping behavior. Customers enrolled in the Clube Extra and Pão de Açúcar Mais loyalty programs accounted for 65% of sales in the year.

In Brazil app users enjoy a range of benefits, including user-specific discounts and early access to sales promotions. A new feature in our loyalty programs in 2022 was the possibility of activating 100% of offers with just one click, making browsing and the customers' routine easier.

Another advantage is the rewards program, constantly evolving through the Stix platform. Created under a coalition between GPA and RaiaDrogasil, Stix combines smart practical solutions for creating value for its partners with tangible benefits for consumers. It operates as a single points program in a national network. Participants have unique advantages, such as accumulating and exchanging Stix points at Pão de Açúcar, Mercado Extra, Droga Raia, Drogasil, Sodimac and Polishop, transferring Stix points between members free of charge, ease to see how much their points are worth when swapping them, fixed annual expiry dates and free transfer of Itaú points to Stix. In 2022, more than 1.3 million Pão de Açúcar and Clube Extra customers cashed in their points for more than 4.7 million rewards, including products, vouchers and *Stix no Caixa* (Stix at the Cashier, in direct translation - a benefit that allows customers to redeem cashback directly at checkout in B&M stores).

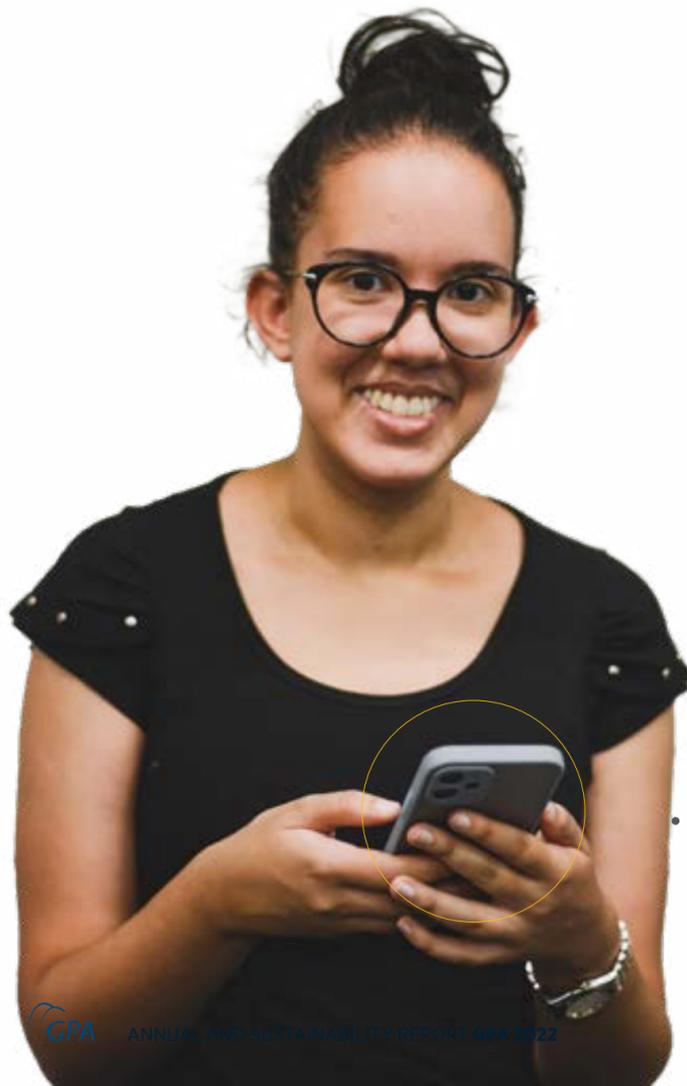
The program entered into a commercial partnership with Polishop for a campaign launched in December 2022 starring Chef Henrique Fogaça, the *Loucos por Stix* (Crazy for Stix, in direct translation) campaign allows you to exchange Stix points for discount vouchers to purchase items from the ichef Polishop line at Pão de Açúcar stores. This see us resume our promotion of collectibles, which were a resounding success.

Puntos Colombia, a customer loyalty monetization program in Colombia, was created through a joint-venture with the bank Bancolombia and currently has 6.2 million active clients, 14% more than in 2021. In 2022, 35 million points were accumulated and exchanged for products, with discounts of up to 100% on purchases in stores or digitally, travel packages, fuel and other offers from affiliated companies.

These applications provide us with insights into our customers' shopping habits to inform personalized special offers relevant to their shopping behavior.



Customer under attendance by Pão de Açúcar cashier



Client using the app



**+29 MILLION**  
CUSTOMERS REGISTERED IN THE  
PÃO DE AÇÚCAR MAIS AND CLUBE  
EXTRA LOYALTY PROGRAMS, IN  
BRAZIL, IN DECEMBER 2022



### GPA Labs in numbers

**+ de 1,000** start-ups identified in GPA's ecosystem since 2018

**135** active contracts with start-ups

**144** connections with start-ups

**37** business challenges mapped

**65** innovation ambassadors

**88** NPS (Net Promote Score) points for the Innovation Network 4.0 Program

**16** pilots rolled out with start-ups

**14** pilots conducted in 2022

## Innovation

At GPA, we have an area dedicated to the innovation culture: GPA Labs. We believe in the transformation and revolution of retail pursuing disruptive and innovative solutions to provide the best experience for our internal and external customers and at our main assets (stores, apps and e-commerces). GPA Labs aims to boost the culture of innovation and promote our value Innovate Mindset, nurturing transformation agents and developing projects and ecosystems to generate more business, profitability and NPS growth for the Company. Endeavor and Liga Ventures were our partner innovation hubs in 2022.

Throughout the year, we worked around the Company's strategic pillars for mapping solutions and developing pilot projects: store experience, productivity and efficiency, and ESG. Innovation identified 37 business challenges, analyzed 144 start-ups and delivered 16 roll outs. Our commitment to innovation earned us multiple awards in the field, including a top-five ranking in the Commerce category at the "Prêmio Valor Inovação" ("Valor Innovation Award", in direct translation), and the presence for the third consecutive year in the 100 Open Corps ranking, making the top three in the Retail and Distribution category.

### LEADING PROJECTS IN THE PERIOD

**Taeq Vending Machines:** The innovation ambassadors carried out a project to bring new sales channels for Private Label brands, especially Taeq, and generate brand exposure and experimentation, targeting customers seeking healthier food. In partnership with the start-up Vending Tudo, we launched two vending machines with a mix of various Taeq items in São Paulo regions, one at Outlet Catarina and another at Burle Marx Park. In January 2023, the Cidade Universitária cycle path received a vending machine unit, and the idea is to continue expanding the project, attracting more and more customers to seek the full mix in our stores.



Taeq Vending Machine

**Mission e Anthor** – Outsourcing of shelf stackers and pickers, with the hiring of temporary staff per mission, providing a 25% to 50% reduction in shelf stockouts. The model was tested on Black Friday and yielded an increase in capacity and sales volume. The partnership is active in 164 stores.

**Digital Sommelier** – In partnership with the start-up BeelD, we developed a digital sommelier which is being tested at the Jardim Paulista store of Pão de Açúcar, in a kiosk so that customers can interact with it and find out which wine pairs best with the desired occasion.

**Squid** – In 2022, we launched a business challenge to increase sales on Pão de Açúcar and Extra cards, working alongside the start-up Squid. It is under development with the influencers who will help promote this service. In addition, Squid has also worked with us on regional influencer marketing campaigns for store openings, category specials and the formation of an influencer squad representing our diverse range of customers from all around Brazil, generating positive engagement and reach. To select influencers we rely on our commercial team's input and harness a tool that shows us the score and quality of content creators within Squid's platform.

**B4Waste** – In November, we entered a partnership with the start-up for the sale of near-expired produce. The pilot was rolled out at the Pão de Açúcar Washington Luiz store, in groceries and complementary perishables, and is already showing highly promising results.



## Innovation Network (IN) Program

Created in 2019 to expand innovation and encourage its application in business areas, by selecting employees, referred to as innovation ambassadors, identifying each sector's challenges and pursuing solutions in market start-ups and scale-ups. The program's pathway is divided into stages of prioritizing initiatives to be worked on throughout the year, with the first meeting between groups of employees and advisors to understand and fine tune business challenges. We then proceed to the stage of searching and selecting solutions in the ecosystem, with a fast-track pilot design, which is the process of hiring start-ups for selected projects; and lastly we move on to the stage of compiling a business case and testing project solutions.

In 2022, the IN Program had 65 innovation ambassadors from 34 different business areas plugged into the network. The Program had an ambassador engagement rate of 72% and was evaluated with an NPS (Net Promote Score) of 88 points by participants. Six projects are underway to help solve Group challenges in the following topics:

- ▶ **Omnichannel**, in which the group is testing a new ad format for digital sales in an offline sales environment with the start-up Tindeo;
- ▶ **Display stock-outs**, start-up solutions are under analysis to monitor display stock-outs in real time using sensors;

- ▶ **Data usage**: project in partnership with the start-up Pareto for better media budget distribution and real-time adjustments to increase ROI;
- ▶ **Diversity**, expanding diversity criteria in the hiring process in partnership with the start-up Diversidade IO;
- ▶ **Employee Experience and ESG**, with the group working on the uniform disposal chain and circular economy;
- ▶ **Food waste**, where we start the pilot with the start-up B4Waste for selling near-expired products (mentioned in the previous page).

## GPA Labs 2022 Award

The fourth edition of the event not only recognized the innovation projects implemented in the Company in 2022, but also showcased the employees who stood out in the innovation network, whether for their innovation mindset or for their support in the implemented projects. The categories included highlights in store innovation, managers, IN Program group, ambassadors and ninjas, in addition to the awards in categories which other GPA employees could vote on: roll out with start-up, ESG and Culture, NPS, profitability, Top Line, digital and 2022 innovative project. The ceremony took place in February 2023 and was attended by more than 600 delegates both in-person and online, and the Group's board.



*Participating in the IN Program is a fantastic experience, as it not only provides me with the opportunity to always be in contact with the 'New' (which I really enjoy), but also allows me to connect with people from different areas, thoughts and cultures, making me more aware of others, i.e., I learn with a different perspective than mine, which makes me less judgmental, making me a better human being."*

**Leandro Gomes Vieira,**  
Senior IT Consultant



## Data migration to the cloud

We took an important step in our digital transformation process by migrating over 600 servers and around 250 systems from the old infrastructure to a modern and smart technological system within Google Cloud. The six million gigabytes of transferred data will enable intensive use of information, unification of channels and gains through solutions based on artificial intelligence and machine learning.

This technological leap will bring scalability and flexibility and will help leverage the impact of technology on the business, generating new opportunities and efficiency gains.





## 4 Expansion: conversions and new stores

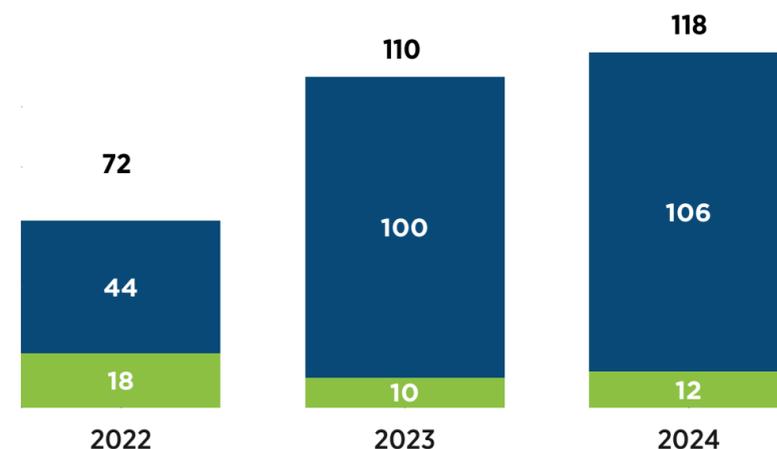
We resumed our expansion plan in 2022, aiming to open 300 new stores in three years, prioritizing the Proximity format (there will be 250 Minuto Pão de Açúcar, Mini Extra and Pão de Açúcar Fresh stores). Throughout the year, 72 stores were inaugurated, 44 of which were Proximity, 18 Pão de Açúcar and 10 Mercado Extra and Compre Bem. At the end of the period, six stores were under construction (five Pão de Açúcar units and one Proximity), and 51 projects had already been approved for execution in 2023 (46 Proximity and 5 Pão).

For this resumption, a strong governance framework was set up, which includes a thorough process for validating locations, technical studies to minimize problems, approval by the steering committee and process feedback. Likewise, partnerships were established with real estate players, funds, and developers for project construction and financing, and criteria were defined to ensure efficiency.

The opening of the Roberto Marinho Pão de Açúcar store, in the southern zone of São Paulo, after five years without building from scratch, was an important milestone for the year. It includes all the items that make up the concept adopted by the banner (called G7 – see more information on [page 14](#)), within the plan to open stores in cities where the format could thrive and in regions with a strong brand presence, as well as in the plan to revitalize old units.

### Expansion Plan

● Mercado Extra and Compre Bem ● Pão de Açúcar ● Proximity



**250**  
new proximity stores

**50**  
new supermarket stores

The Proximity stores also experienced rapid expansion, the largest in the last ten years. In addition to opening new units in the already established formats, we validated the Pão de Açúcar Fresh concept, which combines the expertise of Pão de Açúcar in perishables with the Minuto grocery mix in an intermediate size between these banners. Two units were inaugurated, one in São Caetano do Sul at the end of 2021 and another in the Santo Amaro neighborhood, in the southern zone of São Paulo in early 2022. Minuto Pão de Açúcar, in turn, is making excellent progress towards its goal of being an extension of our customers' pantry and stands out for the premium shopping experience it provides, which adapts the product mix to the neighborhoods where the stores are located.

In 2022, we completed the process of converting 23 stores from the old hypermarket format: 13 converted to the Pão de Açúcar format and 10 to Mercado Extra and Compre Bem.

Grupo Éxito closed four stores in Colombia to revamp and convert them, and opened another three as Carulla Fresh Market stores, brand of supermarkets with fresh and premium goods that offer consumers a premium experience. We also opened four Éxito WOW stores. These are a combination of hypermarket, supermarket, and convenience stores that place a premium on quality of service, as well as one Surtimayorista wholesaler, with low costs for consumers and high returns for the Group. In 2022, nine Mini Mayorista stores were opened.

Pão de Açúcar store front





## 5 Profitability

We seek better profitability from our business through higher sales margins, lower waste and greater expenditure efficiency. We aim to achieve this by physical growing the Group (understand our plan in the section Expansion) and overhauling our stores (more details in the item Top Line, in the G7 Concept and Top Line Initiatives highlights).

2022 was a year of business model transition, when we stopped operating hypermarkets and focused our efforts on supermarkets and proximity stores instead.

Under our turnaround plan, we were able to revise our adjusted EBITDA margin target (earnings before interest, taxes, depreciation and amortization, and excluding other operating income and expenses) to the range between 8% to 9% in the consolidated P&L for 2024. The consolidated figure in 2022 was 7%.

## 6 ESG and Culture

GPA's Culture is the engine that leverages the pillars of our strategy. It is formed by our purpose and values, which will guide us to achieve simplicity and quality in all initiatives to ensure they are executed according to plan.

To strengthen internal engagement, we are implementing a more collaborative and less hierarchical culture at GPA, providing more autonomy to people and departments, always focusing on what is relevant to our stakeholders.

Our Culture includes our commitments to environmental, social, and governance (ESG) matters, which drive our future vision. It is linked to our beliefs, ethics, diversity, compliance and responsibility towards the value chains in which we operate. Learn more about our ESG commitments and initiatives in our Sustainability Strategy.



Store sign with GPA's Sustainability initiatives

Minuto Pão de Açúcar employee





## GPA Culture

At GPA we feed dreams and lives. We are passionate about our customers and work to give them the best shopping experience in our stores, websites and apps. In the dynamic retail industry, we strive to keep things straightforward and properly delivered, in a results-centric agile approach. Always flowing with innovation, a core feature for us to continue spearheading the digital transformation of retail.

Here, we don't put things off till later. We are a team of thousands of diverse protagonists who respect each other and, above all, are responsible for the story we want to tell together.

Our mission and values extend to all GPA banners and brands.

### PURPOSE

## Feeding dreams and lives

### MISSION

To be the best choice for our customers and make our team proud of us. We are driven by the passion of serving and winning.

### VALUES



#### A PASSIONATE FOCUS ON CUSTOMERS

**Customers are the reason we exist** and we therefore serve them with passionate and delight every single day.

**We know and prioritize our customers** in all actions and decisions.

**We respect all our customers** for their diversity and endeavor to meet their requirements.

**We work with a smile on our faces** to please and offer our customers the best experience every single day.



#### KEEPING IT SIMPLE BUT DOING IT WELL

**We know that our business is challenging**, which is why we should pursue simplicity, agility and excellence in each delivery.

**We work simply and agilely** in our daily routines without forgetting quality.

**We roll-out practical and sustainable solutions** with energy and get things done.

**We are productive** and excellence permeates everything we do.



#### INNOVATIVE MINDSET

**We are pioneers** and are continually pursuing innovation to deliver ever better experiences to our people, our customers and society.

**We do things differently**, so as to do things better.

**We are never satisfied** and pursue the best experiences for customers.

**We embrace the challenge** of always leading the market, bringing innovative solutions for our business, society and the planet.



#### TOGETHER, FOR RESULTS TODAY AND ALWAYS

**We are results driven** and our strength lies in overcoming GPA's sustainable growth targets.

**We are familiar with business strategies** and strive for sustainable and high-performance results.

**We are focused on meeting targets**, inspiring collaboration between teams and departments, always with ethics and integrity.

**We celebrate our achievements** and the contributions made by each person to our growth, because we are stronger together!



#### LEAVE IT TO ME

**Our people show initiative**, take risks, assume responsibilities and get things done. We are proactive and have an owner mindset, we don't procrastinate. Leave it to me!

**We are made of stories**. We take delight in our work of feeding dreams and lives. We respect and cherish inclusion and diversity in all our areas.

**We are ambassadors for our values** and are proud to be a part of GPA.



# Corporate Governance

We report information transparently, with agility and equality to the capital market out of respect for our shareholders and investors. Our shares are traded at B3 – the Brazilian stock exchange under the symbol PCAR3, and in the form of American Depositary Receipts (ADRs) on the New York Stock Exchange (NYSE), under the symbol CBD. We are therefore committed to the regulations and best practices for listed companies, adopting national accounting standards and maintaining listed company status in accordance with the requirements of the Brazilian Securities Commission (CVM). Overseas we follow the requirements of the Securities and Exchange Commission (SEC) and NYSE for foreign companies listed in the US.

Our corporate governance model has been aligned around *Novo Mercado* (New Market, in direct translation) practices since 2020. This is a segment of B3 comprised of companies presenting the highest standards of corporate governance in Brazil.

Our Board of Directors and Executive Board have defined roles and responsibilities that are essential to running the business smoothly. We have a solid management structure and a well-structured institutional risk management process.

## SHARE OWNERSHIP

**|GRI 2-1|**  
GPA's capital (CBD) is represented by 270,139,069 shares. Our free float account for 59% of our total capital.

### Ownership structure

	Common shares	Equity Interest (%)
Casino Group	110.476.573	40,9%
Officers and Directors	71.981	0,0%
Treasury shares	159.689	0,10%
Free float	159.430.826	59,0%
<b>Total</b>	<b>270.139.069</b>	<b>100,0%</b>

Position at December 31, 2022.

## GPA x Grupo Éxito Spin-off

On September 05, 2022, we disclosed to the market the spin-off processes of GPA and Grupo Éxito in order to release value to be equally captured by all GPA shareholders. This transaction consists of reducing GPA's share capital in order to distribute roughly 83% of the Éxito shares currently held by the Group to its shareholders. After distributing the shares, GPA will consequently maintain a noncontrolling interest of approximately 13% in Éxito, with potential future monetization. The proposal was approved at the Extraordinary General Meeting (EGM) held February 14, 2023. The legal deadline

for opposition by creditors, initiated after the EGM, was surpassed on April 16, 2023 and the BDR program has already been approved by the CVM. As a result, the effective implementation of the Transaction also depends on obtaining the registration of the Éxito Level II American Depositary Receipts ("ADRs") program with the Securities and Exchange Commission (SEC) and authorizations from the Colombian regulatory bodies for the effective transfer of the ADRs and Brazilian Depositary Receipts ("BDRs") from Éxito to GPA shareholders, which is expected to occur in the second quarter of 2023.



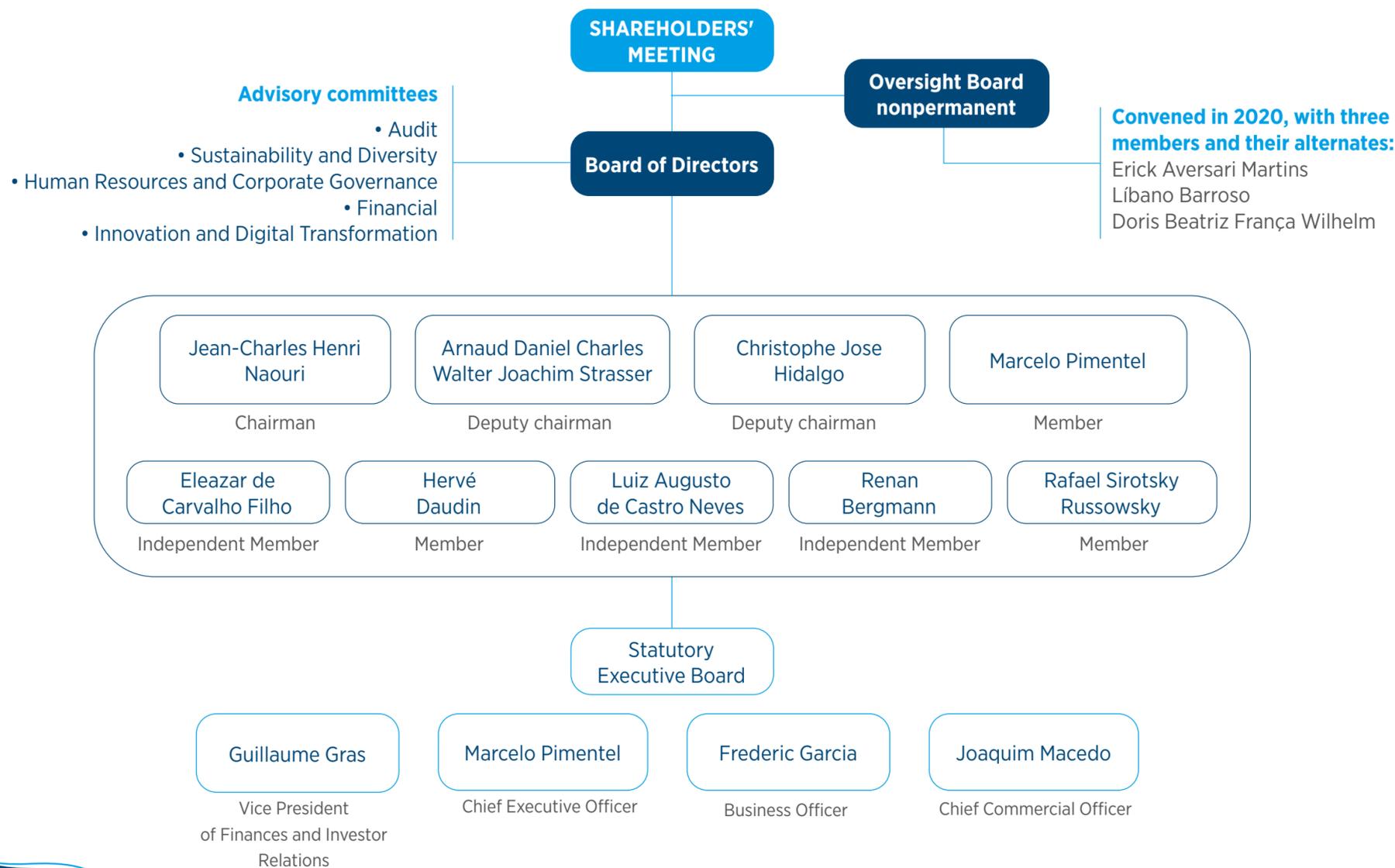
Éxito Wow store front



# Governance Bodies

|GRI 2-9|

## Executive management



## BOARD OF DIRECTORS

This currently consists of nine members, three of whom are independent. The Board is tasked with defining strategy, conducting the corporate governance process, electing our officers and overseeing senior management. It meets ordinarily six times a year and extraordinarily whenever convened. Its members are shareholders elected at general meetings to serve a two-year term. The Chairman of the Board does not hold an executive role at the Company. |GRI 2-11|

## COMMITTEES

The Board is advised by five committees consisting of internal and independent directors:

**Audit** – This analyses and monitors the quality and integrity of the Company’s quarterly information, financial statements and the Management Report; it evaluates the effectiveness and adequacy of the internal control structure and the internal and independent audit processes; analyses related-party transactions; and monitors risk exposure.

**Sustainability and Diversity** – It advises the Company’s Board of Directors on all matters related to sustainability and diversity, recommending

*The composition of the Board, the details and the curriculum of each of the members can be consulted [here](#).*



any changes or revisions of strategic investment proposals; including the fostering of conscious consumption among customers, suppliers and employees. This Committee also recommends the adoption of programs for waste management, motivating smallholders and food safety; analyses related-party transactions involving the Company and addresses situations which could constitute a conflict-of-interest in operations; plans and ensures the operationalization of risk management, encompassing the Company's strategic, tactical and operational activities; advises the Board of Directors on implementing risk management methodology at the Company, assisting the analysis and approval of the strategy, defining priority risks and exposure levels, amongst other related actions. **|GRI 2-13|**

**Human Resources and Corporate Governance** – Discusses and puts forward the Company's organizational structure model, people development and management policies and guidelines for attracting and retaining talent; identifies potential future leaders and tracks their career development; examines and debates the recruitment and hiring methods in place at the Company; examines applicants to be elected to the Board of Directors, Special Committees and Executive Board; examines and discusses compensation and rewards policies; recommends and monitors the implementation of best corporate governance practices and coordinates the process of implementing and maintaining them; prepares or periodically reviews the Company's codes, regulations and policies.

**Financial** – Its main duties are reviewing the financial and economic viability of investment plans and programs; recommending negotiation measures for any merger, acquisition or transaction; reviewing cash flow, debt policy and capital structure; monitoring and supervising the implementation and realization of the annual investment plan; and recommending financing opportunities that could enhance our capital structure.

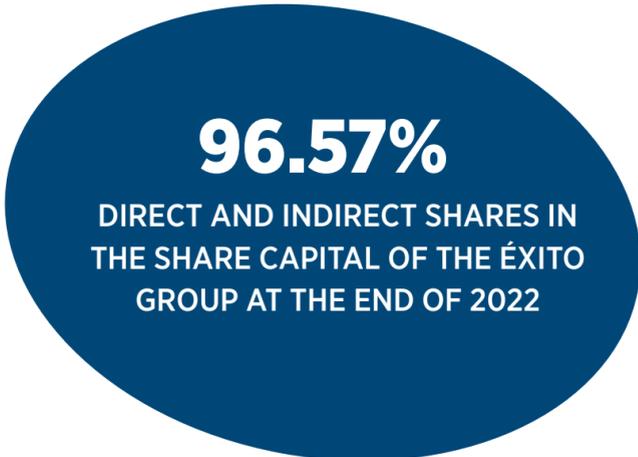
**Innovation and Digital Transformation** – This Committee recommends and monitors the adoption of best innovation practices and coordinates the implementation and maintenance of such practices at the Company; it prepares or periodically reviewing documents related to the Company's innovation, advises the Board of Directors on analyzing technological and innovation trends, and evaluates the Company's projects, initiatives and investment proposals from an innovation perspective. It also monitors and advises on the Company's strategies related to information security and privacy.

**STATUTORY EXECUTIVE BOARD**

Consists of four members elected by the Board of Directors, namely the Chief Executive Officer, Vice President of Finances and Investor Relations, a Business Officer and a Chief Commercial Officer. As part of the transformations that GPA has been experiencing, a new CEO and a new CCO took office in 2022.

**OVERSIGHT BOARD**

Nonpermanent board convened at the shareholders' request, consisting of three serving members and an equal number of alternates. The Audit Board was active in 2022.



## Governance at Grupo Éxito

At the end of 2022, GPA still had a 96.57% direct and indirect interest in the share capital of Grupo Éxito, a Colombian company listed on that country's exchange. The Board of Directors had nine members at the end of 2022, elected in a general meeting, three of whom are independent.

**Members:**

- Ronaldo Iabru di dos Santos
- Christophe Jose Hidalgo
- Guillaume Michaloux
- Rafael Russowsky
- Philippe Alarcon
- Bernard Petit

**Independent members:**

- Ana Maria Ibáñez
- Felipe Ayerbe Muñoz
- Luis Fernando Alarcón

Management is supported by five committees of board members: Audit & Risk; Nomination, Remuneration & Corporate Governance; Business & Investment; Financial; and Sustainability. The Board of Directors appoints the members of the Executive Board, which is comprised of a CEO, a chief retail operations officer and eight vice presidents (Financial; Commercial & Procurement; Services; Marketing; Real Estate; Human Resources; Corporate Affairs; and General Secretary).



# Financial performance

## 2022 RESULTS

Our total consolidated gross sales from continuing operations hit R\$ 18.4 billion in the year, which from 2022 onwards began including operations within Brazil only (GPA Brazil), an increase of 6.5% compared to the value recorded in 2021, of R\$ 17.4 billion. Grupo Éxito's total gross sales, which from 2022 onwards began to be treated as a discontinued operation, reached R\$ 28.3 billion in the period. Consolidated gross revenue was R\$ 17.3 billion, 6.3% more than the previous year.

To facilitate a comparative analysis, the data has been adjusted for the consolidated result with Grupo Éxito pre-IFRS 5 – the international accounting standard related to discontinued operations or non-current assets held for sale. In the last quarter of the year the consolidated result began to include Grupo Éxito in discontinued operations, as a result of the segregation process of GPA and Éxito taking place since the start of the second half of 2022 (learn more on [page 23](#)).

### Digital sales

E-commerce grew 15% compared to 2021, with significant improvements in service levels. Sales through digital channels accounted for 11% of GPA Brazil's total food segment, compared to 8% in the previous year. At Grupo Éxito the growth was 19% in terms of Gross Merchandise Value (GMV).

We are the food delivery leaders in Brazil, with R\$ 1.7 billion in sales in 2022, of which 50% were made through our own e-commerce platform (1P), in which we incorporated the logistics engine of James Delivery.

### EBITDA

The consolidated adjusted EBITDA (Grupo Éxito pre-IFRS 5) totaled R\$ 2.9 billion, 13.9% lower than the previous year (R\$ 3.3 billion), with an EBITDA margin of 6.7%. This change is due to the impact of inflation on gross profit. In the year, a consolidated net loss of R\$ 172 million was recorded for the controller shareholders, and in 4Q22 this net loss hit R\$ 1.1 billion, mainly due to outliers totaling R\$ 956 million, described below:

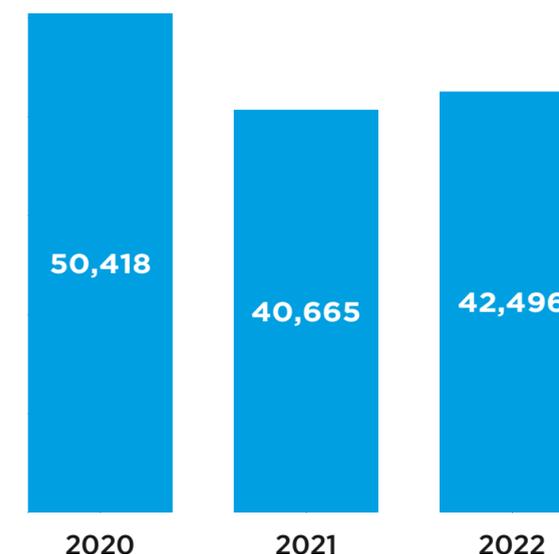
- Review of taxes and contributions due to Supreme Federal Court (STF) decisions involving the ICMS –

*Imposto sobre Circulação de Mercadorias e Serviços* (Tax on Circulation of Goods and Services, in direct translation) tax and Social Contribution on Net Income, in the amounts of R\$ 285 million and R\$ 288 million, respectively.

- Balance of the provision for labor claims of R\$ 309 million, although the number of claims has fallen since July 2022.
- Deferred income tax in Colombia of R\$ 288 million, as a result of the tax reform which grossed up the tax rate for occasional gains.
- R\$ 227 million of restructuring expenses, involving the resizing of stores and GPA's headquarter, the Éxito segregation project and terminations and dismantling in discontinued hypermarket operations.
- R\$ 313 million positive impact on finance revenue due to monetary restatement of tax credits.
- R\$ 127 million positive impact related to income tax on the exceptional effects described above.

Our earnings release for the fourth quarter of 2022 (4Q22) presents our financial performance and the impacts of these exceptional elements.

## Net Revenue (in R\$ millions)



2022 and 2021 statements adjusted considering Grupo Éxito pre-IFRS 5 in consolidated results. As of 4Q22, the results consider Grupo Éxito as a discontinued operation. **[GRI 2-4]**



### DEBT

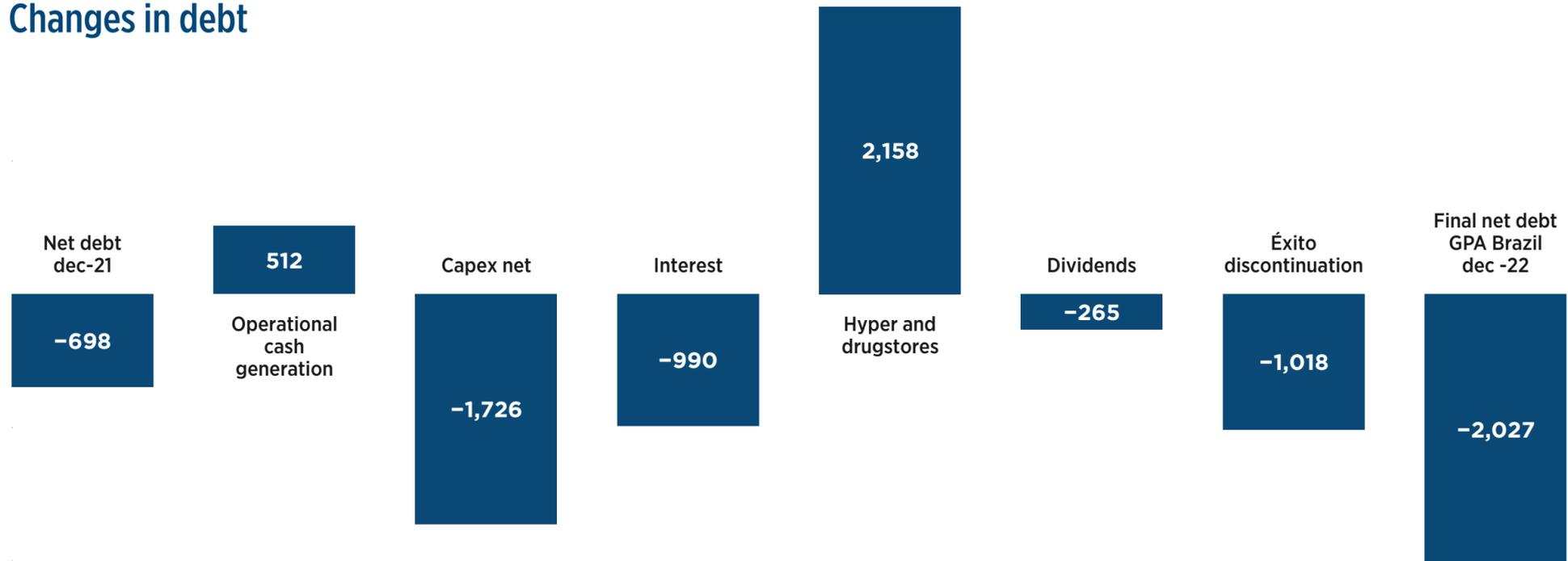
Our net debt, including the total balance of unfactored receivables at GPA Brazil, amounted to R\$ 2,110 million, with leverage of 2.3x at the end of 2022. The cash position was R\$ 3.8 billion, 3.8x the Company's short-term debt. GPA's consolidated net debt includes the continuing operations in Brazil from the last quarter of 2022, excluding Grupo Éxito which is classified as a discontinued operation. **GRI 2-1**

### INVESTMENTS

We invested R\$ 1.6 million (Grupo Éxito pre-IFRS 5) in 2022, 28.1% more than the previous year, with GPA Brazil receiving 68.8% of the funds. We are focused on moving forward with our expansion plan, and expect to open 300 new stores by 2024. We continued makeovers to adapt the Pão de Açúcar banner's portfolio to our latest G7 model and invest in IT, digital, and logistics mainly aiming to grow our penetration in e-commerce. At Grupo Éxito, around 71% of local currency Capex was allocated to expansion, innovation, omnichannel and digital transformation initiatives.

Capital expenditure (R\$ million)	2020	2021	2022	Change
New stores and land acquisitions	54	79	208	164.0%
Renovations, conversions and maintenance work	344	356	541	51.9%
IT, Digital and Logistics	447	295	369	25.3%
Total investments GPA Brazil	846	730	1,118	53.2%
Total investments Grupo Éxito (Pre-IFRS 5)	337	539	507	-5.9%
Total Consolidated Investments (Éxito Pre-IFRS 5)	1,183	1,269	1,625	28.1%

### Changes in debt





# 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. They are: Social impact and promoting opportunities; Responsible supply chains for conscientious manufacturing and consumption; Promoting diversity and inclusion for our people; Tackling climate change and Commitment to ethics and transparency.

The pillars cover the material topics identified in our materiality matrix review conducted in 2022, meet Casino Group's corporate social responsibility program and are aligned with our sustainability risk matrix (see more on [page 29](#)) and the demands of our stakeholders.



## 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.



# Materiality

**|GRI 3-1, 3-2|**

We reviewed our materiality in 2022. The process included 16 interviews and 662 responses to the online questionnaire posed to our stakeholders: controlling shareholder/board, sector association, customers/consumers, employees, suppliers, investors, social organizations supported by GPA or GPA Institute, organized civil society partners of GPA, among others. **|GRI 2-29|**

The methodology factored in the global situation, emerging sustainability trends, the main ESG indicators for the capital market and the expectations and interests of our stakeholders. The analysis also addresses the concept of double materiality by combining financial impacts of material topics on GPA and the impact of GPA on those topics.

We also consider our social and environmental risk matrix, which has been reviewed annually since 2018. This matrix has five priority risks, identified the main associated issues, the mitigation strategy and the executive responsible for each risk, as shown on [page 39](#).

As a result of this engagement process, interviews, and consultation with our priority stakeholders, 16 topics were identified as potentially material for our business. After reevaluating these results, aligned with our business strategies and directions, 10 topics were defined as priorities for management and six topics for follow-up/monitoring. All of these topics are constantly evaluated and monitored by the responsible departments through action plans and business indicators.



## PRIORITY MATERIAL TOPICS

<b>Climate change</b>	<b>Packaging</b>	<b>Attracting, retaining and developing</b>	<b>Diversity, equality and inclusion</b>	<b>Social responsibility</b>	<b>Customer relations</b>	<b>Food waste</b>	<b>Ethics, transparency and integrity</b>	<b>Sustainable sourcing</b>	<b>Information security</b>
SDG 3, 7, 8, 12, 13, 14, 15	SDG 8, 12	SDG 5, 8, 10	SDG 5, 8, 10	SDG 1, 3, 4, 8, 17	SDG 16	SDG 1, 2, 5, 9, 11	SDG 16	SDG 5, 8, 16, 17	SDG 16

## MATERIAL TOPICS TO TRACK/MONITOR

<b>Operational eco-efficiency</b>	<b>Biodiversity</b>	<b>Well-being, health and safety</b>	<b>Conscious consumption</b>	<b>Human Rights Policy</b>	<b>Innovation and digitization</b>
SDG 6, 7, 8, 11, 12, 13, 15	SDG 6, 14, 15	SDG 3, 8, 16	SDG 12, 16	SDG 16	SDG 9

*For more information on how we defined the new materiality matrix, please see the Appendices on [page 110](#).*



# Embedded in our strategy

One way in which integration occurs is by establishing sustainability targets linked to variable compensation for leadership, which has been in place since 2016. Our Sustainability and Diversity Index (SDI) sets these commitments and is composed of the number of women in leadership positions (management and above) and the CO2 emissions reductions in tons (scopes 1 and 2).

We also had specific targets for other areas of the Company and executives that are crucial to the development and implementation of processes and/or projects (e.g. lowering refrigerant consumption, waste and energy consumption, amongst others). The importance of sustainability topics to the Company's everyday routine is also exemplified by the work of the Sustainability & Diversity Committee, which has been advising the GPA Board of Directors since 2014 (learn more in [Governance](#)).

Grupo Éxito also has a dedicated Sustainability committee that sets its strategy and defines best practices for sustainable development and corporate social responsibility.

