



FreshColombia

Shaking Hands With Nature



— YEAR IN REVIEW —

2025

—  —

THIRD SUSTAINABILITY REPORT





Here you will find

1. Our commitment to you	1
2. About this sustainability report	2
3. Who we are	3
4. Connecting agriculture with the world	5
5. Partners in our process.....	6
6. Ethics and integrity	7
7. Our commitment to social responsibility.....	8
8. Commitment to the sustainable development goals	9
9. Materiality analysis	10
10. 2025 sustainability report content	13
11. GRI content index (Global Reporting Initiative)	36

Our commitment to you

Dear Stakeholders,

We are pleased to present our third Sustainability Report, a space that reflects the commitment, effort, and vision with which we work every day to generate value in a responsible and sustainable manner. As a company dedicated to the production and commercialization of Hass avocado derivatives, we firmly believe in the potential of the Colombian countryside and in the value of those who are part of it.

Our corporate purpose, “We transform agriculture by connecting it with the world,” guides each of our actions. Through our business model, we seek to create opportunities for small and medium-sized producers, ensuring that raw materials that were previously underutilized are now transformed and reach international markets with added value.

During this period, we continued to strengthen our environmental and social actions, maintaining our focus on continuous improvement, opening new markets, and consolidating an increasingly responsible and transparent operation.

We appreciate the trust of our stakeholders and reiterate our commitment to continue growing sustainably, contributing to the development of Colombian agriculture, and generating a positive impact on our environment.

With our highest regards,

Nicolas Perdomo , Operations manager.

José Julián Sánchez, Commercial manager.





About this sustainability report

This is our third Sustainability Report, in which we transparently present the main progress, results, and challenges of our environmental, social, and economic management during the reporting period. Through this document, we share with our stakeholders how we integrate sustainability into our operations, especially in our role as processors and marketers of avocado derivatives.

This report has been prepared in accordance with the GRI Standards (Global Reporting Initiative), referencing their principles for disclosing relevant information to ensure the quality, comparability, and transparency of the data presented.

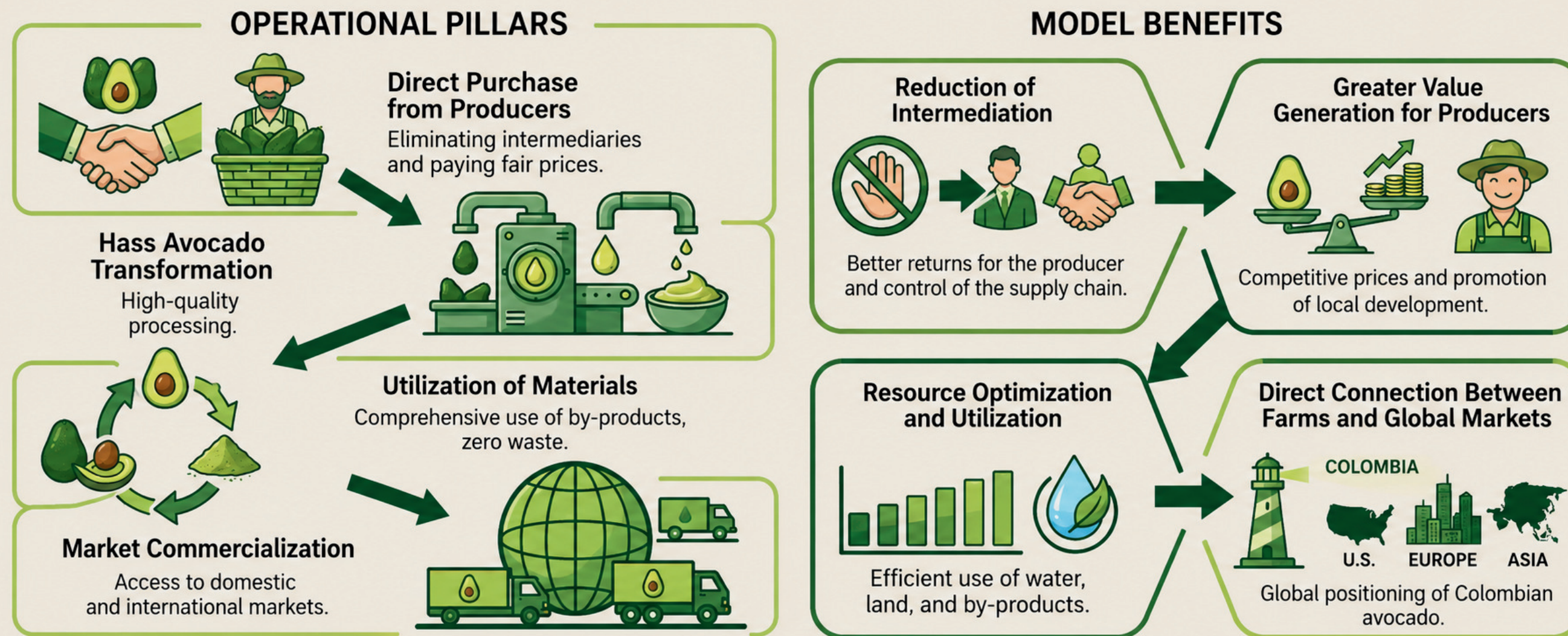
The content covers our main initiatives, indicators, and commitments, demonstrating our purpose to grow responsibly, generate a positive impact, and strengthen the trust of our stakeholders.



Who we are

We are a company dedicated to the processing and marketing of Hass avocado derivatives worldwide, committed to the sustainable development of the agroindustrial sector. Our business model is based on working directly with growers, eliminating intermediaries, and promoting fair, long-term relationships. Through this approach, we generate value from raw materials that were previously underutilized, helping to improve the income of small-scale producers and strengthen the production chain.

STRUCTURE OF OUR BUSINESS MODEL



The market we serve



Connecting agriculture with the world

Our grower and market map reflects the essence of our purpose: “We transform agriculture by connecting it with the world.” Through direct collaboration with growers across different regions of Colombia, we build a solid network that allows us to bring the value of the countryside to international stages. By eliminating intermediaries, we strengthen our relationships with small and medium-scale growers, driving their development and creating opportunities for their produce—even items that previously did not meet fresh export standards—to be processed and reach new markets.



Map of our **producers** in the national territory



11,000
producers



74,900
hectáres





Partners in our process

Shareholders

Purpose: Foster an environment of trust with shareholders and investors by providing relevant and reliable information to support investment decision-making.

Engagement mechanisms:
Shareholders' meetings, sustainability reports, investor conferences, corporate website, email communications, social media.

Suppliers

Purpose: Strengthen and develop suppliers and contractors as strategic partners within the supply chain, enabling mutual growth and ensuring a reliable supply for the organization.

Engagement mechanisms:
Supplier support channels, development and improvement programs, evaluation visits, management and sustainability reports, corporate website, ethics hotline.

