

Performance Indicators

	Audited indicator	Unit	2020	2021	2022	2023
Sales area of own units ¹	Yes	sq. m	1,071,007	1,114,979	624,911	612,233
OUR PEOPLE¹ • GRI 2-7, 405-1 •						
Total employees on Dec. 31, N	Yes	Number	55,931	50,968	37,699	39,908
Total full-time employees	Yes	%	87.0	87.8	89.6	29.970
Total female employees on Dec. 31, N	Yes	%	53.1	53.1	52.8	52.3
Total male employees on Dec. 31, N	Yes	%	46.9	46.9	47.2	47.7
Total employees < 30 years old on Dec. 31, N	Yes	%	39.2	39.2	40.0	40.6
Total employees with ages between 30 and 49 years on Dec. 31, N	Yes	%	50.9	50.2	49.2	49.2
Total employees with ages > = 50 years on Dec. 31, N	Yes	%	10.0	10.5	10.8	10.2
Total employees by race/ethnicity - Black people ²	Yes	%	48.9	52.1	55.9	62.6
Total employees by race/ethnicity - White people	Yes	%	28.2	30.0	32.6	35.6
Total employees by race/ethnicity - Non-white/Asian	Yes	%	-	-	1.1	1.3
Total employees by race/ethnicity - Others	Yes	%	22.9	17.9	10.4	0.46
Total employees in management positions on Dec. 31, N	Yes	Number	1,204	1,222	1,066	1,040
Being black people	Yes	%	36.0	37.9	43.0	48.8
Being women	Yes	%	36.0	37.0	38.4	40.8
Being black women	Yes	%	14.0	15.1	18.4	20.8
Total employees in the Board of Executive Officers on Dec. 31, N	Yes	Number	56	52	44	38
Being black people	Yes	%	5.3	7.7	4.5	5.6
Being women	Yes	%	18.0	15.4	22.7	25
Being black women	Yes	%	-	-	-	0

1 - Application of internal methodology

2 - The total number of employees considers blacks and non-white African descendants

	Audited indicator	Unit	2020	2021	2022	2023
Total women holding management positions with income generating roles	No	Number and %	333 - 39.6%	326 - 40.8%	285 - 39.5%	336 - 43.7%
Total women holding IT positions	No	Number and %	49 - 21.6%	56 - 20.9%	53 - 24.2%	52 - 23.8%
Total employees with disabilities in the Company on Dec. 31, N	Yes	Number	2,193	1,925	1,481	1,553
Number of apprentices on Dec. 31, N	Yes	Number	1,457	1,746	1,607	1,814
NUMBER AND RATE OF NEW HIRES GRI 401-1						
Women	Yes	Number and %	-	-	6.030 - 52.1%	8.347 - 49.65%
< 30 years of age	Yes	Number and %	-	-	3.890 - 33.6%	5.131 - 30.52%
Between 30 and 50 years of age	Yes	Number and %	-	-	1.932 - 16.7%	2.834 - 16.86%
> 50 years of age	Yes	Number and %	-	-	208 - 1.8%	382 - 2.27%
Men	Yes	Number and %	-	-	5.546 - 47.9%	8.465 - 50.35%
< 30 years of age	Yes	Number and %	-	-	3.723 - 32.2%	5.742 - 34.15%
Between 30 and 50 years of age	Yes	Number and %	-	-	1.605 - 13.9%	2.369 - 14.09%
> 50 years of age	Yes	Number and %	-	-	218 - 1.9%	354 - 2.11%
TURNOVER GRI 401-1						
Accumulated turnover	Yes	%	31.3	34.5	64.7	36.6
Women	Yes	Number and %	-	-	11.817 - 34%	6.975 - 50.6%
< 30 years of age	Yes	Number and %	-	-	4.694 - 14%	3.835 - 27.8%
Between 30 and 50 years of age	Yes	Number and %	-	-	5.977 - 17%	2.719 - 19.7%
> 50 years of age	Yes	Number and %	-	-	1.146 - 3%	421 - 3.1%
Men	Yes	Number and %	-	-	10.609 - 31%	6.816 - 49.4%
< 30 years of age	Yes	Number and %	-	-	4.831 - 14%	4.010 - 29.1%
Between 30 and 50 years of age	Yes	Number and %	-	-	4.685 - 14%	2.391 - 17.3%
> 50 years of age	Yes	Number and %	-	-	1.093 - 3%	415 - 3.0%
Voluntary turnover - total	Yes	%	10.3	12.2	14.2	13.4%
WAGE GAP						
Wage gap between women and men	Yes	%	-2.3	-1.7	-1.5	-0.8

