

GRI CONTENT INDEX

Grupo Nutresa's integrated annual report 2020 was prepared in accordance with the GRI Standard for the preparation of sustainability reports of the Global Reporting Initiative, comprehensive option.

GRI STANDARD	BASIC DISCLOSURES	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
GENERAL CONTENTS						
Organizational profile						
GRI 102: General Disclosures 2016	102-1 Name of the organization	Page 4; About this Integrated Report		Yes	-	-
	102-2 Activities, brands, products, and services	Pages 83, 85, 87, 89, 91, 93, 95, 97; Map of Grupo Nutresa's presence (Presence in our strategic region) .		Yes	-	-
	102-3 Location of headquarters	Grupo Nutresa S.A. is headquartered in Medellín, Colombia .		Yes	-	-
	102-4 Location of operations	Back cover; Presence in our strategic region		Yes	-	-
	102-5 Ownership and legal form	Grupo Nutresa S.A. is a Colombian public limited company (anonymous partnership). The corporate purpose of the Parent Company consists in investing or using resources or availabilities in organized companies through any the methods authorized by the law, whether they are Colombian or foreign.		Yes	-	-
	102-6 Markets served	Our presence around the world . Page 59; Business model		Yes	-	-
	102-7 Scale of the organization	Back cover; Presence in our strategic region Back cover; Profitable growth Grupo Nutresa's evolution Market capitalization: COP 11,0 trillion. Equity: COP 8,3 trillion. Consolidated net debt: COP 2,4 trillion.		Yes	-	-
	102-8 Information on employees and other workers	Page 183; Employees in the strategic region . Page 239; Employee diversity and Employees with disabilities Temporary employees: 4.698; Point of sale staff: 4.665; Contractors/third-party employees and other: 7.237. Direct employees under indefinite-term contracts: 21.402; Direct employees under fixed-term contracts: 6.816; Direct employees under specified-purpose contracts: 125.		Yes	[SDG 8]	-
	102-9 Supply chain	Page 59; Business model		Yes	-	-
	102-10 Significant changes to the organization and its supply chain	Page 22; Management report		Yes	-	-
	102-11 Precautionary Principle or approach	Page 56; Comprehensive risk management and main business risks . Corporate Environmental Policy . Genetically modified organisms (GMOs) policy		Yes	-	7
	102-12 External initiatives	Page 4; About this integrated report . Subscriber to the United Nations Global Compact , CEO Water Mandate		Yes	-	1, 3, 4, 5, 6, 7, 8
	102-13 Membership of associations	ANDI, National Business Association of Colombia - CECODES , Colombian chapter of the World Business Council for Sustainable Development (WBCSD) , Water Action Hub .		Yes	-	1, 3, 4, 5, 6, 7, 8

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GENERAL CONTENTS						
GRI 102: General Disclosures 2016	Strategy					
	102-14 Statement from senior decision-maker	Page 22; Management report		Yes	-	-
	102-15 Key impacts, risks, and opportunities	Page 56; Comprehensive risk management and main business risks . Page 59; Business model		Yes	-	-
	Ethics and Integrity					
	102-16 Values, principles, standards, and norms of behavior	Page 51; Corporate philosophy and performance As one of Grupo Nutresa's policies, the internal training in SARLAFT and code of good governance (anti-fraud and anti-corruption policy) are carried out once a year.		Yes	[SDG 16]	-
	102-17 Mechanisms for advice and concerns about ethics	Page 69; Ethics Hotline The Ethics Hotline is a confidential channel operated by an independent body and addressed and served by Grupo Nutresa's Internal Audit Management. Through the Ethics Hotline, employees, shareholders, customers, suppliers and third parties in general can report situations that contravene the law of our Company's Code of Corporate Governance, as well as possible Human Rights violations by employees or people related to the stakeholders. This mechanism also allows to make inquiries about ethical matters and issues.		Yes	[SDG 16]	-
	Governance					
	102-18 Governance structure	Page 42; Board of Directors . Page 44; Management team . Grupo Nutresa's structure The Company has a Chief Executive Officer (CEO). Additionally, the Organization has a Board of Directors formed by eight main members. The Board of Directors has multiple support committees for the performance of its duties. The committees are the following: the Strategic Planning and Sustainability Committee; the Corporate Governance and Board Matters Committee; the Finance, Audit and Risks Committee; and the Appointment and Remuneration Committee.		Yes	-	-
	102-19 Delegating authority	Page 44; Management team The Business Group has six transverse Vice-Presidencies that are accountable for matters related to sustainable development, innovation and nutrition, logistics and marketing, among other. The Sustainable Development Vice-Presidency is led by Maria Adelaida Arango, who watches over the execution of the policy of the search for equality between the social components and the economic factors, and the balance between the optimal use of natural resources and the economic needs. This designation is made by Grupo Nutresa's CEO with a prior consideration of the appointment by the Board of Directors, which conducts a permanent follow-up to this matter in its meetings.		Yes	-	-

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GENERAL CONTENTS						
GRI 102: General Disclosures 2016	Governance					
	102-20 Executive-level responsibility for economic, environmental, and social topics	Page 44; Management team The Company has a Sustainable Development Vice-President, who is in turn the CEO of Servicios Nutresa S.A.S. and the General Director of Fundación Nutresa, in charge of managing the resources allocated to the social investment. As part of their duties, these executive officers have to report back directly to the Board of Directors of Grupo Nutresa S. A.		Yes	-	-
	102-21 Consulting stakeholders on economic, environmental, and social topics	Page 10; Engagement model The Sustainable Development Vice-Presidency is in charge of facilitating and managing the discussion between the stakeholders and the highest governance body with regard to economic, environmental and social matters. This Vice-Presidency is chaired by Sol Beatriz Arango and it receives, addresses and manages inquiries and opinions by means of stakeholder engagement mechanisms, and it also channels said matters to the Board of Directors when the situation requires it.		Yes	[SDG 16]	-
	102-22 Composition of the highest governance body and its committees	Page 42; Board of Directors. The Board of Directors is formed by eight main members.		Yes	[SDG 5] [SDG 16]	-
	102-23 Chair of the highest governance body	No member of the Board of Directors is an executive officer of the Company.		Yes	[SDG 16]	-
	102-24 Nominating and selecting the highest governance body	Back cover; Corporate structure. Page 22; Article 9, Section C and Page 36; Article 10, Section 17 of the Code of Corporate Governance		Yes	[SDG 5] [SDG 16]	-
	102-25 Conflicts of interest	Page 23; Conflicts of interest that have occurred and performance of the members of the Board of Directors from the Corporate Governance Report 2020		Yes	[SDG 16]	-
	102-26 Role of highest governance body in setting purpose, values, and strategy	Page 41; Article 10, Section D of the Code of Corporate Governance		Yes	-	-
	102-27 Collective knowledge of highest governance body	The Strategic Planning Committee studies, analyzes and discusses matters related to the collective knowledge of the superior governance body as the main topic of its agenda. For its part, the Finance, Audit and Risks Committee plays a prevailing role in the management and supervision of the economic, social and environmental risks, including the risks related to climate change. Finally, it is worth highlighting the comprehensive risk report periodically submitted by Servicios Nutresa to the Board of Directors mainly focused on risk management. The measures pointed out have allowed to improve the Board of Directors' knowledge on matters regarding sustainability.		Yes	[SDG 4]	-
102-28 Evaluating the highest governance body's performance	Page 21; Information on the execution of assessment processes to the Board of Directors and the Executive Management from the Corporate Governance Report 2020		Yes	-	-	