Government and Regulatory Authorities

Purpose: Ensure regulatory compliance and contribute to the sustainable development of the environment through responsible, transparent, and regulation-aligned management.

Engagement mechanisms:
Corporate website, direct communication with company representatives, management reports.

Customers

Purpose: Deliver high-quality products that meet customer expectations, building trust-based relationships and creating value through sustainable solutions.

Engagement mechanisms:
Sales network, corporate website, direct communication with the Sales Manager, ethics hotline.

Employees

Purpose: Promote a safe, inclusive, and motivating work environment that supports employee well-being, professional development, and commitment to the organization's purpose.

Engagement mechanisms:
Ethics hotline, coexistence Committee, unsafe condition reporting, suggestion box, COPASST.

Certification Bodies

Purpose: Maintain high standards of quality, sustainability, and responsibility by ensuring compliance with requirements and the continuous improvement of our processes.

Engagement mechanisms:
Audits, audit reports.

Avocado Growers

Purpose: Promote sustainable economic and productive development through direct, fair, and sustainable relationships, facilitating market access and maximizing the value of their harvest.

Engagement mechanisms:
Field visits, collection centers, direct communication between the sourcing team and growers, ethics hotline.

Goods and Services Suppliers

Purpose: Build transparent, long-term relationships that ensure quality and compliance while strengthening a sustainable supply chain.

Engagement mechanisms:
Supplier evaluations, direct communication with the Purchasing Support team, ethics hotline.

Community

Purpose: Generate a positive impact on the surrounding environment by promoting social development, environmental stewardship, and the well-being of the communities where we operate.

Engagement mechanisms:
Direct communication with the, environmental area, PQR channel through the gatehouse, ethics hotline.

The management of our stakeholders is a fundamental pillar for business sustainability. We identify and prioritize our growers, customers, suppliers, government entities, certification bodies, communities, and employees as the key actors who influence our operations and long-term value creation.

Through stakeholder engagement mechanisms and permanent dialogue, we seek to understand their expectations, manage associated impacts and risks, and consolidate relationships based on transparency and trust.



Ethics and integrity

Ethics and integrity are fundamental pillars of our management, guiding all our decisions and relationships. We act under the principles of transparency, honesty, and responsibility, ensuring compliance with applicable regulations and promoting behaviors consistent with our corporate values. We actively prevent conflicts of interest, acts of corruption, and any conduct that could affect the organization's reputation or sustainability.

To support business integrity, we have robust internal guidelines and controls in place, formally backed by the following management systems:

01

SAGRILIFT: Self-Control and Integral Risk Management System for Money Laundering, Terrorism Financing, and the Financing of the Proliferation of Weapons of Mass Destruction

02

PTEE: Business Transparency and Ethics Program.

03

SIPLA: Integral System for the Prevention and Control of Money Laundering.



Blanca Duarte/Luisana Ortega
Production Operator



Katy Ortiz
Production Operator



Our commitment to social responsibility

Our Corporate Social Responsibility (CSR) management is based on compliance with the principles established in the four-pillar SMETA protocol: labor standards, health and safety, the environment, and business ethics, as well as the codes of conduct defined by our customers.

Through this approach, we promote fair labor conditions, safe working environments, responsible environmental practices, and ethical conduct throughout our operations and value chain. This commitment allows us to consolidate an operation aligned with our higher purpose of transforming agriculture.



Daniela Romero, Quality Coordinator
Claudia Pino, Production Coordinator
Federico Posada, Supply Chain Manager





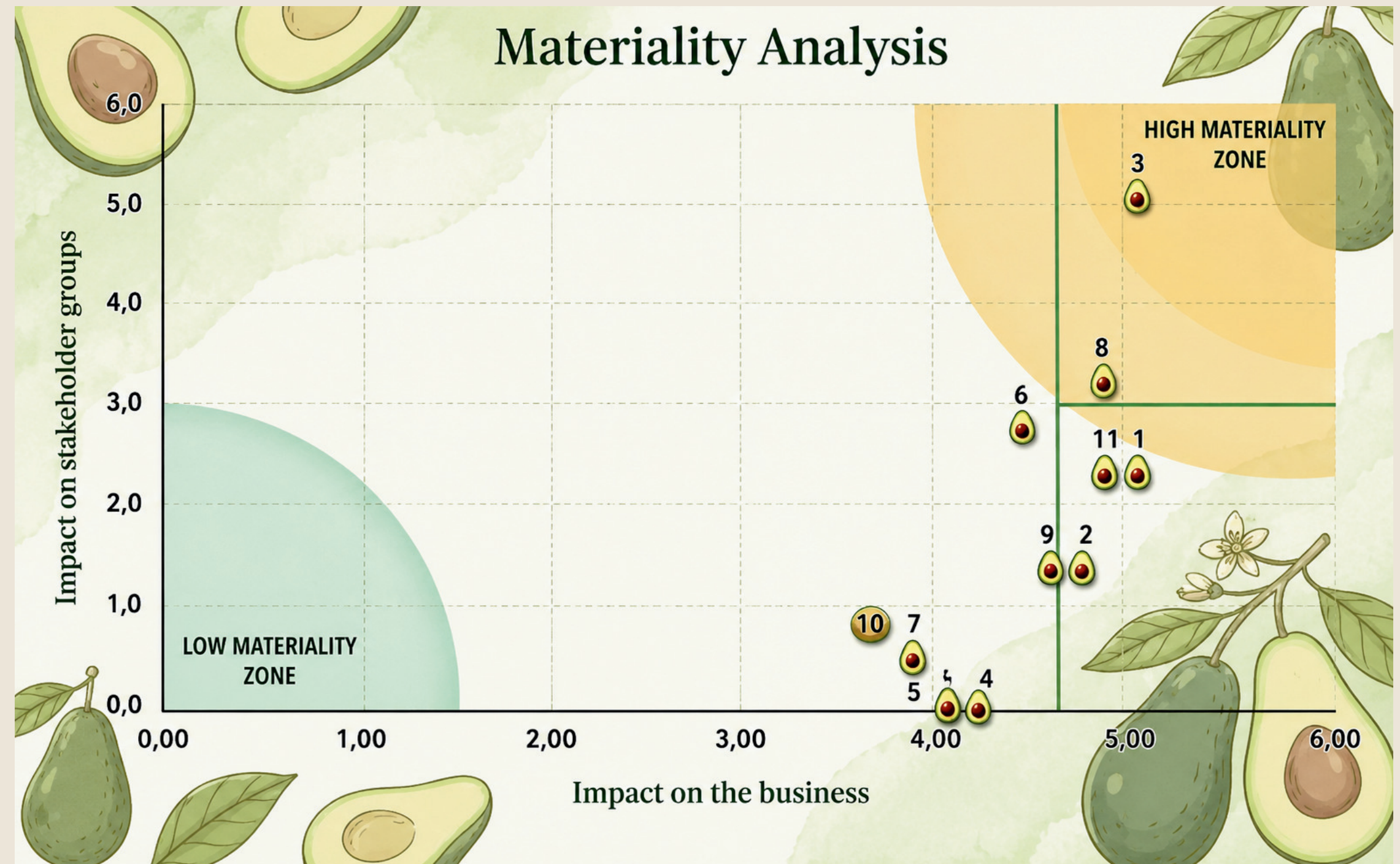
Commitment to the sustainable development goals

