

MANAGEMENT REPORT

2023



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An aerial photograph of a city, likely Bogotá, Colombia, showing a dense urban area with numerous high-rise apartment buildings. In the foreground, there is a large industrial facility with several large white storage tanks and a circular structure. The city is surrounded by green hills and mountains under a blue sky with white clouds. A large green curved shape is overlaid on the left side of the image.

Chapter 01

Our Company

agrofrut 
C.I. Agrofrut S.A.S.

01

Our

COMPANY

1.1 About Us

We are the leading agro-industrial company in Colombia specializing in the processing of tropical and exotic fruits, with **over 30 years** of experience serving both national and international markets. Our main product line is fruit pulps, featuring our brands Canoa, Casa Loma, and over 10 private labels.





ORIGINS

1.2

The Canoa brand was established in 1992 during a brainstorming session among partners. They sought a name that was short, easy to pronounce in any language, and evocative of the tropics and tropical fruits.

The primary objective was to find a solution for Colombian farmers and their families by commercializing and utilizing fruits that did not meet export quality standards but were suitable for making fruit jams, dehydrated fruits, and fruits in syrup. They started with cape gooseberry, figs, and blackberries, among others.

In January of that year, one of the founders attended the "Green Week" fair in Berlin, showcasing Canoa brand jams and fruit in syrup with exotic flavors like coffee, tree tomato, and cape gooseberry, made by third parties. Proexport Colombia appreciated the initiative and invited them to the Alimentaria Fair in Barcelona, Spain, in March 1992. The success was such that Agrofrut was established as a producing company in the Municipality of Itagüí that same month, with the first in-house production of jams, fruits in syrup, and dehydrated fruits starting in August.

In 1994, the commercial department proposed producing fruit pulps. The market reception was so favorable that they needed to expand their facilities in Itagüí. Later, in 1995, they introduced the line of pasteurized pulp (non-frozen). Due to sales growth, they decided to move operations to the Municipality of La Estrella in 2004.

Currently, the company has been in the national and international markets for **32 years and employs over 300 direct and indirect workers.**

Our PRODUCTS

1.3



Frozen Fruit Pulp

- › Tray x 10 units without sugar (individual portion 90g)
- › Bag x 8 units without sugar (individual portion 120g)
- › Family portion without sugar (bar 250g)
- › Tablet without sugar (397g)
- › Bag without sugar (1kg)
- › Tub with 10% sugar (1kg)
- › Zipper bag of healthy mixes without sugar (90g)
- › Jug with sugar (946ml)
- › Jug with sugar (1893ml)
- › Zipper bag of fruit with sugar (540g)



Non-refrigerated Fruit Pulp (Casa Loma)

- › Pasteurized pulp with sugar (1kg)
- › Pasteurized pulp without sugar (1kg)



Frozen Fruits and Tubers

- › Whole frozen tree tomato (454g, 906g, 1359g)
- › Whole frozen blackberry (454g)
- › Frozen lulo - naranjilla (454g)
- › Frozen creole potato (454g, 906g)
- › Frozen arracacha (454g)





Chapter 02

Business Model



02

Business MODEL

Our value chain begins with the fruit cultivated in different regions of Colombia, featuring various thermal floors and different harvest cycles. From there, it arrives at our facilities where skilled personnel and advanced technology process it into Canoa and Casa Loma products. These products are then distributed by our local and international suppliers and partners to our final consumers, who enjoy a high-quality Colombian product at their table.



› Our Fruit

Our fruit comes from the Colombian countryside, carefully selected **by over 3500 farmers**, with whom our company has established harvest purchase agreements. These agreements aim to help them remain on their land and encourage legality in the agricultural sector.

› Our People

We promote healthy environments for our **collaborative staff** by focusing on personal and professional growth, active participation, and leadership development.

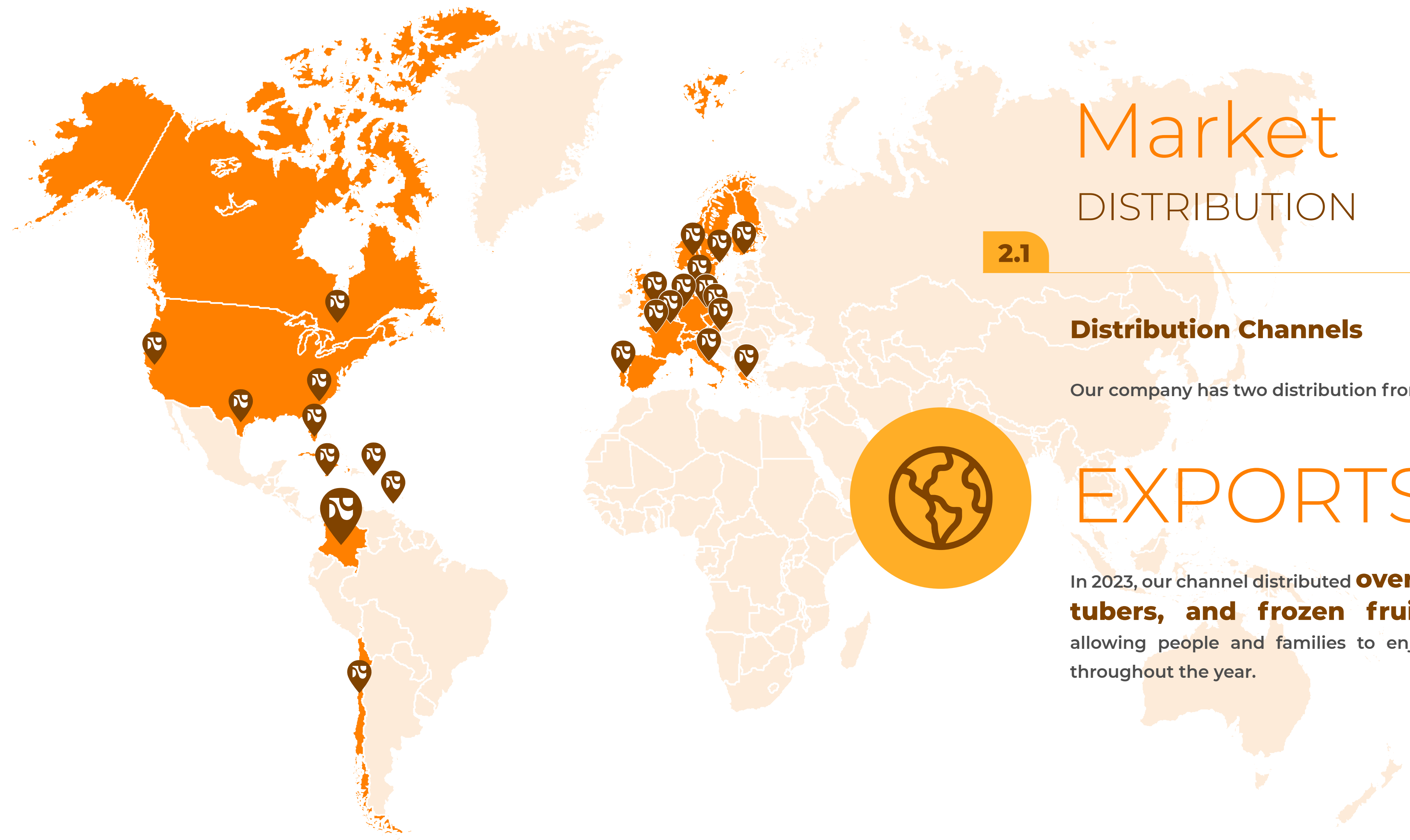
› Our Suppliers and Partners

We create alliances with **our suppliers of raw materials and services**, ensuring high product availability and a national and international distribution network.

› Our Customers and Consumers

Our brands are leaders for their freshness, variety, versatility, and contribution to well-being. We strive to strengthen **relationships with customers and consumers**, prioritizing their satisfaction through sustainable and quality practices.





Market DISTRIBUTION

2.1

Distribution Channels

Our company has two distribution fronts:



EXPORTS

In 2023, our channel distributed **over 8000 tons of pulp, tubers, and frozen fruit**, to different countries, allowing people and families to enjoy various tropical flavors throughout the year.



INTERNATIONAL PRESENCE

We export directly to:

North America

-  **Canada**
-  **United States**

Caribbean

-  **Jamaica**
-  **Puerto Rico**
-  **Trinidad and Tobago**

South America

-  **Chile**

In Europe, we have a strategic partner that distributes from Spain to:

- | | | |
|---|--|---|
|  Portugal |  Switzerland |  Czech Republic |
|  Italy |  Belgium |  Denmark |
|  France |  Netherlands |  Sweden |
|  Greece |  England |  Norway |
|  Germany |  Austria |  Finland |

