

MANAGEMENT REPORT 2025

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





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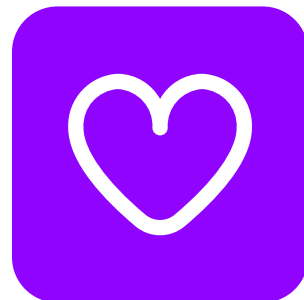


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Chapter 1

OUR COMPANY

(GRI 2-6)

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1.0 OUR COMPANY (GRI 2-6)

Land, People and Future: Our Sustainable Commitment

1.1. About Us

With more than **34 years of experience**, we have established ourselves as the leading agro-industrial company in Colombia in the processing of tropical and exotic fruits. Through our flagship brands **CANOA** and **CASA LOMA**, and as the strategic partner for more than **10 private brands**, we connect the richness of the Colombian countryside with the most demanding markets nationally and internationally, guaranteeing standards of quality and food safety that position us as benchmarks in the industry.





1.2. Where we come from

In 1992, the Canoa brand was born as the result of a brainstorming session by a group of partners who were looking for a short name, easy to pronounce in different languages, that would evoke the tropics and the richness of tropical fruits.

From the beginning, the brand's main purpose has been to offer a solution to Colombian farmers and their families, facilitating the marketing and use of fruits that do not meet export standards but retain their value for producing jams, dried fruits and syrup-preserved products. Among the first raw materials used were the cape gooseberry (uchuva), figs and blackberries, among others.

In January of that same year, one of the founders attended the "Green Week" (Grüne Woche) fair in Berlin, where he presented jams and fruits in syrup under the Canoa brand, with exotic flavors such as coffee, tree tomato and cape gooseberry, manufactured by third parties. The proposal sparked the interest of Proexport Colombia, which invited them to take part in the Alimentaria Fair in Barcelona, Spain, in March 1992. The success achieved at this event drove the creation of Agrofrut that same month as a manufacturing company, located in the municipality of Itagüí, where in August of that year the first in-house production of jams, fruits in syrup and dried products began.

Later, in 1994, the commercial area promoted the manufacture of fruit pulps, an initiative that was very well received in the market. This growth created the need to expand the facilities in Itagüí. The following year, in 1995, the pasteurized (non-frozen) pulp line was added, further consolidating the product portfolio. Due to the sustained increase in sales, in 2004 the company decided to relocate its operations to the municipality of La Estrella.

Today, the company has more than 30 years of experience in the domestic and international markets, generates more than 300 direct jobs and contributes approximately 3,500 indirect jobs.

1.3. Our products

Frozen Fruit Pulp

- › Tray of 10 units, no added sugar (individual 90 g portion)
- › Family portion, no added sugar (250 g bar)
- › Tablet, no added sugar (397 g)
- › Bag, no added sugar (1 kg)
- › Jug with sugar (946 ml)
- › Jug with sugar (1,893 ml)
- › Frozen fruit pulp, no added sugar, drum (180 kg)
- › Frozen fruit pulp, no added sugar (20 kg)

Non-refrigerated fruit pulp (Casa Loma)

- › Pasteurized pulp with sugar (1 kg)
- › Pasteurized pulp, no added sugar (1 kg)
- › Tropical and exotic fruit syrups (750 ml)

Frozen Fruits and Tubers

- › Whole frozen tree tomato (453 g, 906 g, 1,359 g)
- › Whole frozen blackberry (453 g, 794 g)
- › Frozen lulo – naranjilla (453 g, 794 g)
- › Frozen Andean potato – papa criolla (453 g, 906 g)
- › Frozen arracacha (453 g)
- › Whole Frozen Mango (906 g)
- › Whole Frozen Passion Fruit (906 g)



Today, our brands are benchmarks of freshness, versatility and well-being.



Chapter 2

BUSINESS MODEL

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2.0 BUSINESS MODEL

Our value chain is a tribute to Colombia's biodiversity. We harness the richness of diverse climate zones and harvest cycles to guarantee a constant and diverse supply. Through cutting-edge technology and the talent of our qualified personnel, we transform the freshness of the countryside into value-added products under our brands **CANOA and CASA LOMA**, in addition to providing customized solutions for private brands, bringing Colombian excellence to local and international tables.

Commitment to Agriculture

We have consolidated strategic alliances with more than **3,500 farming families** through harvest purchase agreements; we not only secure the best raw material, but also encourage farmers to remain on their land and promote lawful, stable rural economies. This direct connection guarantees our customers full traceability and a positive social impact behind every product.



Our People: The Heart of Our Operation

We invest in our people so that their well-being translates into the superior quality our end consumers perceive.

Strategic Alliances and Brand Leadership

We build relationships of trust with a global network of suppliers and partners that ensure high availability and efficient distribution.

We prioritize customer satisfaction through sustainable practices, ensuring that every purchasing choice supports a value chain of the highest integrity and quality.

These characteristics consolidate our reputation as a socially conscious company that attends to the details that generate value and well-being throughout its network of influence.





2.1. Market Distribution

2.1.1. Distribution channels

Our company has two distribution fronts:

Exports:

After achieving **14%** growth in 2025 and surpassing 9,200 tons exported—thanks to our high quality standards and logistical reliability—our commercial roadmap will focus on opening new markets and consolidating strategic alliances with our distribution network in more than 25 countries, thus ensuring the scalability of our operations across the Americas and Europe.

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
-  Italy
-  France
-  Greece
-  Germany

-  Switzerland
-  Belgium
-  Netherlands
-  England
-  Austria

-  Czech Republic
-  Denmark
-  Sweden
-  Norway
-  Finland

Export Growth History			
Year	2023	2024	2025
Tons sold	>8000	>9000	>9200
% growth	+7%*	+12.5%*	+2.2%*

**value calculated with respect to the immediately preceding year*

Our roadmap for 2026 sets a sustained growth target of 14%; this expansion will be leveraged on the consolidation of the Retail and Institutional segments, where our operational capacity and quality standards allow us to capture new market opportunities and strengthen our position as strategic global suppliers.



Domestic:

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

Our domestic market has coverage in:

Institutional Channel: Hospitality, restaurants, casinos, clinics and hospitals, School Feeding Service (SAE), distributors, schools, universities, government entities, and industrial clients.

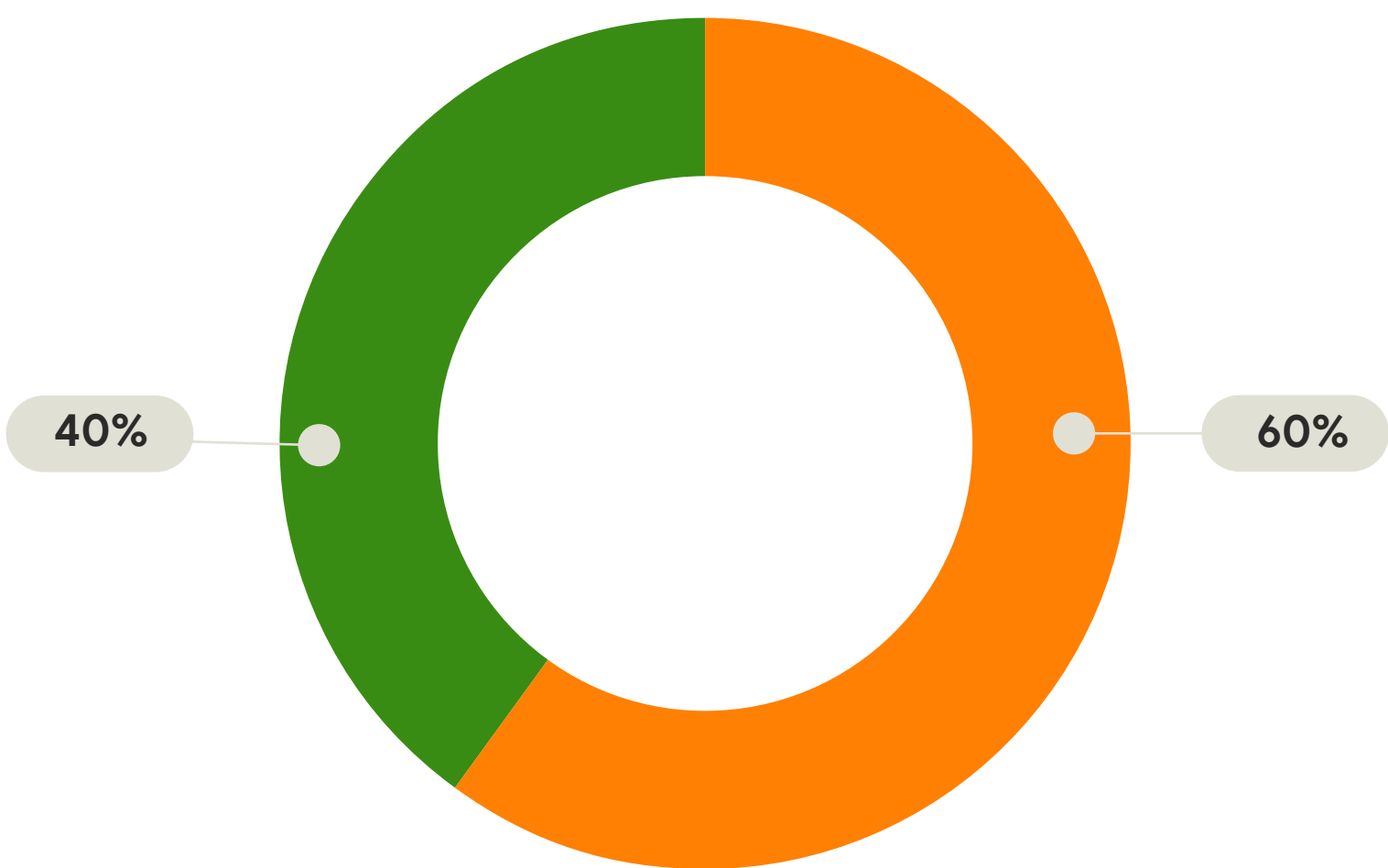
Modern Channel (Retail): Retail chain stores (Makro and Alkosto).

2.2. Sales

2.2.1. Exports

60% of exports correspond to our brands (Canoa and Casa Loma), and 40% are private brands (third parties or contract manufacturers).

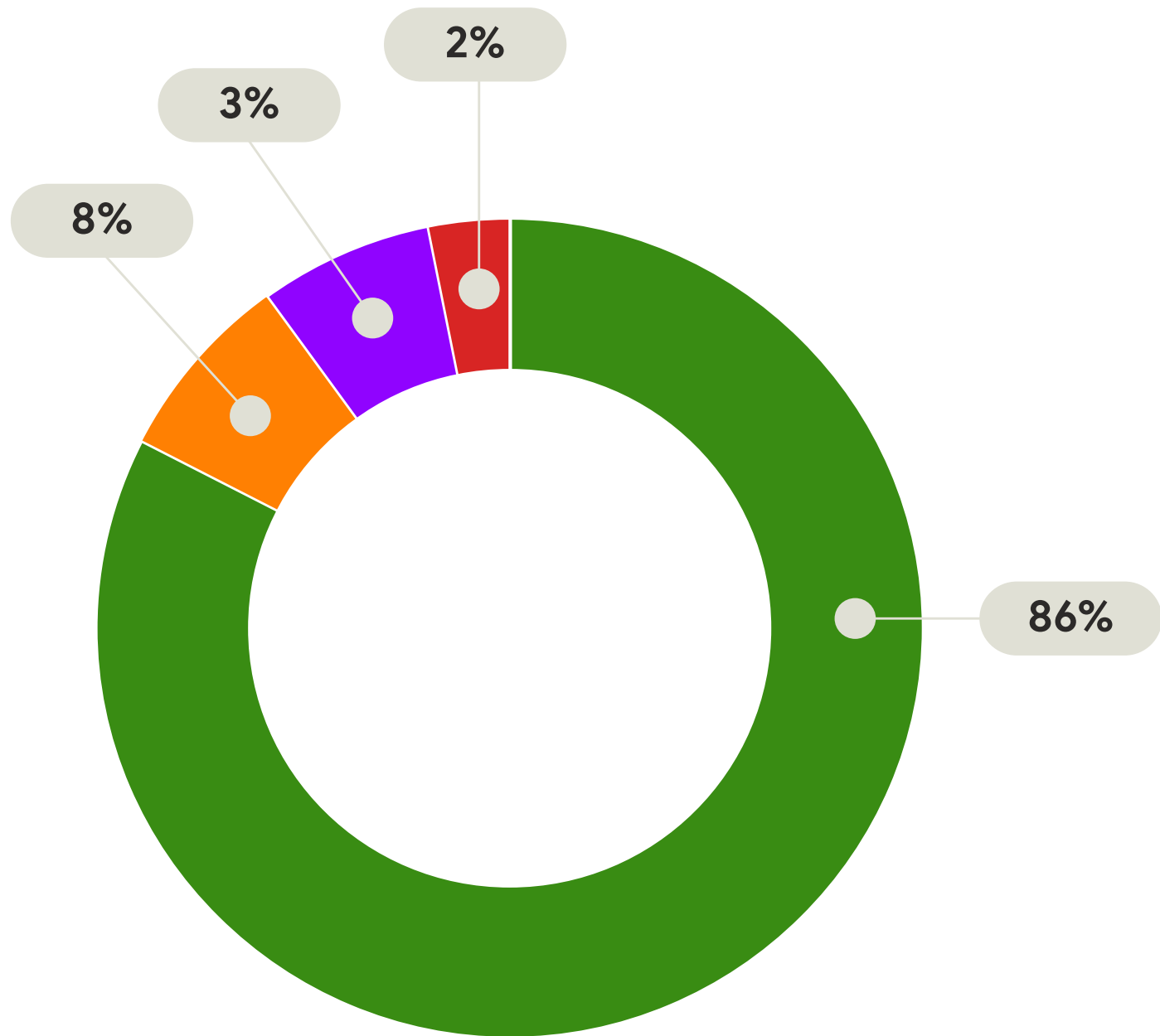
Sales by Brand



Our brands



International private brands



North America



Europe



Caribbean

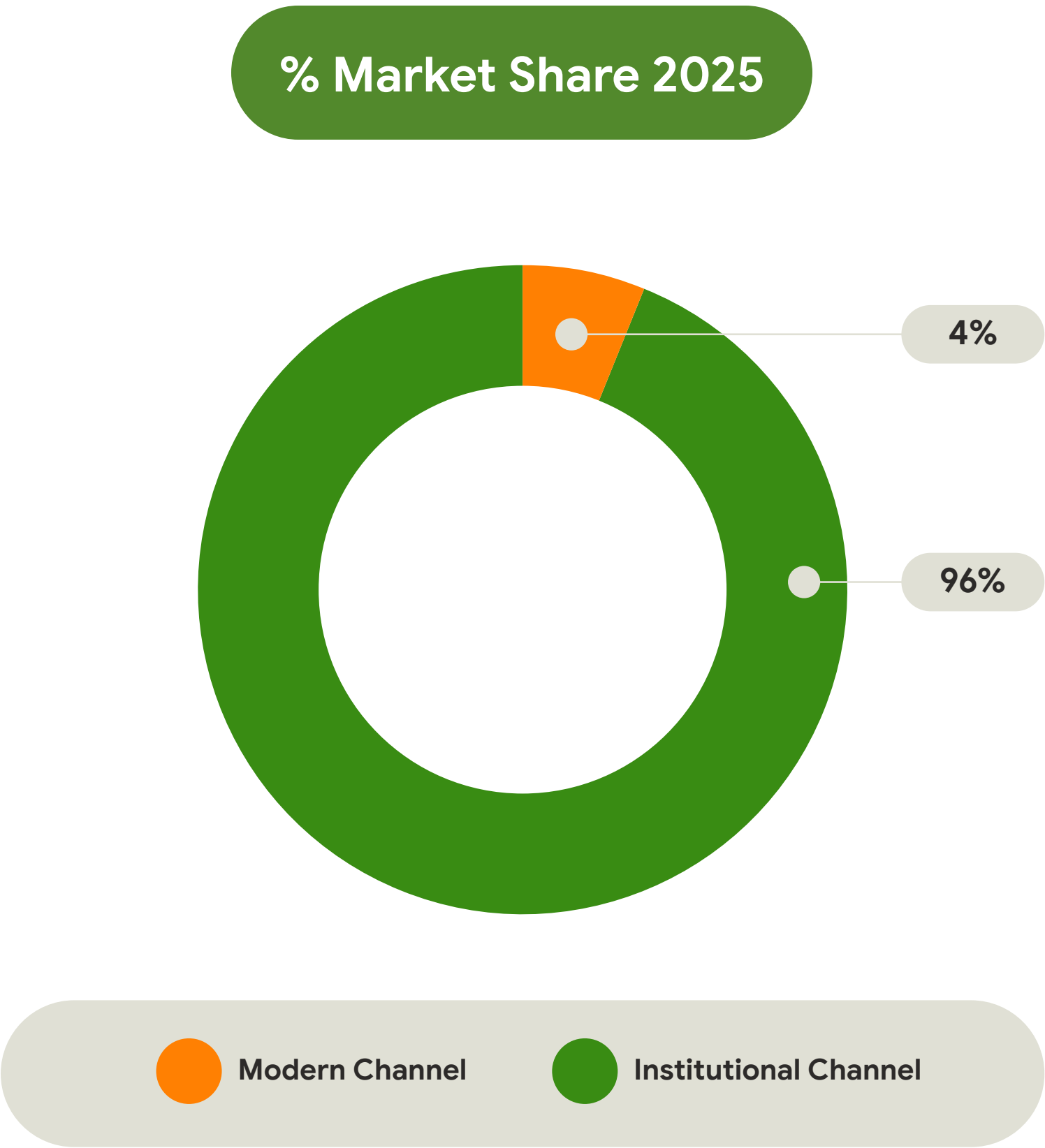


South America

2.2.2. Domestic

Our commercial performance in Colombia during 2025 reached 2,549 tons marketed, with a clear specialization in the large-consumer segment.

- **Institutional Channel (96%):** The main driver of the local operation, focused on serving HORECA and food services.
- **Modern Channel (Retail) (4%):** Strategic presence in Makro and Alkosto.

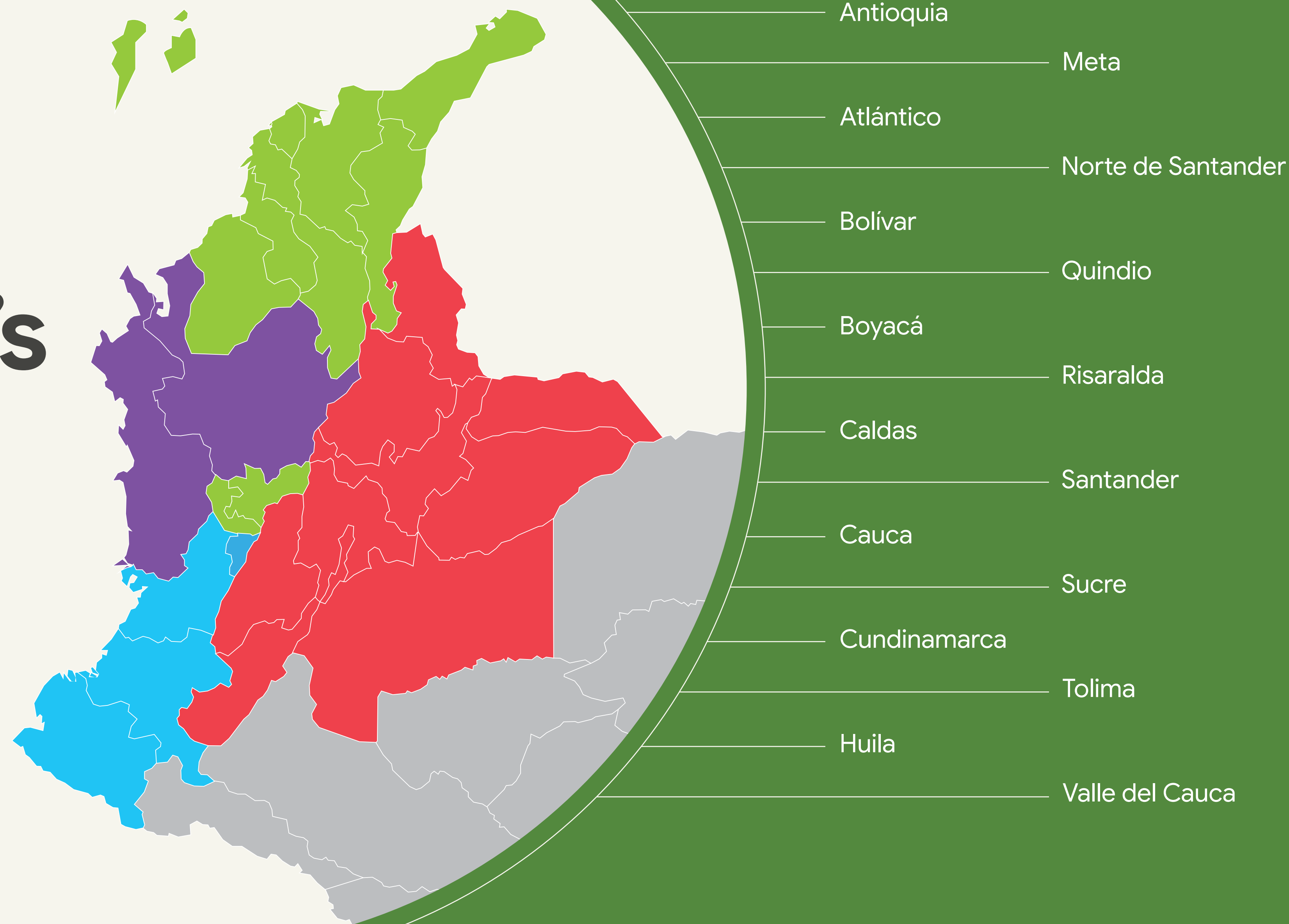


Territory	Kilos
Antioquia	804,856
Central	828,549
Coast	600,861
Pacific Coast	314,914
Total	2,549,180

For the domestic market we have approximately 160 active customers with 720 delivery points across the country, of which 100% are our own brands.

