



Latin America
Organization Charts
April 2025

ORG CHART KEY

- Footnotes are used to further explain a reporting relationship.
- Please reference color coding key to the right for what individuals would require specific colors.

*This individual also has a straight-line reporting to Ravi Ponnaganti, CIO, sitting in the US.

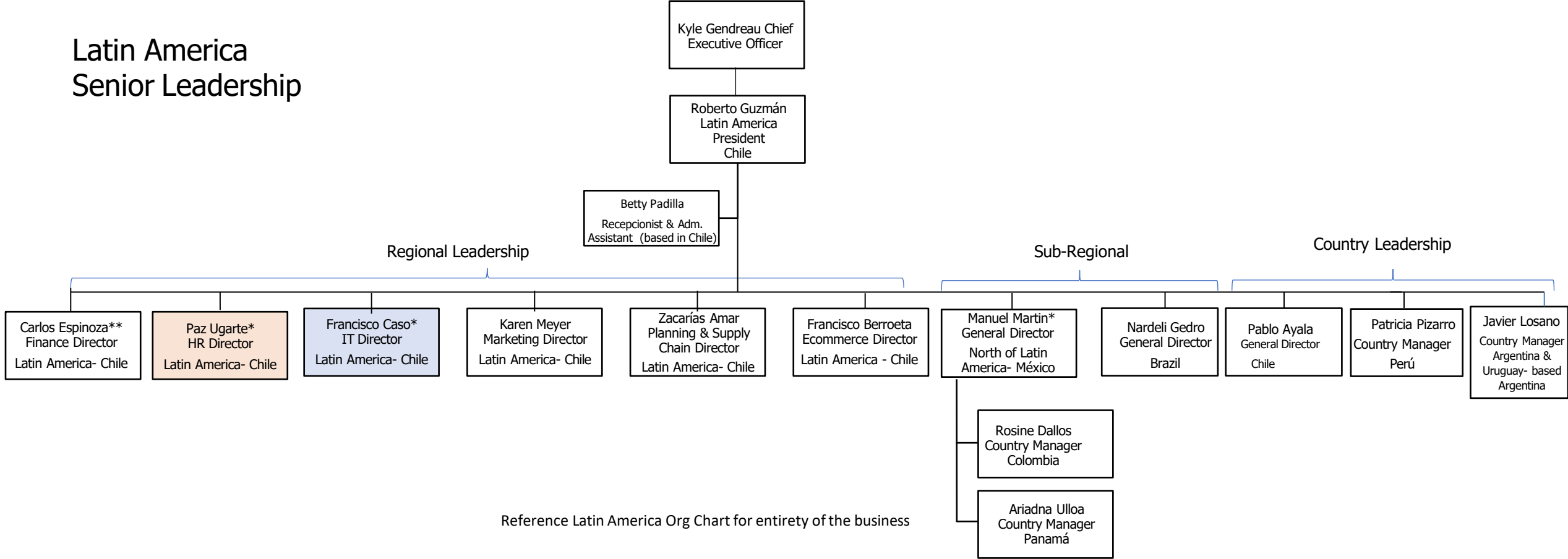
*This individual also has a straight-line reporting to John Livingston, EVP, General Counsel, sitting in the US.

*This individual also has a straight-line reporting to Marcie Whitlock, SVP, Global HR, sitting in the US.

*This individual also has a straight-line reporting to Reza Taleghani, CFO, sitting in the US.

*This individual has shared service responsibility – please specify with a text box what responsibility is shared.

Latin America Senior Leadership



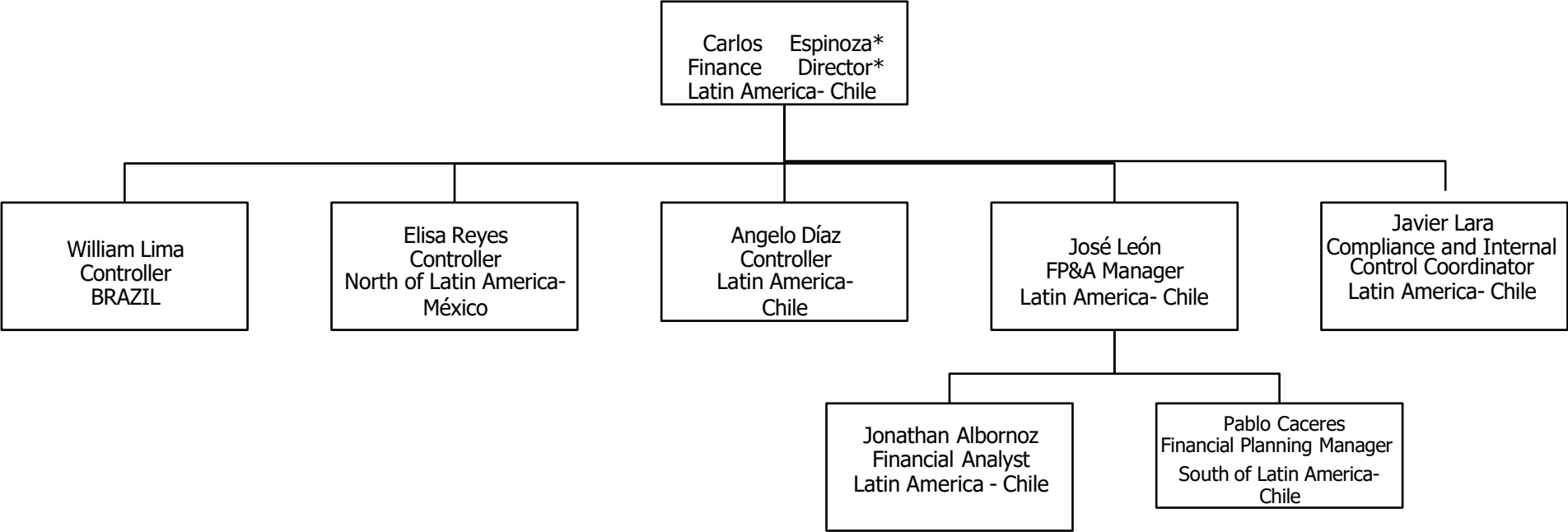
**This individual has dual reporting to Don Walden, CFO of the Americas and the Regional President. Don Walden also reports with dotted-line into Roberto Guzmán, Regional President.

*This individual also has a straight-line reporting to Ravi Ponnaganti, CIO, sitting in the US.

*This individual also has a straight-line reporting to Marcie Whitlock, SVP, Global HR, sitting in the US.

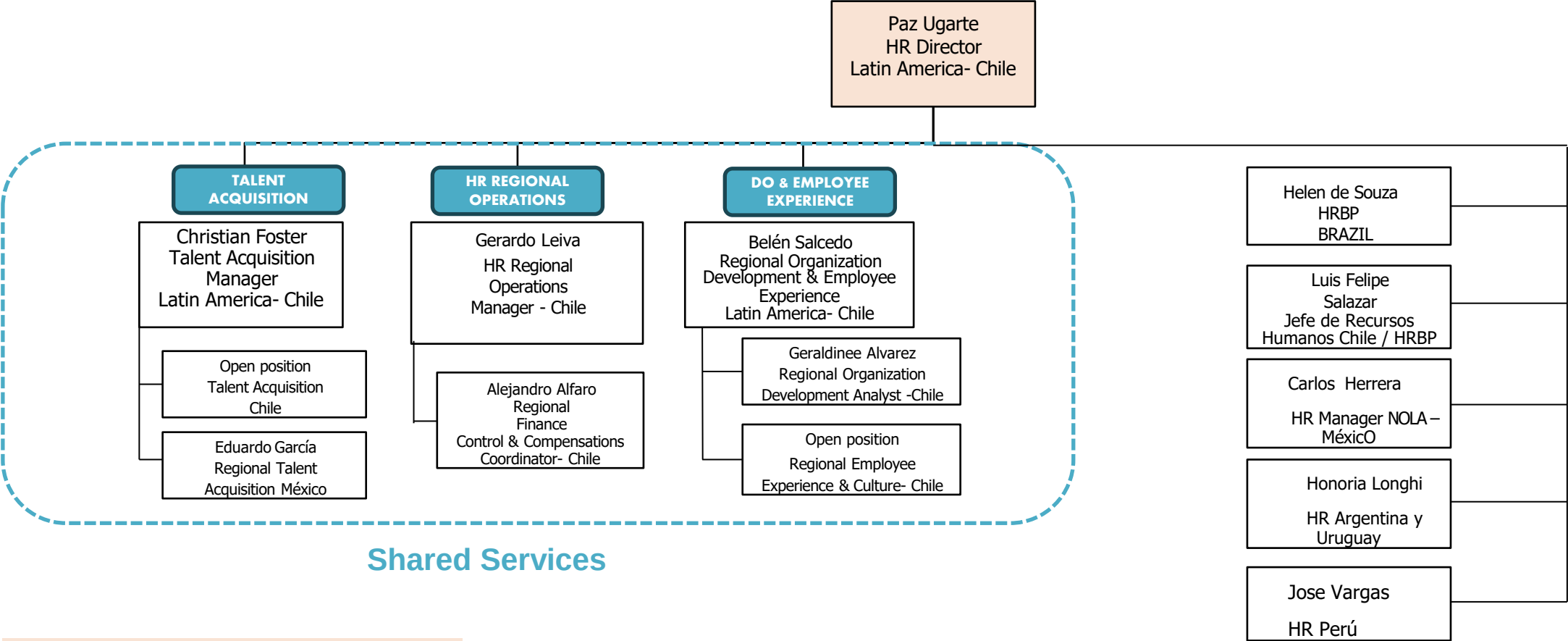
*Manuel Martin - General Director of North of Latin America (included México, Panamá & Colombia, and Manuel based in México).

Latin America Regional Finance



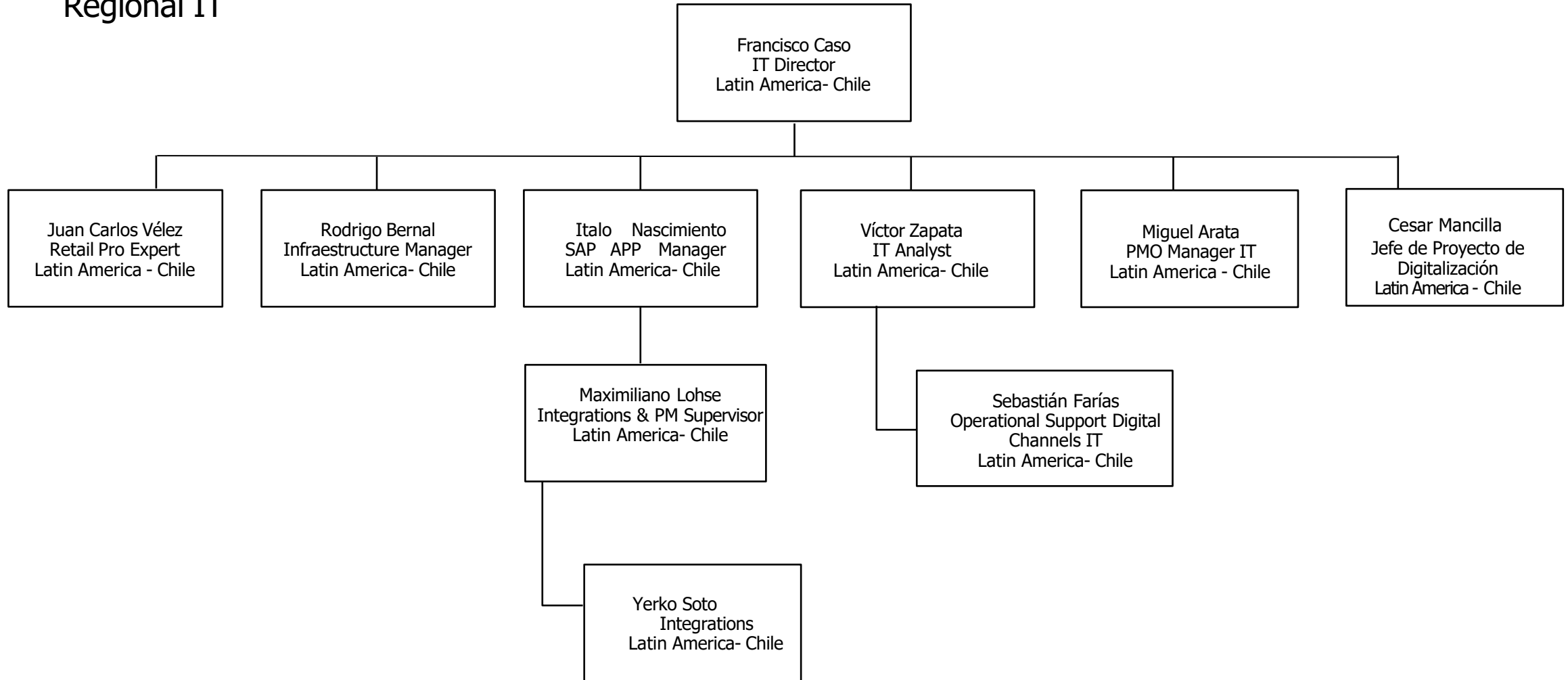
*This individual reports to Don Walden, CFO the Americas and the Regional President. Don Walden also reports with dotted-line into Roberto Guzmán, Regional President.

Latin America Regional Human Resources



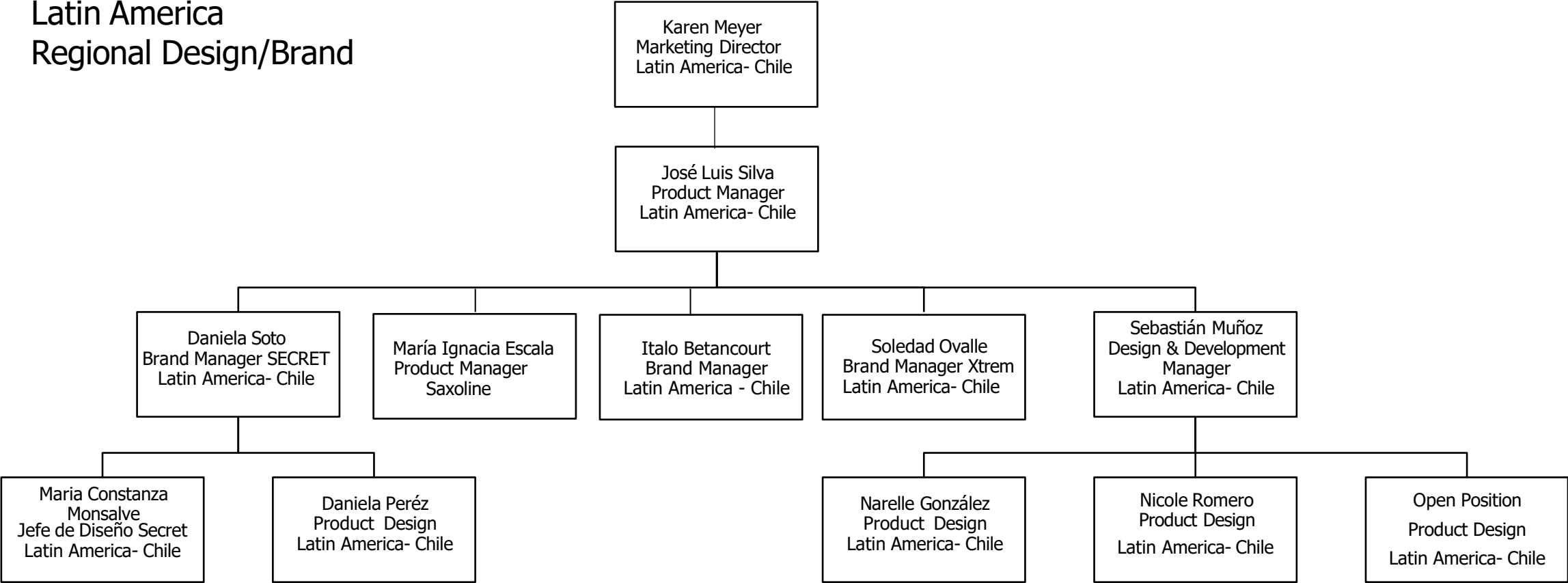
*This individual also has a straight-line reporting to Marcie Whitlock, SVP, Global HR, sitting in the US.