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GRI 102: General Disclosures 2016	Governance					
	102-29 Identifying and managing economic, environmental, and social impacts	The Committee of Finance, Audit and Risks is in charge of analyzing the risks to which the Organization is exposed and minimizing the impact of said risks in the economic, environmental and social contexts. The Strategic Planning and Sustainability Committee is in charge of, among other responsibilities, ensuring that the strategic planning is always aligned with the sustainable plans established for the business group and that the programs and policies focused on strengthening the sustainability are aligned with the Organization's sustainable development strategy and that they contribute to its fulfillment.		Yes	[SDG 16]	-
	102-30 Effectiveness of risk management processes	The Finance, Audit and Risks Committee is in charge of identifying the risks to which the Organization is exposed, establishing strategies for minimizing them. Additionally, the Committee must follow up on the mechanisms that have been implemented for measuring, reporting and reducing the impact of such risks.		Yes	-	-
	102-31 Review of economic, environmental, and social topics.	These topics are analyzed in the meetings of Grupo Nutresa's Committee of Finance, Audit and Risks and Strategic Planning Committee, which are organizational bodies that provide support to the Board of Directors in said matters. These Committees hold meetings five and two times a year, accordingly, without prejudice to the fact that the cases related to these specific matters are addressed every month in the meeting of the Board of Directors.		Yes	-	-
	102-32 Highest governance body's role in sustainability reporting	Grupo Nutresa's CEO is the highest ranked person in the Organization. He is in charge of making sure that the contents of the annual report account for the management of the Organization's material topics.		Yes	-	-
	102-33 Communicating critical concerns	The Sustainability Vice-President is the person in charge of briefing the Board of Directors on these concerns. Furthermore, monthly reports are submitted to the Board of Directors on all types of administrative matters.		Yes	-	-
	102-34 Nature and total number of critical concerns submitted to the highest governance body	The Board of Directors, as part of its regular duties, follows up on the management of the material topics: economic performance, corporate governance, ethics and transparency, nutrition, health and well-being, and market performance. Additionally, its attention is also focused on monitoring the behavior of the three main risks of the business: raw materials price volatility, competitive environment, and changes to the regulations regarding health, nutrition and obesity.		Yes	-	-
	102-35 Remuneration policies	Page 15; Board of Directors members remuneration policy from the Corporate Governance Report 2020		Yes	-	-
	102-36 Process for determining remuneration	Page 15; Board of Directors members remuneration policy from the Corporate Governance Report 2020		Yes	-	-
	102-37 Stakeholders' involvement in remuneration	The General Shareholders Assembly is the body that approves the remuneration amounts. No other stakeholder is involved in this process.		Yes	[SDG 16]	-
	102-38 Annual total compensation ratio		Due to confidentiality and security constraints , this indicator is not published.	Yes	-	-
102-39 Percentage increase in annual total compensation ratio		Due to confidentiality and security constraints , this indicator is not published.	Yes	-	-	

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GENERAL CONTENTS							
GRI 102: General Disclosures 2016	Stakeholder engagement						
	102-40	List of stakeholder groups	Page 10; Stages and phases of the Engagement Model. Page 11; Engagement purposes		Yes	-	-
	102-41	Collective bargaining agreements	In 2020, 14,0% of the employees were members of unions and 47,9% were part of collective bargaining agreements.		Yes	-	-
	102-42	Identifying and selecting stakeholders	Page 11; Engagement management		Yes	-	-
	102-43	Approach to stakeholder engagement	Page 10; Stages and phases of the Engagement Model. Page 11; Engagement management		Yes	-	-
	102-44	Key topics and concerns raised with regard to stakeholder engagement	Relevant topics, relation to the GRI, and relevance for the stakeholders.		Yes	-	-
	Reporting practice						
	102-45	Entities included in the consolidated financial statements	Page 309; NOTE 1. Corporate information: - 1.1 Capacity and corporate purpose of the Parent Company and the subsidiary companies		Yes	-	-
	102-46	Defining report content and topic Boundaries	Page 12; Materiality analysis		Yes	-	-
	102-47	List of material topics	Page 12; Materiality analysis		Yes	-	-
	102-48	Restatements of information	Page 4; About this Integrated Report		Yes	-	-
	102-49	Changes in reporting	Page 4; About this Integrated Report		Yes	-	-
	102-50	Reporting period	Page 4; About this Integrated Report		Yes	-	-
	102-51	Date of most recent report	Previous report: Integrated Report 2019		Yes	-	-
	102-52	Reporting cycle	Annual		Yes	-	-
	102-53	Contact point for questions regarding the report	Page 2; Corporate Contacts		Yes	-	-
102-54	Claims of reporting in accordance with the GRI Standards	Page 4; About this integrated report. Page 16; Management report		Yes	-	-	
102-55	GRI Content Index	GRI Content Index.		Yes	-	-	
102-56	External assurance	Page 4; About this integrated report. Grupo Nutresa verifies the integrated reporting indicators as an assessment exercise. The purpose of this exercise is to improve the control, quality and timeliness of the information provided to the stakeholders. The verification of the financial statements is carried out through an independent third party (PricewaterhouseCoopers), and the non-financial information is verified by KPMG Advisory, Tax & Legal S.A.S.		Yes	-	-	

