

# Management Report 2024







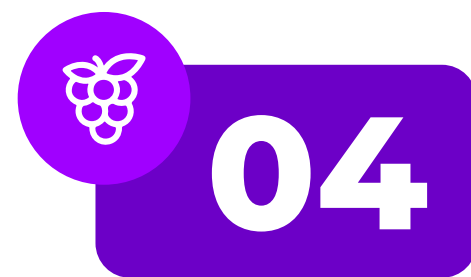
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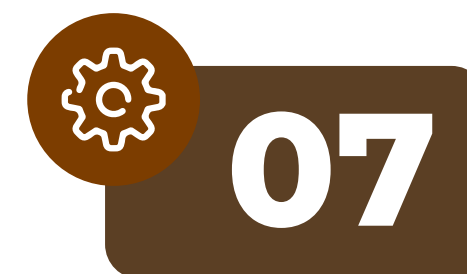
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# Chapter 01

Our Company







1.1

# About Us

We are the leading agro-industrial company in Colombia that processes tropical and exotic fruits, with over **30 years** of experience serving national and international markets. Our main product line is fruit pulps, with our brands **CANOA**, **CASA LOMA** and over 10 other privately-owned brands.





## 1.2

# Where we come from

In 1992, the Canoa brand was born during a brainstorming exercise among partners, looking for a name that was short, easy to pronounce in any language and allusive to the tropics and tropical fruits.

The main objective was to find a solution for Colombian producers and their families for the marketing and use of fruits that were not “export quality” fruit, but which could be used to manufacture fruit jams, or made into dehydrated fruits or into fruit preserves in syrup. This initiative started with fruits such as golden-berries (or cape gooseberries), figs, and blackberries, among others.

In January of the same year, one of our founders attended the "Green Week" fair in Berlin with jams and preserved fruit in syrup of the Canoa brand, with exotic flavors such as coffee, tamarillo and goldenberry that were manufactured by third parties. Proexport Colombia, the Colombian promotion agency, appreciated the initiative and extended an invitation for us to attend the Food Fair in Barcelona, Spain, in March 1992. It was such a success that in the same month Agrofrut was incorporated as a production company in the city of Itagüí, where it began producing its first jams, fruits in syrup and dried fruits in August.



In 1994, the commercial area took the initiative of producing fruit pulps; the product was so well received in the market that they had to expand facilities in the city of Itagüí. Following, in 1995, the pasteurized pulp line (not frozen) entered the market. On account of sales growth in 2004, they decided to move the operation to the town of La Estrella.

Currently, the company has 33 years in the national and international market with more than 300 direct employees and 3500 generating indirect job positions.



### 1.3

## Our products

### Frozen Fruit Pulp

- Sugar-free tray x 10 units (90 gr individual portion)
- Sugar-free family portion (250gr bar)
- Sugar-free tablet (397 gr)
- Sugar-free bag (1 kg)
- Zipper bag for sugar-free healthy mixes (90 gr)
- Jug with sugar (946 ml)
- Jug with sugar (1893 ml)
- Sugar-free frozen fruit pulp drum (180 kg)

### Non-refrigerated Fruit Pulp (Casa Loma)

- Pasteurized pulp with sugar (1 kg)
- Sugar-free pasteurized pulp (1 kg)

### Frozen Fruits and Tubers

- Frozen whole tamarillo (454 gr, 906 gr, 1359 gr)
- Frozen whole blackberry (454 gr, 794 gr)
- Lulo – frozen lulo (454 gr, 794 gr)
- Frozen native Colombian potato (454 gr, 906 gr)
- Frozen arracacha or “little cassava” (454 gr)
- Frozen whole mango (906 gr)
- Frozen whole passion fruit (906 gr)



The commercial bet for 2025 includes the launch of **FRUIT MIXERS or TROPICAL AND EXOTIC FRUIT SYRUPS in 750 ml format**, seeking to impact the bar and restaurant sector.





# Chapter 02

Business Model





# Passion Fruit

*Passiflora edulis*

During its flowering stage, proper care and effective pollination allow the plant to produce the fruit we know today.



Orange pulp full of seeds, which give it its particular texture and flavor.



Thick skin, with green and yellow hues.



It sprouts from a seed that develops into a fast-growing vine, known for its ability to climb and adapt to a wide range of environments.

## Carpenter Bee

*Xylocopa sp*

### Most effective natural pollinator

Thanks to its large size and long tongue, it can reach the nectar deep inside the flower.



Passion Fruit Flower

### Fun fact:

The passion fruit flower opens **between 12 p.m. and 5 p.m.**, the perfect window for growers to manually pollinate and ensure the fruit develops properly.

**Tropical Zone**





# Business model

Our value chain starts with fruits grown in different regions of Colombia, in a variety of thermal floors and with different harvest cycles; from these areas, fruit arrives to our facilities where qualified personnel uses a high technology process to transform it into packaged products of our own brands (**CANOA/CASA LOMA**) and private brands. Our suppliers and partners, both local and international, play a crucial role in the distribution and marketing of these products, ensuring that final consumers can enjoy top-quality Colombian products at their tables.

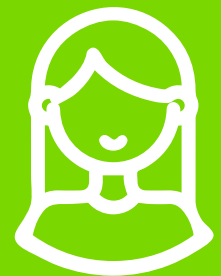






## Our fruit

Our fruit arrives from the Colombian countryside and is meticulously selected by more than 3,500 farmers. Our company has implemented harvest purchase agreements with these farmers to support their livelihoods, encouraging them to stay on their land and fostering legal practices in rural areas.



## Our People

We promote healthy environments for our collaborative staff by emphasizing personal growth and professional development, as well as encouraging participation and enhancing leadership skills.



## Our Suppliers and Partners

We form strategic alliances with our raw material and service suppliers, ensuring a consistent availability of products and establishing a robust national and international distribution network.



## Our Customers/Consumers

Our brands are market leaders due to their freshness, diversity, versatility and positive impact on well-being. This is why we aim to strengthen our relationships with customers and consumers by prioritizing their satisfaction through sustainable and high-quality practices.





## 2.1

# Market distribution

### 2.1.1 Distribution channels

Our company has two distribution fronts:

#### 2.1.1.1 Exports

Our export distribution channel targets companies in various countries that remain loyal to our products thanks to our outstanding service, expertise, proven track record, support, and quality.

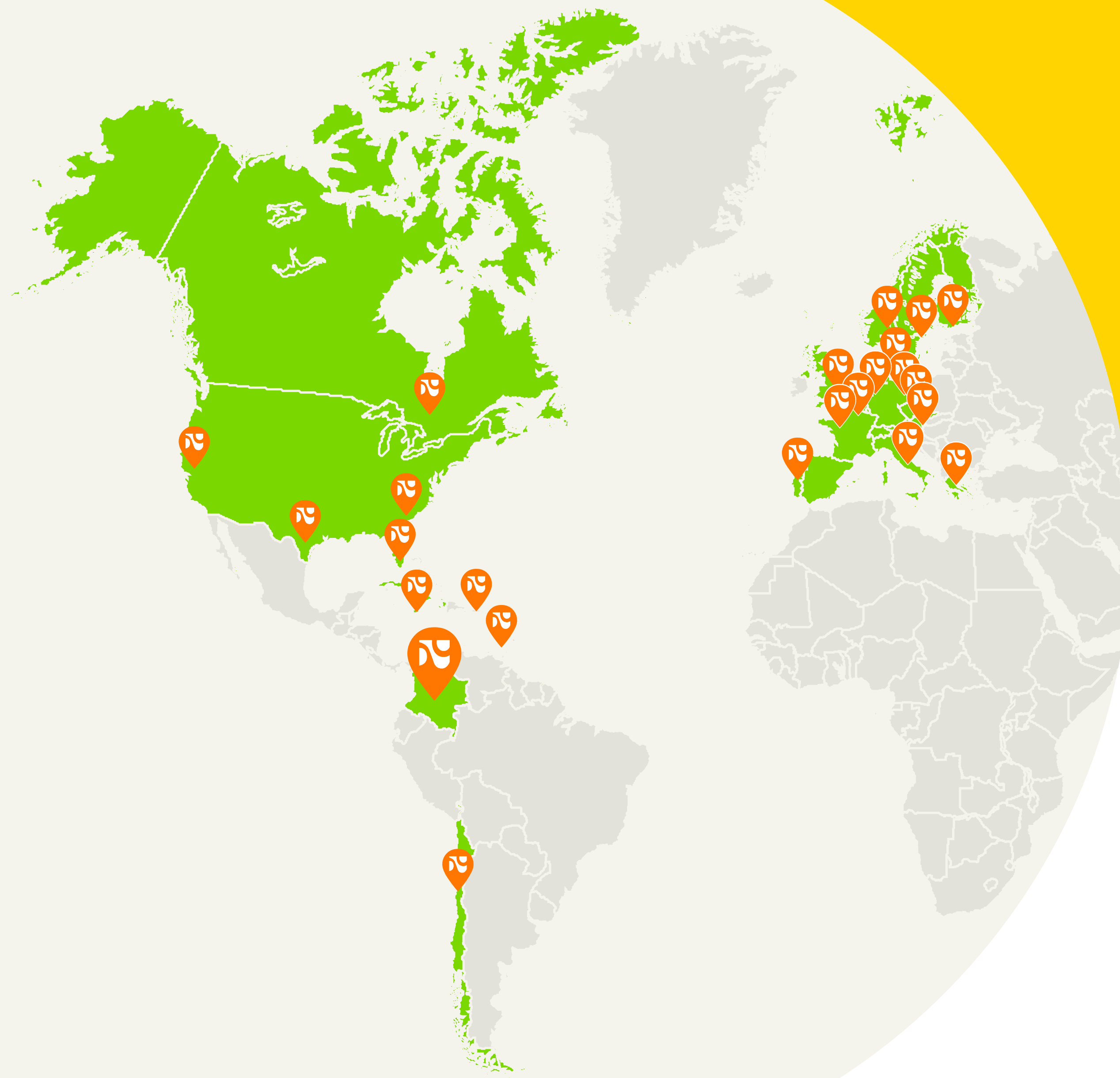
In 2024, this channel distributed **over 9000 tons of pulp, tubers and frozen fruit**, to more than 25 countries across North and South America, the Caribbean, and Europe. This effort has allowed families and individuals to enjoy a diversity of tropical flavors year-round. **Notably, this represented a 14% increase in kilograms exported compared to 2023.**



For 2025, we aim to distribute around 10,000 tons of pulp, tubers, and frozen fruit, targeting a 12% growth from 2024 within existing market segments, including Retail and Institutional.





# 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        |



### 2.1.1.2 Domestic

Our fruit pulps are marketed using two models: “Retail” in large department stores, and “Institutional” in food service sectors such as hotels, restaurants, clinics, hospitals, state entities like the School Food Program (SFP), schools in general and various retail distributors, including use as raw materials for new products in the industrial market.

Our national market provides coverage for:

#### **Institutional Channel:**

Hotels, restaurants, company cafeterias, clinics and hospitals, “SAE”, distributors, schools, universities, state clients and industrial clients.

#### **Modern Channel (Retail):**

Chain stores such as Makro and Alkosto.

By 2024, total sales amounted to 3,006 tons of pulp, providing nationwide coverage across Colombia’s various regions. However, this represented a 37% decline compared to 2023, largely due to the withdrawal of the Retail channel from certain supermarket chains in Colombia.







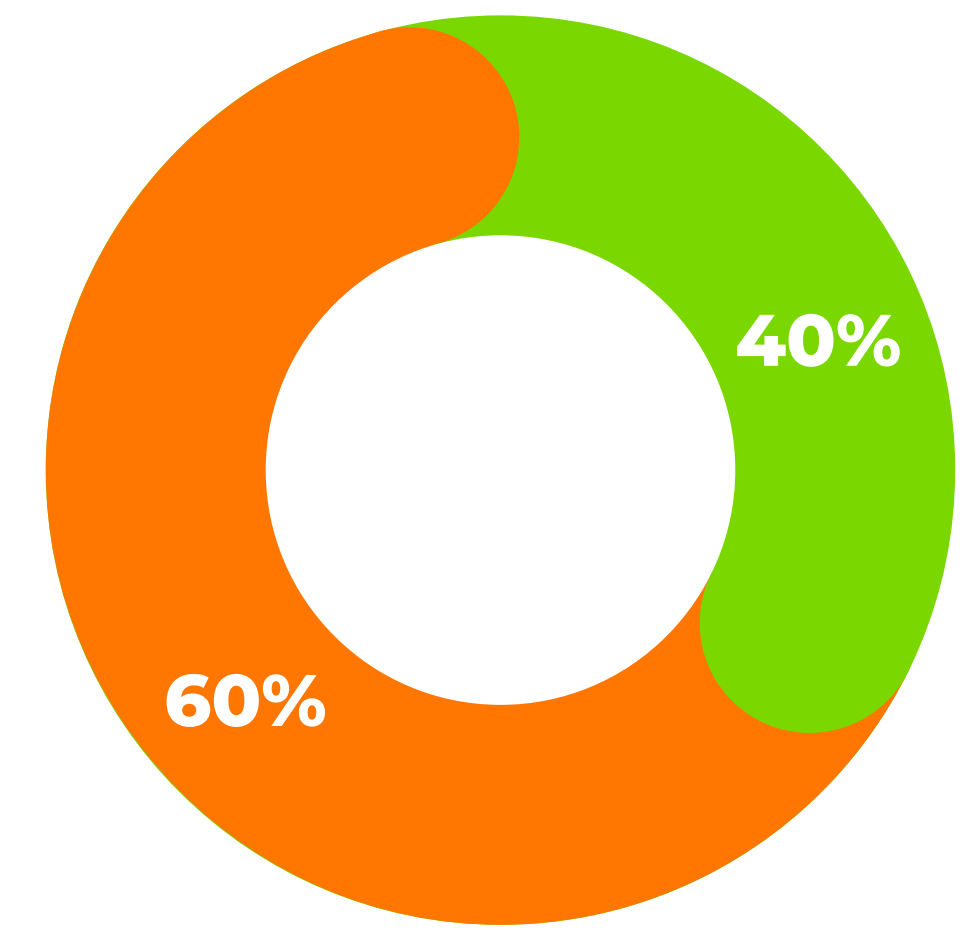
## 2.2 Sales

### 2.2.1. Exports

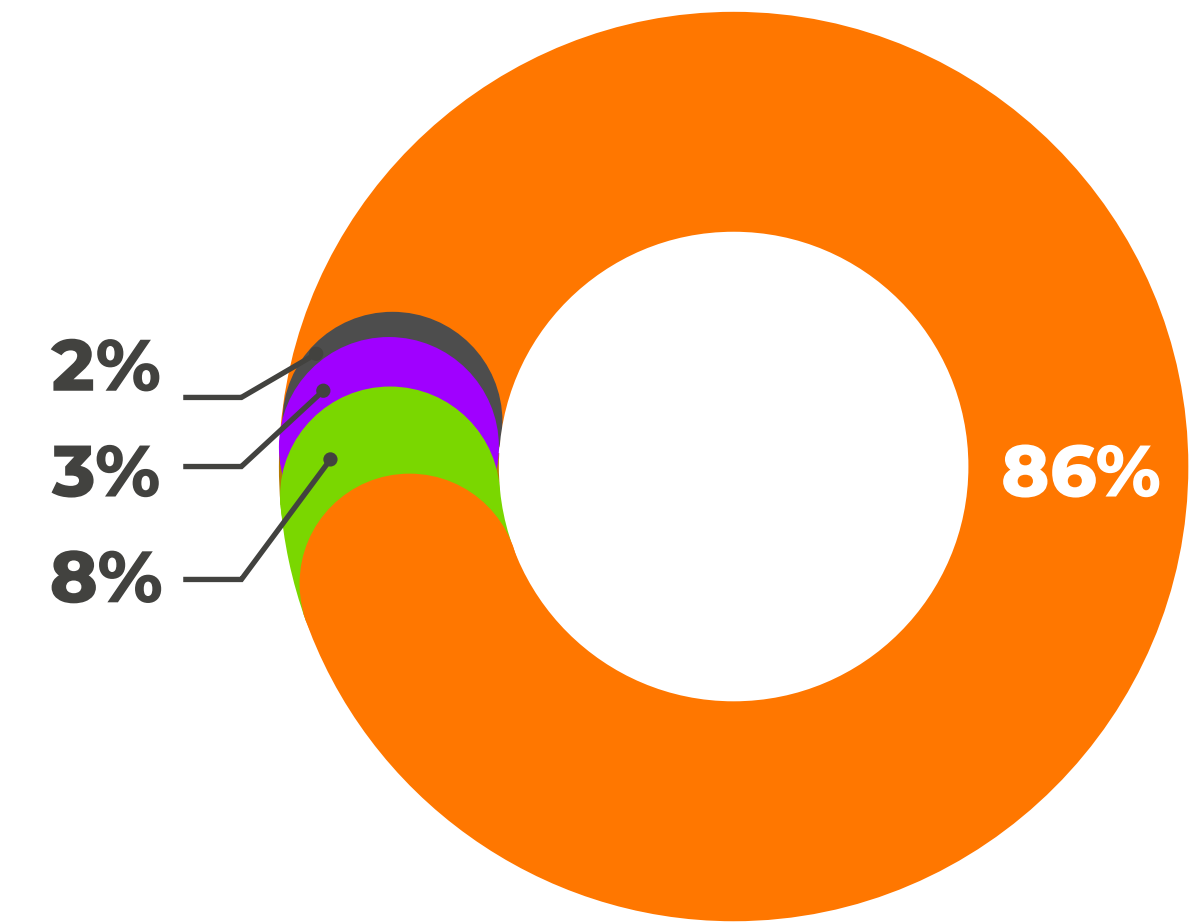
60% correspond to our brands, Canoa and Casa Loma, and 40% to private labels (third parties or maquilas).