NATIONAL

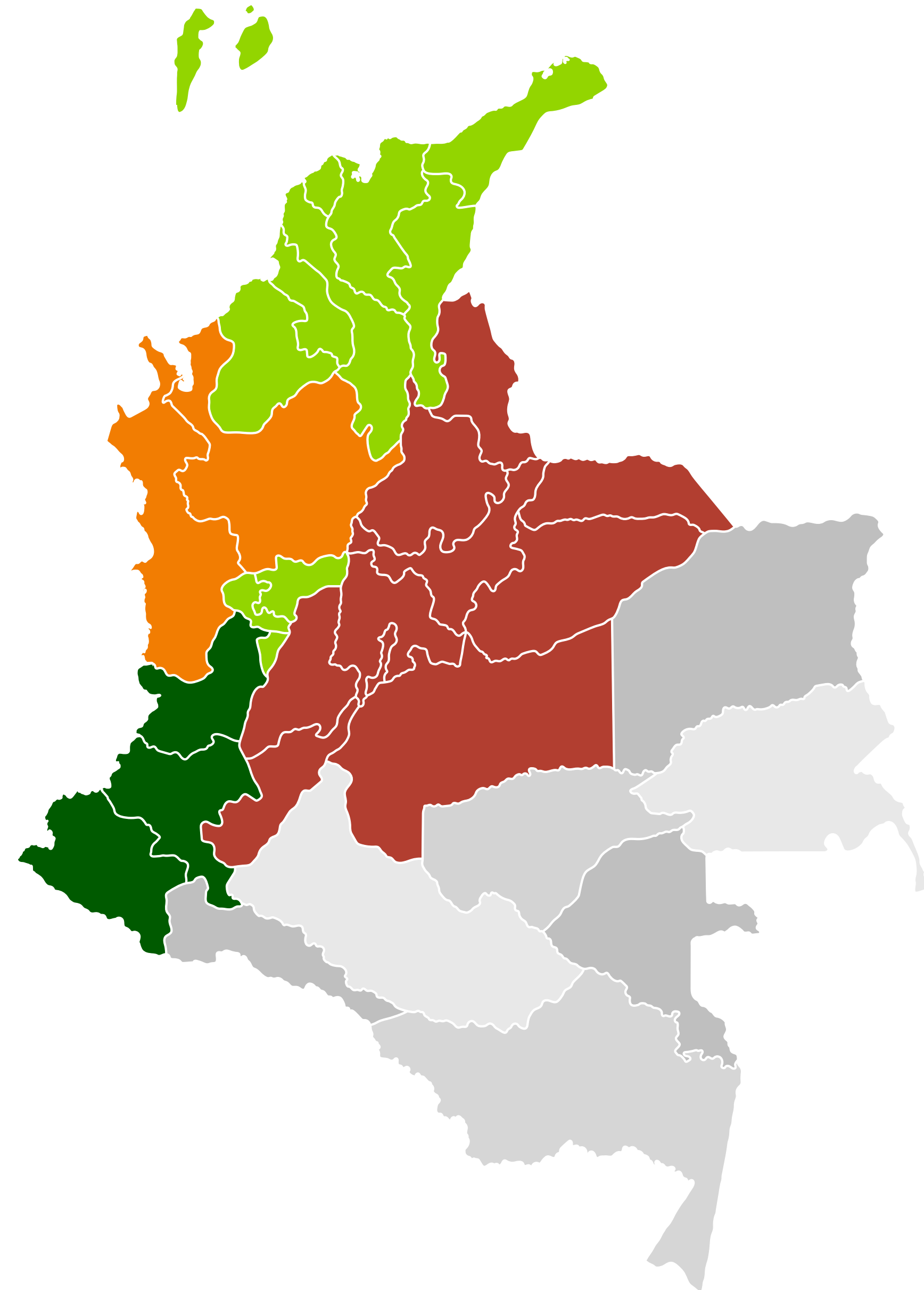
In 2023, our company distributed **2475 tons of pulp** to our institutional channels (**hotels, restaurants, casinos**) and retail.



Coverage in municipalities of Colombia

National Destinations

Antioquia	Magdalena
Atlántico	Meta
Bolívar	Norte de Santander
Boyacá	Quindío
Caldas	Risaralda
Cauca	San Andrés
Casanare	Santander
Cesar	Sucre
Cundinamarca	Tolima
Huila	Valle del Cauca



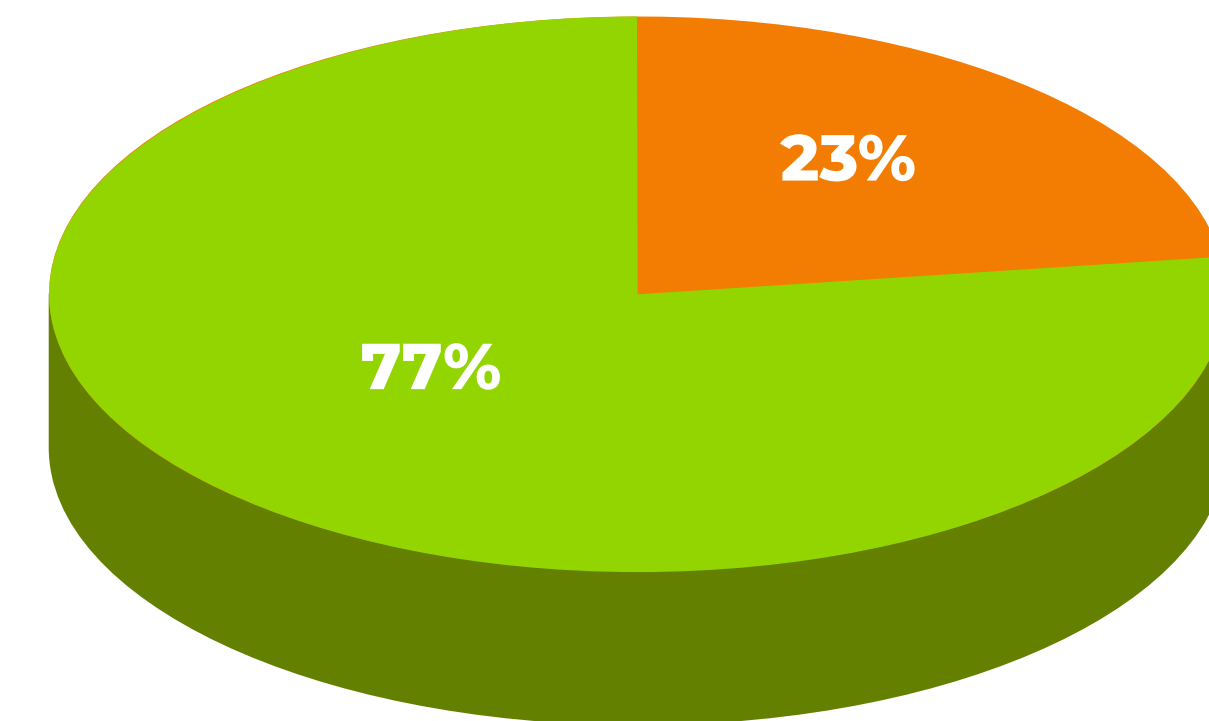


MARKET SHARE

2.2

Our markets, both international and national, are distributed in a ratio of 77% to 23%, with **77% representing exports**, aimed at nostalgic markets abroad and **23% representing our national market** focused on HORECA (hotels, restaurants, and casinos) and retail (chain stores).

Sales Percentage by Market



77% Exports

23% National

FLAGSHIP PRODUCT

FRUIT PULP

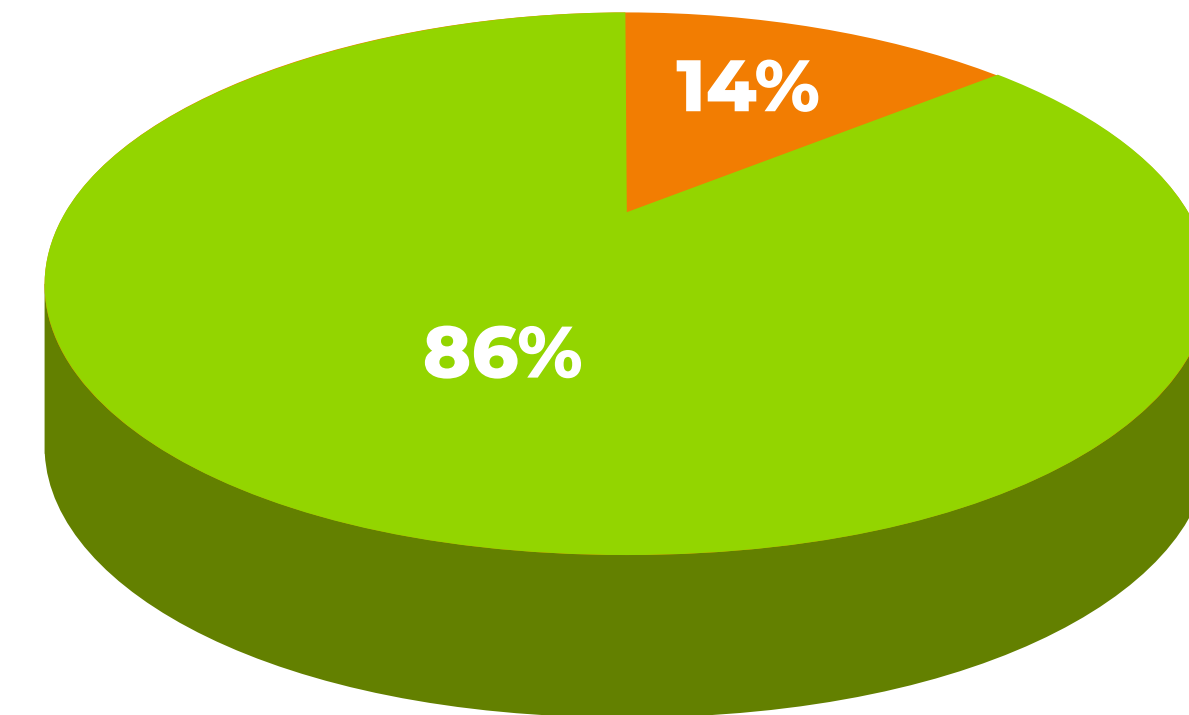
2.3

2.3.1 National Sales

Our fruit pulps are marketed through two models: Retail in large supermarkets, and Institutional in food services, hotels, restaurants, clinics and hospitals, state entities such as the PAE (**School Feeding Programs**), schools, retail distributors, and in the industrial market as raw material for new products.

In 2023, 4,795 tons of fruit pulp were sold in the national market, broken down as follows: 86% institutional and 14% in the retail channel.

