

BOARD OF DIRECTORS' SKILLS MATRIX

	Jaime Alberto Palacio	Andrés Felipe Arango	Juan Constantino Martínez	Luis Felipe Hoyos	Jesús Vallejo	Christian Murre	Gabriel Gilinski
Has experience as a senior manager in stock Exchange listed companies with international presence		X					X
Has experience in the food sector				X	X	X	
Has experience in the mass consumption sector (packaging and retail)	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