Latin America Regional IT



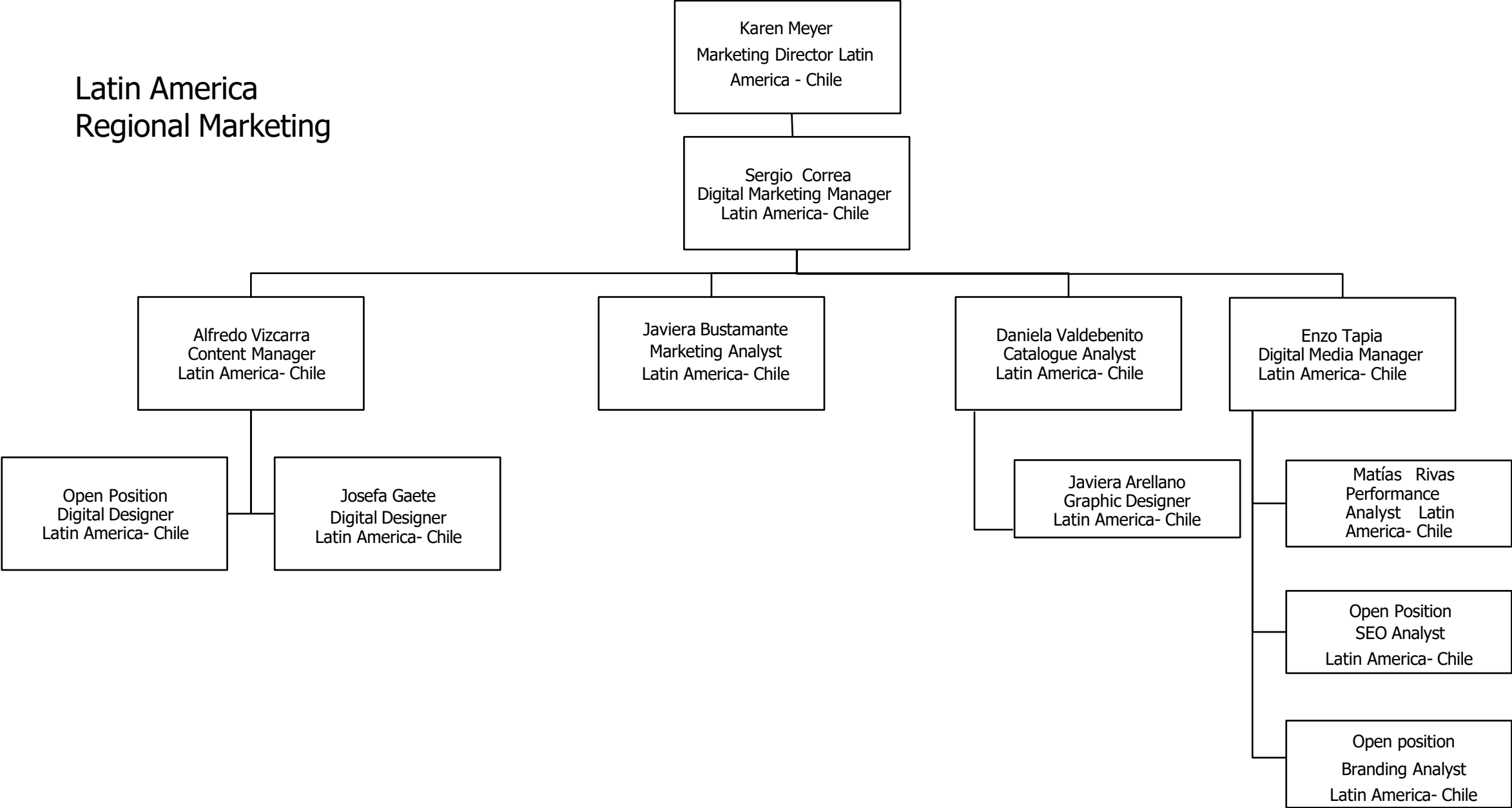
*This individual also has a straight-line reporting to
Ravi Ponnaganti, CIO, sitting in the US.

Latin America
Regional Design/Brand

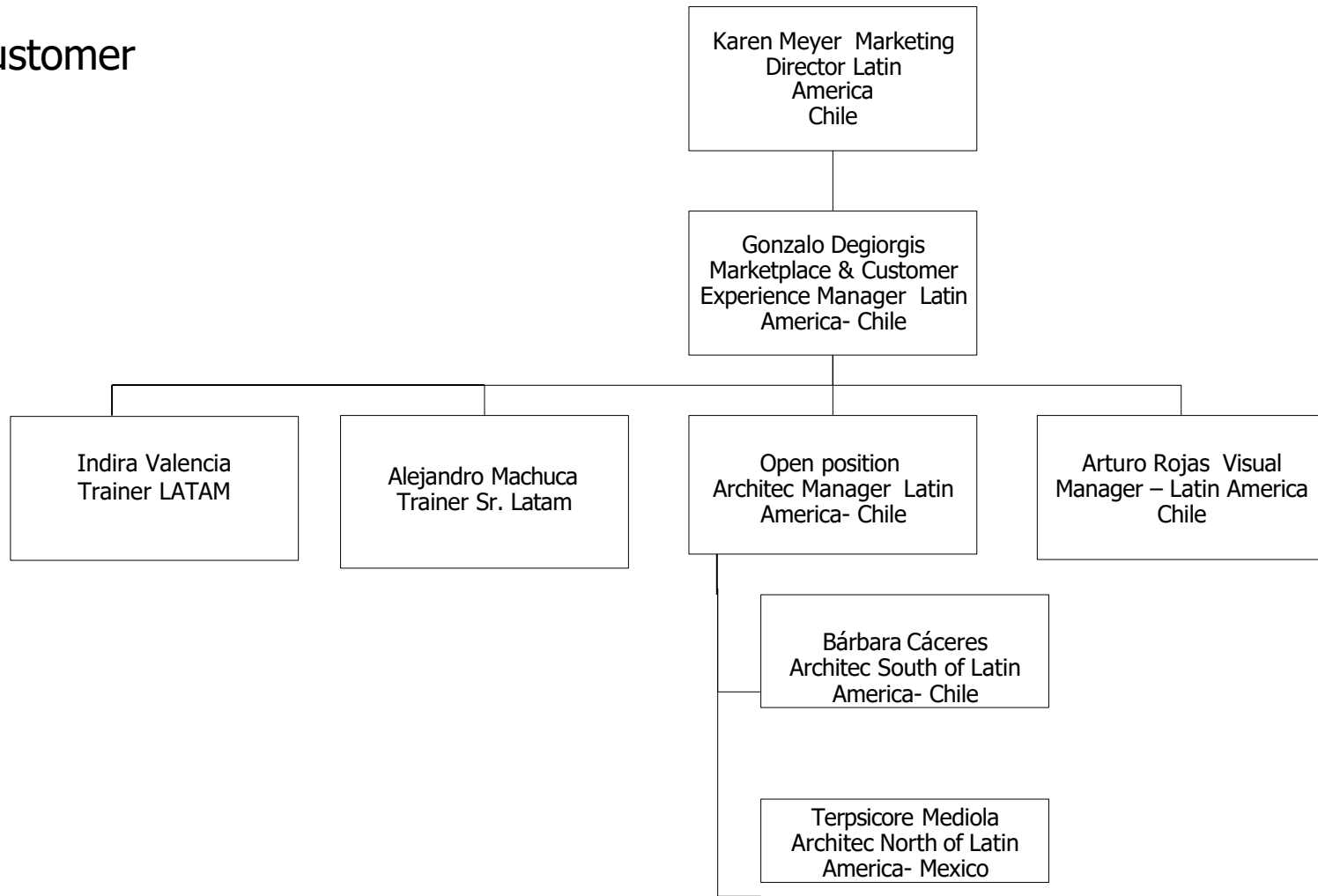


José Luis Silvia, Product Head- has a
straight-line reporting to Karen
Meyer (Marketing Director Latam)

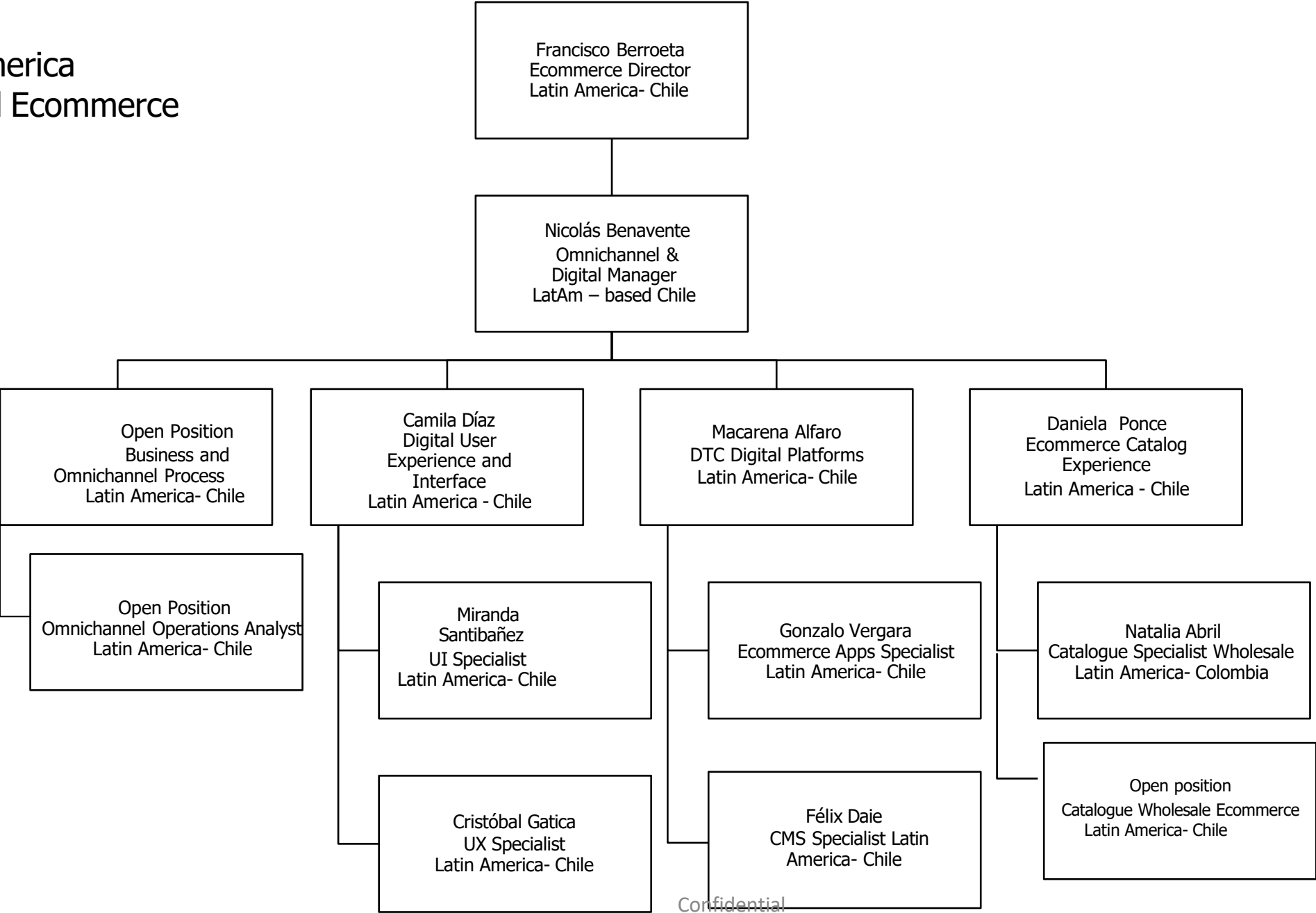
Latin America
Regional Marketing



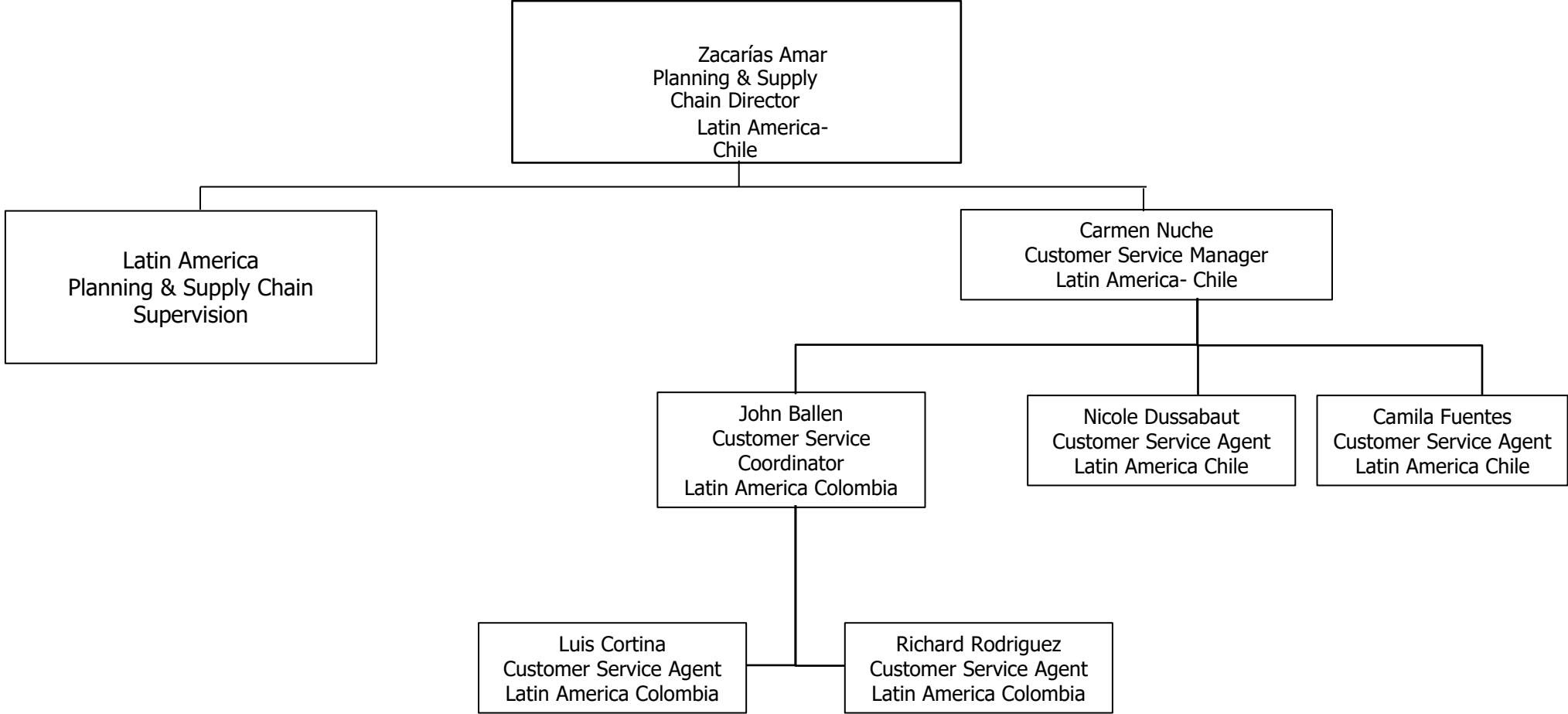
Latin America Regional Marketplace/Customer experience



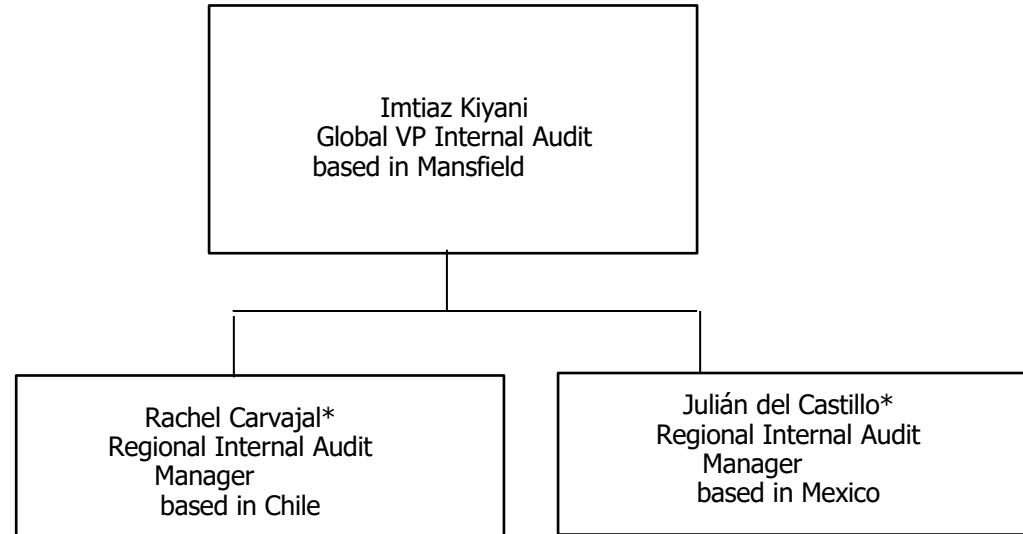
Latin America
Regional Ecommerce



Latin America
Regional Planning & Supply Chain



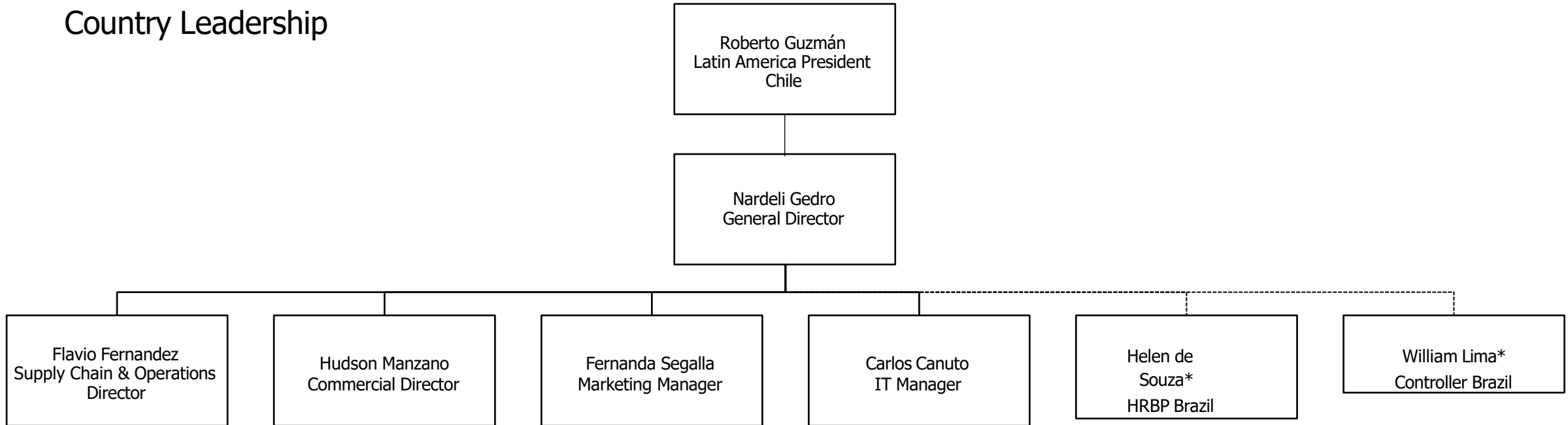
Latin America Internal Audit



*This individual also has a straight-line reporting to Imtiaz Kiyani, VP Internal Audit sitting in the US.