Through our business model, which focuses on direct trade and raw material utilization, we generate tangible impacts aligned with the United Nations 2030 Agenda:

 Social Dimension	 Economic Dimension	 Environmental Dimension
1 NO POVERTY  2 ZERO HUNGER  5 GENDER EQUALITY  8 DECENT WORK AND ECONOMIC GROWTH  SDG 1: No Poverty Target 1.4: We guarantee 100% fair payment to our employees, including all mandatory social benefits, promoting equitable access to economic resources. SDG 2: Zero Hunger Targets 2.1, 2.3, 2.b: We allocate avocados suitable for consumption to the Social Foundation, donating 357,825 kg of avocados to the Fundación Arquidiocesana Banco de Alimentos de Medellín, equivalent to COP \$717,459,736. 1. We increase income opportunities for small-scale producers and reduce market distortions through direct sourcing. SDG 5: Gender Equality Target 5.5: We promote equal participation of women in leadership roles at FreshColombia during 2025. 2025 hires: 62% were women. SDG 8: Decent Work and Economic Growth Target 8.2: We increase productivity through technological innovation (such as the new ripening chamber). Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, while ensuring equal pay for work of equal value. # Employees 2025: [Insert value here] # Apprentices 2025: [Insert value here] Target 8.6: We promote youth employment free from child labor. 42% of employees hired in 2025 were young people between 18 and 28 years old. Targets 8.7, 8.8: We are audited under SMETA 4-Pillars v7.0 to ensure safe and healthy working environments.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  16 PEACE, JUSTICE AND STRONG INSTITUTIONS  17 PARTNERSHIPS FOR THE GOALS  SDG 9: Industry, Innovation and Infrastructure Target 9.4: We modernize our production plant and processes through the implementation of clean technologies, including the new ripening chamber. SDG 16: Peace, Justice and Strong Institutions Targets 16.4, 16.5: We actively train our personnel to prevent money laundering and corruption risks through the strict implementation of the SARLAFT and SIPLA systems. SDG 17: Partnerships for the Goals Target 17.15: We respect the national regulatory framework and join sector-wide efforts to promote the sustainable development of Colombia's agricultural sector.	6 CLEAN WATER AND SANITATION  12 RESPONSIBLE CONSUMPTION AND PRODUCTION  13 CLIMATE ACTION  SDG 6: Clean Water and Sanitation Target 6.3: We strictly monitor the cubic meters (m³) of wastewater discharged to minimize environmental impacts from our process effluents. Wastewater discharged (m³): [Insert value here] SDG 12: Responsible Consumption and Production Target 12.2: We efficiently manage energy and water consumption. # Energy consumption: [Insert value here] # Water consumption: [Insert value here] Target 12.5: We increase the recycling and recovery rate of organic waste. # Organic waste recovered (%): [Insert value here] # Recycling rate (%): [Insert value here] Target 12.6: We have publicly disclosed our Sustainability Report annually since 2023. SDG 13: Climate Action Target 13.2: We implement climate change mitigation measures through our active participation in the Green Growth Agreement.

Materiality analysis

In this materiality analysis exercise, FreshColombia conducted an internal strategic assessment to identify the most relevant impacts of our operations on stakeholders. This process was based on the perspective of managers, heads of departments, and coordinators, who evaluated the priority environmental, social, and governance (ESG) topics for the business.



Materiality analysis

MATERIAL TOPICS LEGEND

ITEM	TOPICS	
1		Relationship with producers
2		Direct sourcing (no intermediaries)
3		Product quality and safety
4		Efficient use of water
5		Energy consumption
6		Waste management and utilization
7		Climate change
8		Legal and regulatory compliance
9		Business ethics and integrity
10		Relationship with communities
11		Labor well-being and worker safety

Prioritized material topics

Located in the quadrant of highest relevance due to their high impact on the business and stakeholders, we have defined three priority management focuses:

(3) Quality and Food Safety: Drivers of competitiveness and trust.

(8) Legal and Regulatory Compliance: Transparency and trust in management.

(6) Waste Management: Toward a circular and sustainable operation.

These topics reflect the aspects where the organization concentrates its management efforts, as they are decisive in guaranteeing customer trust, operational continuity, regulatory compliance, and environmental sustainability.

The prioritization of these issues guides strategic decision-making and the implementation of actions aimed at strengthening the company's overall performance, creating long-term value, and effectively responding to the expectations of its stakeholders.

Relevant internal support topics

Identified as highly important for internal sustainability and organizational culture:

(11) Safe Environments and Talent Development.

(9) Business Ethics.



2025 sustainability report content

1) Material Topics Analysis

01

Quality and Food Safety

02

Legal and Regulatory
Compliance

03

Waste Management

2) Processes that strengthen our sustainable management

01

Safe environments and
talent development

02

Trust and
transparency in
management.

03

Production and
continuous
improvement.

04

Development and
strengthening of
the value chain.



Luis Matheus, Production Operator

3) Building a sustainable future



MATERIAL TOPICS ANALYSIS

Quality and Food Safety: Drivers of competitiveness and trust.

At FreshColombia, product quality and food safety are the foundation of our customers' trust and the sustainable growth of the business. This material topic reflects our commitment to safe food production, compliance with international standards, and continuous improvement.

Impacts on Stakeholders

Compliance with high standards strengthens brand reputation, drives entry into new markets, and solidifies long-term business relationships, positively impacting financial performance.

Key Milestones

We made progress in consolidating the "FreshCa Culture," a strategy to internalize food safety best practices across all organizational levels. Likewise, in 2025, we unified the company's integrated policy (Quality, Food Safety, Occupational Health and Safety - OHS, and Environment) and changed our cleaning chemicals provider to optimize water and energy consumption at the plant.



