

# Experience of our Board of Directors

| grupo                                   |                                           | Luis Fernando Alarcón Mantilla | Felipe Ayerbe Muñoz  | Ana Fernanda Manguashca | Guillaume Michaloux    | Christophe José Hidalgo | Rafael Russowsky     | Bernard Petit        | Philippe Alarcon     |
|-----------------------------------------|-------------------------------------------|--------------------------------|----------------------|-------------------------|------------------------|-------------------------|----------------------|----------------------|----------------------|
| Diversity                               | Member                                    |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Nationality                               |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Contributes to the diversity of the Board |                                |                      |                         |                        |                         |                      |                      |                      |
| Experience/Skills                       | Industry/ Area of expertise               | 30- Consumer Staples           | 30- Consumer Staples | 20- Industrial          | 30- Consumer Staples   | 30- Consumer Staples    | 30- Consumer Staples | 30- Consumer Staples | 30- Consumer Staples |
|                                         | Risks                                     |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Management/ Finance                       |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Sustainability                            |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | International experience                  |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Experience in other Boards of Directors   |                                |                      |                         |                        |                         |                      |                      |                      |
| Strategic Pillars<br>Corporate Strategy | Omniclient Experience                     |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Commercial Innovation                     |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Operational Excellence                    |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Our people and Sustainability             |                                |                      |                         |                        |                         |                      |                      |                      |
|                                         | Business Ecosystem                        |                                |                      |                         |                        |                         |                      |                      |                      |
| Quality                                 | Independent/ Non-independent              | <i>Independent</i>             |                      |                         | <i>Non-Independent</i> |                         |                      |                      |                      |

