



Development of territories and social inclusion

Implementing comprehensive actions that guarantee the development of capabilities and the connection of base-level communities with real opportunities in terms of employment, entrepreneurship and educational continuity.



Support to education institutions in Colombia.

Management approach [GRI 3-3]

Running projects with the communities with the aim of developing capabilities.

Implementing projects for the development of school leadership and management capabilities among teachers and academic directors.

Strengthening education strategies to create employment and entrepreneurship opportunities for young people and women.

Developing the socio-entrepreneurial capabilities of farmer associations that are Grupo Nutresa suppliers.

Driving solidarity through volunteering.

Progress achieved in 2022 [GRI 3-3]

- **94 projects implemented** with the objective of developing individual and organizational capabilities among vulnerable communities in Chile, Colombia, Peru, Central America and the Dominican Republic based on Grupo Nutresa's pillars of education for society, healthy communities and sustainable value chain.

- **116 Colombian education institutions** received support in their school leadership and management process; 11% of them completed the training cycle.
- **55 virtual training sessions** offered to teachers and academic directors from 67 education institutions in six Colombian states.

- **Formation of four strategic work groups** to foster conversations with the purpose of creating opportunities in the territories in Colombia, with the participation of **350** youths, teachers and representatives from the public and private sectors and from the civil society.
- **183 Novaventa entrepreneurs** participated in capacity-building activities dealing with business management, leadership and finance through the 'Generando equidad' (Generating equity) program, which has been deployed in partnership with the United States Agency for International Development (USAID).
- **30 youths and women** received training as part of the program of networks of regenerator youth and women, which was launched jointly with the Bancolombia Foundation and the Food and Land Use Coalition (FOLU).

- **17 organizations that produce and commercialize** cocoa, coffee, honey, milk, ceviche, durum wheat and ice cream supplies were supported by building their collective capabilities related to business development, healthy lifestyles and agroecology, as well as their organizational and social capabilities, among other.

- **12.580 volunteers** were mobilized through social and environmental actions.
- **29 initiatives** shared by means of the volunteering portfolio, with 3.780 hours of social service.
- **1.119 volunteers** participated in the International Volunteering Day and 215 participated in the scenarios of construction and conversation with the communities.

Risks and Opportunities

[GRI 3-3]

The conditions of poverty around the world have intensified due, to a large extent, to the political and economic instability of the nations, conflict and violence, in addition to the effects of climate change. This has driven companies to take on a more active role in the implementation of strategic actions that contribute to building more equitable societies with scenarios and opportunities worth living by everyone.

Grupo Nutresa has considered sustainability to be an enabling capability that allows having a positive impact on society and on the stakeholders through active listening, the acknowledgment of others and the subsequent development of capabilities, which translate into the empowerment and transformation of the communities.

In the active listening exercises across the territories, the Organization has identified impending risks such as the lack of young labor in rural regions, the scarce support to the youth along the education paths, the loss of biodiversity in the region and the adverse economic and social impacts on the communities caused by climate change.

This challenges the Company to drive the evolution of the capabilities of the work teams to mitigate the risks associated with the sourcing of priority commodities, make a valuable contribution to the access to employment and entrepreneurship opportunities by the women and the youth, and to implement initiatives focused on countering food insecurity and undernutrition.

Future challenges

One of Grupo Nutresa's main challenges is the development of its value chain through the inclusion of practices that guarantee the sustainability of life in our planet.

The introduction of laws and policies associated with inclusion-driven businesses, the resilience to climate change, the diversity and inclusion, and the conservation of biodi-



Cocoa farmer in Tolima, Colombia.

versity across the entire region, among other, encourage the Company to prioritize technical and financial resources for the implementation of programs, projects and strategies that hold social, economic and environmental value and produce a positive impact on its stakeholders, particularly the communities. In addition, the development of internal capabilities for the design and implementation of social and environmental strategies allows to have more aware employees and decision makers focused on assessing the entire setting based on a sustainable vision.

Another challenge facing the region is the definition and implementation of actions that articulate efforts among the public and private sectors, the education ecosystem, non-profit organizations and the civil society to mitigate the obstacles in the education pathways that hinder the youth's successful access to education, employment and entrepreneurship opportunities. Such actions shall also recognize the territorial dynamics and structural conditions that restrict the access to factors such as basic services and income generation. The efforts should also tackle the obstacles facing some youth groups such as women, migrants, the LGBTIQ+ population, ethnic communities, youths with disabilities, among other.

Outstanding practices and acknowledgments

Engaging in conversations to create opportunities for the Colombian youth

In partnership with the United Way Colombia and Corona Foundations, and the organizations Empresarios por la Educación, Compromiso Valle, Proantioquia and Global Opportunity Youth Network (GOYN), Grupo Nutresa organized and held the event called “Entre todos somos futuro: conversaciones de educación para la generación de oportunidades” (Together, we’re future: conversations on educations for the creation of opportunities). The event participants included: more than **343** teachers, youth, public and private sector members, foundations and multiple civil society agents, who contributed to the design of **31 disruptive solutions** intended to enable the youth to gain access to education, employment and entrepreneurship opportunities by removing obstacles from the education pathways, such as the shortfall in basic school capabilities, the lack of occupational information and orientation, and the development of social-emotional skills.