Jessica Crespo
Production operator



Edison Cubillos
Production operator

MATERIAL TOPICS ANALYSIS

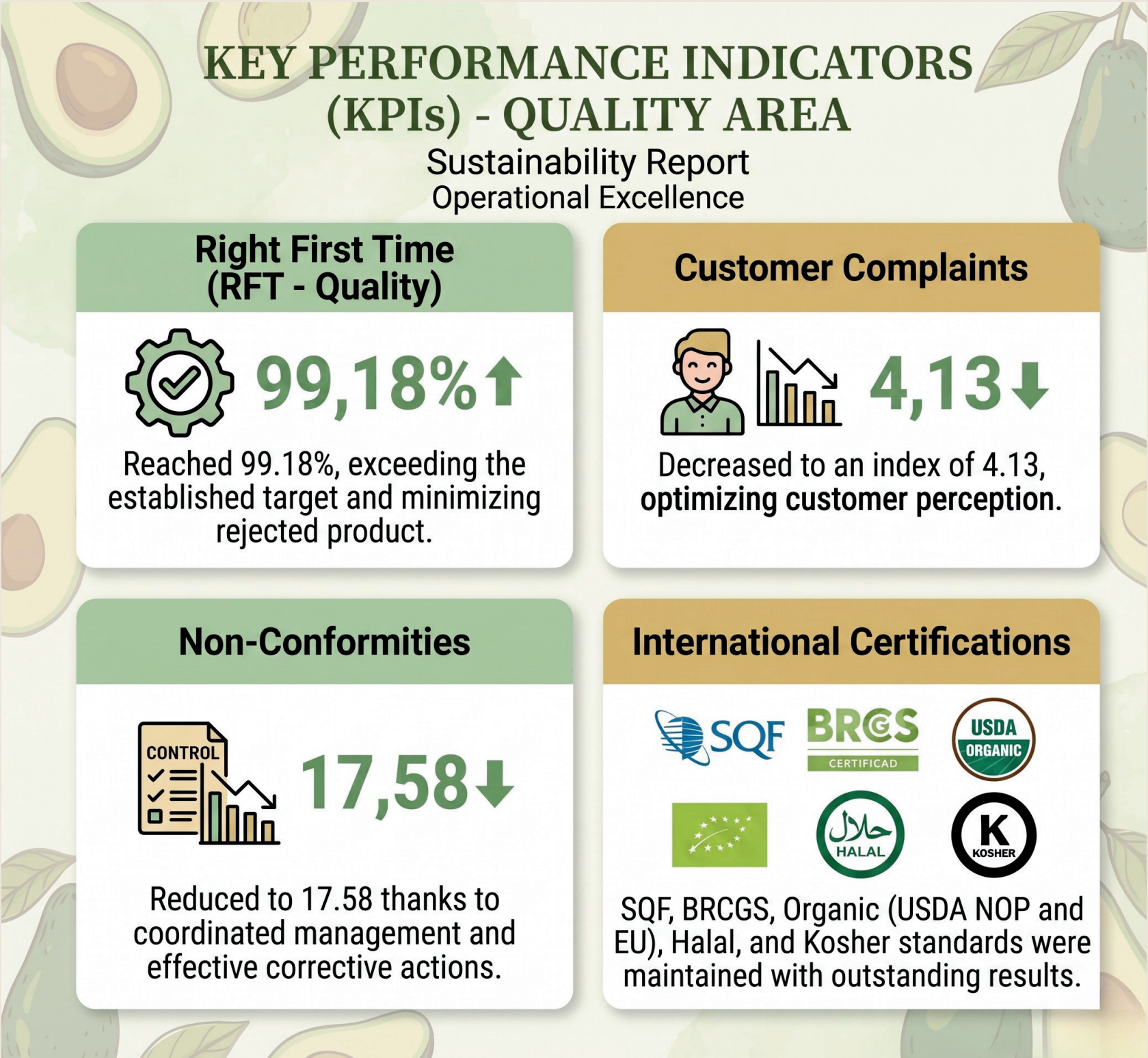
Future Management

As part of its continuous improvement vision, FreshColombia is making progress in consolidating an organizational culture called "FreshCa Culture," which integrates quality and food safety as one of its fundamental pillars. This initiative seeks to strengthen the adoption of best practices across all levels of the organization, from the onboarding of new employees to daily operations. Knowledge management will be key to ensuring the continuity of standards and compliance with the controls that guarantee safe, high-quality products.



Quality Assurance Team

Performance and Indicators



MATERIAL TOPICS ANALYSIS



Testimony

"At FreshColombia, the growth of an organizational awareness regarding quality and food safety stands out. Although results do not always reach 100%, there is a clear high level of commitment from our operators, who recognize their responsibility and the direct impact of their work on the final product and its destination." - **Yanury Ramírez, Quality Control and Assurance Chief.**



"Science in Action" Fair

In June, we held the "Science in Action" Fair, which integrated quality, food safety, and sustainability topics. The event promoted values and behaviors aimed at consolidating our organizational culture through various activities designed by the Culture Committee, which included representatives from Quality and Food Safety, Environment, OHS, Employee Well-being, Laboratory, and R&D.

Additionally, with the objective of identifying perceptions, knowledge levels, and compliance with practices related to food safety, quality, and sustainability, a survey was administered to all plant personnel. This initiative established a strategic roadmap for 2025–2026.

"Science in Action" Fair Results

QUALITY



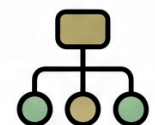
A solid culture of quality and food safety is evident, supported by leadership and employee commitment;



Opportunities for improvement exist in:



- Risk reporting channels.



- Clarity of roles.



- Strengthening of training processes

SUSTAINABILITY



A favorable perception of the work environment and the company's environmental commitment is reflected;



However, it is necessary to strengthen:



- Dissemination of sustainability initiatives.



- Employee participation and listening mechanisms.



MATERIAL TOPICS ANALYSIS

🥑 Legal and Regulatory Compliance: Transparency and trust in management.

For FreshColombia, complying with the requirements demanded by environmental authorities, certifying bodies, and regulatory entities is an absolute corporate priority.

Legal compliance directly fosters trust across multiple spheres of our stakeholders: in food safety, in fair and dignified working environments for Human Resources, in the mitigation of environmental impacts, in corporate ethical transparency, and in safeguarding the physical safety of our employees.

Impacts on Stakeholders

Legal and regulatory compliance at FreshColombia generates direct and positive impacts on its stakeholders by ensuring a transparent, safe, and responsible operation across all areas of management.

- **Quality and food safety:** securing the delivery of products that meet required standards, thereby strengthening customer trust and the company's reputation.



Impacts on Stakeholders



- **Occupational Health and Safety (OHS):** contributes to protecting the physical well-being of employees, promoting safe working environments, and reducing the occurrence of incidents.
- **Human Resources:** compliance with labor regulations fosters fair, equitable, and dignified working conditions, positively impacting the satisfaction and commitment of our talent.
- **Environmental Management:** enables the prevention, mitigation, and control of environmental impacts, ensuring the responsible use of natural resources, compliance with environmental regulations, and the reduction of risks associated with operations.
- **Social Responsibility:** strengthens relationships with communities and other stakeholders, guaranteeing respect for the social environment.
- **Business Ethics:** regulatory compliance promotes transparency, prevents legal and reputational risks, and consolidates an organizational culture based on integrity.

Together, these aspects contribute to business sustainability and long-term value creation.