### Sales by Brand

International Market Sales Percentage in 2024



- Our Brands
- Our International Brands



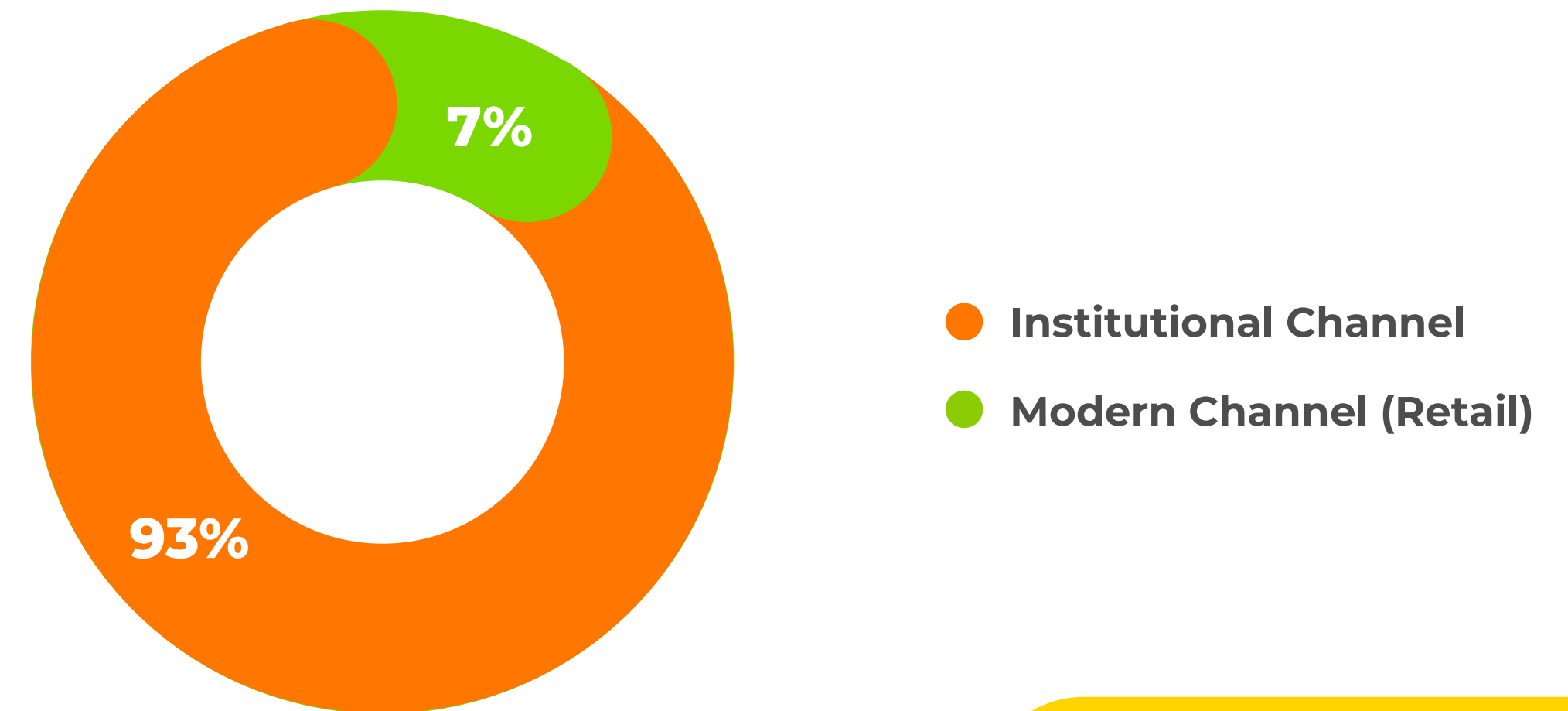
- North America
- Europe
- Caribbean
- South America





### 2.2.2. Domestic

In 2024, **3006 Tons of fruit pulp** were sold in the national market, with the following breakdown: **93% institutional channel** and **7% retail channel**.



Region/territory	Kilograms
Central	928,702
Antioquia	893,500
Coast	841,996
Pacific	342,190
Total	3,006,387

In the domestic market, we serve 170 active customers across 805 delivery points nationwide, with 95% representing our own brands and 5% pertaining to private labels.



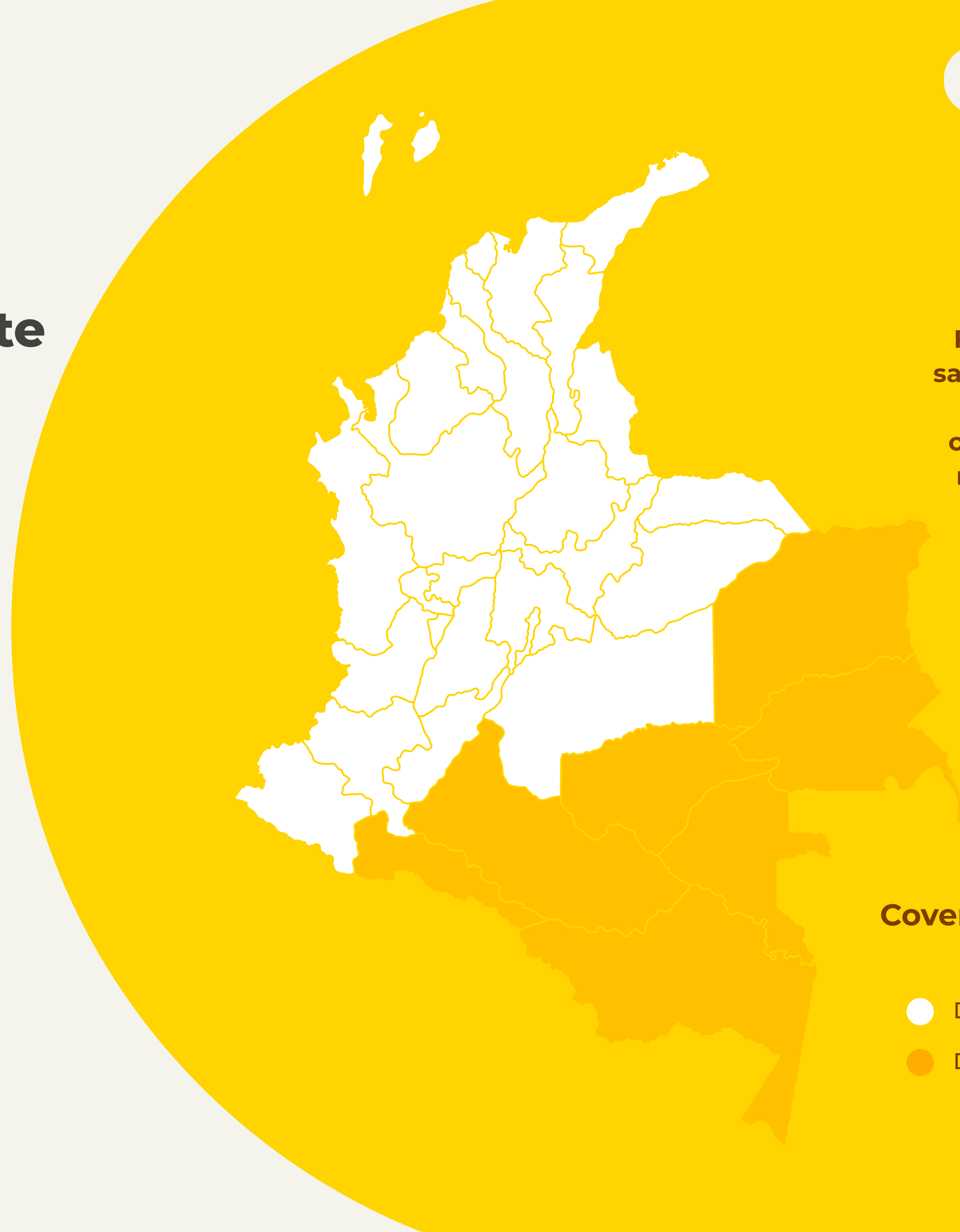


## Coverage by department/state in Colombia

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



For 2025, we anticipate sales of 2,832 tons of pulp, with comprehensive coverage across various regions of the country.



**Coverage in 25 of Colombia's 32 departments**

- Departments with coverage
- Departments without coverage

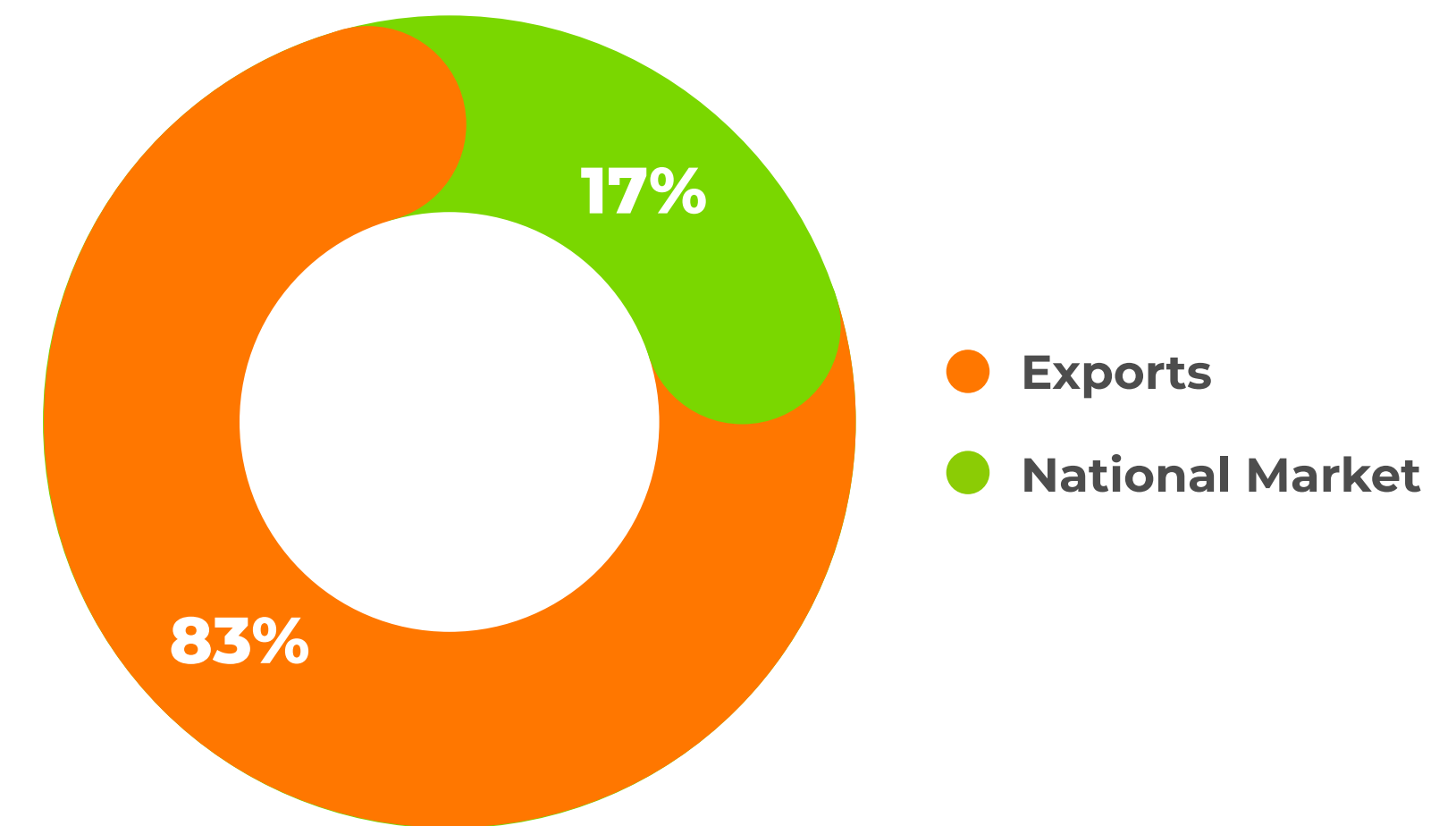




## 2.3

# Market share

In 2024, our market breakdown was as follows: 83% of our sales were attributed to exports, targeting nostalgia markets and crossover markets internationally; the remaining 17% stemmed from the national market primarily serving HORECA (hotels, restaurants, and company cafeterias) and Retail (chain stores).





2.4

# Flagship Product Fruit Pulp

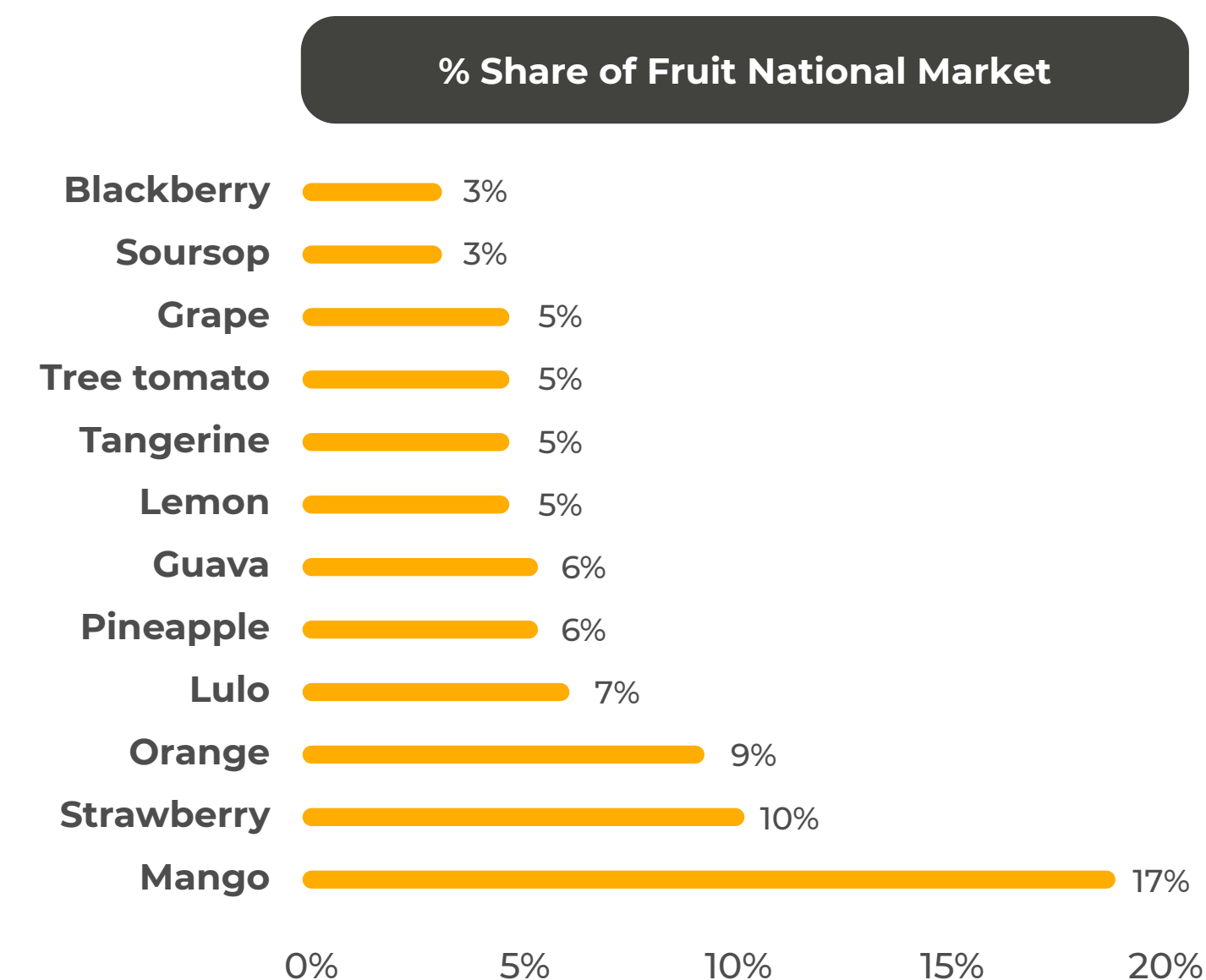
Our company's flagship product is mango pulp, which accounts for 25% of the export market and 17% of the domestic market.



## 2.4.1. Exports

% Share of Fruit Exports		
Flavor	2023	2024
Mango	25	25
Passion fruit	24	24

## 2.4.2. National



We plan to explore new markets, enhance business relationships with our current customers, promote our existing product lines and develop new products aligned with current consumer trends.



## 2.5

# Agrofrut presence

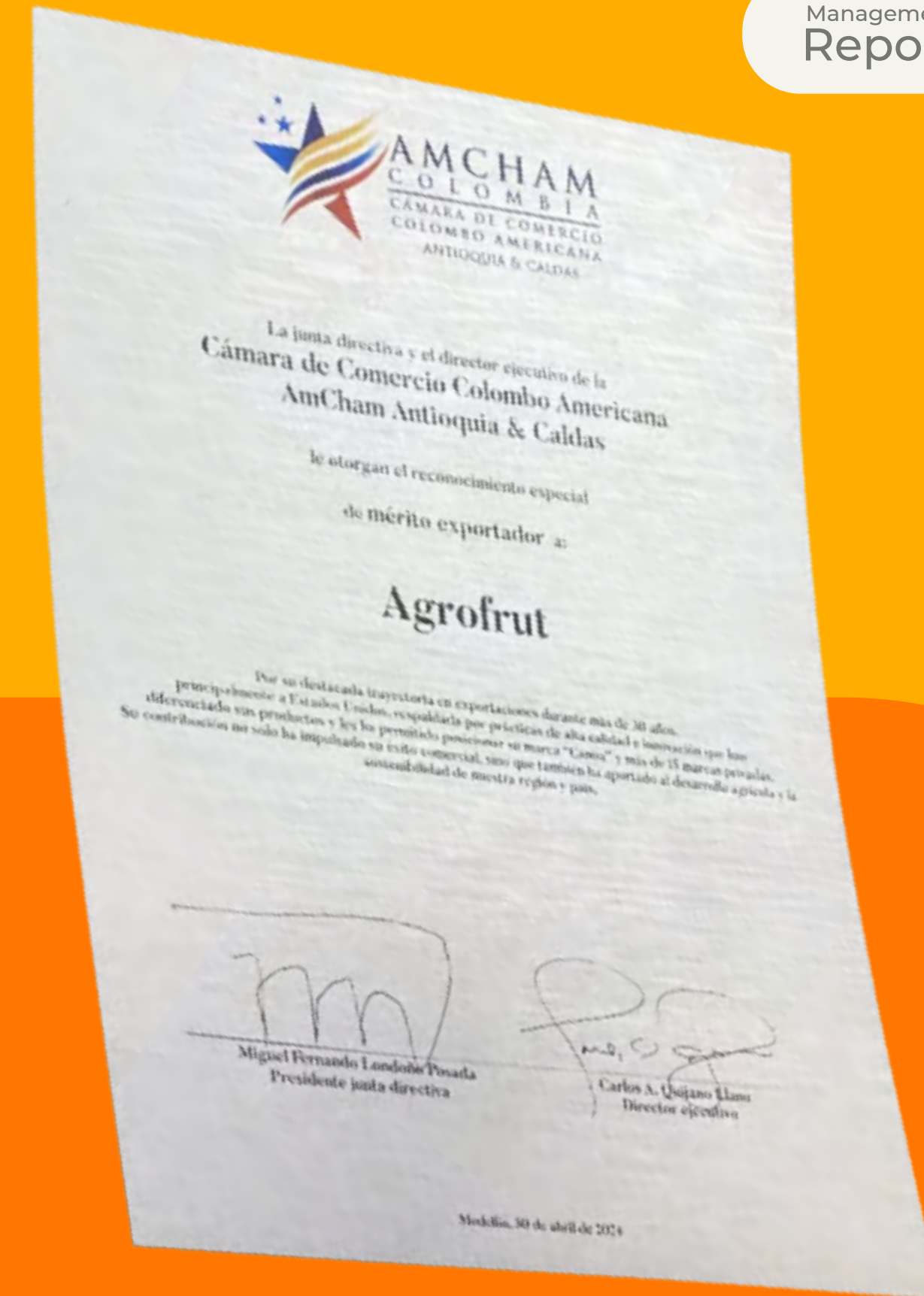
### 2.5.1. Recognitions in 2024



We were selected by the **National Association of State Departments of Agriculture (NASDA)** to continue strengthening relations between the agricultural sectors of the United States and Colombia, for being one of the companies with the longest track record in the country.