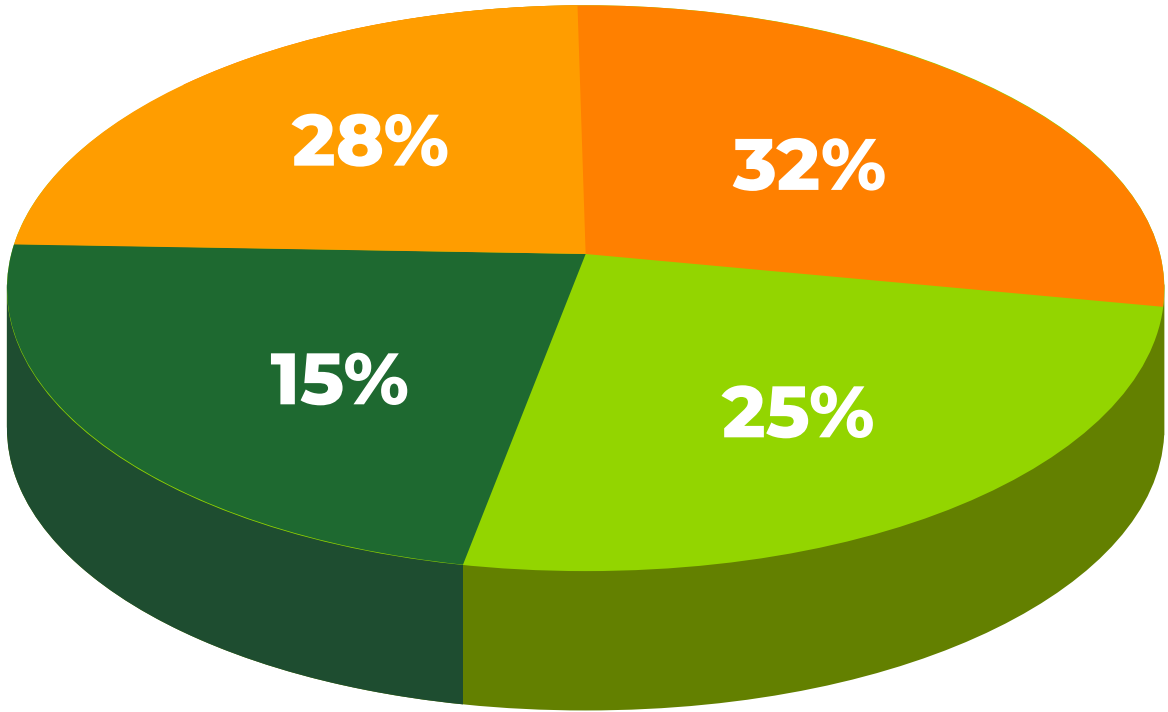
Sales Percentage by NATIONAL CHANNEL



86% Institutional

14% Retail

Sales Percentage by
REGIONS



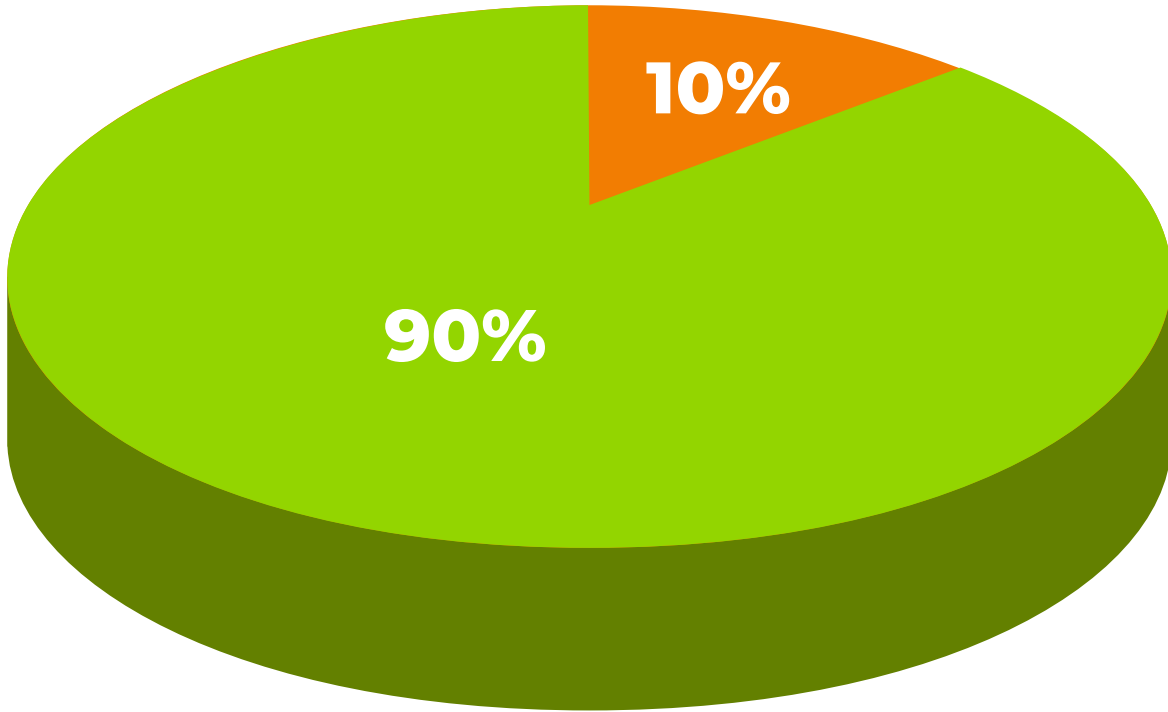
- 32%** Centro
- 28%** Antioquia + Chocó
- 25%** Costa + Eje Cafetero
- 15%** Pacífico



NATIONAL
MARKET

In the national market, we have 176 active clients with 737 points of sale in the country, of which 90% are our own brands and 10% are private brands.

Sales Percentage by
NATIONAL BRAND



- 90%** Own Brands
- 10%** Private Brands

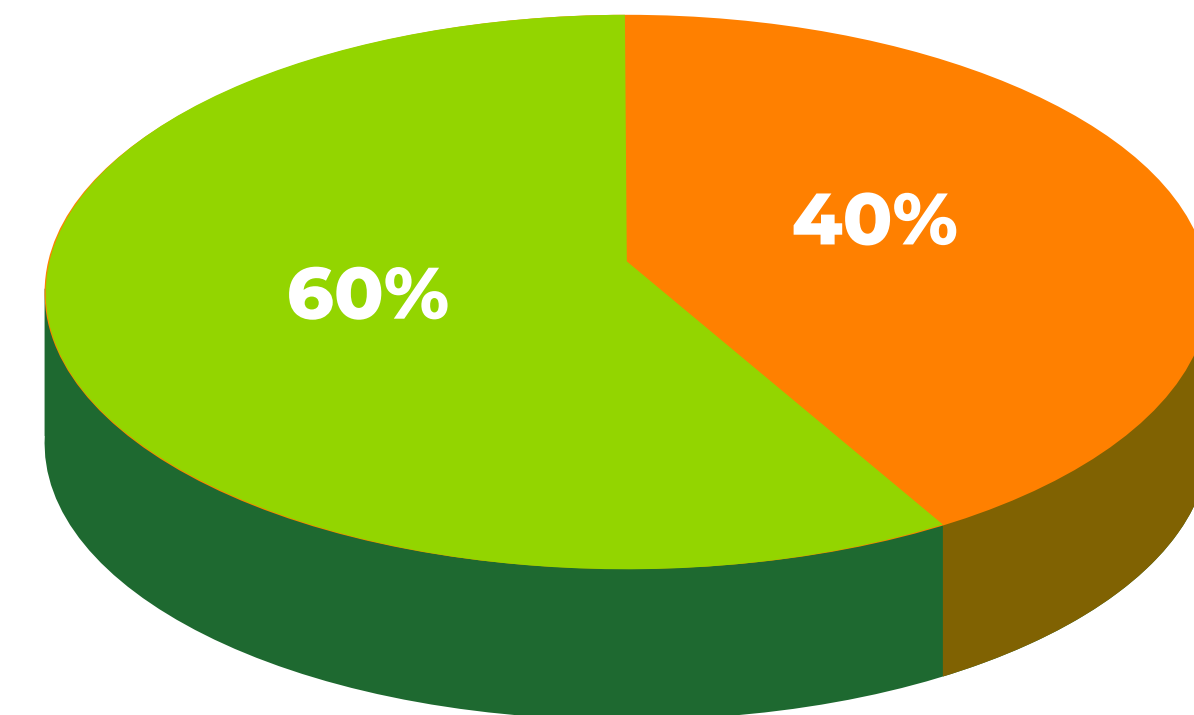
SALES EXPORTS

2.3.2

In 2023, **over 8,000 tons of Pulp** were sold for the export market, reaching **more than 20 countries** in North America, the Caribbean, South America, and Europe, representing a 7% growth in kilos exported compared to 2022.

60% of these are our brands (Canoa and Casa Loma) and **40% are private brands** (third-party or contract manufacturing).