2025 Legal compliance and external audit balance

INDICADOR	RESULTS	OBSERVATIONS/COMMENTS
[307-1] Environmental Compliance	100.00% 	 Full compliance with current regulations for wastewater, noise, and emissions. 
SQF v.9	95/100	 Outstanding score with sustained growth compared to the previous cycle.
BRCGS	AA	 Maintains the maximum excellence rating in the plant. 
USDA Organic	Current	 Compliance ratified for the export of organic products.
EU Organic	Current	 Certification for the European organic products market ratified.
HALAL	Current	 Valid Halal suitability declaration for the products.
Kosher	Current	 Maintains the declaration on products of this identity.
SAGRILIFT Internal Audit	80%	 Optimum maturity level in anti-money laundering risk prevention.
PTEE Internal Audit	74%	 Compliance with the Business Transparency and Ethics Program.
SMETA 4 Pillars	80%	 Substantial improvement in social indicators compared to year 2024.
Client's Own CSR Protocols	Current	 Full compliance with specific business codes of conduct.

FreshColombia - SUSTAINABILITY REPORT



Future Management

FreshColombia will continue to strengthen its legal and regulatory compliance system through the consolidation and continuous improvement of its standards and certifications, guaranteeing alignment with applicable national and international requirements. The organization will maintain its focus on ongoing updates regarding regulatory changes and the implementation of best practices that ensure the integrity of its processes.

Likewise, the company plans to robustly enhance its control and monitoring systems, including programs such as SAGRILIFT-PTEE and social audit schemes, in order to strengthen risk management, transparency, and ethical compliance. Furthermore, it will continue to promote training and awareness-raising among employees to ensure the ownership of regulatory guidelines at all levels of the organization.

Key Milestones

During the reporting period, FreshColombia maintained outstanding results across its main certifications, demonstrating the robustness of its compliance system. Key highlights included the preservation and improvement in international standards such as SQF and BRCGS, as well as the continuity of USDA Organic, EU Organic, Halal, and Kosher certifications, which validate quality, food safety, and compliance with specific market requirements.

Additionally, an improvement was shown in the performance of the SMETA 4-Pillar framework, reaching 80%, which reflects advancements in labor, ethical, environmental, and health and safety practices. These results consolidate stakeholder trust and ratify the company's commitment to comprehensive compliance and continuous improvement.



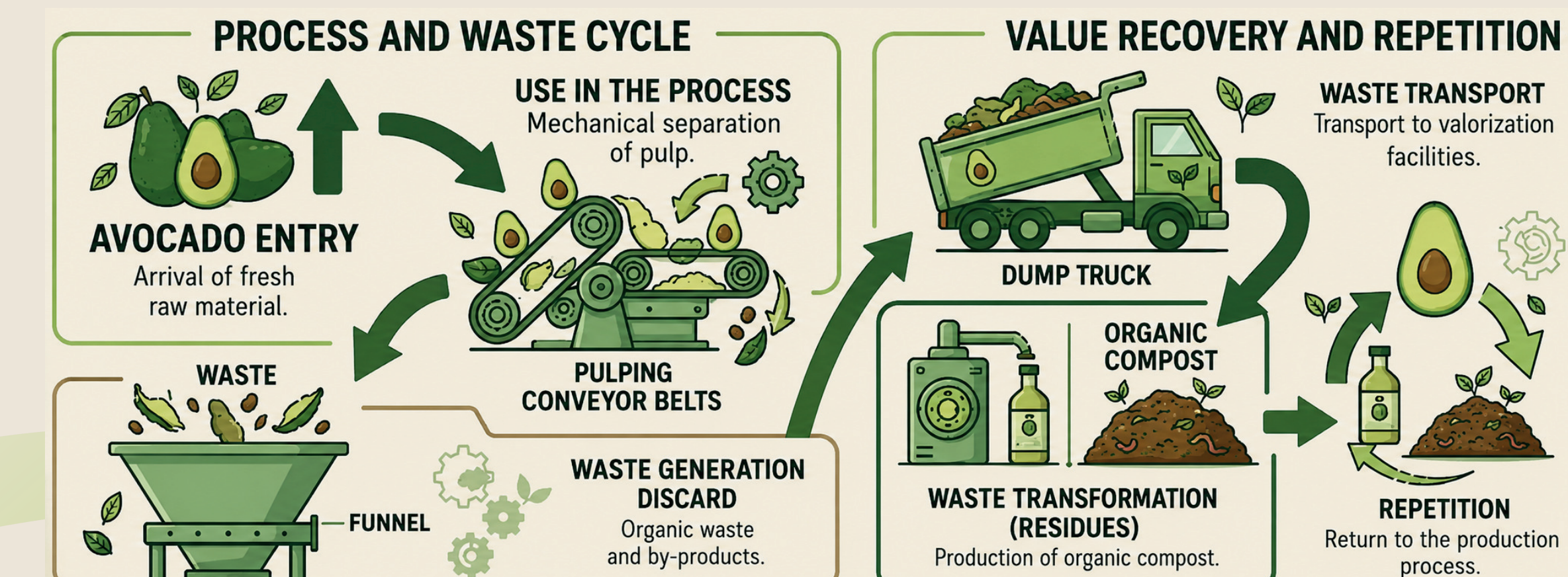
Alexa Acaban, Production Operator.

Waste Management: Toward a circular and sustainable operation.

At FreshColombia, the byproducts generated from avocado processing (peels, pits, and non-conforming product) are not considered waste, but rather the starting point of a circular economy model.

Through an internal transport system, these residuals are moved from the processing area to the exterior of the plant, where they are collected and sent to a company that transforms them into avocado oil. In this manner, what could previously represent waste becomes raw material for new productive processes.

This approach enables the reduction of waste generation, the optimization of resource use, and contributes to the development of other productive chains, reaffirming the company's commitment to a more sustainable and circular operation.



Impacts on Stakeholders

Organic waste management under a circular economy approach creates value for FreshColombia's stakeholders. In partnership with a company from the Oriente Antioqueño region dedicated to avocado oil production, local productive linkages and business collaboration in the region are strengthened.

As a result, **93.7%** of the waste generated by the company is diverted and recovered rather than sent to landfills, significantly reducing the operational environmental impact. This model contributes to regional development, optimizes resource utilization, and reaffirms FreshColombia's commitment to sustainable and circular management.



Likewise, in line with its commitment to the circular economy and food waste reduction, FreshColombia actively contributes to food security through the donation of products fit for consumption. During the reporting period, **the company donated 360,000 kg of food to the Fundación Arquidiocesana Banco de Alimentos de Medellín (Archdiocesan Food Bank Foundation of Medellín), equivalent to COP 720 million.**

This initiative is particularly relevant in the context of Colombia, where, according to figures from the National Planning Department (DNP), nearly 9.76 million tons of food are lost or wasted each year. In this manner, FreshColombia not only reduces food waste but also generates a positive social impact by benefiting vulnerable populations.

