

# Corporate philosophy and performance [GRI 2-23]



## Autonomy with strategic coherence

We make decisions in an agile manner according to the corporate goals and develop the potential of each Business and geography coherently to the Organization's objectives.



## Good corporate governance

We have a transparent behavior and disclose reliable information on a timely basis, watching over the interests of our shareholders and always seeking a positive effect for all stakeholders within the framework of its Code of Corporate Governance. We have a conduct that is consistent with our Organization's reputation, striving to protect it at all times.



## Responsible corporate citizenship

We manage our activities in a sustainable, feasible and fair manner with the purpose of not limiting the possibilities of future generations, reducing the impact of our activities on the environment and taking into account the expectations and needs of our stakeholders in the search for common well-being.



## Productivity and competitiveness

We generate competitive advantages based on the differentiation and value of our brands, and on our market entry capabilities. Additionally, we manage the digital transformation so that it contributes to our development and productivity. We also strive to agilely and efficiently attract, develop and retain the best talent for the Organization, thus generating the transformations that improve the productivity of our employees, as well as in terms of processes and capital, always based on leading global practices.



## Effective innovation

We encourage and recognize innovation, promote entrepreneurship and perform an adequate management of the innovation ecosystem. Additionally, we strengthen the generation, conservation, protection, transfer and application of knowledge throughout the Organization while our clients, customers, consumers and shoppers inspire us to innovate with the aim of offering them a differentiated high-value offer.





Employees from the Chocolates Business, Colombia.

## Development of our talent

We boost the talent of our people through acknowledgment and respect for the beings and the education and training process, and we foster work environments and climates that stimulate productive work. We promote the comprehensive development of people, with a high level of care for life while managing diversity and inclusion, and we foster a global way of thinking and behaving driven by our leadership model.

## Integrity

We act with integrity, manage with transparency and honesty, and lead by example while strictly complying with the law, policies, regulations and confidentiality commitments in all our operations and actions. Therefore, all our actions are consistent with the Organization's principles and values.

## Collaborative management

We promote management with stakeholders supported by our skills and technology, and working through processes with clarity and opportunity, to generate value in all the geographies where Grupo Nutresa operates.

## Respect

We acknowledge the individuality and dignity of human beings, and we treat each person accordingly. We do not discriminate based on race, age, nationality, creed, gender, social condition or other factors that may differentiate people. We listen carefully to the opinion of all related audiences and we are always open to having a constructive dialog.

## Reliable food and healthy lifestyles

We take care of our products and ensure their safety, favoring good practices throughout the value chain and thoroughly complying with all sanitary and labeling regulations. In addition, we offer products and menus that provide the consumers with alternatives focused on nutrition and wellness, as well as on transparent communication and clear labeling. We always strive to ensure the satisfaction, wellness and nourishment of the consumers with safe high-quality products.