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SPECIFIC CONTENTS																																	
Economic Performance																																	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 106 and 274; Risks and opportunities		Yes	-	-																											
	103-2 The management approach and its components	Pages 105 and 273; Strategy		Yes	-	-																											
	103-3 Evaluation of the management approach	Pages 105, 108, 273 and 276; Progress achieved in 2020. Pages 107 and 275; Success stories and acknowledgments.		Yes	-	-																											
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 113; Direct economic value generated and distributed		Yes	[ODS 2] [ODS 5] [ODS 7] [ODS 8] [ODS 9]	-																											
	201-2 Financial implications and other risks and opportunities due to climate change	Financial implications and other risks and opportunities due to climate change		No	[SDG 13]	-																											
	201-3 Defined benefit plan obligations and other retirement plans	The Organization does not have benefit plans. The obligations arising from the pension liabilities are covered with a provision in accordance with the annual actuarial valuation.		No	-	-																											
	201-4 Financial assistance received from government	<table border="1"> <thead> <tr> <th>COP million</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Deductions and tax credits</td> <td>587.288</td> <td>364.682</td> <td>368.338</td> <td>479.143</td> <td>519.685</td> <td>306.996</td> </tr> <tr> <td>Subsidies</td> <td>3.880</td> <td>5.547</td> <td>5.314</td> <td>964</td> <td>1.015</td> <td>1.116</td> </tr> <tr> <td>Tax incentives</td> <td>51.152</td> <td>24.101</td> <td>23.145</td> <td>32.128</td> <td>48.835</td> <td>53.741</td> </tr> </tbody> </table> <p>In 2020, the aids to the investment, research and development scholarships, and other relevant types of subsidies; awards with economic endowment; exemption from royalties; financial aid from credit agencies for exports; and other financial benefits received or receivable from any governmental entity in relation to any operation reported at zero.</p>	COP million	2015	2016	2017	2018	2019	2020	Deductions and tax credits	587.288	364.682	368.338	479.143	519.685	306.996	Subsidies	3.880	5.547	5.314	964	1.015	1.116	Tax incentives	51.152	24.101	23.145	32.128	48.835	53.741	The data according to region are not available at the moment.	No	-
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Market Presence																																	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 178; Risks and opportunities		Yes	-	-																											
	103-2 The management approach and its components	Page 177; Strategy		Yes	-	-																											
	103-3 Evaluation of the management approach	Pages 177 and 180; Progress achieved in 2020 Page 179; Success stories and acknowledgments.		Yes	-	-																											
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page 185; Relation between the initial salary and the local minimum salary	Information about whether third parties receive payments in excess of the local minimum salary is not currently available.	Yes	-	-																											
	202-2 Proportion of senior management hired from the local community	Page 185; Proportion of senior management hired from the local community As a local agent, the Organization understands and significantly values people who work in their country of origin, especially in the countries where the production plants are located.		No	[SDG 8]	-																											

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Procurement Practices																																																																
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 202; Risks and opportunities		Yes	-	-																																																										
	103-2 The management approach and its components	Page 201; Strategy		Yes	-	-																																																										
	103-3 Evaluation of the management approach	Pages 201 and 204; Progress achieved in 2020 Page 203; Success stories and acknowledgments		Yes	-	-																																																										
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 216; Grupo Nutresa's local purchases		No	-	-																																																										
Anti-corruption																																																																
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 66, 72 and 75; Risks and opportunities.			-	-																																																										
	103-2 The management approach and its components	Pages 65 and 71; Strategy			-	-																																																										
	103-3 Evaluation of the management approach	Pages 65, 68, 71 and 74; Progress achieved in 2020 Pages 67 and 73; Success stories and acknowledgments.			-	-																																																										
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>Page 63; Description of risks and opportunities</p> <p>In 2020, fourteen of Grupo Nutresa's operations were assessed for risks related to corruption, which corresponds to 100% of Grupo Nutresa's companies. The term "business unit" refers to each one of the productive businesses, Comercial Nutresa, Novaventa, La Recetta, Servicios Nutresa and the corporate body (Grupo Nutresa). The main risks found are the following: * Ethical offenses or inappropriate behavior of employees and/or third parties (corruption, asset laundering, terrorism financing, fraud). * Transnational bribery.</p>		Yes	-	-																																																										
	205-2 Communication and training about anti-corruption policies and procedures	<p>Page 71; Progress achieved in 2020 Page 75; Risk and crisis management.</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Governance body</th> <th colspan="2">Employees</th> <th>Partners</th> </tr> <tr> <th>Informed</th> <th>Trained</th> <th>Informed</th> <th>Trained</th> <th>Informed and trained</th> </tr> </thead> <tbody> <tr> <td>United States</td> <td>4 - 12%</td> <td>0 - 0%</td> <td>540 - 66%</td> <td>709 - 87%</td> <td>0 - N/A</td> </tr> <tr> <td>Mexico</td> <td>9 - 75%</td> <td>9 - 75%</td> <td>1022 - 100%</td> <td>834 - 82%</td> <td>0 - N/A</td> </tr> <tr> <td>Costa Rica</td> <td>10 - 125%</td> <td>13 - 163%</td> <td>1497 - 63%</td> <td>783 - 33%</td> <td>399 - 100%</td> </tr> <tr> <td>Dominican Republic</td> <td>0 - 0%</td> <td>0 - 0%</td> <td>0 - 0%</td> <td>0 - 0%</td> <td>0 - 0%</td> </tr> <tr> <td>Panama</td> <td>0 - N/A</td> <td>0 - N/A</td> <td>35 - 5%</td> <td>35 - 5%</td> <td>0 - 0%</td> </tr> <tr> <td>Colombia</td> <td>73 - 95%</td> <td>53 - 69%</td> <td>15202 - 76%</td> <td>13217 - 66%</td> <td>7161 - 62%</td> </tr> <tr> <td>Chile</td> <td>4 - 50%</td> <td>4 - 50%</td> <td>321 - 19%</td> <td>321 - 19%</td> <td>0 - 0%</td> </tr> <tr> <td>Grupo Nutresa</td> <td>100 - 72%</td> <td>79 - 57%</td> <td>18617 - 70%</td> <td>15899 - 59%</td> <td>7560 - 62%</td> </tr> </tbody> </table>		Governance body		Employees		Partners	Informed	Trained	Informed	Trained	Informed and trained	United States	4 - 12%	0 - 0%	540 - 66%	709 - 87%	0 - N/A	Mexico	9 - 75%	9 - 75%	1022 - 100%	834 - 82%	0 - N/A	Costa Rica	10 - 125%	13 - 163%	1497 - 63%	783 - 33%	399 - 100%	Dominican Republic	0 - 0%	0 - 0%	0 - 0%	0 - 0%	0 - 0%	Panama	0 - N/A	0 - N/A	35 - 5%	35 - 5%	0 - 0%	Colombia	73 - 95%	53 - 69%	15202 - 76%	13217 - 66%	7161 - 62%	Chile	4 - 50%	4 - 50%	321 - 19%	321 - 19%	0 - 0%	Grupo Nutresa	100 - 72%	79 - 57%	18617 - 70%	15899 - 59%	7560 - 62%		Yes	[SDG 16]
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Anti-corruption																																									
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Page 69; Ethics Hotline In 2020, there were no cases of corruption, and there were no legal proceedings against the Organization or its employees.		Yes	[SDG 16]	10																																			
Anti-competitive Behavior																																									
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 72 and 75; Risks and opportunities		Yes	-	-																																			
	103-2 The management approach and its components	Page 71; Strategy		Yes	-	-																																			
	103-3 Evaluation of the management approach	Pages 71 and 74; Progress achieved in 2020 Page 73; Success stories and acknowledgments		Yes	-	-																																			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, monopoly practices and practices that damage the free competition	There were no lawsuits for anti-competitive behavior, monopoly practices and practices that damage the free competition in 2020.		Yes	-	-																																			
Materials																																									
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 286; Risks and opportunities		Yes	-	-																																			
	103-2 The management approach and its components	Page 285; Strategy		Yes	-	-																																			
	103-3 Evaluation of the management approach	Pages 285 and 288; Progress achieved in 2020 Page 287; Success stories and acknowledgments		Yes	-	-																																			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 288; Packaging materials consumption. Page 291; Recycled input materials used. Page 291; Products and packaging materials recovered		Yes	[ODS 8] [ODS 12]	-																																			
		<table border="1"> <thead> <tr> <th></th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Supplies/Commodities (tons)</td> <td>621.862</td> <td>767.364</td> <td>696.600</td> <td>929.895</td> </tr> <tr> <td>Liquid fuels (gallons)</td> <td>72.741</td> <td>143.716</td> <td>122.232</td> <td>1.373.358</td> </tr> <tr> <td>Gas fuels (thousands of m³)</td> <td>34.280</td> <td>31.620</td> <td>33.235</td> <td>34.491</td> </tr> <tr> <td>Solid fuels (tons)</td> <td>174</td> <td>535</td> <td>685,9</td> <td>4.345,18</td> </tr> <tr> <td>Renewable packages (tons)</td> <td>20.905</td> <td>20.416</td> <td>33.391</td> <td>58.895</td> </tr> <tr> <td>Non-renewable packages (tons)</td> <td>20.263</td> <td>21.696</td> <td>32.058</td> <td>18.506</td> </tr> </tbody> </table>					2017	2018	2019	2020	Supplies/Commodities (tons)	621.862	767.364	696.600	929.895	Liquid fuels (gallons)	72.741	143.716	122.232	1.373.358	Gas fuels (thousands of m ³)	34.280	31.620	33.235	34.491	Solid fuels (tons)	174	535	685,9	4.345,18	Renewable packages (tons)	20.905	20.416	33.391	58.895	Non-renewable packages (tons)	20.263	21.696	32.058	18.506	
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Commodities/supplies (coffee, cold cuts, wheat, cocoa, oils, fats, soy, sugar, milks). * The reason for the variations between the data from 2019 and 2020 is the expansion of the scope of the data from Colombia only to the entire Grupo Nutresa.																																									
301-2 Recycled input materials used	Page 291; Recycled input materials used		Yes																																						
301-3 Reclaimed products and their packaging materials	Page 291; Products and packaging materials recovered		Yes																																						