Coverage across Colombian's Departments

This distribution highlights our operational capacity to serve large volumes consistently and efficiently.

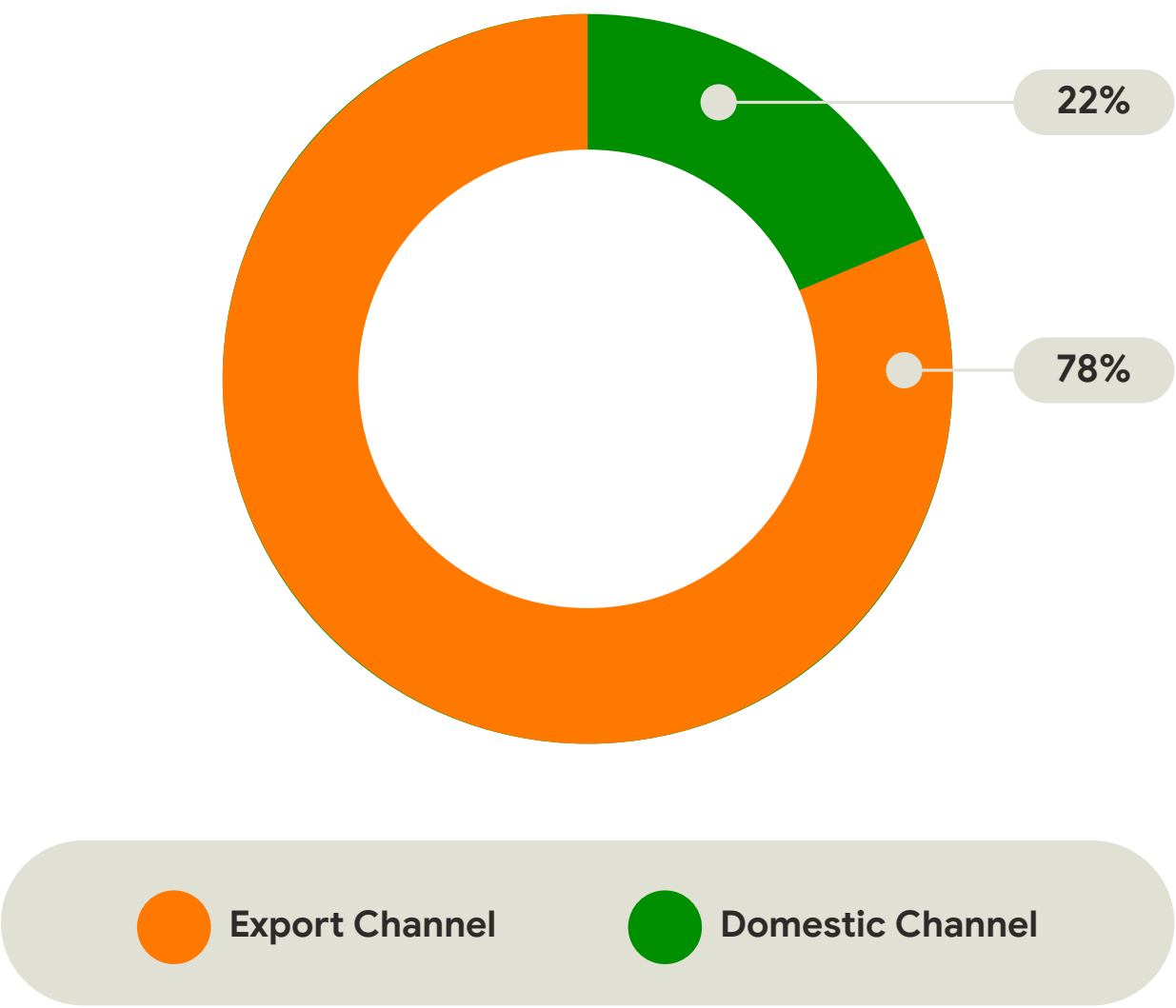




2.3. Market Share

During 2025, our commercial structure demonstrated a solid export vocation and a strategic presence in the local market. **78% of our operation was concentrated in foreign trade**, achieving deep penetration in both the nostalgia market (connecting with Latino communities) and the cross-over market (attracting global consumers to exotic flavors). Meanwhile, the **remaining 22% corresponds to the domestic market**, where we consolidated our participation in the **Retail, HORECA** (Hotels, Restaurants and Casinos) and **SAE** (corporate food service) channels, reaffirming our versatility to serve both the end consumer and the institutional sector.

% Company Market Share 2025



*data presented in kg



2.4. Flagship Product – Fruit Pulp

Our company’s main flagship products are the pulps of mango, passion fruit and blackberry, representing 27% of the export market and 18% of the domestic market.

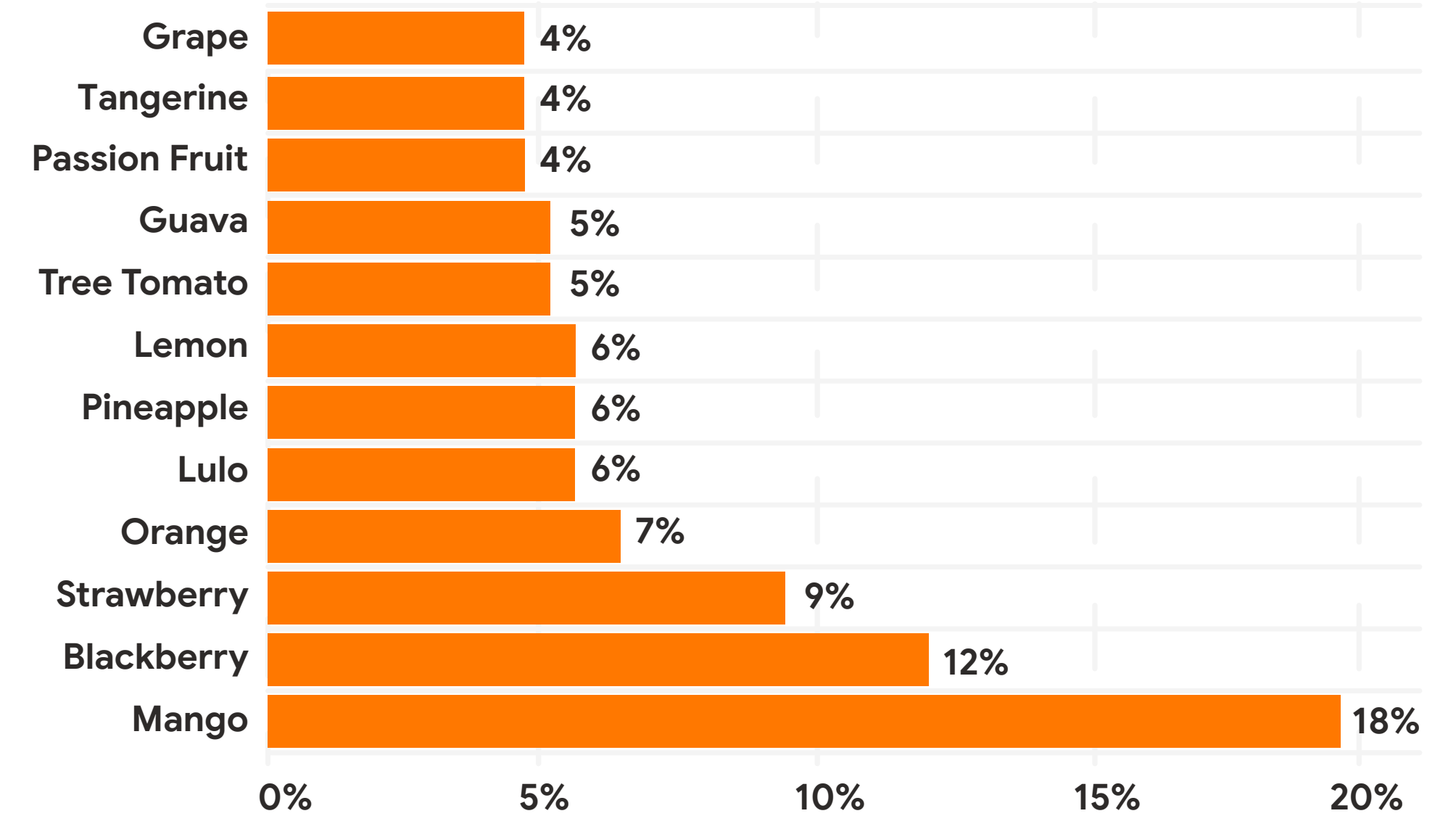
2.4.1. Exports

% Fruit share – exports		
Flavor	2024	2025
Mango	25%	27%
Passion fruit	24%	24%



2.4.2. Domestic:

% FRUIT SHARE – DOMESTIC



Our commercial roadmap will focus on expanding into new markets and strengthening strategic alliances with existing customers.

2.5. AGROFRUT's Market Presence

2.5.1. Trade Show Participation

- » **Showroom Aruba and Curaçao** In 2025 we took part in a specialized showcase of Colombian foods for the Dutch Caribbean, held in Oranjestad (Aruba) and Willemstad (Curaçao). This was an opportunity to present our product portfolio to key buyers from these islands, recognized for their high demand for Colombian products, their strategic location and their active tourism industry.





2.5.2. Industry Recognitions

NASDA - USA: As part of our institutional consolidation, **C.I. Agrofrut S.A.S.** was selected by the National Association of State Departments of Agriculture (**NASDA**) to strengthen strategic relations between the agricultural sectors of **the United States and Colombia**. This recognition, based on our track record and operational excellence, reinforces our position as a key player in promoting access to safe and affordable food.





Chapter 3

SUSTAINABLE PERFORMANCE

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3.0 SUSTAINABLE PERFORMANCE

3.1. About this Report (GRI 2-1)

Agrofrut reaffirms its commitment to sustainability by presenting the management report for 2025. This document details the progress of the corporate strategy, embedding sustainability as a fundamental axis in decision-making and generating short-, medium- and long-term value for all stakeholders.

This report is prepared annually under the “GRI-referenced” approach, following the Global Reporting Initiative standards for the period from January 1 to December 31, 2025, and it integrates the Sustainable Development Goals (SDGs) defined by the UN.

3.2. Governance of the Sustainability Strategy (GRI 2-22)

At Agrofrut, the execution of our sustainability strategy is led by the **Sustainability Department**, which reports directly to the **company's Management**. This area acts as the coordinating hub among the various departments, ensuring operational alignment and the achievement of our strategic goals through the development and monitoring of key projects throughout the year.





3.2.1. Governance Policies (GRI 2-24)

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

1. Corporate sustainability
2. Human Rights (GRI 407-1, 408-1)
3. Anti-corruption and bribery
4. Recruitment policy (GRI 407-1, 408-1)
5. Prevention of psychoactive substance use
6. Integrated management
7. Conflicts of interest
8. Gratuities, gifts and presents
9. Road safety policies
10. Right-to-disconnect policy
11. Policy for the prevention of workplace and sexual harassment, gender-based violence, and the prevention of discrimination based on diverse sexual orientations
12. **Code of Ethics, Conduct, Coexistence Manual and Corporate Policies**



3.2.2. Governance Structure (GRI 2-9)

1. Guillermo Gutiérrez – **Founder - General Manager**
2. Juan José Gutiérrez – **Founder - Marketing And Sales Manager**
3. Luz Estella Cadavid – **Operations Manager**
4. Ana Milena De La Calle – **Technical Manager**

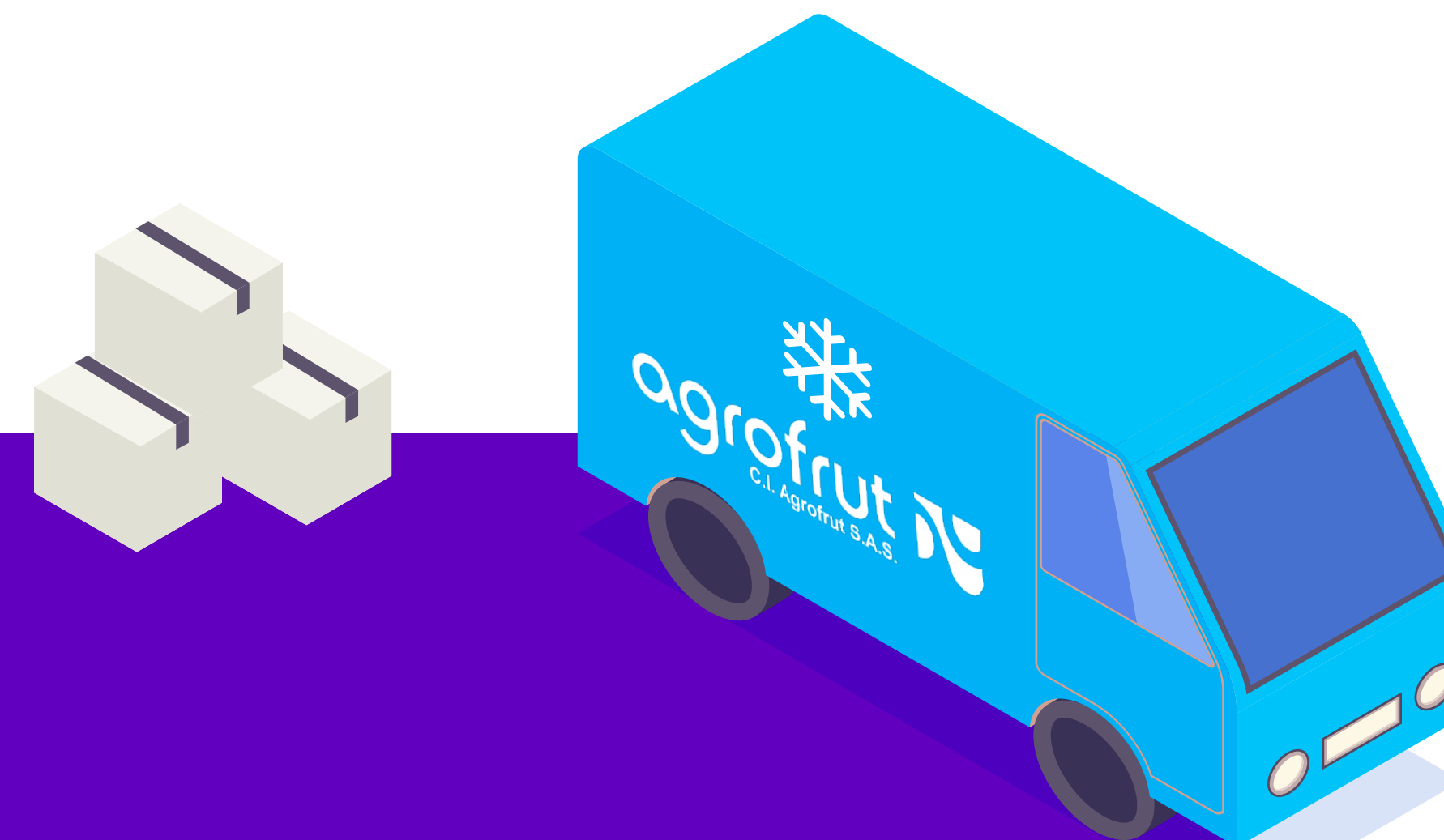
The company has the following committees, which are responsible for decision-making and management oversight.

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

3.3. Strategic Alliances (GRI 2-28)

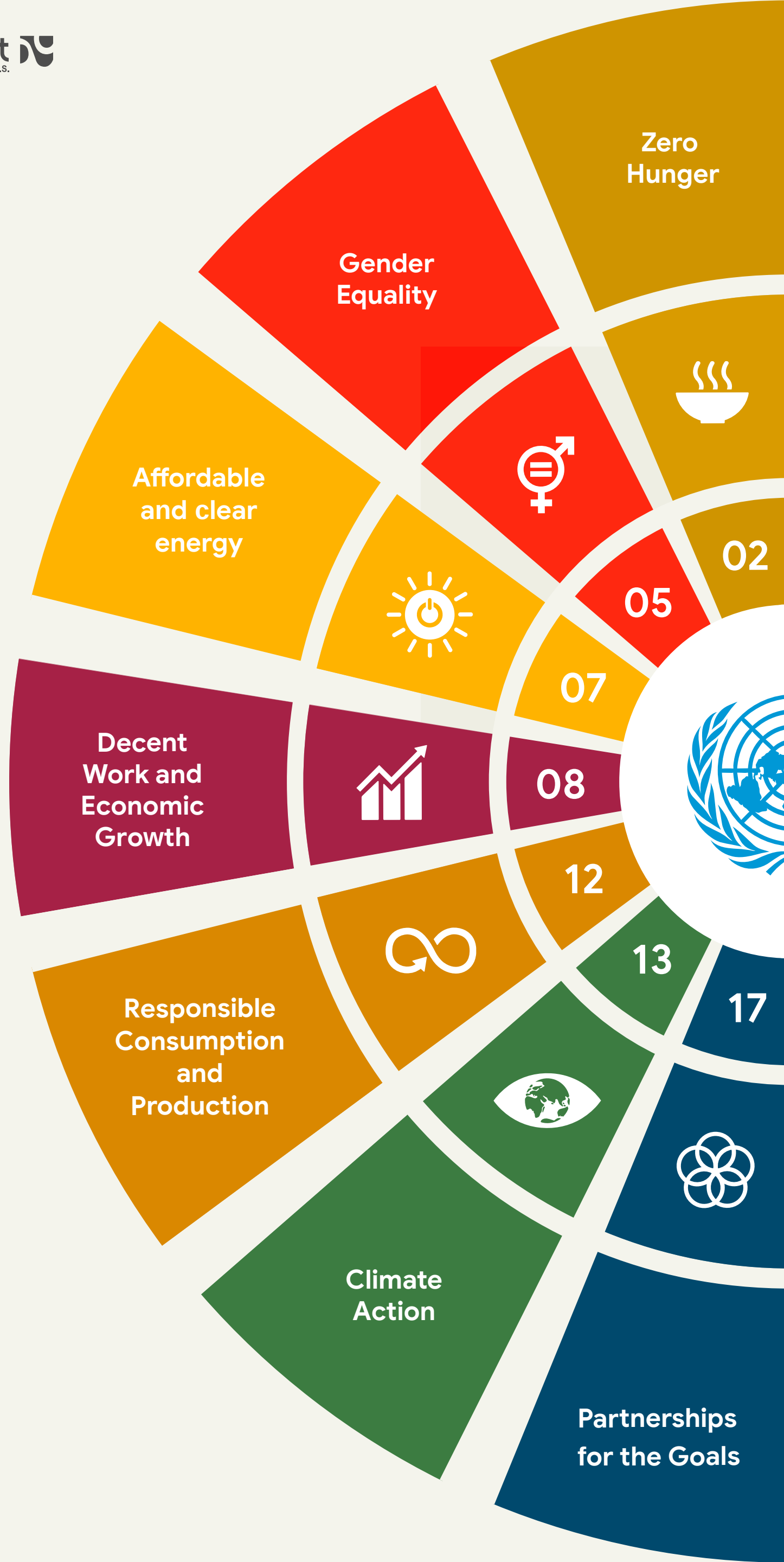
At **Agrofrut**, we understand that sustainable growth is built through technical and industry collaboration. That is why we consolidate strategic alliances with leading organizations that drive our **shared value** model, allowing us to strengthen business competitiveness and the comprehensive well-being of our value chain in the domestic and international markets.

- AMCHAM - Colombian-American Chamber of Commerce - Exports
- PROSUR - Southern Business Corporation - Sustainability and territory
- Aburrá Sur Chamber of Commerce
- Comfenalco - Family Compensation Fund
- Manpower – Temporary staffing services provider
- Colmena Seguros – Occupational risk insurer
- Protección – Severance and pension fund



Additionally, we have strategic partners throughout our supply chain, such as:

- Distributors – customers – strategic partners in the distribution and marketing of our product brands and associated brands.
- Suppliers of raw materials, production supplies, packaging material and services.