Sales Percentage by BRAND

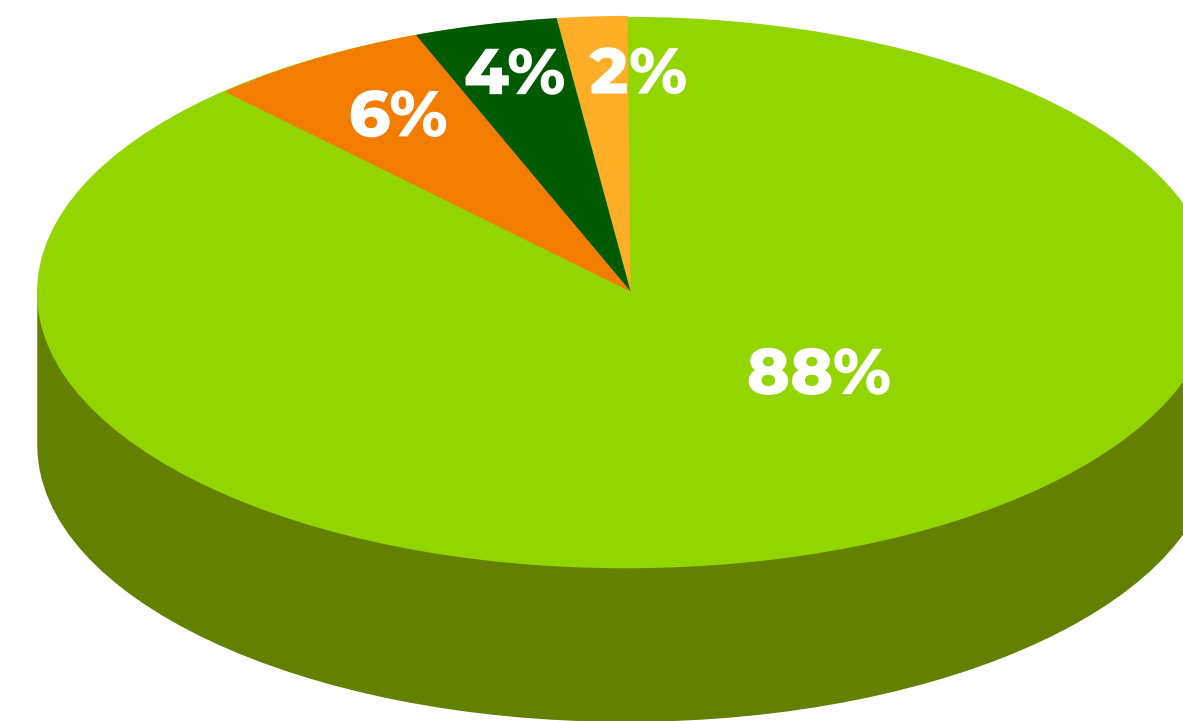


60% Our Brands

40% Private Brands



Sales Percentage by EXPORT COUNTRY



88% North America

6% Europe

4% Caribbean

2% South America

2.3.2.1

RECOGNITION 2024 ★ ★ ★ ★ ★

In 2024, we received a special Export Merit recognition from the Colombo American Chamber of Commerce – AMCHAM, highlighting our 30-year history of exporting with high-quality and innovative practices and our contribution to agricultural development and sustainability in the region and the country.





Chapter 03

Sustainable Performance

03

SUSTAINABLE

PERFORMANCE



ABOUT THIS REPORT

3.1

Agrofrut has structured this management report for 2023 to inform its stakeholders about how the organization has impacted its productive value chain over time.

This year's report describes the management of resources, governance, and performance throughout the year in the collaborative, transformational, and natural pillars, named according to the institutional culture. The transformational pillar includes information on origins, financial information, policies, vision, and business values; the natural pillar covers climate change, pollution, and waste; and the collaborative pillar addresses human resource management, workplace safety and health, product safety, and opportunities in nutrition and health.

This report is the first voluntary version, covering from January 01 to December 31, 2023.





GOVERNANCE OF THE SUSTAINABILITY STRATEGY

3.2

Agrofrut has implemented a sustainability strategy led by the Sustainability Department, which reports to the company's management.

This department is responsible for coordinating with different areas to achieve the proposed goals through various projects developed throughout the year.

Agrofrut has a framework of policies that promote good sustainability practices across the company, such as:

1. Corporate Sustainability
2. Human Rights
3. Anti-Corruption and Anti-Bribery
4. Hiring Policy
5. Prevention of Psychoactive Substance Use
6. Comprehensive Management
7. Conflict of Interest
8. Gifts, Presents, and Rewards

Management STRUCTURE

3.3

Conventions

- Manager

■ Director

■ Coordinator

■ Supervisor
- Assistant

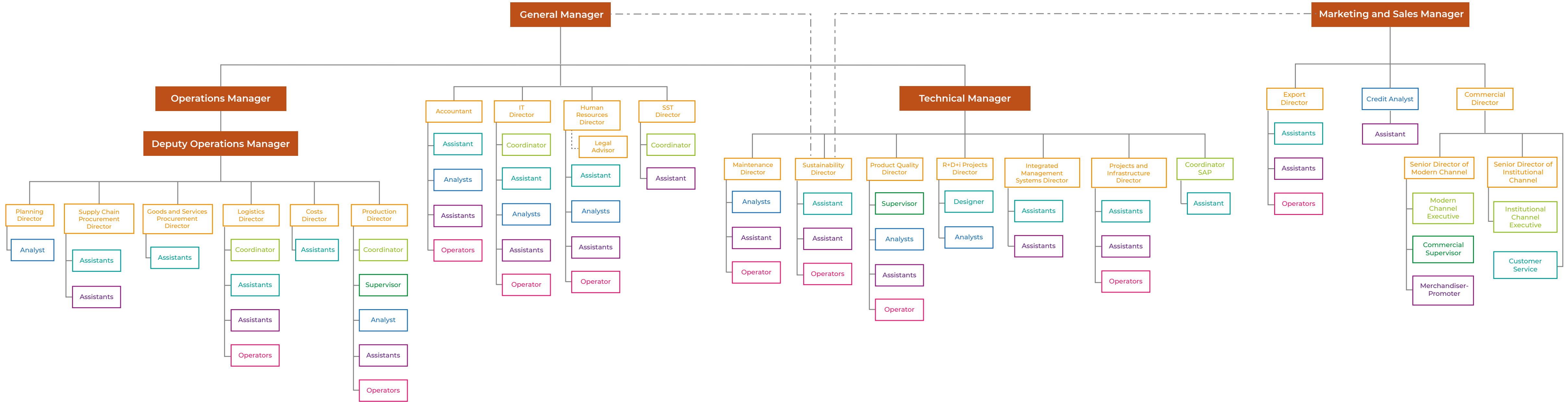
■ Analyst

■ Assistant

■ Operator
- Internal

..... External

----- Codependency



CONNECTION WITH SUSTAINABLE DEVELOPMENT GOALS

3.4

Our corporate sustainability goal is focused on contributing to the United Nations' Sustainable Development Goals (SDGs) aimed at transforming the world to end poverty, protect the planet, and ensure long-term societal growth.

In 2023, we prioritized the following SDGs, framing internal actions taken within our company and contributions through our value chain, represented in our support for Colombian agriculture:

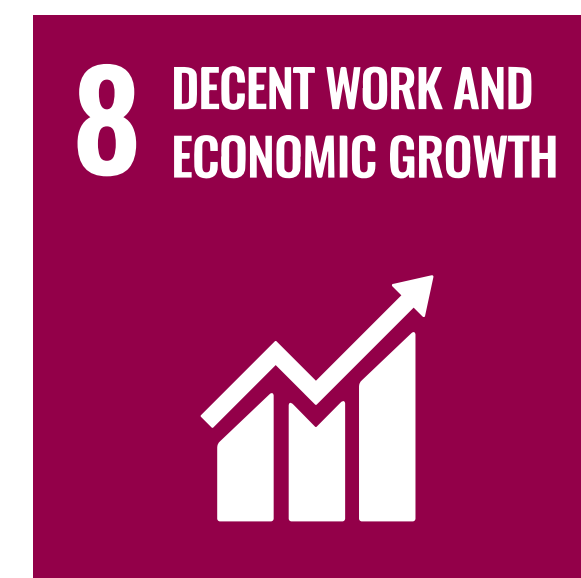
SDG 5: Gender Equality

SDG 7: Affordable and Clean Energy

SDG 8: Decent Work and Economic Growth

SDG 13: Climate Action

SDG 17: Partnerships for the Goals



Furthermore, considering our sustainability policy that encompasses the natural, collaborative, and transformational pillars, addressing environmental, social, and governance aspects as fundamental elements in our development.

NATURAL



Goal 7.2: Substantially increase the share of renewable energy in the global energy mix.

- › **4%** use of photovoltaic electric energy
- › **96%** use of renewable electric energy



Goal 13.1: Climate change management as a primary theme in organization strategies, policies, and plans.

- › **+4%** variation in greenhouse gas (GHG) emissions category 1 *(2021-2022)
- › **4%** use of photovoltaic electric energy
- › **96%** use of renewable electric energy

TRANSFORMATIONAL



Goal 17.11: Strengthen the means of implementation and revitalize global partnerships for sustainable development.

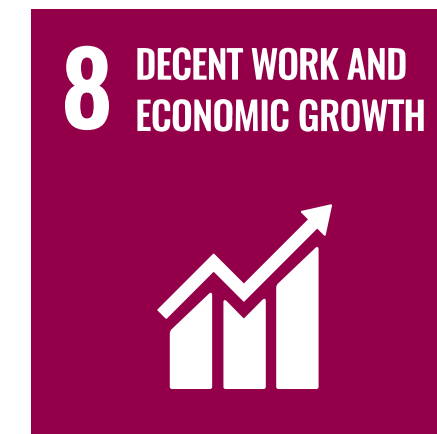
- › Increased exports by **7%** compared to 2022.

COLLABORATIVE



Goal 5.5: Ensure full and effective participation of women and equal opportunities for leadership roles in the organization.

- › **37.8%** women in various roles within the organization
- › **42.8%** women in leadership positions



Goal 8.5: Full and productive employment and decent work with equal pay.

- › **337** direct, indirect, and apprentice collaborators
- › **440** hours of training per year
- › **69M** investment in employee quality of life and benefits.

Goal 8.6: Reduce the proportion of youth not in employment, education, or training.

- › **69** young people aged 18 to 25 employed by the company

Goal 8.8: Protect labor rights and promote safe and secure working environments.