## 1st Sustainability Week

We held our 1st Environmental, Social and Governance Sustainability Week in June 2022, with the topic "Feeding dreams and lives sustainably". Over the course of five days our employees discussed solutions and pathways regarding the impact of our business on the planet and society. They attended lectures given by experts on topics such as: "The urgency of building a new future", "Garbage or

waste?", "Transformational Mindsets", "Sustainable supply chains", "Partnership against waste: from reducing environmental footprints to transforming food", training on "What is climate change and how GPA has been addressing this issue", and the initiative "Transformative actions: Relations with local communities". Speakers included Hélio Mattar, CEO of Akatu Institute, Daniela Lerario, partner at TriCiclos, Lígia Ramos, engagement coordinator of the Science Based Targets initiative at the Global Compact Network Brazil, Lisandro Inakeke de Souza, senior coordinator of responsible agricultural chains at Imaflora, to name but a few.

Attended by over 1,800 people, the initiatives were given an NPS (Net Promote Score) of between 75 and 100, i.e., in the zone of excellence.



Roundtable at GPA's 1st Sustainability Week

## Sustainability Indices

We were chosen to participate in the 18th edition of the B3's Corporate Sustainability Index (ISE), which marks the third consecutive year we have made an appearance. The ISE acknowledges companies fostering sound environmental, social and corporate governance practices and the Portfolio, valid from January 02 to December 29, 2023, includes 69 shares from 69 companies in 27 economic sectors.

Since 2011, we have also been part of the B3 Carbon Efficient Index (ICO2), which brings together companies that demonstrate a commitment to the transparency of their emissions and reveal how they are preparing for a low-carbon economy.

We were also 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.

We stood out at the 8th edition of the MERCOSUR ESG (Corporate Reputation Monitor) Corporate Responsibility awards, which recognizes companies for their environmental, social and governance performance. We came 2nd in the ESG retail ranking and 9th in the category Most Environmentally Responsible Companies, also ranking among the top 20 companies in the Overall ESG Ranking. Merco is the benchmark corporate monitor in Latin America that has been evaluating the reputation of companies since 2000, from the vision and perspective of the stakeholders with whom they relate.

Grupo Éxito stands out for the fourth consecutive year as one of the most sustainable companies in global food retailing in the S&P Global Corporate Sustainability Assessment (CSA), one of the most internationally recognized sustainability assessments, linked to the S&P ESG Indices and S&P Dow Jones Sustainability Indices, which measures the performance of companies in the environmental, social, economic and corporate governance dimensions. Grupo Éxito was included in the S&P Global Sustainability Yearbook 2023, an international publication that recognizes the group's sustainability standards. Over 7,800 companies participated in the S&P Global Corporate Sustainability Assessment (CSA) this year from 61 different industries.

Grupo Éxito was ranked by Merco (Corporate Reputation Monitor), a corporate reputation organization in Colombia as # 8 in terms of having the highest reputational standards.

ISE B3

ICO2 B3





# Voluntary commitments

**|GRI 2-23|**

Integrated management and transparency are core pillars in our sustainability strategy, and are strengthened each year as we subscribe to commitments with national and international organizations. These pillars guide our relationships with customers, investors, suppliers, employees and partner organizations. We are also members of organizations that work to develop the regions where we operate, and we collaborate with other industries that are strategic to our business.

GPA participates in the following initiatives:



• **10 company commitments to LGBTI+ rights** – Strengthening our respect and equal treatment regardless of sexual orientation, sexual identity or gender, in 2017 we signed on to the commitments prepared by the Forum of LGBTI+ Businesses and Rights.



• **São Paulo Environmental Agreement** – This encourages companies, associations and municipal governments to undertake voluntary greenhouse gas emission reduction commitments to keep global warming within 1.5°C, as part of the international effort agreed in the Paris Agreement in 2015, as ratified at COP 26, in Glasgow, in 2021.



• **Unstereotype Alliance (UN Women)** – Since 2017, we have been part of the movement aimed at eliminating gender stereotypes. The companies that make up the network exchange information and experiences, in addition to having access to research and curatorship that help build campaigns with more gender equality that can represent women in their plurality.



• **Boi Na Linha (Beef on Track Protocol) Imaflora** – We are co-developers and users of the project, which is a joint effort to strengthen and encourage the adoption of social commitments and environmental factors in the beef value chain in the Amazon. Currently, there are two commitments in the beef chain: the Terms of Adjustment of Conduct (TAC), of the Public Prosecutions Department; and the Public Meat Commitment, which establishes the minimum criteria for operations with cattle and industrial scale bovine products in the Amazonian biome. Among the criteria is the absence of cattle raising in areas of illegal deforestation, indigenous lands, conservation units and/or areas subject to environmental embargoes by the Brazilian Institute of the Environment and Renewable Natural Resources (IBAMA) and the requirement for updating annual data according to the Rural Environmental Register (CAR). The platform works like a central point that provides access to systems, tools, data and technical information for which producers, industries of all sizes, tanneries, supermarket chains and investors can find the materials and information they need to fulfill their commitments to a deforestation-free beef chain.



• **Brazil Coalition Climate, Forests and Agriculture** – This is a multi-sector movement founded to address climate change issues from the perspective of a new economy, based on low greenhouse gas (GHG) emissions through concrete proposals to end deforestation and illegal logging, the recovery of degraded areas, land management, social protection of communities, as well as the encouragement of competitive and sustainable production of food, forest products and bioenergy.



• **Business Coalition for Racial and Gender Equality** – In 2017, we joined the initiative of the Brazilian Center for Research on Labor Relations and Inequality (CEERT), of the Ethos Institute and the Institute for Human Rights and Business (IHRB). The goal is unity, sharing stories and encouraging the implementation of business policies and practices in the field of diversity, with a focus on racial and gender equality.



• **Business Coalition for the end of Violence against Women and Girls** – In 2019, we joined the initiative, coordinated by the Avon Institute and UN Women with the technical support of Dom Cabral Foundation, with the objective of engaging leaders of the private sector and ensuring voluntary commitment to ending violence against girls and women.



• **Generations and Future of Work Forum** – In 2022 we joined the Forum, chaired by *Mais Diversidade* (“More Diversity”, in a direct translation), the first Brazilian initiative focused on debating and rolling out solutions related to generational issues in the workplace. It is a unique space for the production and dissemination of knowledge on the subject, aimed at stimulating reflection and proactive action, always counting on contributions from society, companies and academia.



• **Beef Working Group in the Consumer Goods Forum (CGF) Forest Positive Coalition** – Casino Group is the joint leader of the Beef Working Group, which is assisted by the Proforest institution and was founded to determine a framework of common ground between CGF members to be applied to its suppliers of Brazilian beef in order to assure they are buying deforestation-free beef.



**Working Group on Sustainable Livestock (GTPS)** – Created in 2007, the entity brings together representatives from six links of the beef production chain aiming to discuss challenges and solutions related to the sustainable development of beef production. We participate in multiple working groups to discuss the challenges and solutions involving all links of this chain, such as monitoring indirect producers, a priority topic for GPA.



**Working Group on Indirect Suppliers (GTFI)** – We are part of this main forum for discussing the monitoring of indirect suppliers in the beef supply chain in Brazil.



**Business Initiative for Racial Equality** – In 2019 we joined the platform bringing together companies committed to seeking even better performance in addressing ethnic and racial equality. The initiative aims to ensure competitive advantages, constituting a space for dialog of the Brazilian business community around its commitments to the inclusion, promotion and enhancement of ethnic and racial diversity.



**Initiative for Compliance and Sustainability (ICS)** – ICS is an international sectoral initiative with the aim to enhance working conditions along global supply chains of its member retailers and brands in the sectors of textile, footwear, electronics and furniture. ICS members collaborate with common tools, and share assessment findings and best practices.



**AR Movement – Black Lives Matter** – In 2020, we joined the Movement, a voluntary mobilization that proposes changes and social transformations through effective actions to combat racism, racial prejudice and discrimination against black people.



**MOVER – Movement for Racial Equality** – We are founding signatories of the Movement for Racial Equality (MOVER), launched in 2020. It is comprised of 47 Brazilian companies and multinationals and focuses on fostering leadership, employability and raising awareness of racial equality. The initiative is yet another tool in the fight against racism in Brazil and through practical initiatives we are committed to generating new positions for black people in leadership positions and empowering people for their inclusion in the jobs market.



**360 Women’s Movement** – We have been part of the 360 Women’s Movement since 2016, created in order to contribute to the economic empowerment of Brazilian women in a 360-degree vision, through the promotion, systematization and dissemination of advances in business policies and practices and the engagement of Brazilian companies, the community and society in general.



**Global Compact** – We have made a formal commitment for our operations in Brazil and Colombia to the principles related to human rights, labor practices, environmental responsibility and anti-corruption defended by the UN Global Compact. This is currently the largest voluntary corporate sustainability initiative in the world, with more than 21,000 members, including companies and organizations.



**National Pact for the Eradication of Slave Labor** – Along with many other companies, in 2005, we made a formal commitment not to source from companies using slave labor. These commitments are monitored by InPACTO (National Institute for the Eradication of Slave Labor).



**Compact for the Inclusion of People with Disabilities (Corporate Network of Social Inclusion)** – In 2016, we signed up to the five commitments for the promotion of rights of people with disabilities, in order to strengthen the commitment of our senior leadership around the topic and promote an inclusive corporate culture and workplace.



**The Partnership for Global LGBTI Equality** – The Partnership for Global LGBTI Equality is a coalition of organizations committed to leveraging individual and collective advocacy to accelerate LGBTI equality and inclusion globally and drive positive change. We have been signatories since 2020.



**Women’s Empowerment Principles (WEPS)** – Since 2017 we have been signatories of the principles established by the UN, continuously developing policies and initiatives aimed at gender equality and women’s empowerment.



**At Éxito, we support the following commitments:**  
**Consumer Goods Forum** – An organization that brings consumer goods retailers and manufacturers together globally to inform consumers about healthy and balanced lifestyles and good household and personal care habits.



**National Carbon Neutrality Program** – We are one of the 100 companies that signed up to the Program, an alliance spearheaded by Colombia’s Ministry of the Environment to drive down greenhouse gas emissions by 51% in the country by 2030 and to achieve a Carbon Neutral Colombia by 2050.



**No Deforestation in Colombia’s Beef Chain** – We joined the agreement which aims to marshal forces to help achieve the target of no natural forest deforestation in the country by 2030.



**New York Declaration on Forests** – A set of voluntary commitments under which countries, states, organizations and companies commit to undertake efforts to end deforestation and restore 350 million hectares of degraded forestlands by 2030.



**TFA 2030** – The Trade Facilitation Agreement is a multilateral initiative that aims to facilitate and streamline trade by cutting the red tape that exists in moving goods across borders.



# Associations & Institutes

|GRI 2-28|



**Brazilian Supermarket Association (Abras)** – We have been members of the entity since its foundation, in 1968. Abras represents, integrates and drives the development of the supermarket sector in the country, maintaining an open dialog in negotiations with municipal, state and federal governments. We are members of 23 state associations linked to Abras, such as the Rio de Janeiro State Supermarket Association (Asserj), the Minas Gerais State Supermarket Association (Amis) and the Brasília Supermarket Association (Asbra).



**Sao Paulo State Supermarket Association (Apas)** – We have been part of the Association since 1971, committed to its purpose of bringing together supermarket entrepreneurs in the State of São Paulo to integrate the entire supply chain, professionalize the sector, ensure operational excellence and point out retail trends.



**Brazilian Retail Textile Association (ABVTEX)** – We have been a member of ABVTEX since 2007, which defends the interests of the textile and clothing industry.



**Federation of Commerce of Goods, Services and Tourism of São Paulo State (FeComercio)** – We have been a member of the entity since its inception. It represents the interests of companies in the sector and develops initiatives aimed at promoting the country's economic growth.



**National Electrical and Electronic Equipment Waste Management (Green Eletron)** – We have been a member since 2018 of the entity that represents the companies that own the main brands of batteries and electronics in the country, coordinating the implementation and operationalization of a system that allows for the environmentally friendly disposal of end-of-life equipment.



**Brazilian Group of Institutions, Foundations and Companies (GIFE)** – An association of private social investors in Brazil, including institutes, family foundations or funds, independent corporations or companies. It was set up as a non-profit organization in 1995, and since then has become an authority in Brazil on the topic. The organization engages in social investment with voluntarily pass-throughs of private funds in a planned, monitored and systemic way to social, environmental, cultural and scientific projects of public interest.



**Akatu Institute** – We have had a strategic partnership since 2003. The organization works to raise awareness and mobilize society towards conscious consumption.



**Ethos Institute** – We have been a part of Ethos since 1999 in its mission to mobilize, raise awareness and contribute to companies in managing their businesses in a socially responsible manner.



**Institute for Retail Development (IDV)** – Since 2006, we have been a member of IDV, founded to strengthen the representation of retail companies from different sectors of the national activity.



**Todos à Mesa Movement** – The first Brazilian coalition of companies and organizations that join forces to reduce the impacts of hunger in Brazil and to diminish food waste by strengthening redistribution networks, lobbying for a favorable regulatory framework for food donations and raising awareness about the issue.





### CAPITALS<sup>1</sup>



#### Social and Relationship

- ▶ GPA Institute
- ▶ Partnerships with NGOs/start-ups and scale-ups
- ▶ Communication and relationship channels
- ▶ Relationship with small, medium and major suppliers
- ▶ Partnerships in e-commerce



#### Financial

- ▶ R\$ 17.3 billion in net revenue
- ▶ R\$ 1.5 billion raised in the market



#### Human

- ▶ 37,699 employees
- ▶ Fostering diversity and inclusion



#### Intellectual

- ▶ Open-source collaborative digital platforms
- ▶ Developing digital and multiservice platforms
- ▶ Knowledge and experience of employees
- ▶ GPA Labs



#### Natural

- ▶ 1,119,460 m<sup>3</sup> of water, with an average consumption of 1.5 m<sup>3</sup>/m<sup>2</sup> of retail space
- ▶ 465,087 MWh of energy, with an average of 591.5 kWh/m<sup>2</sup> of retail space



#### Manufacturing

- ▶ 735 points of sale
- ▶ 12 Distribution Centers
- ▶ Proprietary and third-party fleet

## Our business model

Our business model is multiformat and multichannel, and strives to be the best choice for customers. We use a range of capital as inputs, create value by transforming this capital into products and services and share the results we generate in the short, mid and long terms with our stakeholders.



### VALUE CREATED<sup>1</sup>

#### Social and Relationship

- ▶ R\$ 3.8 billion of added value
- ▶ +29 million customers enrolled in loyalty programs
- ▶ Best practices for suppliers
- ▶ Conscientious supply and consumption
- ▶ Practicality, exclusivity and shopping experience
- ▶ More than 9 million customers a month in our physical stores and e-commerce channels

#### Financial

- ▶ R\$ 95 million distributed to shareholders as capital payments
- ▶ Resource savings

#### Human

- ▶ 525,990 hours of training and development, and average of 13.9 hours per employee
- ▶ 38% of women in leadership positions (managers and above)
- ▶ 56% of black people
- ▶ 1,481 people with disabilities
- ▶ Occupational health, safety and quality of life
- ▶ Career development

#### 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

#### Natural

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

#### Manufacturing

- ▶ 72 new stores opened
- ▶ Efficient and interconnected distribution centers
- ▶ Fleet efficiency
- ▶ 7,062 Private Label products

<sup>1</sup>Data referring to GPA's operations in Brazil in 2022.



04

- ▶ Ethics and integrity
- ▶ Risk management

# Commitment to ethics and transparency

Employees at the corporate office



# Ethics and integrity

**|GRI 3-3| MATERIAL TOPIC: ETHICS, TRANSPARENCY AND INTEGRITY**

GPA's operations are guided by respect for laws, regulations, ethics and integrity principles. These guide our practices in business and relationships, be with customers, employees, business partners, government authorities or shareholders.

The supervision and strategic direction of the Ethics and Compliance Program are the responsibility of senior management. One such entity is the Ethics Committee, tasked with monitoring the leading issues related to the program's pillars, and resolving any breaches of corporate and regulatory conduct rules, among other things. The Audit Committee may also be convened for certain cases related to the Ethics and Compliance Program.

The Ethics Committee meets quarterly to analyze the main indicators related to ethics, compliance and Whistleblowing data, as well as to resolve extraordinary cases when necessary.

The actions taken throughout 2022 included the updating of policies and other documents of the Ethics and Compliance Program, communication and training, internal controls and evaluation of employees, partners, suppliers and Whistleblowing as well as monitoring indicators, such as reinforcing training on the topics.

The Ethics and Compliance Program is organized around four blocks of actions: a) Prevent, b) Detect, c) Respond and e) Update and Enhance.

## Prevent

**|GRI 2-23, 205-1|**

We have developed a positive annual agenda of ongoing communication and engagement initiatives and training so that our employees and partners can have complete knowledge of business conduct.

Our main rules, policies and regulations that guide the decisions and activities of our employees and business partners are widely publicized in our channels and include:

- ▶ **Code of Ethics:** document that sets out essential guidelines around the ethical and integral conduct of our business and compliance with corporate policies.
- ▶ **Anti-Corruption Policy:** general guidelines on anti-corruption practices, contributing to compliance with the legislation to combat national corruption (Brazilian Anticorruption Law – Law 12.846/2013) and international laws, such as the North American (United States Foreign Corrupt Practices Act – FCPA) and the French law (Sapin II Law). In Colombia the policy is also adapted to the national legislation.

GPA has a Related-Party Transactions Policy, a Disciplinary Measures and Consequences Policy, specific Information Security Policies and a Corporate

Conflict-of-interests Policy and additional internal processes. This guidance reinforces control barriers for risks related to corruption and fraud, amongst others. It provides guidelines about conflicts of interest that could occur as a normal part of business, in order to prevent the interests of our employees and suppliers from prevailing over GPA's interests.

These policies can be viewed on **GPA'S** website. Grupo Éxito's policies are grouped at [here](#).

In addition to the website, Ethics and Compliance policies are disseminated and communicated through other GPA communication channels, such as the "Notícias do Dia" (internal employee newsletter), "Rádio GPA" (broadcast on the company's digital channels before the opening and after the closing of stores on Fridays), and "Yammer" (GPA's corporate social network).

In 2022, there was an emphasis on the dissemination of the Gifts, Travel and Entertainment Policy, reminding employees of the care they should take in this regard, as well as what is and what isn't allowed at GPA.



**Customer under attendance by Pão de Açúcar cashier**

## Customer approach

The 10 golden rules and internal procedures for approaching customers in stores are the subject of annual training conducted by GPA with security service providers. In 2022, 100% of security service providers were trained on risks of human rights violations on customer approaches, during a workshop at the 6<sup>th</sup> Diversity Week, thereby reinforcing GPA's internal security policies and protocols. **|GRI 410-1|**

In 2022, a video was launched in partnership with the GPA Retail University, on the topic of Ethics and Compliance on customer approach rules, aimed at store leaders.



### Training and qualification

In October 2022, the "Code of Ethics and Diversity Training" was launched at the GPA Retail University, attended by 86% of employees. In addition to this training, other educational content is available on the platform, such as the lecture on Ethics by philosopher and educator Mário Sérgio Cortella. Another noteworthy event was the meeting with Vinicius Martins, a municipal prosecutor and lawyer specialized in Public Law Compliance and Consulting, during the 1<sup>st</sup> Sustainability (ESG) Week held in June 2022 (learn more about the event on [page 30](#)).

Additionally, area-specific trainings are held according to demand, in order to ramp up the dissemination of GPA's Ethics and Compliance Program.

GPA's Code of Ethics and Compliance is also covered by recurring internal programs, such as the Succession Program, which brought together more than 400 employees in 2022.

Compliance also worked to reinforce trainings and communications on the Declaration of Conflicts of Interest for eligible internal staff and those more

susceptible to the topic, with these employees also responsible for declaring possible conflicts of interest or resolving possible doubts, which are analyzed by Compliance.

At Éxito, 31,022 employees and 221 goods and services suppliers were trained in ethics and integrity based on the group's Corporate Social Transparency tenets. Employees were also trained in Anti-Money Laundering, Anti-Terrorism Funding, and Personal Data Protection.

We carry out risk analyses and due diligence on our suppliers in accordance with the guidelines set out in our corporate policy. This process consists of the formal analysis of documentation and reputational matters, in order to detect risks of fraud, corruption and other risks, including the verification of local and foreign black lists, including socio-environmental lists, such as the Slave Labor Blacklist and Embargoes of Ibama. This process is carried out for all of our new suppliers in accordance with internal criteria, and we also reanalyze existing GPA suppliers in accordance with their defined risk rating.

In addition, we began talking about Ethics and Compliance with our suppliers, in the pursuit of an increasingly ethical and consistent supply chain.

All updated contracts with our suppliers contain clauses from GPA's Anti-corruption Policy and Brazilian and Colombian anti-corruption legislation (in the case of Grupo Éxito).

### Detect

#### [GRI 2-26]

Any violations or non-compliance with current legislation, our Code of Ethics and our policies, values and procedures can be reported to our Whistleblowing channels, by telephone, website or email. All reports can be submitted anonymously and are handled in confidence.

GPA also has an exclusive channel for reporting deviations that may characterize information security incidents, such as suspected leakage of sensitive data, cyber-attacks and other incidents.

Grupo Éxito's Direct Transparency Line is managed by an independent outsourced company that ensures any information provided by whistleblowers is kept confidential and their identity anonymous, should they so desire. Reports can be submitted by telephone or email and our Transparency Program stipulates that in no circumstances shall whistleblowers be subject to retaliation or discrimination.

## Integridade 100

Grupo Éxito was recognized by the Colombia Anti-Corruption Institute as a "Company Committed to Integrity 100", this institute promotes and develops strategies to fight corruption in the public and private sectors. They also made it to the S&P Global Sustainability Yearbook 2023, based on our results in the S&P Global Corporate Sustainability Assessment (CSA) in 2022, which has a deep evaluation of economic and governance matters, with dedicated questions regarding ethics, integrity, compliance and anti-bribery systems.



### GPA Whistleblowing Channel

<https://www.gpabr.com/pt/ouvidoria/>



- ▶ 08000 55 57 11
- ▶ [ouvidoria@gpabr.com](mailto:ouvidoria@gpabr.com)
- ▶ Monday to Saturday, between 8 am and 8 pm

### Direct channel for Information Security incidents

- ▶ [seguranca.informacao@gpabr.com](mailto:seguranca.informacao@gpabr.com)



### Grupo Éxito's Direct Transparency Line

<https://lineatransparencia.com/exito/reportesembedded?form#/>



- ▶ 01-8000-52-25-26
- ▶ [etica@grupo-exito.com](mailto:etica@grupo-exito.com)
- ▶ 24/7

## Respond

All complaints received through Whistleblowing channels are analysed and/or investigated, and depending on the outcome, disciplinary measures or other corrective actions provided for in our Code of Ethics, norms and regulations are imposed.

The guidelines state that material complaints or reports are addressed by the Ethics Committee and if necessary evaluated by the Audit Committee or Board of Directors.

In 2022 we investigated 4,215 ethics complaints received by our whistleblowing channel in Brazil, and disciplinary measures were applied in proceeding cases. Most of them (61% of the total) entailed possible operational infractions, such as theft and inappropriate behavior, and around 3% possible violations of our Code of Ethics, privacy issues, bribery and discrimination. All cases are sent for investigation and are treated and finalized according to internal deadlines.

## Update and enhance

Policies regarding the topic are revised and updated annually in formal processes involving the Compliance, Legal, Risk and Internal Control departments. In 2022, we updated several policies, such as the Anti-corruption Policy; Conflicts of Interest; Gifts, Presents, Travel and Entertainment; and Charter of Ethics for Suppliers; amongst others.

## Transparency at Grupo Éxito

The Grupo Éxito Transparency Program was recognized by the Colombian Anti-Corruption Institute as a “Company Committed to Integrity 100”. This organization devises strategies to fight corruption in the public and private sectors.

Grupo Éxito was the first participating company to exceed the level required for such recognition, and received a grade of excellent in all eight indicators: Governance, Organizational Context, Leadership, Planning, Support, Operations, Assessment, and Continuous Improvement.

The management of the Transparency Program looks at the risk of fraud, bribery, and corruption along the supply chain, and also works to prevent money laundering and fight terrorism funding.

The ethical procedures and conduct adopted by the Casino Group are the theme of annual campaigns and training for all Grupo Éxito employees. One of the main focuses for 2022 was disclosure and implementation of the group’s corporate gift and invitation policy.

## Initiatives in Colombia

**221** suppliers of goods and services were trained in ethics and integrity.

**31,022** employees completed the Guardian Training Program, which includes themes such as the Transparency Program policies and procedures, and the Anti-Money Laundering, Anti-Terrorism Funding, and Personal Data Protection programs.

**11,102** operational employees were trained in Anti-Money Laundering and Anti-Terrorism Funding.

**New training modules:** fighting corruption, report collecting procedures, and procedures to appoint third parties.



Employees at the corporate office



# Risk management

GPA's risk management process follows Casino Group protocols as set out in the "Corporate Risk Policy", which establishes the roles and responsibilities, specific guidelines and details of the risk management process that impacts GPA's strategic objectives, among other things.

The execution of this policy is integrated and aligned with international standards and methodologies. It is continuously improved in terms of its internal control mechanisms and impacts prevention and mitigation actions.

## 2022 RISK MANAGEMENT PLAN

The Casino Group Risk Solution (CRS) matrix is composed of risks classified as high, medium and low criticality. From this set, the top 10 main business risks and the top 5 main CSR risks were identified. These risks are continuously monitored by periodical reports sent to the Audit Committee and Board of Directors. **IGRI 2-12, 2-13**

Since 2018 a specific matrix for sustainability issues has been incorporated, aligned with the Casino Group Sustainability Program, composed of **five priority risks through 2022**:



Risk Management targeted compliance with specific action plans related to each of these issues throughout 2022. The implementation of these plans is monitored quarterly through Risk Sheets. This effort is spearheaded by an executive officer, who is also responsible for the ongoing implementation of plans to mitigate the frequency and/or financial or reputational impacts of these risks. It also involves evaluating whether new plans have been designed and analyzing quantitative indicators that support the risk management process.

For 2023, the risk matrix will be reviewed after investigative interviews with various internal GPA practices.



Employees at the corporate office



# Privacy and information security

## **|GRI 3-3| MATERIAL TOPIC: INFORMATION SECURITY**

GPA has a set of exclusive normative documents laying down Information Security guidelines and data protection rules in procedural, behavioral and technical processes. It also assures strict compliance with information systems security regulations. The internal policies include:

- ▶ Cybersecurity and Information Security
- ▶ Using Technological Resources
- ▶ Secure Development and Acquisition of Systems
- ▶ Information Security Incident Management
- ▶ Database Security
- ▶ Classifying Information and Logical Access Management

All of them are based on the guidelines of ISO IEC 27002. For cyber security processes, we comply with the Cyber Security Framework issued by NIST (National Institute of Standards and Technology), wherever possible.

To get people thinking about IT asset security we have an annual schedule for raising awareness of employees and every month publish newsletters addressing various and seasonal topics.

There is mandatory information security training content in the GPA Retail University's platform, intended for all employees accessing the Company's information and IT systems. Training compliance is monitored by internal KPIs. New employees are required to sign a responsibility agreement in respect of this matter.

Our initiatives involve and target:

- ▶ Running a training program and annual awareness raising campaigns;
- ▶ Promoting Information Security procedures and policies applicable to customers, employees and suppliers;
- ▶ Implementing organizational security measures and techniques to guarantee an acceptable risk security level;
- ▶ Guaranteeing the technical and legal security of personal data transfers;
- ▶ Interacting with the competent authorities in data protection matters in the case rights are claimed by data subjects or it is necessary to report data breaches;
- ▶ Setting up internal controls and conformity audits for existing data processing systems.

In 2022, we continued to strengthen our drive to protect the data of the Group and its customers, which includes stricter management of infrastructure for accessing Information Technologies and Information Systems and upgrading our capacity to identify and block vulnerabilities within our network. We also carried out awareness-raising activities on information security and managing technological vulnerabilities.

Our Information Security department uses MSS SOC to monitor cyber security, which complements our other IT monitoring tools. These actions are ostensible and containment, analysis and forensic measures, analyses and legal orders are triggered in the event anomalies (suspicious events) or threats are identified.

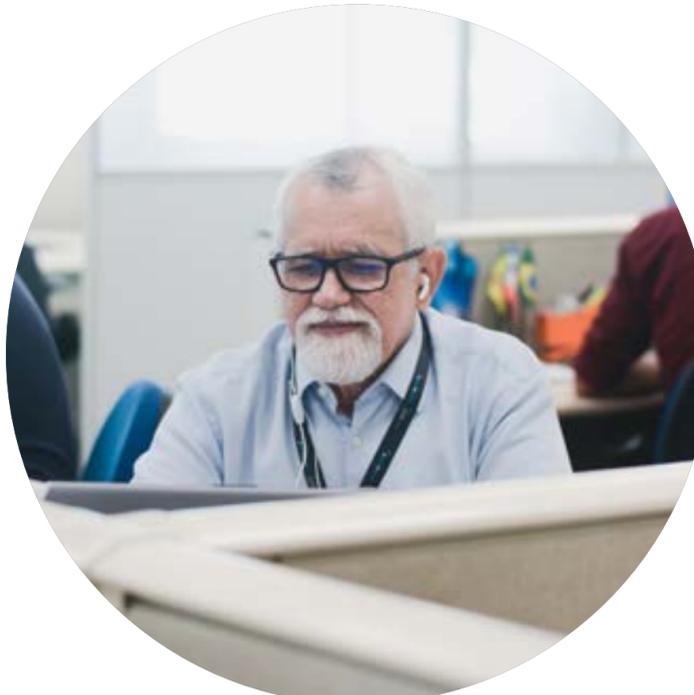
There is also a series of other mechanisms that come into play in the event of cybernetic threats, such as Threat Intelligence, Data loss prevention (DLP) and specific recovery processes, such as internal Backup and Restore policies installed in GPA's core systems.

## **Restrictions**

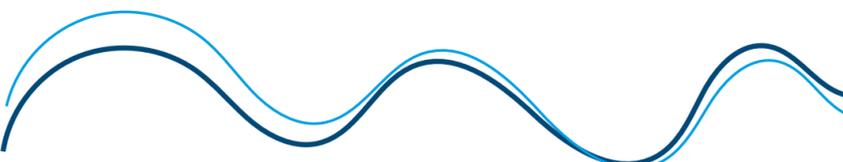
Access to our database is controlled by authentication and authorization steps, and the authorization layer is based on access profiles controlled by key personnel known as owners. Access is only awarded after they have determined whether the information in the sources can actually be made available.

The Group classifies risks posed by cybersecurity incidents as important, and monitors them using a governance system designed to address them involving activities such as:

- ▶ Management of security issues by the Department of Information Systems Security which optimizes synergies in solutions and services and guarantees consistent management and centralized reporting;
- ▶ Senior management monitors the security of our information systems, and action and performance plans are reported to the Executive Board and Audit Committee;
- ▶ Exchanging best practices, methodologies and global market references with Casino.



**Employee at the corporate office**



05

## Responsible value chains for conscientious manufacturing and consumption

- ▶ Critical chain risk management
- ▶ Guiding Principles
- ▶ Quality assurance and value chain relations
- ▶ Offering more sustainable products

Cage-free hens



**IGRI 3-3] MATERIAL TOPICS: SUSTAINABLE SOURCING, HUMAN RIGHTS**

Our value chain is as complex as it is diverse, comprising thousands of suppliers — including farmers, food manufacturers, distribution companies, and service providers.

We follow guidelines to ensure that our value chain meets high standards on human rights, occupational health and safety, food safety, anti-corruption practices, biodiversity and environmental protection, and animal welfare. These guidelines are outlined in documents such as our Supplier Ethics Charter, Code of Ethics, Diversity, Inclusion & 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, among others. Related GPA policies are available [here](#) and Éxito Group policies [here](#). **IGRI 2-23, 308-2, 414-2I**

We are committed to offering products that contribute to more sustainable consumption. As part of this commitment, we seek to understand every aspect of our value chain in order to identify and mitigate any social and environmental risks at every upstream stage of raw material extraction and production — all the way down to our stores.

In 2022 we took further steps to this end, such as updating our Supplier Ethics Charter for both Brazil and Colombia. The revised Charter includes requirements such as working against any form of sexual exploitation of children and adolescents; abiding by the United Nations Declaration on the

Rights of Indigenous Peoples; tackling, and engaging the entire value chain in tackling climate change (working toward targets aligned with the Science Based Targets initiative (SBTi); and protecting forests and native vegetation, in line with the Casino Group Ethics Charter. The Brazilian version of the Charter can be found in English [here](#) and the Colombian version [here](#). **IGRI 2-26, 408-1, 409-1I**

During the year we also held a number of supplier conferences and events to address sustainability issues, with the goal of building closer relationships with, engaging and sharing insights with our suppliers. One example was a webinar for organic fruits, vegetables and greens growers, held in May. The 50 attending suppliers learned about the Company's sustainability strategy, consumer research, and developments in and the current state of organic farming.

Another webinar was held in April for egg suppliers (including conventional, cage-free, and organic egg farmers), with 24 suppliers as well as NGOs and representatives from civil society. The webinar included a presentation on developments in and the competitive advantages of meeting high standards of animal welfare. We also organized several forums and individual meetings with suppliers to provide updates on our processes and guidelines, and to jointly discuss action plans and progress.

In Éxito, Colombia, 201 companies have participated in training programs on digital environments, diversity and inclusion with a gender focus, ethics and sustainability, creative and inspirational leadership, continuous improvement projects, among others.

**Private Labels**

The initiatives we adopt for all of our value chains are even more detailed and rigorous for our Private Label products.

In addition to screening for and mitigating social and environmental risks, we also seek to identify and work with suppliers that implement best social and environmental practices.



Inside of a Pão de Açúcar store

# Critical chain risk management

**|GRI 3-3| MATERIAL TOPICS: SUSTAINABLE SOURCING, CONSCIOUS CONSUMPTION**

In 2022 we developed strategic guidance and an action plan for supplier screening, traceability and monitoring across each of the critical supply chains we identified and prioritized in our updated 2021 study on critical supply chains. We mapped raw materials to related social and environmental risks in each value chain, covering issues such as working conditions, animal welfare, deforestation, species extinction, and land use. This informed a list of our 28 most critical supply chains across farming, production and processing of the products we sell in our stores. A total of 14 supply chains/product categories were ultimately prioritized.

For each of these actions and initiatives, we have set goals and key performance indicators (KPIs) that are tracked by our teams, experts, the Executive Board, and the GPA Sustainability and Diversity Committee.

## Priority critical risks

- ▶ Animal welfare
- ▶ Tackling deforestation
- ▶ Using biodiversity sustainable (species extinction and land use)
- ▶ Workplace conditions

## Priority value chains

(in alphabetical order)

- ▶ Bananas
- ▶ Beef
- ▶ Broiler chickens
- ▶ Cacao
- ▶ Coffee
- ▶ Corn
- ▶ Eggs
- ▶ Fish
- ▶ Milk
- ▶ Palm
- ▶ Pork
- ▶ Soybeans
- ▶ Sugar
- ▶ Textiles

Coffee plantation



# Guiding Principles

Our value chain approach is organized around six pillars: animal welfare, preventing deforestation, biodiversity conservation, workplace conditions, supporting small suppliers, and supplier development programs.

## Animal welfare

In 2017 we made animal welfare one of our priorities. Each year since, we have reaffirmed our public commitments to animal welfare by continuously improving our practices, working towards targets for each year, and engaging our suppliers across four areas:

- ▶ **Sourcing and traceability** – Implementing responsible sourcing processes across Group stores and ensuring our products are traceable.
- ▶ **Engaging the supply chain** – Strengthening engagement with suppliers to encourage sustainable and viable production practices.
- ▶ **Promoting conscious consumption** – Raising awareness so consumers are familiar with and preferably purchase products meeting animal welfare standards.
- ▶ **Advocacy and legislation** – Lobbying to strengthen legislation and regulations related to production processes.

### ANIMAL WELFARE POLICY

Our Animal Welfare Policy, published in 2021, outlines general and specific guidelines for animal welfare in our animal protein supply chains — beef, pork, broiler chickens, and eggs — as a condition for the sale of these products in our stores. It sets out the principles of integrity, compliance, quality, and sustainability that we expect our suppliers to adhere to; provides guidance on sourcing animal products; and requires suppliers to comply with applicable laws and regulations. The policy takes guidance from the Five Freedoms of animal welfare. **[GRI 2-23]**

### ANIMAL FREEDOMS

1. Freedom from Hunger and Thirst: by ready access to fresh water and a diet to maintain full health and vigor
2. Freedom from Discomfort: by providing an appropriate environment including shelter and a comfortable resting area
3. Freedom from Pain, Injury or Disease: by prevention or rapid diagnosis and treatment
4. Freedom to Express Natural Behavior: by providing sufficient space, proper facilities and company of the animal's own kind; and
5. Freedom from Fear and Distress: by ensuring conditions and treatment which avoid mental suffering

These five freedoms also comprise Grupo Éxito's Sustainable Livestock Declaration for primary production suppliers, complying with the Good Livestock Practices of *Instituto Agropecuario Colombiano* (ICA) for live cattle and GPA's Animal Welfare Policy, defined by the FAWC – Farm Animal Welfare Council. We monitor the properties of Grupo Éxito beef suppliers using the criteria of zero deforestation and respect for the agricultural frontier. Monitoring is performed by a third-party unrelated to the business and uses the minimum criteria defined in this policy, which is available for viewing at any time [here](#).

## Public commitments

RESULTS IN 2022

	<b>100%</b> of Private Label eggs will be produced from cage-free hens by 2025.	<b>51.93%</b>
	<b>100%</b> of eggs from all brands will be produced by cage-free hens by 2028.	<b>40.2%</b>
	<b>100%</b> of pork sold in our stores will come from suppliers that meet animal welfare standards in their production chains by 2028.	<b>In progress</b>
	<b>100%</b> of Calidad and Taeq Private Label chicken products shall be compliant with our Animal Welfare Policy guidelines by 2028.	<b>In progress</b>
	<b>100%</b> of beef suppliers publicly committed to any Animal Welfare Policy by 2025.	<b>64%</b>



*Building a world where food is safe and sustainable for all beings is an essential part of Mercy for Animals' mission. We work along several fronts to make people, companies, and governments aware of the impact of industrial farms and slaughterhouses. The corporate sector is part of our strategy to continue advancing in our work. We believe that public corporate commitment is one way to enable better living conditions for billions of animals exploited by the industry. In our collaboration with GPA, we have created room for dialogs on sensitive topics that are of major impact for the animal cause. We are optimistic, as increasingly we see companies publicly positioning themselves as agents of change, prioritizing the legacy they will leave for society and the planet."*

**Renata Scarellis**, Mercy For Animals  
Director of Corporate Policy

**EGGS**

We encourage our customers to choose cage-free, free-range, and organic eggs through in-store signage explaining the different types of eggs and their benefits, as well as through promotional campaigns.

Our teams review our sales data and indicators on a monthly basis to inform actions to boost sales of these types of eggs in our stores. These efforts have helped to increase sales of cage-free, free-range, and organic eggs to account for more than 60% of total sales in Pão de Açúcar stores.

Our Qualitá and Taeq Private Label brands reached 51,9% sales of cage-free eggs in the year, exceeding our target of 50%. Across all brands sold by the Company, we ended the year with 40,2% cage-free eggs sold.

The Grupo Éxito remains the top performer for percent sales (100%) of Private Label eggs from cage-free hens.

**PORK**

In 2022 we initiated engagement visits to our suppliers to introduce them to our Biosecurity and Animal Welfare Handbook, which we developed in partnership with the Brazilian Association of Pork Breeders (ABCS, in portuguese.). Released in 2021, the handbook is an instructional and educational publication that covers all technical aspects of our animal welfare commitments in the pork supply chain, as well as topics such as biosecurity and social and environmental management. The handbook was developed for GPA pork suppliers — including pork farmers and meat processors — to support our goal of ensuring that 100% of pork suppliers incorporate animal welfare considerations into their production practices by 2028.

Supplier visits are conducted by a multidisciplinary team from GPA's Commercial Development, Quality, and Sustainability departments, as well as representatives from ABCS.

At year-end we had completed technical visits to three suppliers, who will also undergo animal welfare audits based on this handbook and our Animal Welfare Policy. This protocol is being tested with suppliers of varying scale to ensure that it is suited to our diverse supply chain. Our goal is to visit and audit 100% of our suppliers by 2024.

Suppliers that already have public commitments towards animal welfare and/or have already adapted their systems to our requirements account for 73% of our pork product purchases.

**BROILER CHICKENS AND BEEF**

For our broiler chickens and beef supply chains, documents detailing requirements and audit procedures are still being developed and will be applied to suppliers in the coming years.

Specifically for beef, we ended 2022 with 64% of our suppliers committed to animal welfare in their supply chains. In the coming years we will develop an action plan to achieve our target for animal welfare.