We were mentioned in the **EMERGING ANTIOQUIA – COMFAMA** report, as one of the Leading Companies in Exports in Antioquia - Shared Advantage with Mexico | 2022.



In 2024 we were honored with the Export Merit Award by the Colombian-American Chamber of Commerce (AMCHAM), recognizing our 30-year history of excellence in exporting, adherence to high-quality practices and innovation, while contributing to agricultural development and sustainability in the region and the country.





## 2.5.2. Trade Show Presence



Cali, Colombia



### Conference of the Parties (COP 16) Cali, Colombia

It is the most significant global meeting dedicated to discussing and negotiating the conservation and sustainable use of biological diversity. Agrofrut participated in various activities focused on circular economy, agricultural production, Greenhouse Gas (GHG) emissions for Colombia, and other topics focused on process sustainability.



### Food Service Expo Santiago de Chile

In 2024, we participated in the Food Service Expo in Santiago de Chile; the most relevant professional event in the food industry across Latin America. This expo serves as a vital platform for networking and business, bringing together companies, suppliers, industry associations, public entities, and professionals. Our presence at this event allowed us to strengthen business relationships, explore new opportunities and reaffirm our commitment to the sustainable development of the industry.



Santiago de Chile



Barcelona, España

### Alimentaria

### Alimentaria Barcelona, Spain

We also participated at Alimentaria; this is the leading international event for all professionals in the food, beverage and food service industry. This event stands out for its appealing offers, focusing on key markets and consumer trends relevant to our industry. Our presence allowed us to explore innovations, establish strategic alliances, and contribute to the sustainable growth of the industry as a whole.





## Chapter 03

Sustainable  
Performance





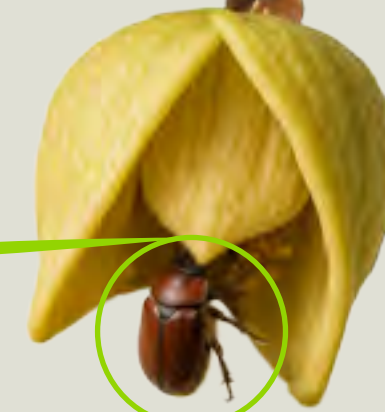
# Soursop

*Annona muricata*

It is born from a seed that grows into a **lush, broad-leaved tree**, requiring consistent care and attention to ensure healthy, optimal development.



**Cyclocephala beetle**  
Main Pollinator



Floral system adapted for **cross-pollination** by beetles



**Its flowering**, with a bud-light shape (**capacho**), marks the beginning of the fruit formation process, which unfolds under the right climate conditions and proper agricultural management.



## Fun fact:

Soursop is a crop that requires careful attention and proper maintenance, especially during its flowering stage.



3.1

# About this report

(GRI 2-1)

C.I. Agrofrut S.A.S. reaffirms its commitment to transparency and sustainability by presenting the management report for 2024. This document seeks to provide stakeholders and other related entities with a comprehensive view of our operations and production chain.

This report is generated annually in accordance with the "GRI referenced" option that is based on the Global Reporting Initiative standards, for the period between January 1 and December 31, 2024.





## 3.2

# Governance of the Sustainability Strategy

(GRI 2-22)

Agrofrut has implemented a sustainability strategy that is led by the sustainability department, that in turn reports to the company's management.

This area is responsible for articulating the different areas to achieve the proposed goals through the different projects that are carried out during the year.

### 3.1.1. Governance policies (GRI 2-24)

Agrofrut has a policy framework that allows disseminating good sustainability practices throughout the company, such as:

1. Business sustainability
2. Human Rights (GRI 407-1, 408-1)
3. Anti-corruption and bribery
4. Contracting Policy (GRI 407-1, 408-1)
5. Prevention of the consumption of psychoactive substances
6. Comprehensive management
7. Conflicts of interest
8. Handouts, gifts and offerings
- 9. Road Safety Policies**
- 10. Work disconnect policy**
- 11. Prevention of workplace harassment, sexual harassment, gender violence and prevention of discrimination based on diverse sexual orientations**



### 3.3

# Governance Structure

(GRI 2-9)

Within the company, the following committees are responsible for decision-making and management supervision:

- **Management Committee**  
(highest governing body) (1,2,3,4,5)
- **Sales Committee** (2, 4 & 5)
- **Operations Committee** (3,4)
- **Sustainability Committee** (1,2,3,5)
- **Procurement Committee** (1, 4 and 5)

1.

**Guillermo Gutiérrez**

Founder – General Manager

Time in the company: 33 years

2.

**Juan Jose Gutiérrez**

Founder – Marketing And Sales Manager

Time in the company: 33 years

3.

**Luz Estella Cadavid**

Operations Manager

Time in the company: 23 years

4.

**Ana Milena De La Calle**

Technical Manager

Time in the company: 15 years

5.

**Alexander Rodríguez**

Asst. Operations Manager

Time in the company: 3 years





3.4

## Strategic Alliances

(GRI 2-28)

Our company is affiliated with two organizations:

### AMCHAM

- Colombian-American Chamber of Commerce - Exports

### PROSUR

- Southern Business Corporation - Sustainability and Territory

In addition, we have strategic allies throughout the supply chain such as:

- Marketers – customers – strategic allies for the distribution and marketing of our product brands and associated brands.
- Suppliers of raw materials, supplies, packaging material and services.





As part of the sustainability strategy, our commitment to sustainable growth is achieved through collaborative efforts with growers, suppliers, marketers, and customers.

Below, we share a testimonial from Alejandro Toro – Purchasing and Logistic Department at Distoro Inc., a company with extensive experience in the distribution of fruit pulp and frozen products in the American market, with whom we have maintained a business relationship for over 15 years.



## Distoro Inc.

“With the constant support of Agrofrut, Distoro Inc. had a 14% growth during 2024. The strategic alliance between the two companies was key to achieving this result, especially highlighting the logistical and advertising support provided by Agrofrut. Its efficient management in the production and transport processes allowed us to optimize inventory management and guaranteed the continuous availability of products. Likewise, their support in advertising, both through financial support and by supplying promotional materials, significantly strengthened our visibility and positioning in the market. This all-around collaboration has allowed us to focus on improving our services, while Agrofrut drives our expansion with professionalism and commitment.”



### 3.5

## Connection with sustainable Development Goals

Our corporate sustainability goal is focused on contributing to the sustainable development goals (SDGs) proposed by the UN to transform the world to end poverty, protect the planet and guarantee the long-term growth of society.

In 2023, the following SDGs were prioritized, framing the internal actions carried out in our company and the contribution through our value chain to represent our support of the Colombian countryside:

**SDG 5:** Gender equality

**SDG 7:** Affordable and clean energy

**SDG 8:** Decent work and economic growth

**SDG 13:** Climate action

**SDG 17:** Partnerships to achieve goals

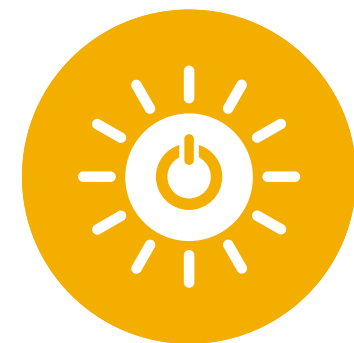


For 2024, work continues on the SDGs from 2023 and 2 more goals have been prioritized: SDG 2: Zero hunger and SDG 12: Responsible production and consumption.



# Natural

## Chapter 5



### SDG 7 Affordable and clean energy

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

- 3.7%** Use of photovoltaic electrical power.
- 96%** Use of renewable electrical power.
- 0.3%** Non-renewable energy use.



### SDG 13 Climate action

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

- 11%** Change in greenhouse gas (GHG) emissions category 1. \*(year 2024 compared to baseline)
- 3.7%** Use of photovoltaic electrical energy.
- 96%** Use of renewable electrical energy.



# Collaborative

## Chapter 6

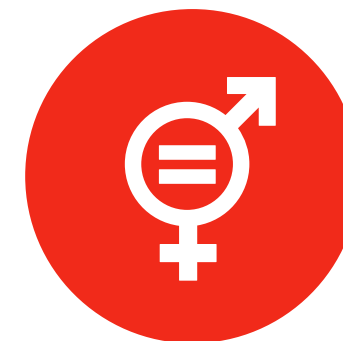


### SDG 8 Decent work and economic growth

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

**337** direct and indirect collaborators and apprentices.

**406** hours of training per year.



### SDG 5 Gender equality

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

**35.3%** Women in the different roles of the Organization.

**41.4%** Women in management positions.

**Goal 8.6:** Reduction of young people out of work or without education.

**136** young people between the ages of 18 and 30 related to the company.

**Goal 8.8:** Protection of labor rights and safe work.

**-33%** in the frequency of accidents in the year.



# Transformational

## Chapter 4



### SDG 2 Zero hunger

**Goal 2.1:** End hunger and ensure healthy, nutritious and sufficient food throughout the year for everyone, especially the poor and those in vulnerable conditions and infants.



**COP 245 million pesos** in pulp delivered to food banks and foundations in the strategic region.



Over **12,000 tons of fruit** sold to our customers.

**Goal 2.2:** End all forms of malnutrition, (...) and address the nutrition needs of teenage girls, pregnant and lactating women and older people.



**COP 230 million pesos** donated in kind to Gente Unida, Transformación and Fundación Mundo Sonrisas, with the social purpose of supporting children and young people.

**Goal 2.3:** Double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family or sustenance farmers (...)



**15,770 tons of fruit** purchased from farmers, indigenous people and other Colombian producers.





## SDG 12 Responsible consumption and production

**Goal 12.2:** By 2030, achieve sustainable management and efficient use of natural resources

\$

**COP 1,026 million** investment in environmental management.

**Goal 12.5:** By 2030, significantly reduce waste generation through prevention, reduction, recycling and reuse activities

**97.8%**

use of waste



## SDG 17 Partnerships to achieve the goals

**Goal 17.11:** Strengthen the means of implementing partnerships to promote sustainable development.

- We increased exports by **14%** compared to 2023.



### 3.6

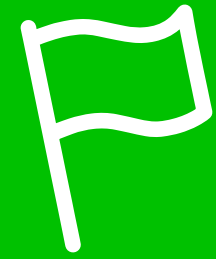
## Strategic objectives

### 3.6.1. MEGA 2022-2026

By 2024, the MEGA consisted of profitable growth with sustainability and safety strategies, with the following activities being developed:

- Our MEGA is redefined to have a growth in kilograms (sale >11,000 kg) but in a profitable way.
- The goal in kilos was met with a sale >12,000 kg and with the established margin.
- All processes worked for a reduction in costs, with a significant contribution to the reduction of fruit purchase prices and raw material prices.
- Meeting the MEGA goal enables the company to generate projects to automate processes, be more efficient and contribute to improvements in sustainability and safety.





### 3.6.2. Mission

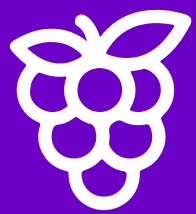
To provide value to fruits and vegetables as our natural resource, offering the world benefits in health, practicality, support and safety, promoting the agricultural development of the country.

### 3.6.3. Differentiators of our business model

- Our company has an installed production capacity for **fruit processing of 9,000 tons/month, and pulp packaging of 2,720 tons/month.**
- We have **1600 frozen racks for storage of raw materials**, achieving continuous supply to our markets all year round.
- During 2024, our products were warehoused using **the Icestar allied logistics center**, which has 8500 positions. We occupy between 3500 and 4500 of those positions per year. As a contribution to our sustainability strategies, the warehouse **is less than 100 meters away, reducing transport times, gas emissions, and labor, improving product stability and safety.**







# Chapter 04

Transformational  
Pillar







# Blackberry

*Rubus glaucus*

It emerges from a seed that grows into a climbing plant.



Its flower blooms in  
**6 to 12 months**



It thrives in **cool to temperate climates** with good humidity



Its leaves have **serrated edges** and a **deep green color**.

## Fun fact:

- The fruit is highly sensitive to climate changes.
- Blackberries are rich in vitamin C and phosphorus.
- When fermented, they can be used to produce wine.



## Bees

*Apis mellifera*

Natural pollinator







## 4.1 --- Company vision ---

### **Vision**

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



4.2

## Business values



### Coherence

We act in accordance with our principles and always maintain proper conduct, to effectively fulfill the tasks entrusted to us.



### Warmth

We think of others and the way they feel so we can adjust our behavior and thus show kindness, understanding and high willingness to serve.



### Leadership

We help each other to advance to a higher motivational level; we are change managers to achieve a common goal and personal growth.



### Dynamism

We are flexible and open-minded facing what is new, what works and what makes us different, we act with energy and promptness.



### Commitment

We execute actions consciously and we are able to respond in time and face the situations that arise with intelligence, effort, interest, creativity and conviction.





During 2024, we have worked on the development of management indicators for technical, operational, and administrative management, based on the SAP platform (Systems, Applications, and Products in Data Processing), obtaining key information from this tool that serves the company's management.

### 4.3

## Technology at the Service of Sustainability



**PRODUMEX**  
**WMS**

To optimize inventory management and provide better control of the product positions on the floor, we have implemented a WMS (Warehouse Management System), with the use of barcode readers (PDA-Personal Digital Assistant). This project has made significant progress throughout the year, consolidating itself as a key tool to ensure inventory reliability.



With the aim of generating a computer culture, the cybersecurity drill was carried out with successful results.

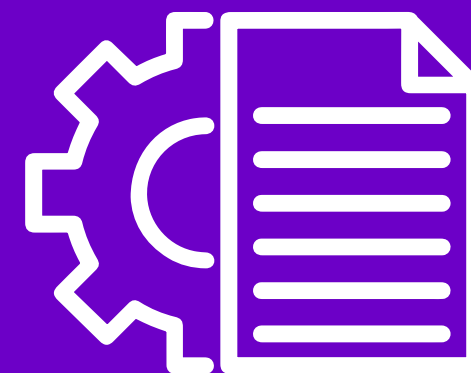


Improving connectivity and information security, licensed software was acquired for the work-at-home mode of work.



## The following projects have been included for the 2025 plan:

1. Chatbot implementation process for the company.
2. Acquisition and implementation of licensed software for the control of personnel entry into the industrial complex.
3. Acquisition of licensed software to automatically safeguard the company's information that is not user dependent.





#### 4.4

## Optimization of Logistics and Distribution Operations:

1. | A new inventory policy along with good storage practices were implemented and contributed to the increase in reliability from 32% to 93%.
2. | A procurement modality based on the Demand Driven methodology has been implemented, allowing inventory levels to be regulated according to demand. This implementation meant savings in storage costs, a reduction in lost sales and an increase in the service level.
3. | In collaboration with the Procurement and Planning team, the inventory levels of Packaging Material and Supplies were regulated, generating a 28% decrease in inventory costs, causing an improvement in cash flow and optimization of spaces.
4. | Wooden pallets are replaced by plastic pallets for storage in CAVA for freezing product packaged in baskets.







# Chapter 05

Natural Pillar





# Strawberry

*Fragaria ananassa*

A low-growing perennial plant, cultivated mainly for its red, juicy, and aromatic fruit.

Unlike fruit trees, strawberries grow close to the ground and spread through **runners**.

They can bear fruit multiple times a year, of vitamin C especially in **temperate climates** or under **protected conditions**.

## Fun fact:

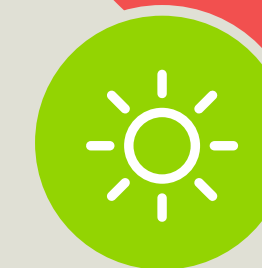
Did you know the tiny yellow dots on a strawberry are actually seeds with their own individual fruits?

That means when you eat a strawberry, you're actually eating dozens of small fruits in one.

## Strawberry Flower



Highly valued for its **quick harvest cycle**



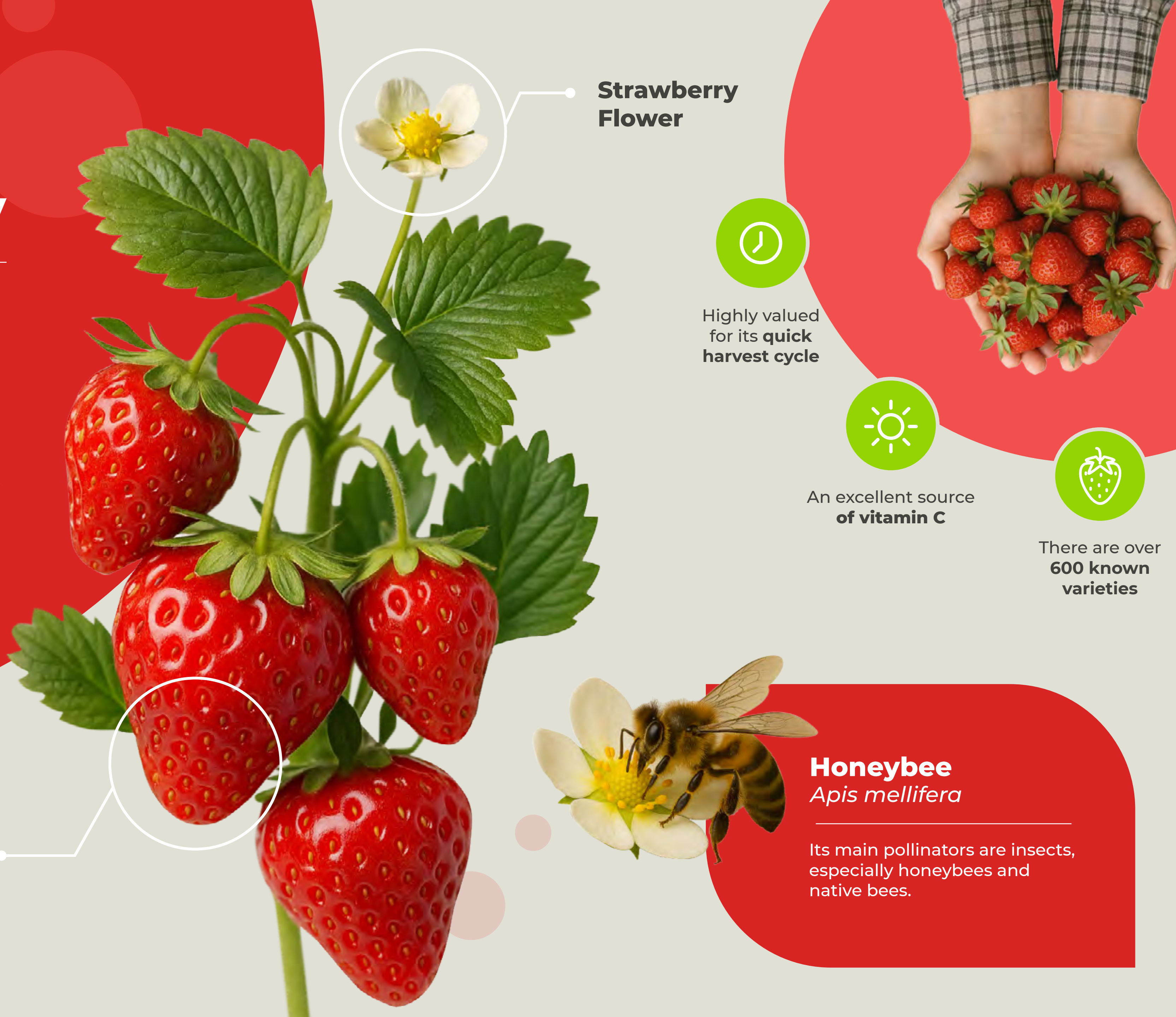
An excellent source of **vitamin C**



There are over **600 known varieties**

## Honeybee *Apis mellifera*

Its main pollinators are insects, especially honeybees and native bees.