Fostering equity along Grupo Nutresa's value chain

Within the framework of the ‘Generando Equidad’ (Generating equity) program, which is funded by the United States Government and deployed in partnership with Développement International Desjardins, the School of Higher Management Education (CESA), Novaventa and Fundación Nutresa implemented the project known as ‘Economic empowerment and leadership training for 183 of Novaventa’s Female Entrepreneurs in the Colombian municipalities of Santander de Quilichao, Tumaco, Cauca, Carmen de Bolívar and Cartagena to bridge the gaps in terms of gender equality in the region.’ This partnership allowed making progress in the characterization and design of strengthening plans for the business models and in the improvement of capabilities in terms of comprehensive financial education, as well as management and innovation of their catalog-sales business models.



Development of BON's suppliers in the Dominican Republic

The Retail Food Business in the Dominican Republic completed the capacity-building process for 60 inclusion-based ice cream suppliers in favor of the strengthening and improvement of the regulatory monitoring for the issuance of the sanitary records of the products, the compliance with the standards at the production facilities, the good manufacturing practices, and the standardization of the formulation of the products to streamline the procurement process and optimize the distribution routes. In addition, the staff received training by means of the tools for ensuring the quality and safety of the products and the reduction of food waste. Based on these comprehensive support actions, the suppliers comply with 100% of the regulatory requirements for the production and commercialization of their products and implement improvements in their processes, products and employee well-being conditions, thus becoming significantly more competitive.

Material topic details

Grupo Nutresa implements programs and projects based on its organizational pillars of ‘Education for society,’ ‘Sustainable value chains’ and ‘Healthy communities.’ With a social investment of COP 139.474 million in Colombia, Chile, Ecuador, Peru, Mexico, Central America, United States, the Dominican Republic and the Caribbean, the Organization benefited 4.429.371 people in 2022.

For 2030, the Company set the corporate goal of implementing 1.000 capacity-building projects for the communities. Thus, through innovative projects and processes with a high level of technical contents, Grupo Nutresa employed training methodologies through the use of digital and in-person learning tools. The total hours of training benefiting society amounted to 18.865.

Grupo Nutresa’s social investment programs in the geographies



Grupo Nutresa's social investment programs in Colombia

● Education for society ● Sustainable value chain ● Healthy communities ● Value chain of Grupo Nutresa's Business Units



Colombia

- School for Customers
- Novaventa's Individual Entrepreneurs
- Inclusion-driven business in the alternative channel
- Tosh forests
- Sesame seed productive linkage
- Productive linkage for turmeric, cardamom, banana and spirulina
- Nutresa Express Pods "Retoma" (Retake) plan
- "Bastilla Campo"

1. Antioquia

- 21st Century Leaders (53 institutions)
- Farallones DoC for coffee farmers
- Maceo DoC for cocoa farmers
- Urabá DoC for cocoa-growing organizations Nutresa Youth
- "Germinar" in Ciudad Bolívar

- "Germinar" in partnership with Saciar
- "Germinar" in Dabeiba
- Saciar Food Bank
- Medellín Food Bank
- "Nutresa Quiere a los Niños" (Nutresa cares for children) - HLS (5 EI)
- Farallones coffee processing plant
- Colcafé
- Cocoa sector promotion program

2. Atlántico

- Barranquilla Food Bank

3. Bolívar

- 21st Century Leaders (15 institutions)
- Cartagena DoC for ceviche-vendor organizations
- Cartagena Food Bank
- "Germinar" in Cartagena
- Cocoa sector promotion program

4. Boyacá

- Umita DoC for the Umitana Milk Cooperative Organization
- Cocoa sector promotion program

5. Caldas

- Manizales Food Bank "Germinar"
- Production project for coffee-growing estates - Colcafé
- Cocoa sector promotion program

6. Cauca

- 21st Century Leaders (15 institutions)
- Production project for coffee-growing estates - Colcafé
- "Sueños de la Quinoa" (Dreams of quinoa) - Doria

7. Cesar

- DoC for cocoa farmers
- Cocoa sector promotion program

8. Chocó

- Cocoa sector promotion program

9. Córdoba

- DoC for cashew-growing organizations
- Montería Food Bank
- Cocoa sector promotion program

10. Cundinamarca

- 21st Century Leaders (41 institutions)
- Bogotá Food Bank
- Cocoa sector promotion program

11. Guaviare

- Cocoa sector promotion program

12. Huila

- Production project for coffee-growing estates - Colcafé

13. Guajira

- Food Bank
- Cocoa sector promotion program

14. Magdalena

- Sierra Nevada DoC for a cocoa-growing organization
- Sierra Nevada "Germinar"
- Cocoa sector promotion program

15. Meta

- Villavicencio Food Bank "Germinar"
- Cocoa sector promotion program

16. Nariño

- Pasto Food Bank
- "Sueños de la Quinoa" (Dreams of quinoa) - Doria

17. Norte de Santander

- Cúcuta Food Bank
- Cocoa sector promotion program

18. Risaralda

- 21st Century Leaders (24 institutions)
- Pereira Food Bank "Nutresa Quiere a"

- los Niños" (Nutresa cares for children) - HLS (5 EI)
- Production project for coffee-growing estates - Colcafé

19. Santander

- 21st Century Leaders (21 institutions)
- DoC for cocoa-growing organizations
- Bucaramanga Food Bank "Nutresa Quiere a los Niños" (Nutresa cares for children) - HLS (4 EI)
- Cocoa sector promotion program

20. Sucre

- Sincelejo Food Bank

21. Tolima

- DoC for cocoa-growing organizations
- Ibagué Food Bank
- Cocoa sector promotion program

22. Valle del Cauca

- 21st Century Leaders (13 institutions)
- Cali Food Bank
- Cartago Food Bank "Germinar" "Nutresa Quiere a los Niños" (Nutresa cares for children) - HLS (14 EI)
- Production project for coffee-growing estates - Colcafé

*DoC: Development of capabilities.