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT																																				
SPECIFIC CONTENTS																																										
Energy																																										
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 266; Risks and opportunities		Yes	-	-																																				
	103-2 The management approach and its components	Page 265; Strategy		Yes	-	-																																				
	103-3 Evaluation of the management approach	Pages 265 and 268; Progress achieved in 2020		Yes	-	-																																				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<p>Page 58; Business model Page 269; Total energy consumption</p> <table border="1"> <thead> <tr> <th>GWh</th> <th>Non-renewable</th> <th>Renewable</th> <th>Electrical power</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>372,0</td> <td>162,8</td> <td>188,2</td> </tr> <tr> <td>Peru</td> <td>11,9</td> <td>0,0</td> <td>8,4</td> </tr> <tr> <td>Costa Rica</td> <td>29,5</td> <td>1,9</td> <td>12,1</td> </tr> <tr> <td>Mexico</td> <td>4,2</td> <td>0,0</td> <td>8,6</td> </tr> <tr> <td>Chile</td> <td>57,0</td> <td>42,1</td> <td>31,6</td> </tr> <tr> <td>Dominican Republic</td> <td>1,8</td> <td>0,0</td> <td>3,9</td> </tr> <tr> <td>Panama</td> <td>3,8</td> <td>0,0</td> <td>5,1</td> </tr> <tr> <td>U.S.A.</td> <td>33,4</td> <td>8,9</td> <td>0,0</td> </tr> </tbody> </table> <p>Grupo Nutresa did not sell energy in 2020. Consumptions are calculated with the fuels recorded in the production plants based on the weight, volume and LHV of each one of them, which were obtained from the FECOC chart (Emission Factors for Colombian Fuels). In the case of the LPG, the Organization uses the information from the GHG Protocol. The electricity consumption is calculated based on the public utility bills. As a regulation, Colombia has an energy rational use plan for which the Organization has established goals regarding each one of its Businesses.</p>	GWh	Non-renewable	Renewable	Electrical power	Colombia	372,0	162,8	188,2	Peru	11,9	0,0	8,4	Costa Rica	29,5	1,9	12,1	Mexico	4,2	0,0	8,6	Chile	57,0	42,1	31,6	Dominican Republic	1,8	0,0	3,9	Panama	3,8	0,0	5,1	U.S.A.	33,4	8,9	0,0		Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8
	GWh	Non-renewable	Renewable	Electrical power																																						
	Colombia	372,0	162,8	188,2																																						
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Panama	3,8	0,0	5,1																																							
U.S.A.	33,4	8,9	0,0																																							
302-2 Energy consumption outside of the organization	Page 224; External energy consumption		Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																					
302-4 Reduction of energy consumption	Page 270; Reduction of electric power consumption in the operations. Page 270; Reduction of the consumption of thermal energy from non-renewable sources in the operations		Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																					
302-3 Energy intensity	Page 268; Energy intensity. Page 269; Internal energy consumption		Yes	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																					
302-5 Reductions in energy requirements of products and services		The reductions in energy requirements of the products and services sold are not currently available. The data regarding this matter will be collected and included in the report for 2020.	No	[ODS 7] [ODS 8] [ODS 12] [ODS 13]	8																																					

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT			
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Water									
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 256; Risks and opportunities		Yes	-	-			
	103-2 The management approach and its components	Page 255; Strategy		Yes	-	-			
	103-3 Evaluation of the management approach	Pages 255 and 258; Progress achieved in 2020 Page 257; Success stories and acknowledgments		Yes	-	-			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 58; Business model. Page 259; Water withdrawal and consumption. Page 261; Regulation. Page 262; Water usage and conservation.		No	[ODS 6]	8, 9			
	303-2 Management of water discharge related impacts.	Page 255; Reducing the impact on the water resources by means of the adequate management of water disposals. Page 259; Management of the impact related to water disposal		No					
	303-3 Water withdrawal	Page 258; Supply sources. Page 259; Water withdrawal and consumption			Yes	[ODS 6]	8, 9		
		Thousands of m ³	Aqueduct service	Surface water				Underground water	Rainwater
		Colombia	1486,8	359,3				56,4	0,0
		Peru	24,2	0,0				0,0	0,0
Costa Rica		40,5	0,0	40,2				0,0	
Mexico		7,8	0,0	24,6				0,0	
Chile		108,0	0,0	320,1				0,0	
Dominican Republic		36,1	0,0	0,0				0,0	
Panama	52,1	0,0	0,0	0,0					
U.S.A.	18,7	0,0	0,0	0,0					
Water catchment or withdrawal from aqueduct systems is calculated based on the bills issued by the companies that supply the resource and by direct measurement. The withdrawal of surface and underground water resources is calculated by using meters.									
303-4 Water discharge	Page 260; Water discharge		Yes	[ODS 6] [SDG 8] [ODS 10]	8, 9				
303-5 Water consumption		Data are not available at the moment.	Yes	[ODS 6] [SDG 8] [ODS 10]	8, 9				
Emissions									
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 274; Risks and opportunities		Yes	-	-			
	103-2 The management approach and its components	Page 273; Strategy		Yes	-	-			
	103-3 Evaluation of the management approach	Pages 273 and 276; Progress achieved in 2020 Page 275; Success stories and acknowledgments.		Yes	-	-			