Eggs from cage-free hens

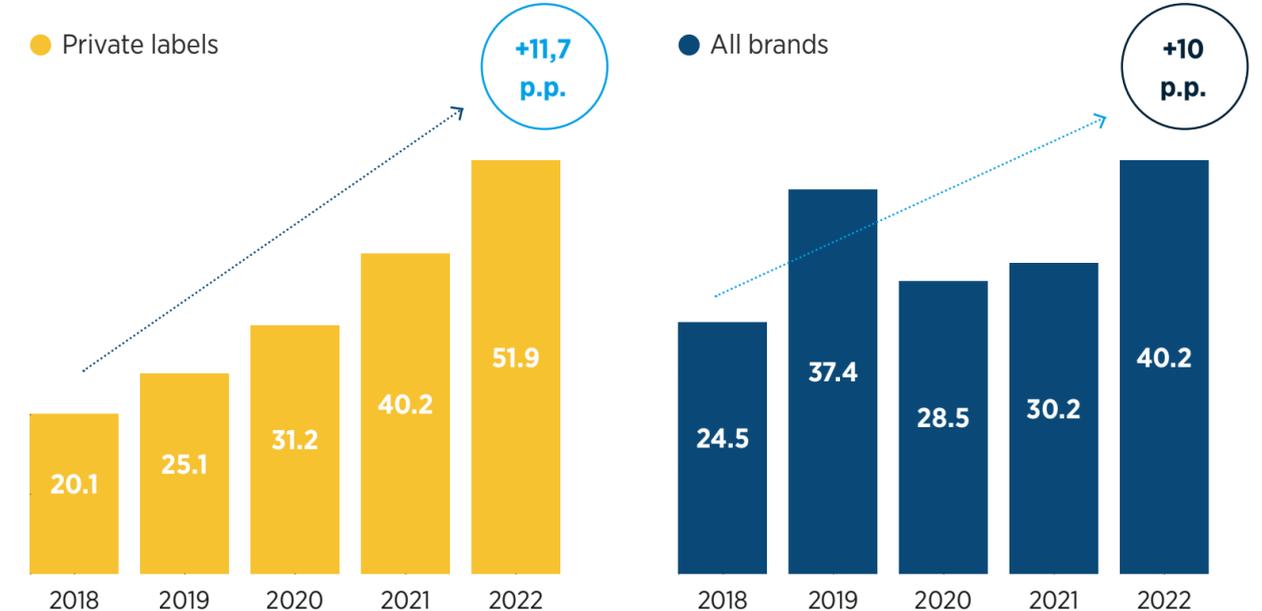
**Pilot audits**

From December 2022 to January 2023 we carried out several pilot audits on Private Label egg suppliers, including those producing conventional, cage-free, and organic eggs. The pilot aimed to test compliance with an Animal Welfare Policy checklist covering all aspects in which animal welfare needs to be taken into consideration.



**Sales of Cage-free hens eggs**

Brazil (%)



## Tackling deforestation

GPA is committed to tackling deforestation and the conversion of native vegetation within our value chains, and to protecting native biomes and cultural heritage. We also strive to uphold and promote respect for the rights enshrined in the Universal Declaration of Human Rights, and the rights and ways of life of indigenous peoples, local communities and workers.

We have identified the beef, soy and palm-oil value chains as priorities for the sustainable management of our business, given their significance within our product assortment. For more than 10 years, GPA has worked continuously to develop and evolve our policies and processes for screening and monitoring our suppliers.

In our efforts to protect native forests and vegetation, we have worked with suppliers, governments, regulatory agencies and civil-society organizations to develop, perfect and implement best social and environmental practices for these value chains.

### BEEF

Our aim is to guarantee a deforestation-free value chain by implementing sound procurement policies and structured processes, and engaging with each link in the value chain.

Beef is a significant product category in our value chain. GPA markets beef products supplied mainly by domestic meatpackers as well as Private Label suppliers. Approximately 88% of the beef we sell to consumers in our stores is from Brazilian brands, and 12% is from Private Label brands. Practically all of the beef we sell is produced domestically, nevertheless, GPA represents a small part of the global beef Brazilian market.

In 2016 we launched a Social and Environmental Beef Purchasing Policy and a dedicated process to monitor compliance with Policy requirements. All meatpackers are screened for and must be in compliance with the Group's social and environmental commitments, and must provide documents and evidence demonstrating their alignment, commitment, and ongoing compliance. Our Responsible Beef Sourcing Policy aims to ensure our beef supply chain is transparent and traceable from slaughterhouse to direct farm and that the beef we source do not come from areas that have socio-environmental irregularities. Our Social and Environmental Beef Purchasing Policy can be found [here](#). |GRI 2-23, 2-24|

Since 2020, all meatpackers looking to do business with GPA have been required to comply with the unified protocol *Beef on Track* and to demonstrate that they are compliant with applicable regulations. All meatpackers have pledged to ensure their value chain is:

- ▶ Free of deforestation or conversion of native vegetation
- ▶ Free of forced, compulsory or child labor
- ▶ Free of environmental embargoes due to deforestation
- ▶ Free of land grabbing in indigenous or *quilombola* lands
- ▶ Free of land grabbing in protected areas
- ▶ Registered with the Rural Environmental Register (CAR, in portuguese) and environmentally licensed, as applicable



Employee of butcher section in Mercado Extra

## Soy supply chain assessment

Soybean production in Brazil is closely related to the risk of deforestation and the conversion of native vegetation, which is why it is a critical issue identified in our chains, associated mainly as a feed ingredient in the animal production process.

In 2022 we launched an assessment of the soy supply chain from which our Private Label pork, chicken, dairy, and egg suppliers source animal feed. The project was conducted by a NGO and Rever Consulting with the support of GPA Sustainability and Comercial teams, to identify best practices and opportunities for improvement in managing the soybean supply chain, with a focus on tackling deforestation. Of the 13 invited suppliers, 8 completed the Assessment Tool questionnaires that identify current practices related to their supply chain.

The results showed that our suppliers are taking steps in managing and monitoring this soy supply chain, and the vast majority produce their own feed using soybean meal purchased from traders or cooperatives. In addition, forward recommendations were provided based on the companies' current maturity level to guarantee a deforestation and conversion free chain.

Based on these preliminary findings, it is under development supplier-specific monitoring and control plans to be implemented throughout 2023.

### THE CERRADO PROTOCOL AND INDIRECT SUPPLIERS

We launched two key supplier monitoring initiatives in 2022 in an effort to keep our policy up to date and in line with best practice, and to ensure we are responsive to market demands and compliant with current legislation and protocols.

Our first initiative was a reformulation of our Social and Environmental Beef Purchasing Policy to reflect new standards under the Voluntary *Cerrado* Beef Supplier Monitoring Protocol, led by Proforest and Imaflora, and to incorporate monitoring of indirect suppliers.

Based on this Voluntary Monitoring Protocol, we started a pilot project with beef suppliers that are related to the *Cerrado* biome. This voluntary monitoring pilot allowed us to evaluate the impact of direct supplier farms within this biome and identify the extent of noncompliance, as well as opportunities for curing breaches to avoid blocking after the Protocol is formally implemented in 2023. We held awareness-raising meetings with all supplier slaughterhouses, with the participation of Proforest and Imaflora, and carried out periodic follow-up-visits to provide guidance on geomonitoring activities and the rulemaking process.

The second initiative was to create a pilot traceability and monitoring program for indirect cattle farms, in a collaboration with meatpacker Masterboi, NGO *Amigos da Terra* and the National Wildlife Federation (NWF). The pilot will identify the indirect farms that are linked with the direct farms of Masterboi. NWF and *Amigos da Terra* will draw on their experience in other projects to identify indirect suppliers. The pilot is currently in the planning stage, and implementation is expected to begin in 2023.



Livestock

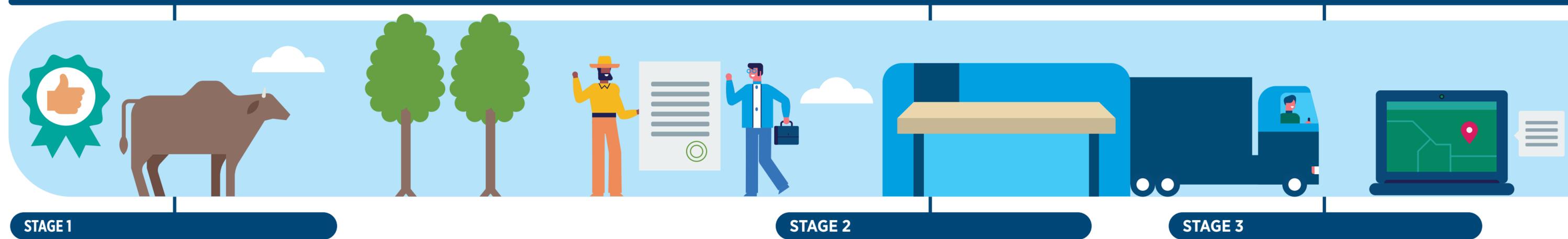


*GPA is an important contributor to the livestock industry and has signed the Voluntary Monitoring Protocol of the Cerrado Livestock Suppliers and has already presented the results of pilot implementation of these criteria in its supply chain. This was a key step in 2022 to ensure the criteria are put into operation by companies that adopt this protocol to monitor their suppliers and consider the potential impact of blocking those who present any irregularities. Continuous transparency is essential for this type of activity; it should be expanded and serve as inspiration for other industry players."*

**Isabella Freire,**  
Joint director of Proforest América Latina



# Steps in our Social and Environmental Beef Purchasing Policy



## Screening

To become an approved GPA supplier of national brand or Private Label fresh, processed, chilled or frozen beef Brazilian sourcing, prospective suppliers are first required to attend sessions to learn about our commitments. In addition, they must:

- Use the *Beef on Track Protocol* in their beef sourcing processes to ensure their direct-supplying farms are compliant with sourcing requirements.
- Confirm by their signature that they understand and agree to abide by our Social and Environmental Beef Purchasing Policy and Ethics Charter for Suppliers.
- Demonstrate they have in place, or procure, a beef tracking and satellite monitoring system, and commit to conduct social and environment assessments of the farms from which they intend to

purchase cattle, prior to any purchases.

- Comply with applicable laws and regulations and GPA's Code of Ethics, Diversity, Inclusion & Human Rights Policy, and Value Chain Human Rights Policy.
- Provide information that allows each batch of cattle sold to GPA to be traced to its source farm via our traceability system.
- Notify and secure agreement from farmers that they will be double-checked by GPA. If any irregularity is suspected, meatpackers are required to either provide evidence that it was a false positive, or block the relevant farm.
- Implement any Conduct Adjustment Agreements (*TACs*, in portuguese) with the Federal Prosecution Service in the states where they apply.
- Provide quality assurance for animal products via the Federal Inspection Service (*SIF*, in portuguese).

## STAGE 2

### Monitoring beef purchases by meatpackers

Before purchasing cattle, the supplier must perform a social and environmental assessment of its farms using its own geomonitoring system. This information is shared within GPA's system for traceability and increased transparency.

Currently

# 100%

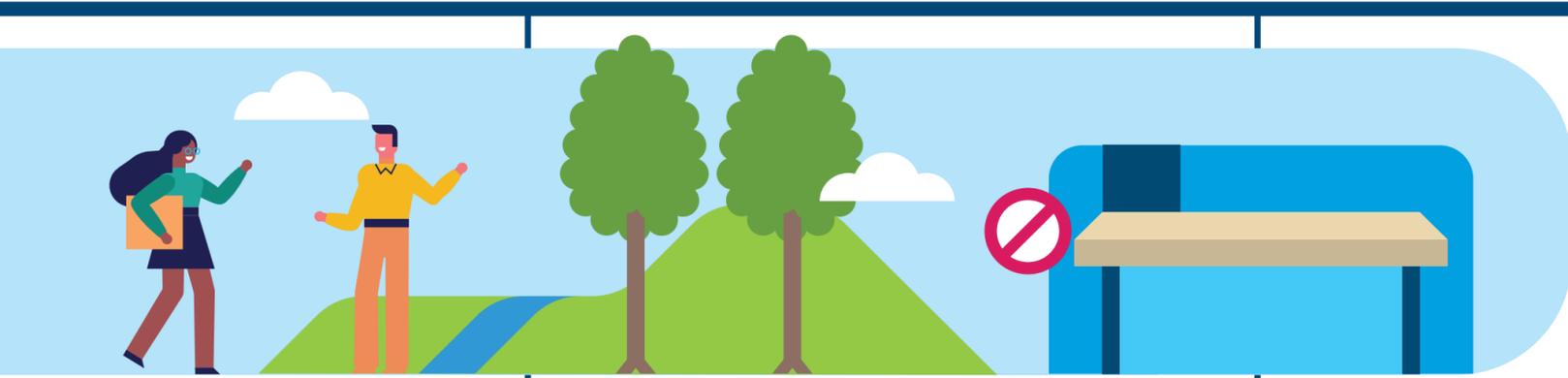
of our direct beef suppliers have social and environmental geomonitoring systems in place and transmit traceability information to GPA.

## STAGE 3

### Traceability and transparent beef sourcing

Suppliers enter the following information into the GPA traceability tool for each purchased batch: the immediate origin of the cattle (including the source farm, batch numbers, Animal Movement Permits (*GTA*s, in portuguese), slaughterhouse *SIF*, and social and environmental information on direct-supplying farms), as well as food safety and quality information (such as cut accuracy, packaging integrity, labeling and packing date) in each purchase.

➔ CONTINUE



STAGE 4

### Double-checking social and environmental data

- ▶ GPA double-checks all direct farms for each batch for socioenvironmental compliance.
- ▶ This double-checking process reassesses the same criteria through the lens of a unified protocol used for all meatpackers.
- ▶ If a farm is suspected of non-compliance, it is suspended and evidence of a false positive is requested.
- ▶ Where the nonconformity is confirmed, the relevant farm is blocked and an action plan is agreed with the meatpacker, including educational, corrective and/or disciplinary action.

STAGE 5

### Consequence measures

Meatpackers that refuse to comply with implementation and/or monitoring requirements are subject to action by the Group, including suspension from supplying products to any business unit within the Group until they are compliant. Since 2017, 22 domestic suppliers have been found to be non-compliant and have been blocked from doing business with GPA. Of these, 5 have since implemented plans to achieve compliance and 17 remain blocked as of December 31, 2022.



### MANAGEMENT APPROACH

Alongside this process, internal forums involving all relevant departments, including the Executive Board, closely track indicators for each step and develop plans for continuous improvement. The highest governance body responsible for monitoring our Responsible Beef Sourcing Policy is the Sustainability and Diversity Committee, an advisory body to the Board of Directors.

In addition to regular monitoring, we have continued to train and educate sensitive employees to ensure that they are up to date on our meat sourcing policies and processes. As part of this, we will launch an online training program on the Policy, processes, and screening to be attended by the entire procurement teams, at the first semester.



## Collaboration

We actively participate in working groups to develop solutions for the different links in the beef value chain. We base our actions and commitments on a variety of best-practice references on tackling deforestation, and we support and collaborate with several initiatives in an extensive network, including:

- ▶ Beef on Track / Imaflora
- ▶ Brazilian Coalition on Climate
- ▶ The Consumer Goods Forum's Forest Positive Coalition of Action
- ▶ Collaboration for Forests and Agriculture (CFA)
- ▶ Working Group on Indirect Suppliers (*GTFI*, in portuguese)
- ▶ Working Group on Sustainable Livestock (*GTPS*, in portuguese)
- ▶ World Wildlife Fund (WWF-Brazil) – A supply-chain platform for deforestation-free beef suppliers.

### Forest Positive Coalition of Action

Given the complexity of the beef value chain and the number of players involved, the Casino Group and GPA believe that collaborative solutions are needed for more effective action. The Casino Group co-leads the Beef Working Group created by the Consumer Goods Forum (CGF) Forest Positive Coalition of Action.

The Working Group, facilitated by NGO Proforest, aims to engage all actors sourcing beef from Brazil to work together to strengthen and improve supply-chain monitoring tools and initiatives. The goal is to develop a framework of common principles to be

applied by members to their beef suppliers in Brazil.

In 2021 Casino participated in and co-organized more than ten Working Group meetings. As announced by the Forest Positive Coalition of Action, the group has benchmarked the best practices of 20 Brazilian meatpackers operating a combined 100 slaughterhouses in the Amazon and *Cerrado* biomes. The group published new guidelines for meat suppliers in 2022, to ensure that the farms they source from are not linked to deforestation in Brazil.

### Outcomes

- ▶ 18 active suppliers as of December 31, 2022.
- ▶ 100% of direct beef suppliers compliant with our Social and Environmental Beef Purchasing Policy.
- ▶ 100% of meatpackers have their own, active geomonitoring and traceability systems.
- ▶ 15,089 farms double-checked against GPA's social and environmental requirements (within GPA's Geomonitoring System).
- ▶ 22 beef suppliers found to be non-compliant and blocked (from 2017 to December 31, 2022).
- ▶ 5 blocked suppliers submitted action plans and were reinstated as GPA suppliers (from 2017 to December 31, 2022).
- ▶ 17 beef suppliers remained blocked (from 2017 to December 31, 2022).



Livestock

### Public commitments

RESULTS  
IN 2022



100% of suppliers compliant with our Responsible Beef Sourcing Policy

100%



Source 100% of our beef from suppliers with geomonitoring systems in place

100%

## Products containing palm oil

The use of palm oil has been monitored in all of GPA's Private Label products since 2016. In 2020 we published a Social and Environmental Policy for Purchasing Palm Oil Products to ensure that these products meet sustainable production requirements and to mitigate the risk of deforestation and poor working conditions along the value chain. This Policy aims to detect and mitigate potential risks arising from the supply chains producing the palm oil found in our private-label products, helping to accelerate the sustainable production of this raw material — an important ingredient in a wide range of food and other product categories, such as chocolate, ice cream, and cookies.

### OUR COMMITMENTS

1. Ensure transparency in our palm-oil supply chains.
2. Provide supplier training and capacity building.
3. Monitor supplier compliance with the Policy.
4. Require suppliers to source palm oil that is free of deforestation or conversion of native vegetation and whose suppliers respect local communities, indigenous communities and workers' rights.
5. Encourage Brazilian palm growers to adopt responsible and sustainable farming practices.
6. Collaborate with critical players in the palm oil value chain to improve practices.

Qualitá products containing palm oil



Through our controlling group, Casino, we work with the members of the Palm Oil Transparency Coalition (POTC) to follow developments and seek joint solutions to raise the level of responsibility and sustainability in the value chain. This is also addressed internally and among our Private Label suppliers. In the year, 95.7% of the palm oil contained in our Private Label products was compliant with our Policy, and 79,6% of internationally sourced palm oil was certified.

### Public commitments

RESULTS IN 2022

	100% palm oil contained in Private Label products to be traceable to its source	100%
	100% internationally sourced palm oil in Private Label products to be certified	79.6%

## Sustainable use of biodiversity

**[GRI 3-3] MATERIAL TOPICS: BIODIVERSITY, CONSCIOUS CONSUMPTION [GRI 304-2]**

In October 2022 we published a Social and Environmental Fish Purchasing Policy that supports the responsible use of biodiversity and aligns with our animal welfare guidelines. The Policy establishes guidelines on our commercial relationships, supplier and species monitoring, and threatened species inspections. Our aim with this Policy is to provide guidance to suppliers on resource depletion and biodiversity. It also outlines strategies for promoting sustainable supply chains, supporting family farming, and promoting business models delivering positive social impacts. The Policy can be accessed [here](#).

One component of the Policy, our Fish Variety Program, launched in 2018, aims to offer a wider assortment of fish species that are not well known to consumers and are therefore low in demand compared to their abundance. Examples of these fish species include *saramonete*, *sororoca*, *olhete*, *catuá*, *olho-de-cão*, *cavala*, *carapau*, *pargo-rosa* e *xaréu*. The aim of this initiative is to minimize impacts on fisheries and encourage customers to consume a wider diversity of species, reducing demand for and overfishing of threatened species such as cod, tilapia, and salmon. In 2022 we also enhanced our visual communications about the program in 100% of newly opened or remodeled Pão de Açúcar stores.

To promote another important offshoot from the Policy that is also linked to our efforts to support small suppliers ([page 55](#)), we started a pilot initiative to sell *pirarucu* — a wild freshwater fish and an icon of the Amazon — in our stores. The initiative is being implemented in collaboration with “*Gosto da Amazônia*”, a program that has managed *pirarucu* fish stocks for over 20 years in support of riverside and indigenous communities in the region, with permission from the Brazilian environmental regulator, IBAMA. *Pirarucu* is now being sold fresh in the fish department at the Roberto Marinho store in São Paulo City, which was newly opened in November 2022. The initiative is expected to have a positive impact on the Amazon by creating a new source of livelihood for communities that play a crucial role in protecting the biome.

In Colombia, since 2018, Grupo Éxito has sold seafood from nationally traditional fisheries from Exclusive Artisanal Fishing Zones (*ZEPA*, in portuguese), that are located in Ona region, helping to protect endangered species and preserve marine biodiversity. In addition, in this area, fishing is only carried out outside the spawning season for marine species. In 2022, 78% of fish and shellfish Grupo Éxito sold in Colombia was sourced through national suppliers.



Employee at fish section in Pão de Açúcar store



Gosto da Amazônia Project label

### Planting trees in Colombia

To protect Colombian biodiversity, Grupo Éxito and energy utility Celsia are committed to planting 1 million native trees donated by customers, suppliers, and the Company.

The program entitled “*Recuperemos el Verde: #UnÁrbolA la Vez*” (We recover the Green: #OneTreeAt a Time#, in direct translation) plans to recover the country’s forest coverage, restore drainage basins and protect its biodiversity, based on the group’s strategy to mitigate and offset its impact on the planet.

# Decent workplace conditions

**|GRI 3-3| MATERIAL TOPIC: HUMAN RIGHTS**

Respecting human rights in all value chains where our suppliers operate is a central plank of our sustainability strategy. Complying with these guidelines is not only mandatory but also a condition for continued business with the Company.

Our priority is to guarantee compliance with and to promote human rights, with a focus on suitable working conditions at our suppliers. Our human-rights commitments are based on frameworks proposed by the International Labor Organization (ILO) and other United Nations initiatives, such as the Global Compact, the Sustainable Development Goals (SDGs), and the Guiding Principles on Business and Human Rights. These initiatives align with our purpose and values, and are helping us to set the standard for sustainable business and create positive end-to-end impact, both on the value chain and on the everyday lives of our customers and employees.

Our expectations and goals are detailed in our Supplier Ethics Charter — an integral part of all supplier agreements — and in our Human Rights Across the Value Chain Policy.

## Human Rights Across the Value Chain Policy

Our Human Rights Across the Value Chain Policy published in 2021, sets out general and specific requirements on human rights and workplace conditions that our suppliers and partners are required to follow. This helps to ensure that the products we offer and our customers consume are responsibly sourced. **|GRI 2-23|**

The goal of this Policy is to establish clear requirements for our relationships with suppliers and to outline the integrity and compliance criteria necessary to sustain our commitment to an environmentally, socially, and animal-welfare conscious supply chain that offers more sustainable products to our customers. The Policy also outlines requirements on monitoring, grievance mechanisms, and training and communication.

In developing the Policy, we drew on best practices in responsible sourcing and sought to align with the principles of the Accountability Framework Initiative (AFi), an initiative established to create a common approach for ethical supply chains.

## SCREENING

**|GRI 3-3| MATERIAL TOPICS: SUSTAINABLE SOURCING, HUMAN RIGHTS**

Before entering into a new commercial relationship, all potential suppliers and contractors are screened for compliance with GPA guidelines. The screening process includes searches on the Slave Labor Block List (an official list published by the Brazilian Economic Ministry and the Labor Inspection Office) and the embargoes list issued by the Brazilian Environmental Agency (*IBAMA*, in portuguese). Any companies in these lists are automatically rejected, and are not allowed to supply goods or provide services to GPA. In addition, all suppliers commit to only supplying products or services in compliance with the Supplier Ethics Charter, Group standards and policies, local laws and regulations applicable to their activities, and international rules, where applicable.

To assess our suppliers on social compliance, we carry out on-site audits on plants in locations that are at higher risk for labor practices violations, including all Private Label products. These audits are conducted by specialized third-party audit firms.

## Initiative for Compliance and Sustainability (ICS)

In 2022 we continued to conduct working-condition audits at our Private Label suppliers and international suppliers in critical countries, in accordance with the framework published by the Initiative for Compliance and Sustainability (ICS), of which we are a member.

The methodology for these audits includes site visits, document reviews, and anonymous interviews with employees, covering topics such as:

- ▶ Forced labor
- ▶ Human trafficking and immigrant labor
- ▶ Child labor
- ▶ Freedom of association
- ▶ Right to collective bargaining
- ▶ Discrimination
- ▶ Occupational health and safety
- ▶ Abuse and harassment
- ▶ Compensation and benefits
- ▶ Working hours and overtime



*Click here to learn more on our Human Rights Across the Value Chain Policy*



Each ICS audit issues a report scoring the supplier. A supplier's score determines whether and under what conditions it is approved to do business with the Group. Depending on its score, a supplier will be:

- ▶ Approved
- ▶ Approved, provided it completes an action plan within six months
- ▶ Approved, provided it completes a mandatory follow-up audit within six months
- ▶ Suspended until a follow-up audit is completed
- ▶ Rejected and blocked from further orders.

We carried out a total of 233 audits on domestic Private Label suppliers in the year, including 38 onboarding audits and 195 maintenance audits. 99.6% of our Private Label suppliers had valid ICS audits at year-end. In the year, 74 suppliers were identified as having critical non-conformities, and we worked with them to implement action plans to address these issues.

We conducted 16 audits on international suppliers during the period, resulting in 100% of suppliers having valid audits, meeting our target of 100%. In these audits, six suppliers were required to implement action plans to correct identified non-conformities.

## ICS audit workflow

1. Review the supplier's documentation
2. Register the supplier with ICS and check for previous audits
3. Conduct a semi-announced audit within an agreed timeframe
4. Review the audit findings and develop an action plan if necessary
5. Announce the audit findings, action plan, and supplier approval or rejection

Grupo Éxito has defined a new model of comprehensive audits for its supplier of Private Label goods, checking social, environmental, quality, and security criteria. The goal of 90% social audits of these suppliers was kept. Grupo Éxito accordingly ended the period with 210 audits of food, non-food and electronic goods suppliers, in comparison with the original 150 scheduled.

### ABVTEX Certification

Since 2011 we have only purchased clothing, footwear, accessories, and textile products from suppliers certified by the Brazilian Retail Textile Association (ABVTEX, in portuguese). In 2022, even after our exit from the hypermarket segment and the resulting shift in our business focus, our assortment had a number of certified items, such as flip-flops and towels, and we continued to audit 100% of our products.

## Public commitments

RESULTS  
IN 2022

	100% of international suppliers in high-risk countries audited within the ICS methodology	100%
	100% of Private Label suppliers audited within the ICS methodology	99.6%
	100% of Brazilian textile factories audited by ABVTEX	100%



Greens shelf

## Field pilot

In 2022 we reviewed the criteria for screening and approving fruits, vegetables and greens suppliers and conducted a pilot field audit to test and fine-tune the checklist.



*To expand its expertise and meet the demands of its members, the ICS [Institute for Climate and Society] developed a proprietary approach to social auditing of Primary Production, focused on all primary production facilities such as ranches, fields, or plants where primary goods are processed, including in the food and textile industries (e.g. cotton, rubber, etc.). This questionnaire was prepared using the known ICS approach to social audits, adapted to the specific context of the plants, ranches, and agricultural fields. It was preliminarily applied to ranches in Brazil, with the intense and valuable contribution of the GPA team and partner suppliers. The first audits were performed with ICS-accredited auditing companies, monitored by GPA and the ICS team. The ICS team thanks GPA for its support in developing this supplementary approach”.*

**Carole Hommey**, ICS General Manager

## Supporting smallholders

We encourage and incentivize smallholders' activities, thus supporting the development of a sustainable food production chain. By doing this, we offer customers healthy food options in a process that values conscious production and consumption.

### CARAS DO BRASIL (FACES OF BRAZIL)

Created in 1999, this is an exclusive program of the Pão de Açúcar chain, targeting small suppliers. It champions the flavors and know-how of typical wares from each region of Brazil. In addition to expanding smallholder access to mainstream retail, the *Caras do Brasil* program fosters the recognition and appreciation of their products, strengthening regional economies and culture by placing food products in these dedicated displays in our stores, with exclusive visual communication and special commercial terms.

The products are sold in more than 50 stores (11 added in 2022) in the states of Rio de Janeiro, São Paulo, Ceará and Mato Grosso do Sul and Distrito Federal, as well as on the Pão de Açúcar e-commerce platform. In 2022, we reviewed the portfolio mix, excluding products with low turnover and high waste and including new items such as *Cumarú* (Brazilian vanilla from the Amazon), yellow *Tucupi* in a 300-ml bottle, and *Chocolate De Mendes* (both from Pará state). By the end of the year we were offering 66 products from 15 suppliers.

The respect for the seasonality and production capacity of suppliers, in addition to their value propositions and brands, is a central plank of this program, which has helped more than 100 small businesses since its inception more than 20 years ago.



*The Faces of Brazil program provided us fair access to retail in major Brazilian cities, valuing local handicrafts, our fruits and our family farmers. Selling our produce at Pão de Açúcar is the most efficient way to reach the end consumer, who can purchase fair and sustainable produce and also strengthen the productive chain, generating employment, income and keeping families in the countryside."*

**Fernanda Regina Oliveira da Câmara and Gustavo Furtado da Câmara**, owners of *Sabores da Vivenda* – a Faces of Brazil Supplier



**Caras do Brasil** shelves in Pão de Açúcar store



**HORTA SOCIAL URBANA (URBAN SOCIAL ALLOTMENTS)**

We have been sponsoring the NGO *ARCAH* - Association for Citizenship and Love of Humanity since 2018, which transforms unoccupied areas in São Paulo city, especially empty plots of land, into areas for organic allotments, by promoting the social uplifting of the homeless. The project has seven facilities in the city of São Paulo and has now benefited more than 3,000 people.

Participants are selected in shelters and the students receive transportation vouchers, meals, uniforms, therapeutic and psychological assistance and training in agroecology during the 15-week training course. The possibility subsequently exists for remunerated work for people who cultivate, collect and sell greens, vegetables, herbs and spices to Pão de Açúcar stores supporting the program. In 2022, we expanded the sale of these products to seven stores, which sold more than 23,000 vegetables, an increase of 109% on the 11,000 units sold in 2021.



Urban social allotments products in store

**23,000**  
OF GREENS SOLD, AN INCREASE OF 109% COMPARED TO 2021, WHEN 11 THOUSAND WERE SOLD

**AMIGOS DO BEM**

In 2022, we continued our partnership with the NGO *Amigos do Bem*, which promotes the transformation of thousands of lives through ongoing projects in education and income generation and access to water, housing and health in the Northeast region of Brazil. We sold a number of products from the organization in our stores (nuts and bags), and partnered with our Private Label (*Qualitá*) in a co-branding campaign.



Qualitá Easter eggs

**INCLUSIVE BUSINESS AT ÉXITO**

In Colombia, the Grupo Éxito continues to focus on favoring local suppliers directly. This is part of the strategic challenge of promoting sustainable practices and programs to spur the country's growth. This also enables a better level of service, cutting out intermediaries.

The Group works diligently in the towns and cities most affected by poverty and violence, where it works with the national government and civil society organizations to promote new and inclusive business models.

Because of this, 90% of the fruits and vegetables sold in the year came from Colombia, 86% purchased directly from more than 900 local producers. These farmers are offered technical assistance to improve yields, manage deliveries and other forms of support, as well as a commitment to purchase their produce at the best possible price, which helps to promote local social and economic development.

In its search for methodology to contribute to smallholder development, Grupo Éxito supports Eafit Social, an innovation center that contributes to social development through articulation and by strengthening the university-territory-community relationship, designing, implementing, and assessing projects and programs to create confidence and hope based on equality, inclusion, plurality, diversity, and sustainable development. Initially 201 suppliers were impacted, following awareness sessions with different strategic entities on themes that are currently relevant.

# Quality assurance and value chain relations

**|GRI 3-3| MATERIAL TOPICS: SUSTAINABLE SOURCING, CUSTOMER RELATIONS**

Always pursuing and valuing best supplier quality practices, we tirelessly seek to assure quality, safety and healthiness when offering products to customers. To achieve this, we run a series of programs that monitor, support the development of and ensure our suppliers progress on these fronts, be it for all horticultural suppliers, with the *Qualidade desde a Origem* (End-to-End Quality Program) or specific for our Private Labels suppliers, with the Quality Enhancement Program (*PEQ - Programa Evolutivo de Qualidade*, in portuguese).

Starting in 2023, the focus of these two programs will be unified under the End-To-End Quality Program (QDO) name and platform, while maintaining all the specific metrics of each program, meeting all the demands for quality assurance, traceability, product development monitoring and social and environmental information such as audit cycles. This will ensure a unified management approach for all internal GPA areas involved in this process. In 2022, a number of actions were still carried out separately in these two programs, as described below:

## QUALITY ENHANCEMENT PROGRAM (PEQ) - PRIVATE LABELS

We have been running the Quality Improvement Program (PEQ) for Private Label suppliers since 2013, which has the mission of ensuring supplier commitment to the quality and safety of our products, thereby strengthening the relationship of trust placed by consumers in our Private Labels by way of audits.

In 2022, two supplier evaluation metrics were added - Sustainability and Project Opportunities - which complement the Audit Cycle, Product and Packaging Development and Product Quality Management. The first one awards bonus points to suppliers who comply with social and environmental policies and/or meet commitments, such as palm oil, the *Novo de Novo* Program, etc. The second awards bonus points to suppliers who participate in a special project related to innovation or sustainability.

Penalties were also introduced for renewal of audits/quality certificates after the due date. 116 pre-audits, 31 qualification audits, and 197 maintenance audits were carried out in the year.

Every quarter we disclose the supplier performance dashboard, a system that presents the score obtained and guarantees transparency, encouraging best practices and the ongoing improvement of our production process, in addition to informing commercial relations. Since we began monitoring, in December 2019, till the end of 2022, the average score obtained rose by 190%, which demonstrates the progress made by our suppliers in terms of the quality and safety of the products covered by the Program.

**|GRI 416-1|**

Bananas cultivation



**END-TO-END QUALITY PROGRAM (QDO)**

A first in Brazilian retail for production chain traceability and development, the program created in 2008 aims to guarantee and encourage good practices, promote the highest standards of quality, develop the production chain and its traceability and meet legal food safety and quality requirements.

The processes are assured through quality inspections on distribution centers, auditing direct suppliers and producers – fields and farms – sampling and laboratory analyses, mapping data and invoices for tracing and identifying source.

QDO has been subject to a monitoring platform since 2019, in which suppliers share technical information and traceability data and can have access to their performance in audits, inspection rates and results of analyses. All this data also helps the purchasing team select the best suppliers and products for our customers. There are now three information dashboards:

**QDO – Supplier Ranking Dashboard** – Consolidated information on the ranking of *FLV* (Fruits, Vegetables and Greens) suppliers, considering their scores in social audits, quality audits, waste analysis, traceability and service level, enabling the sales team to always choose suppliers with the best final score.

**QDO – FLV Suppliers and Origins Dashboard** – This program monitors and audits direct *FLV* and eggs suppliers and producers, by sampling products to have them laboratory tested for levels of pesticides, both in conventional and organic produce. We also audit good storage and handling practices, in addition to cleanliness, pest control and other contaminants. 419 residue analyses were carried out for Regular Brands and Private Label products in 2022.

**QDO Cattle – Cattle Suppliers Dashboard** – This dashboard was introduced in December 2022, identifying each beef supplier and their evaluations in traceability (information on the origin of the meat, i.e., direct farms), geomonitoring (evaluations of the sourced farms according to the Social and Environmental Beef Purchasing Policy) and Quality Inspections. This tool aims to furnish sales teams with information to inform negotiations.



*Brasnica, that for over 55 years has produced fruit, mostly bananas, is proud to be GPA's partner in organic bananas. This partnership helped us become Brazil's largest producer of organic bananas! We learned that we could produce our fruit sustainably and responsibly, contributing to the environment and improving people's quality of life. We ensure a product that is certified by the demanding bodies that audit us from time to time. Brasnica and GPA together always supplying the best to their customers!"*

**Jun Yamada,**  
Director of the Brasnica Group, member of the End-to-End Quality Program



Greens in Pão de Açúcar store



Fruit shelf in store of Éxito

## Good agricultural practices at Éxito

For part of the Colombian suppliers we have implemented the GAP (Good Agricultural Practices) global certification program, which is an internationally recognized standard for food production. This covers issues such as the environment (biodiversity), food safety and traceability, occupational health, safety and well-being, animal welfare, integrated crop management, integrated pest management, Quality Management Systems (QMS) and Hazard Analysis Critical Control Points (HACCP).

## FOOD SAFETY AND A CULTURE OF QUALITY

In order to ensure compliance with the legislation on product labeling, as well as providing information to consumers about the benefits and risks arising from the use of our products, we maintain strict internal procedures governing the development of Private Label products, such as: Procedure for Private Label Products Monitoring Management; Procedure for Product and Packaging Development of Food and Beverage; Procedure for Non-Conformity Management Process of Products, among others. **GRI 417-1**

In 2022, to ensure this objective of preserving customers health, reduce losses and enhance internal processes, the Risk Management department, supported by Food Safety and Loss Prevention sectors, started the project operational standard for perishables: Food Safety and Quality, working on process, product and people fronts.

This campaign led to the development of 102 action plans to mitigate contamination risks and possible negative reputational impacts for the Company. 79 of this total were completed and 16 are ongoing, with an expected completion date in early 2023. New developments and possible audits are expected to ensure the execution and maintenance of prevention actions.

Employee in greens section of Mercado Extra



# Offering more sustainable products

## IGRI 3-3 | MATERIAL TOPIC: CONSCIOUS CONSUMPTION

Offering more sustainable products is a part of our business strategy, aligned around the philosophy of nurturing a more beneficial lifestyle for customers, employees and suppliers that is sustainability-centric. To achieve this, every year we enhance and create projects that meet these parameters, such as cutting waste and packaging use, and expanding the portfolio of foods that meet these new consumer trends and demands.

### OUR PRIVATE LABEL, TAEQ

Through Taeq, we are pioneers in healthy eating amongst Private Labels on the market, offering more than 540 products including fruits, vegetables and greens and processed goods. A Taeq brand product must be developed through a combination of science and consumer insight. In other words, it should be based on scientific publications and pharmacopoeias, while also specifying ingredients that may or may not be used in the product. The trend is increasingly towards Clean Label: the fewer ingredients a product has, the better and more positive it is in the eyes of the consumer.

To be part of the Taeq brand, products must comply with the brand's nutritional guide or the permitted ingredient's list, must be free from GMO's, and must fit in at least one of the characteristics below:

- ▶ Naturally healthy/minimally processed
- ▶ Organic

- ▶ Whole foods
- ▶ Free from (free from sugar, lactose and/or gluten)
- ▶ Vegan
- ▶ Functional
- ▶ Nutritionally enhanced (nutritional equilibrium and stricter limits on sugar, salt and saturated fats).

For the coming years we will continue to improve the health criteria of Private Label products, based on a series of actions:

- ▶ Reviewing and implementing the new Taeq guide ([here](#) in portuguese) with formulation requirements for product healthiness;
- ▶ Analyzing the portfolio to adapt to the new guide;
- ▶ Reviewing the flow of new product development for ingredient evaluation at the beginning of development;
- ▶ Investing in training the technical team on allergens and food processing technologies.

And to further encourage the consumption of Taeq products, in 2022 we launched the vending machines project, automatic machines for selling healthy items of the brand. Learn more on [page 18](#).

### More organic produce

We set the target of increasing the mix of Taeq label organic products in Brazil by 50%, to have more than 150 products by 2030. In 2022, we launched organic tomato sauces, organic vinegars, and more items in the *FLV* (fruits, vegetables and greens) category,

totaling 159 products under the Taeq brand.

When developing new products we check their certification and also carry out periodic monitoring of items to check compliance with pesticide legislation. If nonconformities are found, the supplier is notified to identify the root cause, to then adopt an action plan.

### Actions for organic produce sales

In addition to our Private Label, we also have other initiatives to increase the presence of organic produce in consumers' shopping baskets:

**Discount sale** – To spur the sale of organic produce, we continued to offer a 20% discount on the category every Wednesday and Thursday at Pão de Açúcar stores in 2022.

**Organic *FLV* Festivals** – All Pão de Açúcar stores participate in promotional and sales incentives campaigns for organic fruits, vegetables and greens, which take place two to three times a year for a period of 15 days.

**Internal sales incentive campaign** – To stimulate store sales and engagement, we run sales incentive campaigns in partnership with the Human Resources team, where store employees with the best performance earn a Multicash credit card to be use in our stores.

**Mais Equilíbrio (More Balance)  
Section in Pão de Açúcar store**



**Webinar for organic suppliers** – To bring organic suppliers closer to GPA and foster category growth, we held a webinar for them in 2022, attended by employees and civil society representatives. Market data on the historical consumption of organic produce; quality aspects related to this produce and commercial development were presented, all to further engage organic suppliers.

**REWARDING PARTNERSHIPS**

We have a number of initiatives in our stores and in partnership with other suppliers to offer our customers healthier and more sustainable products, such as:

**Healthy Platform** – Aims to encourage a balanced diet for our customers, provide options for those looking for better choices and cater to those with dietary restrictions. In its initial phase, the platform is rolling out actions to give greater visibility to these products, including organic, whole grain, lactose-free, sugar-free, gluten-free and vegan products, among others. The proposal is to show the care taken on item curation, through planogram application and mix definition, facilitating purchases with objective and instructive communication, among other actions aimed at giving more prominence to this group of products in our stores.