	Audited indicator	Unit	2020	2021	2022	2023
OCCUPATIONAL SAFETY AND HEALTH GRI 403-9						
Number of occupational incidents resulting in leaves exceeding 1 day	Yes	Number	351	613	340	300
Number of occupational injuries resulting in fatalities	Yes	Number	1	0	0	1
Number of days on leave due to a workplace injury	Yes	Days	39,695	13,654	13,353	5,548
Total number of hours absent because of occupational injuries, ordinary illness, and occupational diseases	Yes	Hour	5,456,740	5,622,274	2,837,872	3,230,232
Frequency rate of lost-time injuries, based on 1,000,000 hours * ³	Yes	-	2.3	4.5	3.5	2.2
Absenteeism rate for occupational injury or illness	Yes	%	3.45	3.94	2.94	2.35
TRAININGS GRI 404-1						
Total hours of employee training	Yes	Hour	287,808	601,161	525,990	738,667
Average hours of training per employee	Yes	Hour	4.8	11.1	13.9	18.5
Men	Yes	Hour	-	-	14.4	19.1
Senior Leaders (Executive Officers and Managers)	Yes	Hour	-	-	22.8	28.6
Middle-level Leaders - Coordinators/Leaders/Heads/Persons in Charge	Yes	Hour	-	-	18.3	24.0
Administrative and Operations (Corporate, Operations, and Technicians)	Yes	Hour	-	-	13.6	18.3
Trainees and Young Apprentices	Yes	Hour	-	-	6.3	8.6
Women	Yes	Hour	-	-	13.6	19.1
Senior Leaders (Executive Officers and Managers)	Yes	Hour	-	-	27.3	30.6
Middle-level Leaders - Coordinators/Leaders/Heads/Persons in Charge	Yes	Hour	-	-	20.2	25.2
Administrative and Operations (Corporate, Operations, and Technicians)	Yes	Hour	-	-	12.7	18.7
Trainees and Young Apprentices	Yes	Hour	-	-	7.2	8.6
Total amount invested by the Company in training	Yes	R\$	-	-	7,268,050	6,241,597
Average amount spent on training per full-time employee	No	R\$	-	-	215	208

3 - Recordable accidents are calculated from the following formula: Number of accidents without lost time*1,000,000/Man-Hours Worked. The frequency rate is calculated using the following formula: Number of accidents with lost-time injury*1.0000/Man-Hours Worked.

	Audited indicator	Unit	2020	2021	2022	2023
OUR PRODUCTS						
Total Private Labels products	Yes	Number	15,069	9,167	7,062	2,878
Organic Products - (Private Labels and Other Brands)	Yes	Number	1,746	1,549	1,360	1,300
Sales of cage-free eggs in relation to the total Private Labels eggs	Yes	%	31.2	40.2	51.9	62.9
Sales of cage-free eggs in relation to the total eggs of other brands	Yes	%	26.6	23.8	29.5	27.6
Sales of cage free eggs in relation to the total eggs of other brands and Private Labels	Yes	%	28.5	30.2	40.2	43.0
Alternative products to animal protein and dairy products	Yes	Number	20	153	222	222
Social audits in factories of suppliers of Private Labels products and International brands (in at-risk countries) *4	Yes	Number	271	323	267	291
CLIMATE CHANGES						
ENERGY SOURCES GRI 302-1						
Total energy consumed	Yes	MWh	746,011	725,172	465,087	505,989
Energy consumption/sq. m - stores	No	KWh/sq. m	776.0	771.9	591.5	826.46
Energy consumption from other renewable sources	Yes	MWh	521,010	558,545	389,137	413,491
Proportion of other renewable sources	Yes	%	69.8	77.0	83.7	81.4
Natural gas consumption	Yes	MWh PCI	21,160	19,432	11,496	10,264
Liquefied Petroleum Gas (LPG) consumption	Yes	MWh PCI	28,737	31,091	12,993	10,301
Diesel oil consumption	Yes	Liters (l)	1,158,185	1,184,055	687,497	666,295
REFRIGERANT FLUIDS - Food cold GRI 305-6						
R404A	Yes	Kg	15,494	16,546	14,283	13,555
R134A	Yes	Kg	1,410	2,011	1,547	1,619
R22	Yes	Kg	192,818	172,995	74,947	83,914
R410A	Yes	Kg	360	76	83	482
R449A	Yes	Kg	6,492	6,893	7,854	9,216
Other fluids	Yes	Kg	4,916	5,578	3,583	4,267
REFRIGERANT FLUIDS - Air conditioner GRI 305-6						
R404A	Yes	Kg	207	33	11	0
R134A	Yes	Kg	1,052	2,361	286	463
R22	Yes	Kg	11,268	10,009	6,623	6,540
R410A	Yes	Kg	2,678	3,378	2,393	3,916