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT																		
SPECIFIC CONTENTS																								
Emissions																								
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p>Page 58; Business model. Page 278; Direct and indirect emissions.</p> <table border="1" data-bbox="679 441 1153 745"> <thead> <tr> <th>tons of CO₂ eq.</th> <th>Scope 1 emissions</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>81.301,16</td> </tr> <tr> <td>Peru</td> <td>3.194,80</td> </tr> <tr> <td>Costa Rica</td> <td>11.075,10</td> </tr> <tr> <td>Mexico</td> <td>2.265,30</td> </tr> <tr> <td>Chile</td> <td>12.040,20</td> </tr> <tr> <td>Dominican Republic</td> <td>483,80</td> </tr> <tr> <td>Panama</td> <td>972,40</td> </tr> <tr> <td>U.S.A.</td> <td>7.070,50</td> </tr> </tbody> </table> <p>Direct emissions occur due to the leaks of refrigerants and the use of fuels. The Organization keeps consumption records for each one of the fuels at each one of the production plants. In the case of refrigerant gas leaks, there are records of the data of consumption for replacement for each one of the production plants. The emission factors for Colombia can be checked on the FECOC chart. For Mexico, Peru and Chile, the Organization used the CO₂ emission factors data published by the IPCC: “2006 IPCC Guidelines for National GHG Inventories,” vol. 2. Chapter 2 – Stationary Combustion, Table 2.2. For the calculation of Grupo Nutresa’s GHG Inventory, the Organization used, from the 2010 base year to 2013, the figures published in 2007, which were defined in the Fourth Assessment Report. Since 2014, the Organization has been using the factors published in the IPCC’s Fifth Report. The emissions are consolidated based on the operational control.</p>	tons of CO ₂ eq.	Scope 1 emissions	Colombia	81.301,16	Peru	3.194,80	Costa Rica	11.075,10	Mexico	2.265,30	Chile	12.040,20	Dominican Republic	483,80	Panama	972,40	U.S.A.	7.070,50		Yes	[ODS 3] [ODS 12] [SDG 13] [ODS 14] [ODS 15]	8
	tons of CO ₂ eq.	Scope 1 emissions																						
Colombia	81.301,16																							
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Panama	972,40																							
U.S.A.	7.070,50																							
305-2 Energy indirect (Scope 2) GHG emissions	<p>Page 58; Business model. Page 278; Direct and indirect emissions</p> <table border="1" data-bbox="679 1197 1153 1502"> <thead> <tr> <th>tons of CO₂ eq.</th> <th>Scope 2 emissions</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>0,0</td> </tr> <tr> <td>Peru</td> <td>989,1</td> </tr> <tr> <td>Costa Rica</td> <td>440,0</td> </tr> <tr> <td>Mexico</td> <td>4319,2</td> </tr> <tr> <td>Chile</td> <td>1817,0</td> </tr> <tr> <td>Dominican Republic</td> <td>2477,3</td> </tr> <tr> <td>Panama</td> <td>1055,0</td> </tr> <tr> <td>U.S.A.</td> <td>3752,9</td> </tr> </tbody> </table> <p>The kWh consumed at each one of the production plants over the year are calculated based on the electric power bill issued by the public utility company. For the electric power consumption in Colombia, the general emission factor is calculated considering the emission factors for every type of fuel from the FECOC chart and their contribution according to XM Expertos’ data regarding fuel consumption for power generation each day of the year. Similarly, the emission factor for Peru is calculated based on the data published by the COES (Operations Committee of the National Interconnected System). For Mexico, Costa Rica, the Dominican Republic and Chile, the Organization uses the electric power emission factors published by the Meteorological Institute of Costa Rica, by the Mexican Environment and Natural Resources Secretariat, and by the Chilean Ministry of Energy. The emissions are consolidated according to the control of the operations.</p>	tons of CO ₂ eq.	Scope 2 emissions	Colombia	0,0	Peru	989,1	Costa Rica	440,0	Mexico	4319,2	Chile	1817,0	Dominican Republic	2477,3	Panama	1055,0	U.S.A.	3752,9		Yes	[ODS 3] [ODS 12] [SDG 13] [ODS 14] [ODS 15]	8	
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Emissions																								
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Page 280; Other scope 1 and 3 greenhouse gas emissions The GHG inventory regarding the distribution activities is calculated for the operations in Colombia. In the calculation, the Organization considers the GHG emissions produced by burning fossil fuels, as well as the emissions from refrigerant gas leaks. The global warming potentials of the HFCs are obtained from the IPCC's 2007 Table A.1 (IPCC 2007, Table 2.14, refer to Clause 2). The CO ₂ emissions factors for Colombia can be checked in the FECOC chart. The Organization used the factors published in the IPCC's Fifth Report. For the calculation of the emissions associated with this source, the 2020 travel records were collected and the emissions were assessed by means of the carbon calculator of icao.int for each trip traveled.		Yes	[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]	8																		
	305-4 GHG emissions intensity	Page 278; Direct and indirect emissions		Yes	[ODS 3] [ODS 12] [ODS 13] [ODS 14] [ODS 15]	8																		
	305-5 Reduction of GHG emissions	Page 279; Reduction of emissions generated by industrial processes. Page 279; Reduction of greenhouse gas emissions		Yes	[SDG 13] [ODS 14] [ODS 15]	8																		
	305-6 Emissions of ozone-depleting substances (ODS)	<table border="1"> <thead> <tr> <th>kg of CFC-11</th> <th>R-22</th> </tr> </thead> <tbody> <tr> <td>Colombia</td> <td>78,1</td> </tr> <tr> <td>Peru</td> <td>0,0</td> </tr> <tr> <td>Costa Rica</td> <td>0,0</td> </tr> <tr> <td>Mexico</td> <td>0,0</td> </tr> <tr> <td>Chile</td> <td>0,0</td> </tr> <tr> <td>Dominican Republic</td> <td>0,0</td> </tr> <tr> <td>Panama</td> <td>0,0</td> </tr> <tr> <td>U.S.A.</td> <td>0,0</td> </tr> </tbody> </table> <p>The Organization records the leaks of refrigerants R-12, R-22 and R409a. The emissions of ozone-depleting substances are calculated based on the consumption of the gases included in the Montreal Protocol recorded at the multiple production plants of the Organization, the weight of the gases and the emission factor related to CFC-11.</p>	kg of CFC-11	R-22	Colombia	78,1	Peru	0,0	Costa Rica	0,0	Mexico	0,0	Chile	0,0	Dominican Republic	0,0	Panama	0,0	U.S.A.	0,0		Yes	[ODS 3] [ODS 12]	8
	kg of CFC-11	R-22																						
Colombia	78,1																							
Peru	0,0																							
Costa Rica	0,0																							
Mexico	0,0																							
Chile	0,0																							
Dominican Republic	0,0																							
Panama	0,0																							
U.S.A.	0,0																							
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 282; Air pollutant emissions		No	[ODS 3] [ODS 12] [ODS 14] [ODS 15]	8																			