BRAZIL

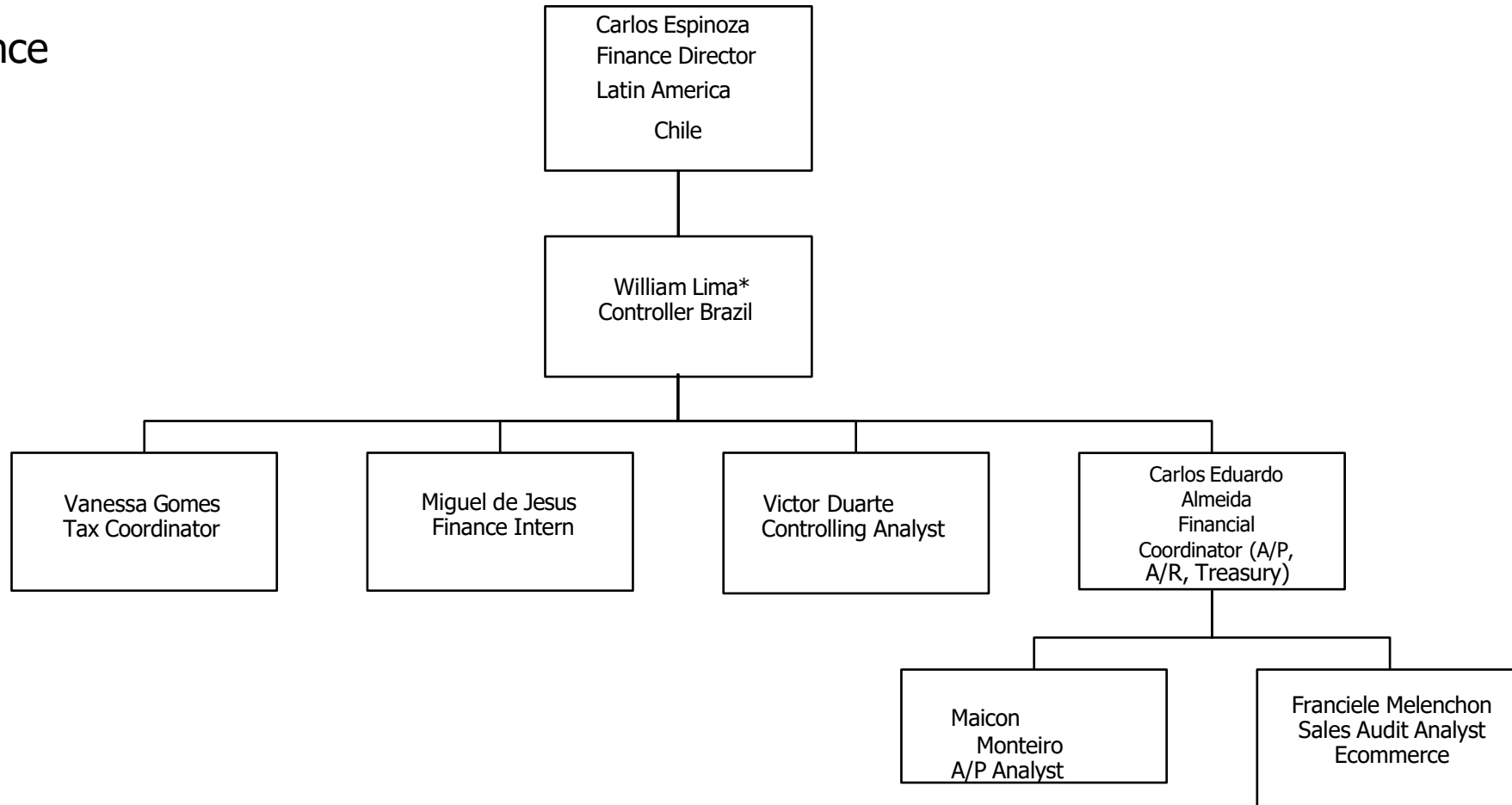
BRAZIL Country Leadership



*Helen De Souza, HRBP, has a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted- line into Nardeli Gedro (General Director Brazil)

*William Lima, Controller, Brazil, has a straight-line reporting into Carlos Espinoza (Finance Director, LATAM Chile) and a dotted-line into Nardeli Gedro (General Director Brazil)

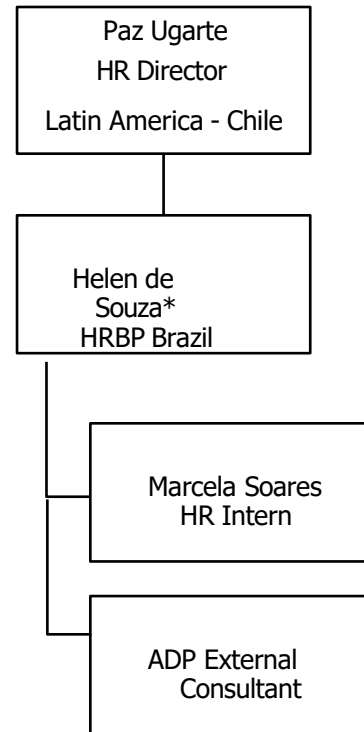
BRAZIL Country Finance



*William Lima, Controller, Brazil, has a straight-line reporting into Carlos Espinoza (Finance Director, LATAM Chile) and a dotted-line into Nardeli Gedro (General Director Brazil)

BRAZIL

Country Human Resources

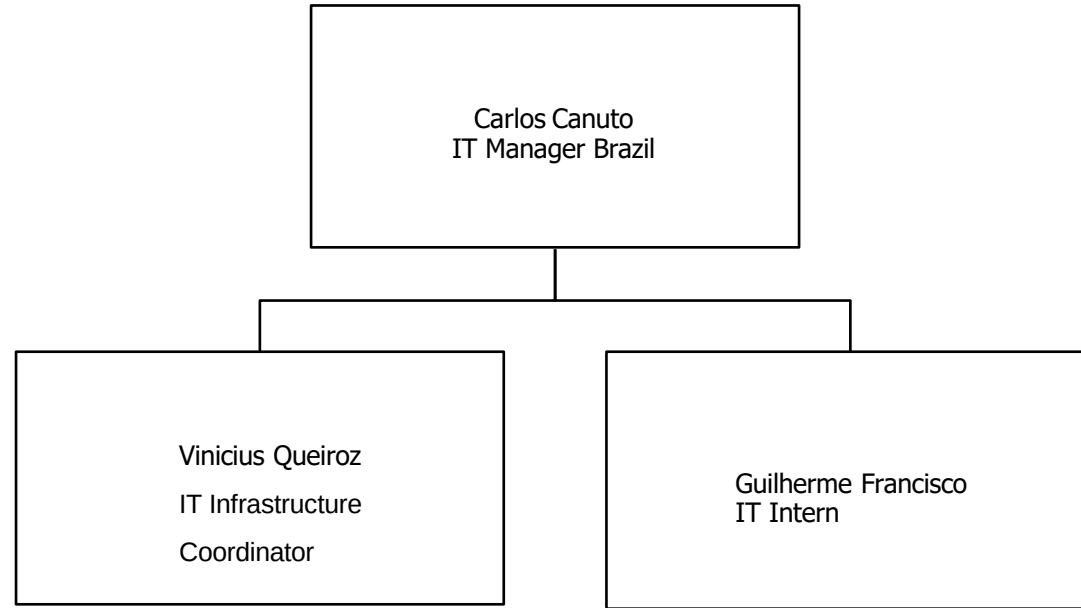


*Helen De Souza, HRBP, has a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted-line into Nardeli Gedro (General Director Brazil)