4 - International and national audits carried out

	Audited indicator	Unit	2020	2021	2022	2023
Other fluids	Yes	Kg	1,389	2,159	1,423	1,225
WASTE FROM OPERATIONS GRI 306-3, 306-4, 306-5						
Cardboard (recycling)	Yes	Tons	24,039	23,458	13,127	13,658
Plastic (recycling)	Yes	Tons	2,009	2,636	1,589	1,757
Scrap and metals (recycling)	Yes	Tons	-	-	-	0
Organic waste (composting)	Yes	Tons	2,328	2,495	1,305	981
Other items for recycling	Yes	Tons	1,219	1,358	1,148	961,6
Tailings (landfill)	Yes	Tons	78,061	79,209	53,352	48,362
Donated food ("Parceria Contra o Desperdício", i.e, Partnership against waste)	Yes	Tons	3,050	3,860	2,139	1,760
Recycled and/or composted waste	Yes	%	27.5	27.4	26.3	26.4%
HAZARDOUS WASTE FROM OPERATIONS						
Total hazardous waste from operations	Yes	Tons	2.10	0.54	0.07	0.06
WASTE FROM CUSTOMERS						
Waste from customers (collected at voluntary delivery points in stores)	Yes	Tons	3,536	2,912	3,570	3,563
WATER GRI 303-5						
Total water consumption	Yes	m ³	1,021,235	1,180,965	1,119,460	1,132,485
Water consumption in m ³ /sq. m of store	No	m ³ /m ²	2.0	2.0	1.5	1.8
PACKAGING						
Private Labels packaging is recyclable, reusable, and/or compostable. EMB.01	Yes	%	-	23	31	60.4
GREENHOUSE GAS (GHG) EMISSIONS⁵ GRI 305-1, 305-2, 305-3						
Scope 1 - Stationary combustion	Yes	tCO _{2e}	15,444	15,331	7,965	7,744
Scope 1 - Mobile combustion	Yes	tCO _{2e}	2,196	2,143	1,506	3,226
Scope 1 - Fugitives	Yes	tCO _{2e}	483,650	393,257	270,377	241,867
Scope 2 - Purchase of electricity	Yes	tCO _{2e}	51,349	103,656	24,338	19,635
Scope 3 - Category 1 - Purchased goods and services	Yes	tCO _{2e}	-	-	23,663	18,699
Scope 3 - Category 4 - Upstream transportation and distribution	Yes	tCO _{2e}	1,400	463,1	1,494	726,5
Scope 3 - Category 5 - Waste generated in operations	Yes	tCO _{2e}	28,266	18,897	16,303	17,255
Scope 3 - Category 6 - Business travel	Yes	tCO _{2e}	63,377	66,621	41,493	43,848
Scope 3 - Category 9 - Downstream transportation and distribution	Yes	tCO _{2e}	413,2	894,6	2,024	650,6

5 - The emission values presented were collected, organized, and reported according to the methodology of the Brazilian GHG Protocol Program. The reported data may undergo minor changes depending on updates in the emission factors available in public databases, and may be checked in a new version of the Emissions Inventory to be made available at <https://registropublicodeemissoes.fgv.br>.

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Scope 3 - Category 9 - Transportation and distribution (downstream)	Yes	tCO _{2e}	8,684	8,292	6,808	4,351
RELATIONSHIP WITH SOCIETY						
SOCIAL IMPACT						
Direct beneficiaries of GPA Institute's actions	Yes	Number	2,341	656	373	297
Funds donated to social organizations	Yes	R\$	12,160,38	20,528,197	748,800	818,271
Funding for social, cultural, and sports projects	No	R\$	7,199,000	0	0	0
SPONSORSHIPS						
Sponsorships in marketing	No	R\$	50,000	0	1,750,000	8,250,000
CLASS ASSOCIATIONS GRI 2-28						
Total contributions to class associations	No	R\$	1,200,407	1,259,579	891,804	924,287
Largest contributions to class associations (Brazil)						
ABRAS - "Associação Brasileira de Supermercados" (Brazilian Association of Supermarkets)	No	R\$	283,200	283,200	279,600	279,600
ASSERJ: "Associação de Supermercados do Rio de Janeiro" (Rio de Janeiro Supermarket Association)	No	R\$	195,074	224,029	183,415	185,829
APAS: "Associação Paulista de Supermercados" (Supermarket Association of the State of Sao Paulo)	No	R\$	132,515	144,044	157,987	164,511
IDV: "Instituto Desenvolvimento do Varejo" (Retail Development Institute)	No	R\$	80,640	80,640	96,000	96,800
POLITICAL INFLUENCE GRI 415-1						
Contributions to lobbying practices, interest representation, and the like	No	R\$	0	0	0	0
Contributions to municipal, state, and/or national political candidates and/or campaigns	No	R\$	0	0	0	0
CUSTOMERS GRI 2-29						
NPS (Net Promoter Score)	Yes	Number	-	46.6	65.3	71.1



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