**Plant-based product sales** – Our customers' shopping baskets increasingly include so-called plant-based products (exclusively plant-based, i.e., without animal origin), which are bursting with flavor and are easy and practical to consume. We were pioneers in offering this option, which occurred in May 2019. A survey (in portuguese) coordinated by The Good Food Institute (GFI) and conducted

by IBOPE, found that 65% of Brazilians choose plant-based foods at least once a week, compared with 59% in 2020. Sales in this category rose by more than 15% between 2021 and 2022. We are innovating and expanding this portfolio of products that cater to different types of customers: vegans, vegetarians and flexitarians – and even those people who are still eating meat and meat products but wish to diversify their options.

**Hydroponic gardens** – Fresh salads, harvested directly from hydroponic gardens cultivated inside 14 Pão de Açúcar stores in São Paulo are a differential that we offer through a partnership with *Horta Vertical Urbana*. Revenue from product sales under this initiative rose by 14.4% in 2022 compared with the previous year. The project provides a new way of purchases greens and allows us to diminish the use of packaging, as products are placed into paper packaging.



Hydroponic garden

**CERTIFICATIONS**

We look for production chain certifications that attest to compliance with good practices and/ or that management or production has occurred responsibly, aiming to reduce negative impacts on the environment from the products we sell.

Our portfolio of Private Label products includes items that have certifications for Animal Welfare (Certified Humane), such as cage-free eggs; Aquaculture Stewardship Council (ASC) and Marine Stewardship Council (MSC) certifications that establish sustainability protocols for fresh and saltwater fish (Taeq tilapia and Qualitá cod); the 100% Buffalo Purity Seal from the Brazilian Association of Buffalo Breeders (*ABCB*, in portuguese) for Private Label buffalo products; and the Dolphin Safe seal for Private Label canned tuna. For products containing pulp, we have the Sustainable Forest Management certificate from the Forest Stewardship Council (FSC) for Private Label products.

In 2022, Taeq Lactose-Free Milk received Bonsucro certification and started using the Carbon Trust footprint seal on its packaging due to being produced from polyethylene made from sugarcane, which has a smaller carbon footprint compared to the previous packaging.

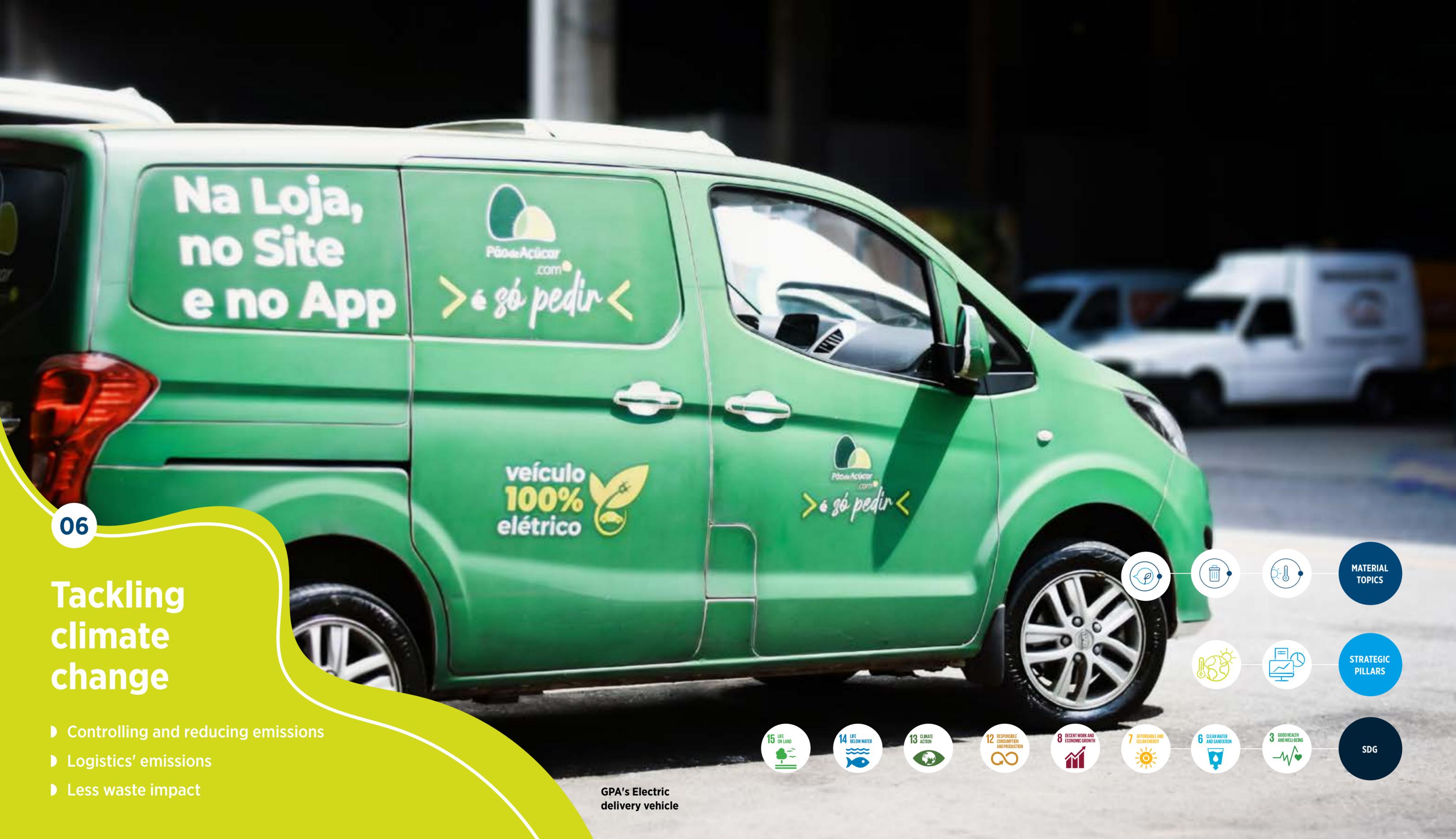
**VIDA SANA**

The strategic position of the Éxito, Carulla, Surtimax, SuperInter, and Surtimayorista brands is linked to care for the planet and self-love. 2,191 food references were validated by a team of nutritionists under FSA (Food Standards Agency) standards.

Taeq decided to reformulate products in its portfolio by reducing some substances indicated on their packaging (rich in sugar, sodium or saturated fats) and eliminating more than 30 ingredients from its products.

**Feria Vida Sana** – The Grupo Éxito organizes annual *Vida Sana* trade shows as an umbrella event for our initiatives to healthier lifestyles. After a two-year virtual event, in 2022 we hosted the show at the busiest convention center in Colombia, the Unicentro mall, in Bogotá, between March 31 and April 03. The event program covered the three dimensions of healthy living promoted by the Group: exercise, nutrition and emotional health.





06

# Tackling climate change

- ▶ Controlling and reducing emissions
- ▶ Logistics' emissions
- ▶ Less waste impact

GPA's Electric delivery vehicle



**|GRI 3-3| MATERIAL TOPIC: CLIMATE CHANGE**

We continuously seek to minimize the environmental impacts of our operations by adopting the best practices and innovations to improve our performance in critical business areas. Our sustainability strategy involves a continuous effort to foster a low-carbon economy to tackle climate change, which includes initiatives to reduce atmospheric emissions, increase energy efficiency and purchase energy from renewable and clean sources. We are also attentive to ecosystem protection and compliance with current policies and standards.

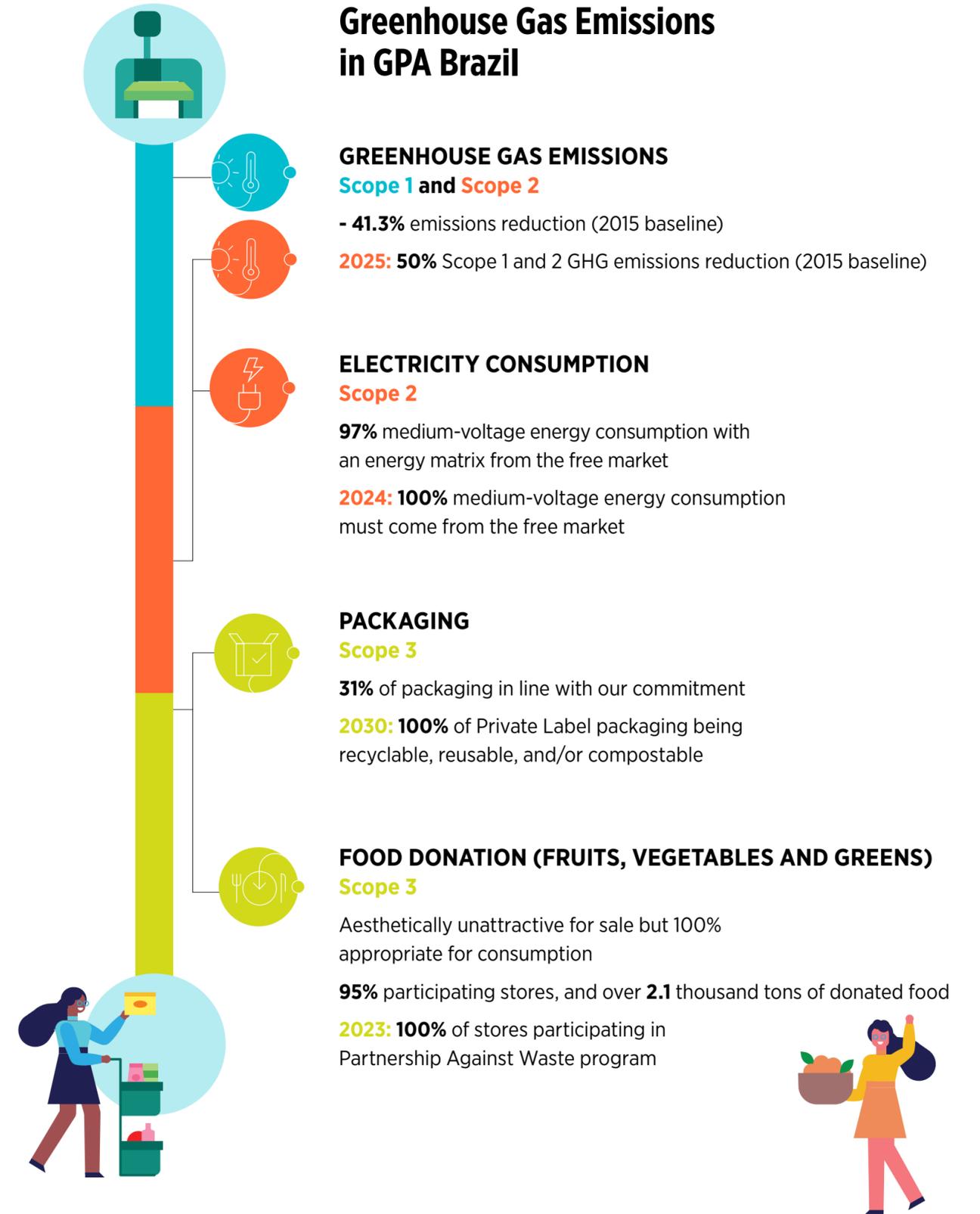
Developed in 2014 and revised in 2021, our Environmental Management Policy guides us on the principles and commitments we have made based on the United Nations' Millennium Goals, the Environmental Policy of our parent company Casino Group, and the Company's Sustainability Guidelines. To reinforce these commitments, since 2021, the variable compensation of all eligible positions has seen carbon emissions indicators included in the Group's targets.

Transparency regarding the progress of our projects to reduce refrigerant gases, to pursue clean energy sources and to minimize landfill waste earned us an "A-" rating in the CDP Climate (Carbon Disclosure Program) ranking, considered one of the leading initiatives for measuring awareness, risk management and good practices for tackling climate change. This rating positions us as the highest-ranked food retailer in South America.

Grupo Éxito has reduced its carbon footprint (Scope 1 and 2) by 41,25% compared to 2015 (updated calculation with IPCCs AR6), exceeding the target for the year. New stores use natural refrigerant gases; 43 of its stores and one of its distribution centers have been converted to use these gases. Thus, we reduced our use of traditional refrigerant gases by 10% last year. Carulla Fresh Market brand, which is composed of 30 stores, was recertified as *Carbono Neutro* (carbon neutral, in direct translation), through Icontec (Colombian Institute for Technical Standards and Certification), and Viva Malls brand, which is composed of 14 Malls, was certified as *Carbono Neutro*.



Refrigerators in Pão de Açúcar store

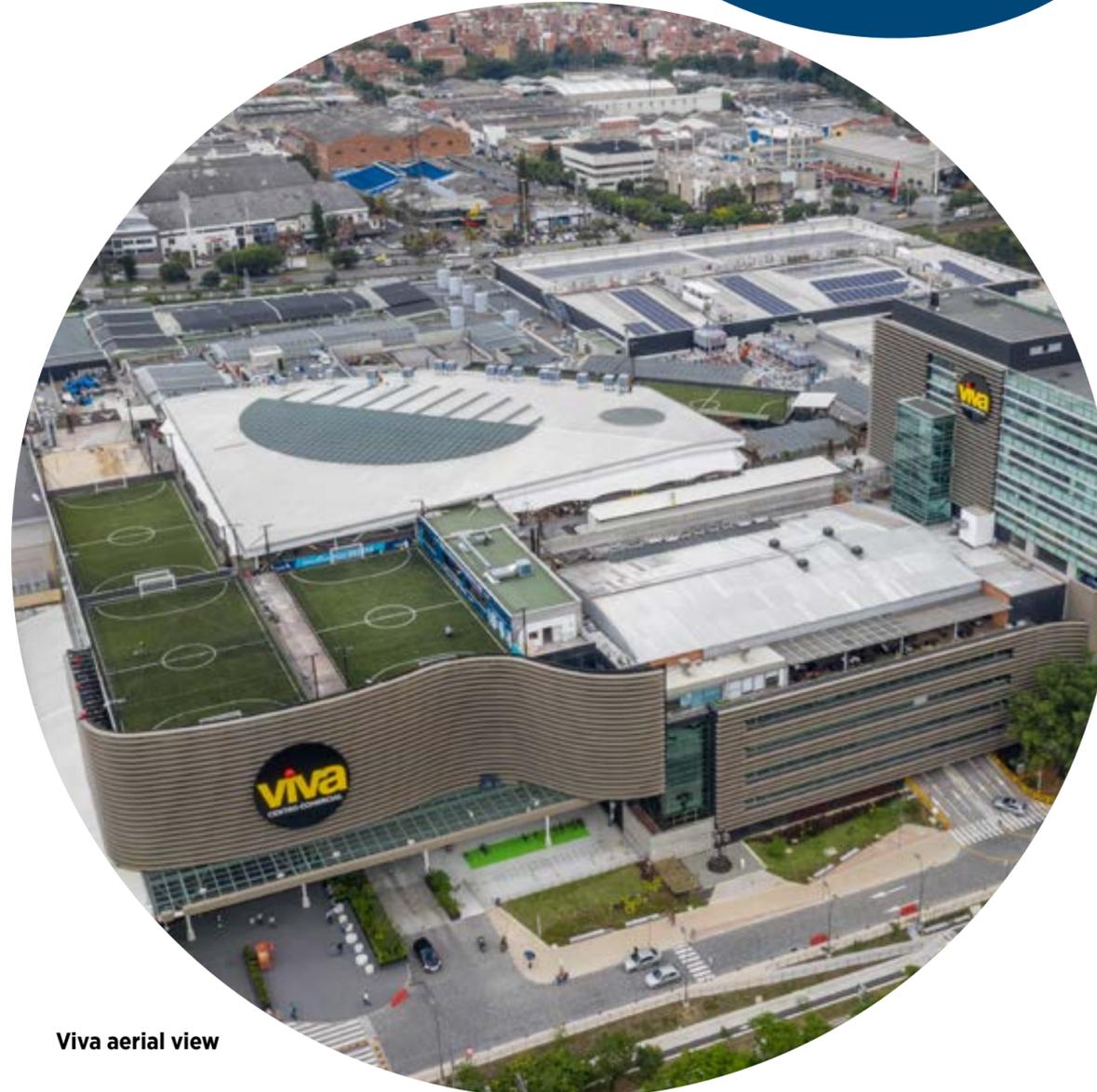


## The Viva Network is *Carbono Neutro* (Carbon Neutral)

In 2022, Éxito's Viva Network became the largest shopping mall brand in Colombia to receive *Icontec Carbono Neutro* (carbon neutral, in direct translation) certification, with 14 of its malls certified carbon-neutral thanks to its commitment to reduce GHG emissions and the development of a mitigation and offsetting strategy.

Numerous solutions contributed to this result, such as using renewable energy, and strategies to increase energy efficiency and improve the carbon footprint of its buildings. Over 15,000 solar panels supply about 21% of the energy used in the common areas of its malls, avoiding the emission of some 977 metric tons of CO2 each year. Two of the ventures uses I-REC certified green energy, meaning it is certified renewable. Another now has a pilot wind energy program that powers the co-working areas.

Viva also continues to implement measures that contribute to its commitment to sustainability in new projects and buildings. Some of its malls are LEED (Leadership in Energy and Environmental Design) certified, and it is designing open-plan projects where fresh air can reach 87% of its commercial centers. Furthermore, it is using LED lighting, eliminating fire extinguishers that use substances that damage the ozone layer, fostering the use of regional and recycled materials in building construction, and properly collecting and disposing of recyclable waste, among other measures.



Viva aerial view

**15,000**  
SOLAR PANELS SUPPLY ABOUT 21% OF ENERGY CONSUMPTION OF COMMON AREAS IN SEVERAL COMMERCIAL CENTERS OF VIVA NETWORK



Solar panels in Carulla Fresh Market

## Carulla renews its carbon neutral certification

Grupo Éxito renovated 9 stores in Colombia, turning them into Carulla fresh market stores. This ensured the renewal of the carbon neutral certificate for the 30 stores of the brand through *Icontec* (Colombian Institute for Technical Standards and Certification).

The Carulla brand is a strategic milestone for mitigating the Group's climate change, and has been working to reduce and mitigate its environmental impact by offsetting its carbon emissions through BanCO2, an ecosystem service system that brings together companies, governments, and communities around the conservation of Colombia's natural ecosystem.



# Controlling and reducing emissions

## |GRI 3-3| MATERIAL TOPIC: CLIMATE CHANGE

We have been working to reduce our greenhouse gas emissions (GHG) in scopes 1 (direct emissions – refrigerant gases) and 2 (purchased electricity emissions) and working with third parties to minimize indirect emissions (scope 3).

For scopes 1 and 2, our goal was to reduce emissions by 38% by 2030 (based on the 2015 baseline). This goal was achieved in 2022, when we managed to decrease GHG emissions by 41.3%, avoiding the release of more than 212,000 tCO<sub>2</sub>e into the atmosphere compared to 2021 (with 35.8% due to discontinuing the hypermarkets segment). We have therefore revised our target, expanding the commitment to a 50% reduction in emissions by 2025, in order to contribute more resoundingly to a low-carbon economy (based on the 2015 baseline).

### LESS POLLUTING REFRIGERANT GASES

We continue implementing a series of initiatives to reduce the emission of refrigerant gases with higher polluting potential, included in GHG scope 1. Major progress was made by modernizing refrigeration machines, pipelines and equipment to use gases with lower GWP (Global Warming Potential) in some stores.

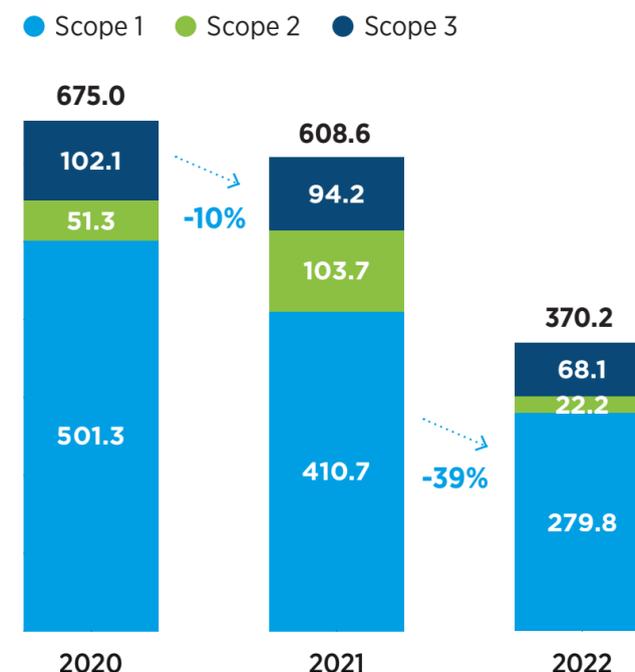
In line with this project, GPA invested in the modernization of machinery and equipment in 6 more stores, and 3 more stores are undergoing implementation. This project consisted of substituting refrigerants like HCFC and HFC with more ecological gases (carbon dioxide and propane gas), which helps minimize potential global warming, greenhouse gas emissions and ozone layer depletion. As the worst villains in our scope 1 and 2 carbon footprint are refrigerant emissions (approximately 73%), this project will have a meaningful impact on our emissions reduction strategy.

These substitutions prevented us emitting more than 122,000 tCO<sub>2</sub>e, compared to the same period in 2021 (January to October), since we were able to reduce fugitive emissions by 31%. In 2022, we maintained the contract model for refrigeration and air conditioning maintenance and held monthly meetings with our partners to ensure the monitoring of reduction and prevention initiatives for leaks. We also implemented daily inspections on technical areas of all stores, expediting the process and enabling leaks to be found faster.

**41.3%**  
REDUCTION OF GHG EMISSIONS, AVOIDING THE RELEASE OF OVER 212,000 TONS OF SCOPES 1 AND 2 CO<sub>2</sub>e IN THE ATMOSPHERE, COMPARED TO 2021

## GHG emissions Brazil

(tCO<sub>2</sub>e thousands) |GRI 305-1, 305-2, 305-3|



## Initiatives to reduce scope 1 emissions

- ▶ We replaced R22 and R404 refrigerant gases with R-449A in ten stores. The latter gas has a lower GWP and is consequently less polluting. We also addressed the main leakage points and replaced any equipment that needed.
- ▶ We identified the Top 10 stores with the highest leak rates in refrigeration systems and began sending monthly reports to maintenance managers to track consumption performance and to avoid the issues re-occurring.
- ▶ We maintained our commitment to open new stores with a prohibition on using gases with high GWP rates.
- ▶ We have strengthened our commitment with our partners in charge of preventive and corrective maintenance to reduce refrigerant gas leaks.
- ▶ We have fully retrofitted the refrigeration system (machine rooms, display cases) in nine stores.

**ENERGY EFFICIENCY**

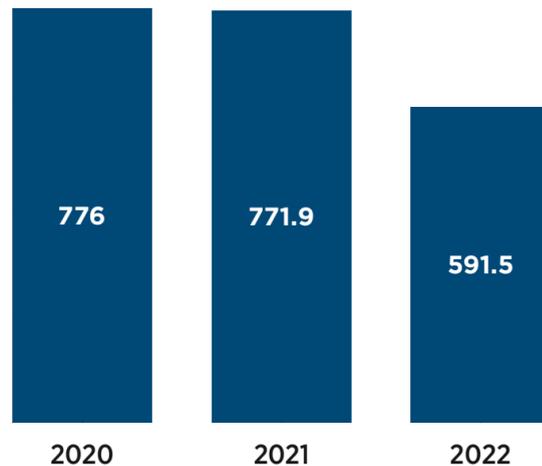
**|GRI 3-3| MATERIAL TOPIC: OPERATIONAL ECO-EFFICIENCY**

Following the discontinuation of hypermarket activities, the number of stores in the free energy market changed slightly, from 374 in 2021 to 375 in 2022. We therefore achieved 97% of medium-voltage energy consumption from renewable sources, in line with our commitment to reach 100% of this consumption by 2024.

As part of this commitment, in 2021 Compre Bem signed a contract to purchase the I-REC (International Rec Standard) certificate, a global system that allows companies to certify the use of renewable energy. In 2022, the I-RECs issued certified the amount of energy generated from biomass, and in 2023 we will continue to procure this certification.

**Energy consumption intensity**

(kWh/m<sup>2</sup> of retail space) |GRI 302-3|



In 2022, we continued to invest in more sustainable building techniques for new stores, such as the lighting project developed to cut implementation and maintenance costs, power consumption, and waste (LED bulbs, proper sizing of bulbs and power), installation of more efficient fittings and reduction of spotlights.

We continued our on-site power generation in solar power plants located on store tops. A Pão de Açúcar store, in Sorocaba (SP), and a Minuto Pão de Açúcar store, in Campinas (SP), have such solar facilities, capable of generating 120 MWh of energy annually.

Grupo Éxito's shopping malls have over 15,000 solar panels that generate clean energy. Also, Viva brand has some LEED certified shopping malls, some with natural ventilation, also a pilot of wind energy program in one unit. Grupo Éxito renovated the certification of 9 Carulla stores, ensuring the renewal of the carbon neutral certificate for the brand through *Icontec*.

Our energy consumption amounted to 465,087 MWh in 2022, compared with 725,172 MWh in 2021, a decrease of 36%. Energy intensity was 591.5 kWh per square meter of retail, versus 771.9 kWh the previous year.

**97%**  
OF MEDIUM-VOLTAGE ENERGY CONSUMPTION IS FROM RENEWABLE RESOURCES

**WATER EFFICIENCY**

**|GRI 3-3| MATERIAL TOPIC: OPERATIONAL ECO-EFFICIENCY**

We continued the process of improving water efficiency in 89 units. Through the replacement of equipment, training and awareness campaigns with employees and customers, we saved 147,000 m<sup>3</sup> of water in 2022, benchmarked against the same stores in 2021.

We are also developing a pilot project for reusing rainwater collected in the retention tank in toilets, garden irrigation, parking lot and dock washing in our stores. This process is taking place at the company's headquarter, using water collected in the retention tank for carpet and parking lot cleaning.



**Pão de Açúcar store lightning system**

# Logistics' emissions

As a food retailer, the distribution of products to supply millions of families is the main focus of our business. Our logistics operation constantly invests in innovation and technology to improve the service for delivering purchases to customers and supplying our units.

Since 2020, we have refined the diagnosis of emissions for the entire chain of our logistics fleet to adopt measures that help to reduce the environmental impacts resulting from these operations. In addition to the challenges of fuel source replacement, we understand that the reduction in fossil fuel consumption is also an important part of the evolution towards a low-carbon economy. In 2021, we reduced the number of trips by 8.7% compared to 2020 due to the continuity, expansion and implementation of new supply practices, and, in 2022, we maintained these practices and expanded the scope of action. This allowed us to reduce another 6% in the amount of trips compared to 2021 (considering same stores).

In 2022, we solidified projects implemented at the end of 2021 that contributed to lower greenhouse gas emissions, such as: Routing System with greater efficiency in the composition of our loads (at the end of 2022, we had 23% of our deliveries already being routed in that new system); expansion of projects with a reduction in the need for vehicles to circulate (multiple collections, transit points and

consolidation of categories to 14 stores, reducing by 50% of the need for fueling vehicles); use of a more eco-efficient fleet (electric vans, electric tricycles and bicycles); reduction of our logistics network (minus 4 Distribution Centers), consolidating inventories and reducing the need for supply trips; opening of a HUB GPA Logística in Ribeirão Preto (SP) and contracting outsourced HUB's to consolidate the supply of specific areas, taking advantage of empty space in the partner's vehicles that serve other companies.

## SUSTAINABLE MOBILITY

Our plan to diminish logistics emissions led us to invest in sustainable mobility, diversifying means of delivery and goods transportation for journeys between the Distribution Centers and stores and from stores to customers. By bringing innovative and technological solutions to improve the delivery and supply service, we are able to serve thousands of families while reducing the impact on the environment.

A number of orders made through the site, loyalty application and WhatsApp to Pão de Açúcar and Pão de Açúcar Fresh are delivered by electric vans and tricycles with a capacity to travel up to 300 km and to make 15 to 30 deliveries a day. We implemented the James delivery App, which uses more motorcycles and bicycles, reducing the use of cars, thereby reducing emissions.

- Electric vans** – Five vehicles operated in the year with the same capacity as a conventional utility vehicle to carry goods to e-commerce customers. 25,000 deliveries were made within a five-kilometers radius of our stores from January to October 2022.
- Electric tricycles** – The first electric tricycle began to be used at the Pão de Açúcar store in Leblon, Rio de Janeiro, in July 2021, rising to three stores at the end of that year. Pão de Açúcar Fresh, in São Caetano do Sul (SP), also began using tricycles to deliver orders received via WhatsApp. In 2022, we reached a total of 27 tricycles in this operation, which not only facilitate access to the streets but also drive down the emission of polluting gases. 70,000 deliveries were made within a five-kilometers radius of our stores during the year.
- Bicycles and pedestrian deliveries** – Last mile operation (e-commerce deliveries originating in stores) including short-distance deliveries within 30 minutes, making 37,000 deliveries in the year.
- Thirty-three of Grupo Éxito's facilities** are equipped with sustainable mobility ecosystems; 38% of the vehicles in its fleet are electric.

Electric delivery vehicle in Colombia

## Route optimization

We seek greater efficiency in logistical processes, which involves optimizing the routes traveled by vehicles that travel between the Distribution Centers, our stores, the premises of partner sellers of the marketplace and the homes of customers. This means cost and time savings and lower atmospheric emissions.

In April 2021, we started a project that synchronizes the schedule of routes, better planning the path between the stopping points for the collection of products from partner sellers and the homes of customers. With this, we created a synergy between the marketplace operations and the Distribution Centers/client, reducing the sending of empty vehicles for collection.

### OPTIMIZED MULTIPLE COLLECTION ROUTES

**(CARONA):** Optimizes supply by directing vehicles to make collections at more than one Distribution Center using only one vehicle to supply the store with different categories. We avoided 4,700 trips in 2022 with this supply model for the same scope we had in 2021. In November 2022, we expanded the scope for our Proximity format which will allow us to reduce more trips.

**SYNCHRONIZATION:** Synergy in the collection of products from partners sellers of the marketplace and DCs/clients, reducing kilometers driven.

**RODOTRAIN (RODOTREM):** Optimization of supply between São Paulo (SP) and Brasília (DF) which consolidates two truck trailers (24 pallets) and uses a single horse (vehicle) on the route. In 2022, we had 9% of the supply of this trajectory in this model.

**BACKHAUL:** Operation in which the same vehicle that delivers products to one of our stores does not return empty to the Distribution Center, going to one of our suppliers to collect products and deliver them to the Distribution Center. In 2022, we had a use of 4,990 outbound routes, which represents 36% of our trucks routes. For 2023, we will seek to further consolidate this initiative, seeking tools that facilitate the “purchase” and “sale” of the idleness of vehicles throughout our logistics network.

**DELIVERY BY MOTORCYCLE:** 10% of e-commerce orders with deliveries from our stores have the profile for motorcycles, that is, the volume in m<sup>3</sup> of these orders does not require the use of a utility vehicle, generating efficiency in delivery with this modality.

**PRODUCTIVITY:** Optimization of the operation, through increased productivity of deliveries per vehicle and dynamic allocation on demand. The operation enabled a reduction of 100 vehicles (15% compared to the previous year).

**TECHNOLOGY:** Rollout of the new Transport Management System (TMS), which routes deliveries more efficiently, reducing the number of vehicles traveling on the highways and, consequently, avoiding GHG emissions. This implementation already reaches 80% of our stores/customers and 66% of our Distribution Centers.

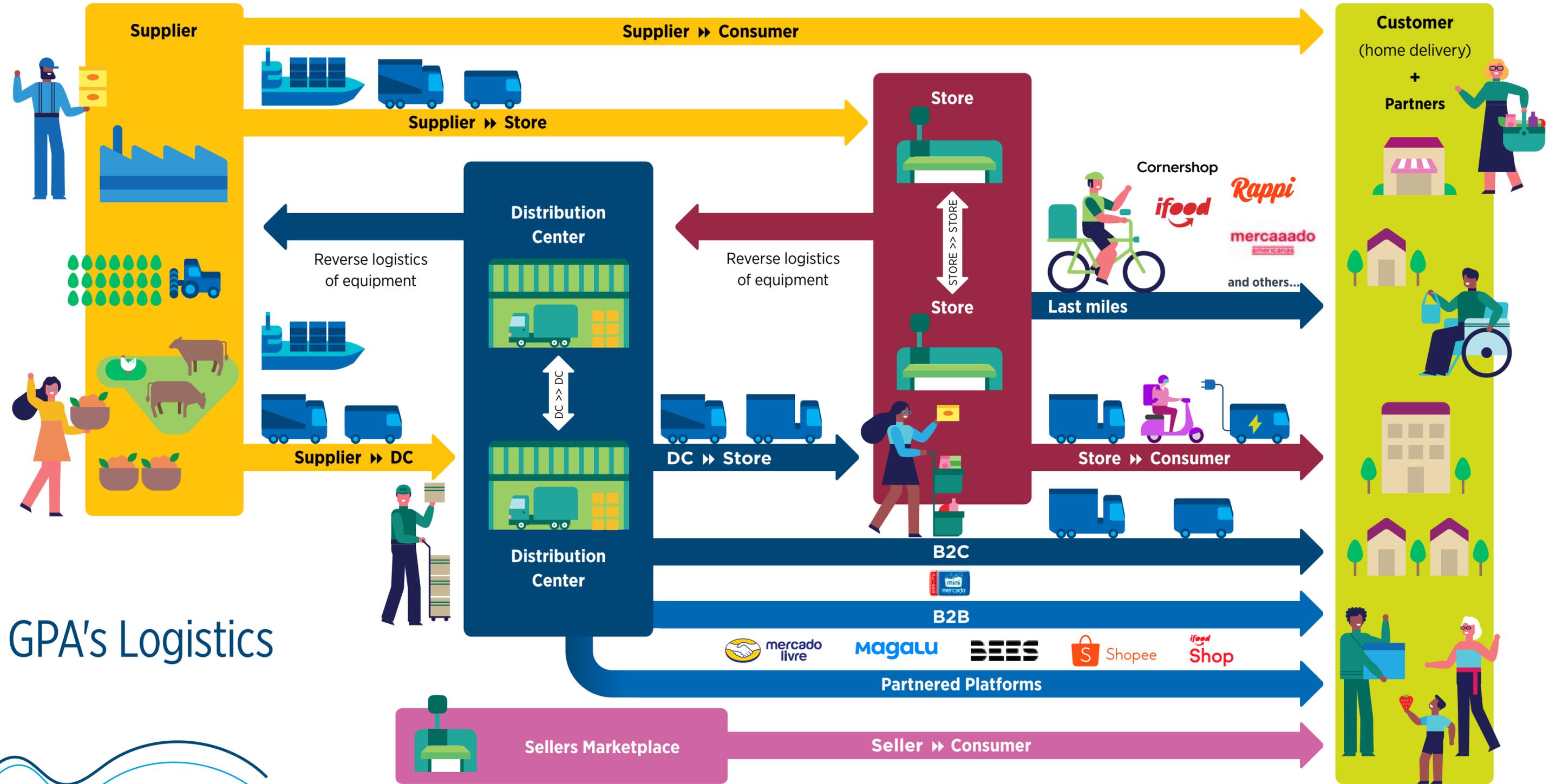
# 4.7

THOUSAND TRIPS AVOIDED IN 2022 USING ONLY ONE VEHICLE TO SUPPLY THE STORE WITH DIFFERENT CATEGORIES



Electric delivery van driving out of the DC







# Less waste impact

**|GRI 3-3| MATERIAL TOPIC: OPERATIONAL ECO-EFFICIENCY |GRI 306-1, 306-2|**

We manage our processes to reduce the volume of waste generated in operations and to guarantee the proper separation, handling, storage and final disposal. On top of avoiding contamination, this minimizes the disposal of waste in landfills and improves recycling. We have a trained team to monitor our initiatives and procedures for the correct separation and disposal of our solid waste.

In 2022, our Brazilian stores generated about 15,800 tons of waste, which were sent for recycling and a further 1,300 tons were sent for composting.

As a way of reducing the impacts of solid waste disposal in our operation and as part of our commitment to reduce waste sent to landfills, we carried out some pilot projects in 2022.

In addition, we are overhauling our solid waste management program, through an endeavor that involved several GPA departments and external consultancy to find the best solutions for the waste we generate. The scope involves the screening of suppliers, the opening of Bidding Processes and operational monitoring. Suppliers will present various destination initiatives for the operation's waste, aligned with the sustainability strategy of reducing waste sent to landfills, increasing the valuation rate of waste and reducing GHG emissions. In 2023, this new scope will be structured to be implemented so we can build new goals and commitments.

Grupo Éxito, in turn, has "better packaging, less packaging, and better systems" working fronts, and sent 20,000 metric tons of store operation waste for recycling in the period.

Our process of waste management is divided into three areas of action: Reducing the waste generated in our operation; Nurturing circularity; and tackling food waste, as presented next.



**Cardboard bales for recycling**

## Generating less waste

### PILOTS FOR MORE EFFICIENT MANAGEMENT

In the pursuit of innovation and cleaner production, GPA carried out three pilot projects in its stores, with the aim of increasing correct waste separation and reducing landfill use.

#### **Biodigester**

Starting with research in 2021 and implementation in 2022, we conducted a four-month trial at a Pão de Açúcar store, installing a biodigester that transforms organic waste into effluent, which is suitable for disposal in the sewer system.

During the pilot, the picking process (sorting products to be discarded) was tested by additional labor, optimizing recyclables and disposal to the

biodigester and consequently reducing landfill use. The effluent's impact on the sewer system was also evaluated. The pilot results will inform analysis and decisions on alternative technologies to the landfill.

#### **Zero Landfilling**

Two other pilot projects carried out in 2022 consisted of working on the Zero Landfill concept in five Proximity stores. Over two months, we tested initiatives combined with the operation's carbon neutrality. Organics were sent for composting, recyclables for reintegration into the production cycle and rejects for Refuse Derived Fuel (RDF) production. The cost effectiveness of expanding a similar waste utilization model will be evaluated.

### GRUPO ÉXITO

Grupo Éxito has been working to continuously reduce all sorts of waste and maximize recyclables. The Group manages its waste in a responsible manner, providing a correct disposal of hazardous

and special waste generated in operation, such as used oil, electronic waste, batteries, etc. It also has coverage in 170 stores for the management of organic waste.

**REUSE PROGRAM**

Initiated in 2021, the program aims to enhance the separation, storage, transport and disposal of waste, as per the National Solid Waste Policy and the Company's waste management guidelines. It is structured into five steps: defining an action plan, infrastructure adjustments, adapting materials, in-store team training and monitoring indicators. By the end of 2022 the program had been implemented at all of our stores.

For 2023, we will carry out reinforcement training and monitor the program's progress in stores, improving indicator management and working on continuous process improvement. In addition, the *REUSE* program will be implemented in distribution centers and administrative buildings, reaching 100% of all the Company's operations in Brazil.



**ReUse Program training inside store**

## Driving the circular economy

Our reverse logistics programs seek to encourage more sustainable practices at our customers. We partner with several companies, public agencies and entities that manage certain classes of waste. We are pioneers in implementing recycling stations, in the belief that offering accessible voluntary drop-off points to the population is essential to nurturing conscious consumption and a healthier lifestyle.

In Brazil, the first recycling stations were installed at our Pão de Açúcar stores more than 20 years ago. Since then, we have expanded the number of voluntary drop-off points in the establishments of other banners.

In Colombia, Éxito has 42 stores in four states where clients can deliver materials such as glass, plastic, brick and cans. In 2022, 986 tons of post-consumer recyclable material were collected in these stores.



**Cooking oil delivery point in Mercado Extra store**



**Delivery point for reusable Coca-Cola bottles in Éxito**

## Alliance between Coca-Cola and Grupo Éxito

To connect the company's strategy pillars and make consumers aware of the importance of actively participating in the life-cycle of packaging, Coca-Cola and Grupo Éxito entered into a partnership to install and open a new SoyRE collection site at the Éxito Wow Country in Bogota.

This facility will contribute to suitable storage of recyclable bottles, and will foster recycling of other materials, contributing to better consumer habits. This is one of 18 locations in Éxito units in the country's main cities.



*Sustainability is a constant commitment, and something we strive to achieve every day, thanks to the partnerships we build! Increased recycling is a major challenge in Brazil, especially for more complex waste such as used cooking oil. In 2022, GPA and Cargill joined forces in a Renew the Environment Action Plan under the Liza brand of cooking oil, a partnership designed to expand voluntary delivery points of used cooking oil. This joint effort is just one ingredient of a recipe for success. It not only recycles the oil, it increases knowledge and awareness among the population regarding the proper disposal of a waste that is so prevalent in the daily lives of consumers."*

**Marcio Barela**  
Cargill Agrícola SA. Sustainability Coordinator

## Reverse logistics programs

### Recyclable materials (paper, glass, metal, plastic and cooking oil)

In partnership with Unilever, since 2001 our Pão de Açúcar Recycling Stations have been collecting recyclable materials from customers, which we donate to 24 waste picker cooperatives. In 2022, more than 3,500 tons were collected in 93 stores. In 2021 this partnership included a new initiative, the Molécoola loyalty program by way of OMO, the Unilever's flagship brand in Brazil. The recycling stations have been installed at Pão de Açúcar stores in the city of São Paulo. Any person can register, bring in their disposable materials and earn points that can be cashed in for discounts on the website [www.molecoola.eco](http://www.molecoola.eco) (in portuguese) and the Molécoola app. 82 tons was collected under this program in 2022.



