



REMUNERATION POLICY

May 2021



OBJECTIVE

To define the criteria and parameters for the salary assessment and assignment of all job positions, as well as the management of the wage curves established for each Grupo Nutresa company while ensuring conditions of internal equity and external competitiveness in order to facilitate the attraction and foster the loyalty of the best talent for all companies.

SCOPE

The management of this policy covers all the job positions at each Grupo Nutresa company and their corresponding particularities.

GUIDELINES

- ✓ This policy shall consider at least the basic income stipulated by the laws of each country.
- ✓ By means of yearly market studies conducted in all the geographies where it operates, Grupo Nutresa strives to ensure its salary competitiveness in the corresponding segments of interest.
- ✓ The Organization has established job assessment processes and methodologies that use objective criteria to measure the respective level of contribution to the fulfillment of its goals. In addition, such processes and methodologies consider variables such as: technical capabilities, dimension of the responsibilities, decision-making requirements, strategic impact and level of complexity in the problem solving processes.
- ✓ With the purpose of stimulating a high performance level and ensuring the salary equity and competitiveness that enable it to attract and retain the best talent, the Company has implemented a periodic process for reviewing and managing salaries.
- ✓ Grupo Nutresa continuously studies the combination of remuneration and benefits to ensure that it allows improving the quality of life of all employees and their families.
- ✓ With the purpose of contributing to the social development of our contractors, the Organization makes sure all the minimum wage conditions and good labor practices are fulfilled in each one of the geographies where it operates.