*EI: Education institutions.

*HLS: Healthy lifestyles.

Actions for building a better world

Through Fundación Nutresa, the Company mobilizes the corporate citizenship strategy by building the capacities of the stakeholders tackling the fronts of healthy communities, education for society and sustainable value chains. Thus, in 2022, the Organization supported a network of volunteers formed by almost 12.580 employees.

Criteria for taking action

Social knowledge management

Grupo Nutresa incorporates, creates, disseminates and conserves the knowledge that drives social development, thus strengthening the learning processes and innovation within the Organization and among its stakeholders.

Sustainable innovation

The Company strives to find new and better ways to overcome social and environmental challenges with the integration of all stakeholders.

Work through partnerships

Grupo Nutresa promotes cooperation among multiple actors through the aggregation of resources and the articulation of complementary capabilities.

Transparency and impact

The Organization manages social investment within the framework of its Code of Corporate Governance to produce a positive impact on society.

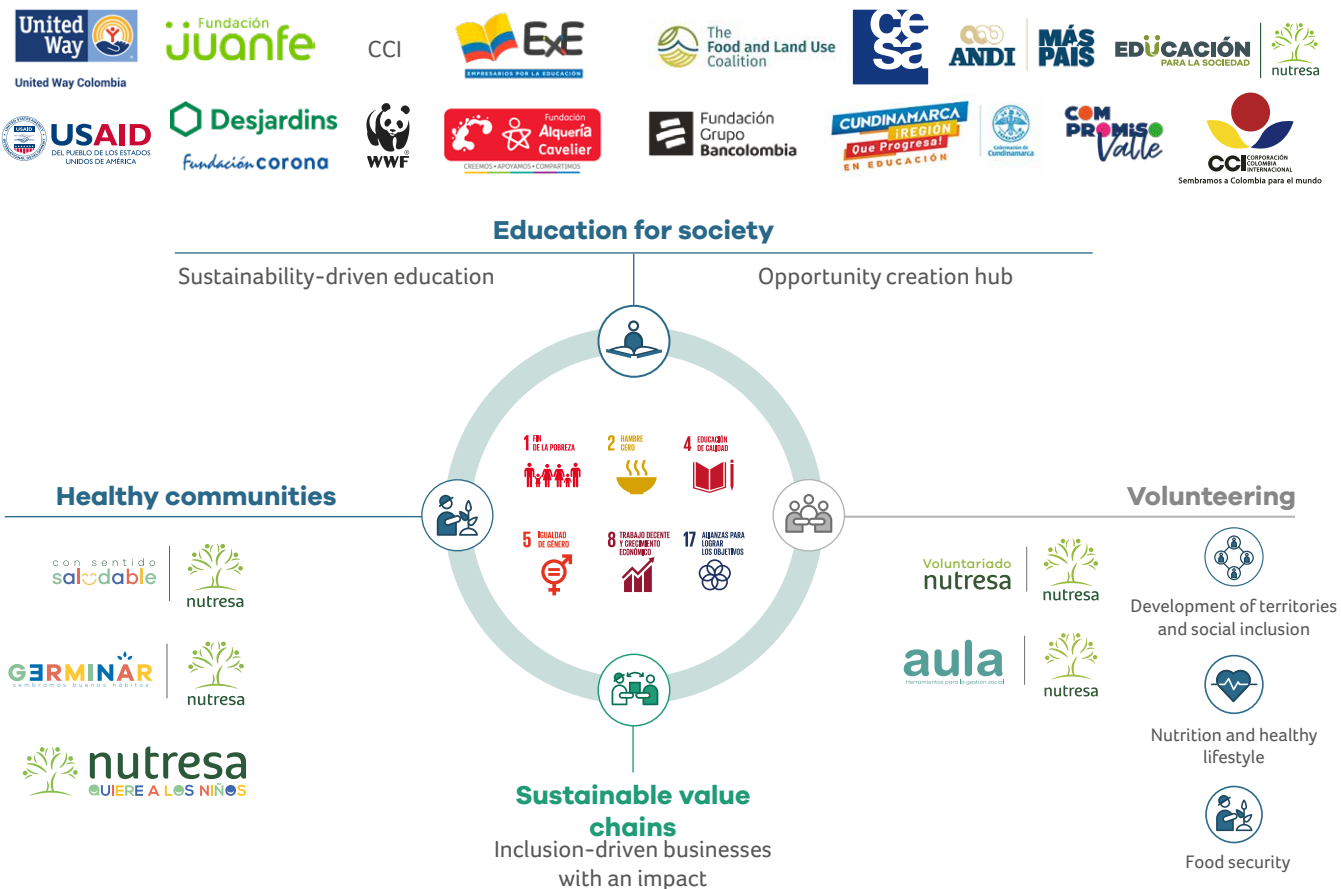
Diversity and inclusion

The Company values diversity as a transformational element for achieving better results and foster the respect for Human Rights.

Protection of the environment

Grupo Nutresa raises the environmental awareness and promotes capacity-building efforts focused on ensuring the efficient use and conservation of the natural resources and environments.

Partnership management and development of shared-value strategies





Support to education institutions in Colombia.