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SPECIFIC CONTENTS																																																																					
Effluents and waste																																																																					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 256 and 286; Risks and opportunities		Yes	-	-																																																															
	103-2 The management approach and its components	Pages 255 and 285; Strategy		Yes	-	-																																																															
	103-3 Evaluation of the management approach	Pages 255, 258, 285 and 288; Progress achieved in 2020 Pages 257 and 287; Success stories and acknowledgments		Yes	-	-																																																															
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	In 2018, Grupo Nutresa adopted the new Water Standard. This indicator has been already covered in GRI 303-4 Water discharge.		N/A	[ODS 3] [OSD 6] [ODS 12] [ODS 14]	8																																																															
	306-2 Waste by type and disposal method	<p>Page 292; Total weight of waste</p> <table border="1"> <thead> <tr> <th>tons</th> <th>Colombia</th> <th>Mexico</th> <th>Costa Rica</th> <th>Peru</th> <th>Chile</th> <th>Dominican Republic</th> <th>Panama</th> <th>U.S.A.</th> </tr> </thead> <tbody> <tr> <td>Ordinary / Landfill</td> <td>1.639,3</td> <td>580,4</td> <td>243,1</td> <td>204,3</td> <td>815,4</td> <td>9,9</td> <td>356,7</td> <td>480,9</td> </tr> <tr> <td>Organic waste / recovered and utilized</td> <td>10.658,9</td> <td>1.407,4</td> <td>979,4</td> <td>178,2</td> <td>6.092,9</td> <td>68,9</td> <td>173,0</td> <td>5.315,3</td> </tr> <tr> <td>Recycled materials</td> <td>7.605,7</td> <td>579,8</td> <td>769,2</td> <td>318,0</td> <td>886,3</td> <td>26,0</td> <td>52,6</td> <td>2.310,9</td> </tr> <tr> <td>Organic / Composting</td> <td>4.747,7</td> <td>7,0</td> <td>96,2</td> <td>0,0</td> <td>2.076,3</td> <td>3,2</td> <td>0,0</td> <td>0,0</td> </tr> <tr> <td>Reusable hazardous waste</td> <td>36,7</td> <td>4,7</td> <td>1,9</td> <td>0,0</td> <td>0,0</td> <td>1,2</td> <td>0,7</td> <td>0,0</td> </tr> <tr> <td>Non-reusable hazardous waste</td> <td>101,8</td> <td>2,8</td> <td>5,5</td> <td>8,6</td> <td>14,3</td> <td>0,1</td> <td>0,3</td> <td>0,0</td> </tr> </tbody> </table>	tons	Colombia	Mexico	Costa Rica	Peru	Chile	Dominican Republic	Panama	U.S.A.	Ordinary / Landfill	1.639,3	580,4	243,1	204,3	815,4	9,9	356,7	480,9	Organic waste / recovered and utilized	10.658,9	1.407,4	979,4	178,2	6.092,9	68,9	173,0	5.315,3	Recycled materials	7.605,7	579,8	769,2	318,0	886,3	26,0	52,6	2.310,9	Organic / Composting	4.747,7	7,0	96,2	0,0	2.076,3	3,2	0,0	0,0	Reusable hazardous waste	36,7	4,7	1,9	0,0	0,0	1,2	0,7	0,0	Non-reusable hazardous waste	101,8	2,8	5,5	8,6	14,3	0,1	0,3	0,0		Yes	[ODS 3] [OSD 6] [ODS 12]	8
	tons	Colombia	Mexico	Costa Rica	Peru	Chile	Dominican Republic	Panama	U.S.A.																																																												
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306-3 Significant spills	There were no significant spill accidents in 2020.		No	[ODS 3] [OSD 6] [ODS 12]	8																																																																
306-4 Transport of hazardous waste	In 2020, the Organization did not transport, import, export or treated hazardous waste in consideration of annexes i, ii, iii and viii of the Basel Convention.		No	-	8																																																																
306-5 Water bodies affected by water discharges and/or runoff	Grupo Nutresa does not significantly affect any water bodies or related habitats with its water discharges.		No	[ODS 3] [OSD 6] [ODS 12] [ODS 14] [ODS 15]	8																																																																

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
SPECIFIC CONTENTS						
Environmental Compliance						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 72 and 75; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 71; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 71 and 74; Progress achieved in 2020 Page 73; Success stories and acknowledgments		Yes	-	-
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Page 77; Regulatory compliance. In 2020 a claim with repair actions was filed in the Cafes business.		Yes	[SDG 16]	-
Supplier environmental assessment						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 202; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 201; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 201 and 204; Progress achieved in 2020 Page 203; Success stories and acknowledgments		Yes	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 206; New suppliers that were screened using environmental and social criteria. Since 2016 the Organization does not consider self-assessments and the application of the code of conduct as part of the assessment of environmental and social risks.		Yes	-	8
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 208; Negative environmental and social impacts in the supply chain and actions taken		Yes	-	8
Employment						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 178; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 177; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 177 and 180; Progress achieved in 2020 Page 179; Success stories and acknowledgments		Yes	-	-

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Employment																																																																				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<p>Page 185; New employee hires and employee turnover.</p> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Colombia</th> <th colspan="2">Mexico</th> <th colspan="2">Costa Rica</th> <th colspan="2">Peru</th> </tr> <tr> <th>M</th> <th>W</th> <th>M</th> <th>W</th> <th>M</th> <th>W</th> <th>M</th> <th>W</th> </tr> </thead> <tbody> <tr> <td>New employees</td> <td>1,757</td> <td>1,151</td> <td>458</td> <td>669</td> <td>190</td> <td>174</td> <td>339</td> <td>177</td> </tr> <tr> <td>Employee turnover ratio</td> <td>17,2%</td> <td>12,0%</td> <td>78,6%</td> <td>48,2%</td> <td>14,7%</td> <td>15,8%</td> <td>35,4%</td> <td>19,9%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Chile</th> <th colspan="2">Dominican Republic</th> <th colspan="2">Panama</th> </tr> <tr> <th>M</th> <th>W</th> <th>M</th> <th>W</th> <th>M</th> <th>W</th> </tr> </thead> <tbody> <tr> <td>New employees</td> <td>633</td> <td>608</td> <td>30</td> <td>6</td> <td>55</td> <td>28</td> </tr> <tr> <td>Employee turnover ratio</td> <td>24,8%</td> <td>26,4%</td> <td>14,3%</td> <td>8,50%</td> <td>12,3%</td> <td>9,8%</td> </tr> </tbody> </table> <p>The turnover is calculated as the number of people leaving the Organization over the total number of employees. In 2020, 10% of open positions were filled by internal candidates.</p>		Colombia		Mexico		Costa Rica		Peru		M	W	M	W	M	W	M	W	New employees	1,757	1,151	458	669	190	174	339	177	Employee turnover ratio	17,2%	12,0%	78,6%	48,2%	14,7%	15,8%	35,4%	19,9%		Chile		Dominican Republic		Panama		M	W	M	W	M	W	New employees	633	608	30	6	55	28	Employee turnover ratio	24,8%	26,4%	14,3%	8,50%	12,3%	9,8%		Yes	[SDG 8]	3
		Colombia		Mexico		Costa Rica		Peru																																																												
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	M	W	M	W	M	W																																																														
New employees	633	608	30	6	55	28																																																														
Employee turnover ratio	24,8%	26,4%	14,3%	8,50%	12,3%	9,8%																																																														
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees			Data not available at the moment.	No	[SDG 8]	-																																																														
401-3 Parental leave		The Organization does not keep track of the levels of reincorporation to work after parental leave. Nevertheless, the Organization does have conciliation measures for parents who look for family balance.	Data not available at the moment	No	[SDG 5] [SDG 8]	-																																																														
Labor/Management Relations																																																																				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 178; Risks and opportunities		Yes	-	-																																																														
	103-2 The management approach and its components	Page 177; Strategy		Yes	-	-																																																														
	103-3 Evaluation of the management approach	Pages 177 and 180; Progress achieved in 2020 Page 179; Success stories and acknowledgments.		Yes	-	-																																																														
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	The projects that have a high level of impact on people are developed through an agenda of change that considers diverse means for discussion, participation and feedback regarding the employees' perceptions of said changes with the purpose of identifying mitigation and improvement measures. The agenda of changes comprises time tables for work activities and for the communication of key messages in a proactive manner.		No	[SDG 8]	-																																																														