3.4. Strategic Alignment with the Sustainable Development Goals (SDGs)

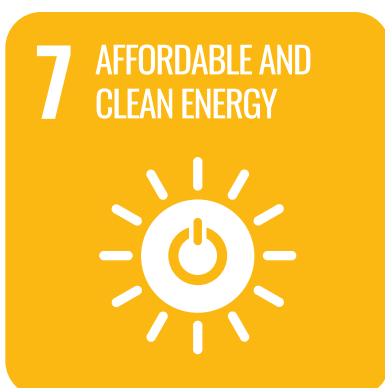
SUSTAINABLE DEVELOPMENT GOALS

Our sustainability strategy is aligned with the UN's **Sustainable Development Goals (SDGs)**, focusing on generating a positive impact on society and the environment while ensuring the long-term resilience of the business.

During 2024, we aligned our operations and our impact on the Colombian countryside under seven fundamental pillars: **Zero Hunger (SDG 2)**, **Gender Equality (SDG 5)**, **Affordable and clean Energy (SDG 7)**, **Decent Work and Economic Growth (SDG 8)**, **Responsible consumption and Production (SDG 12)**, **Climate Action (SDG 13)** and **Partnerships for the goals (SDG 17)**.

For 2025, we continued this framework of action, deepening the integration of these goals within our commercial strategy to maximize shared value with our stakeholders and strengthen the sustainability of our supply chain

Natural:



SDG 7: AFFORDABLE AND CLEAN ENERGY

- Target 7.2: Substantially increase the share of renewable energy in the overall energy mix.
 - ✓ 3.4% Use of photovoltaic electricity.
 - ✓ 96.55% Use of renewable electricity.
 - ✓ 0.05% Use of non-renewable energy



SDG 13: CLIMATE ACTION

- Target 13.1: Managing climate change as a core issue in the organization's strategies, policies and plans.
 - ✓ +13.65% variation in category 1 greenhouse gas (GHG) emissions.
*(year 2025 compared to BL)
 - ✓ 3.5% Use of photovoltaic electricity.
 - ✓ 96.55% use of renewable electricity.





5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



Collaborative:

SDG 5: GENDER EQUALITY

- Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership within the organization.
 - ✓ 35.7% Women in the various roles across the Organization.
 - ✓ 46.67% Women in management positions.

SDG 8: DECENT WORK AND ECONOMIC GROWTH

- Target 8.5: Full employment and decent work with equal pay.
 - ✓ 312 direct and indirect employees and apprentices.
 - ✓ 476 hours of training per year.
- Target 8.6: Reduction of young people not in employment or education.
 - ✓ 127 young people between 18 and 30 years old employed by the company.
- Target 8.8: Protection of labor rights and safe working environments.
 - ✓ -33% in the accident frequency rate during the year.

Transformational



SDG 2: ZERO HUNGER

- Target 2.1: End hunger and ensure access for all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.
 - ✓ COP 13.2 million in pulp delivered to food banks and cooperatives in the strategic region.
 - ✓ >12,000 tons of fruit sold to our customers.
- Target 2.2: End all forms of malnutrition (...) and address the nutritional needs of adolescent girls, pregnant and lactating women, and older persons.
 - ✓ COP 48.8 million donated in kind to the foundations Gente Unida, Transformación and the Mundo Sonrisas foundation, whose social missions are to support children and young people.
- Target 2.3: Double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples and family farmers (...)
 - ✓ >14,000 tons of fruit purchased from peasant, indigenous and other Colombian farmers.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



SDG 12: RESPONSIBLE PRODUCTION AND CONSUMPTION

- Target 12.2: By 2030, achieve the sustainable management and efficient use of natural resources
 - ✓ COP 1,090 million invested in environmental management.
- Target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse activities
 - ✓ 97.78% waste recovery

17 PARTNERSHIPS FOR THE GOALS



SDG 17: PARTNERSHIPS FOR THE GOALS

- Target 17.11: Strengthen the means of implementing partnerships to promote sustainable development.
 - ✓ We increased exports by **14%** compared with 2024.



3.5. Strategic Objectives

3.5.1. MEGA 2022-2026

During 2025, external factors such as the volatility of the **exchange rate**, the **tariffs in the United States** and the **rise in raw material costs** impacted the volume (kilograms) and margin targets.

In the face of these challenges, our teams maintain their commitment to operational efficiency and the resilience of the business model.

3.5.2. Mission

To add value to fruits and vegetables as our natural resource, offering the world benefits of health, convenience, reliability and food safety, while fostering the country's agricultural development.



3.5.3. Strengthening the Business Model

- We began dispatching containers directly from our production plant, **optimizing logistics times and strengthening control over the supply chain.**
- Our company has an installed production capacity for fruit **processing of 9,000 tons/month and pulp packaging of 2,720 tons/month.**
- We reduced to **1,400 frozen racks for raw material storage**, ensuring continuous supply to our markets year-round.
- Our products were stored with **our logistics center partner Icestar**, which has 8,500 positions, of which we occupy between 3,500 and 4,500 positions per year. As a contribution to our sustainability strategies, this partner **is located less than 100 meters away, reducing transportation times, greenhouse gas emissions, and labor requirements**, while helping maintain product quality, stability, and food safety.

3.5.4. Focus on Supply Chain Responsibility

- ▶ We recognize that fruit drivers are fundamental partners in our value chain. In order to dignify their work and provide them with an adequate and comfortable space, we implemented the new **Rest Area for Drivers**, a strategic improvement in our infrastructure.
- ▶ Our vision of well-being transcends the boundaries of our plant and encompasses everyone who interacts with our operation. That is why we developed **the External Waiting Area project**, focused on improving the environment for the companions of our logistics personnel.



Chapter 4

TRANSFORMATIONAL PILLAR

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4.0 TRANSFORMATIONAL PILLAR

4.1. Company Vision

Vision: To be the best version of ourselves, our company and our products, in order to achieve sustainability and greater coverage nationally and internationally.



4.2. Business Values

In 2025, we reaffirmed our commitment to people management focused on our employees by conducting a **Participatory Values Survey**. This active-listening exercise involved our staff, allowing us to **redefine the business values** that guide our behavior and ensure the organization's social sustainability:



› **Respect:** We value each member of the organization and recognize their beliefs and ideas, creating spaces of trust and openness that foster healthy relationships and an inclusive work environment.

› **Solidarity:** We prioritize collective well-being, fostering an empathetic and humane work environment that promotes cooperation in the face of challenges, building together a healthy environment and a stronger organizational culture.

› **Commitment:** We act responsibly and with a positive attitude in every task. We deliver on what is entrusted to us and align our efforts with the organization's objectives, ensuring consistent and valuable results for all.

4.3. Technology Infrastructure and Information Security (GRI 418)

In line with our commitment to continuous improvement in IT and the protection of intangible assets, during this period we have strengthened our technology infrastructure and digital culture through the following projects:

► Risk Management and Cybersecurity

Committed to strengthening **operational resilience** and the protection of information assets, the IT department maintains a **continuous improvement** program through periodic cybersecurity drills. During this period, these exercises confirmed the robustness of our protocols, achieving satisfactory results that validate the **effectiveness of our risk mitigation strategy** and the high level of institutional preparedness.





» Workplace Well-Being and Safety

As part of our strategy, we strengthened our technology infrastructure by acquiring specialized software licenses for remote work. This investment not only guarantees **information security** in decentralized environments, but also ensures connectivity and operational efficiency under the highest compliance standards.

» Innovation and Communication Efficiency

With the aim of improving the **user experience** and ensuring communication channels available 24/7, we advanced the integration of a conversational artificial intelligence solution. This process included a strategic evaluation to ensure a tool that reflects our corporate identity and values. The project, which will complete its fine-tuning phase in 2026, represents a milestone in our commitment to offering more efficient, **inclusive and connected customer service**.

» Automation of Data Protection

Aligned with the highest information security standards, we have integrated a licensed tool for the automatic safeguarding of corporate data. This initiative, developed together with a strategic partner, eliminates security gaps arising from manual processes, consolidating a robust digital infrastructure that protects the confidentiality and availability of our stakeholders' information.



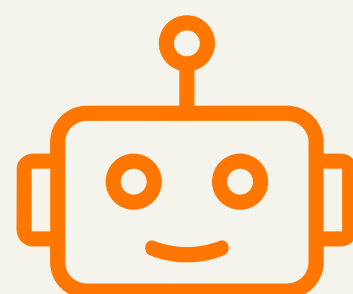
➤ Physical Security and Industrial Traceability

In line with our commitment to maintaining safe and transparent operations, we achieved full operability of our new access management system. This tool strengthens corporate governance by ensuring that access to the industrial complex complies with current security standards and regulations, mitigating operational risks and raising the levels of institutional traceability and control.



Acquisition and implementation of
licensed software to manage personnel
access to the industrial complex.

Project
#2

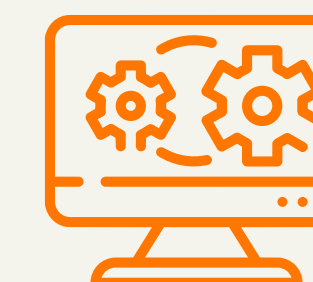


Implementation of a
Company-Wide Chatbot.

Project
#1



Project
#3



Acquisition of licensed
software to automatically
protect company information
without requiring user
intervention.

The following projects are planned:

for 2026

4.4. Efficiency and Sustainability in the Supply Chain

- We raised the **reliability of overall inventory by 2 percentage points**, reaching a solid **95%**. This achievement ensures an immediate commercial response, reduces losses from stockouts or expiration, and optimizes the use of material resources throughout the organization.
- We successfully began the direct dispatch of **20% of our export containers** from Agrofrut's facilities. In addition, we plan to **scale this operation to 60% by 2026**.
- We replaced **100% of wooden pallets with plastic pallets** in the storage areas for production supplies, raw materials and packaging material. This circular economy initiative increases the useful life of logistics assets and sustainably raises the food safety and biosecurity standards demanded by the strictest markets.

4.5. Technological Process Changes

4.5.1. Maintenance and Project Management

The main objective is to maximize the operational efficiency of our infrastructure through a preventive maintenance model that optimizes the use of technical and financial resources, promoting responsible consumption and economic sustainability.

4.5.1.1. Excellence in Maintenance and Production Stability

Work-in-Process Plant (WIP)

- We achieved a sustained 50% reduction in breakdowns, decreasing from 12 incidents per year in 2023 to just 6 in 2025. This progress strengthens production continuity and the efficient use of machinery.
- We reduced repair times (MTTR) by **28%**, minimizing downtime and optimizing the use of technical resources in the field.
- We increased the mean time between failures (MTBF) by **263%** (going from 63 to 229 hours).
- We achieved an availability **close to 100%**, ensuring that operational resources are fully available for production cycles.
- We installed airtight enclosure systems in the thawing areas in order to guarantee a complete seal at the access points, eliminate steam leaks and stabilize the internal temperature.
- We improved the roof of the organic waste hopper in order to secure this area, optimize plant operability and strictly comply with hygiene and sanitary standards.



Finished Product (FP)

- We achieved a 38% reduction in technical failures, reflecting superior process control and the maturity reached in executing our maintenance plans.
- We achieved a 45% improvement in response times (MTTR), demonstrating a solid recovery capacity and highly efficient technical logistics.
- We increased the mean time between failures (MTBF) by 208% (from 13 to 40 hours), consolidating continuous production with minimal interruptions.
- We have an availability of 98.7%. This achievement reaffirms the technical team's responsiveness and adaptability in the face of contingencies.
- We integrated into our operation an **automatic floor-level stretch-wrapping system** that ensures uniform, high-strength packaging, keeping our products stable and protected during long-distance transport.

4.5.1.2. Value Generation and Resource Efficiency

Strategic asset management has not only optimized operations, but has also generated significant savings that strengthen profitability and the responsible use of resources.

- Reduction of annual shrinkage by 2%, equivalent to COP \$257 million/year.
- Economic savings from water efficiency exceeding COP \$79 million/year.
- Reduction of preventive maintenance costs by COP \$9 million/year.
- Increased reliability and availability of critical assets.
- Optimization of preventive maintenance.

These indicators show that the commitment to operational efficiency not only reduces costs, but also ensures the company's economic sustainability through robust, resilient and high-performance asset management.



Implementation of a WMS (Warehouse Management System) to streamline the receiving, storage, picking and dispatch of raw materials, packaging material, spare parts, workwear, finished products and work-in-process, improving inventory reliability and ensuring reliable real-time information for decision-making.

Capítulo 5

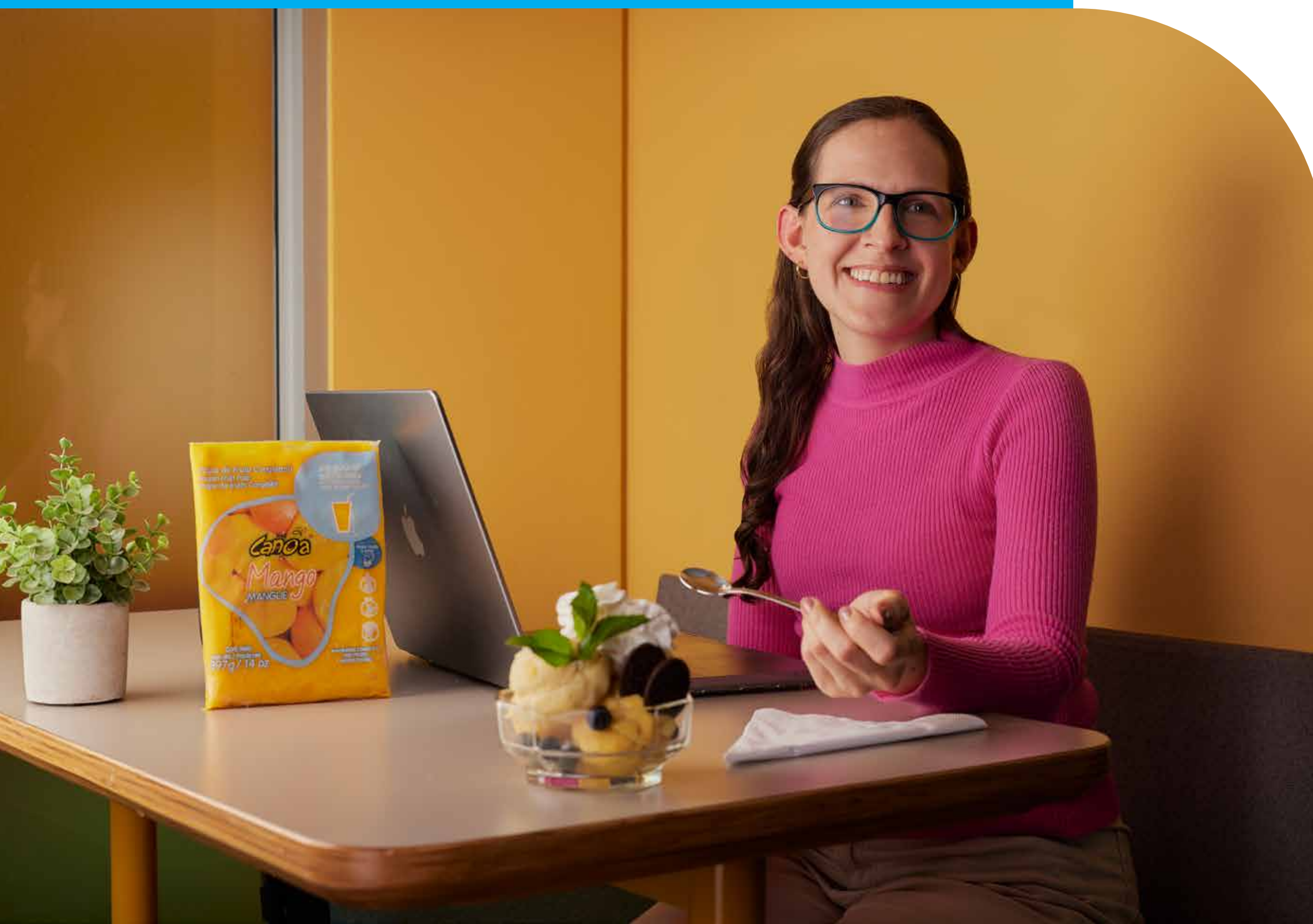
NATURAL PILLAR

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5.0 NATURAL PILLAR

5.1. Climate Change (SDG 13)



5.1.1. Process-related Carbon Footprint

5.1.1.1. Operational Emissions Reduction Program: “GHG Declaration”

As a fundamental part of our strategy to mitigate climate change, at Agrofrut we have consolidated a Greenhouse Gas (GHG) measurement system.

During the 2023-2025 period, we scaled up our technical ambition by calculating the emissions inventory for categories 1, 2, 3 and 4 under the NTC-ISO 14064-1:2020 standard; using an operational control approach, we managed to centralize our environmental indicators and establish a new baseline. This technical rigor has been verified by ICONTEC, ensuring the transparency and accuracy of our climate management for our customers and partners.

We calculate the Greenhouse Gas emissions generated in our production process and report all values in CO₂e using the emission factors for each type of source established by the IPCC and the GHG Protocol, in order to compare the base year with subsequent years and to ensure the traceability of our decarbonization strategy.

5.1.1.2. Direct emissions, indirect emissions (GRI 305-1, 305-2, 305-3)

In 2025, Agrofrut is working on its path toward carbon neutrality: **99.95% of our energy comes from renewable sources**. This achievement is the result of a dual strategy that combines self-generation through our **photovoltaic system** and the purchase of **Certified Renewable Energy (I-REC)**, ensuring the traceability and clean origin of every kilowatt consumed.

Year	Category 1 (Ton CO ₂ e)	Category 2 (Ton CO ₂ e)		Category 1 + 2 (Ton CO ₂ e)	
		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	1081.8	673.6	0	1755.4	1081.8
2025*	934.04	323.18	0	1257.22	934.04

* Information calculated internally without external verification.



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



5.1.1.3. Biogenic emissions

Our management of **biogenic emissions** reflects a constant transition toward cleaner energy sources, highlighting the following advances in the biofuel blend in Colombia:

In 2025, the ethanol blending standard was increased, reaching a **10% blend for both gasoline and diesel**, aligning us with the highest sustainable mobility standards.

Year	Emissions (Ton CO ₂ e)
2021	2.7
2022	0.88
2023	0.75
2024	0.88
2025*	1.47

* Information calculated internally without verification



5.1.1.4. Emissions generated and emissions intensity (GRI 305-4)

At Agrofrut, we measure our environmental impact with technical precision to drive a cleaner operation. Our carbon footprint is continuously monitored, directly linking our emissions to production volume to obtain **eco-efficiency indicators per ton of processed pulp**.

Under this commitment to transparency and continuous improvement, we recorded the following performance values:

Year	Category 1 (Ton CO ₂ e)	Category 2 (Ton CO ₂ e)		Other categories (Ton CO ₂ e) Transport	Total (Ton CO ₂ e)		Total/Ton of pulp (Ton CO ₂ e/Ton of pulp)	
		Loca- tion 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	1081.8	673.6	0	4911.1	1755.4	1081.8	0.055	0.037
2025*	934.04	323.18	0	N/R*	1257.22	934.04	0.107	0.08

*Not recorded (N/R): No measurement was taken for other categories in 2021 and 2025.

Year	Category 1 + 2 (Ton CO ₂ e)		Total 1+2/Ton of pulp (Ton CO ₂ e/ Ton of pulp)		Total other (Ton CO ₂ e)	Total other/Ton of pulp (Ton CO ₂ e/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	1755.4	1081.8	0.055	0.037	4911.1	0.42
2025*	1257.22	934.04	0.107	0.08	N/R*	N/R*

*Not recorded: No measurement was taken for other categories in 2021 and 2025.

The adoption of clean energy in our production model is a fundamental pillar of our decarbonization strategy. Thanks to the transition toward more sustainable energy sources, we have maintained an upward trajectory in mitigating Greenhouse Gases (GHG), managing to avoid and offset a significant cumulative amount of emissions over the last three years.



These results not only strengthen our environmental profile, but also assure our customers that every ton of pulp produced at Agrofrut is backed by climate responsibility and energy efficiency.





5.1.2. Sustainable Mobility and Operational Efficiency

Smart Logistics and High-Volume Supply

We maximize logistics efficiency through route optimization and load consolidation, achieving a significant reduction in the carbon footprint per product delivered:

- **Urban Optimization:** We increased the fill rate of our vehicles. This reduces trip frequency, eases urban congestion and ensures cleaner deliveries.
- **Long-Distance Efficiency:** We restructured long-distance shipments by consolidating inventories. Fewer trips with greater volume per trip ensure business continuity with a lower environmental impact.
- **Sustainable Supply:** We shifted our supply strategy toward the exclusive use of high-capacity vehicles (tractor-trailers). This model scales up the volume transported, substantially reduces the number of trips and generates **direct economic efficiency that optimizes our logistics costs**, passing greater competitiveness on to the market.

Road Safety Plan (PESV):

Environmental sustainability is inseparable from human safety and well-being. Through the rigorous implementation of our PESV, we protect our operation against incidents, ensuring a reliable and safe service:

- **Safe Infrastructure:** We upgraded our facilities with state-of-the-art markings, technical signage and protected pedestrian crossings to separate heavy traffic from personnel.
- **Road Culture and Compliance:** We designed an optimized and organized parking area that speeds up loading times. In addition, we raised our team's standard of regulatory compliance.
- **Specialized Training:** We developed an ongoing training program covering driving risk management, corporate safety policies and road-user awareness.