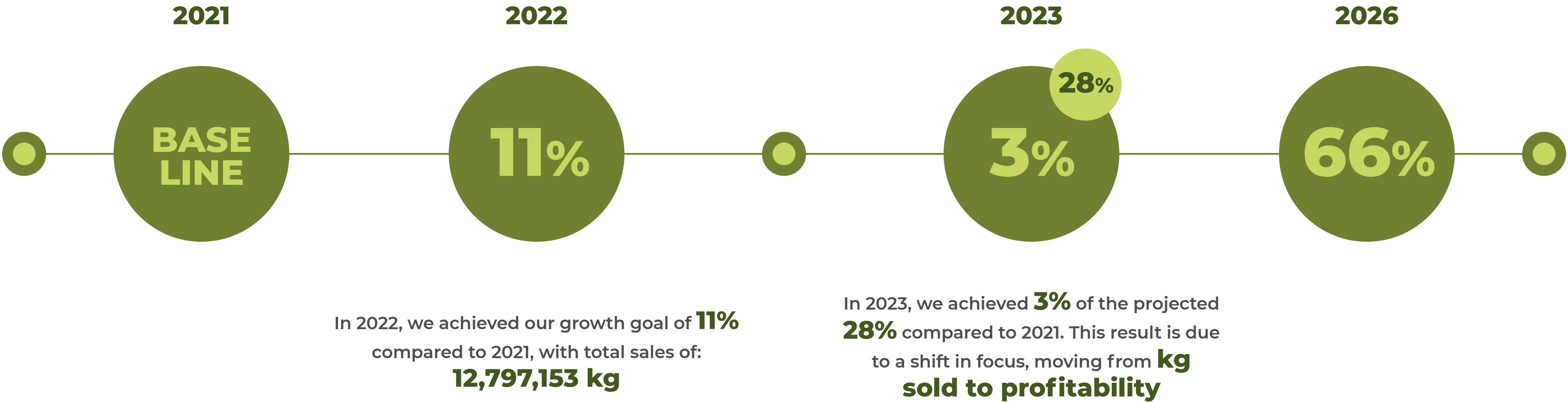
- › **5.3%** frequency rate of accidents for direct staff

STRATEGIC OBJECTIVES

3.5

3.5.1 Mega 2022-2026

For the MEGA 2022-2026, the goal was structured to increase sales by 66% compared to 2021.



In 2023, the company's focus was on reviewing and monitoring margins by product line and sales channel. Consequently, we redefined the cost structure, launched new price lists, and streamlined products, sales channels, and customers.



3.5.2 Mission

MISSION

Add value to fruits and vegetables as our natural resource, offering the world health benefits, convenience, reliability, and safety, while promoting the agricultural development of the country.



3.5.3 Differentiators of our business model



Our company has an installed production capacity for **processing 9,000 tons of fruit per month and packaging 2,720 tons of pulp per month.**



We have 1,600 racks for raw material storage, ensuring a continuous supply to our markets year-round.



For 2023, our products were stored with **our logistics partner Megafin – Icestar**, which has 8,500 positions, of which our company occupies between 3,500 and 4,500 positions annually. As part of our sustainability strategies, this **this facility is less than 100 meters away, reducing transportation times, gas emissions, labor, and improving product stability and safety.**



Chapter 04

Transformational Pillar
- Economic

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04

TRANSFORMATIONAL PILLAR - ECONOMIC





4.1 Company Vision

VISION

To be the best version of ourselves, our company, and our products, to achieve sustainability and greater coverage at the national and international levels.

4.2 Corporate Values

CONSISTENCY

We act according to our principles and maintain correct conduct at all times to effectively accomplish the tasks assigned to us.

LEADERSHIP

We help each other advance to a higher motivational level, becoming change agents to achieve a common goal and personal growth.

WARMTH

We consider others and their feelings, adjusting our behavior to show kindness, understanding, and a high level of service readiness.

DYNAMISM

We are flexible and open-minded to new ideas, what works, and what makes us different. We act with energy and promptness.

COMMITMENT

We consciously develop actions and have the ability to respond on time and face situations with intelligence, effort, interest, creativity, and conviction.

4.3 ERP – SAP BUSINESS ONE

In 2023, we initiated one of the most important projects in our company, our ERP – SAP Business One, named OFTARO, and BEAS MANUFACTURING.

With this, we will optimize and enhance processes, make better decisions, increase security, and reduce operational costs.



For 2024, we have projected the implementation of the global warehouse management system Produmex. This solution will help manage the logistics functions of inbound and outbound products.





Chapter 05

Natural Pillar -
Environmental

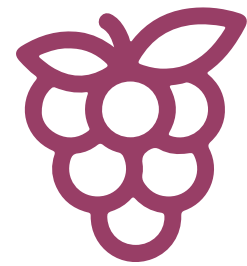
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05

NATURAL PILLAR -
ENVIRONMENTAL





CLIMATE CHANGE

(SDG 13)

5.1

5.1.1 Process Carbon Footprint

5.1.1.1 Emission Reduction Program in Operations "GHG Declaration"

As a strategy to mitigate climate change, Agrofrut began measuring greenhouse gases in 2022, using 2021 as the baseline year for categories 1 and 2, as it was a representative year for the company.

Based on this measurement and continuing with the 2023 data, we are identifying strategies to reduce atmospheric emissions from our production process. We calculate our emissions inventory for categories 1 and 2 using an operational control approach with our own calculator, consolidating information from various environmental indicators.

We calculate the Greenhouse Gas Emissions generated in our production process and report all values in CO₂e using the emission factors for each source type established by the IPCC and the GHG Protocol, to make comparisons between the base year and subsequent years.

5.1.1.2 Direct Emissions, Indirect Emissions

Direct emissions associated with our production process for 2023 were 1099.91 Ton CO_{2e}, and indirect emissions were 0, due to our use of 100% renewable energy through the implementation of a photovoltaic system and the purchase of certified renewable energy (I-REC).

Year	Category 1 (Ton CO _{2e})	Category 2 (Ton CO _{2e})		Category 1+2 (Ton CO _{2e})	
		Location base	Market base	Location base	Market base
2023*	1099.91	279.98	0	1379.89	1099.91
2022	1191.09	300.7	0	1491.79	1191.09
2021	1238	287.64	0	1525.64	1238

* Information calculated internally

The emissions associated with the market base correspond to the purchase of renewable energy for our 100% renewable plant.

5.1.1.3 Biogenic Emissions

Biogenic emissions correspond to the use of gasoline fuel in processes associated with the production system, which uses 6% ethanol for 2021, 2022, and 2023.

Year	Emission (Ton CO _{2e})
2023	0.67
2022	0.88
2021	2.7





5.1.1.4 Emissions Generated and Emission Intensity

Our carbon footprint is directly associated with the tons of fruit pulp sold, which have shown a continuous increase year after year.



Year	Category 1 (Ton CO _{2e})	Category 2 (Ton CO _{2e})		Category other (Ton CO _{2e}) Transportation	Total (Ton CO _{2e})		Total/ton of pulp (Ton CO _{2e} /Ton of pulp)	
		Location base	Market base		Location base	Market base	Location base	Market base
2023	1099.91	279.98	0	N/R*	1379.89	1099.91	0.13	0.10
2022	1191.09	300.7	0	2861.07	4352.86	4052.16	0.340	0.317
2021	1238	287.64	0	N/R*	1525.64	1238	0.12	0.099

*Not recorded: No measurement was conducted for other categories in 2021 and 2023

Year	Category 1 + 2 (Ton CO _{2e})		Total 1+2/ton of pulp (Ton CO _{2e} /Ton of pulp)		Total other (Ton CO _{2e})	Total other/ton of pulp (Ton CO _{2e} /Ton of pulp)
	Location base	Market base	Location base	Market base		
2023	1379.89	1099.91	0.13	0.10	N/R*	N/R*
2022	1491.79	1191.09	0.117	0.093	2861.07	0.22
2021	1525.64	1238	0.12	0.099	N/R*	N/R*

*Not recorded: No measurement was conducted for other categories in 2021 and 2023

5.1.1.5 Energy "Energy Efficiency" (SDG 7)

The electrical energy associated with the operations of our production process consists of conventional EPM energy and photovoltaic energy.

The conventional EPM energy is I-REC certified green, representing 96% of our consumption, and the **solar energy generated with 220 panels** accounts for 4% for 2023.



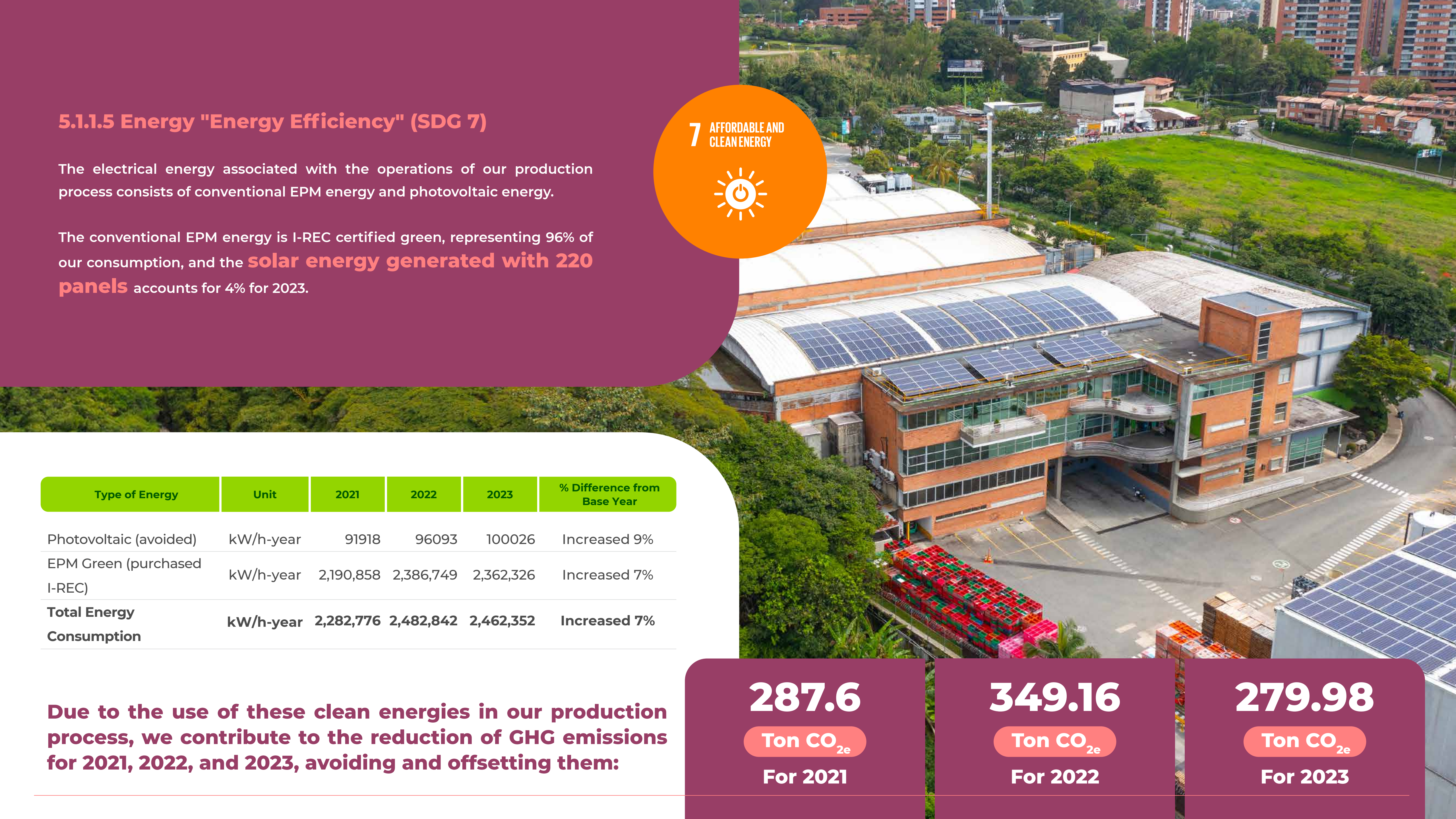
Type of Energy	Unit	2021	2022	2023	% Difference from Base Year
Photovoltaic (avoided)	kW/h-year	91918	96093	100026	Increased 9%
EPM Green (purchased I-REC)	kW/h-year	2,190,858	2,386,749	2,362,326	Increased 7%
Total Energy Consumption	kW/h-year	2,282,776	2,482,842	2,462,352	Increased 7%