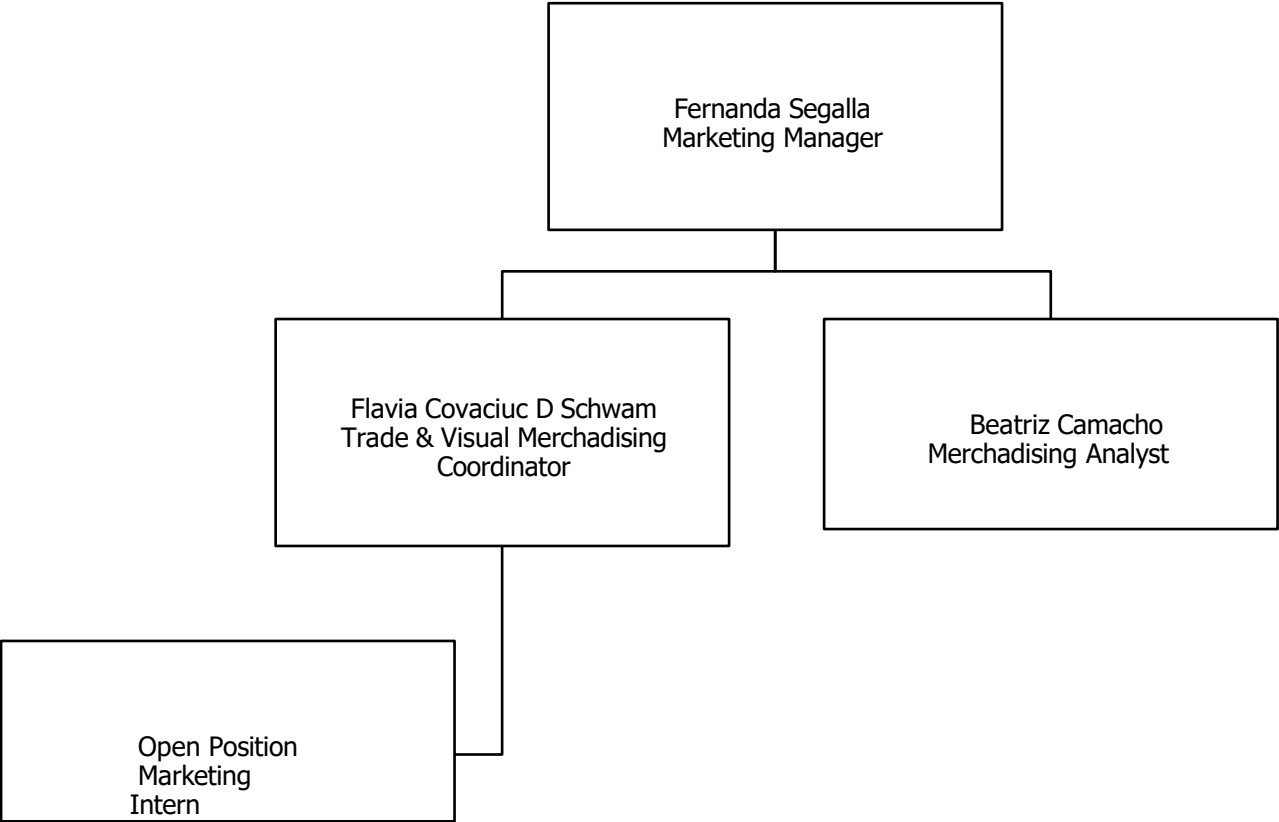
BRAZIL

Country Information

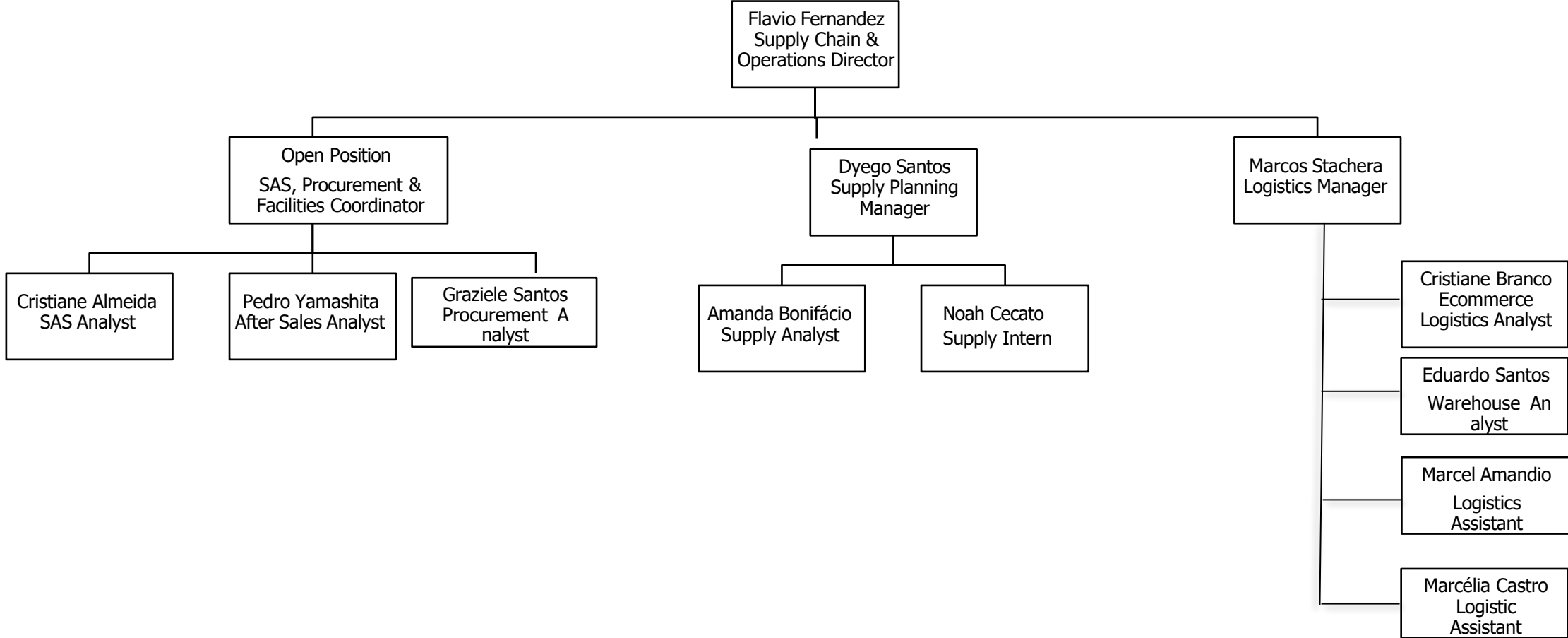
Technology



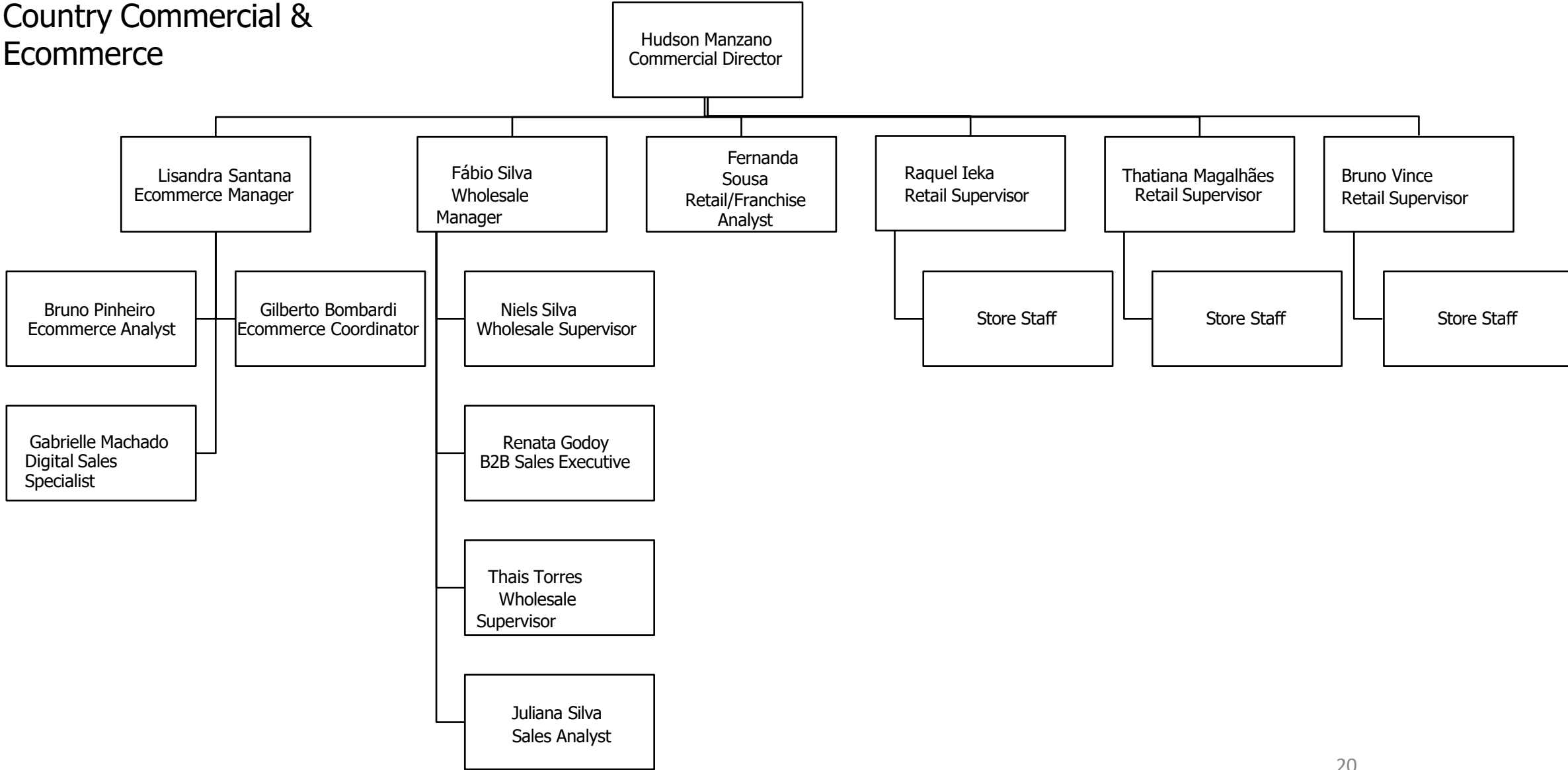
BRAZIL
Country Marketing



BRAZIL
Country Supply Chain &
Operations



BRAZIL
Country Commercial &
Ecommerce



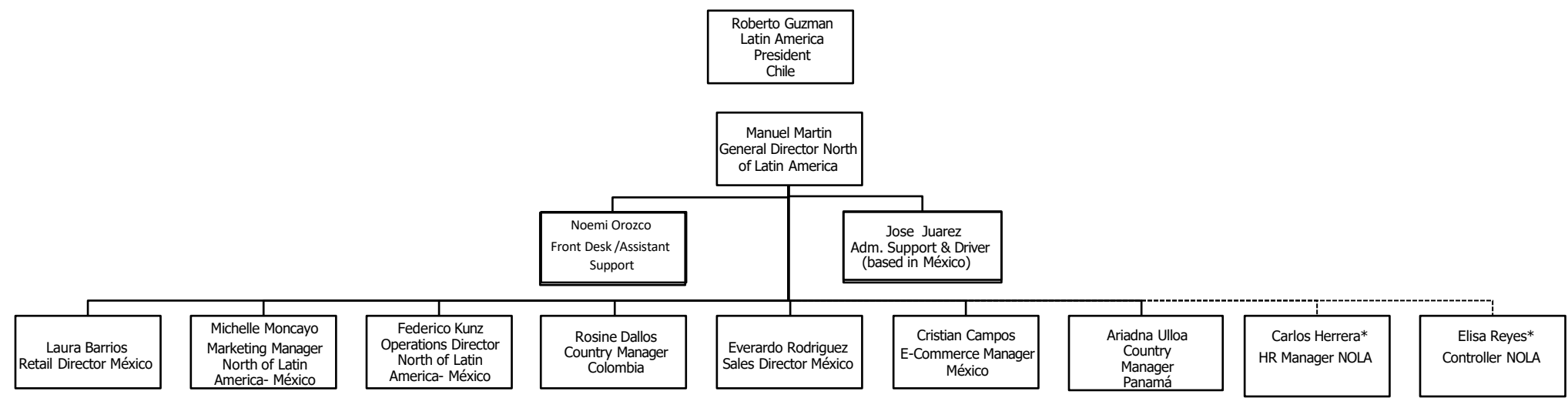
NORTH OF LATIN AMERICA

NOLA includes México, Panamá, Colombia, Ecuador & Caribbean

(North of Latin America included México, Panamá & Colombia).

NORTH OF LATIN AMERICA

Country Leadership

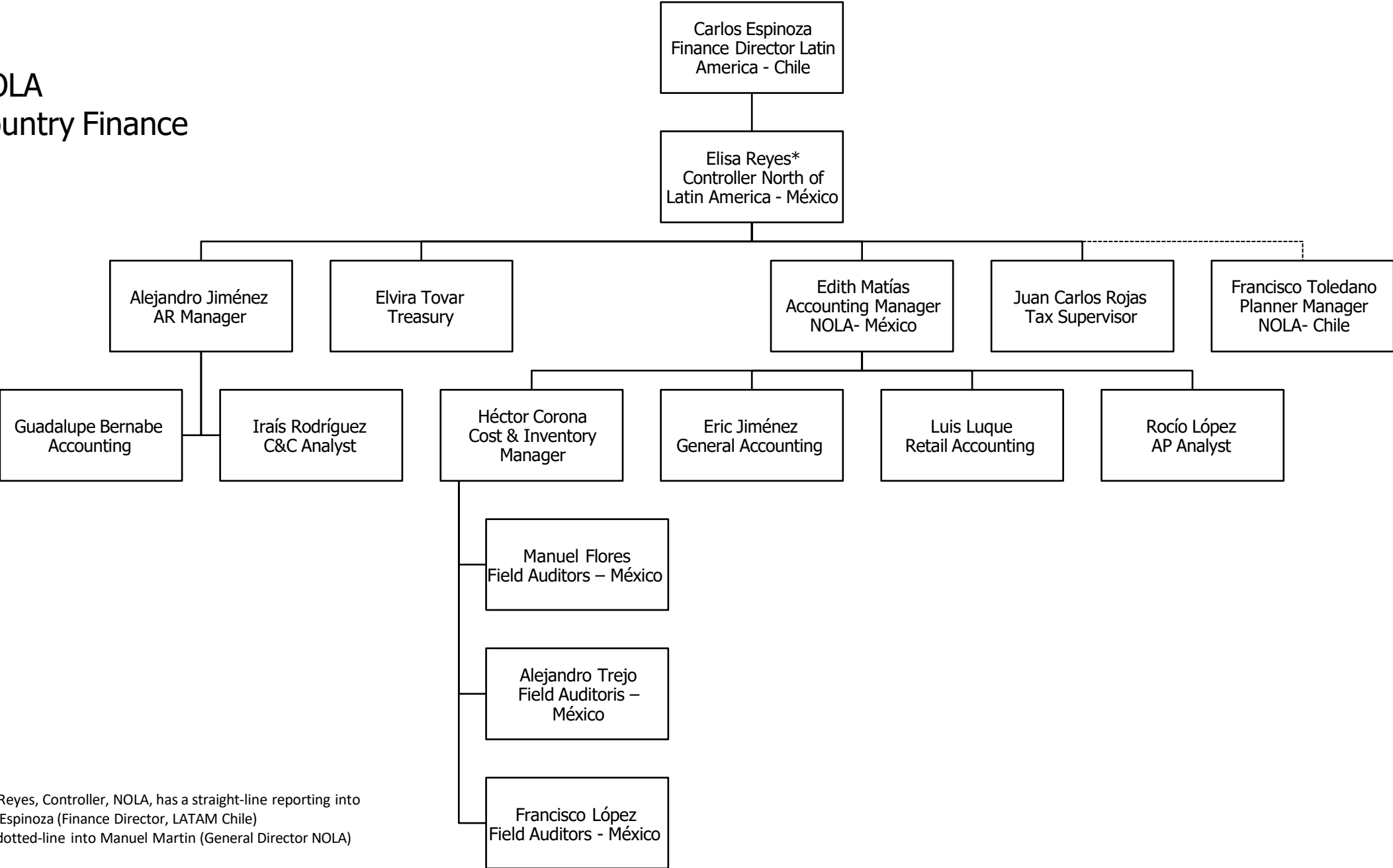


NOLA includes México, Panamá, Colombia, Ecuador & Caribbean

*Elisa Reyes, Controller, NOLA, has a straight-line reporting into Carlos Espinoza (Finance Director, LATAM Chile) and a dotted-line into Manuel Martin (General Director NOLA)

*Carlos Herrera, HR Manager NOLA, has a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted-line into Manuel Martin (General Director NOLA)

NOLA
Country Finance



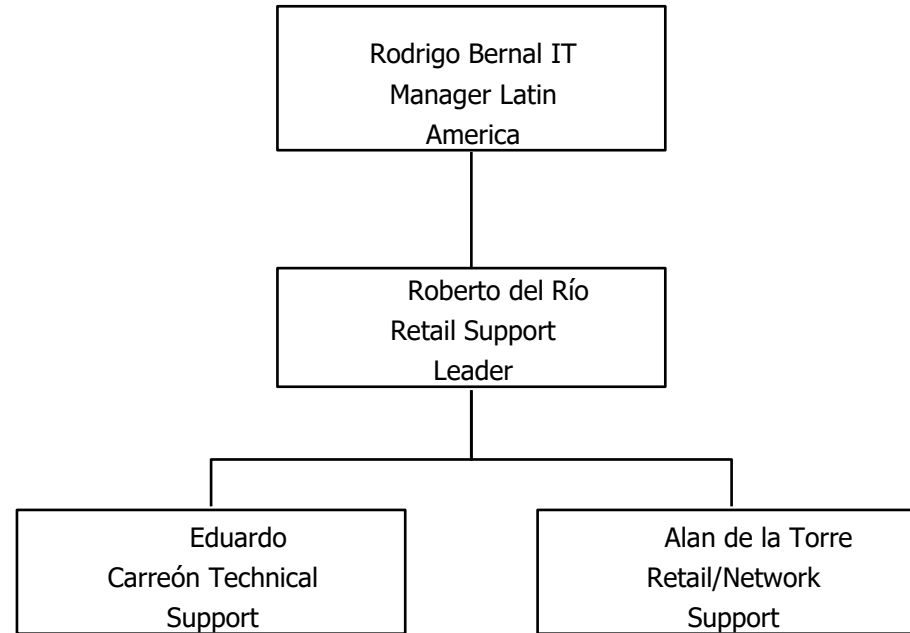
NOLA
Country Human Resources



*Carlos Herrera, HR Manager NOLA, has a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted-line into Manuel Martin (General Director NOLA)

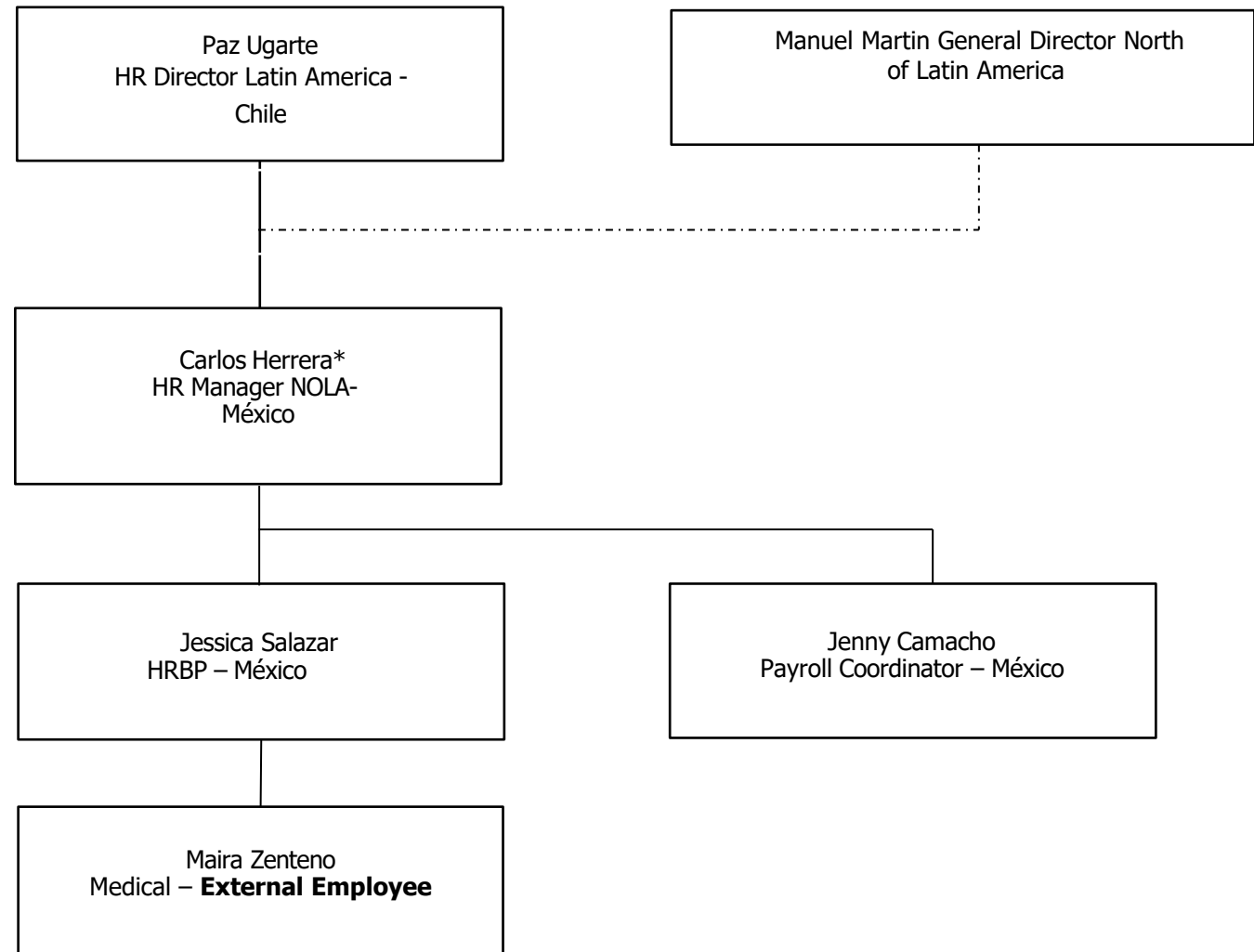
NOLA

Country Information Technology



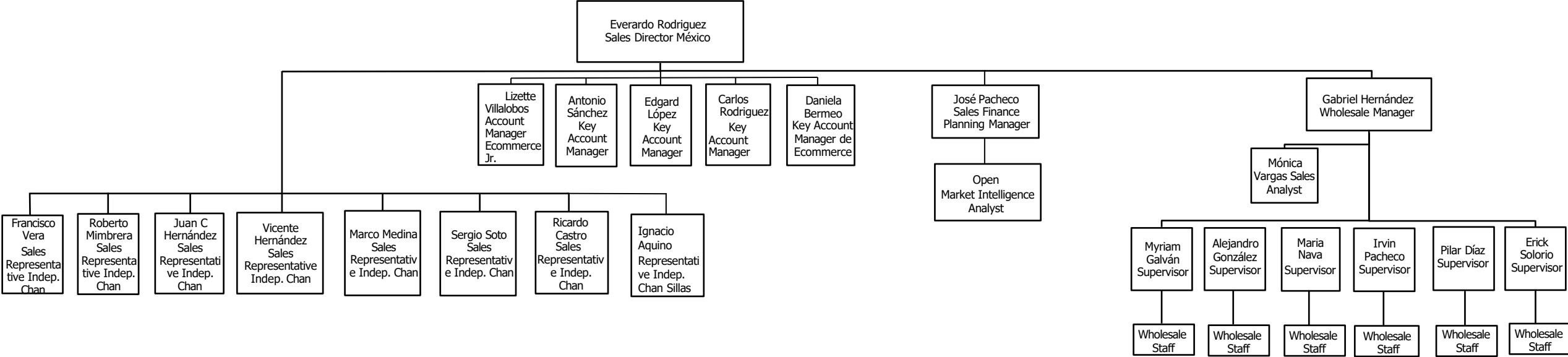
México

Mexico Human Resources

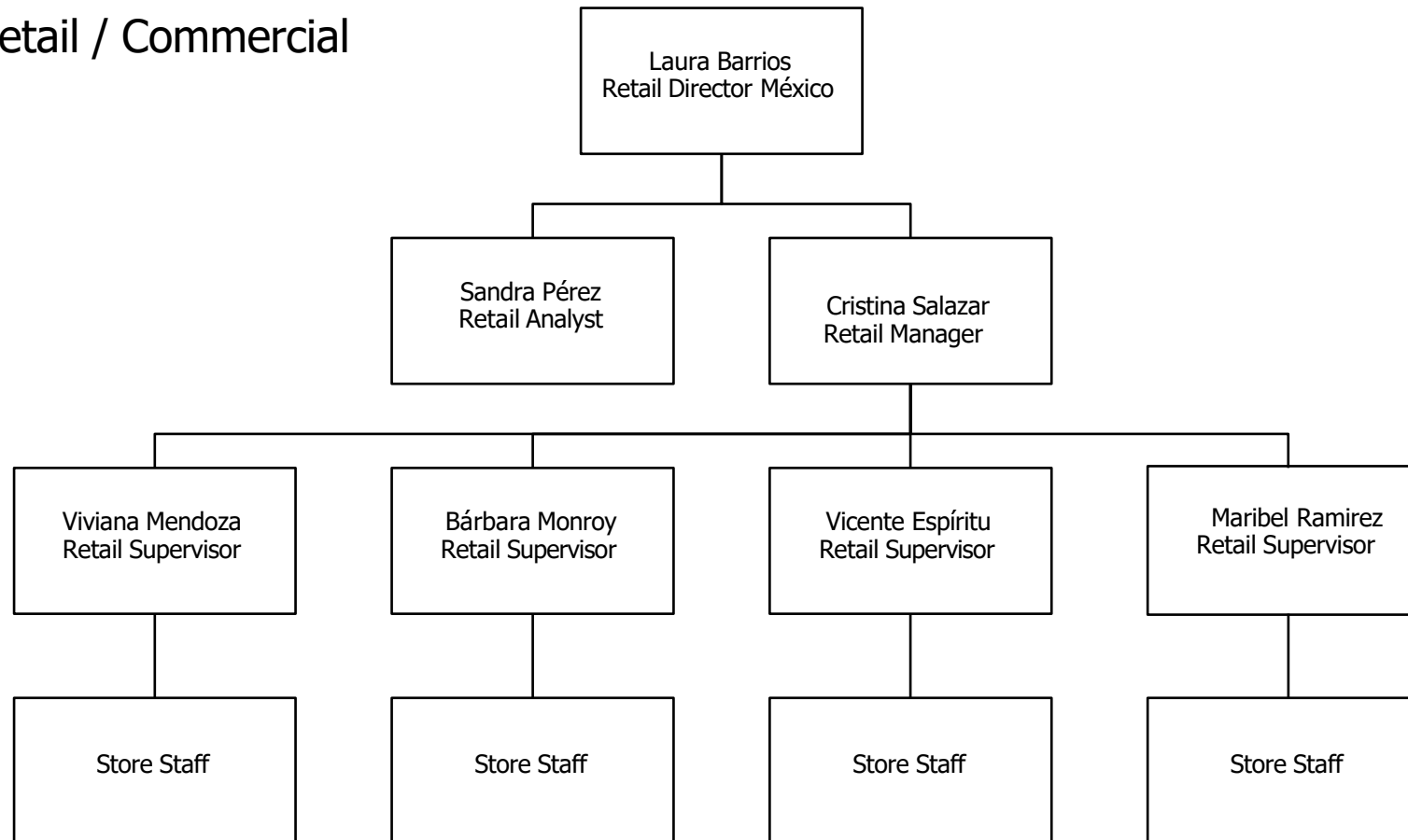


*Carlos Herrera, HR Manager NOLA, has a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted-line into Manuel Martin (General Director NOLA)