### Cork stoppers

This started in 2019 in the form of a partnership between Pão de Açúcar Adega and Corticeira Paulista, responsible for treating the corks, crushing them and turning them back into raw material. In 2022, 6,700 corks were collected.



### Glass

Running since 2020, in partnership with the start-up Green Mining and Ambev, the "Have you got glass for recycling? Bring it to Minuto" project began at six stores and expanded in 2022 to 57 Minuto Pão de Açúcar and Pão de Açúcar Fresh stores. In 2022, 16.8 tons of glass waste were collected.



### Batteries

All GPA stores have collection bins in partnership with Green Eletron and 1.8 tons of this waste was collected in the year.



### Light bulbs

More than 50 stores collected 1.8 tons of light bulbs in 2022. The program is run in partnership with Reciclus.

### Cooking Oil

In 2022, we started a pilot project in 5 Mercado Extra stores to collect used cooking oil, in partnership with Cargill. In 2022, no such waste had been collected.

### Coffee Capsules

In partnership with Nestlé Dolce Gusto, 57 of our Pão de Açúcar stores receive coffee capsules since 2016. In 2022, this initiative collected 13.3 tons of capsules.



# Tackling food waste

**|GRI 3-3| MATERIAL TOPIC: FOOD WASTE**

We continue working to reduce waste in our operations. This challenge has led us to develop projects along different fronts, as it permeates our entire operation. For a more consistent fight against food waste, and to provide a unified view of the different steps where loss and waste can happen, in 2022 we grouped and organized our actions into what we call the Waste Funnel, a joint effort of Private Labels, Environment, Loss Prevention, Sustainability, and other internal teams.

## THERE ARE SIX MAJOR FRONTS:

- 1 Supplier development (to increase the store shelf-life of our products);**
- 2 Quality and safety (efficiency measures, order and supply monitoring, employee training, and continuously updated processes and procedures);**
  - ▶ Better inventory control and better tracking of losses/breakage to take preventive measures.
  - ▶ Make a list of the largest offenders to increase their supply and inventory and make commercial decisions.
- 3 Co-products**
  - ▶ **Ready-to-use** – individually packaged processed fruits and vegetables for immediate consumption, using inputs at the peak of ripeness/freshness.
  - ▶ **Toast and breadcrumbs** – processing leftover French bread from the bakery and rotisserie operations.



- 4 Discounted items (near-expired);**
  - ▶ Progress in tools that focus on reducing expired goods by monitoring product sales indicators.
  - ▶ **Pra Valer Packaged Goods** – goods whose aesthetics have been damaged and look less appealing directly from the supplier, but fully within their expiration date and nutritional value, sold at up to 20% discount compared to the same product in pristine condition.
  - ▶ **Near-expired food stand** – specific stand for these items, which are sold at discounts ranging from 10% to 50% below the sale price. Over 38 million such items were sold in the year instead of being disposed of.
- 5 Donation of food (to social organizations and food banks);**
  - ▶ **Partnership Against Waste Program** – donation to food banks and social institutions of the fruit, vegetables and greens that are suitable for consumption but not attractive enough for sale to end customers. In 2022, these donations amounted to more than 2,100 tons of food received at 364 Pão de Açúcar, Mercado Extra and Compre Bem stores. **|GRI 203-1|**
- 6 Separation and reuse of waste.**



**Shelf with near-expired products in Minuto Pão de Açúcar**



**Shelf of vegetables**



### Todos à Mesa movement

Aligned with these principles of action already in place at GPA for tackling food waste and reducing food insecurity in Brazil, in 2022 we joined the *Todos à Mesa* Movement – the first Brazilian coalition that brings together companies and organizations seeking to contribute to reducing the impacts of hunger and food waste in Brazil, by strengthening food redistribution networks through food banks, raising awareness on the topic and promoting a favorable regulatory environment for food donations.

### DONATION OF FOOD BY ÉXITO

The Fundación Éxito exceeded its target for donations and collection of unsellable foods (food that does not look appealing but is suitable for use), with a record of 232 certified donations made. A total of 1,256 metric tons of food and 102 metric tons of non-food were donated to food banks and foundations, in addition to 2,000 surplus farming products, avoiding waste and benefiting 219 institutions.

Plants seedlings at Carulla Fresh Market store



Supplying of vegetables in store



## Using less packaging

### |GRI 3-3| MATERIAL TOPICS: PACKAGING AND CONSCIOUS CONSUMPTION

We maintain a continuous effort to reduce packaging in our stores and promote recycling of our Private Label products packaging. The plan involves projects developed in new formats for consumers, profitability and differentiation for our banners and labels. We are developing initiatives in three lines: reducing plastic packaging, replacing packaging and Private Label initiatives.

Grupo Éxito updated its Packaging Policy in Colombia to foster a circular economy (the Policy is available [here](#)).



Bulk tomatoes

### USING LESS PLASTIC PACKAGING IN STORES

**Bulk organic produce** – Selling organic produce without packaging helps reduce prices by up to 30% compared with prepackaged organic produce, and gives customers more choice, through sustainable consumption by only taking the necessary amount, choosing sizes and shapes that are best suited to their needs. The project is present in two Pão de Açúcar stores and in two units of Pão de Açúcar Fresh, and recorded a 20% growth in sales compared to 2021.

**Mushrooms and miniature vegetables in bulk** – This concept enables customers to choose the amount of produce they want and to place the produce in paper packaging, thereby avoiding food waste and reducing our environmental footprint. Miniature vegetables including bell peppers, marrows, zucchinis, eggplants and tomatoes and can be found at 378 GPA stores; our mushrooms include the shimeji, shiitake and Portobello varieties and are on sale at 112 Pão de Açúcar stores, enjoying sales

growth of 8.3% and 8.7% respectively compared with the previous year.

**Reutilizar#PraSerFeliz (Reuse#ToBeHappy)** – This program encourages Pão de Açúcar customers to purchase bulk produce by using Pão's own packaging (which can be reused) or recipients from their homes.

**Styrofoam® free** – Éxito establishments in Colombia have completely eliminated the use of expanded polystyrene packaging (Styrofoam®) for fruits and greens.

**Carrier bags for points** – Since 2015, Grupo Éxito has reduced the use of plastic bags at points of sale by 75%. As an incentive, customers receive three *Puntos Colombia* loyalty points for every reusable bag they use or purchase, which they can trade in for discounts on products. Two days of the week have been designated as no-plastic-bag days, and customers are asked to bring their own reusable bags.

### PACKAGING REPLACEMENT

**Duofresh packaging for delicatessen cold cuts** – Implemented at Pão de Açúcar stores, this packaging replaces Styrofoam® trays and is made of kraft paper and polyethylene. Separating the paper film from the plastic and sending it for recycling significantly reduces our environmental impact, and the paper used has FSC certification, i.e., it comes from areas with responsible forestry management.

**Biodegradable greens packaging** – We are the first retail company to announce the replacement of Styrofoam® trays used in green produce (fruits, vegetables and greens) with a biodegradable solution. Used for products of our Taeq and Qualitá Private Labels, the new packaging is made of cellulose and starch, is free of petrochemical products and toxic additives and fully biodegrades in six months.



Packaging delivery points

## Grupo Éxito actions

**Six new SoyRe recyclable collection points** were opened, adding three new cities to those already served.

The “two days without plastic bags” initiative at Éxito, Carulla, Surtimax, and SuperInter stores **reduced the number of plastic bags handed out to customers by 50%**.

Compared to 2015, the number of plastic shopping bags handed out to customers **dropped 75% in 2022**.

**17 million units** of packaging collected at SoyRe collection centers.

**PRIVATE LABELS – NOVO DE NOVO (NEW AGAIN) PROGRAM**

Reformulated in 2021 and implemented in 2022, our program for circular economy, *Novo de Novo*, is now focused not only in incorporating raw-materials into our Private Label packaging, but also in including all circular economy initiatives to our Private Label actions. We seek to reduce our environmental impact along four dimensions: Mapping and Diagnostic; Redesign and Innovation; Communication and Engagement; and Cycle-ending and Traceability.

We are committed to reducing the amount of non-recycled plastics and virgin raw material used, and are also eliminating unnecessary packaging through redesign, innovation, and implementation of new models to ensure all packages are recyclable, reusable, and/or compostable by 2030. To be in this program, goods must fit into at least one of these initiatives, Private Label processed products are eligible.

The program has a governance structure, targets, and indicators, as well as packaging commitments such as recyclability, FSC certification, information in Braille, recycled content, less plastic, and raw materials from renewable sources. One practical example launched in 2022 was the new packaging for Taeq brand Lactose-Free Milk (see highlight).

When the program was restructured, a new logo, signature, and seals were created to identify compliant packaging.

All packaging are recurrently mapped and classified regarding recyclability: green for 100% recyclable, yellow if one or more components are not recyclable, and red if no part of it is recyclable. We monitored this indicator monthly in 2022. We went from 23% green packaging in 2021 to 31% in 2022. This assessment is now made at the start of the product development phase to find opportunities for change and rapidly advance in this indicator.



Taeq product with Novo de Novo packaging



**31%**  
OF OUR PRIVATE LABEL  
PACKAGINGS ARE  
100% RECYCLABLE



Taeq Lactose-Free Milk

**Tetrapack bio packaging at Taeq**

In November we started using more sustainable packaging when we re-launched Taeq Lactose-Free Milk, the first Brazilian Private Label to use such packaging. These are cartons with a larger percent renewable raw material (such as plastic from sugarcane) than the traditional version, thus having a smaller carbon footprint.

This is an innovative initiative in the sustainable packaging industry, underscored by Bonsucro (which certifies proper sugarcane handling), and the Carbon Trust (which indicates a smaller carbon footprint with a larger amount of recyclable plastic than the standard packaging) certifications. Another product line may use the same packaging material in 2023.



*The adjustments made to the packaging of Qualitá Block Bell Peppers added a lot of value to the brand, as it demonstrates GPA's concern with natural resources, thus enhancing its credibility in the market, always hand-in-hand with transparency. The problem is not the item itself, but the relationship between consumers and the product when non-recyclable plastic is used and then discarded, with no concern with what will happen after it is used and the consequences for the environment. Congratulations to the Qualitá brand for this initiative. Using ever more sustainable packaging has a very positive impact on the planet."*

**Jonas Lima,**

Marketing Coordinator at Trebeschi tomatoes and special vegetables producer



Qualitá's block bell pepper



*GPA is one of the largest retailers making substantial progress in sustainability projects, converting its Private Label goods to use environmentally responsible solutions that minimize their impact on the environment. It was one of our first clients to subscribe to our Flexible Paper Stems with no petroleum derivatives in their composition. However, the acetate visor remained a challenge, and GPA decided to simply eliminate it resulting in an all-cardboard package. This resulted in a fully recyclable product with no synthetics in its composition and packaging, offering consumers an outstanding solution from the socio-environmental responsibility point of view."*

**Maurício Rocha,**

Viveo Commercial Manager flexible paper stems producer



Nous flexible paper stems





07

- ▶ Diversity and inclusion
- ▶ Recruitment and selection
- ▶ Culture and engagement
- ▶ Health and well-being
- ▶ Occupational safety
- ▶ Training and development

# Fostering diversity and inclusion for our people

Pão de Açúcar  
Fresh employee



# Diversity and inclusion

## IGRI 3-3 | MATERIAL TOPIC: DIVERSITY, EQUALITY AND INCLUSION

We still believe in inclusion and promoting diversity in all its forms, underpinned by the ESG culture. To advance this journey, we maintain strong programs and rely on the support of external entities that help us think about how to guarantee the rights of all people, regardless of age, gender, sexual orientation, origin, race/ethnicity, color, gender expression or identity or any other identity marking, family situation or any other condition.

We offer opportunities for everyone who wants to display their talent. With this engaged team we promote the best shopping experience for our customers every day, maintaining enduring and virtuous relationships with partners and bringing positive impacts to the communities and all stakeholders we engage.

### 6<sup>th</sup> Diversity Week

In 2022, GPA promoted the sixth Diversity Week, an online event that addressed the Company's five priority Diversity and Inclusion pillars. This event was open to all employees and included a few lectures, among them "A History of Life" with Maria da Penha, a wheelchair-bound woman over 50 years of age who, after being a victim of domestic violence for years reported her ex-husband and became a reference in the fight for women rights. Former gymnast Laís Sousa spoke about her fight following the accident that left her tetraplegic, with the motto "I fell a few times, but I was born to rise", a message about overcoming capacitism.

Gabi Araújo, a trans-woman and the director and founder of *Transcendemos* [We Transcend}, an organization that designs and implements diversity projects in major companies, also

shared a bit about her life story in a lecture entitled "My name matters!". José Vicente, dean of the Zumbi dos Palmares University, a community NGO that inserts black and/or low-income youth into higher education and the job market, spoke about "Contemporary Racism". With the topic "Maximum Power after 50", journalist Maria Cândida, who has worked for numerous TV broadcasters, talked about careers and mature women. Finally, GPA used this opportunity to launch two web series: "Generations" and "Deconstructing LGBT-phobia".

We also had a live transmission with the Ambassadors of Diversity team with Bernardo de Assis, from Impulso Beta Consulting, who addressed the theme of diversity and non-violent communication. Over 2,700 people participated in the event, which received high marks, with an NPS of 93.

### Partnerships with organizations

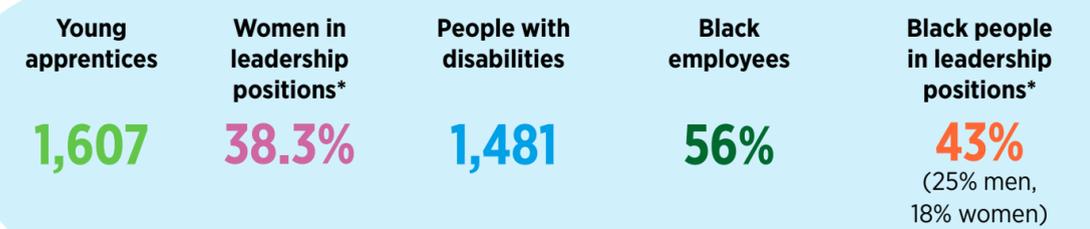
Our Diversity and Inclusion team ramped up its participation in agendas promoted by pacts and associations of which GPA is a voluntary signatory. These include the Movement for Racial Equality (MOVER), 360 Women's Movement (MM360), 10 Company Commitments to LGBTI+ rights, Business Coalition for Gender and Racial Equality, Business Coalition for the end of Violence against Women and Girls, Business Initiative for Racial Equality, Unstereotype Alliance (UN Women), Partnership for Global LGBTI Equality, AR Movement - Black Lives Matter, Women's Empowerment Principles (WEPS) and Compact for the Inclusion of People with Disabilities.

In 2022, we joined another important commitment: The Generations and Future of Work Forum (*learn more in Age Diversity*).

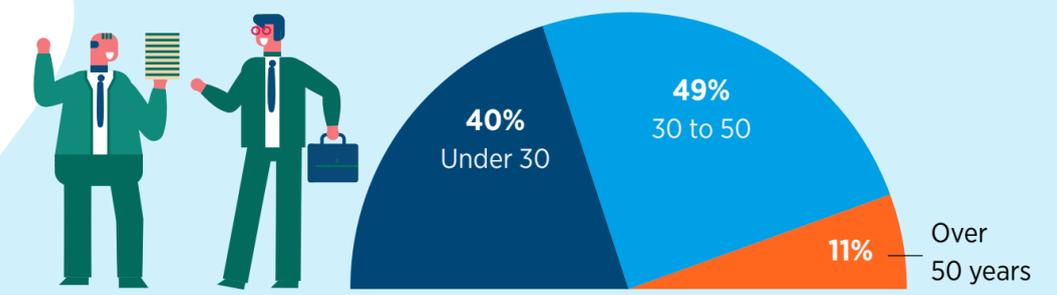


## Our diversity figures

### EMPLOYEES GPA BRAZIL



### AGE RANGE



\* Managers and above, with 44% in junior management positions.

### Ambassadors of Diversity

This program focuses on employees in our stores and Distribution Centers, where we have ambassadors for this topic who disseminate the main, guided by the diversity team. In 2022 we launched a dedicated training path for ambassadors at GPA's Retail University, focusing on our diversity pillars, and shared an exclusive live on "Diversity and Non-Violent Communication" with Bernardo de Assis, from Impulso Beta Consulting. We also promoted online meetings with the Diversity and Inclusion team.



Apprentices at corporate office



*For me, being part of the Ambassador Program is very important. I self-identify as a black woman, and feeling I am represented and being able to represent so many other black women is a real pleasure. Working for GPA, which addresses the topic of race, making the team aware of racism and promoting an environment of respect, makes me very happy. I have been with the Company for nine years and am very thankful to my managers and colleagues who have always been aligned with the diversity pillars and provide me and all new employees with equal and respectful treatment."*

**Marcia Cristina Cavalcante de Souza,**  
Butcher at Mercado Extra



*I feel I belong and am happy working for GPA, I see all the progress we are making, focusing and educating on this topic with diversity and inclusion forums and activities. Talking about racial equality in companies, I believe in the importance of representation at all levels for equality, which is known to increase adherence, retention, engagement, and profitability. As a Diversity Ambassador Godmother I feel committed and engaged to ensure all these activities and projects reach our store teams."*

**Eneida Fernandes da Silva,**  
Regional Proximity Manager

## Affinity groups

We have three affinity groups to engage our employees in the topics and promote internal and external work:

### LGBTQIA+ GPA Pride

Created in 2018 and relaunched in 2021, this initiative seeks to raise awareness of the LGBTQIA+ topic.

### GPA for Gender Equality

Launched in 2021, the group fosters initiatives to attract, retain and nurture talent and raise awareness of employees and society about the importance of gender equality.

### GPA Madiba

Created in 2018 and relaunched in 2021, this entails the attraction, retention, development, engagement, and awareness raising of our employees around racial equality, following an agenda of educational and awareness-raising initiatives.

Each of the groups has leaders from the Company who help build the topics and engage other leaders in these issues.

### Diversity training

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.

The HR team was trained in a Diversity and Inclusion workshop that included a lecture from Ricardo Sales, CEO of Mais Diversidade, a consulting firm that specializes in diversity. The idea was to foster a Human Resources area abler to exert influence on this topic. The communication and marketing teams, as well as our service providers, were trained in inclusive communication, supporting the launch of our Policy on this topic. We also trained in Diversity, Inclusion and Human Rights topics all of the Company directors, key people to engage all the employees in our priority ESG and Diversity pillars.

## Affinity groups



*I believe that I am an ally in the causes of under-represented groups, not only because I am one of them, but also because I believe we can only truly grow as a society, company, and individuals, when we grow together. Being a sponsor of the GPA LGBTQIA+ Pride group is a privilege and something I am very proud of! Having an open and safe space to discuss, learn, and become protagonists is our responsibility as individuals and as a company."*

**Camila Silvestre de Melo,**  
Director of Internal Auditing and Risk Management, and sponsor of LGBTQIA+ GPA Pride



*If we want to change and truly make a difference, not only at GPA, but in society as a whole, the best way to do it is through integration. For me, being a sponsor of this group means fostering more direct communication and involving my peers in the topic. The leaders involved help change the game, ensuring learning and experience. Those of us who learn gain a better understanding of how to be a part of things and how to help lead more and more of the changes we want by respecting diversity and practicing it every day."*

**Robledo de Andrade e Castro,**  
Information Technology Director and sponsor of LGBTQIA+ GPA Pride



*It is very important to be part of a GPA affinity group. I chose the LGBTQIA+ Pride group as I believe it is important to exchange experiences about different realities. As a heterosexual cis-woman I believe I play a very important role in these discussions, especially to disseminate and support initiatives to support this public within and outside the Company. This is why, more than saying no to discrimination and bias, we must say yes to diversity in all aspects. It is very satisfactory to see that, at GPA, this topic goes beyond mere talk but permeates actual policies, initiatives, events, and discussions that are essential to build a company that is diverse from end-to-end. It is very important that a company the size of GPA, with the impact it has on society, listens LGBTQIA+ people and offers them an environment of respect where they can work and, more importantly, be who they are."*

**Melissa Marin de Castro,**  
Senior Communication and Press Coordinator



*I believe that it is essential to consider diversity, and doing this through affinity groups is what makes working at GPA so inclusive. The group gives us a safe place for discussion and learning, even more so as we feel protected by the Company. When I joined GPA I was excited to learn there was an area focused on diversity, and that the Company has a formal commitment to acceptance and free from prejudice."*

**Leandro de Moura,**  
HR Coordinator - GPA Retail University



*Being part of GPA's LGBTQIA+ Pride group is like being at home. It offers room for me to express myself, share ideas, and contribute to measures at the Company's headquarter, stores, and corporate offices. These measures are important to validate a sense of belonging, reinforce respect for diversity, and contribute to a rich, diverse, and welcoming environment. All this makes me feel even more passionate about what I do, especially with leaders who keep up with this movement. I am thankful for the initiative and for a group focused on helping and fighting for LGBT representation in the Company."*

**Lucas Francisco Areco,**  
Project Analyst



## Affinity groups



*Since I first became aware of the topic it was like an important calling. There is the institutional side, with its guidelines, and then there is the personal side. I work for a more human environment. I explain what I am doing and place limits on my routine, for example. It's an educational way of saying that if there is room for me, there is room for everyone. Furthermore, I always have time to talk to other women."*

**Paula Bonanno,**  
Legal and Tax Director, and sponsor of GPA for Gender Equality



*I have the privilege of being a sponsor of a topic of global importance. How GPA addresses and leads diversity as a whole, and gender equality in particular, makes all employees proud of what the Company has already achieved, and confident of the necessary next steps to take. We have an organization where respect and equality are fundamental premises of people management."*

**Romuald Gaussot,**  
Patrimony Security Director and sponsor of GPA for Gender Equality



*Being part of the GPA Gender Equality group is a gratifying learning and exchange experience. These are moments of reflection and synergy with different fronts of the company with a strategic look at gender issues. I am enthusiastic on the topic and being able to reflect on, discuss, exchange, and develop actions that might impact gender-related issues within the company shows that the topic matters to GPA, and how it impacts employees and society, including work-fronts. Knowing that the company I chose to work for has a serious and efficient view of gender equality makes me more confident and comfortable to think of an internal career and makes me want to motivate and incentive the growth and development of other women."*

**Carolina Rezende Francisco Camargo,**  
HR Manager of the GPA Retail University



*People must understand that gender equality is everyone's battle, not just women's. As a cis-man I have a lot to learn, so I decided to join the GPA for Gender Equality group. I believe that prioritizing this topic at a Company as large as GPA is extremely important. Listening, developing, and giving opportunities to women leads to an increasingly equal work environment. I am part of a mostly-female team. Having peers who are women such as the Coordinator and Director enriches the experience, further helping my understanding and development of this topic."*

**Lucas Faria Borges,**  
Senior Digital Analyst



*Being part of the GPA Gender Equality group is an excellent opportunity to exchange experiences and further my knowledge. Although inequality between men and women is a structural problem in society, there remain several challenges and a long path before women truly have the same opportunities as men, so it's very important that companies be aware of this topic and encourage employees to discuss and develop critical thinking on this issue."*

**Isabela Moncorvo Vaz de Lima,**  
Senior Project Analyst



## Affinity groups



*I am very proud to be part of GPA Madiba, it has made me more aware of the importance of my day-to-day attitudes and how I can positively influence and encourage the entire Company to address this topic with the necessary relevance. There is no doubt diversity is a GPA strength, and I am happy to contribute.”*

**Paulo Epaminondas,**  
Pão de Açúcar Director of Operations and Sponsor of GPA Madiba



*For me, being a Madiba sponsor is, above all, an opportunity to learn and reflect on a topic of profound importance in our society. I am proud to belong to a Company that is so concerned with racial equality. I believe people and companies must engage and increase everyone’s awareness of the theme.”*

**Marcelo Simões,**  
Marcelo Simões, Accounting Director and Sponsor of GPA Madiba



*I recall my first day at GPA. I immediately saw that this is a place where diversity happens. A company that has a major impact on society, where activities that foster racial equality are extremely important. We connect to each other and our stories, we support each other and develop together. GPA Madiba helps by enabling information and empowering black people. It also provides an increasingly diverse environment, and I feel good about being part of this story.”*

**Gabriela Cristina Medeiros Jardim Lima,**  
HR Analyst of the GPA Retail University



*Being part of a powerful group such as GPA Madiba is, above all, gratifying and enriching. The opportunities GPA affords us include this type of exchange, and especially growth as human beings. This is a unique opportunity that helps us understand and realize the challenges black people face and how we, who are white, can be their allies in this fight. Racial equality must be enabled and debated. I am very happy to be part of this.”*

**Carolina Marcia da Costa Perito,**  
Administrative and Financial Coordinator at GPAAtiva



*Being a member of GPA Madiba makes me feel accepted and included. The fact that race is discussed at such a large company that offers opportunities for black people is important, as it allows to realize dreams, and certainly contributes to the life of every black person who aims to have a better life through their work, so that GPA’s goals are our goals. I feel that every activity I perform opens the door for another black person like me to join GPA and take advantage of the opportunity, achieving everything our Company offers and, more importantly, feel like it belongs”.*

**Leticia Silva Leandro,**  
Junior Legal Assistant



## Gender equality

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). We ended the year with a percentage of 38.3%, progressing nicely towards our goal of 40% by 2025.

In 2022, we carried out several initiatives to increase the number of women in leadership positions in both corporate and operational areas. Read about a selection of them below:

### Female Leadership Development Program

One of the main initiatives is the Female Leadership Development Program, which we continued in 2022. 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.

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.

In October 2022, we held the graduation ceremony for the program's participants in the GPA auditorium, marking the first in-person meeting of the program post-pandemic. More than 300 participants were part of an emotional and experience-sharing moment, which featured speeches from Edna Goldoni, a consultant specializing in female empowerment, and Daiane dos Santos, a former Brazilian gymnast, medalist, and commentator.

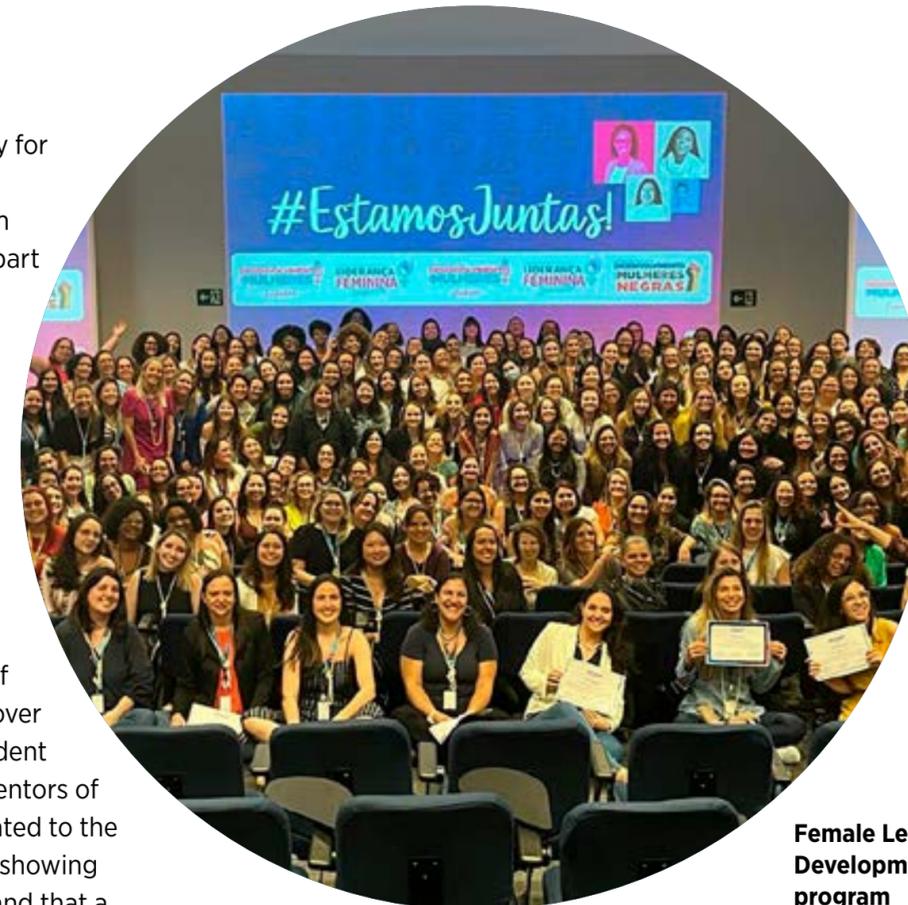
The program also includes other important activities:

#### 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.

#### Empodera (Empower Program)

This initiative for women in leadership and non-leadership positions 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. 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 non-leaders in six meetings and over 2,200 hours of training.



Female Leadership Development program graduation



*I learned about the program when it focused on leaders, so when the opportunity emerged for middle management I registered for the program, and it was transforming. I learned a lot and was able to expand and change how I felt about women's strength, the power that lies within us, and, besides that, our support network. These stories are connected and are similar, they show we can overcome obstacles as long as we are ready and believe in our inner strength."*

**Rosana Barros,**

Executive Secretary in the Digital, Maintenance, and Safety areas

## Gender equality actions – Éxito

Grupo Éxito updated the profile of its employees, looking for different characteristics as a source of relevant data to improve its strategy focused on diversity, equality, and inclusion.

► **Aspiração (Female Development Program - Aspiration)**

Focusing on non-leading women who completed the Empower Program in previous years, this course helps them continue self-developing in new topics important for their career, such as gender equality and ambition to take on leadership positions. The course consists of three modules: “Assertive Communication”, “Conversation Rounds: How to be assertive and overcome resistance”, and “Expanding Horizons”. Over 160 women were trained, with a 72% adherence rate.

► **Female Leadership Development – Sorority**

This program seeks to expand the vision and work of female leaders trained in previous courses on the sorority, helping disseminate empathy, collaboration, and respect. The topics addressed focus on “My impact for a more inclusive GPA”, “Conversation Round: Being a Woman at GPA”, and “Creating a Support Network Among Women”. Company’s female directors participated and shared their personal and professional experience. A total of 124 women participated, with a 69% adherence rate.

► **Mulheres - Proximidade em Ação (Women - Proximity in Action)**

The idea is to empower and engage Proximity women – managers of Mini Extra, Minuto Pão de Açúcar, and Pão de Açúcar Fresh stores – so they join the GPA programs at special meetings on topics focused on the sorority. Over 100 women participated in the event. Women working for the different brand stores exchanged stories and inspired other women, reinforcing female leadership, with the support of senior management.

► **Black Women Development Program**

The project’s mission was to advance in racial and gender equality, fostering the active involvement of black women in building a sustainable and prosperous journey in life and at work. Students participated in five modules: “Highly Impactful Women”, “Breaking Limiting Biases and Stereotypes”, “Identity, what’s yours?”, “Emotions, it’s different for us!”, and “Plans for Life”. 68 black women participated in 10 meetings and 12 hours of training.

► **Attraction, selection and retention**

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.

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.

**International Women’s Day**

Our “Women who Make Retail” campaign included statements by plural women at GPA during the entire Month, and we also launched a special edition entitled “Respect the Girls!” on the University at Home channel (at our Corporate University), and updated our playbook on the date, highlighting gender equality.

**Fighting domestic violence**

We are supported by the “Corporate Coalition for the End of Violence Against Women and Girls”, led by the Avon Institute. This campaign aims to end domestic violence, with banners on our Pão de Açúcar and Clube Extra apps, and support content on the GPA Retail University platform. Since it was created it has been accessed over 700 times, 51% of these accesses by women. We also activated the 21-days of activism campaign with #VozdeUmaVozdeTodas [#Voice of One Voice of All], inviting women to think about the power of their voice and how they can be heard and credible.

**360 Women Movement – Café com CEOs (Coffee with CEOs)**

We had the 15<sup>th</sup> edition of this event, which brings together the CEOs and Directors of leading organizations who subscribe to the 360 Women Movement to discuss relevant topics regarding gender equality. The event addressed “Race and Gender: How to increase the number of black women attracted, hired and promoted”. Our CEO Marcelo Pimentel was invited for the debate panel.



**Bloomberg Gender-Equality**

Our performance in the gender equality agenda resulted in our listing on the Bloomberg Gender-Equality Index for the second consecutive year. In 2022 and 2023, we are a part of the Index, which monitors the performance of listed companies committed to transparency in gender-related practices and policies worldwide. It gages gender equality across five pillars: female leadership and talent career path, salary equality and compensation parity between genders, inclusive culture, policies against sexual harassment and outside brands.

## Racial Equality

Throughout 2022, GPA has made significant progress on the issue of race with development programs, exclusive internships for black people, and recognition from civil society and government organizations for our work on the topic. We have made a commitment to ensure that at least 50% of our headcount is made up of black employees. Currently, we have reached a percentage of 56%, with 43% in leadership positions (management and above). Here are some highlights of our agenda during this period:

### Development Program for Black Men and Women

We put into practice a program to train black leaders, with over 120 participants, in partnership with Zumbi dos Palmares University, to support them by creating opportunities for inclusion, empowerment, belonging, self-awareness and self-development.

We administered more than 80 hours of training, addressing racism and society, self-esteem and personal milestones, protagonism and careers, interpersonal relationships, financial education, corporate communication, leadership, negotiating and resolving conflicts, and other subjects.

### Internship Program

In 2022 we promoted the internship program exclusive for black professionals, in order to include more young black people in the Company. In total, we had 27 positions for different areas of the Company, such as HR, Commercial, Continuous Improvement, Communication, and others, who started their activities in February.

They performed a behavioral development trail based on GPA's competencies, in addition to complementary modules focused in racial empowerment, carried out by a consultancy expert on the topic. The trail was recognized in the 'Revolution of the Learning' 2022 Award, powered by REVVO training consultancy, in the category Digital Protagonism. The managers also carried out trainings of diversity to ensure effective inclusion.

### Guidelines for fighting racial discrimination

One of the most important initiatives in the 2022 racial equality agenda was relaunching the GPA Guidelines for Fighting Racism and Promoting Racial Equality. Available to all stakeholders on our institutional site, it is a partnership with ID\_BR (*Instituto Identidades do Brasil*, the Brazil Identity Institute), and includes essential information on the racial equality agenda, highlighting the inequality that exists in Brazil and how it impacts day-to-day activities. It also highlights the importance of the role and responsibility of all employees on behalf of an anti-racial agenda.



Interns attending development sessions in corporate office



*The first time I had a meeting at GPA I positioned myself and nobody questioned me. This was different and made me believe I had come to the right place. I participated in the Black Women Development Program. This was a great course that shared a lot of really useful hints for women's development. We know there are only a few of us, women in command, women directors, and this course taught us a lot. I see a Fabiana who is more centered, who people listen to, whose opinion and diversity they accept. I have an entire future ahead of me, first of all because I am grabbing this opportunity with all my might, and second because the company is giving me an opportunity."*

**Fabiana da Silva Inocência,**  
Operations Coordinator for E-Commerce Express and member of training programs for Black People and Black Women.

### Anti-racist Pills

In 2022, the GPA Retail University continued to disclose videos on the topic, known as Anti-racist Pills. Also in partnership with ID\_BR, this initiative addresses topics such as anti-racism ethics and the various types of racism, among others.



### Required Procon-SP Racial training

We remain aware of the demands of society. With the launch of Racial Procon-SP, created to receive reports of racism in consumer relations and investigate legal infractions in that regard, employees in our stores, service stations, distribution centers, and corporate headquarter in the State of São Paulo participated in compulsory training on the “10 Principles for Addressing Racism in consumer relations”, so they are aware of how this channel works and how we can contribute to the anti-racism agenda. In just over 60 days after it was launched, over 80% of our employees had already completed this required training.

### Black Awareness Day

We created a five-episode mini-series on this topic to celebrate the date and provoke reflection on it. It is based on the stories of GPA employees and how their careers have grown in the company; it is available on our LinkedIn page. We also sponsored a special lecture for employees with actor Douglas Silva, who talked about the racism he has faced in his life.

### Pay equality

In 2022 we started to analyze salary equality between black people and non-black people, and corrected any inequalities found. This is an extension of the existing gender equality analysis.



## Recognitions and awards

Our initiatives have been recognized in the form of the São Paulo City Government Racial Equality Seal, given to private organizations with at least 20% black employees in different roles and hierarchies. We were recognized in the Recruiting category in the 2<sup>nd</sup> IERE, the Corporate Racial Equality Initiative's Corporate Racial Equality Index, and another IERE award as being among the Best Companies in Diversity Actions and Practices in Growth of Black Professionals category for our Program to Develop Black Employees.



Employee at corporate office

## Age diversity

GPA's priority diversity topics include age diversity and initiatives about this matter. Our workforce ranges from young people to seniors. We offer professional opportunities for people of all ages to create an environment that is diversified in terms of life experiences.

### **Viva a Longevidade (Hurray for Longevity Channel)**

Currently 10.8% of our employees are over the age of 50 and work in all areas – from executives, to stores, services, and digital. Our Hurray for Longevity Channel supports their personal and professional development. This is available on the GPA Retail University, with content spread across three pillars: Career & Purpose, Health & Well-being and Planning & Finances. It also presents exclusive content created by the company's partner specializing in the topic, Maturi, so that our employees can draw support during this stage of their lives.

### **Gerações (Generations Web Series)**

The GPA Retail University also launched a web series for all employees entitled Generations. This web series addresses Lifelong Learning, rapport, mindsets, and learning, content that is useful regardless of age.

## Generations and the Future of Work Forum

In October 2022 GPA signed the Generations and the Future of Work Forum, organized by consulting firm Mais Diversidade. This is the first corporate forum created to discuss and submit solutions for generational issues in the corporate world and offers a forum to reflect on the future of work. The signing ceremony happened at the First In-Person Form at GPA, with the participation of Mirella Gomiero, our Executive Director of HR and Sustainability.

## Young Apprentice Program

The initiative to join the Company offers positions at our stores, distribution centers and corporate offices to young people who, in addition to having an initial contact with the labor market, participate in the personal and professional development course, learning important skills for career growth. This program targets low-income and/or socially disadvantaged young people and trans people, in order to include minority groups in corporations like GPA.

In 2022 we launched the “My Future” career path in the GPA Retail University, focusing on young apprentices. It addresses topics such as “Awaken – self-knowledge promoting the ability to take responsibility and take charge of one's own life”; “Planning – We must all think about the future, and it is this view that will enable planning next steps”; and “Accomplish – courage is required to overcome challenges and obstacles, and it is the only way we will be able to join the job market and have a promising career”.

## Internship Program

The latest group of interns selected carried out all their activities online and offline, including video selfies, business cases, group dynamics related to our values and interviews.

We developed a number of strategies in our selection processes to expand diversity. These include eliminating the requirement for English (previously mandatory) and using “blind resumes”, whereby managers cannot see information about the candidates' origin (universities they are studying at, the district they live in, age and gender) thereby avoiding unconscious biases that could influence our selection process.

The last two groups of the Internship Program were exclusively dedicated to black candidates. Learn more about it in [Racial Equality](#).

**GPA Labs vacations internship** – Developed by GPA's innovation and HR departments in partnership with Insper, this initiative took place for the third consecutive year. Interns spent six weeks at GPA, working on projects in various fields such as Marketing, Private Labels, Customer Insights, Loyalty, E-commerce, Innovation and Promotions.



*The generational agenda is one of the most important in diversity and inclusion. By complying with the Generations and the Future of Work Forum, GPA demonstrates its commitment to the topic and its connection to topics that are urgent for society and the business environment. As a large organization, GPA has the potential to stimulate the market, the value chain, its employees, and customers towards a more prosperous, inclusive, and empathetic economy.”*

**Ricardo Sales,**

CEO of Mais Diversidade, the organization responsible for the Generations and the Future of Work Forum



*I am 74 and love working. I participated in the 1st Generations Forum, representing the Company's senior employees. The event was very gratifying, and I felt valued as an employee and as an older person. Working for Pão de Açúcar is great, and working with younger people rejuvenates me. As far as senior citizens working, I believe it's very important as by working we keep our minds active and feel we have value, gaining freedom and autonomy, which are enriching. It's wonderful that they have opened this important door for seniors.”*

**Maria das Graças,**

cashier at Pão de Açúcar



## Respecting and promoting LGBTQIA+ Rights

The rights of Lesbians, Gays, Bisexual, Transsexual, Queer, Intersex, Asexual, and others (LGBTQIA+) are within the scope of what we care for and value as part of diversity at GPA. Here are some highlights of 2022:

### Deconstructing LGBT-phobia

Working with Marcelo Cosme, author of the book entitled “*Talvez você seja... Desconstruindo a LGBTfobia que você nem sabe que tem*” [Maybe you are...Deconstructing the LGBT-phobia you didn't even know you had], we launched another web series on the GPA Retail University. This series addresses harmonious coexistence, work and family, demystifying sexuality, and contributions from everyone to build a more diverse and inclusive society. Cosme's book was selected for the Book Forum, where 60 participants met four times.

### Trans Visibility Day

January 29 is Trans Visibility Day, a day when GPA tries to foster awareness inside and outside the Company, working with our Pão de Açúcar banner. A number of stories were written and posted on the brand's social networks, with information on the topic, a survey, and questions to provoke thoughts and curiosity. Content included Luca Scarpelli, a trans-man, youtuber and advertising executive; and multiartist Mel, the first trans singer to enter the Brazilian pop scene, who told their stories and stressed the importance of this topic. The last statement is from GPA employee Ara Mirim.

