

Wellbeing

Policy



Objective

To establish and promote, in a coordinated and cross-functional manner throughout the organization, a comprehensive employee benefits framework aimed at providing employees with decent employment conditions and emotional and financial support at every stage of their lives. This framework also contributes to improving the quality of life of employees and their families.

Scope

This Workplace Well-being Policy applies to all businesses and brands of Almacenes Éxito S.A., as well as to all employees of the Organization.

The Human Resources Management Department is responsible for establishing the methodology, tools, monitoring, measurement, and mechanisms necessary to ensure proper and efficient coordination.

Policy

Guidelines

- ☺ The Benefits Portfolio is the value proposition that the Company offers its employees beyond financial compensation, through programs that promote overall well-being, strengthen the employee experience, and support the most important moments in their lives and those of their families.
- ☺ The Benefits Portfolio is communicated under equal conditions to all employees through the internal communication portal.
- ☺ The Benefits Portfolio is continuously promoted throughout the year, every year, under the “Reasons to Smile” brand, with the purpose of encouraging its use and ensuring understanding among all employees of the Organization.
- ☺ In designing our benefits programs, we recognize and embrace the diversity of people, perspectives, cultures, customs, habits, characteristics, and abilities. Therefore, we offer **well-being for everyone**.
- ☺ The Benefits Portfolio is structured around the following areas, which govern all benefit programs:

1. Celebrations

This area includes all benefits and programs designed to express gratitude and/or recognize employees during significant moments in their lives, such as: holiday gifts, service anniversary celebrations, Mother's Day, Father's Day, and Christmas.

2. Education

This area includes benefits intended to support the educational and development needs of employees and their children, such as: undergraduate and graduate scholarships, educational grants and scholarships from daycare through university studies, partnership agreements, and other educational support programs.

3. Family

This area includes benefits designed to provide family support during important life milestones, such as the birth of a child, marriage, bereavement, and other significant situations.

4. Financial Well-being

This area includes benefits that contribute financially to household stability, such as savings programs, loans, and other financial assistance initiatives.

5. Recreation

This area encompasses programs aimed at creating opportunities for leisure, recreation, and family enjoyment for employees and their families. It also promotes work-life balance through time-off and personal well-being benefit policies.

6. Health

This area includes programs focused on promoting health and preventing illness among employees and their families, as well as benefits that encourage self-care, mental health, physical health, financial well-being, nutritional health, breastfeeding support facilities, and occupational health. Examples include: eyewear assistance, compensation for partial or total damage to eyeglasses resulting from a workplace accident, health insurance, and telemedicine services.

7. Housing

This area includes benefits designed to support employees in the purchase, construction, or improvement of housing through preferential-rate loans, partnership agreements, subsidies, and savings programs.