5.2. Energy “Energy Efficiency” (SDG 7) (GRI-302-1)

The electricity associated with our production process operations is composed of conventional EPM energy and photovoltaic energy.

Conventional EPM energy is certified green by I-REC, representing 96.55% of our consumption; **the solar energy generated with 220 panels** corresponds to 3.4% in 2025 —these two sources being considered renewable—and 0.05% of the energy is generated by the emergency generator, considered non-renewable since it uses diesel (ACPM) as fuel.

Source type	Energy type	Unit	2023	2024	2025	% difference from base year*
Renewable	Photovoltaic (avoided)	kWh/year	100.026	101.696	90.980	Decrease 10.54%
	Conventional EPM (purchased I-REC)	kWh/year	2'362.326	2'615.868	2'605.275	Decreased 0.004%
Non-renewable	Generation by emergency generator	kWh/year	-	5.993	1.085	Decreased 82%
Total energy consumption		kWh/year	2'462.352	2'723.557	2'697.340	Decreased 0.009%

*Compared to the immediately preceding year

Source type	Energy type	Unit	2023	2024	2025	% difference from base year**
Renewable	Photovoltaic (avoided)***	MJ/year*	360.093	366.105	327.528	Decrease 10.54%
	Conventional EPM (purchased I-REC)	MJ/year*	8'904.393	9'417.124	9'378.990	Decreased 0.004%
Non-renewable	Generation by emergency generator	MJ/year*	-	21.574	3.906	Decreased 82%
Total energy consumption		MJ/year*	8'864.467	9'804.805	9'710.424	Decreased 0.009%

*A conversion factor of 1 kWh = 3.6 MJ was used

** compared to the immediately preceding year.

***In 2026 there were no sales of surplus photovoltaic energy

The company's total energy consumption for 2025 corresponds to 2,697 MWh, equivalent to **9,710,424 MJ**.

5.2.1. Energy Consumption Indicator (GRI 302-2)

Energy consumption per kg of processed pulp increased compared to 2024, with an **average indicator of 0.107 kWh/kg processed.**

Indicator	Unit	2023	2024	2025	% difference from base year*
Energy consumption	kWh/kg processed	0.107	0.102	0.107	-0.04%

*compared to the immediately preceding year.

Indicator	Unit	2023	2024	2025	% difference from base year**
Energy consumption	MJ/kg processed*	0.385	0.367	0.385	-0.04%

*A conversion factor of 1 kWh = 3.6 MJ was used

**compared to the immediately preceding year

5.2.2. Power Consumption Reduction

Investments of approximately 19 million in energy-efficiency technologies have contributed to a reduction in energy consumption. Initiatives implemented include:

- Retrofitting of light fixtures for energy efficiency in the storage warehouse.
- Planning for the implementation of energy-saving programs.
- Optimization of the production process’s electrical systems.
- Continuous monitoring of the energy consumption indicator.
- Balancing of electrical loads on the second and third floors, helping to prevent potential short circuits, equipment damage and incipient fires.

5.3. Natural Capital

5.3.1. Water Resources (GRI 303-1, 303-3, 303-5)

5.3.1.1. Governance and Strategy in Operations

During 2025, we optimized the use of **45.3 Megaliter (ML)** of water, allocated to critical food-safety processes such as the washing and disinfection of fruits and tubers, as well as the maintenance of our infrastructure and equipment. This precise management allows us to guarantee the highest hygiene of our products while maintaining strict control over our water footprint.

5.3.1.2. Targets

5.3.1.2.1. Water Consumption Reduction Targets

The goals and targets of the indicators and water reduction processes are identified in the Efficient Use and Water Saving Committee and are defined according to the previous year's indicator and the company's future projects.



5.3.1.2.2. History of Water Consumption Target Compliance

Year	2023	Target	2024	Target	2025	Target
Consumption indicator (L/kg of pulp)	1.67	2.0	1.59	2.0	1.74	2.0
Status	Meets					

Year	2023	2024	2025
Total water consumption (m³/year)	39.198	43.080	45.324

Year	2023	2024	2025
Total water consumption (ML/year)*	39.2	43.1	45.3

*Value used for conversion 1 ML = 1,000 m³



5.3.1.3. Reduction Strategies

- **Management and Control:** Implementation of measurements at the process level (what is not measured cannot be controlled).
- **Technological Optimization:** Installation of sensors on conveyor belts and sprinklers on production lines.
- **Water Culture:** Direct awareness campaigns with personnel.

5.3.1.4. Water and Effluent Management (GRI 303-3)

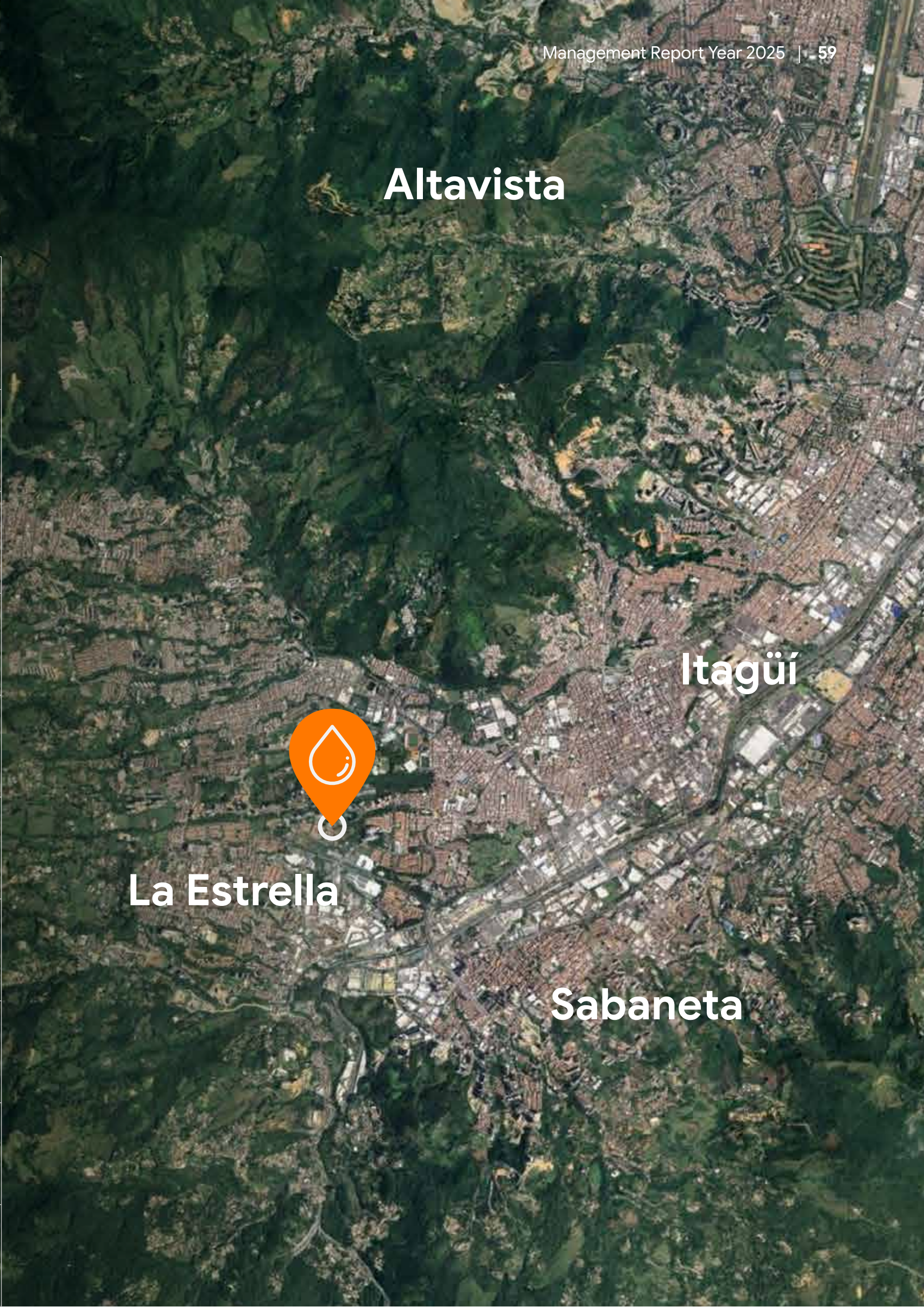
5.3.2.4.1 Water Stress

At Agrofrut, water security is essential to guarantee operational continuity and the quality of our products. To identify and mitigate potential vulnerabilities, we use the Water Risk Atlas (WRI Aqueduct), a cutting-edge global tool that allows us to assess water stress at our strategic locations.

This comprehensive analysis not only measures the availability and quality of the resource, but also assesses regulatory and reputational risks, determining the likelihood of impact on our facilities and areas of influence. Following this rigorous assessment, the results confirm that Agrofrut operates in a Low water stress zone.

This strategic location, free of critical scarcity risks, allows us to offer our customers and business partners a guarantee of operational continuity and superior supply stability, consolidating us as a reliable partner in a changing climate environment.

Entrance address	Carrera 54, El palmar, La Estrella, Antioquia, Colombia
Matching address	-
Latitude	6.1613653
Longitude	-75.6360927
Main basin	Magdalena
Minor basin	Nechi
Aquifer	-
Country	Colombia
Province	Antioquia
Overall water risk	Bajo (0-1)



Overall water risk



5.3.2. Discharge Management (GRI 303-4)

Our company has a non-domestic wastewater treatment plant (PTARnD) upgraded in 2024, which treated 34.5 ML/year. Thanks to this infrastructure, we achieved a **90% efficiency in the removal of pollutant load**, ensuring that the water from our production processes is delivered to the municipal sewage system in compliance with current environmental regulations. Domestic wastewater is discharged directly into the sewage system in accordance with national regulations.

This performance reflects our commitment to preserving water resources and the sustainability of our water ecosystem.



5.4. Circular Economy (GRI 306-2)

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

At Agrofrut, sustainability extends to the packaging of our products, prioritizing materials that minimize environmental impact and promote circularity in the industry.

During 2025, we managed the acquisition of **1,600,948 cardboard units**, under a low-impact supply model:

- **96% of our cardboard supply is certified as recycled in origin**, ensuring that the vast majority of our packaging is reintegrated into the circular economy and reduces pressure on forest resources.
- The remaining 4% corresponds to virgin material, used strategically to ensure the technical integrity and protection of our products during distribution.



This high percentage of recycled material allows our customers to receive products with **packaging that has a low water and carbon footprint**, aligned with the growing demands of a conscious global market.

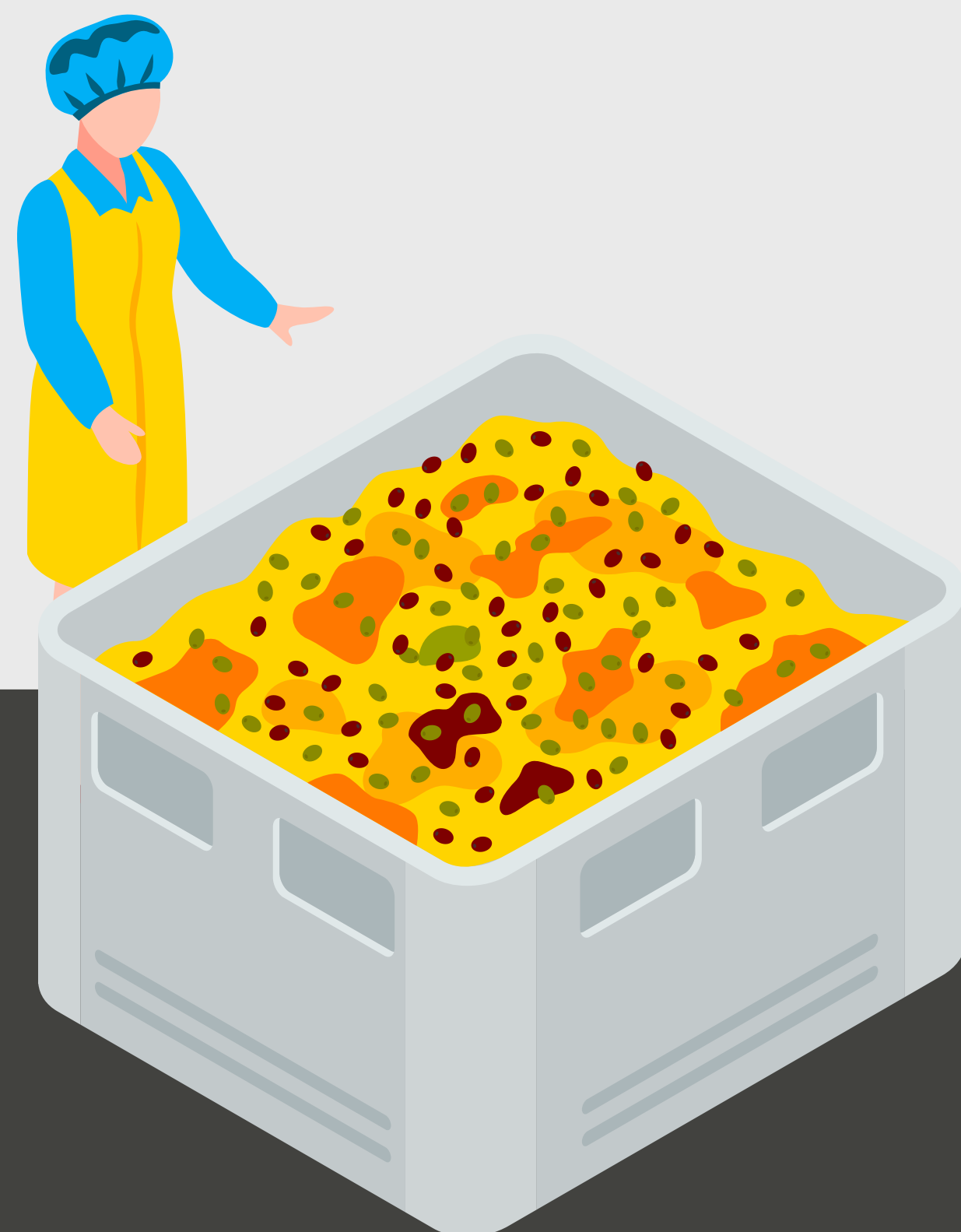


Food Safety and Responsible Materials Management

At Agrofrut, the protection of our products and the safety of our consumers are non-negotiable priorities. The use of plastic materials in our packaging is strictly designed to **guarantee the safety, freshness and integrity** of every product throughout the entire supply chain.

During 2025, the management of packaging materials for quality assurance was distributed as follows:

Material	Unit	Quantity
STICKER	Units	5'853.354
BAG	Units	3'426.895
PET	Units	18'153.060
HDPE	Units	2'210.043
LABEL	Units	2'260.900
SHEET	Kg	99.909



5.4.2. Waste (GRI 306-3)

At Agrofrut, we prioritize the implementation of material and packaging recovery models, optimizing waste management to minimize our footprint in landfills through the following initiatives:

- We promote waste reduction directly in the production process, empowering our employees in on-site separation practices that ensure the purity of recoverable materials.
- We optimize food recovery through solid alliances with foundations and corporations, transforming surpluses into positive social impact and reducing waste.
- In strategic alliance with the collective **FRACTAL-CIRCULAB**, we exceeded the regulatory standards for packaging recovery. Under this synergy, in 2025 we recovered **91.87 tons** of material placed on the market (using 2022 as the baseline).

5.4.2.1. Handling and Disposal of Post-Industrial Waste

Our post-industrial waste management is based on a technical classification that ensures the maximum recovery of resources. Through a network of certified strategic partners, we ensure full traceability and the use of materials under circular economy models:

- **Recoverable:** We carry out the technical separation of 42 types of materials, reintegrating them into new value chains through authorized managers for their transformation and reuse.
- **Organic:** In strategic alliance with Eco-ciclo and Biomezclas, we transform fruit waste, PTARnD sludge and plant material into compost, closing the biological cycle of our operation through organic stabilization processes.

- **Hazardous:** We guarantee environmental integrity and legal compliance through specialized treatment with entities authorized for transport and technical disposal.
- **Non-Recoverable:** We ensure efficient and controlled final disposal of ordinary materials through the local operator ASEO SIDERENSE E.S.P..

% representation by waste type	2023	2024	2025
Recoverable	2.99	2.51	2.6
Organic	95.5	94.3	95.2
Hazardous	0.03	0.04	0.03
Ordinary	1.49	0.36	0.3
Special	N/R	1.84	1.9

5.4.2.2. Waste diverted from disposal (GRI 306-4)

Paper	Non-hazardous waste	Quantity generated (ton/year)		
		2023	2024	2025
Composting	Pruning	8.15	3.08	3.23
	Sludge	81.55	161.13	354.07
	Fruit	7623.54	6,375.80	6,205.32
Recoverable	Plastic	107.07	116.18	134.55
	Cardboard	35.13	28.37	18.46
	Paper	5.02	5.32	5.55
	Metals	15.75	16.3	11.25
	Sacks	11.19	5.85	5.28
Return to suppliers	Sacks	N/R	2.14	6.27
Total		7,887.4	6,714.2	6,743.9

5.4.2.3. Waste directed to disposal (GRI 306-5)

Hazardous waste	Quantity generated (ton/year)		
	2023	2024	2025
Recovery	7.4707	0.131	0.53
Bioremediation	0.5944	0.6	0.33
Secure landfill	0.3506	0.11	0.06
Incineration	1.1498	0.75	0.88
Chemical deactivation	N/A	N/A	0.16
Total	9.57	1.59	1.96

Non-hazardous waste (Ton)	2023	2024	2025
Ordinary	22.66	24.65	20.81
Total	22.66	24.65	20.81

5.4.2.4. Donations to Foundations and Food Banks

At Agrofrut, we maintain a firm commitment to guaranteeing access to safe and nutritious food, especially for communities in vulnerable situations. Under this premise, we channel product donations to foundations dedicated to caring for children, adolescents and rural communities, seeking to generate a positive and tangible impact on their well-being.

Logo	Description	Monetary donation
	Fundación Gente unida	\$47'709.126
	Corporación ECOAYUDAR: carries out social work focused on caring for the environment and the farmer.	\$3'126.279
	Fundación Banco Arquidiocesano de Alimentos: Provides food and hope to those who need it most, through the Archdiocese of Medellín	\$10'142.290
	Fundación Mundo sonrisas	\$561.600
	Fundación Transformación	\$561.600
Total		\$62'100.895

5.4.3. Other Strategies

Circularity is the engine of our innovation. At Agrofrut, we have transformed waste management into strategic resource management, developing key projects that ensure the competitiveness of our operation:

- Through the alliance with **ECOCICLO (60%)** and the incorporation of **BIOMEZCLAS (40%)**, we transform 100% of organic waste into commercial compost, promoting soil regeneration.
- Through our alliance with **Plásticos Ambientales**, we have consolidated a closed-loop circular economy model. We transform post-industrial plastic into technical raw material, reincorporating **14.18 tons of post-industrial plastic** into the manufacture of **64,480 units** of secondary packaging, integrating eco-design criteria into our supply chain.
- We minimize the environmental impact in the field through a packaging return system. In 2025, we avoided the use of single-use packaging plastics by returning **6.27 tons of fiber sacks** to our suppliers, mainly in the passion fruit chain, promoting sustainable practices at the source of our raw material.



5.5. Environmental Investments

In 2025, the company executed strategic investments aimed at ensuring legal compliance and reducing its operational footprint by decreasing the consumption of natural resources. The breakdown of these investments is presented under the following categories:

Chapter	Subchapter	Investment description	2025 Investment
Climate change	Carbon footprint	Verification of process inventory calculation - ICONTEC	\$8'313.000
	Atmospheric emissions	Legal compliance measurements	\$10'049.200
Energy	I-REC certificates and solar energy	Payments for certificates and solar energy backup	\$ 45'280.742
Natural capital	Water resources	Supplies for wastewater treatment	\$160'610.584
Circular economy	Waste	Investments in water-saving devices	\$866'243.325
Total			\$ 1'090.496.851



Chapter 6

COLLABORATIVE PILLAR

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6.0 COLLABORATIVE PILLAR

The permanent pursuit of human development defines our identity at **Agrofrut**, which is why we implement sustainable strategies that strengthen our human talent, understanding that collaboration is the key to generating real impact. Thus, we combine the protection of our employees with **product safety**, reaffirming our mission to be agents of change in the health and nutrition of our environment.

6.1. Human Resource Management

Looking ahead to 2025, Agrofrut reaffirms its commitment to the continuous improvement of working conditions through the implementation of practices aligned with ESG criteria that promote the well-being and comprehensive development of its employees. These actions are aimed at strengthening the organizational culture, consolidating the sense of belonging and alignment with the corporate mission and values.



6.1.1. Employee Benefits (GRI 401-2)

Our direct and indirect staff are enrolled in:

- Life insurance
- Health
- Pension
- Family compensation fund
- ARL
- Severance fund

The company's benefits portfolio covers both direct and indirect employees. However, life insurance is an exception, as it is a benefit designed exclusively for personnel under direct employment.