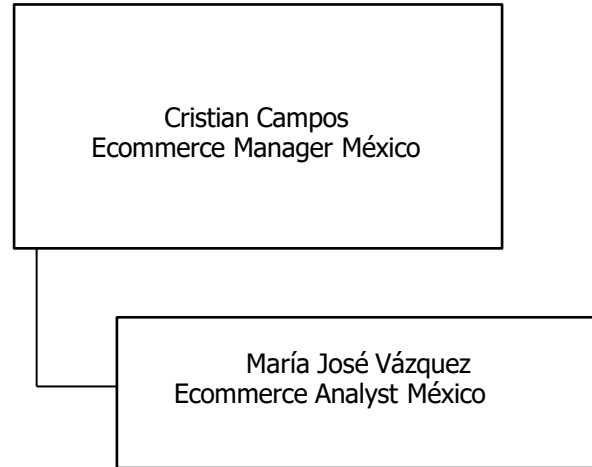
México
Country Wholesale Sell In &
Sell Out



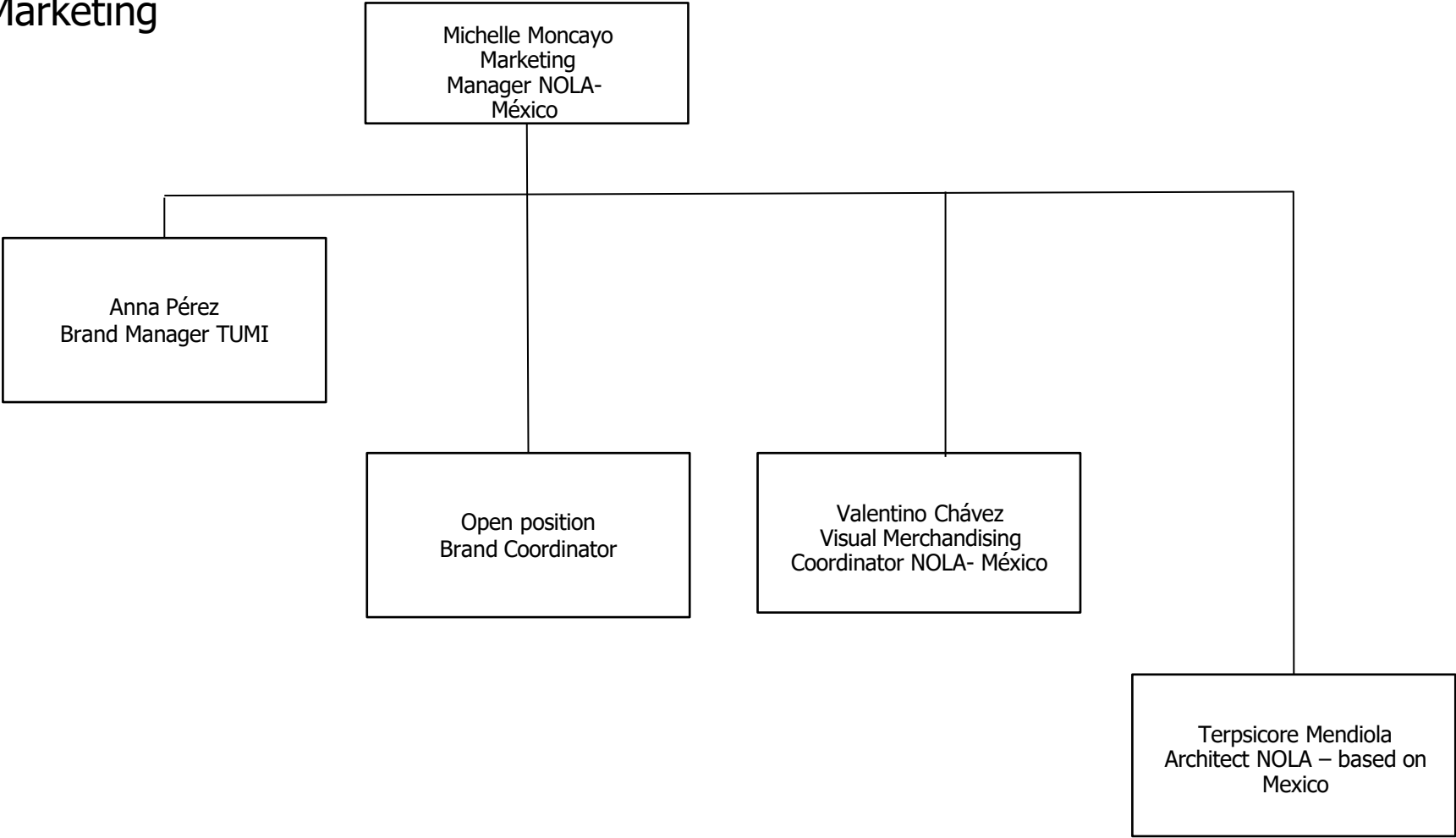
México Country Retail / Commercial



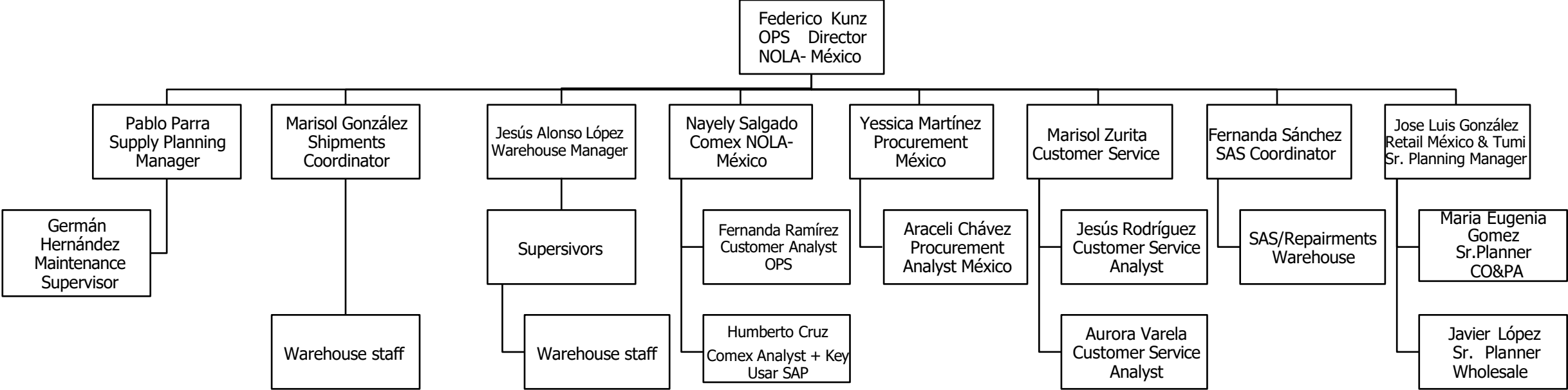
México Country Ecommerce



México
Country Marketing

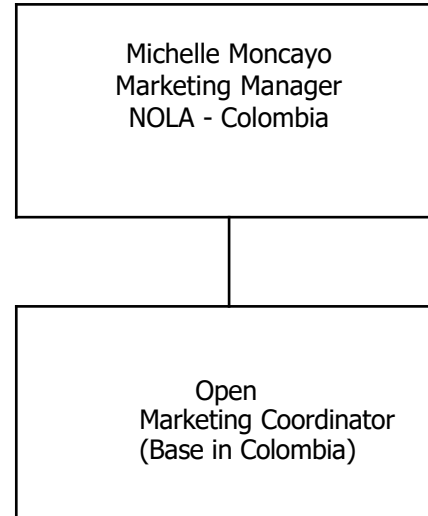


México
Country Supply Chain &
Operations

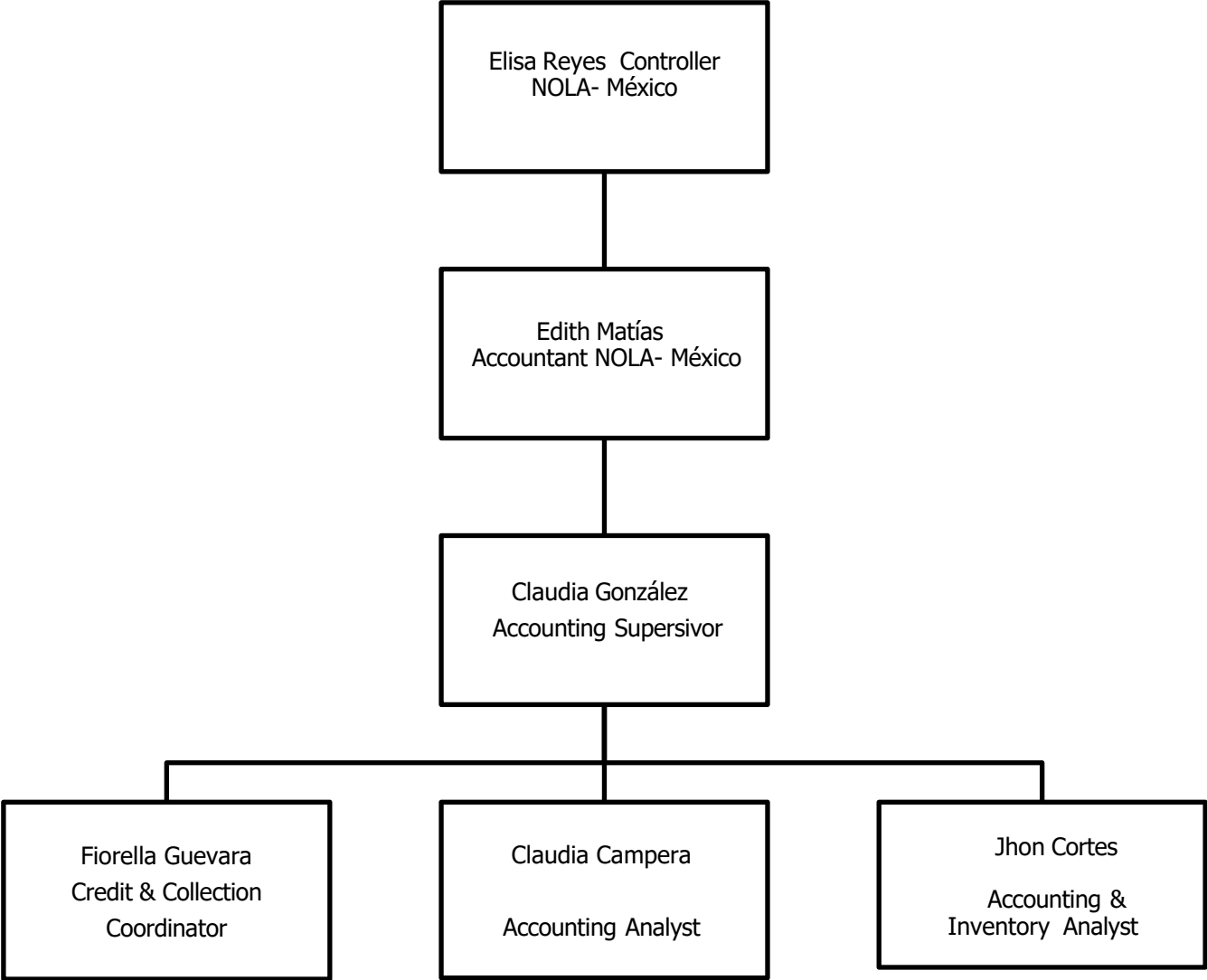


Colombia

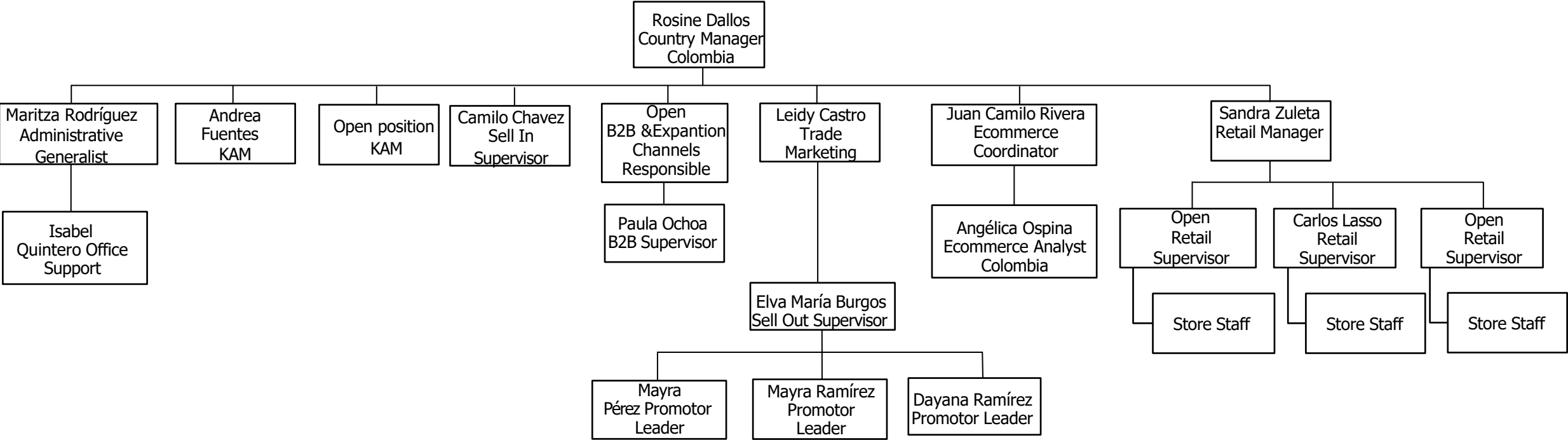
Colombia Country Marketing



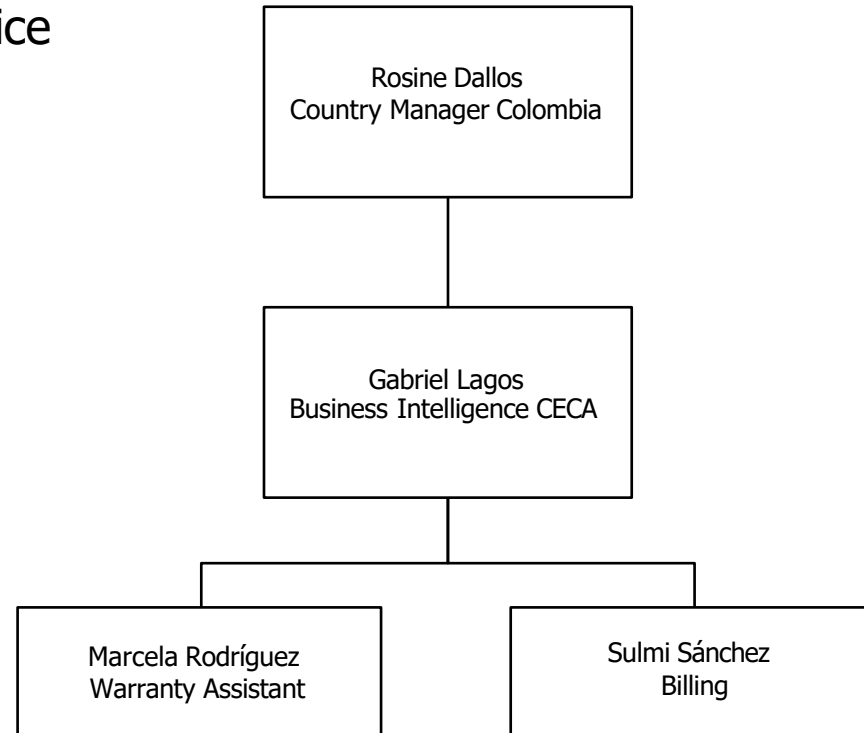
Colombia
Country Finance



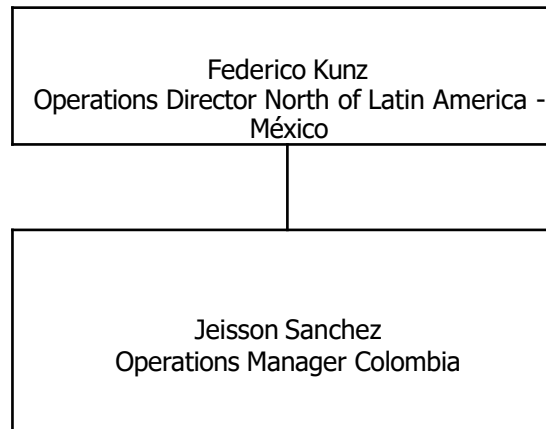
Colombia
Country
Commercial/Ecommerce



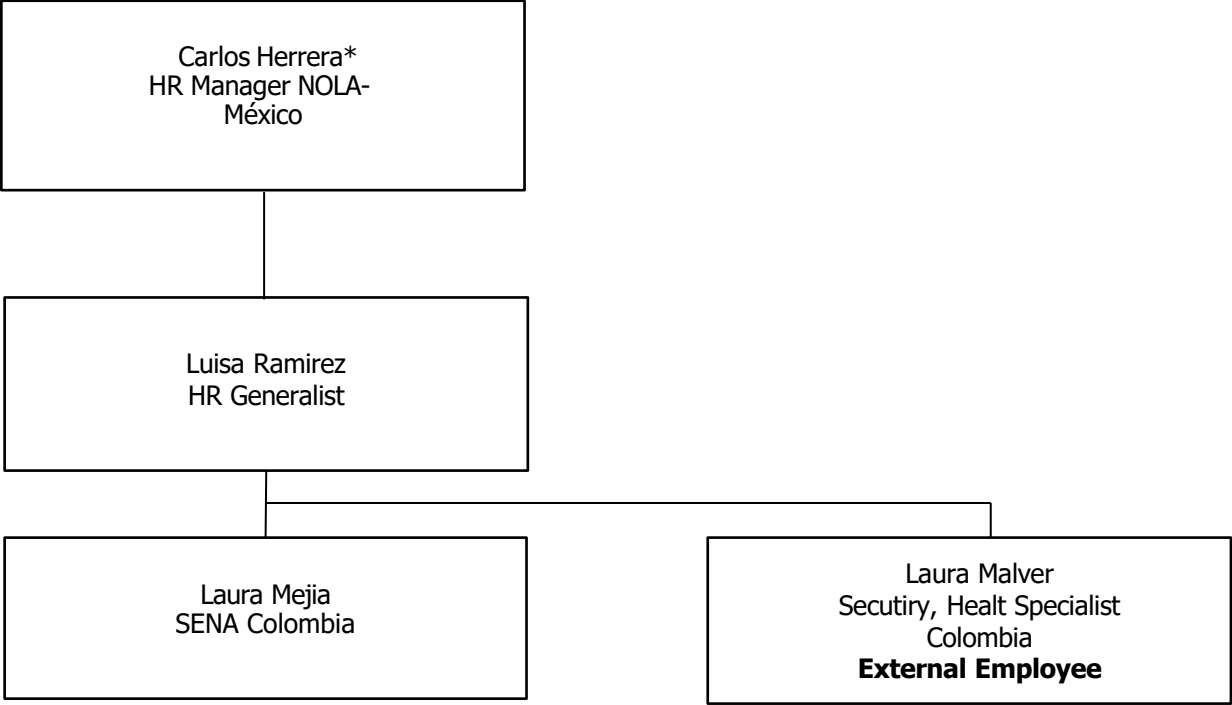
Colombia
Country Sales
Administrative/Customer Service



Colombia Country Supply Chain & Operations



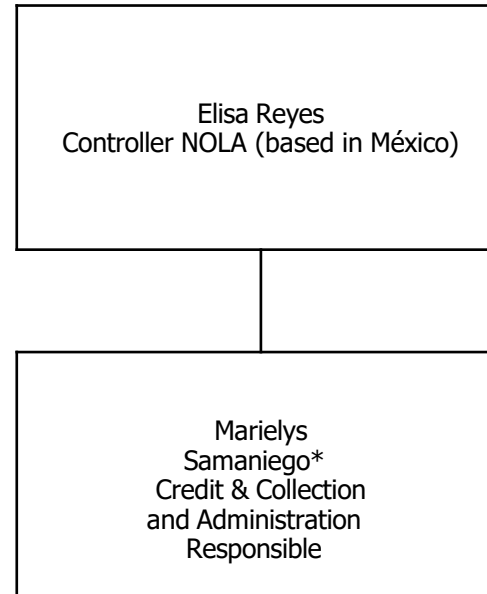
Colombia
Human Resources



*Carlos Herrera, HR Manager NOLA, has a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted-line into Manuel Martin (General Director NOLA)

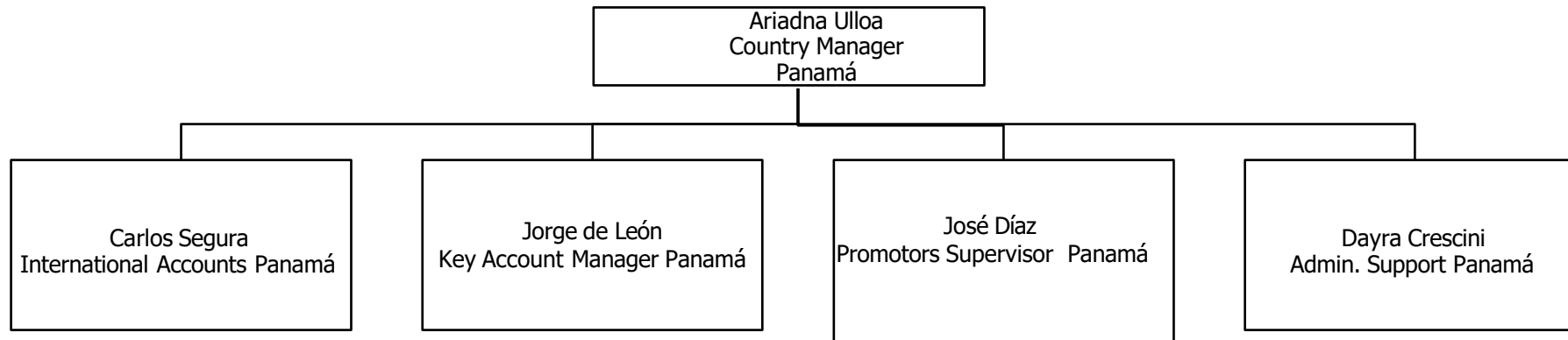