Performance and indicators

01

Organic waste generated at the plant: **7 million kg, equivalent to 93.4%** of the total waste generated at the production facility.

02

Generation of recoverable waste: **140,000 kg, equivalent to 1.8%** of the total waste.

03

Generation of non-recoverable waste: **400,000 kg, equivalent to 4.4%** of the total.

04

Hazardous waste: **4,000 kg, equivalent to 0.05%** of the total.



Social Commitment to Combat Food Waste

FreshColombia actively contributes to regional food security. During 2025, we donated **360,000 kg** of Hass avocados fit for consumption to the Fundación Arquidiocesana Banco de Alimentos de Medellín, a contribution valued at **COP 720 million** that directly benefits vulnerable populations.



Key Milestones

During 2025, FreshColombia consolidated its contribution to the circular economy by strengthening the recovery of organic waste in coordination with its strategic partner. This initiative enabled the continued transformation of process byproducts into raw materials for other industries, promoting the efficient use of resources, waste reduction, and the strengthening of productive linkages in the region.

Testimonial

"The circular economy continues to gain significant momentum within our operations, and we remain dedicated to strengthening our relationships with partner companies to transform our waste into valuable raw material." - **Estefanía Román, Environmental Coordinator.**



Luis Carreño, Production Operator.

PROCESSES THAT STRENGTHEN OUR SUSTAINABLE MANAGEMENT

In addition to the prioritized material topics, FreshColombia manages other key areas that strengthen its comprehensive sustainability approach. These initiatives complement our organizational management and contribute to creating value for our stakeholders.

Safe environments and talent development.

Our human talent is the engine that transforms Hass avocados into sustainable value. We promote an all-encompassing workplace culture that values their physical and emotional health, fosters professional development, and cultivates relationships built on trust.

Hiring Results and Indicators 2025





How do we impact our stakeholders and the organization?

- Agreement under the "Juntos por la inclusión" (Together for Inclusion) strategy, impacting 50 migrants who received financial assistance.
- Protected area coverage with an on-site Fire Department team available to all employees for medical urgencies and emergencies.
- Educational stipends for undergraduate and postgraduate studies, optical assistance, and social welfare benefits were provided to administrative employees.
- The company maintains zero differentiation or discrimination regarding the recruitment and hiring of women or individuals over the age of 45.
- We offer a company-provided transportation benefit for all employees, in addition to the legally mandated statutory transport allowance. Through these corporate routes, we successfully hire personnel from the outer regions of Eastern Antioquia, such as Granada and El Santuario, as well as from Medellín.



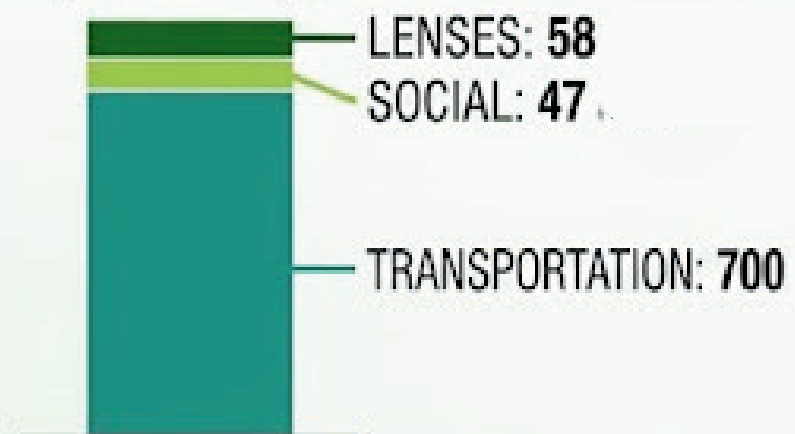
Hernan Gordillo
Fredy Montoya
Jesus Gómez

Maintenance Technicians

Benefits delivered in 2025

 **TOTAL BENEFICIARIES: 805 People**

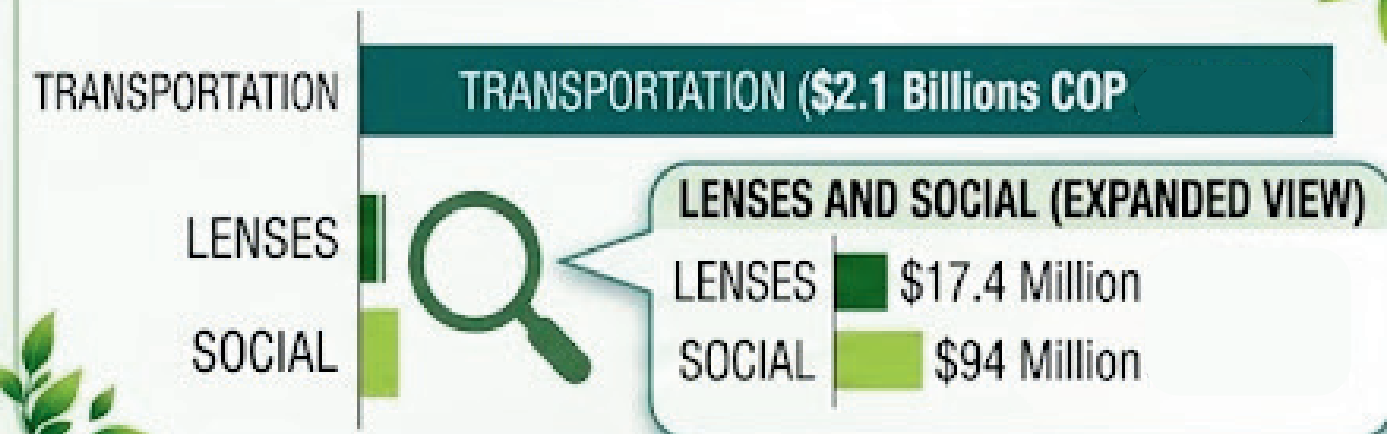
People Impacted



TOTAL BENEFICIARIES: 805 People

 **TOTAL VALUE: \$2.102 Billions COP**

Value



 LENS ASSISTANCE  SOCIAL BENEFIT  TRANSPORTATION

🥑 Trust and transparency in management.

Business ethics constitute a fundamental pillar for building relationships based on trust and transparency. Within this framework, risk management and assessment play a key role by enabling the identification, analysis, and prioritization of situations that could affect organizational integrity and business continuity. Through this approach, actions are implemented to prevent and mitigate impacts, promoting responsible practices and compliance with ethical principles that strengthen credibility with stakeholders and contribute to business sustainability.

- **Risks under the Transparency and Business Ethics Program (PTEE):** 6 risks were identified and assessed, classified under controlled criticality levels: 3 at a Tolerable level and 3 at an Acceptable level.
- **SAGRILIFT Risks (Anti-Money Laundering and Counter-Terrorism Financing - AML/CTF):** 11 risks were mapped and monitored, preventively rated as: 1 Acceptable, 4 Tolerable, and 3 Moderate (coupled with specific mitigating controls).