6.1.2. Employee Diversity

➤ Direct and indirect employees and apprentices

Employees	Year 2023	Year 2024	Year 2025
Direct	223	257	276
Indirect	112	55	29
Total	335	312	305
Trainees	2	5	7
Total	337	317	312

➤ Permanent and temporary employees by gender

Employees	Year 2023		Year 2024		Year 2025	
	Men	Women	Men	Women	Men	Women
Permanent	136	98	157	100	171	105
Temporary	65	36	45	10	25	4
Total	335		312		305	

➤ Management positions by gender (managers, directors and coordinators) *

	Year 2023	% representation	Year 2024	% representation	Year 2025	% representa- tion
Men	18	58.1	17	57	16	53.33
Women	13	41.9	12	41	14	46.67

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

➤ Middle administrative positions**

	Year 2023	% representation	Year 2024	% representation	Year 2025	% representation
Men	57	55.9	28	47	23	42.6
Women	45	44.1	32	53	31	57.4

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

➤ Operational positions by gender***

	Year 2023	% representation	Year 2024	% representation	Year 2025	% representation
Men	128	62.7	157	70	157	71.04
Women	76	37.3	66	30	64	28.96
Total	204	100	223	100	221	100

***Operational positions focused on loading, unloading, processing and packaging of product, among others, of raw materials, inputs, and the like.

➤ % of employees by age

Gender	Age range	People hired	% representation
Men	Between 18 and 30 years old	95	30.5
	Between 31 and 50 years old	93	29.8
	Over 51	12	3.9
Women	Between 18 and 30 years old	32	10.3
	Between 31 and 50 years old	68	21.7
	Over 51	12	3.8



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

Within the framework of its Policy for the Prevention of Workplace and Sexual Harassment, Gender-Based Violence and Non-Discrimination based on Sexual Orientation, Agrofrut defines its salary structure based on the objective evaluation of the roles and responsibilities of each position. This approach ensures equitable, discrimination-free decisions, promoting a work environment based on equal opportunities and respect for diversity.

Salary type	2023	2024	2025
Local - Colombia	1.160.000	\$1.300.000	1.423.500
Agrofrut – Colombia*	1.276.000	\$1.429.120	1.564.886

*The data reported in this item are obtained from a Human Resources database.

6.1.4. Parental Leave (GRI 401-3)

➤ Total number of employees who were entitled to parental leave, by gender.

Year	Paternity leave	Maternity leave	Total
2023	6	4	10
2024	7	5	12
2025	5	1	6

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

➤ Total number of employees who returned to work during the reporting period after their parental leave ended, by gender.

Year	Paternity leave	Maternity leave	Total
2023	6	2	8
2024	7	3	10
2025	5	1	6



6.1.5. Employee Well-being and Quality of Life

Agrofrut fosters the creation of a work environment that balances professional development with family life, recognizing the well-being of its employees as a strategic pillar. Through initiatives aimed at growth, motivation and recognition, the company strengthens its bond with its team and their families, fostering a culture based on stability, respect and a sense of belonging.

6.1.6. Human Resources Events

During 2025, we consolidated a comprehensive well-being model that positively impacted the quality of life of our employees and their families. Through a schedule of activities, we fostered personal balance, recognition of merit, recreation and the strengthening of family ties, among others, achieving the following results:

➤ **Celebrations and Family Integration:** events designed to strengthen the sense of belonging and celebrate collective milestones.

Celebration	Participants	Impact
Mother's and father's day	142	Family bonding
Children's day	98	Family bonding
Christmas welcome	305	Integration
Day out	292	Recreation
Christmas party	305	Recreation
Craft workshop for employees' relatives	13	Family bonding
Guided plant tour for employees' children	15	Family bonding
Weekend inn getaways for two people	9	Family bonding

➤ **Recognition and Tenure:** Spaces dedicated to honoring daily work and loyalty to the company.

Celebration	Participants	Impact
Birthdays	305	Life moments
Labor day	305	Life moments
Profession day	51	Professional identity
Five-year anniversaries	20	Excellence and loyalty
Recognition of emergency brigade members	20	Excellence and loyalty
Recognition of corporate values	25	Excellence and loyalty

➤ **Personal Development, Housing and Education:** Initiatives focused on long-term growth and household stability.

Celebration	Participants	Impact
Home improvement raffle	1	Housing and future
Educational benefit	13	Education and leadership
Psychological support program	7	Health and support
Bereavement gift	13	Health and support
Newborn gift	7	Health and support
Housing fair	164	Housing and future
Leaders' school	39	Education and leadership
Knowledge management	35	Education and leadership

➤ **Benefits and Experiences**

Celebration	Participants	Impact
Coffee-drink experience workshop	18	Experiences
Cocktail workshop	21	Experiences
Domestic trip raffle for 2 people	2	Quality of life
Computer raffle	12	Quality of life
Partner-benefits week	130	Partnerships

The company generated more than 2,300 well-being interactions during the year.



6.1.7. Employee Training (GRI 404-1)

Strengthening our team’s capabilities is a strategic axis for operational excellence and sustainability. During 2025, we carried out a training plan that added up to **70 training programs** and a total investment of **476 hours of training**, impacting our entire workforce across the board.

Our program was diversified into four competencies:

» **Operational Excellence and Regulatory Compliance:** Focused on guaranteeing the highest standards of quality, safety and legal compliance.

Topic	Focus
Food Safety	Risk Management
Cybersecurity	Risk Management
Business Continuity	Risk Management
Sagrilaft	Risk Management
Port Security	Risk Management
Boiler Operation	Industrial Safety
Handling Of Chemical Substances	Industrial Safety
Chemical Spill Response	Industrial Safety
PCQI (Preventive Controls Qualified Individual)	Food Safety
FSMA School (Food Safety Modernization Act)	Food Safety

» **Transformational Leadership and Culture:** Spaces designed to evolve our management model and collaborative work.

Topic	Focus
Cross-functional teamwork and shared responsibility	Organizational Cohesion
Leaders' School (transformational and inspiring leadership, team building, leadership and empowerment, legal aspects, recognition of contributions and equity)	Leaders' School
Organizational culture	Organizational Cohesion

- **Well-being, Mental Health and Family Environment:** Initiatives that go beyond work to impact the employee’s personal life.

Topic	Focus
Life skills (self-awareness, empathy, conflict resolution, decision-making, critical thinking)	Life Skills
Mental Health Care (Anxiety, depression, stress)	Mental Health
Mental Health Protocols (Anxiety, depression, stress)	Mental Health
Crisis and panic-situation management	Mental Health
Parenting guidelines: Psychoactive substances (risk factors and protective factors, mental health referral routes and helplines)	Family Impact

- **Sustainability and Innovation:** Preparing our organization for the challenges of the future.

Topic	Focus
Artificial Intelligence (AI)	Technological Vanguard
Social responsibility	Business Ethics
Transparency and business ethics	Business Ethics
Solid waste management	Environmental Responsibility
Efficient driving and sustainable transport	Environmental Responsibility



6.1.8. Educational Benefits

At our company, we believe in the transformative power of education. During 2025, we reaffirmed our commitment to the technical and professional training of our administrative team through an **educational subsidy of 30%** of the semester tuition value.

This benefit, which guarantees financial support until the completion of studies, enabled **13 employees** to advance in their undergraduate and postgraduate academic goals, with a total investment of \$18,069,918.



6.1.9. Performance Evaluation

The Organization obtained an average score of 3.72 out of 4.0, a high performance level, showing that the year’s work plan achieved a favorable result. This result came from the evaluation of 230 employees who had been working for more than 6 months since being hired.



6.2. Occupational Health and Safety Management System (OHSMS)

The preventive management of occupational risks helps keep workers healthy and protected, which in turn strengthens organizational performance, increases productivity and optimizes business efficiency. In addition, it encourages the adoption of responsible and sustainable work and production practices within organizations.

Likewise, preserving people's physical and mental well-being is essential for the proper development of their daily activities. Good health makes it possible to adequately cope with the demands and stress of everyday life, favors performance in both work and personal spheres, and enables each individual to contribute positively to the development of society.

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

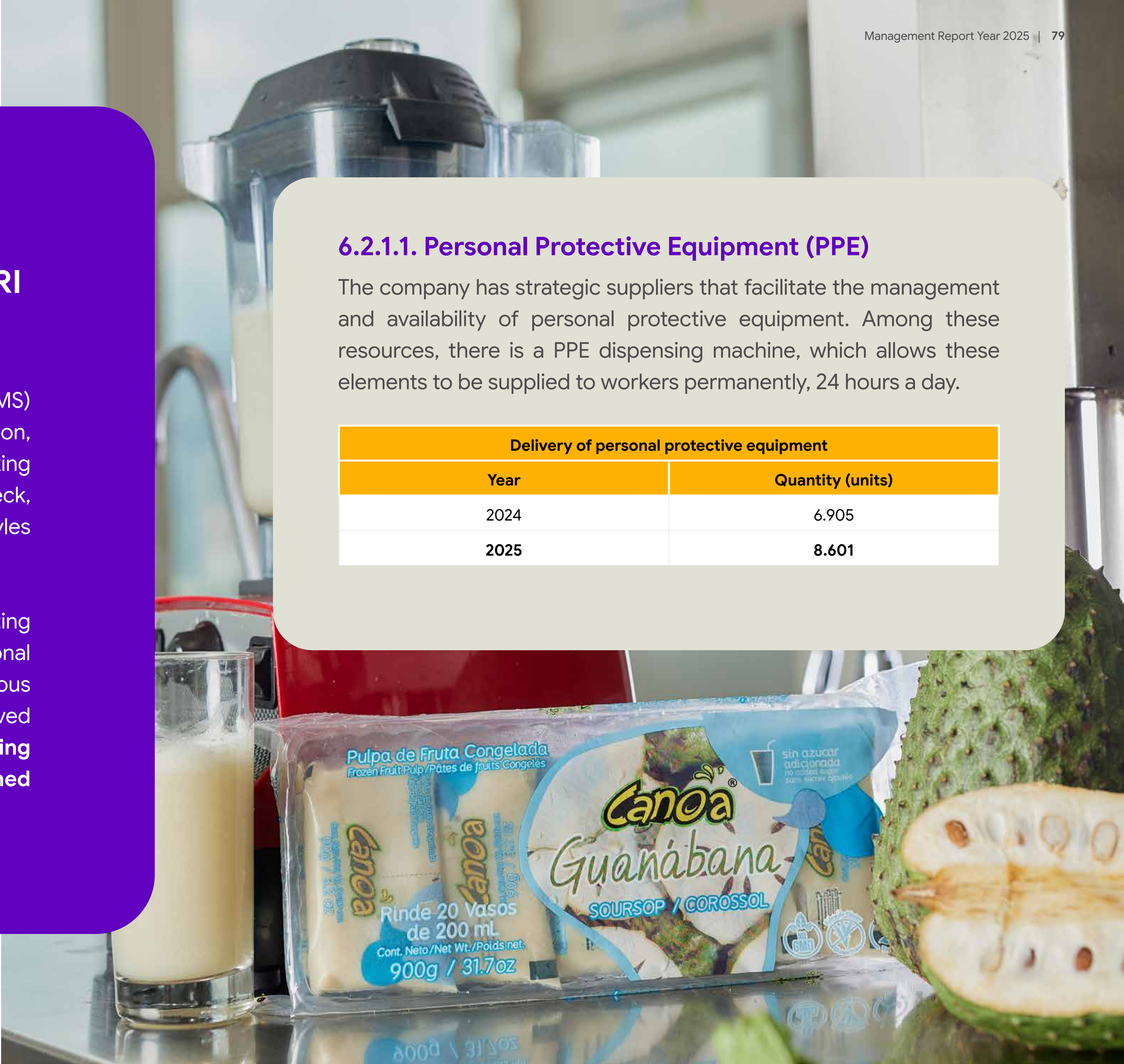
The Occupational Health and Safety Management System (OHSMS) involves carrying out different activities aimed at the identification, prevention and control of the risks and hazards associated with working conditions, applying the PDCA cycle methodology (Plan, Do, Check, Act); likewise, it promotes the adoption of healthy habits and lifestyles among workers.

Additionally, the company has been developing and implementing the guidelines established in Decree 1072 of 2015 on Occupational Health and Safety, through the execution of work plans and continuous improvement actions. As a result of these actions, in 2025 we achieved **100% compliance with Resolution 0312 of 2019, demonstrating satisfactory progress in meeting the minimum standards defined by current regulations.**

6.2.1.1. Personal Protective Equipment (PPE)

The company has strategic suppliers that facilitate the management and availability of personal protective equipment. Among these resources, there is a PPE dispensing machine, which allows these elements to be supplied to workers permanently, 24 hours a day.

Delivery of personal protective equipment	
Year	Quantity (units)
2024	6.905
2025	8.601





6.2.1.2. Emergency Brigade

The Company has a group of 20 employees from operational and administrative areas who receive education and training in emergency management from the Volunteer Fire Department of the municipality of La Estrella.



6.2.1.3. Health Week

Activities aimed at health promotion and disease prevention are carried out within the framework of Health Week. A total of 254 employees participated in these sessions, including personnel directly employed by the company and temporary workers.

6.2.2. Hazard Identification, Risk Assessment and Incident Investigation

6.2.2.1. Identification and assessment of risks

For the identification, assessment and control of occupational risks, the company applies the methodology established in GTC 45, through the development and updating of the hazard identification and risk assessment matrix. This process promotes the participation and consultation of support groups such as the COPASST and the emergency brigade.

Additionally, mechanisms are in place to facilitate worker participation, including a self-reporting procedure for unsafe conditions and suggestion boxes for submitting observations and concerns.



6.2.2.2. Hazard and Risk Notifications

Operational and administrative personnel have access to a form for reporting unsafe acts and conditions, which can be used to report any identified workplace risk or hazard. Likewise, these situations can be communicated directly to the COPASST for its awareness and management.

Additionally, the Occupational Health and Safety department carries out the corresponding follow-up on these reports through the ACAP matrix, in which the corrective and preventive actions defined for the control and improvement of the identified conditions are recorded and managed.

6.2.2.3. Investigation of Occupational Accidents

The investigation of work accidents and incidents involving harm to people is carried out by an interdisciplinary team, made up of the worker involved, their immediate supervisor, the Occupational Health and Safety department, witnesses related to the event and a representative of the COPASST.



Based on these investigations, action plans are established to eliminate or control the identified causes. These plans are followed up by the responsible area until their respective closure, also incorporating the improvements implemented and the lessons learned in order to strengthen prevention processes within the Company.

6.2.3. Worker Participation, Consultation and Communication on Occupational Health and Safety (GRI 403-4)

For worker participation and reporting, we have the following instruments:

- Self-reporting procedure for unsafe conditions and acts.
- A suggestion box available to all personnel, which is periodically reviewed by OHS staff and is one of the inputs feeding the self-management tool in the OHSMS.
- A space in COPASST meetings for proposals and miscellaneous topics focused on reporting conditions that can be addressed preventively.
- The COPASST is in place in accordance with Resolution 2013 of 1986, with monthly meetings and representation from the Company's different areas.

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

The company runs an Occupational Health and Safety training program aimed at strengthening workers’ competencies with respect to occupational risks. During the period evaluated, 1,646 hours of training were recorded, with a reach of 1,493 people.

The topics covered are defined based on the hazard identification and risk assessment matrix, the analysis of risk materialization and absenteeism indicators. Topics developed include working at heights, confined spaces, mechanical risk, ergonomics and postural hygiene, infectious diseases, handling of mobile equipment and active breaks.

6.2.5. Work-related Injuries (GRI 403-9)

Main types of work-related injuries	2024	2025
Struck by and against	6	12
Wounds caused by sharp tools	2	1
Musculoskeletal	2	2
Burns	0	1
Hours worked 2025*		
876.235		

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



Indicator	2023	2024	2025
Number of fatalities from work-related accidents	0	0	0
Women	0	0	0
Men	0	0	0
Rate of fatalities from work-related accidents*	0	0	0
Women	0	0	0
Men	0	0	0
Number of serious work-related injuries	1	1	0
Women	0	1	0
Men	1	0	0
Rate of serious work-related injuries*	0.2	0	0
Women	0	0	0
Men	0.2	0	0
Number of work-related injuries	18	12	16
Women	0	1	1
Men	18	11	15
Rate of work-related injuries*	3.9	2.6	3.7
Women	0	0.2	0.2
Men	3.9	2.4	3.5

*Data calculated per 200,000 hours worked.

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

6.2.6. Work-related Ill Health (GRI 403-10)

Indicator	2023	2024	2025
Number of fatalities from occupational illness	0	0	0
Women	0	0	0
Men	0	0	0
Rate of occupational illness*	0	0	0
Women	0	0	0
Men	0	0	0
Number of cases of occupational illness	0	0	0
Women	0	0	0
Men	0	0	0
Rate of occupational illness*	0	0	0
Women	0	0	0
Men	0	0	0

*Data calculated per 200,000 hours worked.

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

6.3. Product Safety

6.3.1. Strategic Sourcing Management and Sustainable Procurement

Our procurement and sourcing management is strictly aligned with the corporate strategy, integrating operational efficiency with a strong sense of responsibility. This model acts as an ethical and technical filter of excellence, ensuring business continuity and safeguarding the organization's reputation with our partners.

To bring this strategy to life, we carry out key actions aimed at mitigating operational risks and strengthening our supplier network:

6.3.1.1. Integrity and Due Diligence in the Supply Chain

With an approach of discretion and preventive rigor, we have consolidated supplier selection processes based on due diligence. This mechanism ensures that our network of partners meets solid ethical, legal and financial standards, mitigating reputational and operational risks before any formal engagement.





6.3.1.2. Economic Efficiency and Cost Structure Analysis

Financial sustainability is the pillar of our management. We implement a technical analysis of the cost structures of goods and services, which allows us to:

- Identify real savings opportunities without compromising quality.
- Foster transparent and fair negotiations.
- Ensure the sustainability of the commercial relationship over the long term.



6.3.1.3. Food Safety and Supplier Development

We understand that sustainability also lies in technical quality. Therefore, food safety is a non-negotiable criterion in sourcing, especially for critical production supplies. We complement this requirement with supplier development programs, raising the standards of our local partners to strengthen the region's business fabric and ensure excellence in every delivery.

6.3.2. Management Achievements

Our management in 2025 reaffirms that responsible sourcing is a competitive advantage. By optimizing the use of capital and strengthening our supplier network, we not only protect the organization's value but also actively contribute to its long-term sustainability.

- 11% reduction in stock levels.
- Reduction of safety stock without compromising business continuity.
- 20% optimization of product packaging material from the point of purchase.
- Cash Flow Release.
- Less stored inventory translates into a lower need for physical space, optimization of logistics services and a direct reduction in the risk of obsolescence or loss.
- Synchronization with Suppliers.
- Reduction of operating expenses by approximately 178 million pesos.



6.3.2.1. Supplier Monitoring and Control Visits

Technical Visits to Fruit Suppliers

In 2025, we consolidated our commitment to the sustainability of Colombian agriculture by reaching a purchase volume of more than **14,000 tons** of raw material. Through strategic alliances based on trust, we foster an ecosystem of regional cooperation that dignifies agricultural work and ensures the superior quality that positions us in domestic and international markets.

Our active presence in the field is the guarantee of a responsible value chain. During this period, we conducted **11 technical and assessment visits**, strengthening the bond with the associations that represent our **3,500 partner farming families**. This direct support not only ensures operational continuity and compliance with global standards, but also drives the sustainable and productive development of fruit and tuber crops in the country.