## 5.1

# Climate change

(SDG 13)



## 5.1.1. Process-related Carbon Footprint

### 5.1.1.1. Emissions Reduction Program in Operations "GHG Statement"

In 2022, Agrofrut started metering greenhouse gases as part of the strategy to mitigate climate change. The year 2021 was taken as baseline for categories 1 and 2, as it is a very representative year for the company.

For 2023 and 2024, we carried out the calculations of our emissions inventory for categories 1, 2, 3 and 4 as per the NTC-ISO 14064-1:2020 standard, with an operational control approach. In it, we consolidated the information from the different environmental indicators. In addition, a baseline change was made for the 2023 and 2024, which was verified by ICONTEC in the 2023 report.

We calculate the greenhouse gas emissions generated in our production process and report all the CO<sub>2</sub>e values using the emission factors for each type of source established by the IPCC and the GHG Protocol. In this manner, a comparison can be made between the baseline year and subsequent years.



### 5.1.1.2. Direct Emissions, Indirect Emissions (GRI 305-1, 305-2, 305-3)

The direct emissions associated with our production process for 2024 amounted to 1058.04 Ton CO2e, thanks to the fact that we use 100% renewable energy, after the implementation of a photovoltaic system and with the purchase of certified renewable energy (I-REC).

Year	Category 1 (Ton CO2e)	Category 2 (Ton CO2e)		Category 1 + 2 (Ton CO2e)	
		Location base	Market base	Location base	Market base
2021	1238	287.64	0	1525.64	1238
2022	1191.09	300.7	0	1491.79	1191.09
2023	1061.15	457.52	0	1518.67	1061.15
2024*	1058.04	502.16	0	1560.20	1058.04

\* Information calculated internally without external verification.

The emissions associated with Market base correspond to the purchase of renewable energy for our 100% renewable plant. The energy generated from the emergency plant is included in scope 1.



### 5.1.1.3. Biogenic Emissions

Biogenic emissions correspond to the use of gasoline and diesel fuel in processes associated with the production system, which used 6% ethanol for the year 2021 and 2022, 5.9% in gasoline and 10% Diesel in 2023 and 2024.

Year	Emission (Tons CO2e)
2021	2.7
2022	0.88
2023	0.75
2024*	0.88

\* Information calculated internally without verification





#### 5.1.1.4. Emissions Generated and Emission Intensity (GRI 305-4)

Our carbon footprint is directly associated with the tons of fruit pulp processed in our production plant, recording the following values:

Year	Category 1 (Ton CO2e)	Category 2 (Ton CO2e)		Category Other (Ton CO2e) Transport	Total (Ton CO2e)		Total/Ton of Pulp (Ton CO2e/Ton of pulp)	
		Location base	Market base		Location base	Market base	Location base	Market base
2021	1238	287.64	0	N/R*	1525.64	1238	0.12	0.099
2022	1191.09	300.7	0	2861.07	4352.86	4052.16	0.340	0.317
2023	1061.15	457.52	0	9372.66	1518.67	1061.15	0.068	0.047
2024*	1058.04	502.16	0	N/R	1560.2	1058.04	0.055	0.037

\*Not recorded (N/R): No measurement was made for other categories in 2021 and 2024.

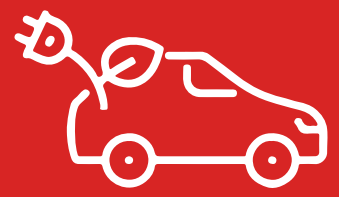
Year	Category 1 + 2 (Ton CO2e)		Total 1+2/Ton of Pulp (Ton CO2e/Ton of pulp)		Total others (Ton CO2e)	Total Others/Ton Pulp (Ton CO2e/Ton of pulp)
	Location base	Market base	Location base	Market base		
2021	1525.64	1238	0.12	0.099	N/R*	N/R*
2022	1491.79	1191.09	0.117	0.093	2861.07	0.22
2023	1518.67	1061.15	0.068	0.047	9372.66	0.42
2024*	1560.2	1058.04	0.055	0.037	N/R*	N/R*

Not recorded: No measurement was carried out for other categories in 2021 and 2024



Thanks to the use of these clean energies in our production process, we contribute to the reduction of GHGs for years 2021, 2022, 2023 and 2024. We have avoided and offset the following amounts of CO2e: 2021: 287.6 Tons, 2022: 300.7 Tons, 2023: 457.52 Tons and **2024: 502.16 Ton.**





### 5.1.2 Sustainable Mobility

We seek to encourage sustainable mobility from our production processes, product distribution and employee transportation, for which the following strategies have been developed:

#### Transport Logistics

- For urban routes, the vehicle “filling rate” was optimized, for example, by reducing the number of trips or commutes to be made.
- For external routes, frequencies were reduced (fewer trips with more volume).
- In supplies, the modality was changed to a single trip only using 16-wheelers (the number of trips decreased).





## Sustainable Business Mobility Plan (PMES)

- The business license plate restriction was established to comply with local regulations.
- The use of public transport is promoted by providing information on available routes.
- The “day without car/motorcycle” took place on the day that remembers the preservation of the ozone layer, contributing to the reduction of CO2e emissions caused by employee transportation factors.
- For administrative staff, a 2 day “work from home” monthly policy was established.
- For administrative personnel, the staggered schedule is promoted to improve commuting times to their homes and reduce emissions into the atmosphere.

## Road Safety Plan (PESV)

- The implementation of the road safety plan was carried out.
- Improvements were made to road infrastructure, including demarcation, road signs and safe pedestrian crossings.
- Knowledge of traffic rules increased, the vehicle parking area was optimized and organized, and the use of safe spaces for pedestrians was increased.
- The training program was implemented, including dissemination of the PESV, responsibility and risks when driving, safety policy and road actors.
- Checks were carried out regarding the vehicle and driver documentation, to verify that they were up to date.





## 5.2

# "Energy Efficiency"

**(SDG 7) (GRI-302-1)**

The electrical power associated with our production operations is composed of conventional EPM energy and photovoltaic energy.

EPM conventional energy is certified green by I-REC, representing 96% of our consumption and the solar energy generated through 220 panels corresponds to 3.7% for 2024. These two sources are considered renewable, and 0.3% of the energy was generated from the emergency plant considered non-renewable, as it uses Diesel for fuel.



Type of Source	Power Type	Unit	2021	2022	2023	2024	% difference base year
Renewable	Photovoltaic (avoided)	kW/h-year	91,918	96,093	100,026	101,696	Increased 6%
	Conventional EPM (purchased I-REC)	kW/h-year	2,190,858	2,386,749	2,362,326	2,615,868	Increased 9.6%
No-renewable	Generation by emergency plant	kW/h-year	-	-	-	5993	Initial year
Total Power Consumption		kW/h-year	2,282,776	2,482,842	2,462,352	2,723,557	Increased 9.7%

Type of Source	Power Type	Unit	2021	2022	2023	2024	% difference base year
Renewable	Photovoltaic (avoided)**	MJ/year*	330,904.8	345,934.8	360,093.6	366,105.6	Increased 6%
	Conventional EPM (purchased I-REC)	MJ/year*	7,887,088.8	8,592,296.4	8,904,393.6	9,417,124.8	Increased 9.6%
No-renewable	Generation by emergency plant	MJ/year*	-	-	-	21,574.8	Initial year
Total Power Consumption		MJ/year*	8,417,193.6	8,938,231.2	8,864,467.2	9,804,805.2	Increased 9.7%

\*Conversion factor of 1kW-h = 3.6 MJ was used

\*\* For 2024 there was no sale of surplus photovoltaic energy



The company's total energy consumption for 2024 corresponds to 2,723 MW-h, equivalent to 9,804,805.2 MJ.



### 5.2.1 Power Consumption Indicator (GRI 302-2)

Energy consumption per kg of pulp processed decreased compared to 2022, maintaining **an average indicator of 0.097 kW-h/kg processed**.

Indicator	Unit	2021	2022	2023	2024	% difference base year
Power consumption	kW-h/kg processed	0.091	0.107	0.107	<b>0.097</b>	-11%

Indicator	Unit	2021	2022	2023	2024	% difference base year
Power consumption	MJ/kg processed*	0.328	0.385	0.385	<b>0.349</b>	-11%

\*Conversion factor of 1kW-h = 3.6 MJ was used

By 2024, the energy generated by the emergency plant is included. It was installed in order to support the company's refrigeration system.

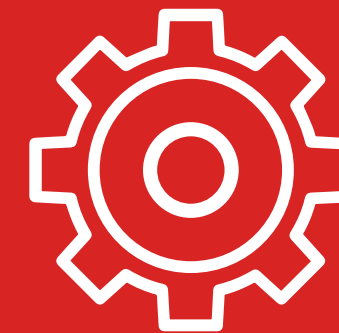


## 5.2.2 Power Consumption Reduction (GRI 302-4)

Thanks to investments in technologies, a reduction in energy consumption has been achieved.



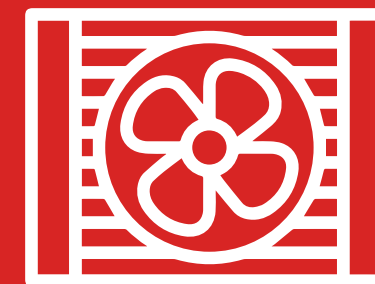
The main activities carried out were:



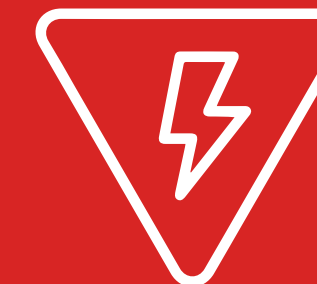
Optimization of electrical systems in the production process



Continuous monitoring of energy consumption indicator



Commissioning of air conditioners and refrigeration equipment with energy efficiency features.



Balance of electrical loads on the second and third floors, helping us to avoid possible short circuits, damage to equipment and fire outbreaks.





## 5.3

# Natural Capital

### 5.3.1. Water resources (GRI 303-1, 303-5)

#### 5.3.1.1. Governance and strategy in operations

The water used in our company is supplied by the aqueduct of Empresas Públicas de Medellín (EPM public utility company).

By 2024, **43,080 m<sup>3</sup>** were consumed for the processes of washing and cleaning of equipment and infrastructure, washing and disinfection of fruits and tubers, domestic services, among others.

The committee for the water efficient use and savings was created to seek the optimization of processes through actions that reduce consumption and raise awareness among employees.



### 5.3.1.2. Goals

#### 5.3.1.2.1. Water Consumption Reduction Goals

The goals and objectives of the indicators and the water reduction processes are identified by the committee for water efficient use and savings, and are defined in accordance with the indicator of the immediately preceding year and the company's future projects.

8.6%



Agrofrut recorded a reduction in its water consumption indicator, per kg processed, of 8.6% compared to the base year.

#### 5.3.1.2.2. Track Record of Meeting Water Consumption Goals

Year	2021	Goal	2022	Goal	2023	Goal	2024	Goal
Consumption indicator (L/kg of pulp)	1.71	2.8	1.74	2.3	1.67	2.0	1.59	2.0
Status	Complies		Complies		Complies		Complies	

#### 5.3.1.2.3. Compliance history of Water consumption targets

Year	2021	2022	2023	2024
Total water consumption (m3/year)	43.934	41.022	39.198	43.080

Year	2021	2022	2023	2024
Total water consumption (ML/year) *	43.9	41.0	39.2	43.1

\*Value used for conversion 1ML=1000m3





### 5.3.1.3. Reduction strategies

The reductions recorded are the result of projects identified in the water use and saving efficiency committee, such as:

- Solenoid valve installations in production lines.
- Modification in diameters of water supply pipes in production processes.
- Automation in process tanks.
- Installation of high-pressure systems for washing.
- Reduction of water supply points per hose for washing.
- Redefinition of SOPs (Sanitation Standard Operating Procedures) in production plants and external areas.
- On-site awareness campaigns on the efficient use of water and resources.



### 5.3.2. Discharge Management (GRI 303-4)

In 2024, our company made an investment of around COP 1,244 million, to increase treatment capacity. The latter, considering the production increase forecast associated to our production process.

This plant has a capacity of 216 m<sup>3</sup>/day of treatment, with 100% compliance with the parameters established in Article 12 of Resolution 0631 of 2015. This plant was redesigned and adapted by our partner Red Proyectos Con Ingeniería, seeking to improve the quality of water resources.





5.4

# Circular economy

(GRI 306-2)

## 5.4.1. Packaging Material (GRI 301-1, 301-2)

For 2024, 1,463,568 cardboard units were purchased, of which 80.9% is material certified as recycled.

The plastic material purchased to guarantee product safety was:

Material	Unit	Quantity
STICKER	Units	5'545,450
BAG	Units	23'982,371
PET	Units	5,000
HDPE	Units	1'871,953
PP	Units	1'924,647
LABEL	Units	1'773,109
SHEET	Kg	86,616





During this year, progress was made in the implementation of laser marking for boxes in the pasteurized product line, reducing the consumption of stickers (single-use plastic).

Similarly, trials have begun for using personal portion packaging under the Flow Pack system. The tests show a significant reduction in plastic utilization (approximately 40%).

The use of blue bag was implemented for 200KG with 50% PCR.

Die-cut boxes were developed for ease of use in displays and exhibits.

Year	Unit	2023	2024	% difference
Cardboard	Unit/Year	1'881,576	1'463,568	-23
Plastic	Unit/Year	21'371,053	35'097,535	+164
Plastic	kg/year	115,812	86,616	-25



### 5.4.2. Waste (GRI 306-3)

For Agrofrut, it is a priority to implement models for the recovery of materials and packaging through proper management of its waste and reducing its final disposal in landfills.

To achieve this, initiatives are implemented that contribute by:

- Reducing the generation of waste from our production process, encouraging on-site separation among our employees.
- Reducing food loss through donations to foundations associated with the company.
- Complying with current regulations on Extended Producer Responsibility, seeking to reduce the packaging material that reaches landfills through alliances with the FRACTAL-CIRCULAB collective. By 2024, with 2021 as baseline, 85 tons of packaging material placed on the market were recovered.
- Paying for washing the post-industrial plastic from the production process in order to deliver it to Plasticos Ambientales for recovery. In this way, we avoid the final disposal of this waste in a landfill. In 2024, 62.37 tons of pulp-impregnated bag were washed clean.



5.4.2.1. Post-industrial waste management and disposal

Our company's post-industrial waste is differentiated by type of material, with different handling and final disposal depending on the case.

For their disposal, we have strategic partners that guarantee proper and adequate handling of these materials as well as traceability of final disposal and usable materials, verifiable through certificates:

**Usable:** 42 types of materials are separated and delivered to authorized managers to give them a new use.

**Ordinary and special:** Non-usable material is delivered to the local manager ASEO SIDERENSE E.S.P.

**Hazardous:** These materials are handed over to the company authorized by the environmental authority to transport, treat and execute final disposal in accordance with regulations.

**Organic:** We have a strategic partner called Eco-ciclo that carries out the transport and treatment of fruit waste, WWTP sludge and pruning, taking them to a composting process.

% breakdown by type of waste	2021	2022	2023	2024
Usable	3.73	4.88	2.99	2.51
Organic	95.73	93.26	95.5	94.3
Dangerous	0.03	0.02	0.03	0.04
Ordinary	0.51	1.84	1.49	0.36
Special	N/R	N/R	N/R	1.84
Dirty Plastic Recovery	N/R	N/R	N/R	0.9





### 5.4.2.2. Waste not destined for disposal (GRI 306-4)

		Quantity Generated (tons/year)			
Final Disposition	Non-hazardous waste	2021	2022	2023	2024
Composting	Pruning	19	6.91	8.15	3.08
	Sludge	66,714	48.04	81.55	161.13
	Fruit	6,585.74	5217.15	7623.54	6,375.80
Usable	Plastic	201.79	190,507	107.07	116.18
	Cardboard	29,002	24,101	35.13	28.37
	Paper	5.2	0.70	5.02	5.32
	Metal	17.22	58.73	15.75	16.3
	Sacks	7.39	9.73	11.19	5.85
Returned to suppliers	Sacks	N/R	N/R	N/R	2.14
Total		102,552.3	219,949.3	78,87.4	6,714.2





5.4.2.3. Waste destined for disposal (GRI 306-5)

Hazardous Waste	Amount generated (ton/year)			
	2021	2022	2023	2024
Usable	0.2835	0.2645	7.4707	0.131
Bioremediation	0.868	0.1798	0.5944	0.60
Safety Fill	0.1999	0	0.3506	0.11
Incineration	0.9447	0.474	1.1498	0.75
Total	2.30	0.92	9.57	1.59







No-hazardous Waste	2021	2022	2023	2024
Ordinary	35.2	23.24	22.66	24.65
Total	35.20	23.24	22.66	24.65





5.4.2.4. Donations to foundations and food banks

Our company is convinced that all people, especially vulnerable people, should have access to safe and nutritious food, so we donate products to foundations for children, adolescents, peasants and others that we can positively impact, as follows:

Logo	Description	Cash donation	Donation in KG
	Gente Unida Foundation	\$43'080,026	5,453
	<b>ECOAYUDAR Corporation:</b> they create social work, focused on the care of the environment and the producers	\$9'510,395	1,203
	Mundo Sonrisas Foundation	\$4'711,904	596
	<b>Business Corporation of the South of the Aburrá Valley:</b> They generate transformations from regional social responsibility, as a path to the sustainability of the south of the Aburrá Valley	\$2'548,190	322
	<b>Archdiocesan Food Bank Foundation:</b> Provides food and hope to those who need it most, through the Archdiocese of Medellín	\$2'306,804	292
	Transformasion Foundation	\$2'254,400	285
Total		\$64'411,719	8,151





### 5.4.3. Other strategies

At Agrofrut we have been made aware that our processes have opportunities for circularity, which is why we have been working on the following projects:

- 100% of organic waste is delivered to our strategic ally ECOCICLO, which represents 95% of our waste. These are delivered for the composting process under aerobic degradation conditions, seeking to reduce the amount of waste sent to the landfill and in turn generate a commercial compost that can reach our fruit suppliers or other sectors as a complement to natural soil. Developing this objective, involved an investment of over 800 million COP.