Education for society

Enhancing the quality of education in the region

Education is the basis and engine of the transformation and development of society. Therefore, the Organization has striven to support public education institutions in Colombia through the education-focused program called “Líderes Siglo XXI” (21st Century Leaders). This program allowed building capacities related to school management and leadership among more than 685 academic directors and teachers in eight Colombian states. In 2022, ten education institutions from Cundinamarca, Tuluá and Cartagena completed the training and support process. Additionally, 139 schools from Antioquia, Risaralda, Valle del Cauca, Cauca, Santander, Cundinamarca, Bolívar and Bogotá continued working on their active process.

As a result of the virtual strategies deployed during the COVID-19 pandemic in 2022, the Organization continued taking care of life through the operation of hybrid,

in-person and virtual models, with 437 synchronous and asynchronous sessions for multiple subjects. Thanks to this endeavor, it was possible to solve issues related to limit capacities, social distancing and long commutes, and other teaching and learning alternatives emerged.

Partnerships for developing and strengthening school management

Jointly with the Alquería Cavelier Foundation and within the framework of Cundinamarca’s Education Secretariat’s Education Quality Improvement Program in Colombia, 54 education institutions received the school management component of Fundación Nutresa’s new school management and leadership development route. For 2023, nine more education institutions will be benefited with this partnership with the aim of strengthening their institutional capabilities.

Education as the means for rural transformation and development



Thanks to initiatives focused on school leadership strengthening and on education centered on creating opportunities for women and youths, the Organization contributed to building capacities in 65 education institutions located in rural areas in Colombia. These are the regions where Grupo Nutresa commercializes its products and conducts business with suppliers of commodities such as coffee, cocoa, dairy products and fruits.







Moreover, in partnership with the Food and Land Use Coalition (FOLU) and the Bancolombia Foundation, the Company implemented a project intended to strengthen networks of regener-

ator youths and women in the Colombian states of Antioquia, Quindío and Valle del Cauca. This partnership will benefit 1.048 production units that are active actors of 18 rural entrepreneur networks that implement regenerative initiatives.








In 2023, Grupo Nutresa intends to launch the ‘Regeneración en Acción’ (Regeneration in action) platform, which will enable the networks to access training and other type of processes focused on enhancing capabilities as regeneration-centered innovation laboratories with the purpose of disseminating and concretizing the concept from a practical viewpoint. Additionally, the Organization will consolidate an incentive fund that will allow tackling the specific needs of both the networks and their members.

Education, employment and entrepreneurship for women and young people in general

Business	Initiative	Description	Country
 Biscuits Business	Creating my future with Chiky	Development of fundamental capabilities among youth in vulnerable conditions through public-private partnerships to strengthen the relationships with the brand.	Costa Rica
	Women's Network in the Biscuits Business	Creation of a female leaders network in the Biscuits Business with the aim of developing their leadership skills based on the essence of femininity.	Colombia
	Participation in the Employers for Youth (EFY) survey	Evaluation of young employees' experience in Pozuelo.	Costa Rica
	Opportunities	Promotion of the inclusion of women and youth regarding employment opportunities in Naturela.	Colombia
	Brands with a purpose	This initiative intends to inspire and motivate youth in vulnerable conditions in the construction and realization of their life plan through a brand that supports their dreams.	Colombia
	Female entrepreneurship	Developing skills by transferring knowledge to the entrepreneur wives of the Molinos Santa Marta employees.	Colombia
	Academic tutor volunteering	Support to the development of capabilities related to Grupo Nutresa's strategic social responsibility focal points.	Costa Rica
 Cold Cuts Business	Your final ingredient for beginning your professional life.	Development of soft skills among the interns to support them in their transition from an academic to a work life.	Colombia
	English learning scholarships	Promotion of second-language capabilities among the employees.	Colombia
	“De regreso a mí” (Back to me)	Initiative aimed at wives, mothers and daughters of employees and focused on fostering self-development, self-management and leadership based on a perspective of gender equality.	Colombia
	School of Skills	Promoting the development of capabilities and skills that enable increasing job performance efficiency.	Colombia
	Arts and Trades Workshop	Activity centered on promoting the development of manual skills among employees' mothers and wives to enable them to generate additional income for their households.	Colombia

Business	Initiative	Description	Country
 Chocolates Business	Atenea	Promotion of the development of capabilities related to pastry, confectionery, baking and all other topics associated with the needs of cocoa-growing women.	Colombia
	Scholarships for Excellence	Description pending.	Colombia
	Efficacy	Financial education training program for the families of the cocoa-growing associations.	Colombia
	Entrepreneurship	Support to the employees' wives, mothers and sisters in entrepreneurship projects and the construction and consolidation of business ideas that build community and strengthen the community fabric.	Colombia
	Academic tutor volunteering	Support to the development of capabilities related to Grupo Nutresa's strategic social responsibility focal points.	Colombia
 Retail Food Business	0% experience / 100% attitude	Hiring young people who are beginning their work life.	Colombia
	Traineeship program	Creation of a traineeship program that benefits youth with no prior work experience.	Dominican Republic
 Ice Cream Business	Gender Equality	Promoting an inclusion-driven culture that enables women's development through equity and equality in terms of employment opportunities.	Colombia
 Pastas Business	"EmprendeDoria"	Development of capabilities and support to entrepreneurs in the municipality of Mosquera with the aim of strengthening their business units.	Colombia
	Leaderships, leaving a social footprint - Program by the ICBF (Colombian Family Welfare Institute)	Development of capabilities and support to the teenagers who are under the protection of the ICBF with the aim of bridging the gaps in terms of gender equality and enhancing capabilities that contribute to their personal development (being, doing and transcending).	Colombia
 Coffee Business  Cold Cuts Business	"Aprendices cedidos" (Assigned apprentices)	Economic support provided to SENA students and possibility to do their internships in the Company.	Colombia