Panamá

Panamá Country Finance

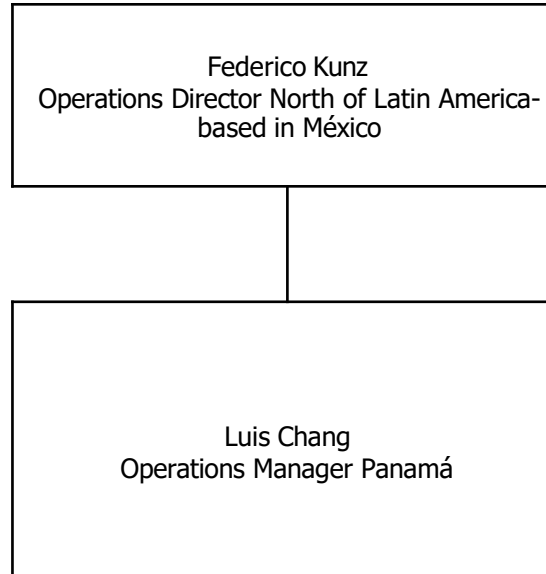


*Marielys Samaniego, Finance & HR Panamá, has a straight-line reporting into Elisa Reyes (Controller NOLA) and a dotted-line into Ariadna Ulloa (Sales Manager Panamá). She also reports into Carlos Herrera (HR NOLA) for payroll purpose.

Panamá Country Commercial

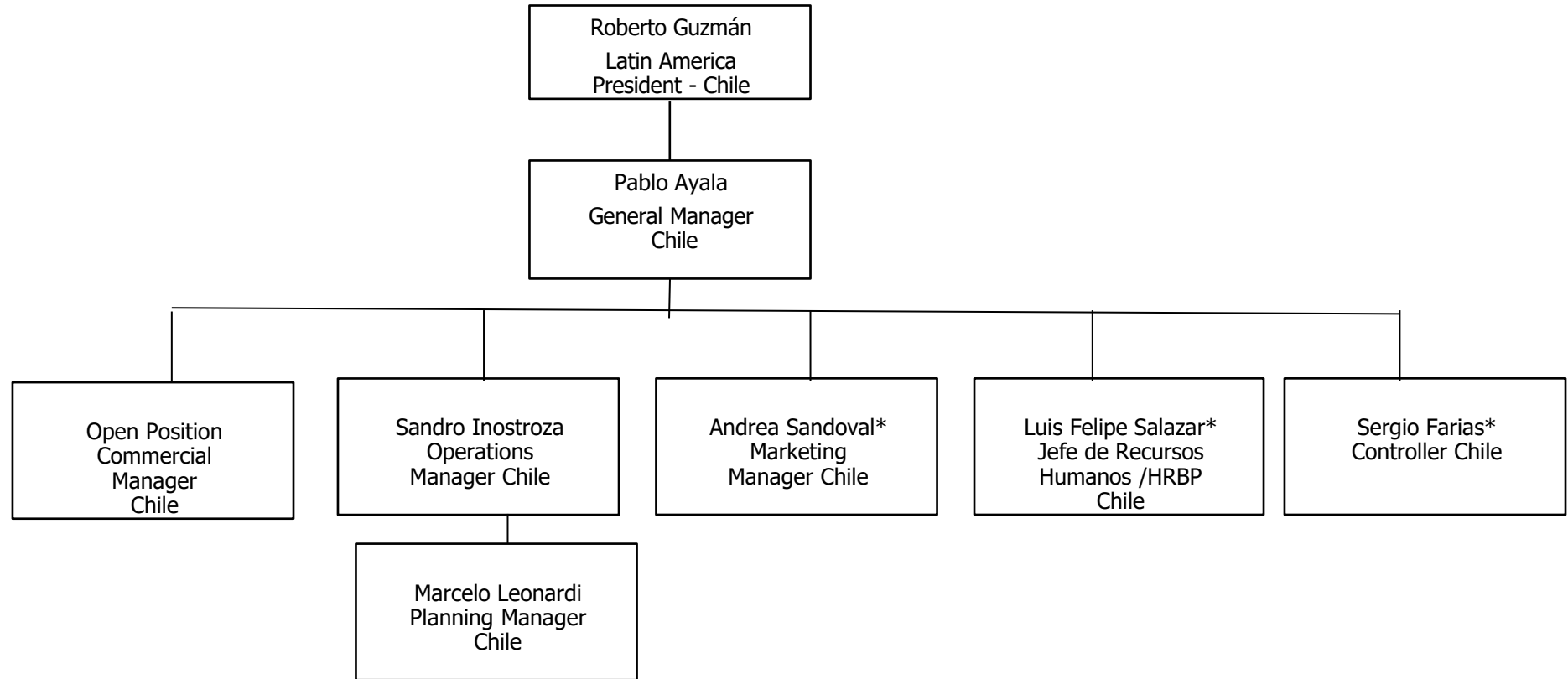


Panamá Country Supply Chain & Operations



CHILE

CHILE Country Leadership



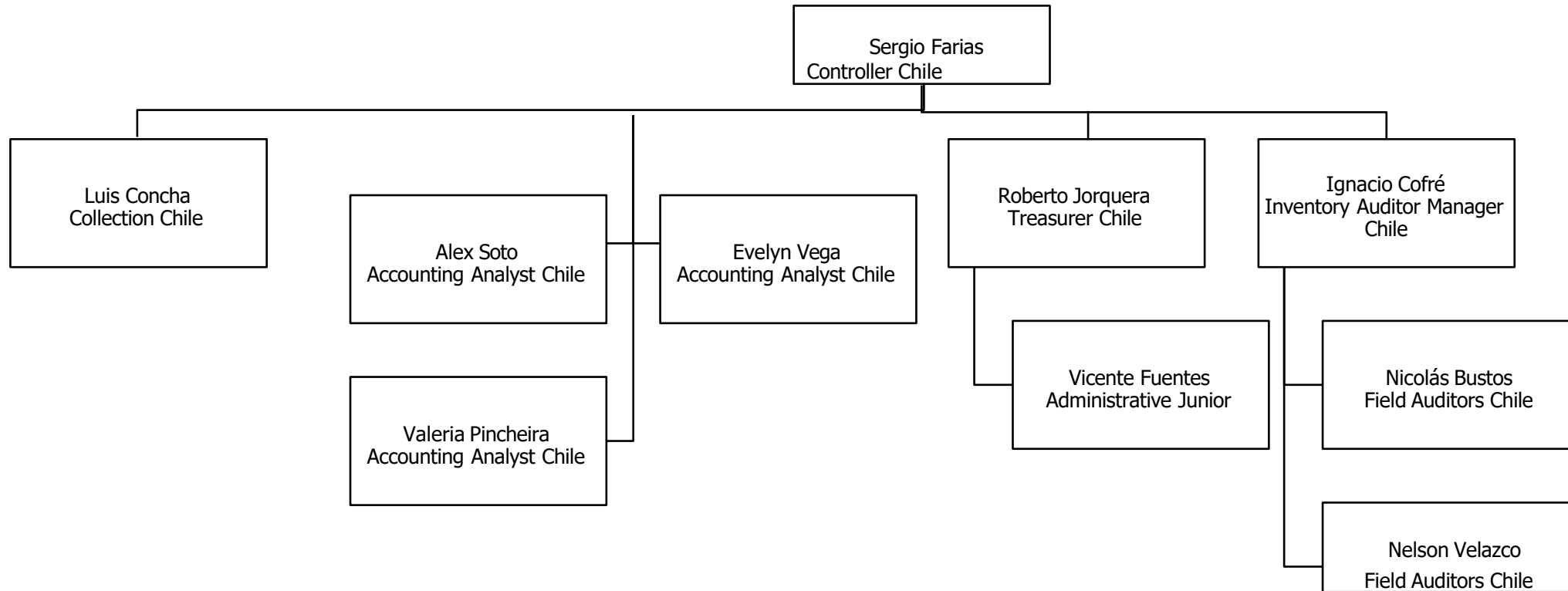
*Andrea Sandoval, Marketing Manager Chile, has a straight-line reporting into Karen Meyer (Marketing Director Latam) and a dotted-line into Pablo Ayala (General Director Chile).

*Luis Felipe Salazar, HRBP Chile, has a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted-line into Pablo Ayala (General Director Chile).

*Sergio Farias, Controller Chile, has a straight-line reporting into Carlos Espinoza (Finance Director Latam) and a dotted-line into Pablo Ayala (General Director Chile).