- We participate in Bancolombia's Circular Diagnosis to identify production processes susceptible to circular economy and enhance existing ones, seeking to achieve a sustainable production and consumption model.

#### The following specific topics were identified from this diagnosis:

1. | Water circularity in processes that do not require drinking water.
  2. | Reduction of organic waste from improvements in production processes (fruit yield and residue moisture)
  3. | Circularity in packaging material approved by government entities.
- We deliver the clean post-industrial plastic to the company Plásticos Ambientales to be used and looped back into our process in the highest proportion possible. By 2024, the concept of circular economy is achieved partially (16%) through the supply of different packaging for the company; with the incorporation of 96,310 kg in packaging, 100% obtained from captured material, use of secondary bags made from virgin raw material was reduced. For this objective, an investment of approximately 23.9 million COP was incurred in.
  - Fiber sacks are returned to fruit suppliers to avoid the use of plastic as packaging material; in 2024, 2.14 tons were returned, especially to passion fruit crops.



5.5

# Environmental investments

For 2024, investments have been made in environmental topics, not just to comply with legal requirements but to reduce consumption of natural resources, as discussed below:

Chapter	Subchapter	Investment Description	2024 Investment
Climate change	Carbon footprint	Process Inventory Calculation Verification - ICONTEC	\$13'997,970
	Air emissions	Legal compliance measurements	\$9'819,500
Energy/ Power	I-REC and Solar Certificates	Solar Certificate and Backup Payments	\$ 53'883,847
Natural capital	Water resources	Wastewater Treatment Supplies, Investments in water-saving devices	\$147'824,549
Circular economy	Waste	Certified final disposal of organic waste	\$801'321.407
Total			\$ 1'026,847,273





## Chapter 06

Collaborative Pillar





## Mango Seedling

- Emerges 7-21 days after germination
- It can develop from monoembryonic seeds (one seedling) or polyembryonic seeds (multiple seedlings).



## Fun fact:

There are over 1,000 mango varieties worldwide, but only about 30 to 50 are widely cultivated and traded globally.



## Mango flower

Only **pollinated** flowers can produce fruit



## Hoverfly

*Diptera*

They are the **main pollinators of mango trees**. These flies visit large numbers of flowers, **increasing the chances of cross-pollination**

# Native Mango

*Mangifera indica*

It grows from a seed that gives rise to a lush tree, which becomes taller and sturdier over the years.



They are **hardy** and **easy to care for**



Fruit production occurs **twice a year**



# Collaborative Pillar

Agrofrut, in its permanent search for human development, carries out strategies to strengthen people's potential, through collaboration and the implementation of sustainable initiatives that impact employees, product safety and the improvement in health and nutrition.







## 6.1

# Human Resource Management

As far as 2024, AGROFRUT is continuously committed to strengthening, maintaining and optimizing working conditions that promote the integral growth of its employees. At the same time, the company seeks to consolidate a high sense of belonging and a deep identification with its mission and corporate values.

### 6.1.1. Employee Affiliations (GRI 401-2)

Our direct and indirect collaborative staff are affiliated to:

- Life Insurance
- Health Insurance
- Pension
- Family compensation fund
- Colmena ARL (Labor Risk Insurance)
- Unemployment Fund
- Maternity or paternity leave

All employees, both direct and indirect, enjoy the benefits mentioned above. However, life insurance is an exclusive benefit for direct staff.





6.1.2. Diversity of collaborators

Direct and indirect employees, and trainees

Employees	2022	2023	2024
Direct	225	223	257
Indirect	85	112	55
<b>Total</b>	<b>310</b>	<b>335</b>	<b>312</b>
Trainees	0	2	5
<b>Total</b>	<b>310</b>	<b>337</b>	<b>317</b>

Permanent and temporary employees by gender 2023 and 2024

	2023		2024	
Employees	Men	Women	Men	Women
Company	136	98	157	100
Temporary	65	36	45	10
<b>Total</b>	<b>335</b>		<b>312</b>	



Leadership positions (managers, directors and coordinators) by gender

	2022	Represent-ativeness (%)	2023	Represent-ativeness (%)	2024	Representativeness (%)
Men	14	51.8	18	58.1	17	57
Women	13	48.2	13	41.9	12	41

\* Administrative positions in charge of planning, organizing, directing and controlling of the processes.

Intermediate administrative positions

	2022	Represent-ativeness (%)	2023	Represent-ativeness (%)	2024	Represent-ativeness (%)
Men	49	53.2	57	55.9	28	47
Women	43	46.8	45	44.1	32	53

\*Positions focused on administrative and operational activities in charge of executing processes from both approaches.

Operations positions by gender

	2022	Represent-ativeness (%)	2023	Represent-ativeness (%)	2024	Representativeness (%)
Men	114	59.7	128	62.7	157	70
Women	77	40.3	76	37.3	66	30
Total	223		204		223	

\*Operational positions focused on loading, unloading, processing, product packaging, among others for raw materials, supplies, and others.



% Employees by age

Gender	Age Range	Hired people
Hombres	Between 18 and 30 years old	103
	Between 31 and 50 years old	90
	Over 51	11
Mujeres	Between 18 and 30 years old	33
	Between 31 and 50 years old	67
	Over 51	13





6.1.3. Minimum Wage by Gender (GRI 202-1)

In line with the policy of Policy for the Prevention of Workplace Harassment, Sexual Harassment, Gender Violence and Prevention of Discrimination for Diverse Sexual Orientations, Agrofrut analyzes the roles and responsibilities, but never gender, when assigning the salaries defined.

Type of Salary	2023	2024
Local - Colombia	\$1,160,000	\$1,300,000
Agrofrut - Colombia*	\$1,276,000	\$1,429,120

\*The data reported in this item is obtained from the human management area database.





### 6.1.4. Paternity/maternity Leave (GRI 401-3)

Total number of employees who have been entitled to parental leave, by gender.

Year	Paternity Leave	Maternity Leave	Total
2023	6	4	10
2024	7	5	12

100% of the leaves were taken by the company's staff.

Total number of employees who have returned to work in the reporting period after the end of parental leave, by gender.

Year	Paternity Leave	Maternity Leave	Total
2023	6	2*	8
2024	7	3**	10

\*The personnel terminated dedicated themselves to maternity work

\*\* There is one employee on maternity leave

### 6.1.5. Employee Welfare and Quality of Life

We aspire to instill a harmonious work environment, promoting a culture that values family responsibility and prioritizes the well-being of our employees. Our commitment is to actively contribute to their growth and development, improving their quality of life, motivation and recognition. Through these actions, we seek to strengthen the loyalty of our employees and their families, creating a work environment based on respect, stability and a sense of belonging.







### 6.1.6. Human Resource Events

Events were held with all the direct and indirect staff members of our company, focusing on the development and enjoyment of each individual and their families:



Agrofrut Celebration	Participants
Birthday	320
Mother's and Father's Day	160
Labor Day	315
Children's Day	96
Christmas	300
Career Day	49
Five-year anniversaries	24
Sun day	290
Christmas Fair	277
Movie ticket voucher raffle x2	2
Skin Care Workshop	18
Beverage Experiences Workshop	21
Aromatherapy	15
Workplace massages	17
National travel raffle for 2 people	1
Computer raffle	2
Home Improvement raffle	1
Home Appliances raffle	7
Educational benefit	10
Psychological first aid	11
Present during mourning	29
Nativity Gift	12
Housing Fair	164
Strengthening of work teams	5
Leadership School	38
Sensitization to breastfeeding women on issues related to baby care, the importance of breastfeeding for the baby, and the extraction, storage and transport of milk.	3





### 6.1.7. Employee Training (GRI 404-1)

In 2024, 59 education and training spaces were provided to the company's direct and indirect staff, with an investment of 306 hours in topics such as:

- Good manufacturing practices (allergens, safety culture, GMP staff behavior, pest control, safety and quality)
- Assertive communication
- Teamwork
- Re-onboarding of the WORK SAFETY & HEALTH, QUALITY, ENVIRONMENTAL MGMT, SAGRILIFT, HUMAN MGMT, INTEGRAL MGMT SYSTEM areas
- Leadership School
- Change Management
- Accountability and empowerment
- Active listening
- Conflict resolution
- Stress management and relaxation techniques
- Effective time management

- Emotional intelligence
- Active mental breaks
- Mental health awareness and psychosocial risk
- Prevention of workplace harassment, sexual harassment, gender violence and discrimination against people with different orientations
- Strengthening of work teams and work environment
- Management indicators
- Innocuousness
- BASC general awareness
- Safe handling of cargo units and inspection of vehicles and containers
- Social responsibility with an emphasis on BASC
- Antioquia port business mission
- ISO 31000
- Carbon footprint for the transport sector
- SAGRILIFT
- Reliability testing
- Corruption and bribery
- Security-focused artificial intelligence
- Cybersecurity
- Prevention of AML/CFT
- House calls with an Emphasis on Safety
- Transparency and business ethics
- Solid waste management
- Chemical handling
- Saving and efficient use of water and energy
- BASC Internal Auditors Course V.6-2022 with emphasis on OAS (Organization of American States)
- Handling safety seals
- Tax update
- Exogenous information in magnetic media
- PCQI (Preventive Controls Qualified Person)



### 6.1.8. Opportunities for All

For our organization it is very gratifying to be able to contribute to the realization of the dreams and projects of our employees and their families. Here is a life story from a member of our staff:



#### Home Improvements

In 2024, a draw was held for a home renovation bonus of 2,500,000. The winner of this benefit was JOHAN JAVIER ERAZO CHAMORRO, who used this money to finish the kitchen of his home.

It fills us with satisfaction and enthusiasm to know that our employees and their families can improve their living conditions thanks to the benefits we offer. We firmly believe that the well-being of our team is the foundation of our success, which is why we continue to foster initiatives that promote their own development, stability and better quality of life.



#### Knowledge Management

During 2024, 57 knowledge management processes were carried out. From those, 42 were completed and from those, 32 people changed positions.



#### School of Leaders

We impacted 40 leaders from different areas in positions of management, supervision, assistants and leaders who manage personnel. This, with the aim of strengthening soft leadership skills focused on training effective and empathetic leaders.



### 6.1.9. Educational Benefits



In 2024, the **30% biannual tuition educational subsidy** will continue to be awarded to those employees in administrative areas who wish to start or advance their higher education path. These subsidies are granted and valid until completion of the corresponding studies program.



**10 scholarships** were awarded with an investment of \$12,758,299 for the year.



In 2024, **6 collaborators completed their training process**, obtaining the professional and specialization degree; 3 are still in the training process and 1 person withdrew from the process. The same quotas are available for the 2025 staff.







### 6.1.10. Agreements with Other Entities

Agrofrut makes strategic alliances for the development of shared value skills.



Alcaldía de  
La Estrella



Protección



### 6.1.11. Performance Evaluation

The Organization obtained an average rating of 3.67 out of 4.0. This is a high-performance level, evidencing that the work plan for the year yielded a favorable result. This result comes from the assessment of 195 employees who have been working for over 6 months since the time of their hiring.





## 6.2

# Occupational Health and Safety Management System (OHSMS)

Occupational risk prevention promotes a healthy and safe workforce, improves the productivity and efficiency of companies and helps promote more sustainable and responsible production practices.

Our physical and mental well-being is essential to be able to fully develop our activities, cope with the stress of daily life, be productive in the work and personal spheres, and thus contribute positively to society.





### 6.2.1. Performance of the Occupational Health and Safety Management System (GRI 403-1)

Our OH&S Management System establishes activities for the prevention of risks and hazards related to working conditions through the PDCA (Plan, Do, Check, Act) cycle, in addition to the promotion of healthy lifestyles.

The Company has been implementing the Occupational Health and Safety requirements set forth in Decree 1072 of 2015, through the different work and improvement plans, achieving acceptable results in the implementation of the minimum standards outlined by the current regulations.

#### 6.2.1.1. Personal Protection Elements

We have strategic suppliers, and a dispensing machine for personal protection elements, with a 24-hour supply.

In 2024, the above machine supplied 6,905 personal protection elements including gloves, mono-goggles, respirators, aprons and hearing protection.

#### 6.2.1.2. Emergency Brigade

We have 22 people from the different operational and administrative areas who have been training and learning directly with the Volunteer Fire Department of the Municipality of La Estrella.

#### 6.2.1.3. Health Week

We conduct disease prevention and health promotion activities as part of Health Week, engaging 330 collaborators, including both permanent and temporary personnel.



## 6.2.2. Hazard identification, risk assessment, and incident investigation

### 6.2.2.1. Risk Identification and Risk Assessment

For the identification, assessment and risk control, we utilize the methodology outlined in the GTC 45 matrix. This process involves participation and consultation with support groups such as COPASST and the emergency brigade. We implement a self-reporting procedure for unsafe conditions, along with mailboxes available for personnel to report concerns.

Workplace accidents and incidents are investigated by an interdisciplinary group, which includes the immediate supervisor, the affected individual, a COPASST representative, and a member of the OSH area. The action plans developed from these investigations are monitored for follow-up and are subsequently closed upon resolution. This process is further enhanced by the documentation of improved cases and lessons learned.

### 6.2.2.2. Hazard and Risk Notifications

Operational and administrative personnel have access to report forms for unsafe actions and conditions, which they can use when identifying a risk or hazard. Notifications can also be made directly through COPASST.

Additionally, OSH area monitors these notifications using the ACAP matrix to ensure appropriate follow-up and resolution.

### 6.2.2.3. Investigation of workplace accidents

The investigation of workplace accidents and incidents that result in employee injury is conducted in collaboration with COPASST, the affected worker, the immediate supervisor, the OSH area, and relevant witnesses.



### 6.2.3 Engagement, Consultation and Communication with Workers About Occupational Health and Safety (GRI 403-4)

To facilitate worker participation and reporting, we utilize the following instruments:

- A procedure for self-reporting of unsafe conditions and actions
- A Mailbox is accessible to all staff members and is periodically reviewed by the OSH team. This is one of the inputs that feeds into the self-management tool in the OH&S Management System.
- COPASST Meeting Space where time is allocated for discussions and proposals focused on reporting conditions that can be addressed preventively.
- COPASST structure is organized pursuant to Resolution 2013 of 1986, holding monthly meetings and ensuring representation from various areas of the company



### 6.2.4. Worker Training on Occupational Health and Safety (403-5)

With a total of 320 hours of training and coverage for 250 employees, the company has implemented a comprehensive training program in occupational health and safety. It is tailored to address several topics based on the risk and hazard identification matrix, risk materialization, and absenteeism analysis.

Key training topics include: working at heights, confined spaces safety, mechanical risk, ergonomics, and infectious diseases.



### 6.2.5. Workplace-related Injuries (GRI 403-9)

Main Types of Workplace Injuries		2024
Hit with and against		6
Wounds/lesions generated by sharp tools		2
Musculoskeletal		2

Hours Worked in 2024*	
909.516	

\*(# of employees \* 2790 hours/year) + overtime



Indicator	2023	2024
<b>Number of deaths due to occupational accidents</b>	<b>0</b>	<b>0</b>
Women	0	0
Men	0	0
<b>Occupational Death Rate*</b>	<b>0</b>	<b>0</b>
Women	0	0
Men	0	0
<b>Number of Serious Workplace Injuries</b>	<b>1</b>	<b>1</b>
Women	0	1
Men	1	0
<b>Serious Workplace Injury Rate*</b>	<b>0.2</b>	<b>0</b>
Women	0	0
Men	0.2	0
<b>Number of Workplace Injuries</b>	<b>18</b>	<b>12</b>
Women	0	1
Men	18	11
<b>Workplace Injury Rate*</b>	<b>3.9</b>	<b>2.6</b>
Women	0	0.2
Men	3.9	2.4

\*Data calculated for every 200,000 hours worked.

\*Injury rate= (total cases per work accident\*200,000/total hours worked)



6.2.6. Occupational diseases Injuries (GRI 403-10)

Indicator	2023	2024
<b>Number of deaths due to occupational disease</b>	0	0
Women	0	0
Men	0	0
<b>Work-related sickness rate*</b>	0	0
Women	0	0
Men	0	0
<b>Number of Occupational Disease Injuries</b>	0	0
Women	0	0
Men	0	0
<b>Occupational Disease Injury Rate*</b>	0	0
Women	0	0
Men	0	0

\*Data calculated for every 200,000 hours worked.  
\*Injury rate= (total cases per work accident\*200,000/total hours worked)





## 6.3

# Product Safety

### 6.3.1. Supply chain and supply

#### 6.3.1.1. Suppliers are audited according to schedule

For our company, the Colombian countryside and farmers are very important, so the initiative we bet on for 2024 was based on the purchase of 15,770 tons of raw material (fruits and tubers) directly from the agro landscape, promoting the cooperation of multiple actors from different regions of Colombia.





Departments	Sum of kilos entered
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
<b>Grand total</b>	<b>17,334,120</b>

Additionally, to support their growth and sustainability over time, in 2024, we conducted **11 technical** and reconnaissance visits to the crop fields of the associations representing **over 3,500 families** that supply us with fruit.

### 6.3.1.2. Visits Made to Suppliers of Inputs, Packaging Material and Logistics Operators

We visited 24 suppliers of inputs or raw materials, packaging materials, and OPL to assess their processes and audit their conditions and compliance with integrated management systems and specific applicable regulations. We also aim to contribute to the developing of our company's suppliers.

### 6.3.1.3. Queries for SAGRILIFT and Corruption (GRI -205-1)

In 2024, 359 queries were made concerning the SAGRILIFT and anti-corruption systems:



### 6.3.1.4. Visiting customers of exports under the BASC system

In 2024, **we conducted 15 visits to our export customers**, both in person and remotely, to ensure the safety and proper custody of our products. Additionally, we made 3 follow-up visits to suppliers in the integrated management systems area of the business.





