



SUSTAINABLE MANAGEMENT

Report 2021

*Nurturing a better tomorrow
we create a better world.*

SUSTAINABLE MANAGEMENT

Report 2021

*Nurturing a better tomorrow
we create a better world.*

This report has been prepared in accordance with GRI standards: essential option, and verified by Deloitte Asesores y Consultores Ltda. in order to ensure the transparency, quality and scope of the information reported.

The Sustainable Management Report 2021 reflects the work, achievements, commitments and challenges that we have from Alianza Team®, convinced that by **Nurturing a better tomorrow** we create a better world. Sustainability is the backbone of what we do, we know that we are not alone in the world and that from our daily actions we must generate value to society and contribute to a more hopeful world.

In 2021 we demonstrated what we are made of: courage, passion and resilience. Undoubtedly, this

year brought with it great challenges; COVID-19 has remained present in our lives, great volatility in the markets and social conflicts that marked a milestone in our society. This left us with great lessons that, through speed and agility, allowed us to be part of the solution and achieve excellent results. We are firmly convinced that every day represents an opportunity and that by working as a team we will always go further; in the midst of the global situation and the different social and economic contexts in the countries where we operate, we seek above all to be the best allies of our employees, our customers, consumers, suppliers and the communities where we operate.

The year 2021 was a new opportunity to continue creating value and to be a more sustainable company every day, contributing to the social and business

fabric, guided by our higher purpose: **Nurture a better tomorrow.**

Finally, we ratify that at Alianza Team®, innovation, talent development and sustainability are the levers that drive the entire strategy of our organization. Below we share our most significant accomplishments and the challenges we face to achieve the **three major commitments we have set out in our 2030 Ambition.**

2030 AMBITION

By 2030 we will be a company open to the world, focused especially in North America and Asia, we will have ensured 100% of our agricultural supply chains in environmental, social and governance (ESG) standards, we will be carbon neutral, continuing to strengthen our offer of science-based technological solutions, and the comprehensive development of our people and communities in all the countries where we operate.



During 2021 we learned that in every complex situation there will always be an opportunity to do things differently, enhance our skills and reaffirm our commitment to leave a better world for future generations. Undoubtedly, the pandemic and the situations we are experiencing are a sign that the world needs more hope, empathy, solidarity and the construction of a fairer society with greater opportunities for all. The responsibility to generate a change belongs to everyone, and each one of us, from our own occupation, must make a positive impact on the planet, this space that we all share and that is ours not only to preserve but to leave it even better for future generations.

Read more



Luis Alberto Botero B. / President & CEO Alianza Team®



At Alianza Team® we have a genuine interest in leaving a better world for future generations. We are aware that by honoring our higher purpose of **Nurturing a better tomorrow**, we will build a better world, with more opportunities for all. As a company, we believe in organizational growth through three key levers: our people, innovation and sustainability understood from the economic, environmental and social dimensions.

[102-11; 102-14]



CONTENTS

Introduction

- Organizational Presence and Talent **P. 06**
- Governance & Culture **P. 07**
- Sustainability at Alianza Team® **P. 09**
- Risk and Compliance **P. 11**
- Economic value generated and distributed **P. 15**

We are allies in making the difference

- Responsible Sourcing Strategy Alianza Team® **P. 18**
- Supply Chain Monitoring and Verification System **P. 18**
- Supplier Management Plan **P. 20**
- Corporate Volunteering Aliados Somos + **P. 21**

Our Planet

- The path towards the consolidation

- of the climate strategy **P. 24**
- Environmental management indicators **P. 25**
- Commitment to the environment **P. 26**

Our People

- Health and Safety of our people in the workplace **P. 30**
- Key Talent Indicators **P. 31**
- Strengthening human talent **P. 33**
- Aliados Somos + **P. 35**

Transforming the market

- Innovation **P. 38**
- Our products, services and solutions **P. 39**
- Health and Nutrition **P. 40**
- Organizational excellence **P. 40**

