



## **REPORT OF THE APPOINTMENT AND RETRIBUTION COMMITTEE**

*In accordance with Article 10 of the Corporate Governance Code, the Appointment and Retribution Committee presents the following report considering the proposals for candidates to join the Board of Directors for the period between June 20, 2024, and March 31, 2025, along with the respective analysis of their resumes and other relevant information:*

**a. Report of the Appointment and Retribution Committee regarding the Board members proposed for re-election.**

*The re-election of Jaime Gilinski and Gabriel Gilinski is proposed for the period between June 20, 2024, and March 31, 2025. Both candidates possess the competencies and experience required by the statutes and the Corporate Governance Code to effectively perform their duties as members of Grupo Nutresa's Board of Directors.*

*Both candidates, as members of the Board of Directors, have fully fulfilled their duties and demonstrated commitment to their responsibilities. Furthermore, their effective dedication was appropriate to fulfill their mandate.*

**b. Opinion of the Appointment and Retribution Committee regarding the new individuals nominated to join the Board.**

*The Committee evaluated the resumes of the candidates Peter Abraam, Ravi Thakran, and Carlos Ignacio Gallego and verified that they meet the requirements established in the Corporate Governance Code to be members of the Board of Directors. Additionally, it confirmed that none of them have any disqualifications that would prevent them from eventually assuming the position.*

*Moreover, it verified that the nominees have pursued advanced studies, have had experience of no less than five (5) years in the fields indicated in the Corporate Governance Code, and enjoy professional recognition.*

*Regarding the newly proposed candidates and those members whose re-election is proposed to join the Board, the Committee identified that they meet all the requirements, skills, and characteristics to integrate the Board of Directors of Grupo Nutresa S. A.*

**c. Opinion on the independence of the candidates to join the board of directors.**

*The independence criteria adopted by Grupo Nutresa are established in the Corporate Governance Code, and according to the adopted parameters, the Committee analyzed these criteria individually for each candidate. It concluded that Peter Abraam and Ravi Thakran have the status of independent candidates; Carlos Ignacio Gallego, the President of the Company, has the status of an executive candidate; and Jaime Gilinski and Gabriel Gilinski are currently non-independent members, and in that capacity, they would be elected for the period between June 20, 2024, and March 31, 2025.*



*The summary of the resumes of the new candidates and the proposed lists by some shareholders are as follows:*

**Peter Abraam:**

*Leader with over three decades of international experience and a reputation in strategic planning. He has held high-profile CEO and senior executive roles.*

*Chief Strategy and Growth Officer at International Holding Company (IHC) since 2020, playing an integral role in the ongoing development of IHC's strategic fundamentals.*

*Chairman of the leading global event structures company 'Arena', which has since undergone a significant turnaround.*

*Serves as a Director of The Hellenic Initiative Australia.*

**Ravi Thakran:**

*Former Group Chairman, LVMH Moët Hennessy Louis Vuitton Group Asia. Founder and Managing Partner, Turmeric Capital.*

*He has served in many senior roles positions in several business verticals of the LVMH Group. Prior to his time at LVMH, he held senior management positions at the Swatch Group, Nike, and the Tata Group.*

*He serves on Board of Harrods London, Executive Chairman of Wheels Up USA, Director of the Singapore Tourism Board, Business Ambassador for Latin America in South East Asia, and Trustee of the Global Conservation Corps. He is also involved in the Federal Commission on Fashion and Women's Wellness in the Kingdom of Saudi Arabia, Indian Partition Museum, Amritsar, Indian Heritage Museum, Singapore and Save the Rhino Project, South Africa.*

**Carlos Ignacio Gallego:**

*Civil engineer from Universidad EAFIT and master's in business administration from the same university.*

*He has completed various academic programs at universities in the United States and Europe.*

*Before assuming the position of President of Grupo Nutresa S.A. in 2014, which he currently holds, he held administrative positions at Grupo Nutresa S.A., Compañía Nacional de Chocolates S.A.S., and Fundación Nutresa.*

*Current member of the boards of commercial companies in Colombia and Chile, and nonprofit entities in Colombia.*



*He has received various distinctions, including the Order of Business Merit José Gutiérrez Gómez from ANDI in 2023, the Professional Excellence Award from Universidad EAFIT in 1999, and the San Jorge Medal from the Colombian Army for services to the institution.*