

Table of Targets

Strategic axes	Material topics	Targets	Achievement date	Result in 2023	Audited indicator
Management of environmental impact	Tackling climate change	50% reduction in Scope 1 and 2 emissions (base year 2015)	2025	47.1%	✓
		100% of the energy consumption from medium voltage in stores operating under an electric matrix from the free market	2024	98.3%	✓
	Tackling and reducing food waste	100% of supermarket stores engaged in the "Parceria Contra o Desperdício" (Partnership Against Waste) Program	2023	97%	✓
	Packaging	100% of Private Label and Exclusive Brands packaging is recyclable, reusable, and/or compostable	2030	64%	✓
Valuing our people	Diversity, inclusion, and elimination of discrimination and good atmosphere at the workplace with opportunities for improving	50% of women in leadership roles	2025	40.8%	✓
		50% of female employees in the Company's overall staff	All years	52.3%	✓
		50% of black employees in the Company's total staff	All years	62.6%	✓
		Treatment and investigation of 100% of discrimination complaints reported in the Company's whistle-blowing channel • GRI 406-1 •	All years	100%	✓
		100% of security and loss prevention service providers trained on Diversity	All years	100%	✓
Transformation within the value chain	Implementation of sustainable practices in the supply chain to ensure respect for the environment and animal welfare	100% of Private Label and Exclusive Brands eggs sold are sourced from cage-free hens	2025	62.9%	✓
		100% of the eggs sold in Extra Mercado and Pão de Açúcar stores are sourced from cage-free hens	2028	43.0%	✓
		100% of the pork sold in our Pão de Açúcar and Extra Mercado stores is sourced from suppliers that implement animal welfare practices	2028	In progress	
		100% of Pão de Açúcar's beef suppliers are publicly committed to animal welfare policies	2025	83%	✓
		100% of broiler products sold under our Private Labels and Exclusive Brands must meet the guidelines of the Animal Welfare Policy	2028	In progress	
		100% of palm oil with origin identified in our Private Label products	All years	100%	✓
		100% of palm oil sourced from international suppliers for Private Labels and Exclusive Brands products is certified	All years	82.1%	✓
	Promotion of Human Rights and compliance with labor-related regulations across the supply chain	100% of international suppliers have undergone and scheduled audits for Working Conditions (ICS)	All years	91%	✓
		100% of textile mills were audited by ABVTEX	All years	100%	✓
		100% of suppliers of Private Labels and Exclusive Brands products have undergone and scheduled audits for Working Conditions (ICS)	All years	98%	✓
Engagement with society	Relationship with society	Food collection of 2,250 tons through the "Agenda Solidária" (Solidarity Agenda)	2023	857.9	✓
		140 students graduated from the "Mãos na Massa" Program (Hands-on bakery learning)	2023	207	✓
		125 participations in the "Colabora" (Collaborate) Volunteer Program	2023	571	✓



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