Due to the use of these clean energies in our production process, we contribute to the reduction of GHG emissions for 2021, 2022, and 2023, avoiding and offsetting them:

287.6
Ton CO_{2e}
For 2021

349.16
Ton CO_{2e}
For 2022

279.98
Ton CO_{2e}
For 2023





5.1.1.6 Reduction in Energy Use

The energy consumption per kg of pulp produced remained stable compared to 2022, maintaining **an average indicator of 0.107 kW-h/kg of processed pulp**. This was achieved through investments in production process equipment technologies and the optimization of electrical energy consumption.

5.1.1.7 Atmospheric Emissions from Combustion

Non-renewable thermal energy corresponds to the use of fossil fuels (bituminous coal) for generating the steam required in production processes.

Air pollutant emissions for 2023 totaled 74 kg of PM, 3051 kg of SO2, and 976 kg of NOx.

Fuel	Unit	2021	2022	2023	% Difference from Base Year
Bituminous Coal	Ton CO _{2e} /year	868.7	1070.9	971	+11%



NATURAL CAPITAL

5.2

5.2.1 Water Resource

5.2.1.1 Governance and Strategy in Operations

The water used in our company is supplied by Empresas Públicas de Medellín aqueduct.

In 2023, **39,198 m³** of water was consumed for the processes of equipment washing, infrastructure cleaning, washing and disinfecting fruits and tubers, domestic services, among others.

A committee for efficient water use and conservation was created to optimize processes through reduction actions and raising awareness among employees.

5.2.1.2 Goals

5.2.1.2.1 Water Consumption Reduction Goals

Agrofrut recorded a 4% reduction in its water consumption indicator per kg of processed pulp compared to 2022.

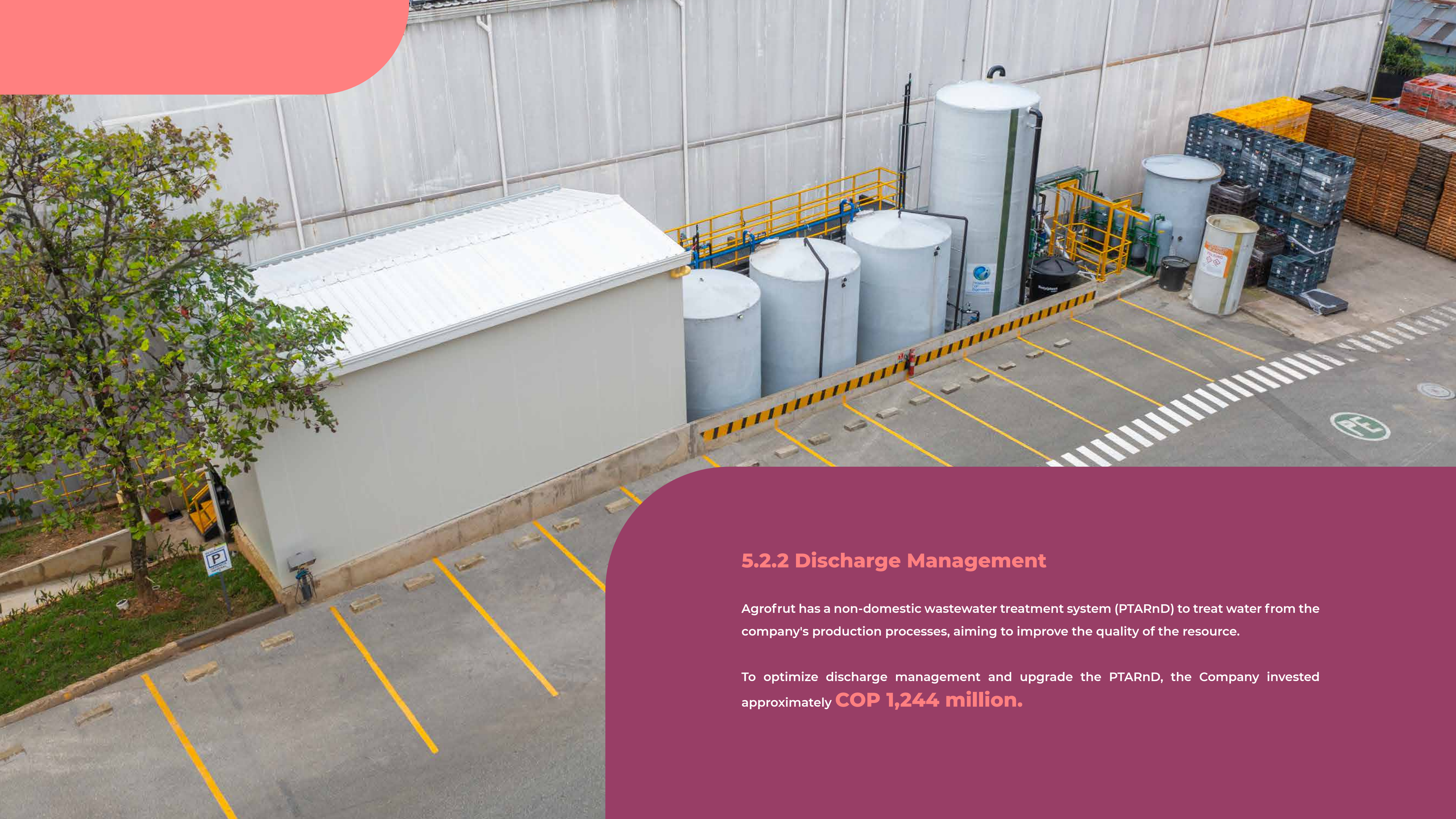
These reductions were achieved through projects for leak detection, staff awareness on resource usage, optimization of production processes, and the installation of water-saving devices in process lines.

5.2.1.2.2 Water Consumption Goals Achievement History

Year	2021	2022	2023
Consumption Indicator (L/kg of pulp)	1.71	1.74	1.67

Year	2021	2022	2023
Total Water Consumption (m3/year)	43.934	41.022	39.198





5.2.2 Discharge Management

Agrofrut has a non-domestic wastewater treatment system (PTARnD) to treat water from the company's production processes, aiming to improve the quality of the resource.

To optimize discharge management and upgrade the PTARnD, the Company invested approximately **COP 1,244 million.**

POLLUTION

AND WASTE

5.3

5.3.1 Packaging Material

In 2023 **1,881,576 units of cardboard** were purchased, **98% of which was certified recycled material**.

The plastic material purchased to ensure the safety of our products amounted to 115,812 kg and 21,371,053 units.

Since 2023, the research and development department has been working on eco-design for our product packaging, initially considering PET trays as a potential material for this development. The goal for 2024-2025 is to replace this material, aiming to reduce the use of single-use plastic in secondary packaging.

In 2024, the goal is to implement a new box marking system using a laser marker, which allows for the desired information to be burned onto the box. This will significantly reduce the use of stickers (single-use plastic) in the company and minimize the waste of cardboard packaging material by standardizing references.



5.3.2 Waste Management

For Agrofrut, it is a priority to implement material and packaging recovery models through proper waste management and reduction of final disposal in landfills.

To achieve this, initiatives are implemented to:

- › Reduce waste generation from our production process by encouraging in-situ separation among our employees
- › Innovate in the design of packaging materials using eco-friendly materials available in the market.
- › Reduce food loss through donations to foundations associated with the company.
- › Comply with current regulations on Extended Producer Responsibility, aiming to reduce the packaging material that ends up in landfills through partnerships with the REPACK collective of SOCYA-Asei.

Logo	Description	Money Donation	Donation in KG
	Fundación Banco Arquidiocesano de alimentos: Provides food and hope to those in need through the Archdiocese of Medellín.	COP 167,036,651	52,672
	Fundación Hogar San Mauricio: Shelters and protects abandoned children and youth, offering them education, shelter, and food.	COP 38,690,915	6,129
	Corporación Empresarial del Sur del Valle de Aburrá: Generates transformations through Territorial Social Responsibility as a path to the sustainability in the south of the Aburra Valley.	COP 39,561,966	14,110
	Corporación ECOAYUDAR: Focuses on social work, emphasizing environmental care and support for farmers.	COP 279,277	35
TOTAL		COP 245.568.759	72.946

5.3.3 Management and Disposal of Post-Industrial Waste

The post-industrial waste from our company is differentiated by material type, each with different management and final disposal processes.

For disposal, we have strategic partners that ensure correct and appropriate handling, and we track the final disposal and recovery through certificates:

5.3.3.1 Recyclable

We separate 42 types of materials that are delivered to authorized managers for reuse.

