



Board of Director's Succession Policy

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 the Board, in the case of the definite, scheduled or unexpected absence of any of its members.

The Company shall guarantee the participation of all the shareholders in proposing the lists presented for consideration by the Shareholders' Assembly, and it shall be inclined such that the process of selecting the candidates to the Board of Directors ensures that its profile is adjusted to the Grupo Nutresa challenges and opportunities and to 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 the potential candidates to be members of it, in accordance with the professional training, integrity, competencies, experience, commitment and diversity of potential successors.

In diversity matters, a balance in the composition of the Board of Directors will be promoted, in aspects such as gender, age, race, nationality and experience. On a periodic basis, the Board's Corporate Governance and Issues Committee will review the matrix of desired profiles for the composition of the Board of Directors, to keep it updated, aiming to ensure that the characteristics and abilities of its members are complimentary and contribute to execute Company's strategy.

This Committee shall establish a procedure to assess the incompatibilities and impediments of a legal nature and the suitability of each candidate to the needs of the Board of Directors, through the assessment of a set of criteria that

must meet the functional and personal profiles of the candidates, and the verification of compliance of the objective requisites for membership on the Board of Directors 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 experience in the topic

Procedure

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

In identifying potential candidates, the Committee shall consider criteria such as competencies required by the Board of Directors according to its dynamic and the challenges that the Company faces; complementarity between the strengths of the Board of Directors and those of Management; and the independence, prestige, leadership, experience, recognition, training, availability, complementary capabilities, gaps, diversity and eventual conflicts of interest of the potential successors.

It is the criterion of Grupo Nutresa to maintain the conformation of the Board of Directors to ensure the implementation the Organization's long-term strategy and sustainability. Consequently, the Appointment and Retribution Committee may recommend the reelection of the Board members, according to the results of the self-assessment and the external evaluation.

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