



# 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>	✓	m²	1,429,347	1,140,665	1,071,007	1,114,979	624,911	853,464	834,751	823,941	804,436
OUR PEOPLE <sup>2</sup> GRI 2-7, 405-1											
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

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	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
ENVIRONMENTAL IMPACT MANAGEMENT											
ENERGY SOURCES GRI 302-1											
Total energy consumed	✓	MWh	819,477	783,157	746,011	725,172	465,087	396,664	359,415	356,405	354,390
Energy consumption/m² – stores		KWh/m²	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
Refrigerant fluids – cold storage GRI 305-6											
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
REFRIGERANT FLUIDS – Air conditioning GRI 305-6											
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	-	-	-	-

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<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	-	-	-	-

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<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
ENGAGEMENT WITH SOCIETY											
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	-	-	-	-
TRADE ASSOCIATIONS GRI 2-28											
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)											
Abras - Brazilian Supermarkets Association		BRL	-	-	283,200	283,200	279,600	-	-	-	-
Asserj - Rio de Janeiro State Supermarket Association		BRL	-	-	195,074	224,029	183,415	-	-	-	-
Apas - São Paulo State Supermarket Association		BRL	-	-	132,515	144,044	157,987	-	-	-	-
IDV - Institute for Retail Development		BRL	-	-	80,640	80,640	96,000	-	-	-	-
POLITICAL INFLUENCE GRI 415-1											
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	-	-	-	-
CLIENTS GRI 2-29											
NPS (Net Promoter Score)	✓	Number	-	-	-	46.6	65.3	-	-	52.0	77

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<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