



Succession Policy for the Board of Directors

Objective

This Policy aims to ensure the stability, continuity and proper integration of the Grupo Nutresa S. A. Board of Directors, through the identification and selection of potential candidates to be part of it, in the event of permanent, programmed or unforeseen absences of any of its members.

The Company shall guarantee the participation of all shareholders in proposing lists to be submitted for consideration by the Assembly of Shareholders and oversee the selection process of the candidates to the Board to ensure that its profile matches the Grupo Nutresa challenges and opportunities and the leadership profiles established.

Responsibility

The Board's Corporate Governance and Issues Committee shall be responsible for reviewing the structure, size and composition of the Board of Directors, and assist in the identification and selection of possible candidates, according to their professional training, integrity, skills, experience, commitment and the diversity of potential successors.

This Committee shall establish a procedure to evaluate the incompatibilities and disqualifications of a legal nature and the suitability of each candidate to the needs of the Board, through the evaluation of a set of criteria that must be met by the professional and personal profiles of the candidates, and the verification of the fulfillment of some objective criteria to be a member of the Board and other criteria to be an Independent Member.

To define and update the profiles, the Committee shall seek advice from one or more firms with recognized expertise in the matter.

Procedure

The Board's Corporate Governance and Issues Committee shall review the composition of the Board of Directors annually, and present succession plans proactively and continuously.

In identifying possible candidates, this Committee shall take into account criteria such as competencies required by the Board in accordance to its dynamic and the challenges the Company faces; the complementarity between the strengths of the Board and those of the management team; and the independence, prestige, leadership, career, recognition, training, availability, complementary capabilities, gaps, diversity and eventual conflicts of interest of potential successors.

It is the discretion of Grupo Nutresa to maintain the formation of the Board to ensure the implementation of the Organization's long-term strategy and sustainability. Accordingly, the Appointment and Retribution Committee may recommend the re-election of members of the Board, according to the results of the self-evaluation and external evaluation.

The election of Board members shall be carried out in accordance with the provisions of the Bylaws and the Code of Good Governance.