



BOARD OF DIRECTORS' SKILLS MATRIX

| | Jaime Alberto Palacio | Andrés Felipe Arango | Juan Constantino Martínez | Luis Felipe Hoyos | Jesús Vallejo | Christian Murrle | Gabriel Gilinski |
|--|------------------------------|-----------------------------|----------------------------------|--------------------------|----------------------|-------------------------|-------------------------|
| Has experience as a senior manager in stock Exchange listed companies with international presence | | X | | | | | X |
| Has experience in the food or mass consumption sectors | X | X | X | X | X | X | X |
| Has knowledge on (environmental, social or economic) sustainability matters | X | X | X | X | X | X | X |
| Has experience in risk assessment and management | X | | X | X | | X | X |
| Contributes to the diversity of the Board due to her/his gender, age or origin | | | | | X | | X |
| Has a high-level academic background in financial, administrative or economic fields, or related to health or nutrition sciences | X | X | X | X | | X | X |
| Has analytical or managerial skills | X | X | X | X | X | X | X |
| Has knowledge or experience related to health or nutrition | | | | X | | | |
| Has knowledge or experience related to corporate governance | X | X | X | X | X | X | X |
| Has knowledge or experience related to strategic planning | X | X | X | X | X | X | X |
| Has knowledge or experience related to innovation | X | X | X | X | | | X |