### International Anti-LGBT-phobia Day

In May we again highlighted our International Anti-LGBT-phobia Day. Work started by creating an avatar for this topic used on all our social media, reinforcing the use of our stickers and backgrounds for employee meetings on the Teams app. We also launched a teaser on this topic with major data, as an invitation for the whole episode.

Our Pão de Açúcar brand social media used a campaign entitled *Felicidade é Poder Ser* (Happiness is Being able to Be) to give voice and space to the LGBTQIA+ community, with consistent information on this topic. One of the highlights was the participation of Reinaldo Bulgarelli, executive secretary of the LGBTQI+ Rights and Companies Forum, and a Diversity, Equality, and Inclusion consultant for several companies, in the Pão de Açúcar podcast *Lugar de Escuta* (A Place for Listening).

In June, LGBTQIA+ Pride Month, we promoted a talk on this topic by Thiago Amparo, a professor at Getulio Vargas Foundation Law School in SP, and at FGV RI, and a Folha de S.Paulo columnist, who spoke about the theme. An e-mail sent to all employees called attention to the day, putting it into content and sharing hints about respect and tolerance, unconscious biases, and incorrect expressions we use frequently. Employees representing each of the initials in the LGBT acronym spoke about the importance of the date and representation. We created a commemorative video on GPA's LinkedIn with statements from members of the LGBTQIA+ Pride Affinity Group, and Diversity Ambassadors.

Our Minuto Pão de Açúcar stores along Paulista Avenue were present at the LGBTQIA+ parade, serving the thousands of people who were there for the event.

We also sponsored the *Feira Diversa* (Diversity Fair) for the third year in a row. This is a major connection and articulation event for companies and LGBTQIA+ students and professionals. We also participated in the LGBTQIA+ Jobs Fair organized by *Emprega Comunidades* [Community Employability], a GPA Institute partner. This social initiative connects people in Paraisópolis, a community in the city of São Paulo, with companies that train, hire, and provide professional guidance. At the event, candidates participated in lectures and conversations with leaders of the cause and had access to job openings from partner companies, such as GPA.

### Project *Orgulho do Meu RG* (Proud of My ID)

Promoted in partnership with Bicha da Justiça, a law firm engaged in promoting the rights of the LGBTQIA+ community, the project focuses on socially and economically vulnerable trans people communities living in Brazil who wish to officially change their name and/or gender, thus ensuring the right of trans people to be addressed by their social name in all spheres that require to present documents. Announced during the 6th Diversity Week at GPA as part of the opening of the lecture “My Name Matters,” with Gabi Augusto, the Project managed to change the birth certificates of ten employees. The people from GPA were selected through a draw after self-registration. The initiative also included three rectification quotas for Bicha da Justiça's social project for the general population.



*Everyone respects me a lot, we also talk a lot about gender, and I always bring up the subject for discussion. Participating in the Proud of My ID Program was very important to me because the most essential thing was the documentation, to have your name neatly on the birth certificate and ID, and be able to go to places. I think it's the most important thing for a trans person who understands themselves and seeks society's recognition. We are many and very different from each other, and I think it's essential to occupy these positions.”*

**Felipe Augusto,**  
Operator in the Fruits, Vegetables, and Greens section of Pão de Açúcar



**LGBTQIA+ Pride Day action in store**

## Inclusion and development of people with disabilities

We attach due importance to the inclusion and development of people with disabilities. As signatories of the Compact for the Inclusion of People with Disabilities (Corporate Network of Social Inclusion) we have committed to five goals, including leadership commitment to respect and promote the rights of people with disabilities, the development of affirmative action, promotion of inclusive and accessible environments, communication and education for the respect of the rights of people with disabilities, and the inclusion of disability issues in the Company's strategy.

We continued to invest throughout 2022 in various affirmative actions to integrate and develop people with disabilities into our workforce, providing them with a consistent career plan.

### Selection

We restructured our recruitment service model, expanding partnerships with accredited institutions and centralizing actions to hire people with disabilities and young apprentices, which led to the hiring of over 2,000 employees and achieving growth of over 20%.

### Partnership with the Jô Clemente Institute

The former Association of Friends and Parents of Children with Special Needs (APAE, in portuguese) supports GPA by providing advisory services, qualification, and inclusion of people with disabilities. In 2022, 79 apprentices with disabilities worked in our stores, DCs, fuel stations and offices. Considered a reference in providing support for intellectual

disabilities and Autism Spectrum Disorders (ASD), the Institute supports us using the Assisted Employment methodology, which develops social and behavioral skills, as well as assisting people with disabilities entering the job market.

### Autism Tech 2022

We support the movement created in 2018 aimed at encouraging the creation of innovative ideas for the autistic community, and also by increasing the employability of the entire neurotypical community. In the 2022 edition, the Hackathon took place from September 14 to 24 with the topic "How to increase the protagonism and employability of the autistic community through technology".

### Você + 1 Talento (You + 1 Talent)

Through this referral program, we encourage our employees to recommend people with disabilities for available positions at GPA. Resumed in 2021, the initiative involves monitoring these professionals after admission during the first three months, carried out by the Attractiveness & Selection and Diversity & Inclusion teams, who also work on raising awareness among the teams that will receive the employees.

### Welcoming program for newcomers

The program, aimed at supporting the effective inclusion of employees with disabilities, was restructured and resumed in October 2022. It accompanies their performance during the first 90 days of work to understand the professionals' expectations and needs with the aim of creating

a career path for them within the Company. In 2022, more than 140 employees participated in the initiative, having a retention rate of 85% throughout the entire Program.

### Technical Training Agreement in partnership with INSS

GPA has a partnership with the Brazilian Social Security Institute (INSS, in portuguese) to promote training in stores, DCs, and corporate areas for beneficiaries in a professional rehabilitation program, helping them to re-enter the job market. In 2022, more than 100 beneficiaries went through the process..

### Sign-language interpretation

332 Grupo Éxito stores have a sign-language interpreter center to facilitate communication with the hearing impaired.



DC employee



*I am deaf and work at Mercado Extra. Here at the store, the employees and customers are very fond of me, and I feel very happy to be treated equally. GPA is a company that offers opportunities for deaf people; I have colleagues who work in other units, and that is very important. I make videos teaching the Brazilian Sign Language (LIBRAS) to my colleagues; they like to learn and increasingly communicate with me through signs. I have nothing in my heart but gratitude."*

**Luciano Pereira da Silva,**  
Chief of section at Mercado Extra



# Recruitment and selection

## IGRI 3-3 | MATERIAL TOPIC: ATTRACTION, RETENTION AND DEVELOPMENT

We know that the recruiting and selection process is an important step to have the best talents in the Company and for them to be aligned with our purpose of “Feeding dreams and lives”. That is why we dedicate ourselves to improving the processes and training our teams to achieve the best results.

Learn more about our selection process:

- ▶ Totally digital since 2019, from the registration of candidates to real-time monitoring of stages;
- ▶ Career page ([www.gpabr.com/euescolhogpa/](http://www.gpabr.com/euescolhogpa/)) updated according to GPA's principles and values for new employees;
- ▶ Recruiting also via Indeed, Infojobs and LinkedIn;
- ▶ Participation in fairs, events and partnership with universities;
- ▶ Talent bank in Gupy to reduce recruitment timing;
- ▶ Posts on websites for affirmative positions for specific audiences, such as Transempregos, focused on the inclusion of transgender people;
- ▶ Internal Selection Process (*Prosin*, in portuguese), which simultaneously discloses positions with external publications (up to the coordination level and positions that are not confidential). More than 700 positions were posted on the *Prosin* page in 2022;
- ▶ Publication of employee testimonials on the internal social network with the motto “I Choose GPA” to share professional trajectories and engage the team.

Our Employer Branding initiatives comprise the entire employee journey at GPA:

- ▶ Partnerships with universities and non-profit organizations aimed at employability.
- ▶ Relationship with universities for development and collaboration on projects.
- ▶ Six-month partnership with Insper in the Efficient Problem Solving Program (*REP*, in portuguese), aimed at 6th-semester Administration undergraduates.
- ▶ Annual participation in the *Feira Conexão Empreendedorismo e Inovação* (Entrepreneurism and Innovation Connection Fair), organized by *Estudar* Foundation, an organization which supports the professional and personal development of young people. In the 2022 edition, we participated in the panel “Diversity in Leadership”, highlighting the role of inclusion in organizations.
- ▶ We also partnered with Awari, a digital school that helps train professionals and reinsert them in the labor market. In addition to developing the young people through the courses, it also organizes monthly meetings in which our selection and attractiveness practice can refer students to vacancies.
- ▶ Launch of the Working Day GPA project for more than 30 undergraduates seeking to provide immersion in our culture, presenting our businesses and the Company's performance in retail. We received students from the Getulio Vargas Foundation (FGV), the Federal University of ABC

(UFABC), the Federal University of São Paulo (UNIFESP), the University of São Paulo (USP), and Mackenzie.

- ▶ More than 160 employees participated in the two *Tech Community* meetings, an initiative developed with the goal of sharing technology and digital knowledge through a conversation circle to address related topics more deeply.
- ▶ Publication of employee testimonials on LinkedIn to share professional trajectories and engage candidates.

### Awards and recognition

We remain in a continuous effort to be recognized in the most important awards in the sector. We received for the fourth consecutive time the “Company that gives feedback” seal, which recognizes organizations that use the Gupy platform for recruitment and selection and have presented, in the last quarter, at least 90% of feedback to candidates in selection processes.

We also received the *Gupy Destaca* Award recognizing us as one of the “100 HRs who inspire” in Brazil. The award gives visibility to companies and HR areas that make a difference in people management, seeking new practices, customization and factors that make work increasingly close and humanized, without neglecting innovation.

**Employee operates forklift at the Distribution Center**



# Culture and engagement

GPA is experiencing a new era, and our culture keeps up with this trend. Therefore, we started in 2022 a survey with our employees to understand if our purpose, mission, and values are aligned with the Company's strategies and day-to-day experiences. This process will be completed in 2023.

## ENGAGEMENT SURVEY

In 2022, we conducted another edition of the *Fale na Boa* engagement survey. The idea was to listen to our employees, aiming to evolve the Company's processes to achieve an increasingly healthy and welcoming work environment. The survey was applied to 100% of the team in order to measure employee engagement and satisfaction, and had an adherence rate of 87.5%, compared to 99% in 2021.

Conducted in partnership with the start-up Pulses, a continuous people management platform, the survey involved quantitative, qualitative, and conditional questions, evaluating dimensions such as Career, Learning and Development; Collaboration; Communication and Transparency; Culture and Values; Diversity and Sustainability; Engagement; Support Infrastructure; Leadership; Well-being; Compensation and Benefits.

Among the highlights, we had the average score of 7.9 in the sum of all questions, compared to 7.6 in the previous year, on a scale of 1 to 10. For the second time we used the e-NPS methodology (*Employee Net Promoter Score*), which measures the satisfaction of our employees by asking "Would I recommend GPA to my family or friends as a good place to work?". In 2021, 42% of them would recommend the Company, while in 2022 this percentage increased to 49%. Despite the progress, there is still room for improvement in this regard.



Employee answering Engagement Survey

### Would I recommend GPA to my family or friends as a good place to work?

Average score of all questions – on a scale of 1 to 10



## Social dialog

GPA promotes several actions that stimulate social dialog, including maintaining relationships with 170 labor unions of various categories that are part of the Company. In 2022, we negotiated collective conventions and agreements with several of them to align their premises with the company's goals, ensuring coverage of 100% of our staff. Among the main initiatives, we negotiated salary adjustments, inclusion of a 90-day probationary period, and signed agreements for the opening of stores on holidays and specific dates, which allow for the operation of sales points during these specific periods. |GRI 2-30|



# Health and well-being

**|GRI 3-3| MATERIAL TOPIC: WELL-BEING, HEALTH AND SAFETY |GRI 403-6|**

In respect of health and well-being, we strive to make the workplace safer, fostering the health and physical integrity of employees and reducing accidents and occupational illnesses.

With this aim in mind, we also rely on the work of Specialized Occupational Health and Safety Services (*SEMST*, in portuguese) professionals. In 2021 we introduced the Occupational Health and Safety Management System to implement and prepare all the legal documents necessary to comply with the e-social system (computerized government system).

**|GRI 403-1|**

With an even more comprehensive approach, the company's program focused on this area ensures the physical, mental and social health of employees and dependents through actions that encompass preventive campaigns, dissemination of relevant health content, partnerships and provision of free psychosocial care for employees and their families 24 hours a day, seven days a week.

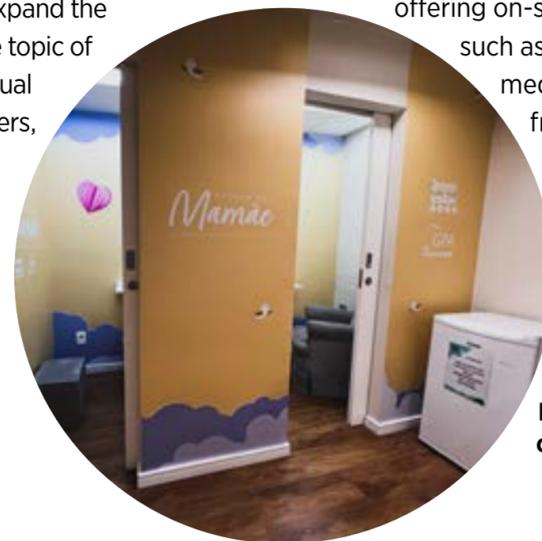
In 2022, we created a health and well-being dashboard, as a way to optimize the management of Occupational Health indicators, to assist with internal monitoring, and generate status and use of services, as well as new insights for future actions.

## Cartão da Mamãe (Mom's Card)

To continue the actions that 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 women employees with over one year of work in the Company. Monthly, around 900 women employees benefit from these credits, which are issued on a dedicated card accepted in all stores of the network.

## Gestar Program

Aimed at serving and supporting pregnant employees, the program was launched in 2022 with the support of the Diversity area. A multidisciplinary team of professionals provides support to pregnant women in the Company, offering priority care and guidance. As of November 2022, more than 700 consultations have been recorded. Our intention is to work even more on the program's promotion and to expand the number of participants. Also in the topic of motherhood, we updated the Manual for Pregnant Employees and Leaders, addressing the importance of active fatherhood, and relaunched the "Mama Space" at our headquarter for lactating employees, prepared to welcome them with comfort and care.



**Mama Space at corporate headquarter**

## Gympass

Since 2018, we have a partnership with the Gympass app to encourage employees to engage in physical activities and thus ensure their well-being. Since 2021, we have extended the app's services to include mental health, healthy eating, quality of sleep, and anti-smoking campaigns. Currently, around 6,000 employees are registered on the platform.

## H2N3 flu vaccination campaign

GPA has promoted awareness campaigns against H2N3 flu, as well as vaccination. 52% of the Company's population was reached, considered the highest overall average in recent years, benefiting more than 20,000 employees.

## World Physical Activity Day

In April, we held an event to celebrate the date, offering on-site activities for employees such as occupational gymnastics, medical evaluation, and promoting free wellness apps, with the participation of approximately 1,000 people.

## Grupo Éxito – promotion and prevention program

Grupo Éxito is dedicated to fostering a healthier lifestyle for its employees in Colombia, and to helping prevent diseases and accidents, reducing absenteeism. Between October 01, 2021 and September 31, 2022, the Group impacted 40,037 employees across the country.

Among the more important activities in the period is nutritional screening using bioimpedance to avoid non-transmissible diseases and eating disorders. In all, 8,083 people were evaluated, including some working in hard-to-reach locations such as Caucasia, Valledupar, Montería, Sincelejo, and Urabá.

Furthermore, to maintain the mental health of Grupo Éxito employees, a number of activities happened over this same period to avoid the development of mental illness and make help more readily available to those in need.

## Other commemorative dates

In the second half, we continued to reinforce prevention and health campaigns. In October, we held a lecture with gynecologist Dr. Helena Junqueira, in partnership with Femme Laboratory (specialized in women's health), on "The Various Sides to Women's Health" to prevent breast cancer, with the participation of 495 employees; and in November, in partnership with the Oswaldo Cruz Hospital, we promoted a lecture on men's health, with content given by oncologist Dr. Eliza Dalsasso, with the participation of 385 people.

# Occupational safety

**|GRI 3-3| MATERIAL TOPIC: WELL-BEING, HEALTH AND SAFETY |GRI 403-2, 403-4, 403-5, 403-7|**

## Zero is possible – Accident-free stores

The initiative integrates the campaign that promotes the Company's safety culture and operational discipline, guided by a set of leadership, management, and operation practices.

The Seven Golden Rules consolidate preventive practices through the employees themselves, minimizing accidents at work, whose main risks in our operations are: injury, muscle discomfort linked to ergonomics, and irritation of airways, eyes and skin. The Seven Rules are:

1. Report to work in good physical and mental condition
2. Respect all safety rules and regulations, and use all required Individual Protection Equipment (IPE)
3. It is mandatory that works at heights and with heat be carried out after the Work Permit is released
4. It is mandatory to respect all loading and unloading rules
5. It is forbidden to use machines and tools in an improvised way
6. It is forbidden to perform activities without specific training
7. The handling of electrical installations must only be carried out by specialized professionals

To ensure the safe performance of service providers' activities, GPA reviews all documents when they are hired to ensure that these professionals are duly qualified and trained to perform the work.

The accident target is placed on the panel of all store operations, leadership, and Operations division. It is calculated following the guidelines of *NBR* (Brazilian Standard) 14,280 from *ABNT* (Brazilian Technical Standards Association), involving frequency and severity rates, being constantly monitored.



### Cipativa

The Internal Accident Prevention Committees (*CIPAs*, in portuguese) have elected or appointed members who work together with the *SESMT* team to educate the rest on workplace accident prevention. The groups identify and create operational risk maps. In 2022, we maintained 333 committees, with 1,260 participating *CIPA* members.

The Cipativa campaign launched in the cycle seeks to engage these members from each unit around actions that contribute to a safer workplace. With this mobilization, we went beyond the workplace activities, fostering practices related to mental health and well-being.

### Workplace Safety Report (*RST*, in portuguese)

This report is a quantitative and qualitative checklist that provides evaluations of periodic inspections of our operations by occupational safety technicians to identify opportunities for improvements through corrective actions for a healthier and safer work environment. How often inspections occur varies according to the score received by each location from the last visit. The goal is for all stores to have a score above 85%, meeting the minimum requirements that regulate the safety and health of our employees. In 2022, we remained close to our objective.

#### SESMT MOMENT

Throughout 2022, we continued to produce educational videos related to Occupational Health and Safety through the *SESMT* Moment, which counted with the participation of internal and external professionals. The content addressed specific topics and issues related to accidents. The videos were disseminated on all of our internal channels and social networks, sent periodically and on an extraordinary basis to all employees. The idea is to provide knowledge about safe procedures in a simple and playful way, with the main objective of preventing accidents and occupational diseases.

### Pilot project: biometrics for recording the collection of PPE

With the aim of optimizing the process of controlling and registering the delivery of Personal

Protective Equipment (PPE) in operations, we started a pilot project to implement electronic devices to register the biometrics of the employee at the time of delivery of PPE, thus optimizing document management. The initiative is still in operation in ten Pão de Açúcar units and should be expanded to other stores after a period of evaluation and budget provisioning processes.

## Grupo Éxito

### Strategic road safety plan

The *Motodestreza* (driving agility) platform created by Grupo Éxito offers a training strategy to strengthen the knowledge and skills of the motorcyclists who deliver goods. It uses ARL Sura Road School methodology, which provides information on road safety and accident prevention standards.

### Auditing Program – occupational health and safety

Grupo Éxito audits its occupational health and safety management system at different operating units across Colombia ensuring it proactively complies with minimum standards and the criteria of Resolution 0312 (2019) and Decree 1072 (2015).

These audits check the four steps of the PDCA (prevent, do, check, and act) system. In 2021, the auditing program added a sampling of representative data from 24 units across four regions in Colombia. It achieved a score of 92/100, considered acceptable for implementing the rules. This audit is made every two years.

# Training and development

**|GRI 3-3| MATERIAL TOPIC: ATTRACTION, RETENTION AND DEVELOPMENT |GRI 404-2|**

Investing in the qualification and training of our employees is essential to ensure the Company's growth, offering career and development opportunities to all. This vision reinforces GPA's Employer Value Proposition (EVP), which includes the provision of online training via digital platforms – in 2022, these actions accounted for 39% of the training hours – and face-to-face training accounted for 61%.

To guide the team's development, we adopted the Performance and Development Cycle, which evaluates employee capacity to meet the skills required by the Company, which enables the construction of development pathways – Individual Development Plans (IDP).

With IDP we centralized a number of GPA management processes, such as performance assessments, determining the dashboard of targets to calculate variable compensation (for eligible positions) recording feedback, among others.

Our leaders and employees can therefore own their professional pathway, in addition to practicing transparency and simplicity with the historical record and information available for more assertive decision making. In addition, the culture of meritocracy is strengthened and elite performances are encouraged.

Through this process we format courses and training that will develop our employees, with different technical and behavioral coaching initiatives.

## 6<sup>th</sup> Development Week

We promoted the sixth edition of the Development Week with the topic *"Inner Skill: skills for the meta world"*. During the week, we offered an experience in the metaverse, with virtual reality glasses for employees, and lectures such as *"Papo Firme: Building a legacy in the light of changes"*, with presenter Serginho Groisman; *"Intelligent Future Beyond Innovation,"* with Gil Giardelli, lecturer, writer, and presenter, and the Pepper Robot; *"How to navigate in a (phy)gital world?"* with Caio Barroso, creator of the Lá na Firma profile; *"Inner skills for mastery in the (dis)order of the new world,"* with Vânia Ferrari, speaker, and writer; and *"With magic and technology, the future can happen!"* with magicians Henry and Klauss, in addition to more than 30 training actions.

The event had 7,830 participations– representing a growth of 6% on 2021 – totaling more than 50 hours of training. Employees competed for an in-company certification course from Getulio Vargas Foundation and a tablet.

## Dia do Desenvolvimento (Development Day)

The company promotes the continuous training of 100% of its employees by offering four to six training sessions every month on various topics related to retail and work routine, such as communication, leadership, relationships, collaboration, mental health, digital transformation, among others. In 2022, there were 45 training sessions throughout the year, more than 58 hours of training, and 2,986 trained participants, which represents a 61% growth compared to the previous year and highlights the employees' pursuit for self-development.

## Fórum do Livro (The Book Forum)

Initiated in 2021, this project provides GPA employees in-depth debates about topical matters that impact personal lives, society and the business world. After being enrolled, participants receive a kit with a book and a themed gift related to the main subject of that edition of the event. The meetings are held 100% online in a roundtable format, moderated by specialists. In 2022, the Book Forum held nine debates, with over 400 participants, 63 hours of debate, 34 meetings, and over 1,670 pages read. One of the highlights was the edition that discussed the book *Talvez você seja...Desconstruindo a LGBTfobia que nem você imagina que tenha* (Maybe you are... Deconstructing the hidden LGBTphobia living within you), featuring writer and journalist Marcelo Cosme, who shared his creative process and experiences with the participants during the reading.

## Papo de Carreira (Career Talk)

The Career Talk initiative aims to promote conversations between the company's employees and volunteer leader-mentors to share experiences about development and help trace career paths. In 2022, the Career Talk initiative was made available to corporate positions such as lawyers, analysts, assistants, buyers, specialists, interns, among others. The volunteer mentors who served these professionals underwent training to deeply understand the importance of their role and the best ways to share their knowledge and experiences with their mentees. The initiative started in October 2022 and closed the year with 47 volunteer leader-mentors and more than 85 conversations promoted.



**Action in 6<sup>th</sup> Development Week**

## Online course platform – GPA Retail University

Upon accessing the online course platform of the GPA Retail University, the company's more than 37,000 employees are presented with the following question: "What would you like to learn today?". In total, there are more than 5,000 courses in its collection, which are made available for access 24/7 via computer, tablet or mobile phone. We offer knowledge, as we believe in its power, and it is only by building together with the Company's business, culture, competencies, goals, and objectives that we can promote the training of our employees, using innovative methodologies and learning techniques that improve business results.

In 2022, in partnership with the Diversity department, the University made it possible for all employees to include their social name on the platform, an important achievement that reflects how inclusion is also part of our learning culture.

### Lidera and Sustainability Channels

In 2022, to further promote the self-development of GPA's leadership – especially in relation to the first level – and support the development of teams, an engagement initiative was launched: "Canal Lidera tá On" (Lidera Channel is On), consisting of fortnightly emails indicating content from Lidera Channel, one of the main sources of self-development in the University focused on leadership and covering topics such as protagonism, exponential leadership, *feedback*, team management, emotional management, productivity, among others.

After the first email was sent, access to *Lidera* Channel increased by 175%, showing that our leadership is increasingly motivated to boost their high-impact teams.

Also in 2022, the Sustainability Channel was created to bring more knowledge about the subject to all employees. It gathers content about our five sustainability pillars and, since its launch, the channel has had over 1,300 accesses.

### TRILHA DE OPERAÇÕES (OPERATIONS TRAIL)

The Operations Trail is a project that won the 2022 Award from the Brazilian Association of Training and Development (*ABTD*, in portuguese) with the goal of engaging, preparing, and developing professionals from GPA's stores with technical and behavioral content. In 2022, more than 16,000 employees were trained through a 100% online format.



### TRILHA DE SUPPLY (SUPPLY TRAIL)

The Supply Trail involves a year-long journey of training to develop and improve technical and behavioral knowledge and skills. In 2022, 2,049 employees from GPA's DCs were trained.



## Online course platform GPA Retail University – figures

Over **133,000** hours of training.

**25%** of training time taking place online.



There are approximately **10 channels** of courses, including *Lidera* Channel, about leadership; UNIFLIX, with various web series; GPA Diversity Portal; Sustainability Channel, among others.

More than **885,000** connections.

## Leadership Development Program

Created to support managers of GPA's corporate area, the program serves 100% of our leaders, totaling more than 600 employees. In 2022, the program covered topics such as "The Brain of Leaders: How to Use Neuroscience to Influence the Behavior of Your Employees," "Influential Leader," and "Belt Culture" (which involves training professionals focused on implementing effective changes, creating and developing solutions, and managing people and teams). Throughout the year, there were more than 30 hours of training, 26 meetings, and 579 leaders trained, with an average participation rate of 78%.

### JORNADA DA LIDERANÇA (LEADERSHIP JOURNEY)

Developed to train leaders in stores and DCs operations in behavioral and technical content with the goal of developing them for their current positions. The journey included the participation of managers, section heads, store and gas station managers, and supply coordinators. In 2022, 598 leaders were trained, totaling 25 classes with an average participation rate of 69%.

### PROGRAMA DE SUCESSÃO (SUCCESSION PROGRAM)

The program became an important step in promoting career growth and visibility for many employees. Its goal is to train, retain, and develop potential professionals within GPA, providing succession opportunities and ensuring merit-based promotions within the Company. In 2022, 26 classes with 651 participants were part of this initiative, of whom 50% were women. Of that total, 40% were promoted.

CASA DOS VELHINHOS DE ONDINA LOBO  
Abrigo para idosos sem recursos

Bazar Especial



08

# Social impact and promoting opportunities

- ▶ GPA Institute
- ▶ Fundación Éxito

Employees participate in Colabora action





# GPA Institute

**|GRI 3-3| MATERIAL TOPIC: SOCIAL RESPONSIBILITY**  
**|GRI 203-1, 413-1|**

Created in 1999, the GPA Institute is responsible for our social work, which aims to contribute to a more inclusive and respectful world. What drives our work is the belief in the transformative power of people, food, relationships, and human development potential. We want to contribute and make an impact on communities in situations of social vulnerability, creating social change. For this, we encourage our various stakeholders, to collectively mobilize and carry out actions that collaborate with society.

In 2022, we reviewed the Institute's pillars, in line with the consolidation of New GPA, so that projects are increasingly connected to the Company's core business strategy, with topics related to food, social engagement, and employment.

The Institute is also associated with GIFE (Group of Institutes, Foundations, and Companies), composed of social investors of corporate, family, independent and community institutes or foundations, or companies that invest in actions of public interest.

For more information on the actions taken, access the [GPA Institute's Annual Report](#).



## GPA INSTITUTE'S INITIATIVES HAVE BEEN RESTRUCTURED ON THREE FRONTS:



Food



Employment



Social engagement

From left to right:  
Food collection campaign in store; *Mãos na Massa* program; *Colabora* action day

### 2022 BY THE NUMBERS

**R\$ 4.4 million**  
invested

**10 projects**

**316 organizations**  
benefited

**373 people**  
directly benefited

**8.368 people**  
indirectly benefited  
from supplemented meals



# Food

## Partnership Against Waste

Fighting waste is one of our brand's values. That's why we have a program dedicated to donating products that are not aesthetically attractive for sale but are 100% appropriate for consumption. Learn more on pages [73](#) and [74](#).



### PROJECT FIGURES

**2,100 tons** of food products donated

**4.2 million** meals enriched

**228** beneficiary organizations

**364** participating stores  
(Pão de Açúcar, Mercado Extra and Compre Bem)



Food products donation

## FOOD COLLECTION CAMPAIGNS

### Desafio do Bem (Challenge for Good)

Ongoing fundraising campaign, the "Challenge for Good" mobilizes customers and employees of GPA's stores. Between April 2021 and September 2022, units from Pão de Açúcar, Pão de Açúcar Fresh, Minuto Pão de Açúcar, Mercado Extra, Mini Extra, and Compre Bem from 12 states and the Distrito Federal participated in the initiative.

All donations to recipients were made through the social institutions partnered with GPA Institute, whose work ranges from the preparation of meals for the homeless or institutions caring for the elderly or children, to organizations and communities delivering grocery kits to highly disadvantaged families.

### PROJECT FIGURES

**1,848 tons** of food gathered

**149** organizations benefited between January and September 2022

**12** States and Distrito Federal involved in the initiative

### Páscoa Solidária (Caring at Easter)

Between April 02 and 09, we carried out the Caring at Easter initiative, which invited customers and employees to donate Easter eggs and chocolates to GPA's partner organizations.

- ▶ The social mobilization involved the participation of stores from Pão de Açúcar, Pão de Açúcar Fresh, Minuto Pão de Açúcar, Mercado Extra, Mini Extra and Compre Bem chains throughout Brazil, with volunteers present in the stores to encourage donations.
- ▶ During the initiative, Qualitá carried out the "Buy, Donate" campaign, in which the Easter eggs sold under the brand during the period had the same amount donated in chocolate to Central Única das Favelas (Cufa).

### PROJECT FIGURES

**30 tons** of chocolate gathered

**327 kilos** of chocolate donated by Qualitá to Cufa

**140** organizations benefited by the campaign



Caring at Easter action



*Caring at Easter allowed us to help many children and the participation of Leão da Tribo de Judá Institute was very important. We assisted 200 needy families in our region. To you, the donor, who helped us, know that you not only donated a chocolate, but also brought a smile to a child's face".*

**Lucas da Silva Wrigg**, responsible for Leão da Tribo de Judá Institute

## World Food Day

On World Food Day, on October 16, 2022, the Qualitá brand held a campaign for food donation for the second consecutive year. For every five kilograms of Qualitá's Private Label white rice sold, Qualitá donated the same amount to the Center for Nutritional Recovery and Education (*Cren*, in portuguese) in São Paulo. A total of 3 tons of Qualitá white rice were donated, with the participation of all GPA banners.

### PROJECT FIGURES

**3 tons** of Qualitá rice donated to Cren



Qualitá's World Food Day campaign; Qualitá's food donation in store

## Solidarity Christmas

Since 2013, the GPA Institute has promoted the Solidarity Christmas, a charity event that takes place in our stores and invites customers and employees to donate food – rice, beans, oil, powdered milk, sugar, salt, canned goods, tomato sauce, pasta and flours – and hygiene and cleaning items that make up the grocery package.

In 2022, the donation drive took place on December 3rd and 10th in all Pão de Açúcar, Pão de Açúcar Fresh, Minuto Pão de Açúcar, Mercado Extra, Mini Extra, and Compre Bem stores. Donations were sent to the Institute's partner organizations. On the total volume collected in the two days of the campaign, the GPA Institute contributed with a plus 15% in grocery package food.

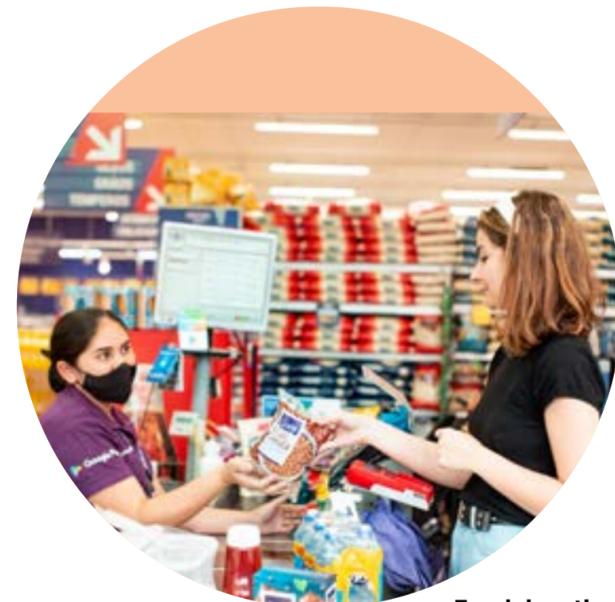
### PROJECT FIGURES

- 166** metric tons collected
- 100** partner organizations benefited
- 12** States and Distrito Federal involved in the initiative



*The Enfrente Project is an NGO that has several social initiatives, one of which is the donation of emergency grocery packages to low-income families. All collected food was turned into a grocery package, delivered to over 1,200 families in the Isis Cristina community in Embu das Artes."*

**Catia Cristina F. Jordão,**  
a volunteer from the Enfrente Project, one of the organizations benefiting from the campaign



Food donation by customer



## EMERGENCY CAMPAIGNS – FLOODS

### Petrópolis

Between February 17 and March 03, several Pão de Açúcar and Mercado Extra stores in Rio de Janeiro state ran an emergency campaign to collect personal hygiene items, cleaning products, non-perishable food and drinking water for the population in the Petrópolis region.

### Pernambuco

Between May 28 and June 20, our Pão de Açúcar, Mercado Extra and Minuto Pão de Açúcar stores in the state ran an emergency campaign to collect personal hygiene items, cleaning products, non-perishable food and drinking water for the population in Recife affected by the torrential rainfall.

### PROJECT FIGURES

**46 tons** of food collected for Petrópolis

**3.6 tons** of food collected for Recife

**Donations** forwarded to Ação da Cidadania and the Red Cross



# Employment

## Mãos na Massa (Hands On)

The 'Hands On' is a GPA Institute program that offers new career possibilities for residents around Group stores, through basic and practical courses of learning in the areas of Bakery and Pastry.

The initiative prepares them with the necessary skills to produce bread, cakes, and sweets, encouraging their entry into the job market, including the possibility of working at GPA.

In-person classes allowed students to follow the production in one of our units. To reinforce the initiative's employability proposal, the GPA Attractiveness and Selection team followed the program from the beginning. At the end of each class, participants were invited to participate in the selection process in their areas of training. As a result, three participants from the last classes held in São

Paulo and Rio de Janeiro were hired to work in the Bakery and Pastry areas of the Group stores.

In 2022, the project trained 80 people in different communities, including Paraisópolis and Campo Limpo in São Paulo and Maré in Rio de Janeiro. The course offered a total of 200 hours of training, which took place in the space of partner social institutions and training stores of GPA.

Since its initiation in 2018, Hands On has seen 314 people graduate in 19 classes in São Paulo, Rio de Janeiro, Minas Gerais and Bahia, in partnership with the institutions Liga Solidária, Gastronomia Periférica, Arrastão Project, Padre Haroldo Institute, Galpão ZL, Gambiarra, Fa.Vela, Mãos de Maria and Redes da Maré.



### PROJECT FIGURES

**5** classes held in 2022

**80** students benefited

**3** people hired in GPA stores

**200** hours of course time



Hands On student in class



*It is a huge satisfaction to be able to contribute to the knowledge of people, the public that comes in search of that information and acquire a new professional experience. I feel professionally fulfilled, and have been following classes since the first edition; their involvement is fantastic."*

**Givanildo Matias,**  
Coordinator of technical classes in bakery



*It was very good to participate in Hands On, I learned so many new things which helped me a lot after I got the job at Pão de Açúcar. I'm working as an apprentice in the bakery area of the store and socializing with people is very nice, very peaceful, and the course helped a lot in achieving my autonomy."*

**Sabrina Aparecida de Lima,**  
Hands On participant and bakery apprentice in Pão de Açúcar store



## Prosperar (Prosperity)

The Prosperity Program is an initiative that offers excellent university opportunities and access to young people with low socioeconomic status.

Initiated by the Casino Group Foundation in France, the initiative was implemented and made possible by the GPA Institute in Brazil in 2014, in partnership with the Getulio Vargas Foundation (FGV, in portuguese) and now counts with the Escola de Propaganda e Marketing (ESPM) since the second half of 2021.

In 2022, four young people benefited from the program in partnership with FGV for courses in Business Management and Public Administration. In addition, all participants of the Program were invited to participate in Working Day at GPA, in which students experience a day of work at the Group's headquarter, getting to know the company's main areas, work dynamics, culture and values.

Program participants are provided with scholarships to cover costs of teaching materials, meals, transportation, and housing, in addition to monthly tuition fees.



Prosperity students participate of Working Day GPA



### PROJECT FIGURES

**4** new scholarship recipients in 2022, 50% of whom are women and 75% of whom are black

**88** young people benefitted since 2014, of whom 51,1% are women

**Partnered institutions:** FGV and ESPM



Prosperity program participants



*For me, the Program means more than financial assistance, it is an affirmation that there are people who believe in me and are willing to walk with me until my graduation, making my dream more accessible and contributing to me being able to help new students in some way, with my profession in the future."*

**Carina de Godoy Matos Bueno,** student selected by the Prosperity Program in 2022



*The partnership between the GPA Institute and FGV EAESP, which is materialized through the Prosperity Program, is extremely important for our students. The Program creates favorable conditions for them to continue their studies in school. In addition, it offers numerous opportunities to expand knowledge about professional trajectories and the retail market, and to consolidate new relationships. We are grateful for the support given by the Program, as I have witnessed the extremely positive impact it has on the lives of these people – it makes all the difference."*

**Renato Guimarães Ferreira,** coordinator of the undergraduate course in Business Management at FGV/EAESP



## NATA

The Advanced Food Technology Training Center (*NATA*, in portuguese) was created in 2009 in partnership with Rio de Janeiro's State Education and Agricultural Departments.

The program offers young people the possibility of taking High School courses integrated with courses in Bakery & Pastry; and Milk & Derivatives. The goal is to train specialized technical professionals to work in food industries, retail networks, and Quality Control.

Located in São Gonzalo (RJ), NATA develops and encourages practical activities in pilot plants, internal and external internships totaling 120 hours, scientific initiation projects, and student participation in fairs and congresses in the sector. We had 177 young apprentices in 2022.



**NATA**  
practical class



*Having the opportunity to take a course like this at NATA was of great importance to my professional development and mentality growth about the job market. I chose this training to leave school with extra skills provided by the technical course, given that I have always had a certain interest in the area. With these classes, I started to learn and today I make a monthly salary selling pies that I learned to make."*

**Ana Cecília Costa de Oliveira,**  
student in the Bakery & Pastry course

## NATA

### PROJECT FIGURES

**177** students in 2022, of which

**65%** are women

**1,188** young people graduating since 2009

## Social engagement

### Movimento Arredondar (Rounding Movement)

In 2022, we expanded the initiative, made in partnership with the *Movimento Arredondar*, which encourages rounding up change in cash at the checkout to support the work of social organizations throughout Brazil. We raised R\$162,000, which was directed to 16 social institutions.

Since 2016, customer micro-donations made in Pão de Açúcar, Minuto Pão de Açúcar, and Mini Extra stores have exceeded R\$ 2 million. With the partnership's success, *Arredondar* was extended to Mercado Extra and Compre Bem stores, reaching 490 stores, impacting around 40,000 people.

In addition to expanding the partnership to more Company units, new social organizations were added to the donation network, aiming to regionalize the format of resource distribution and bring stores closer to final beneficiaries.



### PROJECT FIGURES

**R\$ 2 million** collected since 2016

**490** participating stores in 2022

**40,000** people impacted in the year



**Rounding change**  
in checkout



*With this partnership, GPA and Arredondar bring the possibility of donating to the daily lives of Brazilians. This commitment to being a retail that connects to causes like education and food, donating its channel to be a facilitator and mobilizer of donations, creates a huge impact. The money raised makes it possible for NGOs to expand projects, cover maintenance costs, such as food, transportation, work materials, thus serving thousands of people."*

**Ari Weinfeld,**  
founder of the *Movimento Arredondar*

## COLABORA

### PROJECT FIGURES

**450** participants in the project's launch live stream

**221** people registered on the volunteering platform

**65** applicants for jobs on the volunteering platform

**69** volunteer employees



Colabora action day

## Colabora (Collaborate)

GPA's volunteer program, *Colabora* encourages employees to contribute to transformative actions in communities near the Group's stores. In addition to specific actions organized by the GPA Institute, aimed at strengthening the relationship between internal stakeholders and partner social organizations, the program also has a platform developed in partnership with Atados, which connects our internal stakeholders to remote and in-person voluntary work demanded by institutions throughout the country. Through this tool, we enable our corporate and store employees to choose the social cause(s) with which they identify the most, and according to their interest and availability, connect with social work.