Department fruit purchased (kg)

Antioquia
3,483,610

Nariño
2,257,610

Córdoba
1,928,890

Caldas
197,390

Risaralda
236,860

Sucre
487,991

Chocó
1,216,470

Santander
789,230

Magdalena
20,750

Cundinamarca
183,650

Tolima
3,682,960

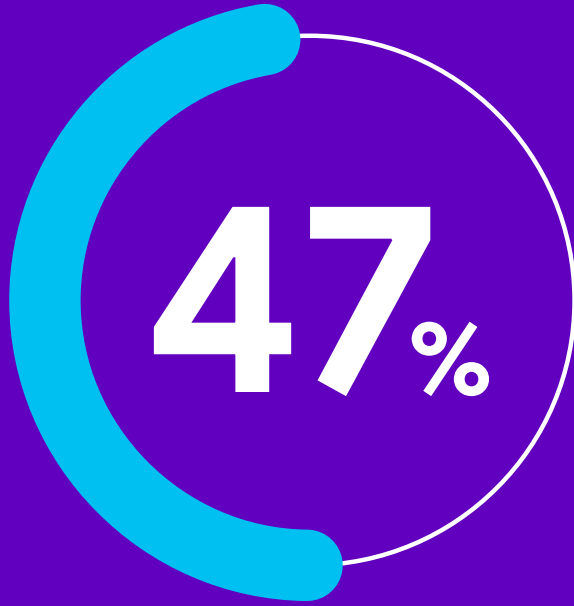
Meta
9,710

Huila
232,940

Valle del Cauca
3,870

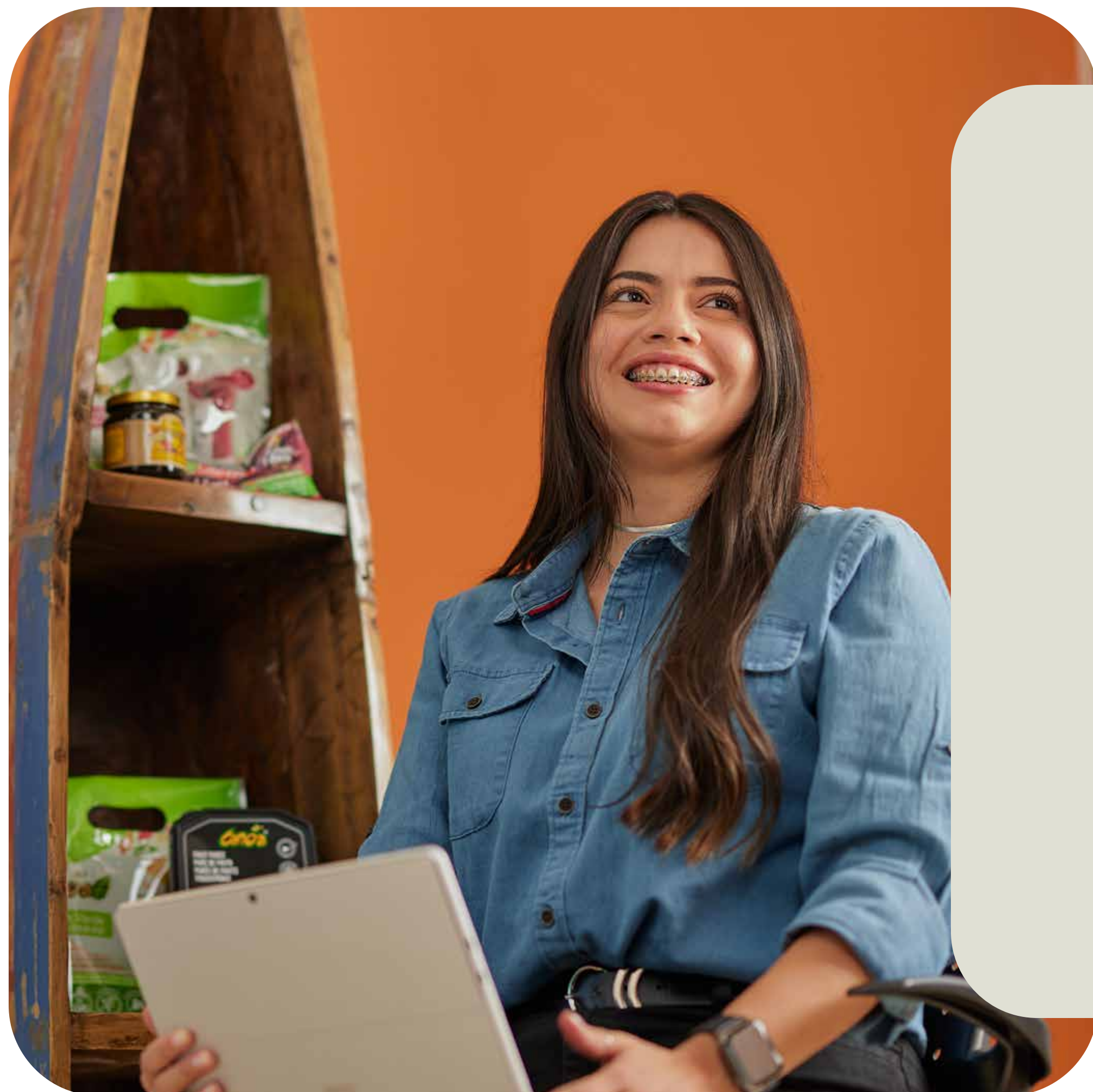
Atlántico
12,910

In 2025, we expanded
our sourcing network to



of Colombia's
municipalities.





6.3.2.2. Visits to suppliers of inputs, packaging material and logistics operators

We visited 30 suppliers of inputs, packaging material and logistics operators (LPO) to learn about their processes and audit their conditions and compliance with the integrated management systems and specific applicable regulations, and to develop the company's suppliers.

6.3.2.3. Visits to export customers under the BASC system

During 2025, we conducted 12 technical audits (in-person and virtual) of our export customers, ensuring maximum product integrity and custody at every stage. This commitment extended to our supply chain with 1 supplier evaluation visit, ensuring the standard of excellence of our Management Systems.

6.3.3. Screenings conducted under SAGRILAF and anti-corruption (GRI 205-1)

In 2025, 507 screenings were carried out under the Comprehensive Self-Control and Risk Management System for Money Laundering and Terrorism Financing (SAGRILAF) and the Corporate Transparency and Ethics Program (PTEE):



Foreign customers: 13



Employees: 211



Suppliers: 209



Customers: 74

6.4. Product Quality

Our quality strategy is based on the guarantee of food safety and consumer well-being, offering products that exceed nutrition and food safety standards.

We support our competitiveness with a robust, effective Food Safety Management System (FSMS) that is fully aligned with international certifications and the current legal framework. This operational excellence allows us to establish ourselves as a reliable supplier in global markets, ensuring that each product maintains its integrity and superior quality through the following ongoing actions:

- Implementation of Resolution 1407 of 2022, which establishes the microbiological criteria that food and beverages for human consumption must meet, complying with N=5; the microbiological indicators of the standard pulp line comply with those set out in Resolution 1407 of 2022 for finished product.
- Inclusion of selenium analysis in heavy metals testing for finished products.
- Change from health registration to health permit for fruit pulp.
- Change of storage logistics operators (LPO) in Bogotá.
- Release of inputs with physicochemical platform testing in order to ensure that each input meets the requirements established by applicable regulations and the specifications of the technical data sheets of both the supplier and the company.
- Engagement of a new external laboratory for the analysis of pesticides and heavy metals in fruits.
- Implementation and execution of the IQF project and a new thawing area, with thawing times in the process of standardization.
- Creation of a form for supplier non-conformities.

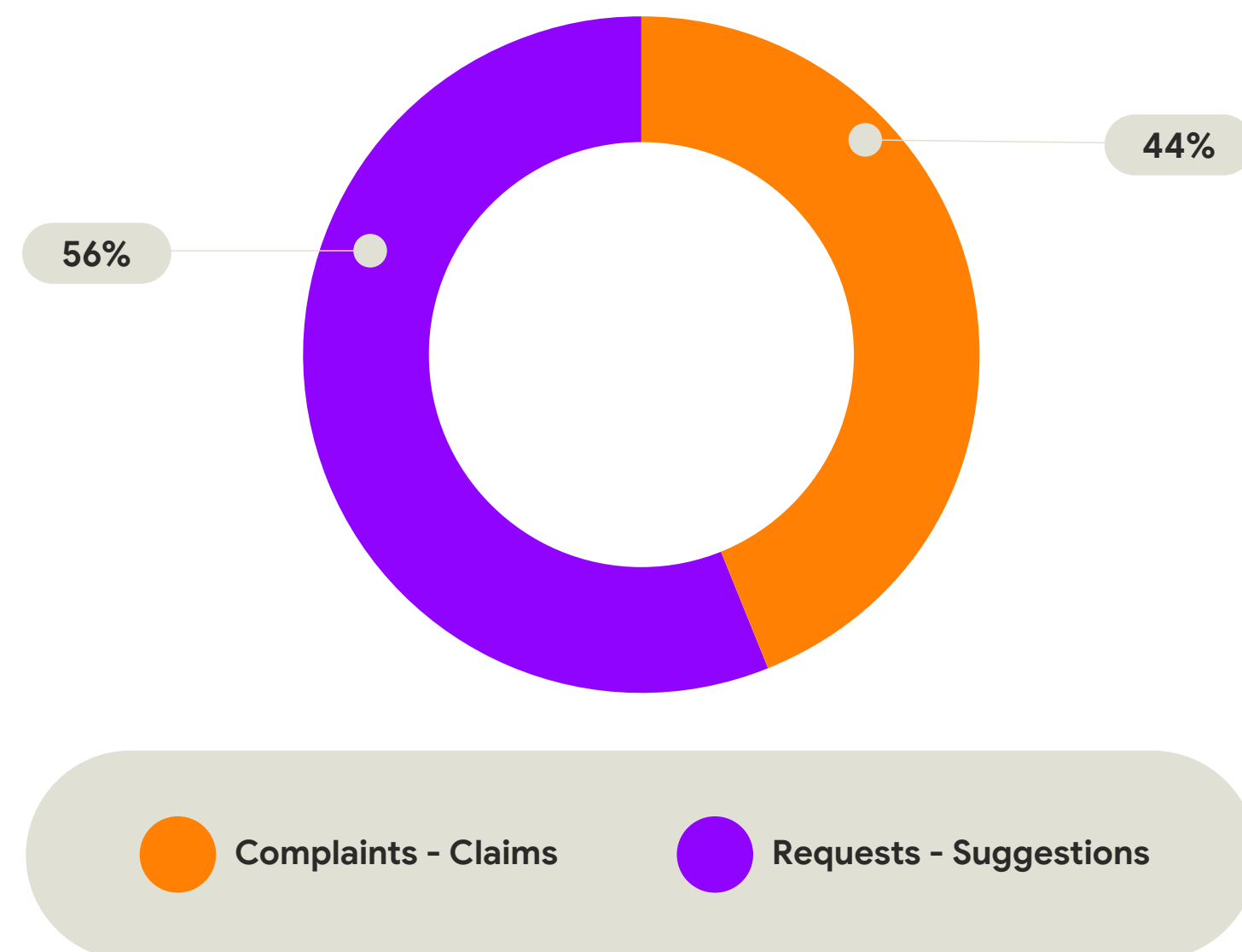
6.4.1. Quality or Food Safety Complaints.

At Agrofrut we understand customer service as a strategic tool for continuous improvement. Through the statistical analysis of PQRS (requests, complaints, claims and suggestions) and satisfaction surveys, we identify key opportunities to strengthen our value proposition.

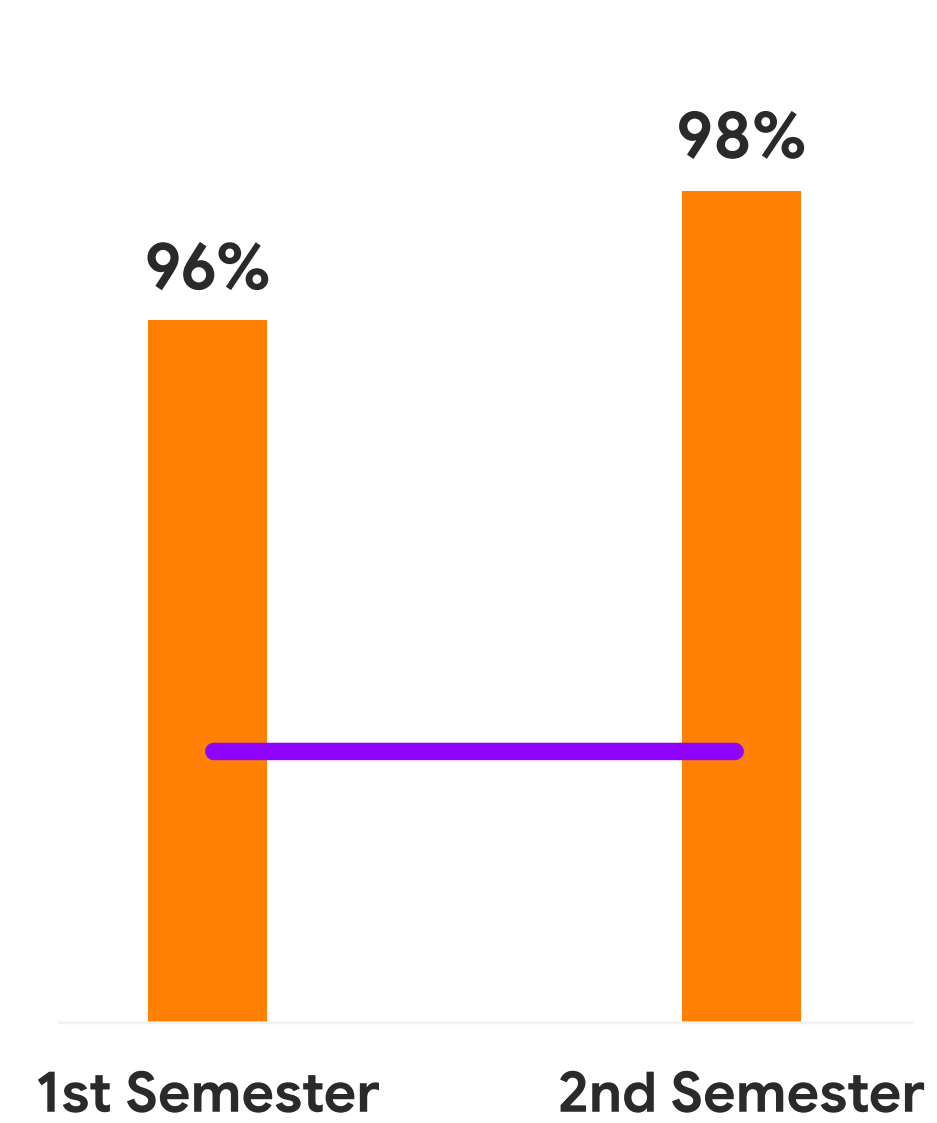
During 2025, we successfully handled 100% of the 101 PQRS received, ensuring a timely and effective response. This commitment translated into a **6% increase in the overall satisfaction index, reaching a level of 97% satisfaction among our strategic customers (Pareto)**. These results reaffirm the trust of our most important business partners and consolidate our reputation as a supplier that prioritizes active listening and service excellence.



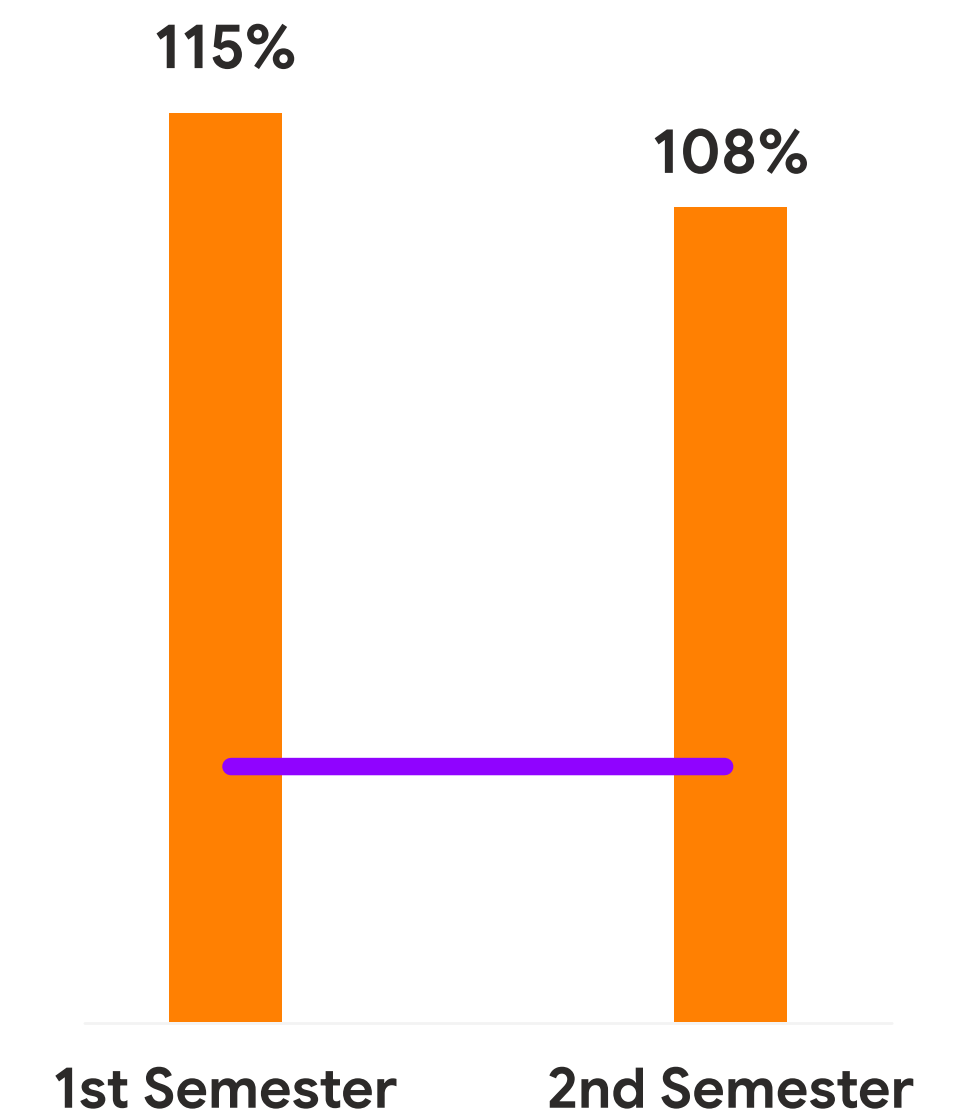
% PQRS Participation 2025



Satisfaction Level



% Customers Surveyed





6.5. Process Quality

6.5.1. Certifications



HACCP (Hazard Analysis and Critical Control Points): Guarantees the quality and safety of our products, thereby ensuring no harm to the consumer



ISO 9001: Uses a documented process-based approach to comply with process and product specifications, maintain internal and external communication with stakeholders, and seek the satisfaction of our customers and stakeholders.



BASC (Business Alliance for Secure Commerce): promotes secure trade, ensuring that our operations are not used for illicit purposes, establishing processes and controls that prevent crimes related to corruption, bribery, drug trafficking (cargo contamination) and money-laundering/terrorism-financing risks.



KOSHER (Hebrew kashér – fit): Seeks to manufacture foods that can be consumed by practitioners of Judaism.



FSMA (Food Safety Modernization Act): Demonstrates compliance with U.S. food safety laws.

6.5.2. Management of Operational Excellence and Standards Compliance

- ▶ We worked with the processes to comply with higher food safety standards, and in 2025 we carried out our first audit to demonstrate compliance with FSMA – Food Safety Modernization Act. As a result of this effort, **we received the Declaration of Commitment certificate, reaffirming our food safety and continuous improvement.** This certification strengthens confidence in our products, improves competitiveness in international markets and supports business relationships with customers who value safety and quality.
- ▶ We underwent an INVIMA audit with a result of 84.5%, a **Favorable assessment**, reaffirming our commitment to food safety.



- We consolidated our **Food Safety Team under the FSMA standard** (Food Safety Modernization Act), ensuring that our technical staff has the necessary competencies to lead the food safety requirements of the U.S. market.
- We aligned our management under the **climate change amendment to the ISO 9001 standard**, updating the SWOT analyses and the stakeholder matrix. This integration ensures that climate resilience is a central part of our strategic planning.
- 106 corrective actions were effectively closed, demonstrating a commitment to the continuous improvement of processes.
- We carried out the **transition of 800 wooden pallets to plastic pallets** in the storage areas for finished product, production supplies and packaging. This investment not only improves **food safety** by eliminating biological risks, but also optimizes hygiene and durability in our logistics chain.



6.6. Opportunities in Nutrition and Health

6.6.1. Products

During 2025, Agrofrut continued to strengthen its focus on developing products that promote healthy lifestyles, **prioritizing its offering of fruit pulp with no added sugars**, responsible formulation and transparency in the information provided to the consumer.

Among our most significant products are:





6.6.1.1. Fruit pulp with no added sugar

Agrofrut maintains its commitment to offering fruit pulps with no added sugars, made exclusively from fruit, without artificial sweeteners or ingredients that alter their natural composition. This type of product represents a central component of the company's value proposition and responds to the growing demand for food alternatives aligned with more conscious nutrition trends.

During 2025, **products with no added sugar represented approximately 60% of the portfolio marketed by the company**, both under its own brands and through contract-manufacturing arrangements for the domestic and international markets. These products are marketed mainly in institutional channels, food services, exports and to customers who prioritize formulations with natural ingredients and a lower content of added sugars.

Agrofrut will continue strengthening this segment within its portfolio, ensuring consistent quality, regulatory compliance and alignment with the nutrition and health expectations of its customers and end consumers.

6.6.1.2. Availability of frozen fruit for a constant supply of healthy products

Agrofrut strategically incorporates the **frozen fruit** product line, which prominently includes **blackberry, strawberry, mango, tree tomato, lulo and passion fruit**, among others, helping to strengthen the value proposition by ensuring continuity of supply, reducing fruit waste during production peaks and offering solutions aligned with the expectations of customers and markets that demand natural, healthy products of constant quality.



6.6.2. Production Model Focused on Preserving the Natural Properties of Fruit.

Agrofrut bases its value proposition on a production model that prioritizes the use of **real, fresh raw material**, as well as transformation processes designed to preserve the freshness and natural properties of the fruit throughout the product's shelf life, guaranteeing quality, safety and functionality.

The pulps are made exclusively from real fresh fruit, selected at the source under previously established technical criteria. The raw material used consists of healthy fruit that meets parameters of adequate ripeness, physical integrity and absence of disease, which makes it possible to ensure process consistency, food safety and a final product close to its natural state.

