



BLOOMBERG GENDER - EQUALITY

INDEX SURVEY 2024



Pillars of Sustainability

ESG - Environmental, Social, and Governance

Valuing our people

Being a reference in promoting diversity, inclusion, and sustainability through employees



Transforming the value chain

Co-building value chains committed to the environment and people.



Being a transforming agent, improving and innovating our way of doing business to build a more responsible and inclusive society



Tackling climate change

Tackling climate change by innovating and improving the environmental management of our businesses.



Engagement to society

Being an encouraging agent to promote more inclusive and fair opportunities.



Integrated management and transparency

Consolidating social, environmental, and governance practices based on transparent ethical relationships with our stakeholders.

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About Assaí Atacadista

Assaí is a Cash & Carry (or wholesale) company, which serves small and medium-sized entrepreneurs and consumers in general, whether purchasing single items or large volumes. With revenue of approximately R\$60 billion in 2022, it is the 2nd largest retail company in Brazil and the food chain with the largest presence in Brazilian homes, according to NielsenIQ Homescan. It is present in the five regions of the country with more than 275 stores distributed in 24 states (in addition to the Federal District) and there are more than 76 thousand employees.

Since 2021, its shares have been traded on both the São Paulo Stock Exchange (B3) - under the ticker ASAI3 - and the New York Stock Exchange (NYSE), being the only one in its segment listed on both. It is also a Corporation, that is, a Company without a single controller. Assaí is part of the select IDIVERSA B3 portfolio, which recognizes publicly traded companies with the best indicators in terms of race and gender diversity. In 2022 it was Top of Mind in the “Wholesale” category, in a survey carried out by the Datafolha Institute.

In 2023, it was considered the most valuable food retail brand in the annual rankings promoted by Interbrand (20th overall) and Brand Finance (13th overall), in addition to being certified, for the second consecutive year, with the Great Place To Work seal (GPTW) as an excellent place to work.

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First section: Leadership

KPI	Definition	Answer	Available in the Annual and Sustainability Report 2022	Page
What percentage of the company's board is composed of women?	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end.* This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.	11.1%	Yes	Page 64
Is the company's current Chairperson or equivalent position held by a woman?	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.	No	Yes	Page 64
Gender balance in board leadership	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.	0%	-	-
Is the company's current CEO or equivalent position held by a woman?	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.	No	Yes	Page 64
Woman chief financial officer (CFO) or equivalent	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.	Yes	Yes	Page 64
What percentage of the company's executive officers are women?	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.*	40.0%	Yes	Page 64
Does the company have a chief diversity officer (CDO) or an executive with the primary function of managing the company's diversity and inclusion (D&I) initiatives?	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.	Yes	Yes	Page 64

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First section: Talent Pipeline

KPI	Definition	Answer	Available in the Annual and Sustainability Report 2022	Page
Percentage of women in senior management	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.*	25.0%	Yes	Page 64
Percentage of women in middle management	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.*	25.8%	Yes	Page 64
Percentage of women in total management	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.*	43.0%	Yes	Page 64
Percentage of women in non-managerial positions	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.*	43.8%	Yes	Page 64
Percentage of women in total workforce	Percentage of women in the total workforce, of the total number of company employees.*	48.8%	Yes	Page 64
Percentage of women total promotions	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.*	38.4%	-	-
Percentage of Women IT/Engineering	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.*	21.6%	-	-

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First section: Talent Pipeline

KPI	Definition	Answer	Available in the Annual and Sustainability Report 2022	Page
Percentage of new hires are women	Percentage of women new hires, of the total number of new hires.*	47.8%	Yes	Page 50/53
Percentage of women attrition	Percentage of women employees that left the company, of the total employees that left the company.*	45.6%	-	-
Time-bound action plan with targets to increase the representation of women in leadership positions	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.	We define goals and establish methodologies to monitor indicators of participation of people with disabilities in the workforce and to advance the representation of women in leadership positions (management and above). The indicator referring to women is one of those considered in the Sustainability and Diversity Index (ISD), which makes up part of the variable remuneration of our executives.	Yes	Page 60/61
Time-bound action plan with targets to increase the representation of women in the company	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.	We define goals and establish methodologies to monitor indicators of participation of people with disabilities in the workforce and to advance the representation of women in leadership positions (management and above). The indicator referring to women is one of those considered in the Sustainability and Diversity Index (ISD), which makes up part of the variable remuneration of our executives.	Yes	Page 60/61

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First section: Pay

KPI	Definition	Answer	Available in the Annual and Sustainability Report 2022	Page
Adjusted mean gender pay gap	Gender pay gap with reasonable adjustments made to consider role, location and tenure.	-0.8%	-	-
Global mean (average) raw gender pay gap	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.	-0.6%	-	-
Time-bound action plan to close its gender pay gap	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.	At Assaí, gender equality is a fundamental principle. We recognize that it is essential to ensure that all our employees, regardless of gender, are paid fairly and equitably. While we have not identified any significant gender pay gaps, we are committed to maintaining this equality and taking a proactive approach to ensure this remains a reality with our internal policies, an ongoing assessment, we will maintain full transparency regarding remuneration policy for all.	-	-
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.	We define goals and establish methodologies to monitor indicators of participation of people with disabilities in the workforce and to advance the representation of women in leadership positions (management and above). The indicator referring to women is one of those considered in the Sustainability and Diversity Index (ISD), which makes up part of the variable remuneration of our executives.	Yes	Page 60/61

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First section: Inclusive culture

KPI	Definition	Answer	Available in the Annual and Sustainability Report 2022	Page
Number of weeks of fully paid primary parental leave offered	Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government). Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.	We grant mother employees the right to extend their Maternity Leave for an additional 60 days beyond the period granted by law, totaling 180 calendar days.	Yes	Page 71/72
Number of weeks of fully paid secondary parental leave offered	Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government). Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.	5 days	-	-
Parental leave retention rate	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year	20.8% Involuntary 7.6% Voluntary	Yes	Page 150/151

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KPI	Definition	Answer	Available in the Annual and Sustainability Report 2022	Page
Back-up family care services or subsidies through the company	Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees. Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.	We offer Social Services that offer support to all employees and their families, 24 hours a day, seven days a week.	Yes	Page 71
Flexible working policy	The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home). This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.	At the company's headquarters, there is flexible working hours..	-	-
Employee resource groups for women	Indicates whether the company has any employee resource groups or "Communities" focused on recruiting, retaining and developing women.	There is a Committee (called the Diversity Group) to promote dialogue and transform the work environment in favor of Diversity and Inclusion	Yes	Page 61

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KPI	Definition	Answer	Available in the Annual and Sustainability Report 2022	Page
Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.	Yes	Yes	Page 62 e 69
Annual anti-sexual harassment training	Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company's anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint	There is a training in Diversity and Human Rights	Yes	Page 151
Unconscious bias training	Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours. Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.	Yes	Yes	Page 62 e 69



ASSAÍ ATACADISTA