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
SPECIFIC CONTENTS						
Occupational health and safety						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 192; Risks and opportunities.		Yes	-	-
	103-2 The management approach and its components	Page 191; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 191 and 194; Progress achieved in 2020. Page 193; Success stories and acknowledgments.		Yes	-	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system.	Page 194; Management of a safe work environment. Page 196; Workplace safety and health performance		No	[SDG 8]	-
	403-2 Hazard identification, risk assessment, and incident investigation.	Page 195; Occupational illness risk mitigation		No	[SDG 8]	-
	403-3 Occupational health services	Page 195; Occupational illness risk mitigation	Data not available at the moment.	No	[SDG 8]	-
	403-4 Worker participation, consultation, and communication on occupational health and safety.	Page 194; Worker participation, consultation, and communication on occupational health and safety 100% of the direct employees have representation through the health and safety committees. The committees are the following: COPASS, the emergency and health brigades, and the cohabitation committee are formal mechanisms.		No	[ODS 1] [ODS 8]	-
	403-5 Worker training in occupational health and safety.	Page 198; Promotion of healthy lifestyles for people		No	[SDG 8]	-
	403-6 Worker training in occupational health and safety.	Page 198; Promotion of healthy lifestyles for people Grupo Nutresa's companies work relentlessly in the prevention of catastrophic illnesses, especially those related to "all types of congenital heart anomalies and all types of heart valve diseases." For this reason, the Organization has the Healthy Organizations Certification program (PCOS V4), which is standardized by the Colombian Heart Foundation and certified by TUV RHEINLAND. This management system is focused on the prevention of the cardiovascular risk and other non-communicable chronic diseases, based on six basic action lines: culture of care, physical activity, healthy diet, smoke-free environments, women's care and positive thinking, with the purpose of building a culture that incorporates healthy lifestyles and habits, while strengthening our philosophy of a balanced life for all our employees.		No	[ODS 1] [ODS 8]	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 195; Occupational illness risk mitigation.		No	[SDG 8]	-
	403-8 Workers covered by an occupational health and safety management system.	100% of the direct employees are covered by an occupational health and safety management system.		No	[ODS 1] [ODS 8]	-
	403-9 Work-related injuries.	Page 196; Workplace safety and health performance. See detail by gender. The most frequent accidents are the following: Same-level falls, entrapment and hits by or on objects. The accident frequency rate and LTIFR indicators do not include the operations of either the Retail Food Business in Colombia and Opperar.		Yes	[ODS 1] [ODS 8]	-
	403-10 Work-related ill health	Page 196; Workplace safety and health performance.		Yes	[ODS 1] [ODS 8]	-

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
SPECIFIC CONTENTS						
Training and education						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 178; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 177; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 177 and 180 Progress achieved in 2020. Page 179; Success stories and acknowledgments		Yes	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 180; Development of key capabilities. Page 180; Employee training.		Yes	[ODS 4] [ODS 5] [ODS 8]	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 184; Programs focused on employability and employee retirement		No	[SDG 8]	-
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 181; Development and performance management. Page 181; Performance assessment. See number of promotions by gender	The data by employee category are not available at the moment.	Yes	[ODS 5] [ODS 8]	1.6
Diversity and equal opportunity						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 232; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 231; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 231 and 234; Progress achieved in 2020 Page 233; Success stories and acknowledgments		Yes	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 231; Consolidating diversity-related and inclusion practices 239; Employee diversity.		Yes	[ODS 5] [ODS 8]	-
	405-2 Ratio of basic salary and remuneration of women to men	Page 236; Equal pay Significant operations are those carried out in countries where the Organization has production plants.		Yes	[ODS 5] [ODS 8] [ODS 10]	-
Non-discrimination						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 232; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 231; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 231 and 234; Progress achieved in 2020. Page 233; Success stories and acknowledgments.		Yes	-	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 234; Confirmed cases of Human Rights violations. Page 234, Confirmed cases of discrimination None of the reported cases were confirmed as discrimination after the corresponding review.		Yes	[ODS 5] [ODS 8] [ODS 16]	1, 2, 6

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
SPECIFIC CONTENTS						
Freedom of association and collective bargaining						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 202 and 232; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Pages 201 and 231; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 201, 204, 231 and 234; Progress achieved in 2020. Pages 203 and 211; Success stories and acknowledgments.		Yes	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 234; Due diligence Risk assessment in the sourcing.		No	[ODS 5] [ODS 8] [ODS 16]	1, 2, 6
Child Labor						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 202 and 232; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 201 and 231; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 201, 204, 231 and 234; Progress achieved in 2020. Pages 203 and 211; Success stories and acknowledgments.		Yes	-	-
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page 234; Due diligence Risk assessment in the sourcing.		No	[ODS 5] [ODS 8] [ODS 16]	1, 2, 6
Forced or Compulsory Labor						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 202 and 232; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 201 and 231; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 201, 204, 231 and 234; Progress achieved in 2020. Pages 203 and 211; Success stories and acknowledgments.		Yes	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 234; Due diligence Risk assessment in the sourcing.		No	[ODS 5] [ODS 8] [ODS 16]	1, 2, 6
Security Practices						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 232; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 231; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 231 and 234; Progress achieved in 2020. Page 233; Success stories and acknowledgments.		Yes	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page 236; Security personnel who received Human Rights training Security personnel are those officers who have the duties of guarding the Organization's facilities, controlling crowds, preventing losses, providing personal protection and watching over properties and valuables, and who also carry a weapon.		Yes	[SDG 16]	-