During industrial processing, the fruit undergoes controlled mechanical operations, such as pulping and sieving, whose objective is to separate the edible fraction of the fruit (pulp) from unwanted elements such as seeds, peels or other non-edible parts. The sieves used in the process have openings that, depending on the type of fruit and the final use of the product, allow the passage of fine pulp particles and insoluble solids associated with natural dietary fiber, contributing to a homogeneous texture and the preservation of the fruit's intrinsic components.

We guarantee the safety, stability and quality of the final product through the implementation of Good Manufacturing Practices (GMP) and strict process control. Through a gentle transformation method supported by freezing, **we effectively preserve the fruit's original sensory and nutritional attributes—such as its color, flavor, aroma and heat-sensitive vitamins.** This system slows the degradation of components, ensuring freshness and a stable shelf life from processing to final consumption.

Thanks to this production model, the pulps made by Agrofrut are positioned as **minimally processed products**, obtained from real fruit and with a level of intervention adjusted to technical and regulatory requirements.



This approach reinforces the company's alignment with clean label trends, more natural food and responsible consumption, generating value for both customers and end consumers.





6.6.3. Responsibility in the Added-Sugar Product Line

It is important to note that, although Agrofrut has some products in its portfolio that include added sugar, these formulations respond to **specific customer requirements**, mainly for technical applications in the food-service channel, **where sugar fulfills a technological**, sensory or functional role determined by the final use of the product. In these cases, the formulation is developed in close collaboration with the customer, addressing specific needs of performance, flavor and behavior in preparation.

Under no circumstances are artificial sweeteners used within the company's portfolio. The sugar added to those formulations that require it corresponds **exclusively to natural cane sugar**, used in a controlled manner and in accordance with the specifications agreed with the customer and current regulations.

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

Agrofrut will continue to evaluate opportunities to expand the reach of reduced-sugar formulations to other channels and markets, promoting an offering increasingly aligned with conscious nutrition trends, without overlooking the technical and functional requirements of certain segments.

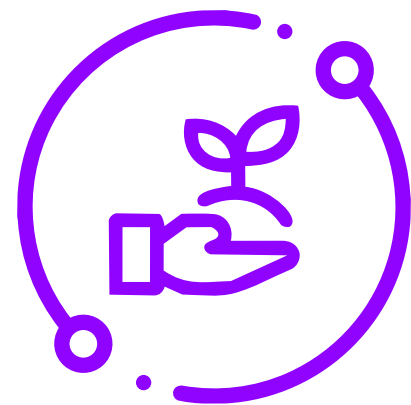
Note: In 2025, the company did not identify any non-compliance with regulations or voluntary codes concerning product information and labeling.

6.7. Social Investments

Social investment		2024	2025
Employee well-being and quality of life	Bonuses (school supplies, achievements and Christmas)	\$87'436,354	\$1'140,778,865
	Employee training		
	HR events		
	Educational benefits		



6.8. Contact Persons (GRI 2-3)



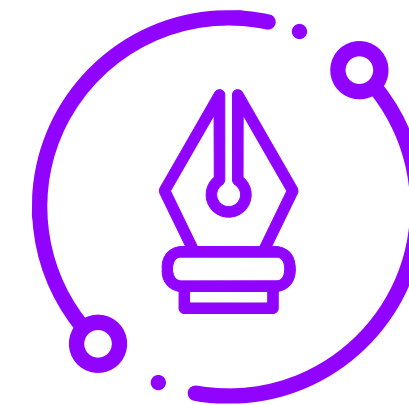
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Brander Comunicaciones

Conceptualization, graphic architecture,
editorial editing, design and production



Chapter 7

GRI INDEX

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

7.0 GRI index

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
THE ORGANIZATION AND ITS REPORTING PRACTICES				
2-1	Organizational details	<p>a). Legal name</p> <p>b). Nature of ownership and legal form</p> <p>c). Location of headquarters</p> <p>d). Countries of operation</p>	<p>a). C.I. AGROFRUT SAS</p> <p>b). Simplified joint-stock company (S.A.S.)</p> <p>c). Carrera 54 #75 ab sur 220 - La Estrella -Antioquia</p> <p>d). Colombia See section 3.1 “About this Report”</p>	
2-3	Reporting period, frequency and point of contact	<p>a). Specify the reporting period and the frequency of its sustainability reporting;</p> <p>b). Specify the reporting period for its financial reporting and, if it does not align with the sustainability reporting period, explain the reason;</p> <p>c). State the publication date of the report or the reported information;</p> <p>d). Specify the point of contact for questions about the report or the reported information</p>	<p>From January 1, 2025 to December 31, 2025.</p> <p>The report is prepared annually in accordance with the “GRI-referenced” option based on the Global Reporting Initiative standards.</p> <p>You can contact us at the email address servicioalcliente@agrofrut.com</p>	
2-4	Restatements of information	<p>a). Report restatements of information made in previous periods and explain</p> <p>i. The reasons for the restatements;</p> <p>ii. The effect of the restatements</p>	<p>The information in this report was presented using this year as GRI-referenced, continuing the structure of the previous year.</p>	
ACTIVITIES AND WORKERS				
2-6	Activities, value chain and other business relationships	<p>a). State the sector(s) in which it is active;</p> <p>b). Describe its value chain, including:</p> <ul style="list-style-type: none">The organization’s activities, products and services, and the markets servedThe organization’s supply chainThe entities downstream from the organization and their activities <p>c). State other relevant business relationships;</p>	<p>See section 1 “Our Company”</p> <p>See section 2 “Business Model”</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
2-7	Employees	<p>a). State the total number of employees, broken down by gender and region;</p> <p>b). State the total number of:</p> <ul style="list-style-type: none">Permanent employees, broken down by gender and region;Temporary employees, broken down by gender and region;Non-guaranteed hours employees, broken down by gender and region;Full-time employees, broken down by gender and region;Part-time employees, broken down by gender and region; <p>c). Describe the methods and assumptions used to compile the data, and whether the figures are reported:</p> <ul style="list-style-type: none">as headcount, full-time equivalent units or another methodology;At the end of the reporting period, as an average across the reporting period or using another methodology; <p>d). Provide the contextual information necessary to understand the data reported in 2-7-a and 2-7-b;</p> <p>e). Describe significant fluctuations in the number of employees during the reporting period and between reporting periods</p> <p>f). Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.</p>	See section 6.1. Human Resource Management	
GOVERNANCE				
2-9	Governance structure and composition	<p>e). Describe its governance structure, including the committees of the highest governance body;</p> <p>f). List the committees of the highest governance body responsible for decision-making and for overseeing the management of the organization's impacts on the economy, the environment and people;</p> <p>g). Describe the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none">The number of executive and non-executive members;Independence;The tenure of members on the governance body;The number of other significant positions and commitments held by each member and the nature of the commitments;Gender;Underrepresented social groups;Competencies relevant to the organization's impacts;Stakeholder representation.	See section 3.2.2 "Governance Structure"	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
2-10	Nomination and selection of the highest governance body	<p>a). Describe the processes for nominating and selecting the highest governance body and its committees;</p> <p>b). Describe the criteria used for nominating and selecting members of the highest governance body and state whether and how the following are taken into account:</p> <ul style="list-style-type: none">Stakeholder views (including shareholders);Diversity;Independence;Competencies relevant to the organization’s impacts.	Highest governance body: Management Committee	
2-11	Chair of the highest governance body	<p>a). State whether the chair of the highest governance body is also a senior executive of the organization;</p> <p>b). If the chair is also a senior executive, explain their role within the organization’s management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.</p>	See section 3.2.2. Governance Structure	
2-12	Role of the highest governance body in overseeing the management of impacts	<p>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 goals related to sustainable development;</p> <p>b). Describe the role of 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:</p> <ul style="list-style-type: none">Whether and how the highest governance body engages with stakeholders in this process;How the highest governance body considers the outcomes of these processes; <p>c). Describe the role of the highest governance body in reviewing the effectiveness of the organization’s processes as described in 2-12-b, and state the frequency of these reviews</p>	See section 3.2.2. Governance Structure	
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:</p> <ul style="list-style-type: none">Whether it has appointed any senior executives with responsibility for managing impacts;Whether it has delegated responsibility for managing impacts to other employees; <p>b). Describe the processes and frequency with which senior executives and other employees report to the highest governance 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 managing impacts:</p> <p>Economic: Statutory Auditor and Finance Department</p> <p>Environmental: Sustainability and Environmental Department</p> <p>Social: Human Talent Management Department</p> <p>b). Frequency of reporting to the highest governance body</p> <p>Economic: Monthly - Financial reports</p> <p>Environmental: Annual - Management review</p> <p>Social: Annual - Execution of the well-being plan and indicators</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
2-14	Role of the highest governance body in sustainability reporting	<p>a). State whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;</p> <p>b). State whether the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, and if so, explain the reason.</p>	Reviewing and approving highest governance body: Sustainability Committee	
2-15	Conflicts of interest	<p>a). Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;</p> <p>b). State whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ul style="list-style-type: none">Membership on different boards;Cross-shareholding with suppliers and other stakeholders;The existence of controlling shareholders;Related parties, their relationships, transactions and outstanding balances.	No conflicts of interest are reported	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
STRATEGY, POLICIES AND PRACTICES				
2-22	Statement on the sustainable development strategy	a). Provide a statement from the highest governance body or the organization's most senior executive on the relevance of sustainable development to the organization and its strategy for contributing to it.	See section 3.2. “Governance of the Sustainability Strategy”	
2-23	Commitments and policies	a). Describe its policy commitments for responsible business conduct, including: <ul style="list-style-type: none">The intergovernmental instruments the commitments reference;Whether the commitments stipulate conducting due diligence;Whether the commitments stipulate applying the precautionary principle;Whether the commitments stipulate respecting human rights; b). Describe its specific policy commitments to respect human rights, including <ul style="list-style-type: none">The internationally recognized human rights the commitment covers;The categories of stakeholders, including at-risk or vulnerable groups, to which the organization gives particular attention in the commitment; c). Provide links to the commitments and policies if publicly available, or, if the commitments and policies are not publicly available, explain the reason;	See section 3.2. “Governance of the Sustainability Strategy”	
2-24	Embedding policy commitments	a). Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, which includes: <ul style="list-style-type: none">How it assigns responsibility for implementing the commitments across the different levels of the organization;How it integrates the commitments into organizational strategies, operational policies and procedures;How it implements its commitments with and through its business relationships;The training the organization provides on implementing the commitments	See section 3.2.2. Governance Policies	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
2-27	Compliance with laws and regulations	<p>a). Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:</p> <ul style="list-style-type: none">Instances that resulted in fines;Instances that resulted in non-monetary sanctions; <p>b). Report the total number and monetary value of fines paid during the reporting period for non-compliance with laws and regulations, broken down by:</p> <ul style="list-style-type: none">Fines for instances of non-compliance with laws and regulations that occurred during the reporting period;Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; <p>c). Describe the significant instances of non-compliance;</p> <p>d). Describe how it has determined the significant instances of non-compliance</p>	<p>a). No instances of non-compliance</p> <p>b). Zero value paid in fines</p> <p>c). Not applicable</p>	
2-28	Membership associations	<p>a). Report industry associations, other membership associations, and national or international advocacy organizations in which it plays a significant role.</p>	<p>Our company is a member of two organizations:</p> <p>AMCHAM - Colombian-American Chamber of Commerce - Exports</p> <p>PROSUR - Southern Business Corporation - Sustainability and territory</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
3	MATERIAL TOPICS			
3-1	Process to determine material topics	<p>a). Describe the process it has followed to determine its material topics, including:</p> <p>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, across all its activities and business relationships;</p> <p>ii. How it has prioritized the impacts for reporting based on their significance;</p> <p>b). Specify the stakeholders and experts whose views have informed the process of determining its material topics.</p>		For 2025, no process to determine material topics was carried out for the organization; therefore, this information is not reported.
3-2	List of material topics	<p>a). Compile a list of its material topics;</p> <p>b). Report changes to the list of material topics compared with the previous reporting period.</p>		
3-3	Management of material topics	<p>a). Describe the actual and potential, negative and positive impacts on the economy, the environment and people, including impacts on their human rights;</p> <p>b). Report whether the organization is involved in the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;</p> <p>c). Describe its policies or commitments regarding the material topic</p> <p>d). Describe the actions taken to manage the topic and related impacts, including:</p> <p>i. Actions to prevent or mitigate potential negative impacts</p> <p>ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</p> <p>iii. Actions to manage</p>		