## 6.4

# Product Quality

Our company is characterized by its commitment to prioritizing the satisfaction, well-being and nutrition of consumers by providing safe and quality products, under strict compliance with the legal framework supported by quality and food safety management systems.

**To meet these objectives, we continue to carry out the following activities:**

- Implementation of Resolution 1407 of 2022, which establishes the microbiological criteria that food and beverages for human consumption must meet in compliance with N=5; the quality certificates issued to national customers were adjusted.
- MDS equipment for pathogen detection was installed, which allowed us to increase the analysis of pathogenic microorganisms from 16 to 96 batches per month.
- A third 50 m3 drinking water tank was acquired where the supply for 8-hour production is assured.
- Adjustment to the SOP ("POES") of Paster A including new washing supplies, change of frequencies.
- Implementation of the validation and release of inputs with physicochemical platform tests to ensure that each input complies with the requirements set forth by the applicable regulations and the specifications outlined in the technical data sheets of both the supplier and the company.
- Two new national Microbiology laboratories were added for external analysis due to their convenient proximity.

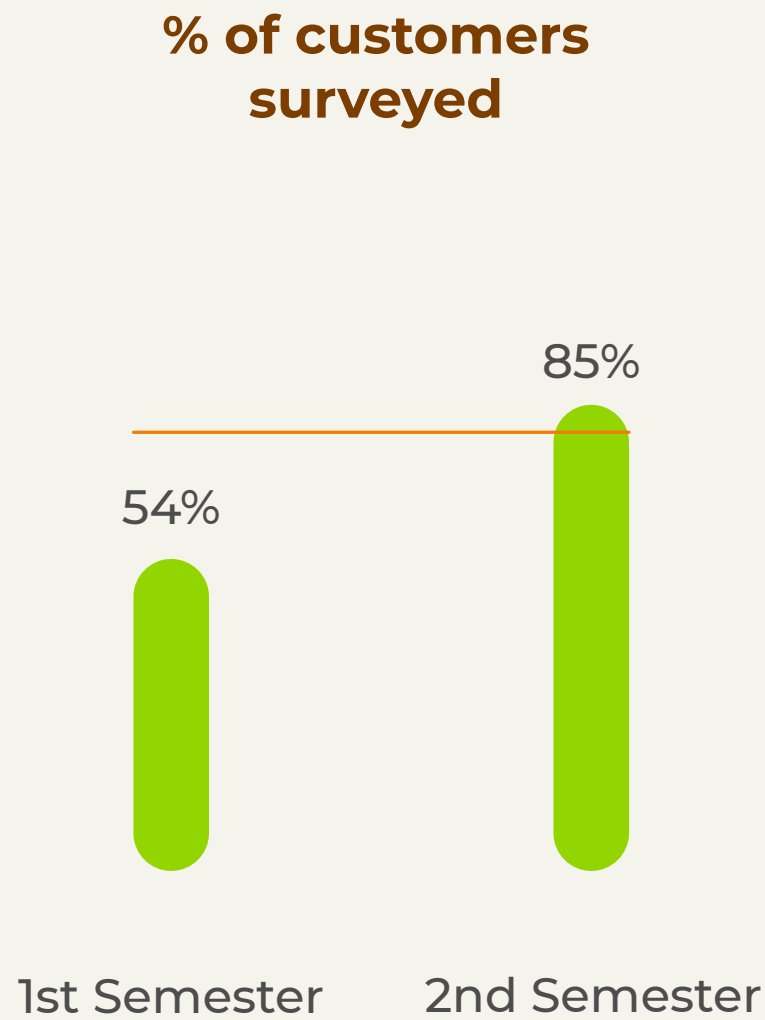
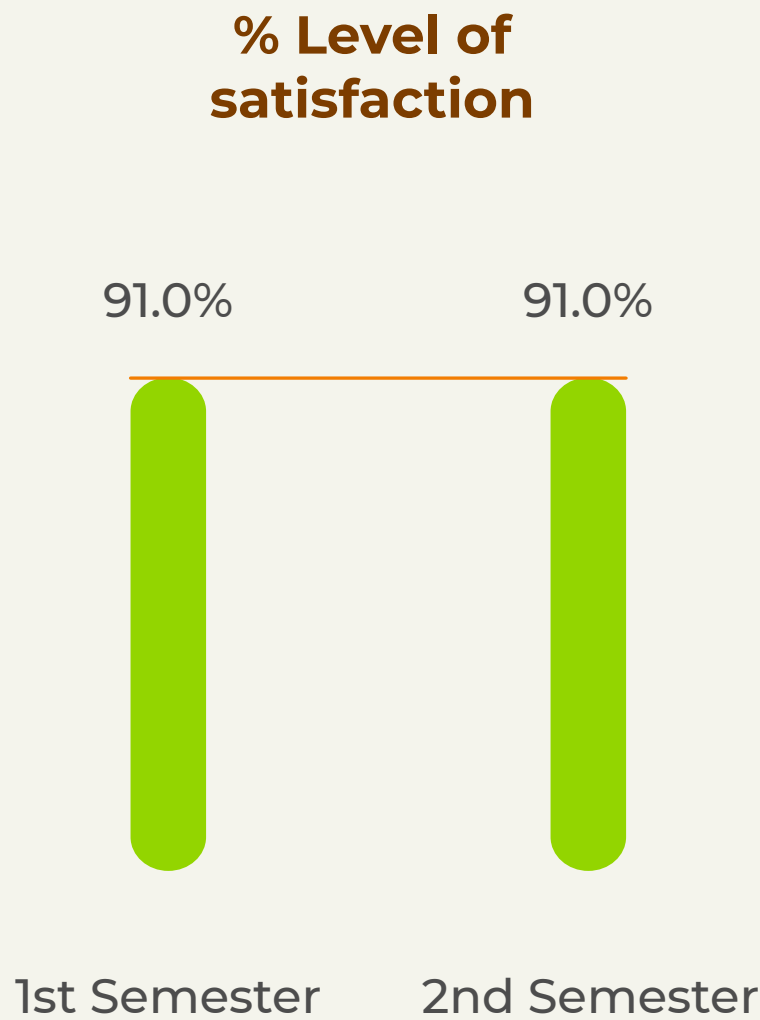
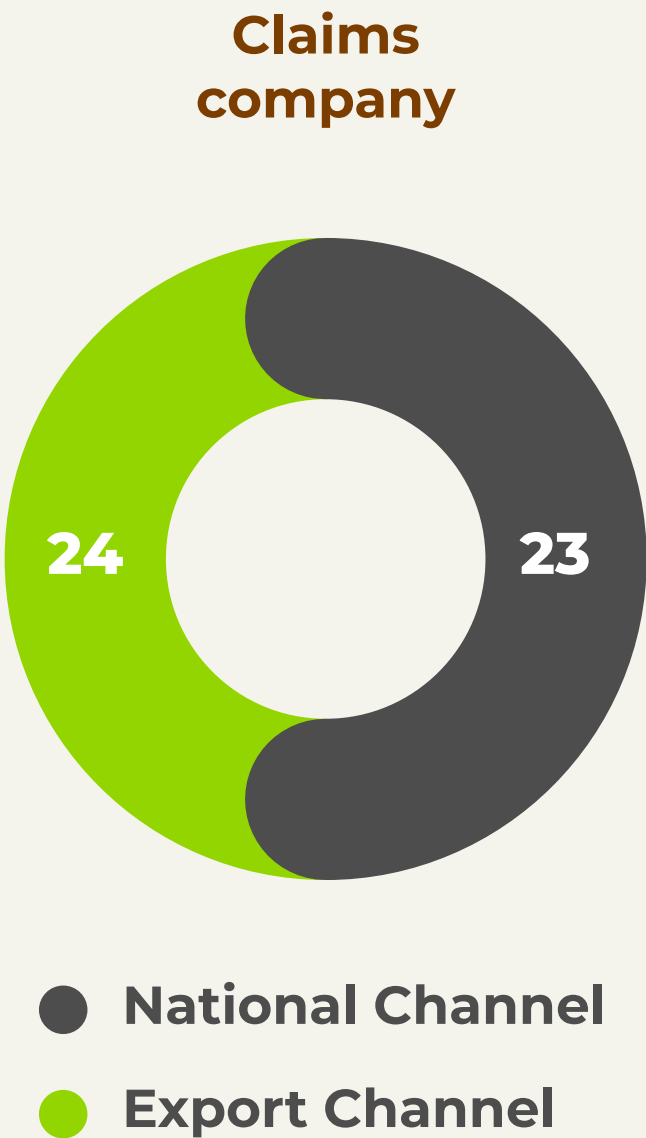


6.4.1. Quality or safety claims

As a continuous improvement effort in the customer service area, we generate statistics that help us identify opportunities for enhancing customer satisfaction. This is achieved through analyzing claims and reviewing the results of the satisfaction surveys.

For 2024, 47 customer claims were filed, all of which obtained a response. **The customer satisfaction level stands at 91%.**

Customer complaints decreased by 8%.





6.5

## Process quality

For the reported year we have the following product quality and safety certifications (HACCP, ISO 9001 or equivalent, BASC and KOSHER)



Upon resolution, 79 corrective actions were effectively closed, demonstrating a commitment to the continuous process improvement.

Work was done so that processes are in compliance with higher safety standards and we pursued other certifications, which concluded in the FSMA bill.

During the year, we worked on the implementation of two management systems for legal compliance: the Strategic Road Safety Plan and the Program of Minimum Health and Safety Requirements for Work in Boilers







## 6.6

# Opportunities in Nutrition and Health

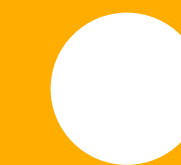
Our company provides products that offer consumers healthy alternatives, meeting their expectations for nutrition and health, and actively promoting healthy lifestyles.

Our most significant products include:



### 6.6.1. Sugar-free Fruit Pulp

We strive to offer **products without added sugar**, through our own brands and maquilas that cater to both the national and international market.



### 6.6.2. Programs to Reduce Sugar Content (GRI 417-1)

The development of FRA (Reduced Sugar Formulations) products began in January 2024 for the institutional market and as a project for the Hard Discount stores.

**It is planned to deliver products with reduced sugar formula for the Hard Discount market in 2025.**

**Note:** In 2024, the company did not identify non-compliance with regulations or voluntary codes related to product information and labeling.



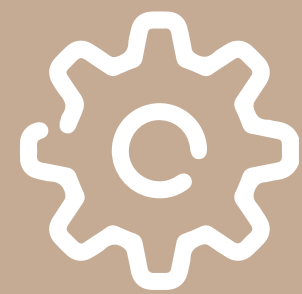


6.7

Social  
investments

Social investment		2024
Employee welfare and quality of life	Bonus (school supplies, achievements and Christmas)	\$87'436,354
	Employee Training	
	GH Events	
	Educational Benefits	





# Chapter 07

GRI Index





Content	Description	GRI Requirement	Answer	Remark or Omission
The organization and its reporting practices				
2-1	Organizational Details	a) Legal name b) Nature of the property and legal form c) Location of headquarters d) Countries in which it operates	a) C.I. AGROFRUT SAS b) Simplified joint-stock company c) Carrera 54 #75 ab sur 220 - La Estrella -Antioquia d) Colombia See number 3.1 "About this report"	
2-3	Reporting period, frequency, and touchpoint	a) Specify the period covered by the report and the frequency of its sustainability reports; b) Specify the period that is the subject of its financial reports and, if it is not aligned with the period that is the subject of the sustainability reports, explain the reason; c) Indicate the date of publication of the report or information submitted; d) Specify the point of contact for issues related to the report or information submitted	From January 1, 2024 to December 31, 2024. The report is made annually in accordance with the "referenced GRI" option based on the Global Reporting Initiative standards. You can contact us at the email servicioalcliente@agrofrut.com	
2-4	Updating Information	a) Communicate the reformulations of the information made in previous periods and explain. The reasons for the reformulations; ii. The effect of reformulations.	The information in this report was expressed with this year as referenced by GRI, and continuing the structure of the previous year.	
Activities and workers				
2-6	Activities, value chain and other business relationships	a) Indicate the sector or sectors in which it is active; b) Describe its value chain, including:- The organization's activities, products and services, and the markets served;- The organization's supply chain;- The organization's downstream entities and their activities;	See numeral 1 "Our company" See numeral 2 "Business model"	



Content	Description	GRI Requirement	Answer	Remark or Omission
Activities and workers				
2-7	Employees	<div>a) Indicate the total number of employees, and disaggregate it by gender and region;</div> <div>b) Indicate the total number of:- Permanent employees, and break it down by gender and region;- Temporary employees, and break it down by gender and region;- Employees on a non-guaranteed hourly basis, and break it down by gender and region;- Full-time employees, and break it down by gender and region;- Part-time employees, and break it down by gender and region;</div> <div>c) Describe the methods and assumptions used to compile the data and whether the figures are presented:- as staffing, full-time equivalent units or other methodology;- at the end of the reporting period, as an average of the entire reporting period or through another methodology;</div> <div>c) Provide the background information necessary to understand the data presented in 2-7-a and 2-7-b;</div> <div>d) Describe significant fluctuations in the number of employees during the reporting period and between different reporting periods</div> <div>e) Describe significant fluctuations in the number of employees during the reporting period and between different reporting periods.</div>	See paragraph 6.1. Human Resource Management	
Governance				
2-9	Structure Governance and composition	<div>a) Describe its governance structure, including the committees of the highest governing body;</div> <div>b) List the committees of the highest governing body responsible for decision-making and supervision for management of the organization's impacts on the economy, the environment and people;</div> <div>c) describe the composition of the highest governing body and its committees according to:- The number of executive and non-executive members;- Independence;- The seniority of the members in the governing body;- The number of other significant positions and commitments of each member and the nature of the commitments;- Gender;- The underrepresented social groups;- The competencies relevant to the impacts of the organization;- The representation of stakeholders.</div>	See paragraph 3.3. "Governance Structure"	



Content	Description	GRI Requirement	Answer	Remark or Omission
Governance				
2-10	Appointment and selection of the highest governing body	<div>a) Describe the processes of appointment and selection of the highest governing body and its committees;</div> <div>b) Describe the criteria used to appoint and select the members of the highest governing body and indicate whether and how the following are taken into account:- Opinions of stakeholders (including shareholders);- Diversity;- Independence;- Competencies relevant to the organizational impacts.</div>	Highest governing body: Management Committee	
2-11	President of the highest governing body	<div>a) Indicate whether the chairman of the highest governing body is also a senior executive of the organization;</div> <div>b) If the president is also a senior executive, explain his or her role within the management of the organization, the reasons for this setup, and how conflicts of interest are avoided and mitigated.</div>	See paragraph 3.3. Governance structure	
2-12	Role of the highest governing body in overseeing impact management	<div>a) Describe the role of the highest governance body and senior executives in developing, approving and updating the organization's purpose, value or mission statements, strategies, policies and objectives related to sustainable development;</div> <div>b) Describe the role played by the highest governance body in overseeing the organization's due diligence and other processes to identify and address its impacts on the economy, the environment, and people, including:- Whether the highest governance body is involved in stakeholder participation in this process, and, if so, how;- How the highest governing body considers the results of these processes;</div> <div>c) Describe the role of the highest governing body in reviewing the effectiveness of the organization's processes, as described in 2-12-b, and indicate the frequency of these reviews</div>	See paragraph 3.3. Governance Structure	



Content	Description	GRI Requirement	Answer	Remark or Omission
Governance				
2-13	Delegation of responsibility for managing impacts	<p>a) Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, the environment, and people, including:- Whether it has appointed any senior executives with responsibility for managing the impacts;- Whether it has delegated responsibility for managing the impacts to other employees;</p> <p>b) Describe the processes and frequency with which senior executives and other employees report to the highest governing body on the management of the organization's impacts on the economy, the environment, and people.</p>	<p>a) The following roles were designated for the management of impacts: Economic: Fiscal auditor and financial management Environmental: Sustainability and environmental management Social: Human talent management director</p> <p>b) Reporting frequency to the highest governing body Economic: Monthly - Financial reports Environmental: Annual - Review by management Social: Annual - Execution of welfare plan and indicators</p>	
2-14	Role of the highest governance body in sustainability reporting	<p>a) Indicate whether the highest governing body has the responsibility to review and approve the information submitted, including the material issues of the organization, and, if so, describe the process of reviewing and approving the information;</p> <p>b) Indicate whether the highest governing body does not have the responsibility to review and approve the information presented, including the material issues of the organization and, if so, explain the reason.</p>	Highest reviewing and approving governing body: sustainability committee	
2-15	Conflicts of interest	<p>a) Describe the processes for the highest governing body to ensure that conflicts of interest are prevented and mitigated;</p> <p>b) Indicate whether conflicts of interest are reported to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ul style="list-style-type: none"><li>- Membership to different boards of directors;</li><li>- Cross-shareholding with suppliers and other stakeholders;</li><li>- The existence of controlling shareholders;</li><li>- Related parties, their relationships, transactions and outstanding balances.</li></ul>	No conflict of interest is reported	



Content	Description	GRI Requirement	Answer	Remark or Omission
Strategy, policies and practices				
2-22	Declaration on the sustainable development strategy	a) Present a statement from the highest governing body or the highest executive of the organization on the importance of sustainable development for the organization and its strategy for contributing to it.	See paragraph 3.2. "Governance of the Sustainability Strategy"	
2-23	Commitments and policies	a) Describe its responsible business conduct commitments and policies, including: - The intergovernmental instruments to which the commitments refer; - Whether the commitments provide for due diligence; - Whether the commitments provide for the application of the precautionary principle; - Whether the commitments provide for respect of human rights; b) Describe its specific commitments and policies for the respect of human rights, including: - The internationally recognized human rights covered by the commitment; - The categories of interest groups, including at-risk groups or vulnerable groups, to which the organization pays special attention in the commitment; c) Provide links to commitments and policies if they are publicly accessible or, if commitments and policies are not publicly available, explain why; d) Indicate the level at which each of the commitments and policies within the organization was approved, and whether it is the highest level; e) Indicate the extent to which commitments and policies apply to the activities of the organization and its business relationships; f) Describe how commitments and policies are communicated to workers, business partners, and other relevant parties.	See paragraph 3.2. "Governance of the Sustainability Strategy"	