Business	Initiative	Description	Country
 Biscuits Business  Coffee Business  Cold Cuts Business  Chocolates Business 	CUEE	Strategic partnership set up by businesspeople, university directors and institutions that represent the Government with the objective of formulating work agendas around subjects of science, technology and innovation.	Colombia
Operarar	Women's empowerment	Development of skills in vulnerable female populations as part of their personal and professional development.	Colombia
 Cold Cuts Business  Chocolates Business  Ice Cream Business    	Futuro Nutresa (Grupo Nutresa's Future)	Contributing to building the future for the younger generations, developing the Nutresa Talents by promoting the employability of people in the age range of 18 to 28 for them to be able to develop the capabilities through job engagement.	Colombia

Business	Initiative	Description	Country
 Biscuits Business  Cold Cuts Business  Retail Food Business  Servicios nutresa	Women leadership work group for Businesses in the CAM and Caribbean regions	Initiative aimed at women working at any of the Business Units and centered on boosting women leadership based on self-love, leadership and masculinity & femininity.	Central America and the Caribbean
 La Recella	Referred Talent	Referral of CVs of apprentices and interns who have stood out for their work at any of Grupo Nutresa companies.	Colombia
 Cold Cuts Business  La Recella	Your final ingredient for beginning your professional life.	Development of soft skills among the interns to support them in their transition from an academic to a work life.	Colombia

Grupo Nutresa designed a support strategy for the capacity-building strengthening initiatives with the objective of creating opportunities in the fields of post-secondary education, employment and entrepreneurship by the Business Units across all regions. Additionally, progress was made in the implementation of the HUB model with the mapping of projects for youth among the 14-29 age range and women. As a result, 162 initiatives were identified in 57 countries, 110 of which are external and 52 will be deployed by Grupo Nutresa and its Business Units.

The HUB for the Creation of Opportunities supported processes with the aim of enhancing capabilities focused on gender equality in the value chain through partnerships with strategic actors in the region, including:

‘Generando Equidad’ (Generating equity)

In partnership with the United States Government, ‘Generando Equidad’ seeks to build the

capacities of 300 female Novaventa Entrepreneurs in relation to economic empowerment, gender-based violence, gender-based prejudices and stereotypes, among other.

Strengthening youth leadership

Support provided to youths in Cali, Colombia, through a project focused on strengthening youth leadership, as well as the leadership of the communal action boards. This project, which was implemented jointly with the Carvajal Foundation and the ‘Compromiso Valle’ organization, enhanced the capabilities of the youths to be main actors in the territory planning processes. Additionally, it contributed to community conflict resolution and consolidated a democratic exercise based on the process of building citizenship, participation and social cohesion in each neighborhood and community identified. As a result, five communal action boards, 36 community leaders and more than 1.600 subscribers benefited from the project.



Cocoa farmer in Santander,
Colombia.

1.000 capability-development projects with the communities

Within the framework of its great ambitious strategic objective for 2030, Grupo Nutresa set for itself the social corporate goal of carrying out 1.000 capacity-building projects with the communities. In 2022, the Company reached 9,4% in the progress regarding the fulfillment of this goal through 94 projects focused on the 'Sustainable value chains,' 'Healthy communities,' and 'Education for society' pillars.

Based on other actions that enable the attainment of the goal, the Organization created a capacity-building model comprising guidelines, indicators, processes, tools and support actions intended to make its implementation and internalization easier across all Business Units. The following are some of the achievements that stand out:

- Execution of three training cycles centered on disseminating guidelines, criteria, requirements and concepts about building capacities in the communities.
- Formation of a *unity* group to create the necessary guides and tools to facilitate the deployment of social projects.
- Publication of a repository of documents, guides and methodological tools.

- Implementation on a social responsibility information system.

Development of suppliers along the value chain

The Company implemented the organizational capacity building model in 17 community-based rural organizations to have a positive impact regarding organizational, technical and quality-related variables.