5.3.3.2 Organic

We have the strategic partner Eco-ciclo, which handles the transportation and treatment of fruit waste, PTARnD sludge, and prunings, taking them through a composting process.

5.3.3.3 Hazardous

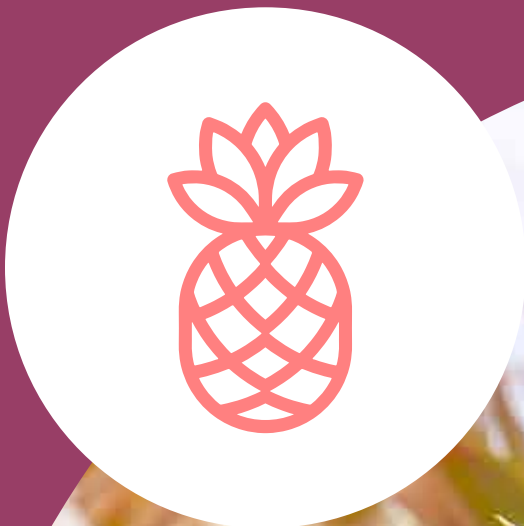
Hazardous materials are handed over to a company authorized by the environmental authority for transportation, treatment, and final disposal according to regulations.

% Representation by Waste Type	2021	2022	2023
Recyclable	3.73	4.88	2.99
Organic	95.73	93.26	95.5
Hazardous	0.03	0.02	0.03
Ordinary	0.51	1.84	1.49

Waste Destined for Disposal Outside the Facility

		Quantity Generated (tons/year)		
Final Disposal	Non-Hazardous Waste	2021	2022	2023
Composting	Prunings	19	6.91	8.145
	Sludge	66.714	48.04	81.55
	Fruit	6585.74	5217.15	7623.54
Reuse/Recycling	Plastic	201.79	190.507	107.07
	Cardboard	29.002	24.101	35.13
	Paper	5.118	0.699	5.02
	Metal	17.221	58.727	15.75
	Sacks	7.387	9.732	11.19
Landfill	Ordinary	35.2	23.24	22.66

		Quantity Generated (tons/year)		
Hazardous Waste		2021	2022	2023
Recovery		0.2835	0.2645	7.4707
Bioremediation		0.868	0.1798	0.5944
Secure Landfill		0.1999	0	0.3506
Incineration		0.9447	0.474	1.1498



ENVIRONMENTAL INVESTMENTS

5.4

In 2023, investments were made in environmental matters to comply with legal requirements and reduce the consumption of natural resources, as detailed below.

		Investment
Climate Change	Carbon Footprint	COP 20'300.928
	Atmospheric Emissions	COP 55'300.048
Natural Capital	Water Resource	COP 78'577.233
	Wastewater Management	COP 1.244.000.000
Pollution and Waste	Packaging Material	COP 416'934.000
	Waste	COP 881'619.729
	Donations	COP 245,568,759
Total		COP 2'942.300.697



Chapter 06

Collaborative Pillar - Social

agrofrut 
C.I. Agrofrut S.A.S.



06

COLLABORATIVE PILLAR- SOCIAL

Agrofrut, in its ongoing quest for human development, implements strategies to strengthen people's potential through collaboration and the execution of sustainable initiatives that positively impact employees, product safety, and the improvement of health and nutrition.



HUMAN

RESOURCE MANAGEMENT

6.1

In 2023, we aimed to be a company that enhances the experience of our employees with the goal of fostering loyalty, commitment, and aligning personnel with the company's objectives and goals.

6.1.1 Employee Affiliations

Our direct and indirect collaborative personnel are affiliated with social security (health, pension, compensation fund, occupational risk insurance, severance fund).

6.1.2 Diversity of Employees

› Direct employees, indirect employees, and apprentices

Employees	2023	2022
Direct	223	225
Indirect	112	85
Apprentices	2	0
Total	337	310

› Directorial Positions by Gender (managers, directors, and coordinators)

	2023	% Representation	2022	% Representation
Men	18	58.1	14	51.8
Women	13	41.9	13	48.2

*Administrative positions responsible for planning, organizing, directing, and controlling processes.

› Intermediate Administrative Positions

	2023	% Representation	2022	% Representation
Men	57	55.9	49	53.2
Women	45	44.1	43	46.8

*Positions focused on administrative and operational activities responsible for executing processes from both perspectives.

› Operational Positions by Gender

	2023	% Representation	2022	% Representation
Men	128	62.7	114	59.7
Women	76	37.3	77	40.3
Total	204		191	

*Operational positions focused on loading, unloading, processing, packaging of products, and other raw materials, supplies, and more.

› % Employees by Age

Age (years)	2023	% Representation	2022	% Representation
18-25	64	19	60	19.4
26-40	199	59	176	56.8
41-60	71	21	68	21.9
>60	3	1	6	1.9



6.1.3 Well-being and Quality of Life Employees

Through each of these proposed activities, we aim to maintain a positive work environment, be a family-responsible company that cares about the well-being of its employees and their families, contribute to the growth and development of our personnel, improve quality of life, provide recreation, motivation, recognition, and foster loyalty among employees and their families.



6.1.4 Employee Training

In 2023, we conducted **50 training sessions** for both direct and indirect company personnel, with an **investment of 440 hours** in topics such as:

- › HACCP and food safety
- › BASC certificates
- › Food handling
- › Safe load handling and vehicle inspection
- › Cybersecurity
- › Corporate Social Responsibility
- › Code of ethics
- › Alcohol and drug prevention
- › Corruption and bribery
- › SAGRILIFT
- › Good manufacturing practices (GMP)
- › Power BI management
- › Stress management
- › Mental health
- › Emotion management
- › Interpersonal relationships
- › Prevention of workplace harassment
- › Life purpose
- › Responsibility and empowerment
- › Accounting and tax information
- › Internal auditor in ISO, FSSC, GMP, and HACCP management systems
- › Spill response
- › Waste management
- › Boiler operation
- › Trainer school
- › Respectful parenting
- › Change management
- › Leadership school

6.1.5 Human Resource Events

Events were held with all direct and indirect personnel of our company, focusing on the development and enjoyment of the employees and their families.

Activity	Impact
Birthday Celebrations	327 birthdays were celebrated with a gift.
Craft Workshops	18 family members participated in a painting workshop.
Housing Fair	A stand was set up with protection funds, Comfenalco, and banks for housing subsidies, savings, and loans.
Aerobics and Dance Classes	30 administrative staff participated in this activity, in partnership with Comfenalco and the Women's Secretariat of Mayor's Office la Estrella.
Computer Giveaway	1 operational staff member and 1 administrative staff member won laptops to support their children's schoolwork. (Requirement: having school-age children and not owning a computer at home).
Mother's Day and Father's Day Celebrations	158 gifts were given to employees who are mothers and fathers.
Service Awards	50 employees were recognized for their service, marking 5, 10, 15, 20, 25, and 30 years with the company.
Sun Day	330 employees enjoyed a sun day with their colleagues.
Entrepreneurship Fair	330 employees and their families had the opportunity to participate in the Entrepreneurship Fair, where employees and their families' developments were supported.
Employees' Children Visit to the Production Plant	60 children learned about the production process where their parents work. Children aged 6 to 12.
Children's Day Celebration	148 gifts were given to children aged 0 to 12.
Recognition of the Emergency Brigade	20 employees received recognition and a souvenir for their support in the emergency brigade.
Home Improvement Raffle	Two home improvement raffles each worth COP 2,000,000. - Gloria Elena Hoyos Parra received a floor upgrade. - Sebastián Castaño Murillo had electrical networks installed.
Travel Raffle	Mariana Correa won a trip for two to Santa Marta.



6.1.6 Opportunities for All

For our organization, it is very gratifying to contribute to the fulfillment of the dreams and projects of our employees and their families. Here are some stories from our employees:



TRAVEL

- › In 2022, we conducted an activity called "My First Time at the Sea," benefiting two of our employees who had never seen the ocean. They received an all-expenses-paid trip to Coveñas, making their dream of seeing the sea for the first time come true. In addition to the trip, each received a shopping voucher for the journey. Gloria Hoyos, 52 years old, and Olga Rueda, 46, both single mothers, had never had the opportunity to take such a trip due to their numerous responsibilities and family expenses. For us as a company, it was immensely satisfying to be part of this wonderful experience.
- › In 2023, employee Mariana Correa, 30, won a Christmas raffle that included an all-expenses-paid **trip for two to Santa Marta**. She had the opportunity to travel with her mother, experiencing their first plane trip and seeing the ocean for the first time. For both, it was a dream come true, as they had always considered such a trip difficult to achieve given their family dynamics.



HOME IMPROVEMENTS

› In 2023, we held a raffle for **two home renovation vouchers** worth two million each. The beneficiaries were GLORIA ELENA HOYOS AND SEBASTIÁN POSADA MONA, both primary providers for their families.

SEBASTIÁN used the money to install electricity in his home, significantly improving his family's quality of life as they previously lacked these services.

Ms. Gloria used the money to install ceramic flooring in her home, enhancing her living conditions.

As a company, we are thrilled to know that our employees and their families can improve their living conditions through these benefits.



TRAINING SCHOOL

› We **trained eight operators in critical plant positions** to certify them as trainers and culture managers. The training covered topics such as limiting beliefs, assertive communication, conflict resolution, leadership, culture, and values. The aim was to provide tools for personal and professional development, raising awareness of the importance of their roles within the company and how to teach and transmit their knowledge to others.



SPONSORSHIP FOR SENA STUDENTS

› In 2023, the company began **sponsoring three students from SENA**, who are from remote municipalities such as Santafé de Antioquia, Olaya, Antioquia and Liborina, providing support during the entire period of study and until the end of their internships, which has a positive impact on these young people of socioeconomic status 1 and 2, since they live in remote areas and therefore it is difficult for them to find this support.