Content	Description	GRI Requirement	Answer	Remark or Omission
Strategy, policies and practices				
2-24	Mainstreaming commitments and policies	a) Describe how you incorporate each of your commitments or policies for responsible business conduct into all your business activities and relationships, including:- How you assign responsibilities for implementing commitments at different levels of the organization; - How you integrate commit-ments into organizational strategies and operating policies and procedures; - How you implement your commitments with and through your business relationships; - Training on the implementation of the commitments given by the Organization	See paragraph 3.1.1 Governance policies	
2-27	Compliance with legislation and regulations	a) Provide information on the total number of cases of significant non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: - Cases resulting in fines; - Cases resulting in non-monetary sanctions; b) Report the total number and monetary value of fines paid during the reporting period for non-compliance with legislation and regulations, broken down by: - Fines for non-compliance with legislation and regulations that occurred during the reporting period; - Fines for non-compliance with legislation and regulations that occurred in previous reports; c) Describe significant cases of non-compliance; d) Describe how it has determined significant cases of non-compliance	a) No case of non-compliance b) Zero value paid in fines c) and d) Not applicable	
2-28	Membership of associations	a) To present information on associations in the sector, other affiliations to associations and national or international organizations for defending interests in which it has a significant role.	Our company is affiliated with two organizations: - AMCHAM -Colombian-American Chamber of Commerce – Exports PROSUR - Southern Business Corporation - Sustainability and territory -Suppliers -Clients	



Content	Description	GRI Requirement	Answer	Remark or Omission
Material Topics				
3-1	Process of determining material issues. The organization must	<div>a) Describe the process you have followed to determine your material issues, including: i. How it has identified actual and potential, negative and positive impacts on the economy, the environment and people, including impacts on their human rights, in all their business activities and relationships; ii. How it has prioritized impacts to report based on their importance;</div> <div>b) Specify the stakeholders and experts whose opinions have informed the process about determining its material themes.</div>		For the year 2024, no process was carried out to determine material issues for the organization, therefore, this information is not reported.
3-2	List of material topics	<div>a) Draw up a list of your material topics;</div> <div>b. Report changes in the list of material topics compared to the previous reporting period.</div>		
3-3	Management of material issues	<div>a) Describe actual and potential negative and positive, impacts on the economy, the environment, and people, including impacts on their human rights;</div> <div>b) Disclose whether the organization is involved in negative impacts through its activities or as a result of its business relationships, and describe the business activities or relationships;</div> <div>c) Describe its policies or commitments in relation to the material subject matters. Describe the measures taken to manage the matter and related impacts, including:<div>i. Actions to prevent or mitigate potential negative impacts</div><div>ii. Actions to address actual negative impacts, including actions to anticipate or cooperate in their remediation;</div><div>iii. Actions to manage</div></div>		



Content	Description	GRI Requirement	Answer	Remark or Omission
Economic Performance				
201-1	Direct economic value generated and distributed	<p>The reporting organization must submit the following information:</p> <p>a) The cumulative economic value generated and distributed (VEGD), including the building blocks for the organization's overall operations listed below. If the data are presented on a cash basis, the justification for this decision must be reported, in addition to the following basic components:</p> <p>i. Direct economic value generated: revenue;</p> <p>ii. Distributed economic value: operational costs, employee wages and benefits, payments to capital providers, payments to the government (by country), and investments in the community;</p> <p>iii. Retained economic value: "the direct economic value generated" minus "the distributed economic value".</p> <p>b) Where significant, the VEGD is reported separately at national, regional or market level and about the criteria used to define significance.</p>		Data not reported for 2024 due to maintaining company confidentiality
Market Presence				
202-1	Relationship between the standard entry-level salary by gender and the local minimum wage	<p>a) Where a significant proportion of employees are paid according to the minimum wage rules, the relevant ratio between the entry-level gender salary and the minimum wage should be reported at significant operating locations</p> <p>b) Where a significant proportion of other workers (excluding employees) carrying out the organization's activities are paid according to the minimum wage rules, the measures taken to determine whether these workers are paid above the minimum wage should be described</p> <p>c) Whether the local minimum wage does not exist or is variable in significant operating locations, by gender. In case it is possible to use different minimums as a reference, the minimum wage being used must be reported.</p> <p>d) The definition used for "significant operating locations"</p>	See paragraph 6.1.3 Minimum Wage by Gender	



Content	Description	GRI Requirement	Answer	Remark or Omission
Market Presence				
202-2	Proportion of senior executives hired from the local community	a) The percentage of senior executives from significant operating locations hired from the local community. b) The definition used for "senior executives". c) The geographic definition of "local" for the organization. d) The definition used for "significant operating locations".	Diversity of collaborators c) Local: Colombian regions d) Agrofrut's only headquarters - La Estrella - Antioquia	
Sourcing Practices				
204-1	Proportion of expense on Local Suppliers	a) The percentage of the supply budget for significant operating locations that is used by suppliers at the location of the operation (such as the percentage of products and services that are purchased locally). b) The geographical definition of "local" for the organization. c) The definition used for "significant operating locations".	a) Raw material: fruit: 94% local and 6% imported Concentrate: 100% imported Inputs: Goods and services: 100% national Maintenance: 100% national Systems: 100% national b) Local: Colombian regions c) Agrofrut's only headquarters - La Estrella - Antioquia	
Anti-Corruption				
205-1	Operations assessed against corruption-related risks	a) The total number and percentage of operations where corruption risk assessments were carried out. b) The significant corruption-related risks identified through the risk assessment.	a) 359 - 100% b) No risk of corruption was identified in the assessments carried out.	



Content	Description	GRI Requirement	Answer	Remark or Omission
Anti-Corruption				
205-2	Communication and training on anti-corruption policies and procedures	<div>a) The total number and percentage of members of the governing body to whom the organization's anti-corruption policies and procedures have been communicated, broken down by region.</div> <div>b) The total number and percentage of employees to whom the organization's anti-corruption policies and procedures have been communicated, broken down by job category and region</div> <div>c) The total number and percentage of business partners to whom the anti-corruption policies and procedures have been communicated. The organization's anti-corruption policies and procedures, broken down by type of business partner and region. Describe whether the organization's anti-corruption policies and procedures have been communicated to any other person or organization.</div> <div>d) The total number and percentage of members of the governing body who have received anti-corruption training, broken down by region.</div> <div>d) The total number and percentage of employees who have received anti-corruption training, broken down by job category and region</div>	<div>Onboarding, training and re-onboarding in on transparency and business ethics</div> <div>a,b) See paragraph 6.1.6 Training for employees</div> <div>c) Suppliers and customers: it communicates electronically and the curriculum vitae of the supplier and customer is posted on the website</div>	
205-3	Confirmed corruption incidents and actions taken	<div>a) The total number and nature of confirmed corruption incidents.</div> <div>b) The total number of confirmed corruption incidents as a result of which employees were dismissed or disciplined.</div> <div>c) The total number of confirmed cases in which contracts with business partners have been terminated or not renewed for corruption-related violations.</div> <div>d) Public corruption-related legal cases brought against the organization or its employees during the reporting period and the results of those cases.</div>	<div>a) 0</div> <div>b) 0</div> <div>c) 0</div> <div>d) 0</div>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Materials				
301-1	Materials used by weight or volume	The reporting organization must submit the following information: a) The weight or total volume of materials used to produce and package the organization's main products and services during the reporting period, by: i. non-renewable materials used; ii. Renewable materials used.	See paragraph 5.4.1. Packaging Material	
301-2	Recycled inputs used	The reporting organization must submit the following information: a) The percentage of recycled inputs used to manufacture the organization's main products and services.	See paragraph 5.4.1. Packaging Material	
Power				
302-1	Energy consumption within the organization	The reporting organization must submit the following information: a) The total consumption of fuels from non-renewable sources within the organization in joules or multiples, including the types of fuels used. b) The total consumption of fuels from renewable sources within the organization in joules or multiples, including the types of fuel used. c) In joules, watt-hours or multiples, the total of: i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Consumption of steam. d) In joules, watt-hours or multiples, the total of: i. Electricity sold ii. Heating sold iii. Refrigeration sold iv. The steam sold. e) The total energy consumption within the organization, in joules or multiples. f) The Standards, methodologies, assumptions or calculation tools used. g) The source of the conversion factors used.	a) Non-renewable sources - fuel: Diesel fuel consumption is reported for the generation of power from the emergency plant.  b) Renewable sources - Solar power: The generation of power from 220 panels installed on the rooftop of our company is reported. - Conventional power: the power purchased from the 100% renewable certified grid is reported.  c) Total power consumption (MJ) = 9,804,805.2 MJ  d) Not applicable  e) Total power consumption = photovoltaic energy + conventional energy + emergency plant energy in kW-h/year  g) Conversion factors used: 1 kW-h equals 3.6 MJ (Megajoules)	



Content	Description	GRI Requirement	Answer	Remark or Omission
Power				
302-3	Energy intensity	<p>The reporting organization must submit the following information:</p> <ul style="list-style-type: none"><li>a) The energy/power intensity ratio of the organization.</li><li>b) The specific parameters (denominator) that have been selected to calculate the ratio.</li><li>c) The types of power included in the intensity ratio (fuel, electricity, heating, cooling, steam or all).</li><li>d) Whether the ratio covers power consumption within the organization, outside it, or both.</li></ul>	<p>The reported value of power intensity is directly linked to the kilos processed in our production plant. The indicator is calculated with the following formula:</p> <p>kW-h/kg processed = total power consumption/kW-h-year consumed.</p> <p>This information corresponds to electricity consumption only within the organization.</p>	
302-4	Reduced energy consumption	<ul style="list-style-type: none"><li>a) The magnitude of power consumption reductions achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</li><li>b) The types of power included in such reductions (fuel, electricity, heating, cooling, steam, or all);</li><li>c) The basis for calculating power consumption reductions, such as the base year or baseline; including the justification for the selection.</li><li>d) The standards, methodologies, assumptions and calculation tools used.</li></ul>	See paragraph 5.2.2 Reduction of energy use	
Water and Effluents				
303-1	Interaction with water as a shared resource	<ul style="list-style-type: none"><li>a) A description of how the organization interacts with water, including how and where water is extracted, consumed, and discharged, and water-related impacts that the organization has caused or contributed to, or that are directly linked to operations, products, or services through business relationships (e.g.,</li><li>b) A description of the approach used to identify water-related impacts, including the scope of the assessments, their timing and the tools or methodologies used.</li></ul>	<ul style="list-style-type: none"><li>a) See paragraph 5.3.1.1 water resources.</li><li>b) The water consumption indicator is calculated as follows: consumption (L/kg processed) = liters of water consumed/kg processed.</li><li>c) The records of water and associated consumption are managed with the areas of production, quality and maintenance identified in our process as stakeholders.</li><li>d) The goals and objectives of the water reduction processes and indicators are identified by the committee responsible for the efficient use and conservation of water, which meets on a monthly basis.</li></ul>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Water and Effluents				
303-1	Interaction with water as a shared resource	<div><div>c) A description of how water-related impacts are addressed, including how the organization collaborates with stakeholders to responsibly manage water as a shared resource and how it engages with suppliers or customers who are responsible for and have significant water-related impacts.</div><div>d) An explanation of the process by which water-related goals and goals that are part of the organization's approach to water and wastewater management are established, and how they relate to public policies and the local context of each water-stressed area.</div></div>	<div><div>a) See paragraph 5.3.1.1 water resources.</div><div>b) The water consumption indicator is calculated as follows: consumption (L/kg processed) = liters of water consumed/kg processed.</div><div>c) The records of water and associated consumption are managed with the areas of production, quality and maintenance identified in our process as stakeholders.</div><div>d) The goals and objectives of the water reduction processes and indicators are identified by the committee responsible for the efficient use and conservation of water, which meets on a monthly basis.</div></div>	
303-4	Water discharge	<div><div>a) The total water discharge in all areas (in megaliters) and a breakdown of this total according to the following types of destination, if applicable:- Surface water;- Groundwater;- Marine water;- Water from third parties, and the volume of such total that is destined for use by other organizations, if applicable;</div><div>b) A breakdown of the total discharge of water to all areas (in megaliters) according to the following categories:- Freshwater (total dissolved solids ≤ 1000 mg/l)- Other water (total dissolved solids &gt; 1000 mg/l)</div><div>c) Total discharge of water in all water-stressed areas (in megaliters) and a breakdown of this total according to the following categories:- Freshwater (total dissolved solids ≤ 1000 mg/l);- Other waters (total dissolved solids &gt; 1000 mg/l)</div><div>d) Priority risk substances treated discharges, including: - The method used to define the priority risk substances, as well as the international standards, official lists or criteria used;- The method used to establish the discharge limits of the priority risk substances;- The number of incidences of non-compliance with the discharge limits.</div><div>e) Any contextual information necessary to understand how the data has been collected, such as standards, methodologies or assumptions used.</div></div>	<div><div>Data reported in paragraph 5.3.2. Discharge management</div><div>a) The discharge from our organization was 34,464 m3 to the sewerage service provided by the EPM public utility company for the region; which in turn discharges into a surface water source, the Medellín River.</div><div>b) We do not have this data, however, we have the value of total suspended solids equivalent to 49.7 mg/l and sedimentable solids equivalent to 0.6 mg/l.</div><div>c) We do not have discharges in areas of identified water stress.</div><div>d) Characterization of non-domestic wastewater is carried out in accordance with the provisions of Colombian environmental regulations, Resolution 0631 of 2015, which establishes the substances to be monitored according to the industry.</div><div>e) The reported data is collected by direct measurement at the non-domestic wastewater treatment plant.</div></div>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Water and Effluents				
303-5	Water consumption	Water consumption in m3	Value reported in paragraph 5.3.1. Water resources	
Emissions				
305-1	Direct greenhouse gas emissions (Scope 1)	<div>1. Indicate the gross direct GHG emissions (Scope 1) in metric tons of CO2 equivalent.</div> <div>2. Indicate which gases have been included in the calculation (CO2, CH4, N2O, HFC, PFC, SF6, NF3 or all of them).</div> <div>3. Indicate the biogenic CO2 emissions in metric tons of CO2 equivalent.</div> <div>4. Indicate the base year, why that year has been chosen, what emissions occurred in that year and the context of any significant changes in emissions that led to a recalculation of base year emissions.</div> <div>5. Explain what standards, methods and assumptions have been applied in the calculation.</div> <div>6. Indicate the source of the emission factors used and the global warming potential indices used, or include a reference to the source from which they were obtained.</div> <div>7. Indicate what approach has been taken for the consolidation of the issuances (equity, financial control, operational control).</div>	<div>See paragraph 5.1.1.1. Emissions reduction program in operations "GEI Statement"</div> <div>5.1.1.2. Direct emissions, indirect emissions</div>	
305-2	Indirect GEI emissions associated with energy (Scope 2)	<div>a) Gross value of indirect energy-related GHG emissions (scope 2) based on location in metric tons of CO2 equivalent.</div> <div>b) If applicable, gross value of indirect energy-related GHG emissions (scope 2) market-based in metric tons of CO2 equivalent.</div> <div>c) If available, the gases included in the calculation: CO, CH , N O, HFC, PFC, SF , NF or all.</div> <div>d) Base year for calculation, if applicable, including:- The rationale for the selection;- The emissions in the base year;- The context of any significant changes in emissions that have led to recalculations of emissions in the base year.</div>	<div>Value reported in numeral 5.1.1.1. Emissions reduction program in operations "GEI Statement"</div> <div>5.1.1.2. Direct emissions, indirect emissions</div>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Emissions				
305-2	Indirect GEI emissions associated with energy (Scope 2)	<div>e) The source of the emission factors and global warming potential (GWP) rates used or a reference to the source</div> <div>f) The consolidation approach to issuances: shareholding, financial control or operational control.</div> <div>g) The standards, methodologies, assumptions and calculation tools used</div>	<div>Value reported in numeral</div> <div>5.1.1.1. Emissions reduction program in operations "GEI Statement"</div> <div>5.1.1.2. Direct emissions, indirect emissions</div>	
305-3	Other indirect GEI emissions (Scope 3)	<div>a) The intensity ratio of the organization's GHG emissions.</div> <div>b) The specific parameter (denominator) that has been selected to calculate the ratio.</div> <div>c) The types of GHG emissions included in the intensity ratio: direct (scope 1), indirect energy-associated (scope 2), and other indirect (scope 3).</div> <div>d) Gases included in the calculation: CO2, CH4, N2O, HFC, PFC, SF6, NF3 or all</div>	<div>Information reported in paragraph</div> <div>5.1.1.1. Emissions reduction program in operations "GEI Statement"</div> <div>5.1.1.2. Direct emissions, indirect emissions</div>	
305-4	GEI emission intensity	<div>a) The intensity ratio of the organization's GHG emissions.</div> <div>b) The specific parameter (denominator) that has been selected to calculate the ratio.</div> <div>c) The types of GHG emissions included in the intensity ratio: direct (scope 1), indirect energy-associated (scope 2), and other indirect (scope 3).</div> <div>d) Gases included in the calculation: CO2, CH4, N2O, HFC, PFC, SF6, NF3 or all</div>	<div>Information reported in paragraph</div> <div>5.1.1.4. Emissions generated and emissions intensity</div>	
Waste				
306-1	Waste generation and significant waste-related impacts	<div>a) With regard to the significant impacts – potential and actual – of the organization related to waste, a description of:- The inputs, activities and resulting outputs that give or could give rise to these impacts;- Whether these impacts are related to waste generated in the organization's own activities or waste generated upstream or downstream in its value chain.</div>	<div>Information reported in paragraph</div> <div>5.1.1.4. Emissions generated and emissions intensity</div>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Waste				
306-2	Managing significant waste-related impacts	<div>a) Actions, including circularity measures, taken to prevent the generation of waste in the organization's own activities and upstream and downstream in its value chain, and to manage the significant impacts of the waste generated.</div> <div>b) If the waste generated from the organization's own activities is managed by a third party, a description of the processes that are carried out to verify that this third party manages waste in accordance with contractual or legislative obligations.</div> <div>c) The processes used to collect and control waste data</div>	See paragraph 5.4. Circular economy	
306-3	Waste generated	<div>a) Total weight of waste generated in metric tons and breakdown of this total according to waste composition.</div> <div>b) Contextual information necessary to understand the data and how it was collected.</div>	Information reported in paragraph 5.4.3 Waste a. Values given in one year. b. Data obtained from the weighing of waste, in-house, at the time of final disposal.	
306-4	Waste not destined for disposal	<div>a) Total weight of waste not destined for disposal in metric tons and breakdown of this total according to the composition of the waste.</div> <div>b) Total weight of hazardous waste not destined for disposal in metric tons, and breakdown of this total according to the following recovery operations:- Preparation for reuse; - Recycling; - Other recovery operations.</div> <div>c) Total weight of non-hazardous waste not destined for disposal in metric tons; and breakdown of this total according to the following recovery operations: - Preparation for reuse; - Recycling; - Other recovery operations.</div> <div>d) For each recovery operation included in Contents 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous and non-hazardous waste not destined for disposal: - On the premises; - Outside the facilities.</div> <div>e) Contextual information necessary to understand the data and how it was collected.</div>	<div>c) Non-hazardous waste not destined for disposal: • Usable: Recycling, which includes paper, cardboard, plastic, sack waste. •Recovery: Composting, which includes fruit waste, pruning and WWTP sludge. Return to suppliers: sacks of fruit</div> <div>d) e) see numeral 5.4.3.2 - Waste not destined for disposal</div>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Waste				
306-5	Waste destined for disposal	<div><div>a) Total weight of waste destined for disposal in metric tons and breakdown of this total according to the composition of the waste.</div><div>b) Total weight of hazardous waste destined for disposal in metric tons and breakdown of this total according to the following disposal operations:<div><div>- Incineration (with energy recovery);</div><div>- Incineration (without energy recovery);</div><div>- Transfer to a landfill;</div><div>- Other disposal operations.</div></div></div><div>c) Total weight of waste not hazardous waste intended for disposal in metric tons and breakdown of this total according to the following disposal operations:<div><div>- Incineration (with energy recovery);</div><div>- Incineration (without energy recovery);</div><div>-Transfer to a landfill;</div><div>- Other disposal operations.</div></div></div><div>d) For each disposal operation included in Contents 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous and non-hazardous waste intended for disposal:<div><div>- On-site;</div><div>- Off-site;</div></div></div><div>e) Contextual information necessary to understand the data and how it was collected.</div></div>	<div>Information ref. Waste destined for disposal:</div> <div><div>• Hazardous: Use, bioremediation, safety landfill and incineration.</div><div>• Non-hazardous: ordinary, landfill</div></div> <div>d.e. see numeral 5.4.3.3 - Waste destined for disposal</div>	
Employment				
401-1	New Employee Hires and Staff Turnover	<div><div>1. Indicate the total number and rate of new hires during the reporting period, broken down by age group, gender, and region.</div><div>2. Indicate the total number and turnover rate during the reported period, broken down by age group, gender, and region</div></div> <div>Men and women: between 18 and 30 years; 31 and 50 years old and over 51 years old</div>	<div>The information reported is related to new employee hires and staff turnover associated with retirements, as follows:</div> <div>New hires = total new hires made during the reporting year = 185</div> <div>% of new hires = Total new hires / Total active employees = 59.2% (185 / 312)</div>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Employment				
			<p>Total terminations = Total terminations executed = 124</p> <p>% turnover (terminations) = Total terminations / Total active employees = 39.7% (124 / 312)</p> <p>Chapter VI Developing culture and talent for competitiveness - New employee rate</p>	
401-2	Benefits for full-time employees that are not given to part-time or temporary employees	<p>1) Describe the benefits that are typically for the organization's full-time employees, but not given to part-time or temporary employees, depending on the facility or site with significant operations. These include, at a minimum:</p> <ul style="list-style-type: none"><li>* Life insurance;</li><li>* Medical insurance.</li><li>* Disability or disability coverage;</li><li>* Maternity or paternity leave.</li><li>* Pension fund.</li><li>* Shares.</li><li>* Others.</li></ul> <p>2) Provide the definition used for "sites with significant operations."</p>	<p>1. See paragraph 6.1.1 Employee affiliations</p> <p>2. This means significant operations such as on-site hiring and external sales personnel</p>	
401-3	Parental leave	<p>a) The total number of employees entitled to parental leave, by gender.</p> <p>b) The total number of employees entitled to parental leave, by gender.</p> <p>c) The total number of employees who have returned to work in the reporting period after the end of parental leave, by gender.</p> <p>d) The total number of employees who have returned to work after the end of parental leave and who remained employed 12 months after returning to work, by gender.</p> <p>e) Return-to-work and retention rates of employees who took parental leave, by gender</p>	<p>a) The answer is in numeral 6.1.4 parental leave</p> <p>b) The answer is in numeral 6.1.4 parental leave</p> <p>c) The answer is in numeral 6.1.4 parental leave</p> <p>d) 5 Men and 2 Women</p> <p>e) This indicator is not currently managed</p>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Occupational Health Services				
403-1	Occupational Health and Safety Management System	<p>a) A statement as to whether an occupational health and safety management system has been implemented, indicating:</p> <ul style="list-style-type: none"><li>- Whether the system has been put in place by legal requirements and, if so, a list of such requirements;</li><li>- Whether the system has been implemented based on recognized standards/guidelines of management system or risk management and, in such a case, the list of such standards/guidelines.</li></ul> <p>b) A description of the scope of workers, activities and workplaces covered by the occupational health and safety management system and an explanation of whether any worker, activity or workplace is not covered by the occupational health and safety management system and the reason for this.</p>	See paragraph 6.2.1. Performance of the occupational health and safety management system	
403-2	Hazard identification, risk assessment, and incident investigation	<p>a) A description of the processes used to identify work-related hazards and assess risks on a regular or sporadic basis, as well as to apply the hierarchy of controls to eliminate hazards and minimize risks, indicating:</p> <ul style="list-style-type: none"><li>- How the organization ensures the quality of these processes, including the competencies of the people who carry them out;</li><li>- How the results of these processes are used to assess and improve on an ongoing basis the occupational health and safety management system.</li></ul> <p>b) A description of the processes followed by workers who want to report occupational hazards or hazards, as well as an explanation of how workers are protected from possible retaliation.</p> <p>c) A description of the policies and processes to be followed by workers who want to retire from work situations that they believe may lead to injury, ailments or illnesses, as well as an explanation of how such workers are protected from possible retaliation.</p> <p>d) A description of the processes used to investigate occupational incidents, including the hazard identification and risk assessment processes related to the incidents to determine corrective actions through the control hierarchy and to determine the necessary improvements to the occupational safety and health management system.</p>	See paragraph 6.2.2 Hazard identification, risk assessment and incident investigation	