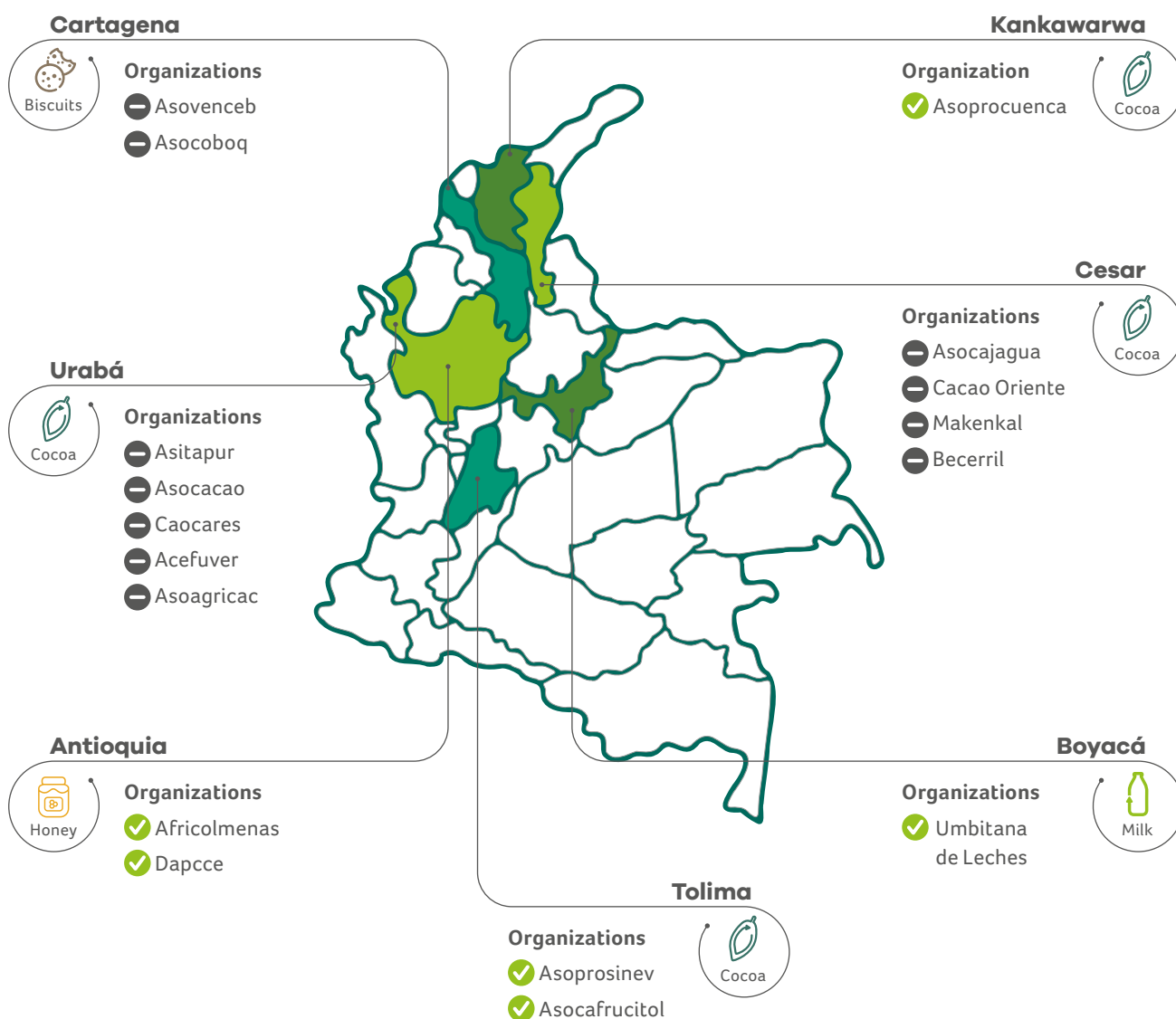
Capability-development index

Grupo Nutresa supports its work in the communities on an instrument used to measure the capabilities of the base-level organizations or communities of interest from the value chain, whether they are suppliers or clients. This instrument outputs the critical, necessary and optional issues that the Company must address regarding project management. It comprises 45 variables distributed between four components as follows:

	Components	N.º of variables	Description
1	Social-organizational	14	Evaluation of the Organization's status with regard to the regulations. Additionally, it identifies the purpose, structure and leadership guiding it.
2	Economic/business-related	16	Review of both the Business Unit's conditions and the installed capacity to create value for its social basis.
3	Quality management	7	Identification of the conditions found to source any supply or commodity for Grupo Nutresa's Business Units.
4	Environmental management	8	Identification of the context surrounding them.

Implementation of the capacity-building model

✓ Active | — Closed



'Bear coffee project' in Valle del Cauca, Colombia.



Training related to the conservation of biodiversity and the resilience to climate change

In 2022, the Organization continued working on the implementation of projects associated with the coffee and cocoa sourcing chains, and developed models to improve the productivity of the supplies in rural communities through the deployment of leading practices for the conservation of biodiversity and the adaptation to climate change in the corresponding territories.

Progress achieved on biodiversity programs in the value chain



Coffee

Objective
Conservation of the Andean bear's habitat

Implementation
Valle del Cauca, Colombia

Beneficiaries
31 coffee-growing families

Hectares
757

Progress achieved
Implementation of actions intended to conserve the natural habitat of the Andean bear (Andean forests, high Andean forests and paramos) and improvement of production practices such as: collection processes, coffee delivery and production, monitoring of quality aspects, and economic resource management.

Coffee purchased in 2022:
103.899,2

Partners
Wildlife Conservation Society Colombia (WCS) - ARGOS Foundation, Colcafé, Fundación Nutresa.



Cocoa

Objective
Conservation of the tropical dry forest

Implementation
Cesar, Colombia

Beneficiaries
115 beneficiaries and 3 farmer associations were strengthened.

Hectares
4.279,5

Progress achieved
Implementation of actions focused on developing capabilities related to plantation expansion and rehabilitation, property tax procedures, improvement of agricultural practices and water use & consumption.

Cocoa purchased in 2022:
33.507,5

Partners
USAID, 'Riqueza Natural' Program, CNCH, Fundación Nutresa

Grupo Nutresa's volunteering

The Company continues strengthening its Nutresa Volunteer Network, which has become an essential strategy to contribute, enhance and reassert the Organization's commitment to people, partner organizations and society.

In 2022, more than 12.580 employees were part of the Nutresa Volunteer Network in Latin America, cooperating in 15.616 actions that produced a positive impact on 444.012 beneficiaries in the United States, Mexico, Central America, the Dominican Republic, Colombia, Ecuador, Peru and Chile. Additionally, the total number of hours dedicated to volunteering amounted to 23.290.

It is worth highlighting the incorporation of the volunteering portfolio, which allowed the integration of employees with the management of alternatives that enable transforming realities in the communities and the strengthening of human talent. By means of this tool, Grupo Nutresa mobilized 676 volunteers who made contributions to 29 actions in 23 organizations.