Confidential

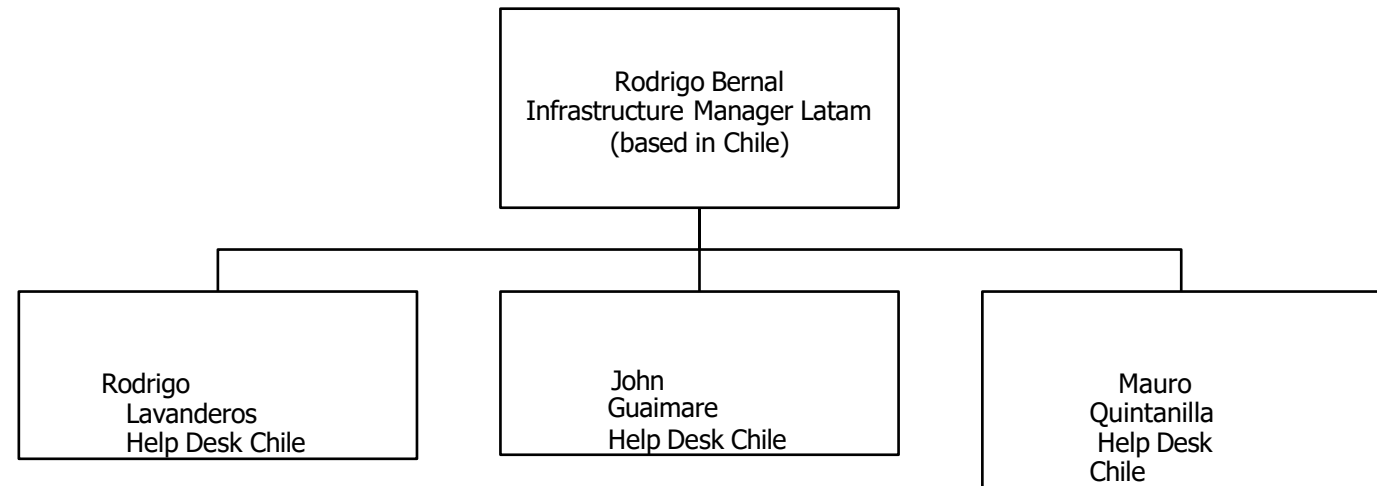
Chile Country Finance



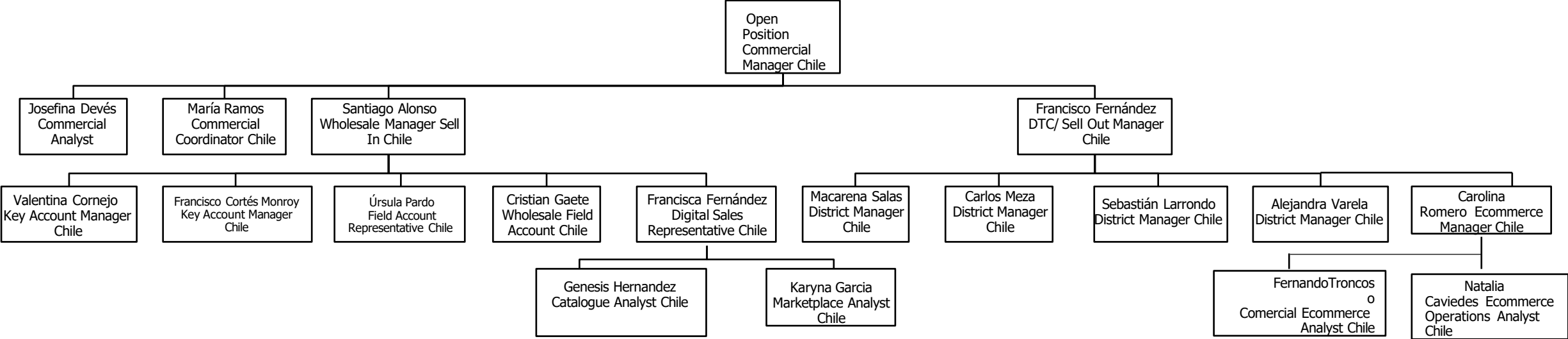
Chile

Country Information

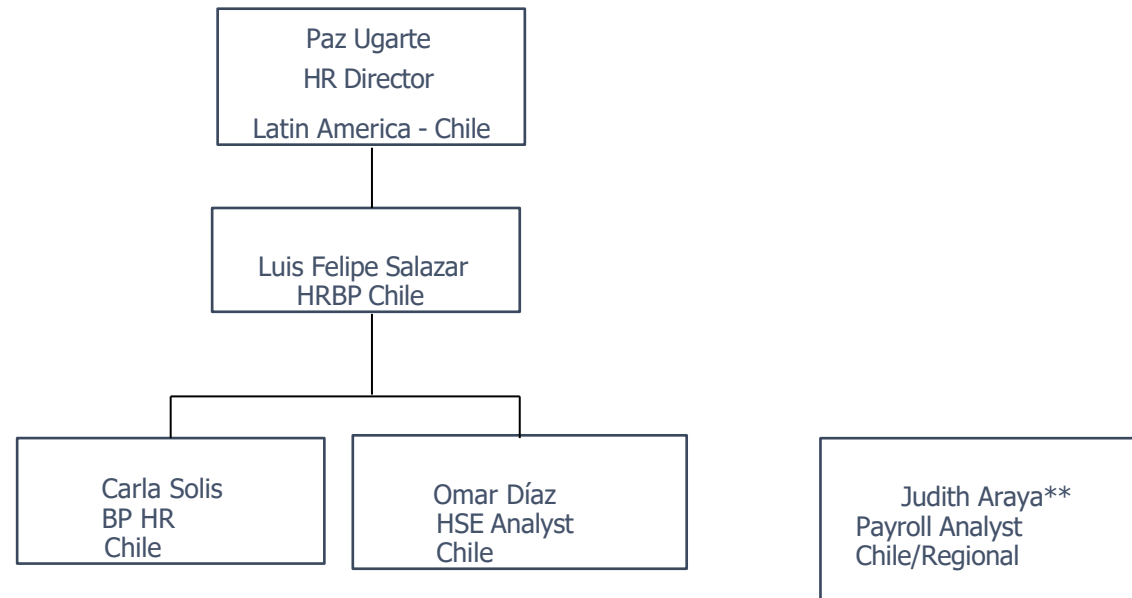
Technology



Chile
Country Commercial &
Ecommerce

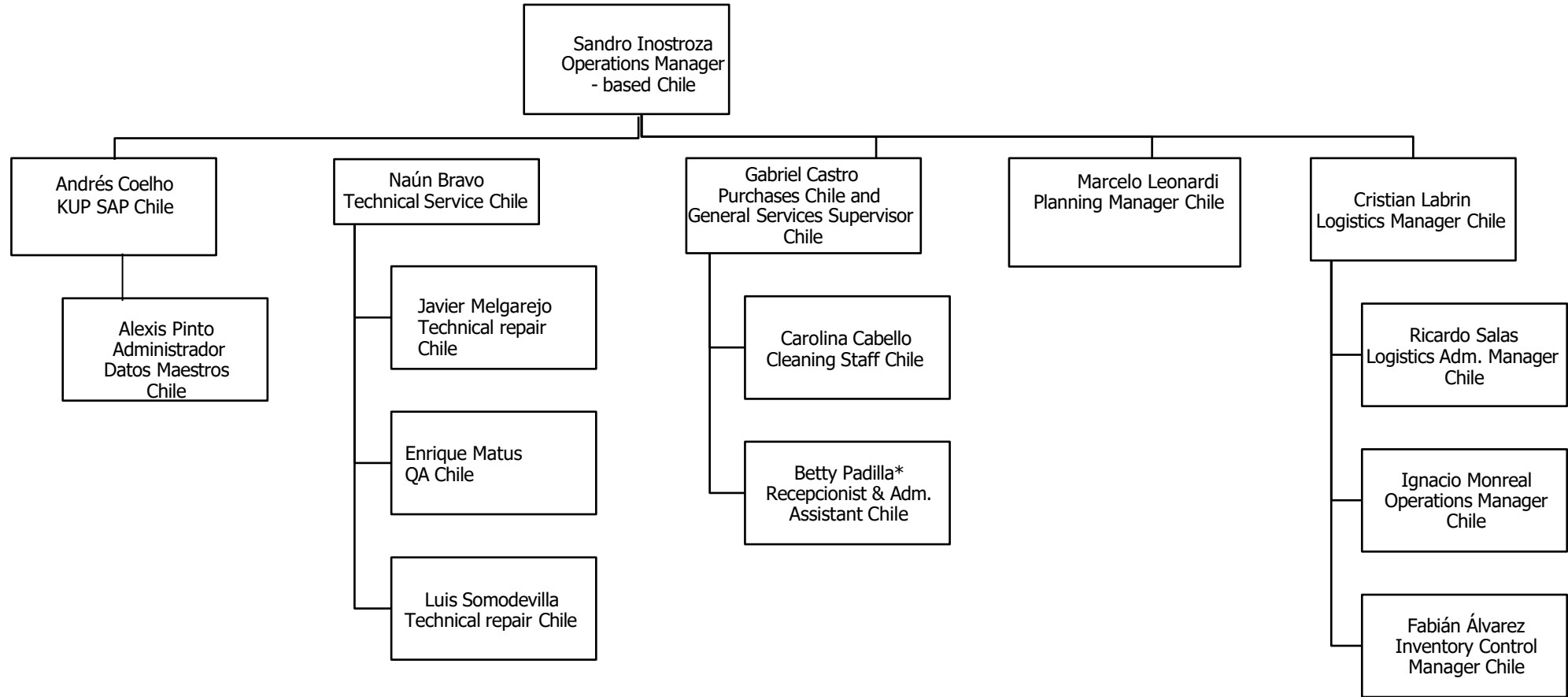


Chile Country Human Resources



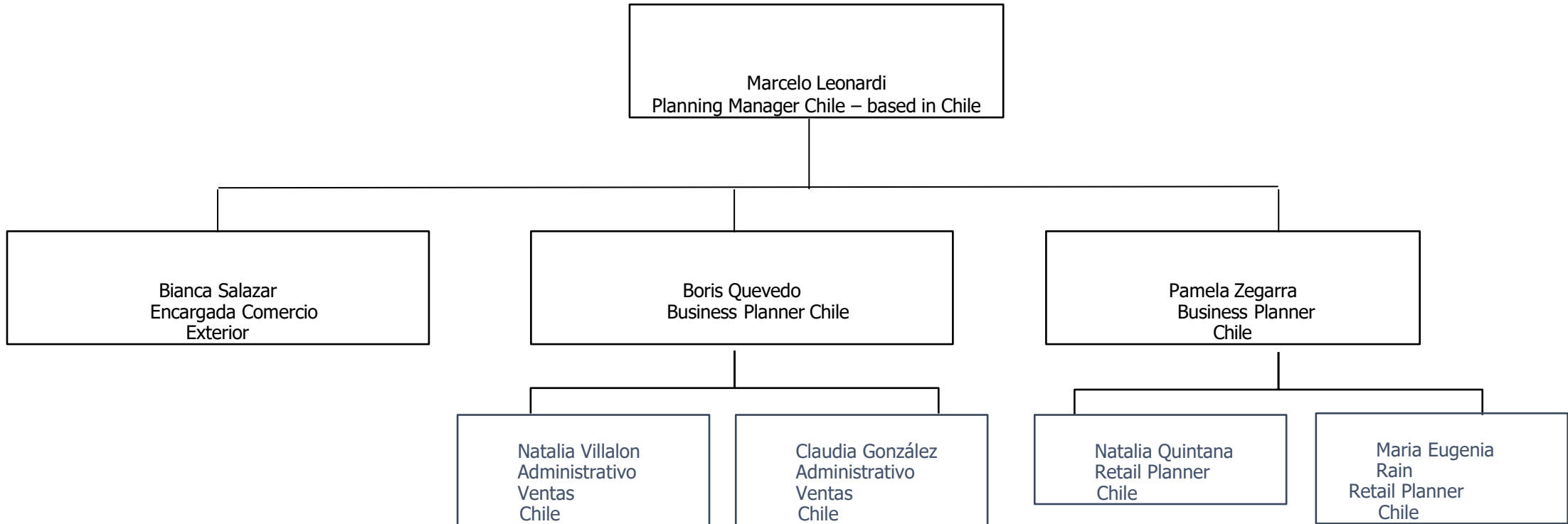
- **Judith Araya has a straight-line reporting into Gerardo Leiva (HR Regional Operations Manager).