Content	Description	GRI Requirement	Answer	Remark or Omission
Occupational Health Services				
403-4	Participation, consultation and communication with workers on occupational health and safety	<div>a) A description of the processes of worker participation/engagement and consultation for the development, implementation and evaluation of the occupational health and safety management system, as well as the provision of access to and communication to workers of relevant information on occupational health and safety.</div> <div>b) If there is a formal worker-company committee on health and safety, a description of their responsibilities, the frequency of meetings, decision-making authority, and whether there are workers who are not represented on the committee; if that is the case, the reason why this occurs.</div>	See paragraph 6.2.3 Participation, consultation and communication to workers on occupational health and safety	
403-5	Training of workers on occupational health and safety	<div>a) A description of training courses for workers on occupational health and safety, including general training courses and specific training courses on occupational hazards, hazardous activities or hazardous situations.</div>	See paragraph 6.2.4. Training of workers on occupational health and safety	
403-6	Promoting workers' health	<div>a) An explanation of how the organization facilitates workers' access to non-work-related health care and medical services, as well as the extent of access it provides.</div> <div>b) A description of the voluntary health promotion services and programs that the organization offers to workers to address significant non-work-related health risks; that includes the specific health risks involved, and how the organization facilitates workers' access to these services and programs</div>	See section 6.2.1.3 Health Week	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<div>a) A description of the organization's approach to preventing or mitigating significant negative impacts to occupational health and safety directly linked to its operations, products, or services through its business relationships, and related hazards and risks.</div>		



Content	Description	GRI Requirement	Answer	Remark or Omission
Occupational Health Services				
403-8	Workers covered by the occupational health and safety management system	<div>a) Whether the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/ guidelines; - The number and percentage of employees and workers who are not employees, but whose work or workplace is controlled by the organization, who are covered by such a system. - The number and percentage of employees and workers who are not employees; employees, but whose work or workplace is controlled by the organization, who are covered by such system that has been subject to internal audit; - The number and percentage of employees and workers who are not employees, but whose work or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b) Whether there are workers excluded from this content, including the types of workers and the reason for the exclusion. c) Any contextual information necessary to understand how the data, such as standards, methodologies or assumptions used.</div>	100%	
403-9	Workplace Accident Injuries	<div>a) For all employees: - The number and rate of deaths resulting from a work-related injury; - The number and rate of work-related injuries with major consequences (not including deaths); - The number and rate of recordable work-related injuries; - The main types of work-related injuries; - The number of hours worked. b) For all workers who are not employees, but whose jobs or workplaces are controlled by the organization: - The number and rate of deaths resulting from an occupational injury; - The number and rate of major consequential occupational injury (not including fatalities); - The number and rate of recordable occupational accident injuries; - The main types of occupational accident injuries; - The number of hours worked.</div>	See paragraph 6.2.5. Workplace Accident Injuries	



Content	Description	GRI Requirement	Answer	Remark or Omission
Occupational Health Services				
403-9	Workplace Accident Injuries	<p>c) Occupational hazards that present a risk of injury with major consequences, including:</p> <ul style="list-style-type: none"><li>- How these hazards have been identified;- Which of these hazards have caused or contributed to causing injuries with major consequences during the reporting period;</li><li>- Measures taken or planned to eliminate these hazards and minimize risks through the hierarchy of control.</li></ul> <p>d) Measures taken or planned to eliminate other occupational hazards and minimize risks by means of the control hierarchy.</p> <p>e) Whether the rates have been calculated for every 200,000 or for every 1,000,000 hours worked.</p> <p>f) Whether there are workers excluded from this content, including the types of workers and the reason for exclusion.</p> <p>g) Any contextual information necessary to understand how the data has been collected, such as standards, methodologies or assumptions used.</p>	See paragraph 6.2.5. Workplace Accident Injuries	
403-10	Work-related ailments and illnesses	<p>a) For all employees:</p> <ul style="list-style-type: none"><li>- The number of deaths resulting from an occupational ailments or illness;</li><li>- The number of cases of occupational diseases and ailments that can be recorded;</li><li>- The main types of occupational ailments and illnesses;</li></ul> <p>b) For all workers who are not employees, but whose jobs or workplaces are controlled by the organization:</p> <ul style="list-style-type: none"><li>- The number of deaths resulting from an occupational ailment or illness;</li><li>- The number of cases of occupational ailments and illnesses that can be recorded;</li><li>- The main types of occupational ailments and illnesses;</li></ul>	See paragraph 6.2.6. Occupational illness related injuries	



Content	Description	GRI Requirement	Answer	Remark or Omission
Occupational Health Services				
403-10	Work-related ailments and illnesses	<p>c) Occupational hazards that present a risk of disease and illness, including:</p> <ul style="list-style-type: none"><li>- How these hazards have been identified;</li><li>- Which of these hazards have caused or contributed to cause occupational ailment and disease during the reporting period.</li><li>- Measures taken or planned to eliminate these hazards and minimize risks through the control hierarchy.</li></ul> <p>d) If workers are excluded from this content, including the types of workers and the reason for exclusion.</p> <p>e) Any type of contextual information necessary to understand how the data has been collected, such as standards, methodologies or assumptions used.</p>	See paragraph 6.2.6. Occupational illness related injuries	
Diversity and Equal Opportunities				
404-1	Average annual training hours per employee	<p>a) The average number of hours of training that the organization's employees have received during the reporting period, broken down by:</p> <ul style="list-style-type: none"><li>- Gender;</li><li>- Job category</li></ul>	See paragraph 6.1.7. Employee training	
404-2	Employee Upskilling Programs and Transition Assistance Programs	<p>a) Indicate the type and scope of programs implemented and the assistance provided to improve employee skills.</p> <p>b) Describe the transition assistance programs provided to strengthen continued employability and end-of-career management due to retirement or redundancy.</p>	<p>a) There are several programs to improve the competencies of employees such as:</p> <ul style="list-style-type: none"><li>- Knowledge management</li><li>- School of leaders</li><li>- Higher education</li></ul> <p>See numeral 6.1.9 Educational benefits</p> <p>b) there are no such programs</p>	
404-3	Percentage of employees who receive regular performance and professional development reviews	<p>a) Percentage of total employees by gender and job category who received a periodic evaluation of their performance and career development during the reporting period.</p>	See paragraph 6.1.11. Performance evaluation	



Content	Description	GRI Requirement	Answer	Remark or Omission
Diversity and a Level Playing Field				
405-1	Diversity in governing bodies and employees	<div>a) Percentage of people in the governing bodies of the organization for each of the following diversity categories:<ul style="list-style-type: none"><li>- Gender</li><li>- Age group: under 30 years of age, between 30 and 50 years of age, over 50 years of age;</li><li>- Other diversity indicators, where applicable (such as minority groups or vulnerable groups).</li></ul></div> <div>b) Percentage of employees by job category for each of the following diversity categories:<ul style="list-style-type: none"><li>- Gender</li><li>- Age group: under 30 years old, between 30 and 50 years old, over 50 years old;</li><li>- Other diversity indicators, where applicable (such as minority groups or vulnerable groups).</li></ul></div>	See paragraph 6.1.2. Diversity of collaborators	
405-2	Ratio of men's and women's basic salary	<div>a) Indicate the relationship between the base salary and the remuneration of women with respect to that of men for each category of employees, by significant operating points.</div> <div>b) Indicate the definition used for "location with significant operations".</div>	There is no gender differential. The salary difference is by degree of responsibility and position.	
Non-Discrimination				
406-1	Cases of discrimination and corrective actions taken	<div>a) Total number of cases of discrimination during the reporting period.</div> <div>b) The status of the cases and the actions taken with respect to the following:<ul style="list-style-type: none"><li>- Case reviewed by the organization;</li><li>- Implementation of ongoing remediation plans;</li><li>- Remediation plans implemented whose results have been evaluated through routine internal management review processes;</li><li>- Case not subject to action</li></ul></div>	<div>a. 0</div> <div>b. There is no information on this item because there were no cases of discrimination during this period.</div>	



Content	Description	GRI Requirement	Answer	Remark or Omission
Freedom of Association and Collective Barv				
407-1	Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	<div>a) Operations and suppliers in which the rights of workers to exercise freedom of association or collective bargaining may be infringed or are at significant risk in terms of any of the following:<ul style="list-style-type: none"><li>- Type of operation (such as a manufacturing plant) and supplier;</li><li>- Countries or geographical areas with operations and suppliers that are considered to be at risk.</li></ul></div> <div>b) The measures taken by the organization in the reporting period and aimed at support the right to exercise freedom of association and collective bargaining.</div>	There is free association within the company through the human rights policy and hiring policy.	
Child Labour				
408-1	Operations and suppliers at significant risk of child labor cases	<div>a) Operations and suppliers that are considered to be at significant risk of:<ul style="list-style-type: none"><li>- Child labor;</li><li>- Young workers exposed to hazardous work;</li></ul></div> <div>b) Operations and suppliers that are considered to be at significant risk of child labor in terms of:<ul style="list-style-type: none"><li>- Type of operation (such as a manufacturing plant) and supplier;</li><li>- Countries or geographic areas with operations and suppliers that are considered to be at risk.</li></ul></div> <div>c) The measures taken by the organization in the period covered by the report and which are intended to contribute to the abolition of child labor.</div>	See paragraph 3.1.1. Governance Policies – Recruitment and Human Rights Policy.	
Forced or Compulsory Labour				
409-1	Operations and suppliers with significant risk of forced or compulsory labor	<div>a) Operations and suppliers that are considered to be at significant risk of forced or compulsory labor in terms of:<ul style="list-style-type: none"><li>- Type of operation (such as a manufacturing plant) and supplier;</li><li>- Countries or geographical areas with operations and suppliers that are considered to be at risk;</li></ul></div> <div>b) Measures taken by the organization in the reporting period that are intended to contribute to the abolition of all forms of forced or compulsory labor.</div>	There have been no cases of forced labor	



Content	Description	GRI Requirement	Answer	Remark or Omission
Security Policies				
410-1	Security personnel trained in human rights policies or procedures	a) Percentage of security personnel who have received formal training in the organization's specific human rights policies or procedures and their application to security. b) Whether the training requirements also apply to external organizations that provide security personnel	a. 1 person - Physical security leader b. 0	
Customer Health and Safety				
416-1	Assessing the Health and Safety Impacts of Product and Service Categories	a) Percentage of significant product and service categories for which health and safety impacts are assessed to achieve improvements.	See section 6.4 Product quality	
416-2	Non-compliance cases relating to the health and safety impacts of product and service categories	a) The total number of cases of non-compliance with voluntary regulations or codes relating to the impacts of products and services on health and safety in the reporting period, classified as: - Cases of non-compliance with regulations that give rise to fines or sanctions; - Cases of non-compliance with regulations that give rise to a warning; - Cases of non-compliance with voluntary codes.	a. 0	
Marketing and Labeling				
417-1	Requirements for information and labelling of products and services	a) If the organization's procedures require the following types of data to be provided on the information and labelling of products and services: - The origin of the components of the product or service - The content, especially in relation to substances that could have an environmental or social impact; - The safe use of the product or service; - The disposal of the product and the environmental or social impacts; - Other (explain). b) The percentage of significant categories of covered products or services and evaluated in relation to compliance with such procedures.	See paragraph 6.6.2 Programs to reduce sugar content	



Content	Description	GRI Requirement	Answer	Remark or Omission
Marketing and Labeling				
417-2	Non-compliance cases related to the information and labelling of products and services	<p>a) The total number of cases of non-compliance with voluntary regulations or codes relating to information and labelling of goods and services, classified as:</p> <ul style="list-style-type: none"><li>- Cases of non-compliance with regulations resulting in fines or penalties;</li><li>- Cases of non-compliance with regulations leading to a warning;- Cases of non-compliance with voluntary codes.</li></ul> <p>b) If the organization has not identified non-compliance with regulations or voluntary codes, it is enough to point out this fact in a brief statement.</p>	<p>a) There was no non-compliance in 2024</p>	
Customer Privacy				
418-1	Substantiated Claims Regarding Customer Privacy Violations and Loss of Customer Data	<p>a) The total number of substantiated complaints received regarding breaches of customer privacy, classified by:</p> <ul style="list-style-type: none"><li>- Complaints received from third parties and corroborated by the organization;</li><li>- Complaints from regulatory authorities.</li></ul> <p>b) The total number of identified cases of breaches, theft, or loss of customer data.</p> <p>c) If the organization has not identified any substantiated complaints, it is sufficient to note this fact in a brief statement.</p>	<p>There were no customer complaints regarding customer privacy or loss of customer data</p>	



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# Contact

(GRI 2-3)

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**Tatiana Giraldo Builes**

Director of Sustainability  
dambiental@agrofrut.com

**Andrea Montoya Salazar**

Purchasing Assistant for Agricultural Management  
dgestionagricola@agrofrut.com

**Estefanía Maya Gutiérrez**

Graphic designer  
creative@agrofrut.com

Conceptualization, architecture graphics, journalistic editing,  
design and production: **Brander Comunicaciones**

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Carrera 54 N° 75 AB Sur - 220 La Estrella, Antioquia / (57) 604 448 15 68 Ext 243

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 /pulpascanoa  @canoapulpas  www.agrofrut.com