The volunteers also contributed to the preservation of the planet by means of the initiatives 'Nutresa Retoma' (Retake) and 'La Tropa Adopta Una Botella' (The adopt-a-bottle troop), through which 428 volunteers filled 4.376 plastic bottles with plastic packaging materials that were subsequently transformed into raw materials for the construction of five playgrounds in Colombia. In addition, 54 volunteers participated in training and awareness-raising activities focused on the collection of bottles in five universities in the Colombian state of Antioquia.

International Volunteering Day

In 2022, Grupo Nutresa celebrated the solidarity of its employees by honoring the power of conversation with the communities and their volunteers. Inspired by the engagement model, the Company underwent a process that enabled it to understand, connect and foster volunteering actions consistent with



Volunteering activity in Colombia.


the realities of the territories. In collaboration with 215 volunteers, the Organization toured around 19 neighborhoods in 10 Latin American countries with the objective of weaving the social fabric, strengthening trust-based relations and identifying actual needs and intervention focal points.

The corresponding findings enabled establishing the initiatives to celebrate 'El Poder de Mil' (Power of a Thousand, Grupo Nutresa's event celebrating the International Volunteer Day), which gathered more than 1.100 volunteers. All the parties involved contributed Together to the beautification of sports venues, playgrounds and community dining rooms with planting and cleaning activities, along with paint jobs, in addition to the promotion of conversations with members and leaders from the communities that were intervened.

Thanks to these collective building endeavors and the results obtained, 'El Poder de Mil' was the perfect opportunity to consolidate deep and lasting bonds between the communities and the Organization by carrying out prioritized solidarity-driven activities.

Results by zone

Colombia

 Number of volunteers


Carmen de Viboral

 84

Improvement of the youth center facilities

- Facade paint work.
- Plants and trees were planted in the surroundings.
- The surroundings were cleaned.
- Creation of materials for raising awareness about protecting the environment.



Barranquilla

 71

Beautification of the community dining hall and the surroundings

- Preparation of food for the children.
- Paint work.
- Plants and trees were planted in the surroundings.
- The surroundings were cleaned.
- Creation of materials for raising awareness about protecting the environment.



Medellín Cristo Rey

 42

Beautification of the Children's Park in the Trinidad neighborhood (Guayabal sector)

- Paint work and sports facilities maintenance work.
- Ornamental plants were planted and park ranger activities were carried out.
- A cleaning session was carried out.



Medellín Trinidad

 122

Beautification of the Children's Park in the Trinidad neighborhood (Guayabal sector)

- Paint work and sports facilities maintenance work.
- Ornamental plants were planted and park ranger activities were carried out.
- A cleaning session was carried out.



Medellín Doce de Octubre

 122

Beautification of the community gathering spot known as "Media Torta del 12 de Octubre"

- Paint work.
- Ornamental plants were planted and park ranger activities were carried out.
- A cleaning session was carried out.
- Creation of materials for raising awareness about protecting the environment.




Santa Marta

 56

Social immersion in the Adonai neighborhood

- Mangroves were planted in the surroundings.
- The surroundings were cleaned.
- Creation of materials for raising awareness about protecting the environment.
- Beautification of the facades of the homes of the Tasajera Resilient Women Association members.

 Number of volunteers



Cali

 78

Restoration of green common and areas in the Llano Verde neighborhood

- Green area sowing and planting activities.
- The surroundings were cleaned.
- Creation of materials for raising awareness about protecting the environment.
- Street jungle gym paint work.



Bogotá Suba

 81

Restoration of community areas

- Sowing and planting activities in green areas and in the Juan Amarillo wetland.
- The surroundings were cleaned.
- Paint work.
- Restoration of the sports facilities.



Bogotá Fontibón

 105

Restoration of community areas

- Green area sowing and planting activities.
- The surroundings were cleaned.
- Paint work.
- Restoration of the sports facilities.

Ecuador



Quito

 22

Cordialsa

Beautification of the community gathering spot in the La Comuna neighborhood

- Multiple plant and tree species were planted.
- Creation and maintenance of dirt paths.
- Collection of rubble and garbage from the surroundings.

Costa Rica



San José

 60

Galletas Pozuelo, CNCH CR, POPS and Servicios Nutresa CR

La Peregrina Neighborhood

- Skate park and bench paint work.
- Tree planting in the Triangle park (in collaboration with the municipality and neighbor company Purdy).
- La Peregrina school common wall and accessibility ramp paint work.
- Sports center and event dome paint work.

Chile



Valparaíso

 20

Tresmontes Lucchetti S.A. and Tresmontes S.A.

Ventisquero Neighborhood

- Restoration of the community space.
- Design of a neighborhood square.
- Currently, there is no public space where children can play. The only unbuilt place is a micro-landfill that we want to transform into a neighborhood square.

Panama



Ciudad de Panamá

🤝 25

ALICAPSA - 25 volunteers

San Miguelito, Rufina Alfaro sub-district, Las Trancas.

- Adaptation of the Las Trancas children dining hall by cleaning and painting it.
- In addition to donations of food for the dining hall and an event to share quality time with the children.

Dominican Republic



Santo Domingo

🤝 30

Helados Bon

Santo Domingo Archdiocese Food Bank

- Fundraising through the Helados Bon Employee Cooperative Organization (CoopeBon).
- Non-perishable food drive at the Bon factory facilities.

Peru



Lima

🤝 25

CNCH Pe

Jardines de Manchay School

- Organization of an Environmental-Educational Fair for adolescents in the age range of 11 to 18.
- Development of capabilities related to waste management, and water and energy savings.
- Dynamic activities including games and delivery of the Company's products.