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
201	ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	<p>The reporting organization shall report the following information:</p> <p>a). The economic value generated and distributed (EVG&D) on an accrual basis, including the basic components for the organization’s global operations as listed below.</p> <p>If the data is presented on a cash basis, the rationale for this decision shall be reported, in addition to the following basic components:</p> <ul style="list-style-type: none">i. Direct economic value generated: revenues;ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government (by country) and community investments;iii. Economic value retained: “direct economic value generated” minus “economic value distributed”. <p>b). Where significant, EVG&D shall be reported separately at the national, regional or market level, and the criteria used to define significance shall be reported.</p>		Data not reported for 2025 due to company confidentiality
202	MARKET PRESENCE			
202-1	Ratio of standard entry-level wage by gender to local minimum wage	<p>a). When a significant proportion of employees are compensated based on minimum wage rules, report the relevant ratio of the entry-level wage by gender to the minimum wage at significant locations of operation</p> <p>b). When a significant proportion of other workers (excluding employees) performing the organization’s activities are compensated based on minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage</p> <p>c). Whether a local minimum wage is absent or variable at significant locations of operation, by gender. Where different minimum wages can be used as a reference, report the minimum wage used.</p> <p>d). The definition used for “significant locations of operation”</p>	See section 6.1.3 Minimum Wage by Gender	
202-2	Proportion of senior management hired from the local community	<p>a). The percentage of senior management at significant locations of operation hired from the local community.</p> <p>b). The definition used for “senior management”.</p> <p>c). The organization’s geographic definition of “local”.</p> <p>d). The definition used for “significant locations of operation”.</p>	Employee Diversity c. Local: Colombian regions d. Single Agrofrut site - La Estrella - Antioquia	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
204	PROCUREMENT PRACTICES			
204-1	Proportion of spending on local suppliers	<p>a). The percentage of the procurement budget at significant locations of operation that is spent on suppliers local to that operation (such as the percentage of products and services purchased locally).</p> <p>b). The organization’s geographic definition of “local”.</p> <p>c). The definition used for “significant locations of operation”.</p>	<p>a). Raw material: fruit and tubers: 100% local Concentrate: 100% imported Inputs: 100% domestic Goods and services: 100% domestic Maintenance: 100% domestic Systems: 100% domestic Machinery and equipment: 80% domestic</p> <p>b). Local: Colombian regions</p> <p>c). Single Agrofrut site - La Estrella - Antioquia</p>	
205	ANTI-CORRUPTION			
205-1	Operations assessed for risks related to corruption	<p>a). The total number and percentage of operations assessed for corruption-related risks.</p> <p>b). The significant corruption-related risks identified through the risk assessment.</p>	<p>a). 507 - 100%</p> <p>b). No corruption risks were identified in the assessments performed.</p>	
205-2	Communication and training on anti-corruption policies and procedures	<p>a). The total number and percentage of governance body members to whom the organization’s anti-corruption policies and procedures have been communicated, broken down by region.</p> <p>b). The total number and percentage of employees to whom the organization’s anti-corruption policies and procedures have been communicated, broken down by employee category and region.</p> <p>c). The total number and percentage of business partners to whom the organization’s anti-corruption policies and procedures have been communicated, 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.</p> <p>d). The total number and percentage of governance body members who have received anti-corruption training, broken down by region.</p> <p>e). The total number and percentage of employees who have received anti-corruption training, broken down by employee category and region.</p>	<p>Onboarding, training and re-onboarding in transparency and business ethics</p> <p>a, b. See section 6.1.7 Employee Training</p> <p>c. Suppliers and customers: communicated electronically and through the supplier and customer profile form.</p> <p>Published on the website</p>	
205-3	Confirmed incidents of corruption and actions taken	<p>a). The total number and nature of confirmed incidents of corruption.</p> <p>b). The total number of confirmed incidents of corruption in which employees were dismissed or disciplined.</p> <p>c). The total number of confirmed incidents in which contracts with business partners were terminated or not renewed due to corruption-related violations.</p> <p>d). Public legal cases related to corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.</p>	<p>a). 0</p> <p>b). 0</p> <p>c). 0</p> <p>d). 0</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
301	MATERIALS			
301-1	Materials used by weight or volume	<p>The reporting organization shall report the following information:</p> <p>a). The total weight or volume of materials used to produce and package the organization's primary products and services during the reporting period, by:</p> <ul style="list-style-type: none">i. non-renewable materials used;ii. renewable materials used.	See section 5.4.1. Packaging Material	
301-2	Recycled input materials used	<p>The reporting organization shall report the following information:</p> <p>a). The percentage of recycled input materials used to manufacture the organization's primary products and services.</p>	See section 5.4.1. Packaging Material	
302	ENERGY			
302-1	Energy consumption within the organization	<p>The reporting organization shall report the following information:</p> <p>a). The total fuel consumption from non-renewable sources within the organization in joules or multiples, including the types of fuels used.</p> <p>b). The total fuel consumption from renewable sources within the organization in joules or multiples, including the types of fuels used.</p> <p>c). In joules, watt-hours or multiples, the total of:</p> <ul style="list-style-type: none">i. Electricity consumptionii. Heating consumptioniii. Cooling consumptioniv. Steam consumption <p>d). In joules, watt-hours or multiples, the total of:</p> <ul style="list-style-type: none">i. Electricity soldii. Heating soldiii. Cooling soldiv. Steam sold <p>e). The total energy consumption within the organization, in joules or multiples.</p> <p>f). The standards, methodologies, assumptions or calculation tools used.</p> <p>g). The source of the conversion factors used.</p>	<p>a. Non-renewable sources - fuel:</p> <p>the consumption of ACPM (diesel) fuel for energy generation from the emergency generator is reported.</p> <p>b. Renewable sources</p> <p>Solar energy: The energy generated from 220 panels installed on our company's roof is reported.</p> <p>Conventional energy: The energy purchased from the grid, certified 100% renewable, is reported.</p> <p>c. Total energy consumption (MJ) = 9,710,424 MJ</p> <p>d. Not applicable</p> <p>e. Total energy consumption = photovoltaic energy + conventional energy + emergency generator energy in kWh/year</p> <p>g. Conversion factors used:</p> <p>1 kWh equals 3.6 MJ</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
302-3	Energy intensity	<p>The reporting organization shall report the following information:</p> <p>a). The energy intensity ratio of the organization.</p> <p>b). The specific parameters (denominator) selected to calculate the ratio.</p> <p>c). The types of energy included in the intensity ratio (fuel, electricity, heating, cooling, steam or all).</p> <p>d). Whether the ratio covers energy consumption within the organization, outside the organization, or both.</p>	<p>The reported energy intensity value is directly linked to the kilos processed at our production plant.</p> <p>The indicator is calculated with the following formula:</p> <p>kWh/kg processed = total energy consumption / kWh-year consumed.</p> <p>This information corresponds to electricity consumption within the organization only, since additional storage processes in the cities are already included in the service.</p>	
303	WATER AND EFFLUENTS			
303-1	Interaction with water as a shared resource	<p>a). A description of how the organization interacts with water, including how and where water is withdrawn, consumed and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products or services through business relationships (for example, impacts caused by runoff).</p> <p>b). A description of the approach used to identify water-related impacts, including the scope of the assessments, their timeframe, and the tools or methodologies used.</p> <p>c). A description of how water-related impacts are addressed, including how the organization works with stakeholders to responsibly manage water as a shared resource and how it engages with suppliers or customers that have significant water-related impacts.</p> <p>d). An explanation of the process for setting water-related goals and targets that are part of the organization's approach to water and effluent management, and how they relate to public policy and the local context of each area subject to water stress.</p>	<p>a). See section 5.3.1. Water Resources.</p> <p>b). The water consumption indicator is calculated as follows: consumption (L/kg processed) = liters of water consumed / kg processed.</p> <p>c). Water records and associated consumption are managed with the production, quality and maintenance areas, identified in our process as stakeholders.</p> <p>d). The goals and objectives of the indicators and water reduction processes are identified in the Efficient Use and Water Saving Committee, held monthly.</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
303-3	Water withdrawal	<p>a). The total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none">i. Surface waterii. Groundwateriii. Seawateriv. Produced waterv. Third-party water <p>b). The total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none">i. Surface waterii. Groundwateriii. Seawateriv. Produced waterv. Third-party water, and a breakdown of this total by the withdrawal sources listed in points i–iv. <p>c). A breakdown of total water withdrawal from each of the sources listed in disclosures 303-3-a and 303-3-b, in megaliters, by the following categories:</p> <ul style="list-style-type: none">i. Freshwater (total dissolved solids ≤1,000 mg/L)ii. Other water (total dissolved solids >1,000 mg/L) <p>d). Any contextual information necessary to understand how the data was compiled, such as standards, methodologies or assumptions used.</p>	<p>Data reported in section 5.3.1. Water Resources</p> <p>a). i: 0; ii: 0; iii: 0; iv: 0; v: 43.5 ML</p> <p>b). i: 0; ii: 0; iii: 0; iv: 0; v: 0</p> <p>c). i: Freshwater, suitable for consumption, supplied by the public utility provider EPM.</p> <p>d). To identify and mitigate potential vulnerabilities, we use the Water Risk Atlas (WRI Aqueduct), a tool that allows us to assess water stress at our strategic locations.</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
303-4	Water discharge	<p>a). Total water discharge to all areas, in megaliters, and a breakdown of this total by the following types of destination, if applicable:</p> <ul style="list-style-type: none">• Surface water;• Groundwater;• Seawater;• Third-party water, and the volume of that total sent for use by other organizations, if applicable. <p>b). A breakdown of total water discharge to all areas, in megaliters, by the following categories:</p> <ul style="list-style-type: none">• Freshwater (total dissolved solids ≤ 1,000 mg/L)• Other water (total dissolved solids > 1,000 mg/L) <p>c). Total water discharge to all areas with water stress, in megaliters, and a breakdown of this total by the following categories:</p> <ul style="list-style-type: none">• Freshwater (total dissolved solids ≤ 1,000 mg/L);• Other water (total dissolved solids > 1,000 mg/L) <p>d). Priority substances of concern for which discharges are treated, including:</p> <ul style="list-style-type: none">• The method used to define priority substances of concern, as well as the international standards, official lists or criteria used;• The method used to set discharge limits for priority substances of concern;• The number of incidents of non-compliance with discharge limits. <p>e). Any contextual information necessary to understand how the data was compiled, such as standards, methodologies or assumptions used.</p>	<p>Data reported in section 5.3.2. Discharge Management</p> <p>a). Our organization's discharge was 34.5 m³ to the sewage service provided by the region's public utility company EPM, which in turn discharges to a surface water source (Medellin River).</p> <p>b). Freshwater: 34.5 ML.</p> <p>c). We have no discharges in identified water stress areas.</p> <p>d). Non-domestic wastewater characterization is carried out in accordance with Colombian environmental regulations, Resolution 0631 of 2015, which establishes the substances to be monitored according to the industry.</p> <p>e). The reported data is collected through direct measurement at the non-domestic wastewater treatment plant.</p>	
303-5	Water consumption	Water consumption in m³	Value reported in section 5.3.1. Water Resources	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
305	EMISSIONS			
305-1	Direct greenhouse gas emissions (Scope 1)	<div><div>1).</div>Report gross direct GHG emissions (Scope 1) in metric tons of CO2 equivalent.</div> <div><div>2).</div>Report the gases included in the calculation (CO2, CH4, N2O, HFC, PFC, SF6, NF3, or all of them).</div> <div><div>3).</div>Report biogenic CO2 emissions in metric tons of CO2 equivalent.</div> <div><div>4).</div>Report the base year, the rationale for choosing it, the emissions in that year, and the context for any significant changes in emissions that triggered recalculation of base-year emissions.</div> <div><div>5).</div>Explain the standards, methods and assumptions applied in the calculation.</div> <div><div>6).</div>Report the source of the emission factors used and the global warming potential (GWP) rates used, or provide a reference to the source from which they were obtained.</div> <div><div>7).</div>State the consolidation approach adopted for emissions (equity share, financial control, operational control).</div>	<div>See section</div> <div>5.1.1.1. Emissions Reduction Program in Operations “GHG Declaration”</div> <div>5.1.1.2. Direct emissions, indirect emissions</div>	
305-2	Energy indirect GHG emissions (Scope 2)	<div><div>a).</div>Gross location-based energy indirect GHG emissions (Scope 2) in metric tons of CO2 equivalent.</div> <div><div>b).</div>If applicable, gross market-based energy indirect GHG emissions (Scope 2) in metric tons of CO2 equivalent.</div> <div><div>c).</div>If available, the gases included in the calculation: CO2, CH4, N2O, HFC, PFC, SF6, NF3, or all.</div> <div><div>d).</div>Base year for the calculation, if applicable, including:<div><div>•</div>The rationale for the selection;</div><div><div>•</div>The emissions in the base year;</div><div><div>•</div>The context for any significant changes in emissions that led to recalculation of base-year emissions.</div></div> <div><div>e).</div>The source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</div> <div><div>f).</div>The consolidation approach for emissions: equity share, financial control or operational control.</div> <div><div>g).</div>The standards, methodologies, assumptions and calculation tools used.</div>	<div>Value reported in the information reported in section</div> <div>5.1.1.1. Emissions Reduction Program in Operations “GHG Declaration”</div> <div>5.1.1.2. Direct emissions, indirect emissions</div>	
305-3	Other indirect GHG emissions (Scope 3)	<div><div>a).</div>The organization’s GHG emissions intensity ratio.</div> <div><div>b).</div>The specific parameter (denominator) selected to calculate the ratio.</div> <div><div>c).</div>The types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), and other indirect (Scope 3).</div> <div><div>d).</div>Gases included in the calculation: CO2, CH4, N2O, HFC, PFC, SF6, NF3, or all.</div>	<div>Information reported in section</div> <div>5.1.1.1. Emissions Reduction Program in Operations “GHG Declaration”</div> <div>5.1.1.2. Direct emissions, indirect emissions</div>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
305-4	GHG emissions intensity	<p>a). The organization's GHG emissions intensity ratio.</p> <p>b). The specific parameter (denominator) selected to calculate the ratio.</p> <p>c). The types of GHG emissions included in the intensity ratio: direct (Scope 1), energy indirect (Scope 2), and other indirect (Scope 3).</p> <p>d). Gases included in the calculation: CO2, CH4, N2O, HFC, PFC, SF6, NF3, or all.</p>	<p>Information reported in section 5.1.1.4. Generated emissions and emissions intensity</p>	
306	WASTE			
306-1	Waste generation and significant waste-related impacts	<p>a). With respect to the organization's significant actual and potential waste-related impacts, a description of:</p> <ul style="list-style-type: none">The inputs, activities and outputs that lead or could lead to these impacts;Whether these impacts relate to waste generated in the organization's own activities or waste generated upstream or downstream in its value chain.	<p>Information reported in section 5.1.1.4. Generated emissions and emissions intensity</p>	
306-2	Management of significant waste-related impacts	<p>a). Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage the significant impacts of the waste generated.</p> <p>b). If waste generated from the organization's own activities is managed by a third party, a description of the processes carried out to verify that this third party manages the waste in accordance with contractual or legislative obligations.</p> <p>c). The processes used to collect and monitor waste data</p>	<p>See section 5.4. Circular Economy</p>	
306-3	Waste generated	<p>a). Total weight of waste generated in metric tons and a breakdown of this total by waste composition.</p> <p>b). Contextual information necessary to understand the data and how it was compiled.</p>	<p>Information reported in section 5.4.2 Waste</p> <p>a). Values given in tons/year.</p> <p>b). Data obtained from internally weighing the waste at the time of its final disposal</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
306-4	Waste diverted from disposal	<p>a). Total weight of waste diverted from disposal in metric tons and a breakdown of this total by waste composition.</p> <p>b). Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none">Preparation for reuse;Recycling;Other recovery operations. <p>c). Total weight of non-hazardous waste diverted from disposal in metric tons and a breakdown of this total by the following recovery operations:</p> <ul style="list-style-type: none">Preparation for reuse;Recycling;Other recovery operations. <p>d). For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous and non-hazardous waste diverted from disposal:</p> <ul style="list-style-type: none">On-site;Off-site. <p>e). Contextual information necessary to understand the data and how it was compiled.</p>	<p>a). 6,743.9 tons/year</p> <p>b). Recycling: 181.28 tons/year</p> <ul style="list-style-type: none">Other: 6,562.62 tons/year <p>c). Non-hazardous waste diverted from disposal:</p> <ul style="list-style-type: none">Recoverable: Recycling, including paper, cardboard, plastic and sack waste.Recovery: Composting, including fruit, pruning and PTARnD sludge waste. <p>Return to suppliers: fruit sacks</p> <p>d,e. See section 5.4.2.2 - Waste diverted from disposal</p>	
306-5	Waste directed to disposal	<p>a). Total weight of waste directed to disposal in metric tons and a breakdown of this total by waste composition.</p> <p>b). Total weight of hazardous waste directed to disposal in metric tons and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none">Incineration (with energy recovery);Incineration (without energy recovery);Landfilling;Other disposal operations. <p>c). Total weight of non-hazardous waste directed to disposal in metric tons and a breakdown of this total by the following disposal operations:</p> <ul style="list-style-type: none">Incineration (with energy recovery);Incineration (without energy recovery);Landfilling;Other disposal operations. <p>d). For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous and non-hazardous waste directed to disposal:</p> <ul style="list-style-type: none">On-site;Off-site. <p>e). Contextual information necessary to understand the data and how it was compiled.</p>	<p>Information ref. Waste directed to disposal:</p> <ul style="list-style-type: none">Hazardous: Recovery, bioremediation, secure landfill and incineration.Non-hazardous: ordinary, landfill <p>d,e. See section 5.4.2.2. - Waste directed to disposal</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
401	EMPLOYMENT			
401-1	New employee hires and employee turnover	<p>1). Report the total number and rate of new employee hires during the reporting period, broken down by age group, gender and region.</p> <p>2). Report the total number and rate of employee turnover during the reporting period, broken down by age group, gender and region.</p> <p>Men and women: between 18 and 30 years; 31 and 50 years; and over 51 years.</p>	<p>The reported information relates to new employee hires and staff turnover associated with departures, as follows:</p> <p>New hires = total new hires made during the reporting year = 127</p> <p>% of new hires = Total new hires / Total active employees = 40.71% (127 / 312)</p> <p>Total departures = Total staff departures = 99</p> <p>% turnover (departures) = Total departures / Total active employees = 31.73% (99 / 312)</p>	
401-2	Benefits provided to full-time employees that are not provided to part-time or temporary employees	<p>1). Describe the standard benefits for the organization's full-time employees that are not provided to part-time or temporary employees, by significant locations of operation. These include, at a minimum:</p> <ul style="list-style-type: none">* Life insurance;* Health insurance.* Disability coverage;* Maternity or paternity leave.* Pension fund.* Stock options.* Others. <p>2). Provide the definition used for “significant locations of operation”.</p>	<p>1). See section 6.1.1 Employee Benefits</p> <p>2). Significant operations shall be understood as the hires made at the production plant and external sales personnel</p>	
401-3	Parental leave	<p>a). The total number of employees who were entitled to parental leave, by gender.</p> <p>b). The total number of employees who took parental leave, by gender.</p> <p>c). The total number of employees who returned to work during the reporting period after their parental leave ended, by gender.</p> <p>d). The total number of employees who returned to work after their parental leave ended and who were still employed 12 months after returning to work, by gender.</p> <p>e). The return-to-work and retention rates of employees who took parental leave, by gender</p>	<p>e). Answered in section 6.1.4 Parental Leave</p> <p>f). Answered in section 6.1.4 Parental Leave</p> <p>g). Answered in section 6.1.4 Parental Leave</p> <p>h). 5 Men and 2 Women</p> <p>i). This indicator is not currently managed</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
403	OCCUPATIONAL HEALTH AND SAFETY			
403-1	Occupational health and safety management system	<p>a). A statement on whether an occupational health and safety management system has been implemented, indicating:</p> <ul style="list-style-type: none">Whether the system has been implemented because of legal requirements and, if so, a list of those requirements;Whether the system has been implemented based on recognized management system or risk management standards/guidelines and, if so, a list of those standards/guidelines. <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 system and the reason why.</p>	See section 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 routine and non-routine basis, and to apply the hierarchy of controls to eliminate hazards and minimize risks, indicating:</p> <ul style="list-style-type: none">How the organization ensures the quality of these processes, including the competencies of the people who carry them out;How the results of these processes are used to evaluate and continually improve the occupational health and safety management system. <p>b). A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>c). A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how these workers are protected against reprisals.</p> <p>d). A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks related to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p>	See section 6.2.2 Hazard Identification, Risk Assessment and Incident Investigation	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
403-4	Worker participation, consultation and communication on occupational health and safety	<p>a). A description of the processes for worker participation and consultation in the development, implementation and evaluation of the occupational health and safety management system, as well as the provision of access to, and communication of, relevant occupational health and safety information to workers.</p> <p>b). Where formal worker-management health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether any workers are not represented on these committees; and, if so, the reason why.</p>	See section 6.2.3 Worker Participation, Consultation and Communication on Occupational Health and Safety	
403-5	Worker training on occupational health and safety	<p>a). A description of worker training on occupational health and safety, including general training and specific training on work hazards, hazardous activities or hazardous situations.</p>	See section 6.2.4. Worker Training on Occupational Health and Safety	
403-6	Promotion of worker health	<p>a). An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b). A description of the voluntary health promotion services and programs the organization offers to workers to address major non-occupational health risks, including the specific health risks addressed, and how the organization facilitates workers’ access to these services and programs</p>	See section 6.2.1.3 Health Week	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>a). A description of the organization’s approach to preventing or mitigating significant negative occupational health and safety impacts directly linked to its operations, products or services through its business relationships, and the related hazards and risks.</p>		
403-8	Workers covered by an occupational health and safety management system	<p>a). Whether the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines;</p> <ul style="list-style-type: none">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, but whose work or workplace is controlled by the organization, who are covered by such a system that has been internally audited.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. <p>b). Whether any workers are excluded from this disclosure, including the types of workers excluded and the reason for exclusion.</p> <p>c). Any contextual information necessary to understand how the data was compiled, such as standards, methodologies or assumptions used.</p>	100%	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
403-9	Work-related injuries	<p>a). For all employees:</p> <ul style="list-style-type: none">The number and rate of fatalities as a result of work-related injury;The number and rate of high-consequence work-related injuries, excluding fatalities;The number and rate of recordable work-related injuries;The main types of work-related injuries;The number of hours worked. <p>b). For all workers who are not employees but whose work or workplace is controlled by the organization:</p> <ul style="list-style-type: none">The number and rate of fatalities as a result of work-related injury;The number and rate of high-consequence work-related injuries, excluding fatalities;The number and rate of recordable work-related injuries;The main types of work-related injuries;The number of hours worked. <p>c). The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none">How these hazards have been determined;Which of these hazards have caused or contributed to high-consequence injuries during the reporting period;The actions taken or planned to eliminate these hazards and minimize risks using the hierarchy of controls. <p>d). The actions taken or planned to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e). Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f). Whether any workers are excluded from this disclosure, including the types of workers excluded and the reason for exclusion.</p> <p>g). Any contextual information necessary to understand how the data was compiled, such as standards, methodologies or assumptions used.</p>	See section 6.2.5. Work-related Injuries	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
403-10	Work-related ill health	<p>a). For all employees:</p> <ul style="list-style-type: none">The number of fatalities as a result of work-related ill health;The number of recordable cases of work-related ill health;The main types of work-related ill health; <p>b). For all workers who are not employees but whose work or workplace is controlled by the organization:</p> <ul style="list-style-type: none">The number of fatalities as a result of work-related ill health;The number of recordable cases of work-related ill health;The main types of work-related ill health; <p>c). The work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none">How these hazards have been determined;Which of these hazards have caused or contributed to work-related ill health during the reporting period.The actions taken or planned to eliminate these hazards and minimize risks using the hierarchy of controls. <p>d). Whether any workers are excluded from this disclosure, including the types of workers excluded and the reason for exclusion.</p> <p>e). Any contextual information necessary to understand how the data was compiled, such as standards, methodologies or assumptions used.</p>	See section 6.2.6. Work-related Ill Health	
404	TRAINING AND EDUCATION			
404-1	Average hours of training per year per employee	<p>a). The average hours of training that the organization's employees received during the reporting period, broken down by:</p> <ul style="list-style-type: none">Gender;Employee category	See section 6.1.7. Employee Training	
404-2	Programs for upgrading employee skills and transition assistance programs	<p>a). Report the type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b). Describe the transition assistance programs provided to support continued employability and the management of career endings resulting from retirement or termination.</p>	<p>a). There are several programs to upgrade employee skills, such as:</p> <ul style="list-style-type: none">Knowledge managementLeaders' SchoolHigher education <p>See section 6.1.8 Educational Benefits</p> <p>b). These types of programs are not in place</p>	
404-3	Percentage of employees receiving regular performance and career development reviews	<p>a). Percentage of employees receiving regular performance and career development reviews</p>	See section 6.1.11. Performance Evaluation	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
404	DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	<p>a). The percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none">GenderAge group: under 30 years, 30 to 50 years, over 50 years;Other indicators of diversity, where relevant (such as minority or vulnerable groups). <p>b). The percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none">GenderAge group: under 30 years, 30 to 50 years, over 50 years;Other indicators of diversity, where relevant (such as minority or vulnerable groups).	See section 6.1.2. Employee Diversity	
405-2	Ratio of basic salary of men to women	<p>a). Report the ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b). Report the definition used for “significant locations of operation”.</p>	<p>There is no differential by gender.</p> <p>Salary differences are based on the level of responsibility and position.</p>	
406	NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	<p>a). The total number of incidents of discrimination during the reporting period.</p> <p>b). The status of the incidents and the actions taken with reference to the following:</p> <ul style="list-style-type: none">Incident reviewed by the organization;Remediation plans being implemented;Remediation plans that have been implemented and whose results have been reviewed through routine internal management review processes;Incident not subject to action	<p>a). 0</p> <p>b). No information is available for this item, as no cases of discrimination occurred during this period.</p>	
407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>a). Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk with respect to either of the following:</p> <ul style="list-style-type: none">Type of operation (such as a manufacturing plant) and supplier;Countries or geographic areas with operations and suppliers considered to be at risk. <p>b). The actions taken by the organization during the reporting period to support the right to exercise freedom of association and collective bargaining.</p>	Freedom of association exists within the company through the human rights policy and the recruitment policy.	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
408	CHILD LABOR			
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>a). Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none">Child labor;Young workers exposed to hazardous work. <p>b). Operations and suppliers considered to have significant risk for incidents of child labor in terms of:</p> <ul style="list-style-type: none">Type of operation (such as a manufacturing plant) and supplier;Countries or geographic areas with operations and suppliers considered to be at risk. <p>c). The actions taken by the organization during the reporting period intended to contribute to the abolition of child labor.</p>	See section 3.2.1. Governance Policies – Internal recruitment and human rights policy.	
409	FORCED OR COMPULSORY LABOR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>a). Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor in terms of:</p> <ul style="list-style-type: none">Type of operation (such as a manufacturing plant) and supplier;Countries or geographic areas with operations and suppliers considered to be at risk. <p>b). The actions taken by the organization during the reporting period intended to contribute to the abolition of all forms of forced or compulsory labor.</p>	There have been no cases of forced labor	
410	SECURITY POLICIES			
410-1	Security personnel trained in human rights policies or procedures	<p>a). The percentage of security personnel who have received formal training in the organization’s specific human rights policies or procedures and their application to security.</p> <p>b). Whether the training requirements also apply to third-party organizations providing security personnel</p>	<p>a). 1 person - Physical security lead0</p> <p>b). 0</p>	
416	CUSTOMER HEALTH AND SAFETY			
416-1	Assessment of the health and safety impacts of product and service categories	<p>a). Assessment of the health and safety impacts of product and service categories</p>	See section 6.4 Product Quality	
416-2	Incidents of non-compliance concerning the health and safety impacts of product and service categories	<p>a). The total number of incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of products and services during the reporting period, classified into:</p> <ul style="list-style-type: none">Incidents of non-compliance with regulations resulting in fines or penalties;Incidents of non-compliance with regulations resulting in a warning;Incidents of non-compliance with voluntary codes.	<p>a). 0</p>	

CONTENT	DESCRIPTION	GRI REQUIREMENT	RESPONSE	OBSERVATION OR OMISSION
417	MARKETING AND LABELING			
417-1	Requirements for product and service information and labeling	<p>a). Whether the organization's procedures require the following types of information for product and service information and labeling:</p> <ul style="list-style-type: none">The sourcing of the product or service's componentsContent, particularly regarding substances that might produce an environmental or social impact;Safe use of the product or service;Disposal of the product and environmental or social impacts;Other (explain). <p>b). The percentage of significant product or service categories covered by and assessed for compliance with such procedures.</p>	See section 6.6.4 Programs to Reduce Sugar Content	
417-2	Incidents of non-compliance concerning product and service information and labeling	<p>a). The total number of incidents of non-compliance with regulations or voluntary codes concerning product and service information and labeling, classified into:</p> <ul style="list-style-type: none">Incidents of non-compliance with regulations resulting in fines or penalties;Incidents of non-compliance with regulations resulting in a warning;Incidents of non-compliance with voluntary codes. <p>b). If the organization has not identified any non-compliance with regulations or voluntary codes, a brief statement of this fact is sufficient.</p>	<p>a). There was no non-compliance in 2025</p>	
418	CUSTOMER PRIVACY			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>a). The total number of substantiated complaints received concerning breaches of customer privacy, categorized by:</p> <ul style="list-style-type: none">Complaints received from outside parties and substantiated by the organization;Complaints from regulatory bodies. <p>b). The total number of identified leaks, thefts or losses of customer data.</p> <p>c). If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.</p>	There were no customer complaints regarding customer privacy or loss of customer data.	