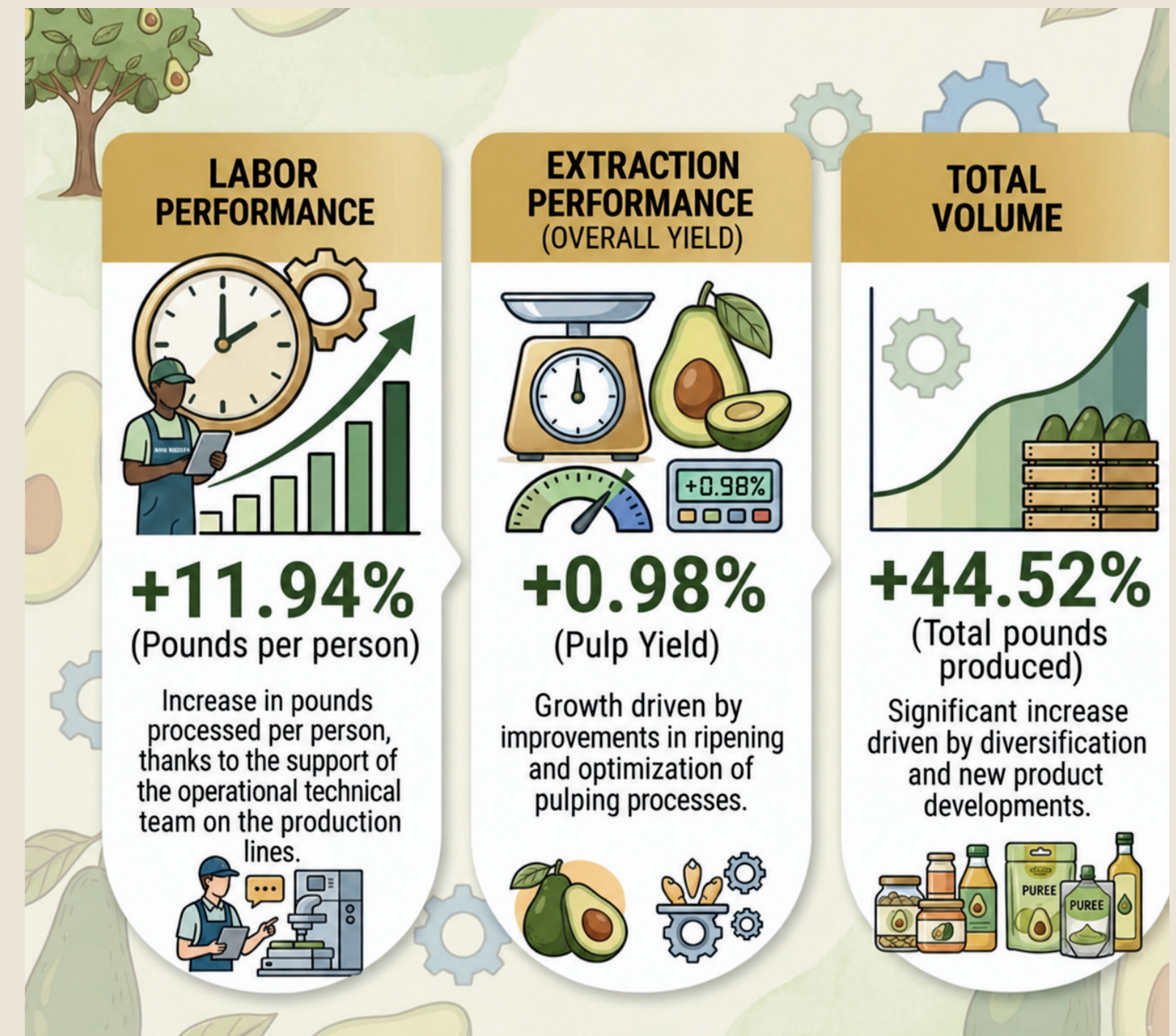
Liriam Flores
Supply Operator

Production and continuous improvement.

At FreshColombia, the transformation of raw materials into finished products is managed under strict criteria of efficiency, quality, and responsibility. This process is key to optimizing resource utilization, ensuring compliance with international standards, and generating sustainable value, thereby contributing to the organization's comprehensive performance and competitiveness.

Consequently, production management focuses on the measurement and continuous improvement of productivity, as well as the efficient utilization of human, material, and raw material resources, guaranteeing equipment availability to ensure optimal operational performance.

These advancements contribute to operational efficiency, strengthen business competitiveness, and generate value for employees, partners, and the environment.



Testimonial

"Year after year, FreshColombia has consolidated its position as an innovative and rigorous company, striving for continuous improvement and operational excellence to achieve its strategic plans." - **Jhon Fredy Ocampo, Production chief.**



Development and strengthening of the value chain.

For FreshColombia, the countryside is the starting point of our impact. We view our relationship with growers as the strategic bridge that transforms agriculture by connecting it with the world.

We achieve this transformation by becoming the commercial partner that rescues and purchases Hass avocados that would otherwise go to waste, guaranteeing a dignified income for rural families and bringing value to their hard work.

Recognizing them as the cornerstone of our supply chain, we are committed to bringing the richness of their labor and the fruit of their dedication from the Colombian countryside to the most demanding global markets.





The impacts we harvested in 2025

01

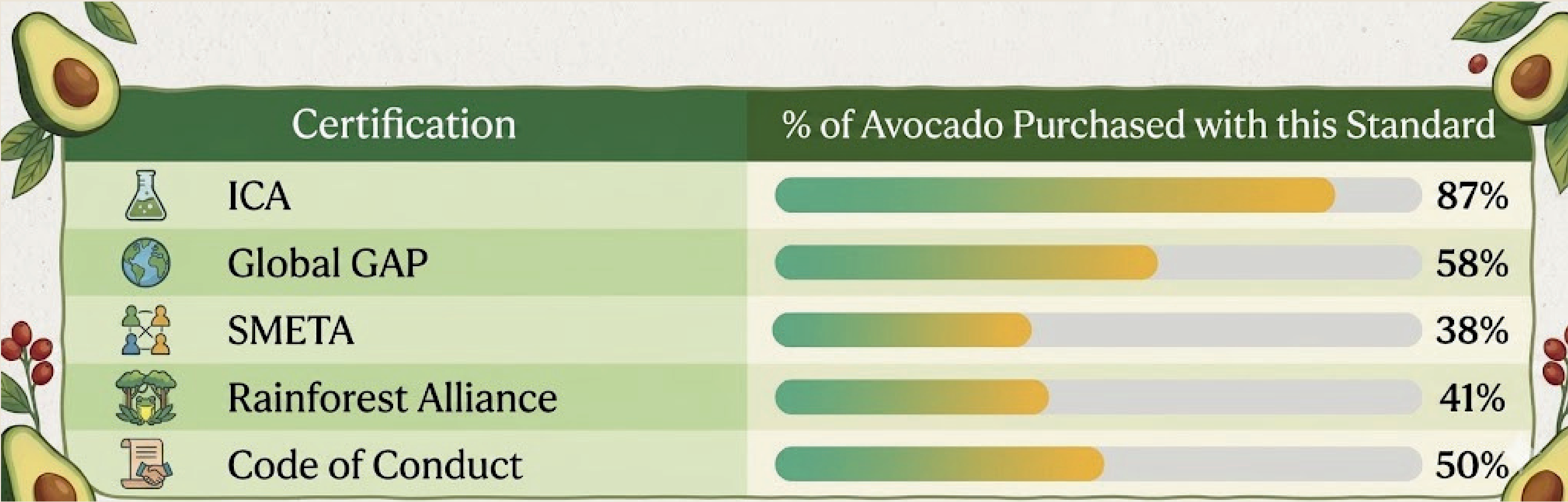
Raw Material Rescue: We consolidated our circular economy model by increasing the volume of fruit rescued from waste, transforming it into value-added products for the world.