Mexico



State of Mexico and Jalisco

🤝 171

TLMUC and Nutresa Mexico

Tlalnepantla and Acatlán de Juárez

- 'Megazumba' against hunger (Tlalnepantla).
- Tournament against hunger (Acatlán de Juárez).
- Restoration of sports facilities.
- Paint work.

Nicaragua



Managua

🤝 18

Nicaragua Foundation Food Bank

- Logistical support in the selection, sorting and packaging of food.

El Salvador

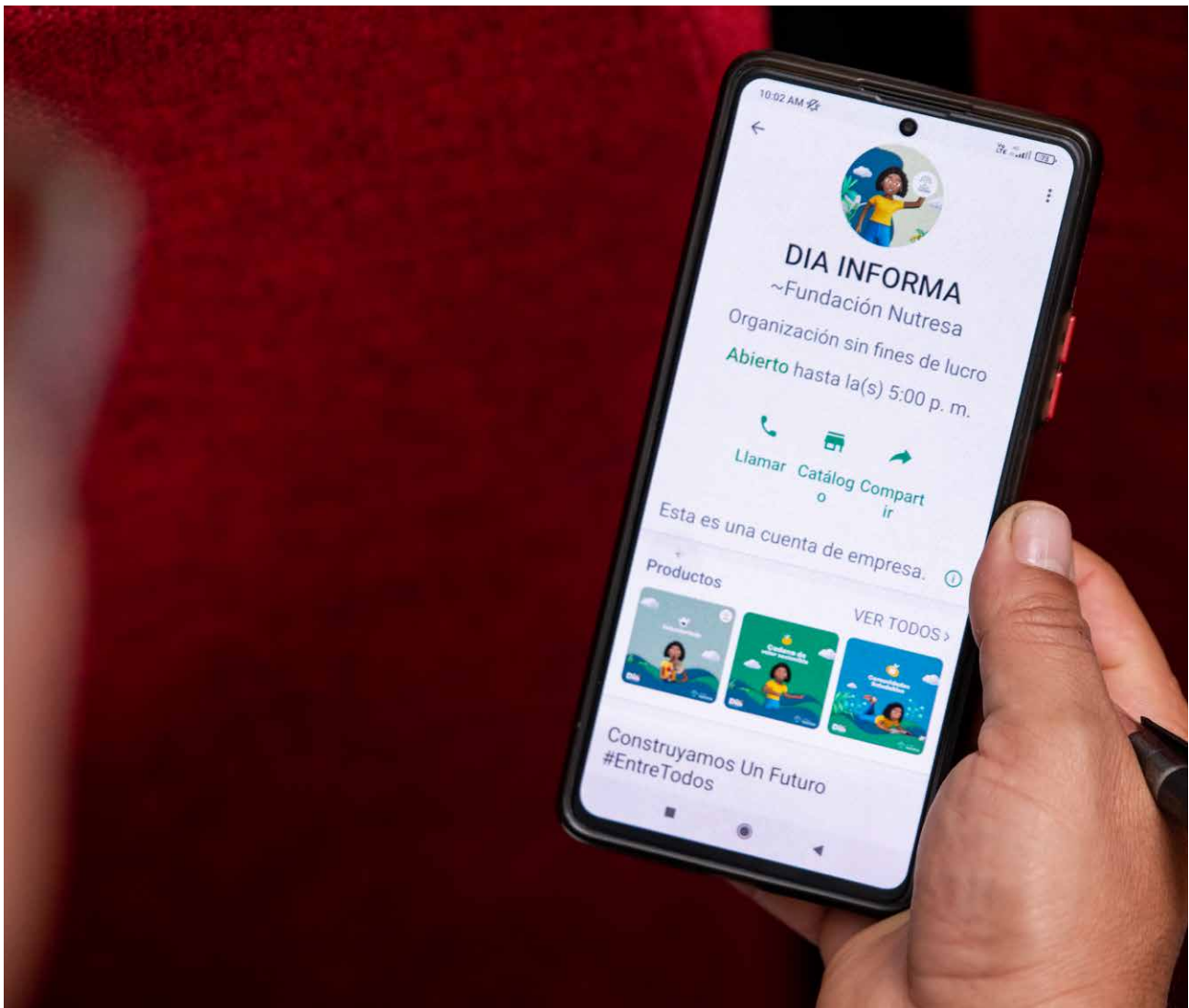


San Salvador

🤝 16

Inclusion-driven solidarity event

- Donation of clothes, shoes, utensils and toys, which were delivered to the "Venciendo Barreras" Foundation.



Closer to the communities

To boost the engagement and maintain the trust-based relationships with the communities, the Company designed and implemented a communication channel via WhatsApp. The initiative started with more than 125 members from four active projects from the cocoa chain, the 'Germinar' food security program and the 'Líderes Siglo XXI' (21st century leaders) school management and leadership initiative. This has driven the reactivation of virtual conversations with the Colombian territories of Popayán, Tolima and Manizales.

The topics prioritized through the communication channel include relevant news, reminders, key dates for the formation pro-

cesses, materials that support the training routes of each project, tips with practical initiatives and recommendations to live a more sustainable life in relation to the aspects of nutrition, healthy lifestyle, education and school management, Human Rights and the preservation of our planet. The community's interaction with the channel amounted to a total of 573 messages.

- 30 communication bulletins sent.
- Construction of the portfolio for the presentation of the strategy.
- 183 interaction responses.
- 573 messages sent to the community.