In 2024, this same benefit is being extended to the children of our employees, encouraging them to study and pursue their dreams. **We currently support two employees' children through the SENA program.**



LEADERSHIP SCHOOL

› We impacted **35 leaders from various areas**, including management, supervision, assistants, and team leaders. The goal was to strengthen soft leadership skills, focusing on developing effective and empathetic leaders.



KNOWLEDGE MANAGEMENT

› In 2023, we reinforced the career and growth plan for our employees within the organization, allowing them to explore new opportunities within their areas or others. **This year, 76 employees started the process, with 60 completing it and 55 transitioning to new roles.**

6.1.7 Educational Benefits

As part of its 2023 wellness plan, Agrofrut introduced an educational subsidy offering **30% on the semester tuition fees for administrative staff** wishing to start or continue their higher education. This support is provided until the completion of their studies.

Eleven scholarships were awarded, with an investment of COP 20,778,948 in the second half of the year, distributed as follows:



Additionally, training activities were conducted with strategic partners on topics such as:

- › Training School for Trainers and Culture Managers
- › Leadership School
- › Emergency Brigade
- › Respectful Parenting
- › Power BI

6.1.8 Agreements with Entities

Agrofrut establishes strategic alliances for the development of shared value strategies.



6.1.9 Performance Evaluation

The organization achieved an average rating of 3.67 out of 4.0, indicating a high level of performance and showing that the annual work plan had favorable results. This result was derived from the evaluation of 195 employees who had been working for more than six months since their hiring.

WORKPLACE SAFETY AND HEALTH MANAGEMENT SYSTEM

(SGSST)

6.2

In our company, we strive to ensure 100% safe operations for our direct and indirect workers.

Safety is our top priority, so we work daily to identify, manage, and mitigate risks to prevent accidents.

We are committed to promoting the health of our employees. In 2023, we had a total of 337 workers covered by the workplace safety and health system through the following actions:





- › We conducted promotion and prevention activities for all direct and indirect personnel during health week.
- › We implemented the epidemiological surveillance system.
- › We conducted **268 occupational medical evaluations** upon hiring, periodic monitoring, post-disability, and special assessments according to the position within the company and the risk and hazard identification matrix.
- › We addressed medical absenteeism based on frequency and severity
- › **We provided 3,114 personal protective equipment (PPE) items** according to the risk and hazard identification matrix. For this, we have a PPE dispenser machine configured according to the position within the company and the risk of each individual.
- › We complied with the minimum standards at an acceptable level in accordance with current regulations.
- › We trained and educated the emergency brigade in collaboration with the fire department of the Municipality of La Estrella.
- › We developed mental health strategies to promote healthy and balanced lifestyles at all levels of the organization, and to mitigate psychosocial risks through diagnostic, training, and communication strategies aimed at leaders and employees. In 2023, 85% of the direct personnel were evaluated, resulting in a low-risk outcome.



PRODUCT SAFETY

6.3

6.3.1. Supply Chain Management

6.3.1.1. Supplier Audits According to Schedule

For our company, supporting Colombian agriculture and farmers is paramount. Therefore, our 2023 strategy focused on purchasing **17,334 tons of raw materials (fruits and tubers)** directly from the agricultural sector, fostering cooperation among various stakeholders from different regions of Colombia.

Region	Sum of Incoming Kilos
Antioquia	4,062,857
Caldas	435,550
Córdoba	1,865,218
Cundinamarca	1,416,520
Huila	219,930
Nariño	3,744,943
Santander	701,940
Tolima	4,887,162
Total	17,334,120

Additionally, to aid in their growth and long-term sustainability, we conducted **36 technical and reconnaissance visits** to the crops of the associations of **more than 3,500 families** that supplied us with fruit in 2023.

6.3.1.2 Visits to Suppliers of Inputs and Packaging Materials

We audited suppliers of inputs such as sugar, auxiliaries, supplies, including packaging materials, to assess compliance with integrated management systems and to develop strategies for the improvement and growth of the suppliers.

Moreover, 100% of our suppliers meet the profiles and requirements established in SAGRILFT and integrated management systems.

6.3.1.3 Visits to Export Customers Under the BASC System

In 2023, we conducted **13 visits to our export customers**, both on-site and virtually, increasing this activity by 38% compared to 2022, with the goal of ensuring the security and custody of the product.





PRODUCT QUALITY

6.4

Our company is known for prioritizing consumer satisfaction, well-being, and nutrition with safe and high-quality products, strictly complying with legal frameworks supported by quality and food safety management systems.

To ensure compliance with the above, the following activities were carried out:

- › We have an internal laboratory for physicochemical and indicator microorganism analysis, where **100% of production batches were analyzed**.
- › Pathogenic microorganism analysis is conducted with accredited laboratories. From 2022 to 2023, we increased **coverage from 9% to 46% of total production**.
- › We rely on international laboratories for virus and parasite absence analysis.



CERTIFICATE
CO17/7590



CERTIFICATE
CO17/7589



BUSINESS ALLIANCE FOR SECURE COMMERCE

CERTIFICATE BASC
COLMDE00026-1

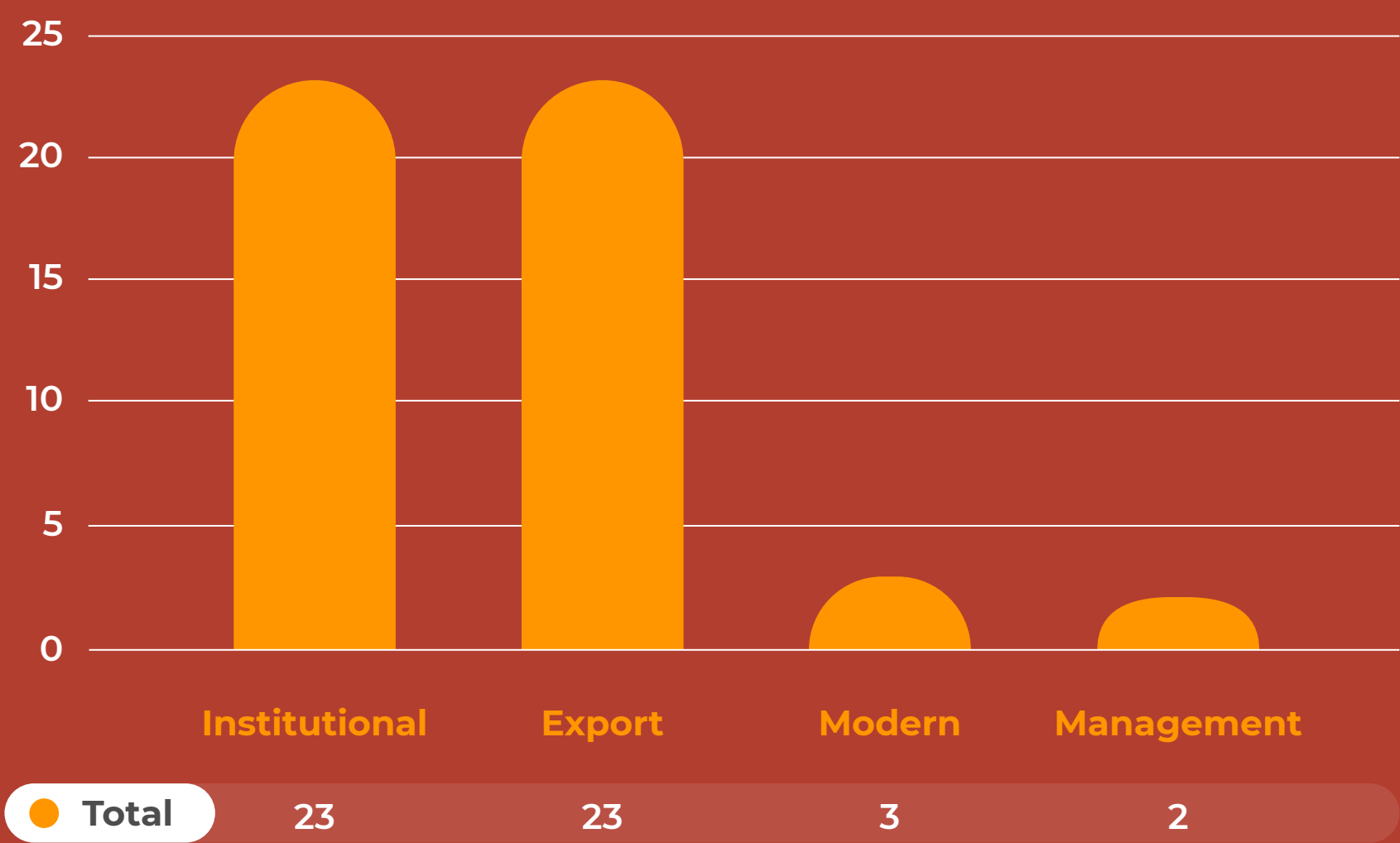


**We hold certifications for product quality and safety
(HACCP, ISO 9001, BASC, and KOSHER).**

6.4.1 Quality or Safety Claims

Through our customer service department, we continuously generate statistics to identify areas for improvement and address opportunities with our customers.

In 2023, we received 51 claims through various sales channels, all of which were addressed promptly and resolved comprehensively



OPPORTUNITIES IN NUTRITION AND HEALTH

6.5

Our company offers products that provide consumers with healthy alternatives to meet their nutrition and health expectations, thereby actively promoting healthy lifestyles.

Our most significant products include:

6.5.1 Sugar-Free Fruit Pulp

We aim to offer **products with no added sugars**, through our own brands and production partnerships for both domestic and international markets.

6.5.2 Programs to Reduce Sugar Content

In 2023, we made progress in reducing added sugar in our product portfolio, aiming to be responsible with sugar consumption and its effects on health and well-being.

**Our reduction goal for 2024 is between 5% and 15%
based on fruit formulation.**





SOCIAL INVESTMENTS

6.6



Social Investment		
Employee Well-being and Quality of Life	Bonuses (school supplies, achievements, and Christmas)	COP 295,973,869
	Employee Training	
	HR Events	
	Educational Benefits	



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