The program was relaunched in March 2022 during a live broadcast to all employees and included a awareness-raising lecture on corporate volunteering. In 2022, there were 221 registrations on the volunteering platform, 65 registrations for volunteering positions, and 69 voluntary participations.



*I had the opportunity to participate in volunteering with some people from my team, delivering meals to people experiencing homelessness in extremely vulnerable situations. At this moment, we realized in practice the value of our purpose of literally feeding dreams and lives. It's a life-changing and inspiring experience. We, GPA leaders, have a role to influence, engage, and participate more and more in moments like these."*

**João Calixto Espinheira,**  
regional manager of Pão de Açúcar





## Book Donation Campaign

Between April 25 and May 09, we carried out a campaign focused on collecting new and used books in ten GPA stores in São Paulo city. A total of 1,544 books were collected from customers and donated to the NGO Pró-Saber, located in the Paraisópolis community (SP).

## Winter Clothing Campaign

Between May and June, GPA's customers and employees donated clothes, sweaters, blankets, and accessories at collection points in stores. A total of 37,838 items of clothing were collected from Pão de Açúcar, Mercado Extra, and Compre Bem stores in São Paulo and Rio de Janeiro. Items were donated to *Exército da Salvação* and *Gerando Falcões*.

## Pet Festival

Our Private Label brand *Qualitá* held the *Comprou, Ganhou* (Buy, Donate) campaign during the Pet Festival at Mercado Extra. The brand donated the same amount of pet products sold in Mercado Extra stores and on the *Clube Extra* app and website on May 27 to *Raia Pet*, a partner of GPA Institute, which resulted in a total of 2,234 kilograms of the brand's dry pet food.

During the Festival, we also organized a dog and cat adoption event in the parking lot of some stores.

In December, we held the first pet adoption event at a Pão de Açúcar store in the Morumbi neighborhood of São Paulo, in partnership with *Lagunitas* beer, which donated the sales revenue of pet accessories to one of GPA Institute's partners. On that day, *Qualitá* donated 50 kg of pet food.



Book donation in corporate headquarter



Pet Festival



Cabelegria initiative

## Cabelegria

As a way to raise awareness of breast cancer during Breast Cancer Awareness Month (Pink October), GPA, in partnership with GPA Institute and the *Cabelegria* NGO, promoted hair donation for wigs for people undergoing cancer treatment. The initiative took place on October 31 in São Paulo, at GPA headquarter and at Pão de Açúcar Jabaquara and Brigadeiro stores.

### PROJECT FIGURES

**25** hair donations, with 16 cut at the event and 9 delivered for donation

**18** wigs made



*Donating a part of myself brought me a feeling of empathy and humanity, to be able to help a girl or a woman to recover their self-esteem, as they have already suffered a great impact from the diagnosis of the disease and even with the treatment for a cure."*



**Leticia Cristina Pereira de Jesus,**  
Sustainability intern at GPA



## SOCIAL PRODUCTS

### Starch biscuits with *Gerando Falcões*

Qualitá and the organization *Gerando Falcões* have joined forces to bring education, economic development, and citizenship to favelas (Brazilian slums). 100% of the profits from the sale of the 200g starch biscuit are donated to Falcons University.

The program seeks to empower these leaders to be agents of change in their communities, working as development engines of transformation and overcome the cycles of poverty.

The product was launched in September, and the packaging art was co-created by Qualitá with young people from the organization. By the end of the year, 18,000 units were sold, with R\$208,493.00 donated to *Gerando Falcões*.

#### PROJECT FIGURES

**18,000** units of 200g cookies were sold between September and December 2022

**R\$ 208,493.00** donated to *Gerando Falcões* for the Falcons University Project



Qualitá's starch biscuits



*It is important to provide young people with the opportunity to rescue dreams and break beliefs. That's why we offer self-management tools, social awareness, emotional intelligence development in our formations – and, above all, finding one's vocation. The partnership with Qualitá will bring even more resources, robustness and visibility to the Jovem Falcão program, which already impacts thousands of people in the favelas throughout Brazil."*

**Edu Lyra,**  
Founder and CEO of *Gerando Falcões*

### Cashew nuts with *Amigos do Bem*

During Easter 2022, the Qualitá chocolate egg line was produced with cashews from the *Amigos do Bem* organization's processing factories. This social organization has been generating income and job opportunities to change the lives of families in the interior of the Northeast (known as Sertão) since 1993.

The first products of this partnership, a cashew-based line, were launched in 2021. The production is artisanal and involves the work of over 400 workers in planting and processing the raw material. The project's plantations cover over 680 hectares, and the NGO also distributes cashew seedlings to the families they assist, as well as buying local production during the harvest season. This is Qualitá's first co-branding initiative, whose social contribution adds even more value to this strategy.

#### PROJECT FIGURES

**+620 thousand** units of *Amigos do Bem* products sold, including Cashew nuts, Easter eggs and returnable bags, in 2022.



Urban Social Allotment

### Urban Social Allotments and ARCAH

Organic vegetables and salads are sold in seven Pão de Açúcar and Pão de Açúcar Fresh stores in São Paulo, produced from a project that transforms unoccupied areas in São Paulo city, especially empty plots of land, into areas for organic allotments. (More information in the [Support for smallholders](#) section).



#### PROJECT FIGURES

**More than 8,000** salad items sold in seven Pão de Açúcar and Pão de Açúcar Fresh stores



# Fundación Éxito

**|GRI 3-3| MATERIAL TOPIC: SOCIAL RESPONSIBILITY**  
**|GRI 203-1, 413-1|**

The programs in support of Colombian society are run by the Fundación Éxito, an organization created in 1982 with a mission to improve children's well-being — today and in the future.

The Foundation coordinates programs in collaboration with the government and family-oriented organizations; provides monthly donations of well-balanced grocery packages containing all food groups; and supports healthcare, education and family development.

It also develops initiatives into broader plans, public policies, programs and projects to improve children's nutritional status and build organizations' capabilities to set up and lead early childhood initiatives. Its overarching goal is to end chronic malnutrition in Colombia by 2030.



## Corporate Volunteering

The *Heart Leaders* program was created to attract 100 store ambassadors to be volunteers. Volunteer journeys were made, launched in six corporate offices, with a initiative in each one, at least once a year.

We also put in place a strategy to activate leaders programs, with the involvement of 21 corporate leaders and invitations sent out to 127 store employees. This program involves Fundación Éxito allies – private and public sectors players and NGOs - who share the conviction that it is urgent to invest in the decrease of early children malnutrition. These partners provide financial support to enable projects and foster the adoption of aligned habits and practices to ensure the fundamental right to food, replicating these initiatives among groups of interest.

## Goticas (Droplet)

The customer volunteer donation program, designed to decrease of children malnutrition, is being improved. The amount collected each year should increase to 7,446 million Colombian pesos (+3%). A customer survey was performed to understand their perception of the program and, based on the outcome, different strategies were implemented, which helped the program manage its budget. All districts and brands were visited to make employees aware of the zero malnutrition program and its challenges and actions.



Children attended by Fundación Éxito



# Food donations

We have three goals in expanding our activities to improve the nutrition of the population , and, especially, eradicate children malnutrition.

1. Expand the collection of “bruised or damaged” foods by institutions and/or food banks nation-wide, and improve their use. Among our achievements in 2022 we highlight:
  - Monitoring store indicators with food banks or institutions designated to collect bruised or damaged foods.
  - Actively seeking out institutions that could benefit from “bruised or damaged” foods.
  - Increasing the percentage of stores with a designated institution for “bruised or damaged” foods to 95%.
  - A pilot program with Banco Saciari in Medellin for collection in stores with no coverage via institutions that have agreements with the bank.
  - Supporting the creation of the La Guajira Food Bank.
2. Planning, implementing and analyzing a pilot cell phone app Eatcloud, to increase coverage utilization, and reduce waste and its economic impact. Among the achievements of 2022 are:
  - An app developed to recover donations (putting donors in touch with collection entities).
  - Internal approval by Grupo Éxito executives and support areas – loss prevention, logistics, and IT developments - to allow the project to move ahead.
  - Implementing an 18-store pilot for subsequent roll out to another 500 units.
3. Linking private zero malnutrition program allies: Grupo Éxito suppliers in different campaigns. Among our achievements in 2022 we highlight:
  - Of the 59 supplier partners, 44 are in the commercial area and 15 in goods and services.



**Fundación Éxito**  
action for combatting  
child malnutrition



# Appendices

- ▶ Table of Targets – GPA Brazil
- ▶ Materiality Matrix – GPA Brazil
- ▶ Performance Indicators – GPA Brazil and Grupo Éxito
- ▶ SASB – Topics and Metrics
- ▶ TCFD – Central elements
- ▶ Assurance Letter
- ▶ GRI Content Summary, Global Compact Principles and SDGs
- ▶ Awards 2022
- ▶ Credits

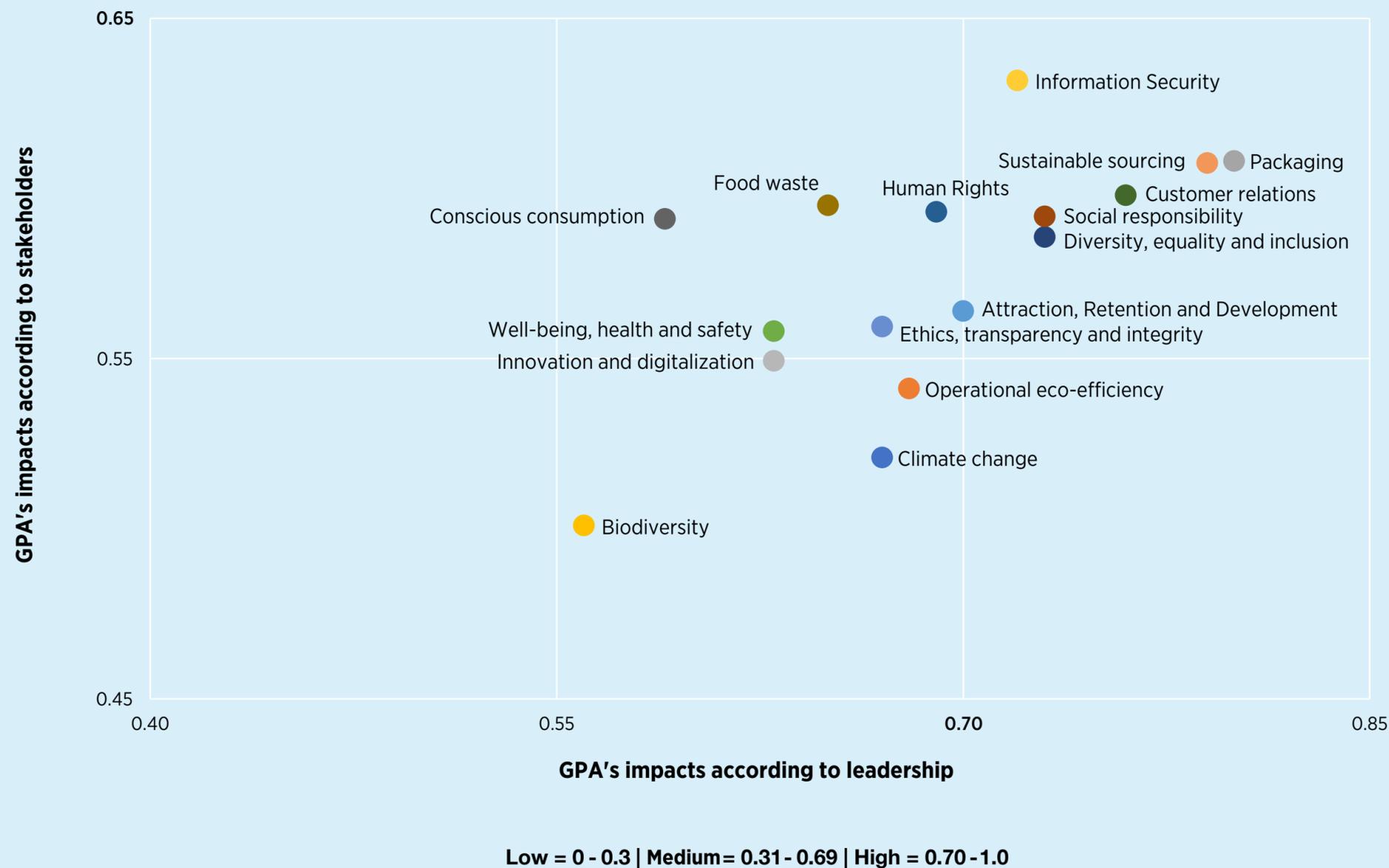
# Table of Targets – GPA Brazil

Strategic pillars	Material topics	Targets	Date of achievement	Results in 2022
Environmental impact management	Climate change	Reduction in Scope 1 and 2 emissions by 50% (2015 baseline)	2025	41.3% compared to 2015
		100% of store medium-voltage energy consumption with an energy matrix from the free market	2024	97%
	Tackling food waste	Participation of all supermarkets in the Partnership Against Waste Program	2023	95%
	Packaging	100% of Private Label's packaging recyclable, reusable and/or compostable	2030	31%
Value of our people	Good labor environment with development opportunities	40% of women in leadership positions (management and above)	2025	38.30%
		50% black employees	2022	55.75%
	Diversity, inclusion and fighting discrimination	100% of discrimination allegations verified and addressed	Every year	100%
		100% of service providers trained in Diversity	Every year	100%
Transformation in the value chain	Developing sustainable practices in the supply chain, ensuring respect for the environment and animal welfare	100% of our Private Label eggs sold came from cage-free hens	2025	51.90%
		100% of our eggs sold at Mercado Extra, Pão de Açúcar and Compre Bem came from cage-free hens	2028	40.20%
		100% of the pork sold in our Pão de Açúcar, Mercado Extra and Compre Bem stores comes from suppliers that respect animal welfare	2028	In progress
		100% of Pão de Açúcar beef suppliers publicly committed to an Animal Welfare Policy	2025	64%
		100% of Private Label broiler chicken sales compliant with global animal welfare trends	2028	In progress
		100% palm oil with source identified in Private Label products	Every year	100%
		100% palm oil of international origin certified in Private Label products	Every year	79.60%
	Promoting Human Rights and compliance with labor regulations in the supply chain	100% international factories audited in the ICS methodology	Every year	100%
		100% of textile factories audited by ABVTEX	Every year	100%
		100% of Private Label suppliers audited in the ICS methodology	2022	99.6%
Engagement with society	Community engagement	Collection of 4,210 tons of food in Solidarity Agenda	2022	2,045
		45 students completing the Hands On Program	2022	80



# Materiality Matrix GPA Brazil

As described on page 29, in 2022 we carried out a review of our materiality matrix, aligned with international guidelines on this topic. As an initial part of the process, the involvement of our priority stakeholders took into account 16 topics for consultation and classification, of which 10 were defined as management priorities, while the other six were defined as monitoring topics. In the resulting materiality matrix, the perception of stakeholders regarding the impacts of GPA on each topic is presented on the vertical axis. The higher up the matrix, the greater the impact considered. The view of leadership corresponds to the horizontal axis. The further to the right, the greater the impact considered. For stakeholders, all topics submitted for consultation were considered to have medium impact. For the vast majority of leadership, GPA has a high positive impact on most topics.





Compared to the previous materiality identified in 2020, three priority topics – Waste Management; Offering healthy, sustainable and safe products; Promotion of Human Rights – have been removed and are now considered monitoring topics.

Other topics are contemplated with changes in wording, such as “Relationship with the Local Community,” which now becomes “Social Responsibility”; “Good working environment with development opportunities” will be designated as “Talent Attraction, Retention, and Development”.

We also list here the leading topics raised by each stakeholder group during the new materiality definition process: **[GRI 2-29]**

- ▶ **Shareholder:** Packaging; Social responsibility, and Innovation and digitization;
- ▶ **Trade associations:** Diversity, equality and inclusion; Social responsibility; Human rights; Food waste; and Sustainable sourcing;
- ▶ **Customer/consumer:** Climate change; Operational eco-efficiency; and Biodiversity;

- ▶ **Employee:** Diversity, equality and inclusion; Customer relations; Information Security; and Human rights;
- ▶ **Supplier:** Human rights; Conscious consumption; Ethics, integrity and transparency; Customer relations; and Sustainable sourcing;
- ▶ **Investor:** Customer relations; Human rights; Food waste; and Innovation and digitization;
- ▶ **Social organizations supported by GPA or GPA Institute:** Social Responsibility; Well-being, health and safety; Sustainable sourcing; and Conscious consumption;
- ▶ **Social organizations partnering with GPA:** Conscious consumption; Customer relations; Diversity, equality and inclusion; and Talent Attraction, Retention, and Development.

MATERIAL TOPICS	SDGs
<b>Climate change</b>	<b>3, 7, 8, 12, 13, 14, 15</b>
Operational eco-efficiency	6, 7, 8, 11, 12, 13, 15
<b>Packaging</b>	<b>8, 12</b>
Biodiversity	6, 14, 15
<b>Attraction, retention and development</b>	<b>5, 8, 10</b>
Well-being, health and safety	3, 8, 16
<b>Diversity, equality and inclusion</b>	<b>5, 8, 10</b>
<b>Social responsibility</b>	<b>1, 3, 4, 8, 17</b>
Conscious consumption	12, 16
<b>Food waste</b>	<b>1, 2, 5, 9, 11</b>
Human rights	16
<b>Customer relations</b>	<b>16</b>
<b>Ethics, transparency and integrity</b>	<b>16</b>
<b>Sustainable sourcing</b>	<b>5, 8, 16, 17</b>
Innovation and digitalization	9
<b>Information security</b>	<b>16</b>

● Priority topics



# Performance Indicators – GPA Brazil and Grupo Éxito

These indicators follow the Casino methodology for compilation

	Audited Indicator	Unit	GPA+ÉXITO 2022	GPA 2019	GPA 2020	GPA 2021	GPA 2022	ÉXITO 2019	ÉXITO 2020	ÉXITO 2021	ÉXITO 2022
Own retail space <sup>1</sup>	✓	m <sup>2</sup>	1,429,347	1,140,665	1,071,007	1,114,979	624,911	853,464	834,751	823,941	804,436
<b>OUR PEOPLE<sup>2</sup> GRI 2-7, 405-1</b>											
Total headcount at 12/31/N	✓	Number	72,018	66,222	55,931	50,968	37,699	36,237	34,374	33,496	34,319
Headcount in full time	✓	%	85.2	84.7	87.0	87.8	89.6	79.6	78.9	79.1	80.3
Female headcount at 12/31/N	✓	%	51.6	53.1	53.1	53.1	52.8	49.6	49.6	50.1	50.3
Male headcount at 12/31/N	✓	%	48.4	46.9	46.9	46.9	47.2	50.4	50.4	49.9	49.7
Headcount aged < 30 at 12/31/N	✓	%	38.4	41.5	39.2	39.2	40.0	41.4	39.6	37.5	36.7
Headcount aged 30 to 49 at 12/31/N	✓	%	51.4	48.9	50.9	50.2	49.2	49.4	51.1	52.1	53.7
Headcount aged > = 50 at 12/31/N	✓	%	10.2	9.6	10.0	10.5	10.8	9.2	9.4	10.4	9.6
Headcount by race/ethnicity – Black <sup>3</sup>	✓	%	-	46.9	48.9	52.1	55.9	-	-	-	-
Headcount by race/ethnicity – White	✓	%	-	26.6	28.2	30.0	32.6	-	-	-	-
Headcount by race/ethnicity – Asian	✓	%	-	-	-	-	1.1	-	-	-	-
Headcount by race/ethnicity – Other	✓	%	-	26.5	22.9	17.9	10.4	-	-	-	-
Headcount in management positions and above at 12/31/N	✓	Number	1,788	1,261	1,204	1,222	1,066	699	642	706	722
Of whom are black	✓	%	-	39.0	36.0	37.9	43.0	-	-	-	-
Of whom are women	✓	%	37.9	36.0	36.0	37.0	38.4	32.5	32.4	36.5	37.3
Of whom are black women	✓	%	-	13.0	14.0	15.1	18.4	-	-	-	-
Headcount in executive board at 12/31/N	✓	Number	71	63	56	52	44	29	26	32	27
Of whom are black	✓	%	-	2.3	5.3	7.7	4.5	-	-	-	-
Of whom are women	✓	%	25.4	19.0	18.0	15.4	22.7	31.0	30.8	25.0	29.6
Of whom are black women	✓	%	-	-	-	-	-	-	-	-	-

\*Due to the Company's restructuring, with the ending of the Hypermarkets, some indicators were impacted and showed significant variations in relation to the previous year, and also within the fiscal year itself **GRI 2-4**

<sup>1</sup> Using Casino's methodology.

<sup>2</sup> The data from "Our People" pillar follows Casino's methodology.

<sup>3</sup> The headcount considers blacks and browns.

	Audited Indicator	Unit	GPA+ÉXITO 2022	GPA 2019	GPA 2020	GPA 2021	GPA 2022	ÉXITO 2019	ÉXITO 2020	ÉXITO 2021	ÉXITO 2022
Total employees with disabilities at 12/31/N	✓	Number	1,919	2,149	2,193	1,925	1,481	399	409	365	438
Number of apprentices at 12/31/N	✓	Number	2,998	2,622	1,457	1,746	1,607	1,916	1,901	1,598	1,391
<b>NUMBER AND RATE OF NEW EMPLOYEE HIRES AND TURNOVER GRI 401-1</b>											
Women		Number and %	-	-	-	-	6,030 - 52.1	-	-	-	-
<30 years		Number and %	-	-	-	-	3,890 - 33.6	-	-	-	-
Between 30 and 50 years		Number and %	-	-	-	-	1,932 - 16.7	-	-	-	-
>50 years		Number and %	-	-	-	-	208 - 1.8	-	-	-	-
Men		Number and %	-	-	-	-	5,546 - 47.9	-	-	-	-
<30 years		Number and %	-	-	-	-	3,723 - 32.2	-	-	-	-
Between 30 and 50 years		Number and %	-	-	-	-	1,605 - 13.9	-	-	-	-
>50 years		Number and %	-	-	-	-	218 - 1.9	-	-	-	-
<b>TURNOVER</b>	✓	%	-	28.4	31.3	34.5	64.7	21.2	11.6	17.8	25.0
Women		Number and %	-	-	-	-	11,817 - 34.0	-	-	-	-
<30 years		Number and %	-	-	-	-	4,694 - 14.0	-	-	-	-
Between 30 and 50 years		Number and %	-	-	-	-	5,977 - 17.0	-	-	-	-
>50 years		Number and %	-	-	-	-	1,146 - 3.0	-	-	-	-
Men		Number and %	-	-	-	-	10,609 - 31.0	-	-	-	-
<30 years		Number and %	-	-	-	-	4,831 - 14.0	-	-	-	-
Between 30 and 50 years		Number and %	-	-	-	-	4,685 - 14.0	-	-	-	-
>50 years		Number and %	-	-	-	-	1,093 - 3.0	-	-	-	-
Voluntary turnover - total	✓	%	-	11.7	10.3	12.2	14.2	12.4	4.3	12.2	19.0
<b>OCCUPATIONAL HEALTH &amp; SAFETY GRI 403-9</b>											
Number of Work-related injuries with a leave of more than 1 day	✓	Number	1,338	818	351	613	340	1,552	1,289	1,355	998
Number of Work-related injuries involving fatalities	✓	Number	0	0	1	0	0	0	0	0	0
Number of days of leave due to work-related injuries	✓	Days	23,739	60,133	39,695	13,654	13,353	12,901	11,102	14,685	10,386
Total number of hours absent due to work-related injuries, ordinary illness and occupational diseases	✓	Hours	3,933,268	5,545,091	5,456,740	5,622,274	2,837,872	1,009,943	84,564	86,009	1,095,396

\*Due to the Company's restructuring, with the ending of the Hypermarkets, some indicators were impacted and showed significant variations in relation to the previous year, and also within the fiscal year itself **GRI 2-4**

	Audited Indicator	Unit	GPA+ÉXITO 2022	GPA 2019	GPA 2020	GPA 2021	GPA 2022	ÉXITO 2019	ÉXITO 2020	ÉXITO 2021	ÉXITO 2022
Frequency rate of accidents with leave of at least 1 day – based on 1,000,000 hours		%	7.1	4.6	2.3	4.5	3.5	15.4	13.4	14.9	10.9
Absenteeism rate due to work-related injuries or illness		%	2.09	3.19	3.45	3.94	2.94	0.99	0.09	0.09	1.20
<b>TRAINING GRI 404-1</b>											
Total number of hours of employee training	✓	Hours	2,467,939	1,049,747	287,808	601,161	525,990	2,086,901	1,557,689	1,547,127	1,941,949
Average hours of training per employee	✓	Hours	-	16.1	4.8	11.1	13.9	57	44	47	58
Men		Hours	-	-	-	-	14.4	-	-	-	-
High Leadership (Directors and Managers)		Hours	-	-	-	-	22.8	-	-	-	-
Medium Leadership (Coordinators/Leaders/Chiefs/In Charges)		Hours	-	-	-	-	18.3	-	-	-	-
Corporate and Operational (Corporate Office, Operations and Technicians)		Hours	-	-	-	-	13.6	-	-	-	-
Interns and Apprentices		Hours	-	-	-	-	6.3	-	-	-	-
Women		Hours	-	-	-	-	13.6	-	-	-	-
High Leadership (Directors and Managers)		Hours	-	-	-	-	27.3	-	-	-	-
Medium Leadership (Coordinators/Leaders/Chiefs/In Charges)		Hours	-	-	-	-	20.2	-	-	-	-
Corporate and Operational (Corporate Office, Operations and Technicians)		Hours	-	-	-	-	12.7	-	-	-	-
Interns and Apprentices		Hours	-	-	-	-	7.2	-	-	-	-
Total invested by Company in training <sup>4</sup>	✓	BRL	10,825,450	10,480,248	9,232,108	10,569,521	7,268,050	6,705,644	4,845,100	4,609,961	3,557,400
Average amount spent on training per full-time employee <sup>4</sup>		BRL	345	187	190	213	215	197	150	147	130
<b>OUR PRODUCTS</b>											
Total of Private Label products	✓	Number	9,893	15,772	15,069	9,167	7,062	188,755	188,263	2,932	2,831
Organic Products (Private Label and Other Brands)	✓	Number	1,465	1,629	1,746	1,549	1,360	269	418	326	105
Sales revenue from cage-free eggs in relation to total Private Label eggs	✓	%	-	25.0	31.2	40.2	51.9	-	-	-	-
Sales revenue from cage-free eggs in relation to total Other Brands eggs	✓	%	-	30.5	26.6	23.8	29.5	-	-	-	-
Sales revenue from cage-free eggs in relation to total Private Label and Other Brands eggs	✓	%	-	37.4	28.5	30.2	40.2	-	-	-	-

<sup>4</sup>Due to the Company's restructuring, with the ending of the Hypermarkets, some indicators were impacted and showed significant variations in relation to the previous year, and also within the fiscal year itself **GRI 2-4**

<sup>3</sup>The conversion rates used to present the values in BRL for 2022 are based on the exchange rate of December/2022 and considers:

COP\$1,00 = R\$0,001078

US\$1.00 = R\$5,2177

	Audited Indicator	Unit	GPA+ÉXITO 2022	GPA 2019	GPA 2020	GPA 2021	GPA 2022	ÉXITO 2019	ÉXITO 2020	ÉXITO 2021	ÉXITO 2022
Number of alternatives to animal protein and dairy	✓	Number	332	-	20	153	222	-	496	91	110
Social audits in supplier factories located in risky countries <sup>5</sup>	✓	Number	489	173	271	323	267	101	232	346	222
Social audits in supplier factories located in risky countries, conducted by Casino Global Sourcing (CGS)	✓	Number	34	89	80	41	34	0	3	2	0
<b>ENVIRONMENTAL IMPACT MANAGEMENT</b>											
<b>ENERGY SOURCES GRI 302-1</b>											
Total energy consumed	✓	MWh	819,477	783,157	746,011	725,172	465,087	396,664	359,415	356,405	354,390
Energy consumption/m <sup>2</sup> – stores		KWh/m <sup>2</sup>	573.3	770.7	776.0	771.9	591.5	465	433	433	445
Consumption of energy from other renewable sources	✓	MWh	396,882	515,592	521,010	558,545	389,137	458	229	3,199	7,745
Proportion of other renewable sources	✓	%	85.7	65.8	69.8	77.0	83.7	0.1	0.1	0.9	2.0
Natural gas consumption	✓	MWh PCI	39,354	21,856	21,160	19,432	11,496	27,691	21,492	21,549	27,859
Consumption of Liquefied Petroleum Gas (LPG)	✓	MWh PCI	13,663	40,231	28,737	31,091	12,993	1,530	590	628	669
Diesel oil consumption	✓	Liters (L)	1,145,079	2,029,162	1,158,185	1,184,055	687,497	459,349	355,899	370,694	457,582
<b>Refrigerant fluids – cold storage GRI 305-6</b>											
R404A	✓	Kg	20,334	15,830	15,494	16,546	14,283	11,574	8,720	5,803	6,051
R134A	✓	Kg	2,746	532	1,410	2,011	1,547	2,185	1,455	1,628	1,199
R22	✓	Kg	124,919	166,235	192,818	172,995	74,947	90,317	69,694	50,407	49,972
R410A	✓	Kg	764	11	360	76	83	200	559	343	680
R449A	✓	Kg	7,854	5,220	6,492	6,893	7,854	-	-	-	-
Other fluids	✓	Kg	8,247	3,117	4,916	5,578	3,583	5,480	5,667	4,861	4,664
<b>REFRIGERANT FLUIDS – Air conditioning GRI 305-6</b>											
R404A	✓	Kg	103	87	207	33	11	164	11	22	92
R134A	✓	Kg	287	315	1,052	2,361	286	136	532	-	1
R22	✓	Kg	7,400	6,904	11,268	10,009	6,623	1,208	1,243	789	778
R410A	✓	Kg	2,802	918	2,678	3,378	2,393	1,086	966	992	408
Other fluids	✓	Kg	1,423	268	1,389	2,159	1,423	-	-	-	-

\*Due to the Company's restructuring, with the ending of the Hypermarkets,, some indicators were impacted and showed significant variations in relation to the previous year, and also within the fiscal year itself **GRI 2-4**

<sup>5</sup> National and international audits conducted

	Audited Indicator	Unit	GPA+ÉXITO 2022	GPA 2019	GPA 2020	GPA 2021	GPA 2022	ÉXITO 2019	ÉXITO 2020	ÉXITO 2021	ÉXITO 2022
<b>WASTE IN OPERATIONS GRI 306-3, 306-4, 306-5</b>											
Cardboard (recycling)	✓	metric tons	29,275	19,237	24,039	23,458	13,127	15,933	15,743	15,123	16,149
Plastic (recycling)	✓	metric tons	2,760	1,546	2,009	2,636	1,589	1,156	1,147	1,114	1,170
Scrap and metals (recycling)	✓	metric tons	1,729	-	-	-	-	1,778	1,319	1,562	1,729
Organic waste (composting)	✓	metric tons	11,028	1,889	2,328	2,495	1,305	12,440	11,180	9,779	9,723
Others for recycling	✓	metric tons	5,005	296	1,219	1,358	1,148	1,961	1,892	2,295	3,857
Tailings (landfill)	✓	metric tons	213,947	67,865	78,061	79,209	53,352	33,424	27,417	24,495	160,595
Number of stores that donated food at least once a year (Partnership against food waste)	✓	Number	876	412	417	413	364	441	497	502	512
Food donated (Partnership against food waste)		metric tons	3,364	2,901	3,050	3,860	2,139	1,952	1,719	1,395	1,225
Recycled and/or composted waste	✓	%	18.9	25.3	27.5	27.4	26.3	49.9	53.3	54.9	17.0
<b>HAZARDOUS WASTE IN OPERATIONS</b>											
Total hazardous waste generated		metric tons	46.07	-	2.10	0.54	0.07	68	48	46	46
<b>CUSTOMER WASTE</b>											
Customer waste (collected in voluntary delivery points in stores)	✓	metric tons	5,822	5,862	3,536	2,912	3,570	46	177	603	803
<b>WATER GRI 303-5</b>											
Total water consumption	✓	m <sup>3</sup>	2,357,979	1,504,926	1,021,235	1,180,965	1,119,460	2,213,963	2,037,173	1,802,039	1,238,519
Water consumption per m <sup>3</sup> /m <sup>2</sup> store		m <sup>3</sup> /m <sup>2</sup>	1.6	2.3	2.0	2.0	1.5	2.6	2.5	2.2	1.5
<b>GREENHOUSE GAS (GHG) EMISSIONS<sup>6</sup> GRI 305-1, 305-2, 305-3</b>											
Carbon emissions - Scope 01	✓	ton CO <sub>2</sub>	427,519	481,244	501,294	410,732 <sup>7</sup>	279,848	246,287	191,450	161,097	147,671
Carbon emissions - Scope 02	✓	ton CO <sub>2</sub>	65,249	65,148	51,350	103,656	22,193	69,281	76,448	48,701	43,056
Carbon emissions - Scope 03	✓	ton CO <sub>2</sub>	345,801	128,648	102,142	94,168 <sup>7</sup>	68,121	7,503	3,491	24,807	277,680
<b>PACKAGING</b>											
Private Label packagings being recyclable, reusable and/or compostable <b>EMB.01</b>	✓	%	-	-	-	23	31	-	-	-	-

\*Due to the Company's restructuring, with the ending of the Hypermarkets,, some indicators were impacted and showed significant variations in relation to the previous year, and also within the fiscal year itself **GRI 2-4**

<sup>6</sup>The emission values presented were collected, organized and reported according to the methodology of the Brazilian GHG Protocol Program. Reported data may undergo minor changes depending on updates to emission factors available at public bases, and can be checked in a new version of the Emissions Inventory to be made available at <https://registropublicodeemissoes.fgv.br> (website in portuguese only).

<sup>7</sup>Updated values for emissions in 2021, based on AR-5 **GRI 2-4**

	Audited Indicator	Unit	GPA+ÉXITO 2022	GPA 2019	GPA 2020	GPA 2021	GPA 2022	ÉXITO 2019	ÉXITO 2020	ÉXITO 2021	ÉXITO 2022
<b>ENGAGEMENT WITH SOCIETY</b>											
Direct beneficiaries of GPA Institute's and Fundación Éxito's initiatives	✓	Number	60,419	4,631	2,341	656	373	64,602	129,920	70,376	60,046
Monetary and products donations to social institutes		BRL	16,488,146	-	12,160,380	20,528,197	16,488,146	-	-	-	-
Tax-deducted funds for social, cultural and sporting projects		BRL	-	1,200,000	7,199,000	0	0	-	-	-	-
Sponsorship		BRL	1,750,000	-	50,000	0	1,750,000	-	-	-	-
<b>TRADE ASSOCIATIONS GRI 2-28</b>											
Contributions to trade associations <sup>8</sup>		BRL	1,087,858	-	1,200,407	1,259,579	891,804	221,414	222,700	278,234	196,054
Largest contributions to trade associations (Brazil)											
<i>Abras</i> - Brazilian Supermarkets Association		BRL	-	-	283,200	283,200	279,600	-	-	-	-
<i>Asserj</i> - Rio de Janeiro State Supermarket Association		BRL	-	-	195,074	224,029	183,415	-	-	-	-
<i>Apas</i> - São Paulo State Supermarket Association		BRL	-	-	132,515	144,044	157,987	-	-	-	-
<i>IDV</i> - Institute for Retail Development		BRL	-	-	80,640	80,640	96,000	-	-	-	-
<b>POLITICAL INFLUENCE GRI 415-1</b>											
Contributions to lobbying practices, interest representation, and similar activities		BRL	-	0	0	0	0	-	-	-	-
Contributions to municipal, state and/or national political candidates and/or campaigns		BRL	-	0	0	0	0	-	-	-	-
<b>CLIENTS GRI 2-29</b>											
NPS (Net Promoter Score)	✓	Number	-	-	-	46.6	65.3	-	-	52.0	77

\*Due to the Company's restructuring, with the ending of the Hypermarkets, some indicators were impacted and showed significant variations in relation to the previous year, and also within the fiscal year itself **GRI 2-4**

<sup>8</sup>The conversion rates used to present the values in BRL for 2022 are based on the exchange rate of December/2022 and considers:

COP\$1,00 = R\$0,001078

US\$1.00 = R\$5,2177

# SASB – Topics and Metrics

	UNIT	GPA 2020	GPA 2021	GPA 2022
<b>FB-FR-110b.1 – Scope 1 CO2 emissions from refrigerants</b>				
Scope 1 emissions from refrigerants	tCO <sub>2</sub> e	483,651	403,268	270,377
<b>FB-FR-110b.2 – Percentage of refrigerants consumed with zero ozone-depleting potential</b>				
Total refrigerants consumed	weight	294,357	246,776	168,746
Total refrigerants consumed with zero ozone-depleting potential (no HCFC)	weight	71,940	75,554	58,003
Refrigerants consumed with zero ozone-depleting potential (no HCFC)	%	24.4	30.6	34.4
<b>FB-FR-130a.1 – Energy consumed</b>				
Total energy consumption	GJ	2,685,639	2,610,620	1,674,315
Total grid electricity consumed	GJ	810,003	599,859	273,421
Total energy from renewable sources	GJ	1,875,636	2,010,761	1,400,894
Grid electricity consumed	%	30	23	16
Renewable energy consumed	%	70	77	84
<i>Conversion factor: each 1 MWh is 3.6 GJ</i>				
<b>FB-FR-150a.1 – Amount of food waste generated and reused</b>				
Food waste reused	%	13.9	16.1	14.1
<b>FB-FR-230a.2. – Data breaches</b>				
Total confirmed data breaches	No.	0	0	0
Total confirmed data breaches involving customers or business partners	No.	0	0	0
Confirmed data breaches involving customers or business partners	%	0	0	0
Number of customers affected by data breaches	No.	0	0	0
<b>FB-FR-230a.2. – Data security</b>				
Description of approach to identify and address the data security risks				Page 40
<b>FB-FR-250a.2 – Recalls</b>				
Recalls – Private Labels	No.	0	0	0
Units recalled – Private Labels	No.	0	0	0
Units recalled that are Private Label products	%	0	0	0

	UNIT	GPA 2020	GPA 2021	GPA 2022
<b>FB-FR-260a.2. - Product health &amp; nutrition</b>				
Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	-	-	-	Page 60
<b>FB-FR-310a.2. - Collective bargaining agreements</b>				
Active workforce covered under collective bargaining agreements	%	-	-	Page 91
<b>FB-FR-310a.3 - Labour practices</b>				
Number of work stoppages - strikes or other stoppages	No.	0	0	0
Total days idle	No.	0	0	0
<b>FB-FR-310a.4 - Labour law</b>				
Total amount of monetary losses as a result of legal proceedings associated with: (1) labour law violations and (2) employment discrimination	BRL	Item 4.3 of the Reference Form	Item 4.3 of the Reference Form	Items 4.4 and 4.5 of the Reference Form (in portuguese)
<b>FB-FR-430a.2 - Environmental management</b>				
Sales revenue from cage-free eggs in relation to total Private Label eggs	%	-	-	Page 114
Sales revenue from cage-free eggs in relation to total Private Label and other brands eggs	%	-	-	Page 114
<b>FB-FR-430a.3 - Environmental and social risks within the supply chain</b>				
Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	-	-	-	Page 42
<b>FB-FR-430a.4 - Environmental and social risks within the supply chain</b>				
Discussion of strategies to reduce the environmental impact of packaging	-	-	-	Page 75
<b>FB-FR-000.A - Number of stores</b>				
Total GPA stores	No.	873	809	735
Total GPA Distribution Centers	No.	19	15	10
<b>FB-FR-000.B - Retail space</b>				
Total area of retail space	thousand m <sup>2</sup>	1,194	1,005	640
Total area of Distribution Centers	m <sup>2</sup>	568,094	549,625	383,252
<b>FB-FR-000.C - Number of vehicles in corporate fleet</b>				
Number of vehicles in corporate fleet	No.		103	95
<b>FB-FR-000.D - Air travel</b>				
Total miles - air travel	miles	937,136	809,400	3,937,235

Conversion factor: each 1 km is 0.62 miles



# TCFD – Central elements | GRI 3-3 | MATERIAL TOPIC: CLIMATE CHANGE

TCFD Recommendations	Response
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<b>Governance</b>	
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**Disclose the Company’s governance around climate-related risks and opportunities**

a) Describe the Board’s oversight of climate-related risks and opportunities	Our Sustainability Strategy comprises priority topics for planning and strategically developing our business. These topics were reviewed and discussed with our stakeholders in 2022 as part of the Materiality Matrix review (see more on page 110), for which an action plan was established with initiatives, indicators, owners and goals that were validated and monitored by the Sustainability and Diversity Committee and the Board of Directors.
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b) Describe management’s role in assessing and managing climate-related risks and opportunities	We also assessed, monitored and established guidelines for mitigating social and environmental risks, in line with the Casino’s CSR Risks Program (see more on page 39), thereby creating positive value for our stakeholders. The risks, owners, action plans and indicators are presented to our Sustainability & Diversity Committee and Audit Committee, and are approved by the Board of Directors annually. The Sustainability and Diversity Committee and Audit Committee jointly discuss and monitor how climate and social and environmental risks could impact the Company’s strategy and operation and whether the proposed actions are sufficient for their goals. Together they monitor, evaluate and inform the Board of Directors, which, in turn, approve the short, mid and long-term strategies to reduce or avoid the impacts over and of climate change in overall business.
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Within the five pillars that organize our sustainability strategy, Tackling Climate Change is one of them - which is also identified as one of the material topics and one of the business’s five socio-environmental risks. At pre-scheduled quarterly meetings, the Sustainability and Diversity Committee questions, provokes, recommends, guides, approves and monitors progress and the results of strategies and positions and long-, medium- and short-terms commitments related to the topic. The Committee approves the Company’s annual emissions reduction target, which is also indexed to variable compensation for eligible positions. In 2022, the specific emissions reduction strategy for refrigerant gases was approved.