02

Rural Economic Stability: We strengthened our supply chain through direct purchasing and fair pricing, ensuring a reliable marketing channel for our partner growers.

03

Quality at the Source: We support growers in adopting practices that guarantee fruit safety and excellence, connecting their hard work with international standards.



BUILDING A SUSTAINABLE FUTURE

Looking ahead to 2026, FreshColombia projects clear strategic goals distributed across three scopes of impact.

Social dimension

Cultivating talent, harvesting value in our communities

- Consolidate a corporate culture rooted in self-care, proactive reporting of operational developments, and a deep sense of belonging, where every employee acts as a safety ambassador.
- Design and implement safe best-practice campaigns across all operational and administrative activities, aiming to mitigate risks and minimize accident rates to their lowest possible level.
- Provide continuity to the leadership development program to empower our teams, promoting an inspiring, approachable human resource management approach aligned with company values.
- Structure and implement a specialized program focused on the inclusion of people with disabilities, guaranteeing accessible, equitable environments filled with opportunities for everyone.
- Extend the reach of our CSR initiatives beyond our direct operations, deeply connecting with rural communities, our growers' families, and key stakeholders in our supply chain to generate long-term shared value.



Environmental dimension

Innovation and balance with our environment



- Actively participate in Cornare's Green Growth Agreement, ensuring the co-design, implementation, and monitoring of effective, measurable actions aligned with regional goals.
- Ensure continuous and strict compliance with current legal regulations before the Regional Autonomous Corporation (Cornare) and other regulatory bodies applicable to our operations.
- Provide continuity and scale to our circular economy practices, strengthening strategic alliances for fruit rescue and valorization while minimizing waste.
- Optimize the operation of our Drinking Water Treatment Plants (PTAP) and Wastewater Treatment Plants (PTARD), guaranteeing that discharges remain within permissible limits and prioritizing the stewardship of water sources.
- Develop and implement climate change adaptation strategies, prioritizing investment in green technologies and the promotion of regenerative agricultural practices across our value chain.
- Structure and implement a cross-cutting environmental culture program through educational campaigns that engage all our personnel in sustainable habits.
- Continue developing the Sustainability Fair, integrating it organically with quality and food safety processes to demonstrate that a safe product is also a sustainable product.

Economic dimension

Sustainable Commercial Development and Portfolio Valorization



- Research and develop innovative alternative products to fresh avocado that preserve flavor, texture, and nutritional value but offer a longer shelf life, enabling us to impact new global markets.
- Boost our refrigerated product line, strengthening our commercial offering and diversifying our portfolio to capture new business opportunities.
- Ensure that guacamole distribution complies with the strictest international technical and regulatory requirements, demanding excellence at every link of the value chain.
- Rigorously execute the projected production plan for 2026, aiming to reaffirm our commitment to compliance, volume, and timeliness with global clients.
- Proactively maintain and renew current certifications in quality, food safety, and social responsibility, consolidating our position as a reliable and competitive benchmark in the agroindustrial sector.
- Strengthen loyalty strategies with our partner growers, ensuring long-term stability of the supply chain under a model of mutual growth and secure trade.

Índice de contenidos GRI (Global Report Initiative)

Material topic	GRI Standard	SDGs and objectives	Ref. in this report
Alignment with environmental regulations for a sustainable future	GRI 307 Environmental Compliance	 SDG17: Partnerships for the Goals 17.5	Compliance with environmental regulations
Environmental management: Environmental: Pillar of our sustainability	GRI 303 Water and effluents	 SDG 6: Clean Water and Sanitation 6.4  SDG 12: Responsible consumption and production 12.2	Indicators water consumption and wastewater
Environmental management: Environmental: Pillar of our sustainability	GRI 302 Energy	 SDG 2: Zero Hunger 2.3	Indicator energy consumption
Food Waste: A Global Challenge and a Transformation	GRI 103 Management approach	 SDG 12: Responsible production and consumption 12.5	Food Waste
Commitment to food quality and safety	GRI 103 Management approach	 SDG 2: Zero Hunger 2.4	Indicators of quality and safety
Well-being and development: The center of our culture	GRI 403 OH&S	 SDG 8: Decent Work and Economic Growth 8.8	Rate of this accident

Material topic	GRI Standard	SDGs and objectives	Ref. in this report
	SDG10: Reduced Inequalities 10.2	8.5 SDG10: Reduced Inequalities	over 45 years
WELL-BEING AND DEVELOPMENT: THE CENTER OF OUR CULTURE	GRI 202 Market Presence	 SDG 8: Decent Work and Economic Growth 8.7	Labor well-being
WELL-BEING AND DEVELOPMENT: THE CENTER OF OUR CULTURE	GRI 413 Local Communities	 SDG 17: Partnerships for the Goals 17.5	2024 in Action: Strengthening our commitment to SDG 30
PRODUCERS: THE HEART OF SUSTAINABLE AVOCADO WATER	GRI 103 Management Approach	 SDG 1: No Poverty 1.4	Small and medium producers
RESEARCH AND DEVELOPMENT: INNOVATING TO CONNECT WITH THE FUTURE	GRI 103 Management Approach	 SDG 8: Decent Work and Economic Growth 8.2	R&D Indicator
CUSTOMER: TRUST AND QUALITY THAT INSPIRE LOYALTY	GRI 103 Management Approach	 SDG 2: Zero Hunger 2b	What do we do to manage this material topic?
WELL-BEING AND DEVELOPMENT: THE CENTER OF OUR CULTURE	GRI 401 Employment	 SDG 1: No Poverty 1.4  SDG 8: Decent Work and Economic Growth 8.7	Staff turnover, hiring young people aged 18 to 25, hiring young people aged 18 to 25, hiring



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