Chile Country Operations

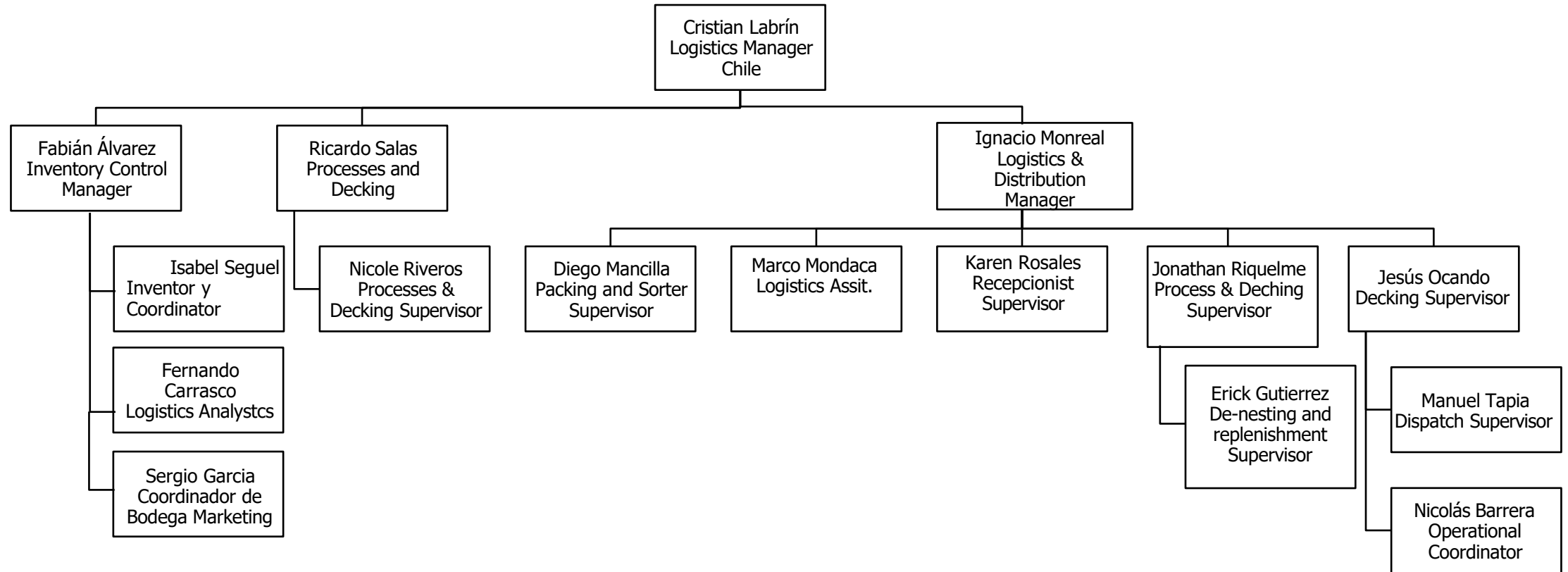


*Betty Padilla is assistant to the President of Latam

Chile Country Planning

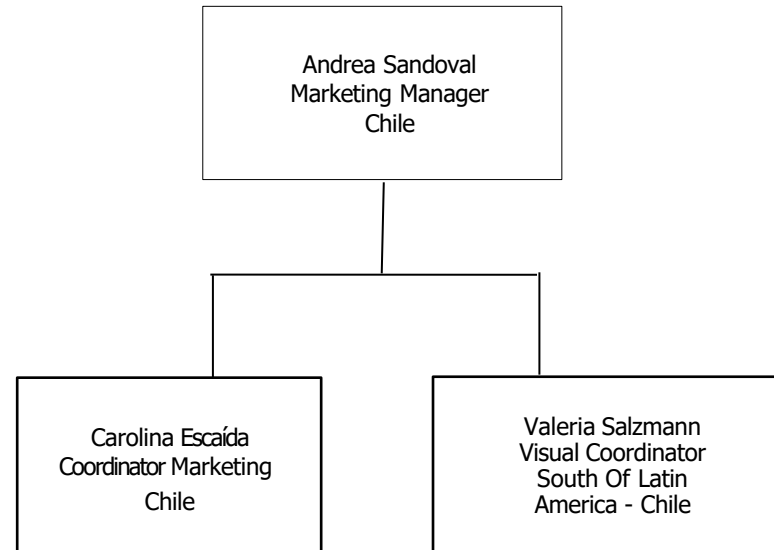


Chile Country Warehouse



Chile

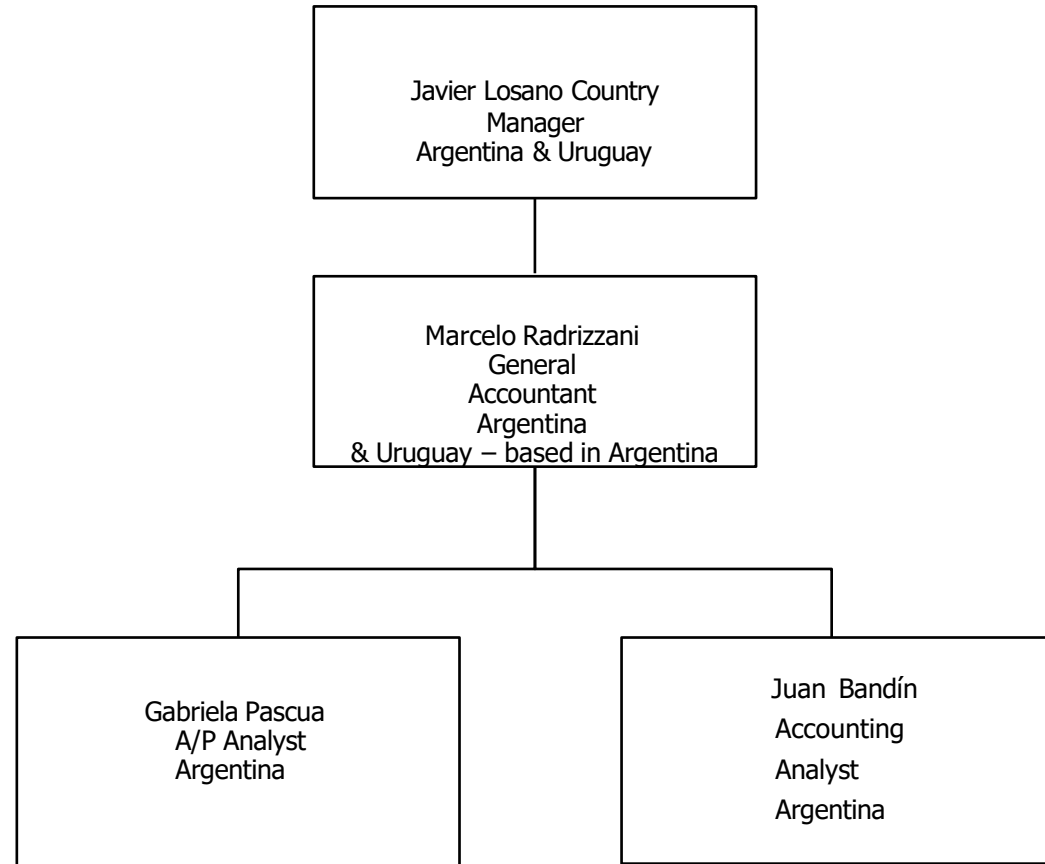
Country Marketing



ARGENTINA & URUGUAY

ARGENTINA

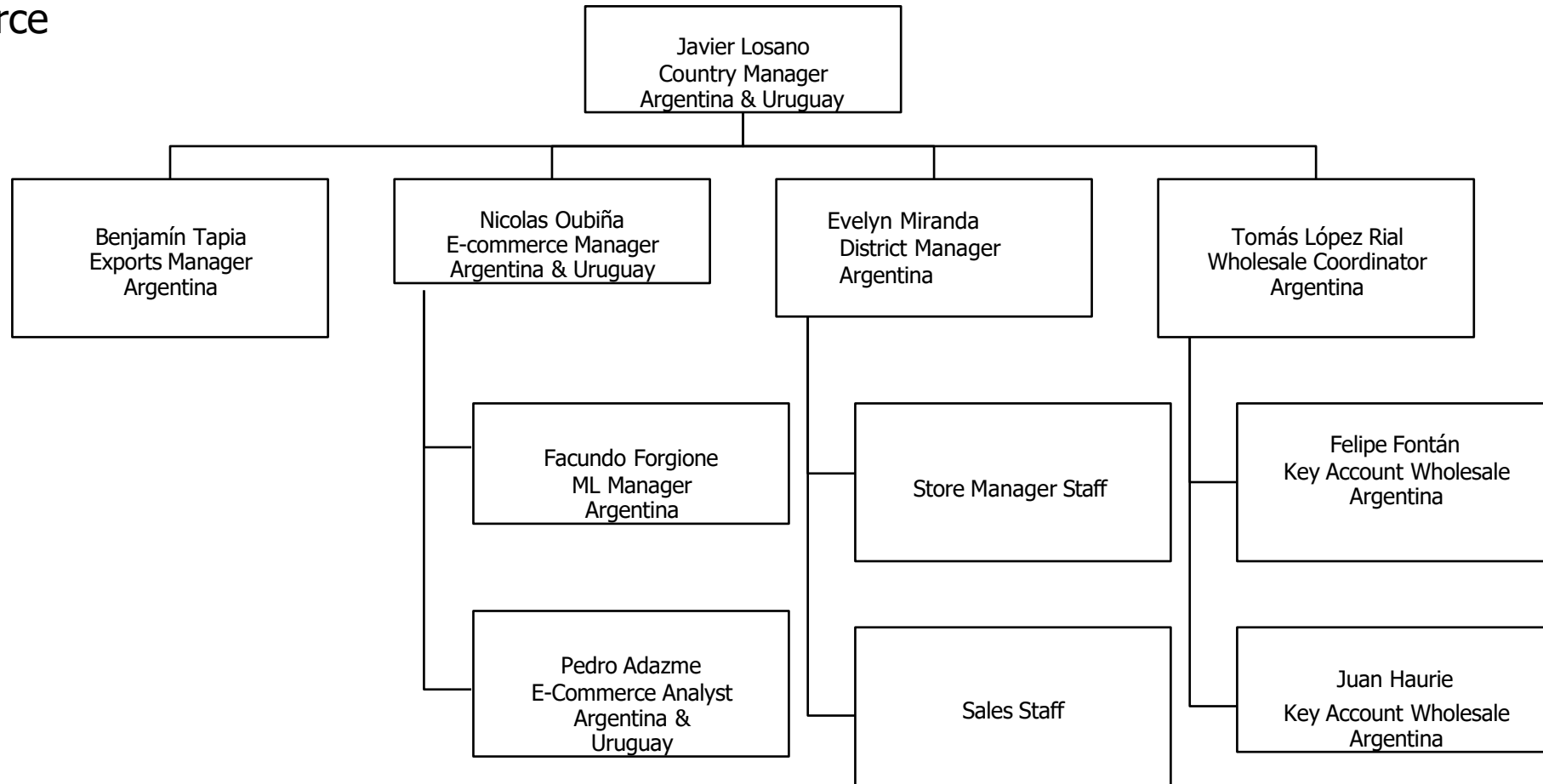
Country Finance



Argentina Country Marketing



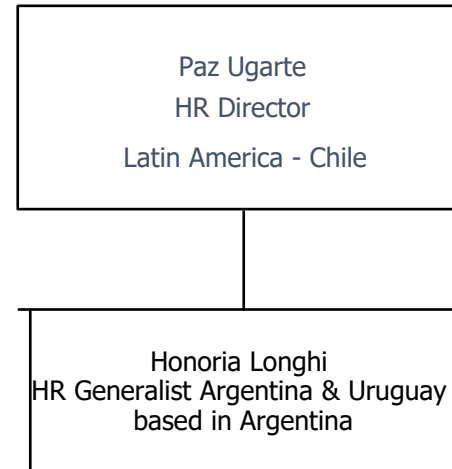
Argentina Country Commercial & Ecommerce



Argentina Country Planning

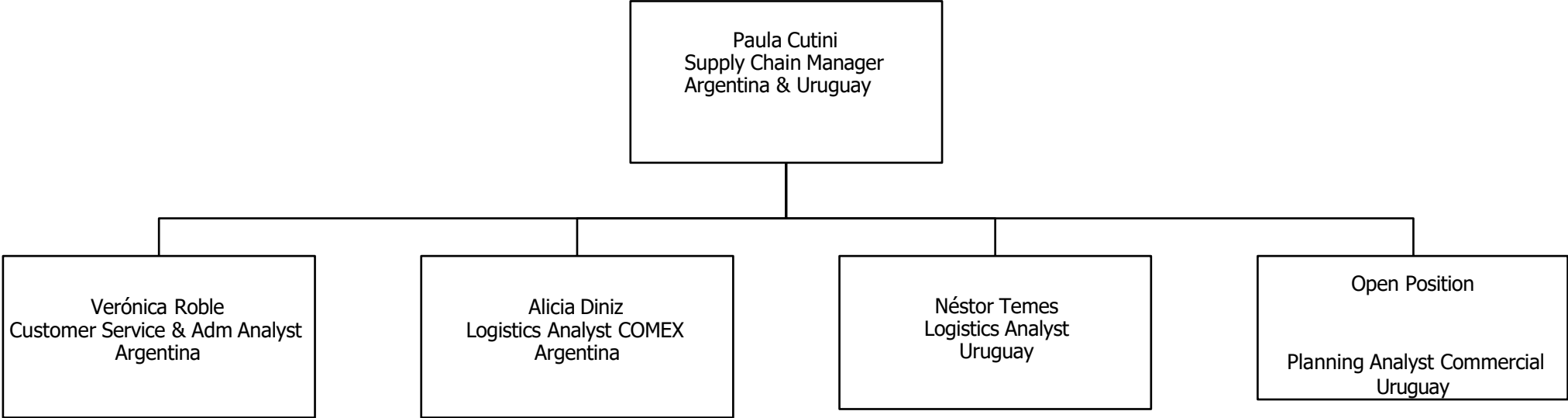


Argentina Country Human Resources



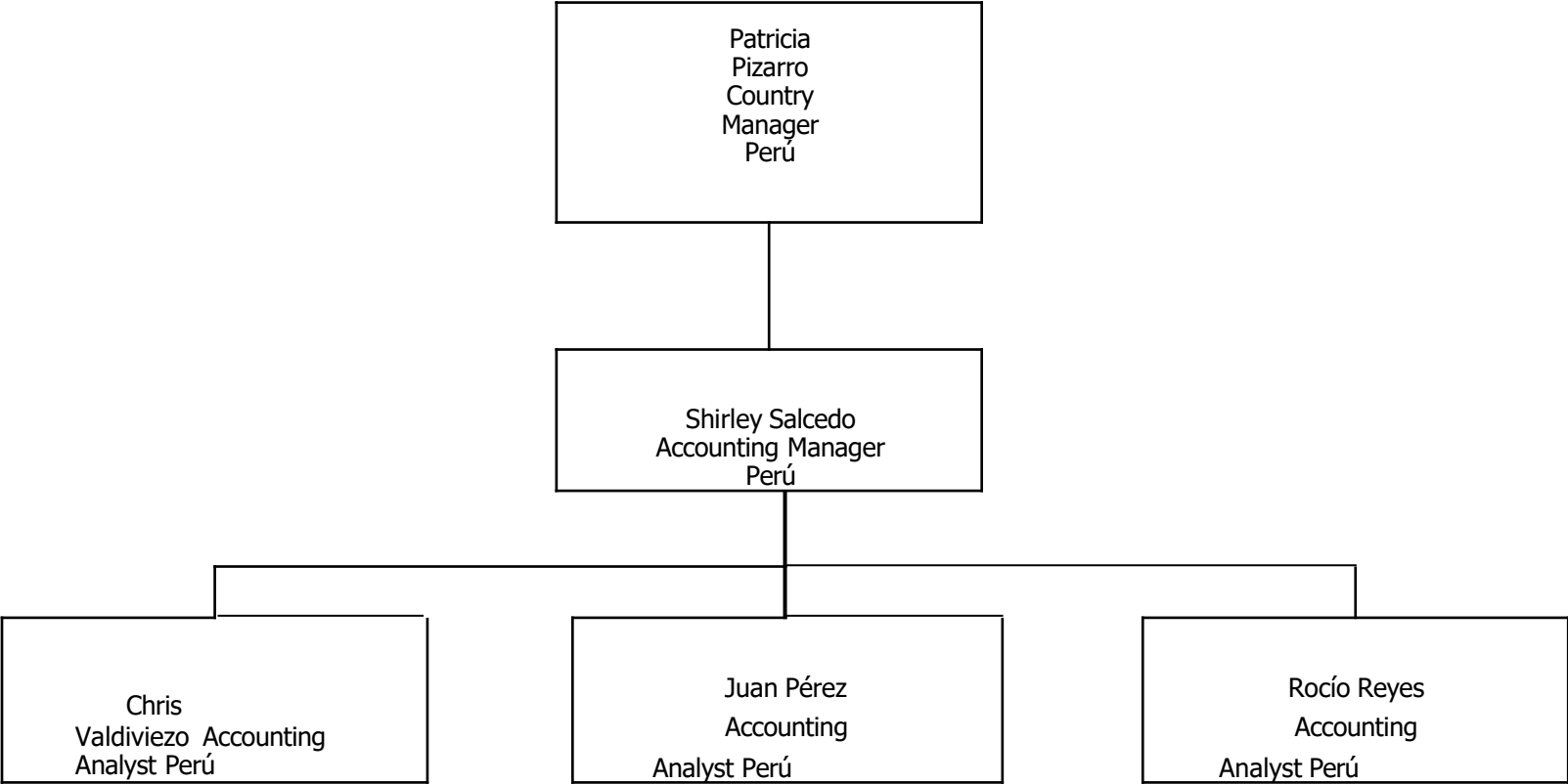
- Honorio, have a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted-line into Gerardo Leiva (HR Regional Operations Manager) for payroll and finance control purposes.

Argentina
Country Logistics &
Operation



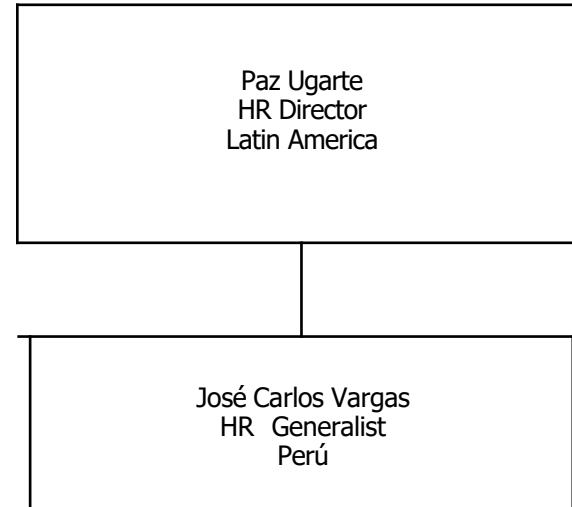
Perú

Perú
Country Finance



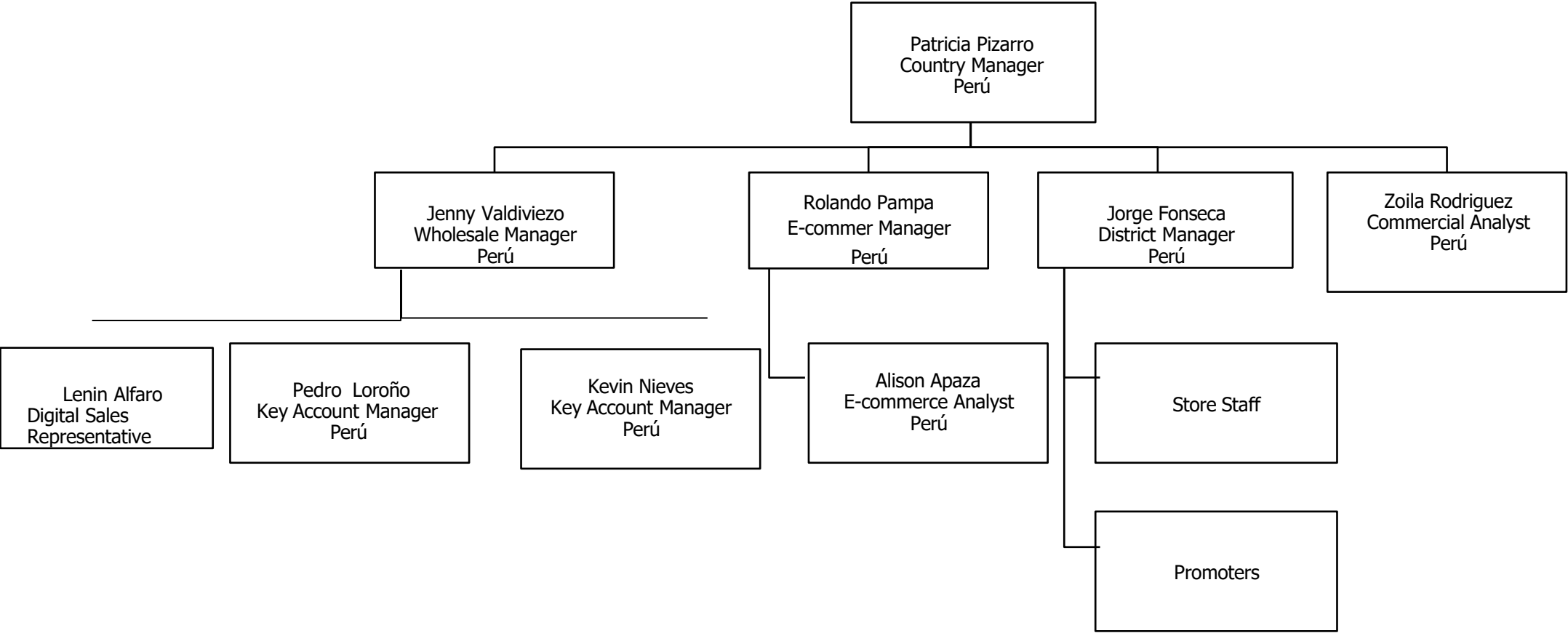
Perú

Country Human Resources



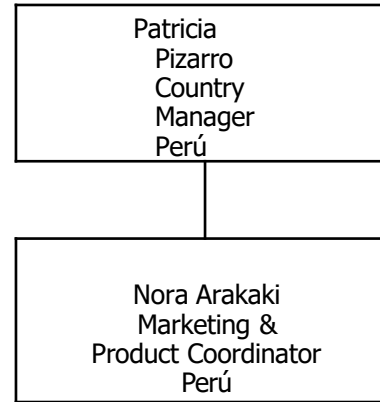
- Jose Carlos, have a straight-line reporting into Paz Ugarte (HR Director Latam) and a dotted-line into Gerardo Leiva (HR Regional Operations Manager) for payroll and finance control purposes.

Perú
Country Commercial

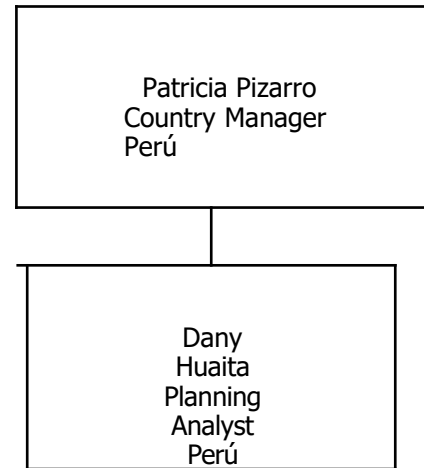


Perú

Country Marketing



Perú Country Planning



Perú
Country Logistics &
Operation