In addition to the Company’s internal governance, we participate in working groups at the Global Compact, Ethos Institute, Brazilian Coalition on Climate, Forests and Agriculture, among others, all of which address the issue of climate change. See more on pages 31 to 33.

For further information about our Sustainability Strategy, see page 28 of our Sustainability Report.

CDP items C1.1b, C1.2 and C1.2a



TCFD Recommendations	Response
<b>Strategy</b>	
<b>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning, where such information is material IGR1-201-21</b>	
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long terms</p>	<p>The risks and opportunities comprise part of the Company’s strategic and financial planning, which follow Casino Group protocols, whose practices adopted comply with international standards and include the ongoing enhancement of internal controls, and impact mitigation and prevention actions.</p> <p>The risks and opportunities mapped out help to determine action plans, targets and commitments.</p> <p>The retail business model ultimately plays a major role in short- and mid-terms strategies. The short-term horizon adopted by the Company is up to 1 (one) year, while the mid-term horizon ranges from 1 (one) to 2 (two) years and the long-term horizon 2 (two) to 10 (ten) years.</p> <p>In order to strengthen the scientific basis of our climate strategy, in 2022 Casino Group conducted a study with the support of external consultants, to assess the impacts of physical climate risks on the operations of all business units in Latin America, including GPA. The study classifies the risks of GPA units throughout Brazil, including stores and distribution centers, through 2030 and 2050 under the climate scenarios RCP 4.5* and RCP 8.5* of the IPCC.</p> <p>Several physical climate risks that can impact operations were assessed, with the effects related to coastal and river flooding, heat (number of very hot days and combined heat index), duration of drought periods and heatwaves, etc., being identified for GPA units, with aggravations in 2050. Each unit is classified according to its combined risk (low, moderate, high or extreme) and the study analyzes potential consequences for operations and proposes guidelines to inform planning that factors in the identified risks.</p> <p>As a result of the study, it was possible to calculate the total insured value of GPA's assets by risk classification (low, moderate, high or extreme).</p> <p><small>*Representative Concentration Pathway (RCP): the values of 4.5 or 8.5 denote the average concentrations of carbon dioxide corresponding to radiative forcings in a global average of 4.5 or 8.5 watts per square meter, respectively representing average global warming of 2.1 to 3.5°C (RCP 4.5) and 3.3 to 5.7°C (RCP 8.5) by the end of the 21<sup>st</sup> century.</small></p>
<p>b) Describe the impacts of climate-related risks and opportunities on the organizations businesses, strategy, and financial planning</p>	<p><b>Transition Risk</b></p> <p><b>Regulatory</b></p> <p>A significant part of GPA’s stores use R-22 gas for refrigeration, which poses a risk to the Company, as the Brazilian HCFC Eradication Program requires the consumption of these gases be eliminated by 2040. To mitigate this risk, we started replacing artificial refrigerants, such as HCFCs and CFCs (R22 and R404) with natural fluid gases, such as propane (R290) and CO<sub>2</sub>, with low or no carbon emissions. These replacements also include the exchange of equipment and retrofits in engine rooms, cold rooms and self islands. Although a possible tax or fee on carbon emissions in Brazil is still in its early days, the matter is being discussed by regulatory authorities and GPA has already conducted an internal carbon pricing study, bringing it to the attention of internal teams to consider adopting as a criteria for decision-making in the evaluation and/or approval of projects.</p> <p>In addition, we maintain periodic monitoring of the regulatory sector in order to understand the political scenario that will emerge for this topic, and continuously engage efforts to implement and monitor the emissions reduction strategy in favor of a low-carbon economy, with a special focus on refrigerant gas emissions.</p>



TCFD Recommendations	Response
<p>b) Describe the impacts of climate-related risks and opportunities on the organizations businesses, strategy, and financial planning [GRI 201-2]</p>	<p><b>Physical Risk</b></p> <p><b>Droughts and water shortages</b></p> <p>In recent years Brazil has experienced lengthier and more frequent droughts and water shortages, and multiple studies have associated these events with the warmer temperatures caused by human activity. These events could impact GPA in two ways:</p> <ul style="list-style-type: none"> <li>- Higher energy costs, as Brazil's energy matrix primarily consists of hydroelectric power plants and changing the matrix to other more pollutant sources brings additional costs. In recent years prices have risen sharply, which has a material impact on our operations.</li> <li>- On the supply of products, especially agricultural produce, which are hit hard by droughts.</li> </ul> <p>In 2022, the climate risk study carried out by Casino Group evaluated the effects of drought periods and heatwaves on GPA stores and distribution centers throughout Brazil through to 2030 and 2050 in the conditions of the RCP 4.5 and RCP 8.5 climate scenarios of the IPCC, understanding which units will be most subject to these risks and the expected intensity and duration of them, among the various physical climate risks studied regarding their activities in Latin America. The study also considered the impact of these physical climate risks on key agricultural products (fruits, vegetables and greens).</p> <p><b>Flooding and shortages</b></p> <p>Temperature rises caused by human activity have also led to an increase in storms. With a substantial volume of rainfall in a short period of time, cities have suffered from flooding, affecting logistics of the products sold by GPA, most of which are carried by highway. An inability to ship products directly impacts sales to consumers. In 2022, the climate risk study carried out by Casino Group evaluated the effects of flooding – and the number of days with heavy rainfall – on GPA stores and distribution centers throughout Brazil through to 2030 and 2050 in the conditions of the RCP 4.5 and RCP 8.5 climate scenarios of the IPCC, understanding which units will be most subject to these risks and the expected intensity and duration of them, among the various physical climate risks studied regarding their activities in Latin America. Both coastal and river flood risks were studied, as well as the number of days with precipitation exceeding 5mm and exceeding 20mm during the year. Floods were identified among the main physical risks that affect a significant number of the Company's assets in various regions of Brazil in the time frames studied.</p> <p><b>Opportunity</b></p> <p><b>Renewable energy</b></p> <p>The Brazilian energy matrix is primarily made up of renewable sources. However, companies bound to the Captive Energy Market cannot guarantee that all their energy consumption comes from clean sources, as the matrix also relies on a number of nonrenewable sources. GPA therefore envisages a win-win opportunity by migrating its stores to the Free Energy Market: firstly, because it will be able to announce and demonstrate that its energy consumption comes from other clean sources; secondly, because the Company becomes less dependent on the Brazilian matrix in relation to hydroelectric power plants, which frequently lead to a substantial rise in energy prices. The Company has established a target to reach 100% of the consumption of medium-voltage electricity acquired from other renewable sources by 2024.</p> <p>CDP items C2.3, C2.3a, C2.4, C2.4a, C3.1, C3.2, C3.2a, C3.3 and C3.4</p>
<p>c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>Our internal goals and objectives are aligned with Casino Group's, and should be achieved generally between 2020 and 2025. In addition, we follow the broadly defined global targets for 2030 and 2050 according to COP21 and the Intergovernmental Panel on Climate Change (IPCC). We have long-term goals submitted at the Group level to the SBTi for 2°C and plan to update the goals for 1.5°C.</p>



TCFD Recommendations	Response
<b>Risk Management</b>	
<b>Disclose how the organization identifies, assesses, and manages climate-related risks IGRI-201-2I</b>	
a) Describe the organization's processes for identifying and assessing climate-related risks	GPA's risk matrix consists of high-, medium- and low-criticality risks and comprises the Casino Risk Solution (CRS) matrix, a leading reference for compiling the Risk Program. By way of the CSR Program we also assess, track and introduce guidelines to mitigate the socio-environmental risks identified and tracked annually by the Sustainability and Diversity Committee and Audit Committee.
b) Describe the organization's processes for managing climate-related risks	Risk assessment is based on the result of the impact (risk severity level) versus occurrence (probability). For impact, we use an analysis of financial criteria (Financial Loss) and reputational criteria (geographical reach), rating them from 1 to 5 (where 1 means low and 5 catastrophic). For occurrence, we take into account the probability of occurrence (1- exceptional, once every 10 years, to 5 - frequent - at least once a quarter). Cross-referencing these ratings generates a matrix which classifies risk as low, medium and high. An action plan is put together for all risks, which is reviewed annually and determines owners, indicators and time frames.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	<p>GPA's risk management framework and guidelines follow international practices and standards, operating seamlessly and embracing all processes in the pursuit of operational continuity, creating value for the entire chain and disseminating our risk management culture amongst employees. Risk Management is responsible for the periodical management with all departments involved and reporting to the Board of Directors and Audit Committee on the matrix and relevant action plans.</p> <p>Since 2018 we have incorporated a specific risk matrix for social and environmental topics, comprising five priority topics, selected from interviews with Company executives, which are directly related to our materiality. For each of them, we identify the main associated aspects, its mitigation strategy and the executive responsible for it. Risks are assessed annually by the Executive Board's Committee, Sustainability and Diversity Committee and Audit Committee, forwarded for approval by the Board of Directors.</p> <p>With the support of an external consultancy firm, we also monitor 14 priority chains to map risks associated with their activities based on the Company's 4 priority risks: Workplace Conditions, Tackling Deforestation, Animal Welfare and Biodiversity Based on this study we direct actions and guidelines, analyzing the situation of each of these chains, working alongside our internal teams and suppliers to raise awareness and build a more responsible operation, ensuring that the products sold in our stores are made in a way that respects the environment, human rights and animal welfare. We act proactively in the most critical product categories, and even more intensely in our Private Labels, defining a medium-term preventive strategy and action plans, when necessary.</p> <p>Reinforcing the scientific basis of our climate strategy, in 2022 Casino Group, with the support of external consultants, carried out a study to evaluate the impacts of physical climate risks on GPA's operations, including the analysis of impacts from floods and water scarcity, among others, with the aim of structuring mitigation and adaptation actions. The study classifies the risks of stores and distribution centers through 2030 and 2050 under IPCC climate scenarios RCP 4.5 and RCP 8.5. Physical climate risks that can impact operations, such as coastal and river flooding, heatwaves, duration of drought periods and heatwaves, etc., were assessed, with aggravations in 2050. Each unit is classified according to the assessed risks, allowing for the assessment of potential consequences to operations and proposing guidelines that consider the identified risks.</p> <p>For further information about our Risks Management, see page 39 of the Sustainability Report.</p> <p>CDP items C2.1, C2.1a, C2.2 and C2.2a</p>



**TCFD Recommendations**

**Response**

**Metrics and Targets**

**Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material**

<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<p>GPA has been preparing its greenhouse gas inventory in line with the GHG Protocol methodology since 2012. The inventory is audited by an Inmetro-accredited company, yielding the Company Gold Status in the Public Emissions Registry of the Brazilian GHG Protocol Program.</p> <p>Progress in performing the commitments and targets undertaken by the Company is periodically reported in our Annual and Sustainability Report, as well as submit multiple specific questionnaires, such as DJSI, ISE, CDP and ICO2. In 2022, we were rated A- by CDP Climate.</p>
<p>b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks</p>	<p>In 2022, our scope 1 emissions totaled 279,850 tCO<sub>2</sub>e, scope 2 – 22,200 tCO<sub>2</sub>e and scope 3 – 68,121 tCO<sub>2</sub>e.</p>
<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<p>In 2022, the Company reduces scope 1 and 2 greenhouse gas emissions by 41.3%, avoiding more than 212,000 tons of CO<sub>2</sub> being released into the atmosphere compared to 2021, surpassing the previous reduction target of 38% by 2030 (baseline year 2015). Reinforcing its commitment to the topic, GPA has decided to expand its commitment to reducing CO<sub>2</sub> emissions by setting a new target of 50% by 2025 (baseline year 2015), contributing more actively to a low-carbon economy.</p> <p>In addition, the Company has committed to achieving 100% of its medium-voltage electricity consumption from other renewable sources by 2024 (Free Market), hitting 97% in 2022.</p> <p>In order to join the Science Based Targets (SBTi) initiative, since 2022 we have intended to expand scope 3 coverage with the support of independent consultants, to begin mapping out and reporting the emissions triggered by the sale of our products.</p> <p>The emissions targets are used to determine the variable compensation of eligible employees in order to ensure all GPA employees are engaged in and committed to the issue. For further information about our Emissions control and reductions, see page 65 of the Sustainability Report.</p> <p>CDP items C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b, C6.1, C6.3 and C6.5</p>



# Assurance Letter [GRI 2-5]



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## Independent auditors' limited assurance report on non-financial information included in the Annual and Sustainability Report

(A free translation of the original report in Portuguese, containing the Assurance Report).

To the Board of Directors and Shareholders  
 Companhia Brasileira de Distribuição  
 São Paulo - SP

### Introduction

We have been engaged by Companhia Brasileira de Distribuição ("GPA" or "Company") to present our limited assurance report on the non-financial sustainability information included in the "GPA's 2022 Annual and Sustainability Report" for the year ended in December 31<sup>st</sup>, 2022.

Our limited assurance does not extend to prior period information or to any other information disclosed in conjunction with the GPA's 2022 Annual and Sustainability Report, including any embedded images, audio files or videos.

### Responsibilities of Company's management

The management of GPA is responsible for:

- select and establish appropriate criteria for the elaboration of the information contained in the Report;
- prepare the information in accordance with the Casino Group methodology and the internal control over information relevant to the preparation of Annual and Sustainability Report that is free from material misstatement, whether due to fraud or error.

### Responsibility of the independent auditors

Our responsibility is to express a conclusion on the non-financial information included in the Report, based on the limited assurance engagement which was prepared based on NBC TO 3000 (Assurance Engagements other than Audits and Reviews) issued by the Brazilian Federal Accounting Council - CFC equivalent to 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). These standards require compliance by the auditor with ethical requirements, independence, and other responsibilities relating to it, including the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

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Additionally, the standards require that the work be planned and performed with the objective of obtaining limited assurance that the non-financial information in the Report, taken as a whole, is free from material misstatement.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) mainly consists of inquiries to GPA's management and other GPA's professionals who are involved in the preparation of information, as well as the application of analytical procedures to obtain evidence that enables us to conclude, in a limited assurance manner, 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 lead him to believe that the information disclosed in the Report, taken as a whole, may present material misstatements.

The procedures selected were based on our understanding of the aspects relating to the compilation of the information aligned to Casino's methodology contained in the Report, where material misstatements could exist. The procedures comprised, among others:

- planning the work, considering the volume of quantitative and qualitative information and the operating systems and internal controls that served as the basis for preparing the Report. This analysis defined the indicators to be tested in detail;
- the understanding of the Casino calculation methodology and the procedures for compiling the indicators through inquiries with the managers responsible for preparing the information;
- the application of analytical procedures on the quantitative information and inquiries about the qualitative information and its correlation with the Casino indicators disclosed in the information contained in the 2022 Annual and Sustainability Report;
- for the cases in which the non-financial data correlate with indicators of a financial nature, the confrontation of these indicators with the accounting statements and/or accounting records;
- analysis of the processes for preparing the Report and its structure and content, based on the criteria defined by GPA;
- evaluation of the following contracted indicators:
  - Own retail space (GPA)
  - Total headcounts at 12/31/N
  - % headcounts in full time
  - Female headcount at 12/31/N
  - Male headcount at 12/31/N
  - Headcount aged < 30 at 12/31/N
  - Headcount aged 30 to 49 at 12/31/N
  - Headcount aged > = 50 at 12/31/N
  - % headcount by race/ethnicity – Black
  - % headcount by race/ethnicity – White

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- % headcount by race/ethnicity – Asian
- % headcount by race/ethnicity – Other
- Headcount in management positions and above at 12/31/N
- Headcount in management positions and above at 12/31/N - Of whom are women
- Headcount in management positions and above at 12/31/N - Of whom are Black women
- Headcount in management positions and above at 12/31/N - Of whom are black women
- Headcount in executive board at 12/31/N
- Headcount in executive board at 12/31/N - Of whom are Black
- Headcount in executive board at 12/31/N - Of whom are women
- Headcount in executive board at 12/31/N - Of whom are black women
- Total employees with disabilities at 31/12/N
- Number of apprentices at 12/31/N
- Turnover (Accumulated - %)
- Turnover (Voluntary - %)
- Percentage of complaints in the ombudsman channels related to ethics handled and concluded
- Número de acidentes de trabalho com licença superior a 1 dia
- Number of work-related injuries involving fatalities
- Number of days of leave due to work-related injuries
- Total number of hours absent due to work-related injuries, ordinary illness and occupational diseases
- Total number of hours of employee training
- Average hours of training per employee
- Total invested by Company in training
- Percentage of employees trained in Compliance and Diversity
- Percentage of security provider companies trained in the Code of Ethics and the Diversity and Human Rights Policy
- Total number of private-label products
- Number of Organic Products - (Private-Label and Other Brands)
- Percentagr of sales revenue from cage-free eggs in relation to total private-label eggs
- Percentage of sales revenue from cage-free eggs in relation to total other label eggs

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- Percentage of sales revenue from cage-free eggs in relation to total private-label and other eggs
- Number of occurrences of the need to apply withdrawal/recall/alert procedures for exclusive brand products
- Number and percentage of exclusive brand suppliers adhering to the Purchasing Policy for Products with Palm Oil
- Percentage of palm oil with identified origin in exclusive brand products
- Percentage of certified palm oil in exclusive brand products
- Number of active beef suppliers on 12/31/N (slaughterhouses and meat processors suppliers)
- Number and percentage of suppliers adhering to the Beef Purchasing Policy (approval) (slaughterhouses and meat processors suppliers)
- Number and percentage of direct beef suppliers with their own geomonitoring system and active traceability (slaughterhouses suppliers)
- Number of beef farms that were reanalyzed (double-check) - Geomonitoring System
- Number of blocked beef suppliers
- Number of beef suppliers that presented non-compliance and action plans, and returned to supply to GPA (slaughterhouses and meat processors suppliers) - accumulated up to N
- Number of national suppliers that presented non-compliance and were blocked (cold stores and meta processors suppliers) - accumulated up to N
- Percentage of beef volume with traceability system
- Number of alternatives to animal protein and dairy
- Sales distribution of organic products
- Sales distribution of "plant-based" / vegan products
- Sales distribution of "Cagefree/Free-range/Organics" type eggs
- Social audits in supplier factories located in risky countries
- Social audits on supplier factories located in risky countries, conducted by Casino
- Global Sourcing (CGS)
- Total energy consumed
- Consumption of energy from other renewable sources
- Proportion of other renewable sources
- Capacidade de geração de energia solar
- Natural gas consumption

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- Consumption of Liquefied Petroleum Gas (LPG)
- Diesel oil consumption
- Refrigerant fluids – cold storage (R404A, R134A, R22, R410A, R449A, other fluids)
- Fluidos refrigerantes – air conditioning (R404A, R134A, R22, R410A, other fluids)
- Waste - Cardboard (recycling)
- Waste - Plastic (recycling)
- Waste - Scrap and Metals (recycling)
- Organic waste (composting)
- Waste: Others for Recycling
- Tailings (landfill)
- Number of stores that donated food at least once a year (Partnership against food waste)
- Percentage of recycled and/or composted waste
- Customer waste (collected in voluntary delivery points in stores)
- Total water consumption
- Diversity and Sustainability Index (ISD) - Women in leadership
- GHG emissions from scopes 1, 2 and 3
- Private Label packagings being recyclable, reusable and/or compostable
- Number of beneficiaries of GPA Institute's initiative
- Funds donated to social institutions
- NPS - Net Promoter Score

g. the application of analytical procedures on the quantitative information and inquiries on the qualitative information and its correlation with the indicators disclosed in the information contained in the Report.

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 limited assurance work vary in nature and timing, and are smaller in extent than in reasonable assurance work. Consequently, the level of assurance obtained in limited assurance work is substantially lower than that which would be obtained if reasonable assurance work had been performed. If we had performed reasonable assurance work, we could have identified other issues and possible distortions that may exist in the information contained in the Report. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate or estimate these data.

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Qualitative interpretations of materiality, relevance, and accuracy of the data are subject to individual assumptions and judgments. Additionally, we did not perform any work on data reported for prior periods, nor in relation to future projections and targets.

The information evaluated was limited to the indicators reported according to Casino's methodology, not being part of the scope the analysis of the information preparation in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI - Standards), materiality, analysis of the reasonableness of the justifications for the omissions of performance indicators associated with aspects and topics identified as material in the Company's materiality analysis and other reporting standards mentioned in the Report.

**Conclusion**

Based on the procedures performed, described in this report and the evidence obtained, nothing has come to our attention that causes us to believe that the non-financial information included in the "GPA's 2022 Annual and Sustainability Report" for the year ended in December 31, 2022, have not been prepared, in all material respects, in accordance with the Casino Group's methodology and with the records and files that served as the basis for its preparation.

São Paulo, May 05<sup>th</sup>, 2023

KPMG Auditores Independentes Ltda.  
CRC 2SP-014428/O-6

Original report in Portuguese signed by  
Sebastian Yoshizato Soares  
Accountant CRC 1SP257710/O-4

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# GRI Content Summary, Global Compact Principles and SDGs

<b>Statement of use</b>	GPA has reported in accordance with the GRI Standards for the period January 1 to December 31, de 2022.
<b>GRI 1 used</b>	GRI 1 – Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	-

GRI Standard/ Other source	Disclosure	Location in this report	Omission	Global Compact	SDG
<b>GENERAL DISCLOSURES</b>					
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	10, 11, 23, 27, 135	-	-	-
	2-2 Entities included in the organization's sustainability reporting	4	-	-	-
	2-3 Reporting period, frequency and contact point	4	-	-	-
	2-4 Restatements of information	26, 112	-	-	-
	2-5 External assurance	4, 125	-	-	-
	2-6 Activities, value chain and other business relationships	11, 12, 42	-	-	-
	2-7 Employees	112	-	-	8.5, 10.3
	2-8 Workers who are not employees	-	Information not available, expected to be presented in next reporting cycle.	-	8.5
	2-9 Governance structure and composition	24	-	-	5.5, 16.7
	2-10 Nomination and selection of the highest governance body	<a href="#">Reference Form</a>	-	-	5.5, 16.7
	2-11 Chair of the highest governance body	24	-	-	16.6
	2-12 Role of the highest governance body in overseeing the management of impacts	39	-	-	16.7
	2-13 Delegation of responsibility for managing impacts	25, 39	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	4	-	-	-

GRI Standard/ Other source	Disclosure	Location in this report	Omission	Global Compact	SDG
	2-15 Conflicts of interest	<a href="#">Reference Form</a>	-	-	16.6
	2-16 Communication of critical concerns	-	Information not available, expected to be presented in next reporting cycle.	-	-
	2-17 Collective knowledge of the highest governance body	<a href="#">Reference Form</a>	-	-	-
	2-18 Evaluation of the performance of the highest governance body	<a href="#">Reference Form</a>	-	-	-
	2-19 Remuneration policies	<a href="#">Reference Form</a>	-	-	-
	2-20 Process to determine remuneration	<a href="#">Reference Form</a>	-	-	-
	2-21 Annual total compensation ratio	<a href="#">Reference Form</a>	-	-	-
	2-22 Statement on sustainable development strategy	6, 7	-	-	-
	2-23 Policy commitments	31, 36, 42, 44, 46, 53	-	10	16.3
	2-24 Embedding policy commitments	46	-	10	-
	2-25 Processes to remediate negative impacts	-	Information not available, expected to be presented in next reporting cycle.	-	-
	2-26 Mechanisms for seeking advice and raising concerns	37, 42	-	-	16.3
	2-27 Compliance with laws and regulations	-	Information not available, expected to be presented in next reporting cycle.	-	16.3
	2-28 Membership associations	31, 116	-	-	-
	2-29 Approach to stakeholder engagement	15, 29, 111, 117	-	-	-
	2-30 Collective bargaining agreements	91	-	-	8.8

GRI Standard/ Other source	Disclosure	Location in this report	Omission	Global Compact	SDG
<b>MATERIAL TOPICS</b>					
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	29	-	-	-
	3-2 List of material topics	29	-	-	-
<b>Economic Performance – Material topic: Climate change</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	63, 120	-	-	-
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities due to climate change	121, 122	-	7	13.1
<b>Indirect economic impacts - Material topics: Social responsibility and Food waste</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	73, 97, 106	-	-	-
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	73, 97, 106	-	-	5.4, 9.1, 9.4, 11.2
<b>Anti-corruption – Material topic: Ethics, transparency and integrity</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	36	-	-	-
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	36	-	10	16.5
<b>Anti-competitive behavior: Ethics, transparency and integrity</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	36	-	-	-
<b>GRI 206: Anti-competitive behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No such actions took place.	-	-	16.3
<b>Energy – Material topics: Climate change and Operational eco-efficiency</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	66	-	-	-
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	115	-	7, 8	7.2, 7.3, 8.4, 12.2, 13.1
	302-3 Energy intensity	66	-	8	7.3, 8.4, 12.2, 13.1
<b>Water and effluents – Material topic: Operational eco-efficiency</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	66	-	-	-
<b>GRI 303: Water and effluents 2018</b>	303-5 Water consumption	116	-	7, 8	6.4
<b>Biodiversity – Material topic: Biodiversity</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	52	-	-	-
<b>GRI 304: Biodiversity 2016</b>	304-2 Significant impacts of activities, products and services on biodiversity	52	-	8	6.6, 14.2, 15.1, 15.5
<b>Emissions – Material topic: Climate change</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	63, 65, 120	-	-	-

GRI Standard/ Other source	Disclosure	Location in this report	Omission	Global Compact	SDG
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	65, 116	-	7, 8	3.9, 12.4, 13.1, 14.3, 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	65, 116	-	7, 8	3.9, 12.4, 13.1, 14.3, 15.2
	305-3 Other indirect (Scope 3) GHG emissions	65, 116	-	7, 8	3.9, 12.4, 13.1, 14.3, 15.2
	305-6 Emissions of ozone-depleting substances (SDG)	115	-	7, 8	3.9, 12.4
<b>Waste – Material topic: Operational eco-efficiency</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	70	-	-	-
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	70	-	-	3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2 Management of significant waste-related impacts	70	-	-	3.9, 6.3, 8.4, 11.6, 12.4, 12.5
	306-3 Waste generated	116	-	8	3.9, 6.6, 11.6, 12.4, 12.5, 15.1
	306-4 Waste diverted from disposal	116	-	8	3.9, 11.6, 12.4, 12.5
	306-5 Waste directed to disposal	116	-	8	3.9, 11.6, 12.4, 12.5
<b>Supplier environmental assessment – Material topic: Sustainable sourcing</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	42	-	-	-
<b>GRI 308: Supplier environmental assessment 2016</b>	308-2 Negative environmental impacts in the supply chain and actions taken	42	-	8	-
<b>Employment – Material topic: Attraction, retention and development</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	90	-	-	-
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	113	-	6	5.1, 8.5, 8.6, 10.3
<b>Occupational health and safety – Material topic: Well-being, health and safety</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	92, 93	-	-	-
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	92	-	-	8.8
	403-2 Hazard identification, risk assessment, and incident investigation	93	-	-	8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	93	-	-	8.8, 16.7

GRI Standard/ Other source	Disclosure	Location in this report	Omission	Global Compact	SDG
<b>GRI 403: Occupational Health and Safety 2018</b>	403-5 Worker training on occupational health and safety	93	-	-	8.8
	403-6 Promotion of worker health	92	-	-	3.3, 3.5, 3.7, 3.8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	93	-	-	8.8
	403-9 Work-related injuries	113	-	-	3.6, 3.9, 8.8, 16.1
<b>Training and education – Material topic: Attraction, retention and development</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	94	-	-	-
<b>GRI 404: Training and education 2016</b>	404-1 Average hours of training per year per employee	114	-	6	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	94	-	6	8.2, 8.5
<b>Diversity and equal opportunity – Material topic: Diversity, equality and inclusion</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	78	-	-	-
<b>GRI 405: Diversity and equal opportunity 2016</b>	405-1 Diversity of governance bodies and employees	112	-	6	5.1, 5.5, 8.5
<b>Child labor – Material topic: Human Rights</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	42	-	-	-
<b>GRI 408: Child labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	42	-	5	5.2, 8.7, 16.2
<b>Forced or compulsory labor – Material topic: Human Rights</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	42	-	-	-
<b>GRI 409: Forced or compulsory labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	42	-	4	5.2, 8.7
<b>Security practices – Material topic: Human Rights</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	53	-	-	-
<b>GRI 410: Security practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	36	-	1	16.1
<b>Local communities – Material topic: Social responsibility</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	97, 106	-	-	-
<b>GRI 413: Local communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	97, 106	-	1	-
<b>Supplier social assessment – Material topic: Sustainable sourcing</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	42	-	-	-
<b>GRI 414: Supplier social assessments 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	42	-	2	5.2, 8.8, 16.1

GRI Standard/ Other source	Disclosure	Location in this report	Omission	Global Compact	SDG
<b>Public policies – Material topic: Ethics, transparency and integrity</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	36	-	-	-
<b>GRI 415: Public policy 2016</b>	415-1 Political contributions	No political contributions occurred in 2022.	-	10	16.5
<b>Customer health and safety – Material topic: Customer relations and Conscious consumption</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	15, 57, 60	-	-	-
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	57	-	-	-
<b>Marketing and labeling – Material topics: Packaging and Conscious consumption</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	60, 75	-	-	-
<b>GRI 417: Marketing and labeling 2016</b>	417-1 Requirements for product and service information and labeling	59	-	-	12.8
<b>Customer privacy – Material topic: Information security</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	40	-	-	-
<b>GRI 418: Customer privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not existent.	-	-	16.1, 16.3
<b>Private Label packaging waste – Material topic: Packaging</b>					
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	70	-	-	-
<b>EMB01 – Private Label Packaging Waste</b>	Percentage of Private Label packagings being recyclable, reusable and/or compostable	116	-	8	3.9, 11.6, 12.4, 12.5

# Awards 2022

## Valor innovation 2022 Award

We were the only food retailer on the list, and ranked among the top five in the Commerce category, in addition to being among the 150 most innovative companies in Brazil.

## Catad'Or World Wine Awards – Club des Sommeliers

Our Private Label Club des Sommeliers was awarded three gold medals and one silver medal at the 2022 Catad'Or World Wine Awards, the most important international wine competition in Latin America, held in Chile. The Portuguese wines Douro Selection and Alentejano Reserva, and the Chilean label Carmenère Gran Reserva were awarded gold medals. The Argentine label Malbec Selection received a silver medal.

## Racial Equality Seal Of The São Paulo Municipal Government

We received the Racial Equality Seal of the São Paulo Municipal Government. One of the programs to promote racial equality that made this achievement possible was the Development of Black Men and Women. To participate in the award and receive recognition, private institutions must have at least 20% of black people in their staff, distributed in different hierarchies and functions.

## 2<sup>nd</sup> Edition of The Business Racial Equality Index (IERE)

We were recognized in the Recruitment category of the Business Racial Equality Index (IERE, in portuguese), conducted by the Business Initiative for Racial Equality. This category highlights the actions taken by companies to recruit candidates with a focus on diversity and inclusion.

## The Learning Revolution 2022 Award

We were recognized at the Learning Revolution 2022 Award, organized by the REVVO training consultancy. GPA was the winner in the Digital Protagonism category, for the Super Interns Mission case, an online learning trail conducted by the GPA Retail University. With a young and modern language, the content is divided into four planets that explore soft skills, hard skills and work tools, digital transformation, collaboration and communication, which are essential for the future of work and the careers of our interns.

## Top 100 Open Corps Ranking

We were recognized in the Top 3 in the Retail and Distribution category in the 2022 Top 100 Open Corps Ranking. For the third consecutive year, we are among the 100 corporations that most promote open innovation in Brazil.

## Folha Top Of Mind

Extra was recognized as the supermarket brand most remembered by Brazilians in the *Folha* Top of Mind 2022 awards. The Datafolha study used a quantitative methodology for personal and individual interviews.

## Gupy Destaca Award

We excelled at the 2022 Gupy Destaca Award, which recognizes and gives a platform to companies and HR departments that make a difference in people management, seeking new practices, personalization and factors that make this area of work increasingly close and humanized, without neglecting innovation. We were among the 100 most inspiring HR departments in Brazil, and the evaluation criteria used were attraction, development and enchantment.

## 19<sup>th</sup> NielsenIQ Ebit Award 2022

We received the special recognition of partner that best uses Nielsen Ebit data in the 19<sup>th</sup> NielsenIQ Ebit Award 2022. The event recognized online stores that stood out in e-commerce throughout 2022. NielsenIQ is a global information services company, which measures consumption and retail and operates in over 90 markets.

## Estadão - Ketchup Ranking – Qualitá

Our Private Label Qualitá ranked first in the blind ketchup tasting conducted by Paladar, from Estadão. The test brought together a team of judges, composed of specialists, who received the samples identified by numbers, i.e., without knowing the participating brands. The ketchups were evaluated in terms of appearance, texture, aroma and flavor.

## Veja São Paulo – Most Loved in São Paulo – Pão de Açúcar

Pão de Açúcar was elected the “most loved supermarket in São Paulo” in a survey conducted by the magazine VEJA São Paulo. The special edition of the publication revealed the favorite brands, places and services in the city of São Paulo.

## 2022 Carbon Efficient Index (ICO2 B3)

We are once again in the Carbon Efficient Index portfolio (ICO2 B3). We have been part of it since 2011 and the Company's entry in ICO2 demonstrates its commitment to the transparency of its emissions and provides insight into how it is preparing for a low-carbon economy.

### **XI Brazil Wine Challenge Award – Club des Sommeliers**

Our Private Label of wines, Club des Sommeliers, was awarded two gold medals at the XI Brazil Wine Challenge, an event organized by the Brazilian Association of Enology (*ABE*, in portuguese) and accredited by the International Organization of Vine and Wine (*OIV*, in portuguese), which aims to value, promote and encourage the knowledge and appreciation of premium wines. There were 903 samples from 15 countries, evaluated by an international jury of 74 specialists. Our Argentine Pinot Noir Selection and the Italian Primitivo IGT labels were awarded.

### **MERCO ESG**

We stole the show at the 8<sup>th</sup> edition of the MERCO ESG Corporate Responsibility awards, which recognizes companies for their environmental, social and governance performance. We came 2<sup>nd</sup> in the ESG retail ranking and 9th in the category Most Environmentally Responsible Companies, also ranking among the top 20 companies in the Overall ESG Ranking. Merco (Corporate Reputation Monitor) is the benchmark corporate monitor in Latin America that has been evaluating the reputation of companies since 2000, from the vision and perspective of the stakeholder with whom they relate.

### **Consumidor Moderno Award**

We were recognized in the Consumidor Moderno Customer Service Excellence Award, organized by Grupo Padrão, which highlights innovative strategies and high-relevance solutions for developing delightful customer journeys. GPA won the award in the Retail category: Super/hypermarkets.

### **Outstanding People Management Award 2022 – Abtd**

We prevailed at the 2022 Outstanding People Management Award organized by the Brazilian Association of Training and Development (*ABTD*, in portuguese) for the case Operations Trail, administered by GPA Retail University. The training program was developed based on the need to better develop thousands of employees in our operations, who are part of Pão de Açúcar, Mercado Extra, Specialized Businesses (Mini Extra, Minuto Pão de Açúcar, Pão de Açúcar Fresh and Gas stations) and Compre Bem brands, covering the five job groups in each business (operators, mid-level, leaders and managers). The awards acknowledge companies performing best in people management in the year, making the difference in the training and development market.

### **Best Companies In Diversity Practices And Actions – IERE**

We were recognized in the Best Companies in Diversity Practices and Actions awards, organized by the Business Initiative for Racial Equality (*IERE*, in portuguese), in the Black Professionals Ascension category for our Development Program for Black Men and Women.

### **Best of São Paulo Award – Mini Extra**

Mini Extra was recognized for the fifth consecutive year as being the best minimarket in the city, in the “Best of São Paulo” awards. The survey carried out by Instituto Datafolha interviewed São Paulo residents to find out what their preferred services in the city were, and Mini Extra received 32% of the unprompted mentions in that category.

### **Listed on the 2022 Bloomberg Gender-Equality Index (GEI)**

We are part of the select list of only 13 Brazilian companies – being the only retailer – to be included in the Bloomberg Gender-Equality (GEI) index for 2022, among 418 companies from 45 countries and regions. GEI is an index that tracks the performance of listed companies committed to transparent gender practices and policies around the world, increasing the scope and depth of the environmental, social and governance (ESG) data available to investors. It gages gender equality across five pillars: female leadership and talent career path, salary equality and compensation parity between genders, inclusive culture, policies against sexual harassment and Female-Friendly brands.

### **Era of Dialog Award**

Pão de Açúcar was recognized in the “Era of Dialog” Award, created by Consumidor Moderno, which recognizes the most qualified companies in conflict resolution and those that have stood out in seeking harmony in their customer relations. The methodology evaluated the decrease in litigation in relations between companies and consumers in 2021, with our premium supermarket chain excelling amongst the 20 companies from different sectors, with the highest resolution rate by way of dialog with customers in digital service models.

### **Great Places to Work – Brazil Retail**

We are one of the top 10 best companies to work for according to Great Places to Work in the super large company category. The ranking recognized the best rated 60 companies in the retail sector and GPA is the only supermarket chain amongst the 10 companies with more than 10,000 employees.

# Credits

## GENERAL COORDINATION

Corporate Communication Board  
Investor Relations Board  
Sustainability and Compliance Board

## GRI CONSULTANCY AND WRITING

Editora Contadino

## DESIGN

Multi Design

## PHOTO CREDITS

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ouvidoria@gpabr.com • 08000 55 57 11  
(Monday to Saturday, between 8 am and 8 pm)

### Grupo Éxito:

etica@grupo-exito.com • 01 8000 522 526  
(24 hours per day, seven days a week)

## CUSTOMER SERVICES

**Call center:** 0800 779 6761

### Opening hours:

**Physical stores, Loyalty Programs and Private Labels:** Monday to Saturday, between 8 am and 8 pm

**E-commerce:** Monday to Saturday, between 8 am and 9 pm and Sunday between 8 am and 4 pm

### E-mail and Chat:

**Pão de Açúcar:** <https://www.paodeacucar.com/faleconosco/faleconosco.html?canal=pao>

**Clube Extra:** <https://www.clubeextra.com.br/faleconosco/faleconosco.html?canal=clube>

## SITES AND SOCIAL NETWORKS

### Casino

**Site:** [www.groupe-casino.fr/en/](http://www.groupe-casino.fr/en/)  
**Facebook:** /brasilcasino  
**Instagram:** @casinobrasil\_oficial

### Club des Sommeliers

**Facebook:** /clubdessommeliers  
**Instagram:** @clubdessommeliers

### Compre Bem

**Site:** [www.comprebem.com.br](http://www.comprebem.com.br)  
**Facebook:** /comprebemoficial  
**Instagram:** @comprebemoficial  
**Twitter:** @comprebem

### Extra

**Site:** [www.clubeextra.com.br](http://www.clubeextra.com.br)  
**Facebook:** /familiaextra  
**Instagram:** @extra\_oficial  
**Twitter:** @familiaextra

### GPA

**Site:** [www.gpabr.com](http://www.gpabr.com)  
**LinkedIn:** @GPA

### GPA Labs

**Site:** <https://www.gpabr.com/pt/inovacao/>  
**Instagram:** @gpalabs

### Grupo Éxito

**Site:** [www.grupoexito.com.co](http://www.grupoexito.com.co)  
**LinkedIn:** @Grupo Éxito  
**Facebook:** /GrupoExitoColombia

**Instagram:** @grupoexito

**Twitter:** @grupo\_exito

### GPA Institute

**Site:** [www.institutogpa.org.br](http://www.institutogpa.org.br)  
**Facebook:** /institutogpa  
**Instagram:** @instituto\_gpa  
**YouTube:** Instituto GPA

### Mercado Extra

**Instagram:** @mercadoextrasupermercados  
**Facebook:** /mercadoextrasupermercados

### Pão de Açúcar

**Site:** [www.paodeacucar.com](http://www.paodeacucar.com)  
**Facebook:** /paodeacucar  
**Instagram:** @paodeacucar  
**Twitter:** @paodeacucar

### Qualitá

**Site:** [www.casapraticaqualita.com.br](http://www.casapraticaqualita.com.br)  
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**Youtube:** QualitaOficial  
**Instagram:** @qualita\_oficial

### Taeq

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