



REPORT FROM THE APPOINTMENT AND RETRIBUTIONS COMMITTEE

In accordance with Article 10 of the Corporate Governance Code, the Appointment and Retributions Committee presents the following report, taking into account the proposals for candidates to join the Board of Directors.

a. Report of the Appointment and Retributions Committee on the Board Members Proposed for Re-election

As reviewed in previous sessions of the Committee, the two members of the Board whose re-election is proposed, Gabriel Gilinski Kardonski and Christian Murrle Rojas, possess the skills and experience required by the bylaws and the Corporate Governance Code to adequately perform their duties as members of the Board of Grupo Nutresa. Additionally, they have the necessary abilities to ensure this body operates efficiently and contributes to achieving the Company's strategic objectives.

During the current term, the three members fully fulfilled their duties and demonstrated commitment to their responsibilities. Their effective dedication was appropriate for fulfilling their mandate, with attendance at Board meetings and supporting committees exceeding 90% for the current period.

b. Opinion of the Appointment and Retributions Committee on new candidates for the Board

The Appointment and Retributions Committee did not need to evaluate the other three candidates, Jaime Gilinski Bacal, Ricardo Díaz Romero, and María Ximena Lombana Villalba, given that the list does not include names beyond those already analyzed by the Committee in the Board election processes conducted in July, 2022 and December, 2023. The Committee concluded that all proposed candidates met the requirements to be Board members and have the necessary experience and skills to hold the position.

c. Opinion on the Independence of the candidates for the Board

Grupo Nutresa's independence criteria are established in the Corporate Governance Code. According to the adopted parameters, the Committee analyzed these criteria concerning María Ximena Lombana Villalba and Christian Murrle Rojas, concluding that they meet the requirements to qualify as independent members.



The resumes of the new candidates and the list proposed by JGDB are as follows:

Jaime Gilinski Bacal

Bachelor's Degree, Georgia Tech. MBA, Harvard University. Experience in senior management and finance.

Ricardo Díaz Romero

Public Accountant, Universidad Jorge Tadeo Lozano. Experience as a comptroller and in executive positions.

María Ximena Lombana Villalba

Lawyer, Universidad del Rosario, with master's degrees in commercial law and international business law. Experience in government entities and as a board member of companies and non-profit organizations.

The list of candidates to be submitted to the shareholders for consideration in the Board election is as follows:

Sole List: submitted by the shareholder JGDB Holding S. A. S.

Independent Members:

María Ximena Lombana Villalba
Christian Murrle Rojas

Non-independent Members:

Jaime Gilinski Bacal
Gabriel Gilinski Kardonski
Ricardo Díaz Romero