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
SPECIFIC CONTENTS						
Rights of Indigenous Peoples						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 232; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 231; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Page 235; Training and leadership. 52,1% of the employees received training, accounting for a total of 24.762,8 hours.		Yes	-	-
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No significant contracts with Human Rights clauses were recorded in 2020. Significant contracts are those with a total amount greater than USD 10 million.		No	-	1, 2
Human Rights Assessment						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 232; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 231; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 231 and 234; Progress achieved in 2020. Page 233; Success stories and acknowledgments.		Yes	-	-
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Page 75; Description of risks and opportunities		Yes	Yes	1
	412-2 Employee training on human rights policies or procedures	Page 235; Due diligence 34% of the employees received training, accounting for a total of 15.011 hours.		Yes	-	1, 4, 5, 6, 3
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	No significant contracts with Human Rights clauses were recorded in 2020. Significant contracts are those with a total amount greater than USD 10 million.		Yes	[SDG 16]	1, 2, 3, 4, 5, 6
Supplier Social Assessment						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 202; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 201; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 201 and 204; Progress achieved in 2020. Page 203; Success stories and acknowledgments.		Yes	-	-

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
SPECIFIC CONTENTS						
Supplier Social Assessment						
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 206; New suppliers that were screened using environmental and social criteria.		Yes	-	8
	414-2 Negative social impacts in the supply chain and actions taken	Page 208; Negative environmental and social impacts in the supply chain and actions taken		Yes	-	8
Customer Health and Safety						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 142 and 154; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Pages 141 and 151; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 141, 144, 151 and 156; Progress achieved in 2020. Pages 143 and 155; Success stories and acknowledgments.		Yes	-	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page 145; Main progress made in health-related issues		Yes	-	1
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page 156; Non-compliance related to the impacts of the products and services on health and safety		Yes	[SDG 16]	-
Marketing and Labeling						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 142; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 141; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 141 and 144; Progress achieved in 2020. Page 143; Success stories and acknowledgments.		Yes	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 146; Products with information related to sustainability attributes included in the label		Yes	[ODS 12]	8
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 148; Noncompliance with voluntary code regulations regarding labeling and marketing		Yes	[SDG 16]	8
	417-3 Incidents of non-compliance concerning marketing communications	Page 148; Noncompliance with voluntary code regulations regarding labeling and marketing		Yes	-	-
Customer Privacy						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 142; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 141; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 141 and 144; Progress achieved in 2020. Page 143; Success stories and acknowledgments.		Yes	-	-

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
SPECIFIC CONTENTS						
Customer Privacy						
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No complaints concerning breaches of customer privacy and losses of customer data were recorded in 2020.		Yes	-	-
Socioeconomic Compliance						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Pages 72 and 75; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 71; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 71 and 74; Progress achieved in 2020. Page 73; Success stories and acknowledgments.		Yes	-	-
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	Page 77; Regulatory compliance		Yes	-	-

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT					
SPECIFIC STANDARD DISCLOSURES FOR THE FOOD PROCESSING SECTOR											
Transverse Sourcing											
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 202; Risks and opportunities		Yes	-	-					
	103-2 The management approach and its components	Page 201; Strategy		Yes	-	-					
	103-3 Evaluation of the management approach	Pages 201 and 204; Progress achieved in 2020. Page 203; Success stories and acknowledgments.		Yes	-	-					
GRI G4 Transverse sourcing	FP1 Sourcing policy compliance mechanisms	Page 208; Sourcing policy compliance verification mechanisms		No	-	1, 2					
	FP2 Purchases compliant with internationally recognized responsible production standards	<table border="1"> <thead> <tr> <th>Purchases compliant with at least one standard</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>COCOA Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.</td> <td>0,423</td> </tr> <tr> <td>COFFEE Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000</td> <td>39,05</td> </tr> </tbody> </table>	Purchases compliant with at least one standard	%	COCOA Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.	0,423	COFFEE Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000	39,05		No	[ODS 2] [ODS 12] [ODS 14] [ODS 15]
Purchases compliant with at least one standard	%										
COCOA Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000.	0,423										
COFFEE Fair Trade, Organic (IFOAM) or Rainforest Alliance agriculture certification, Forest Stewardship Council (FSC), BPA, ISO 14001 or ISO 26000	39,05										
Employment											
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 202; Risks and opportunities		Yes	-	-					
	103-2 The management approach and its components	Page 201; Strategy		Yes	-	-					
	103-3 Evaluation of the management approach	Pages 201 and 204; Progress achieved in 2020. Page 203; Success stories and acknowledgments.		Yes	-	-					
GRI G4 Employment	FP3 Time lost due to industrial disputes, strikes and/or lock-outs	There were no strikes, lock-outs or disputes affecting the operations in 2020.		No	[SDG 8]	1					
Customer Health and Safety											
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 154; Risks and opportunities		Yes	-	-					
	103-2 The management approach and its components	Page 151; Strategy		Yes	-	-					
	103-3 Evaluation of the management approach	Pages 151 and 156; Progress achieved in 2020. Pages 143 and 155; Success stories and acknowledgments.		Yes	-	-					

GRI STANDARD	CONTENTS	PAGE / URL / DIRECT ANSWER	OMISSIONS	EXTERNAL VERIFICATION	RELATION TO SDG	GLOBAL COMPACT
SPECIFIC STANDARD DISCLOSURES FOR THE FOOD PROCESSING SECTOR						
GRI G4 Consumer health and safety	FP5 Products manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Page 156; Management systems		Yes	[ODS 2]	-
	FP6 Products sold that were lowered in critical nutrients	Percentage of products sold that were lowered in critical nutrients: 23,3%		Yes	[ODS 2]	-
	FP7 Products sold that contain increased nutritious ingredients	Percentage of products sold that contain increased nutritious ingredients: 0,8%.		Yes	[ODS 2]	-
Animal Welfare						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 184; Risks and opportunities		Yes	-	-
	103-2 The management approach and its components	Page 183; Strategy		Yes	-	-
	103-3 Evaluation of the management approach	Pages 183 and 188; Progress achieved in 2020. Page 186; Success stories and acknowledgments.		Yes	-	-
GRI G4 Consumer health and safety	FP9 Animals raised and/or processed	Page 213; Animals raised and processed, and type of housing		Yes	-	-
	FP10 Policies and practices related to physical alterations and the use of anesthetic	Page 4; Good animal well-being practices		No	-	-
	FP11 Animals raised and/or processed per housing type	Page 213; Animals raised and processed, and type of housing. A pen or corral is an enclosure with concrete walls where one or more animals are housed. Pens or corrals are used to house males, replacement females, females with any health issue, fattening pigs.		No	-	-
	FP12 Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments	Page 166; Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments		No	-	-
	FP13 Incidents of significant non-compliance with laws and regulations, and adherence with voluntary standards related to transportation, handling, and slaughter practices for live animals	No sanctions or fines were imposed on Grupo Nutresa in 2020 due to non-compliance with laws related to the transportation, handling, and slaughter practices for live animals.		No	-	-