Appendix

P. 42

INTRODUCTION

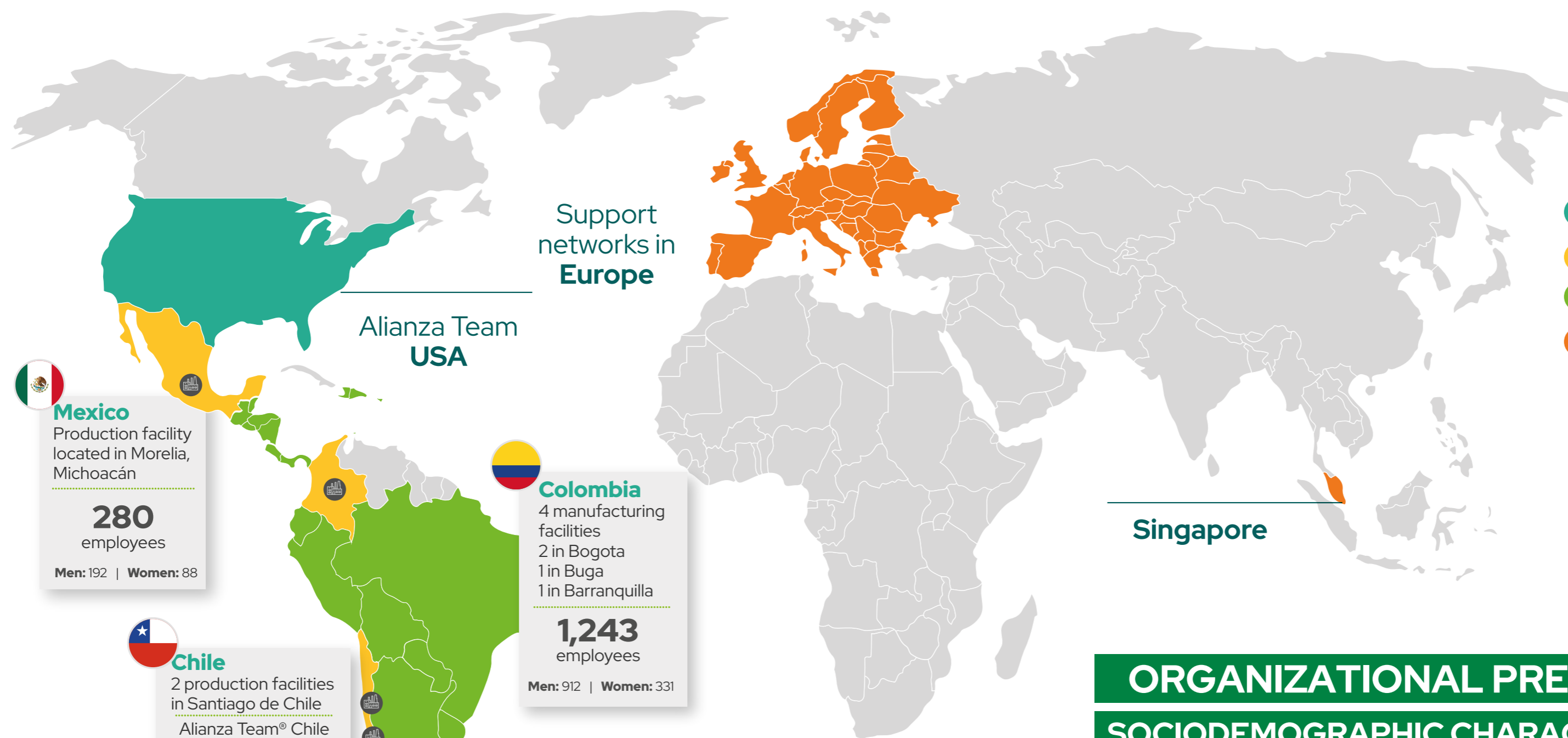
[102-3] Our history

Conformed by the union of six companies producing vegetable oils and fats with more than **75 years of experience** in the sector in Colombia, we develop innovative, different and relevant products, services and technological solutions, where through lipids **we make the difference and generate value** for our customers and consumers.

What moves us as an organization and what we get up every day with conviction is to **Nurture a Better Tomorrow**. We work for this purpose by seeking and promoting sustainable processes with positive impacts on the development of our society, leveraged on a culture of innovation in which growth is aligned with the strategies of the **nine business units** in which we are organized and each of our **four strategic business groups** (SBGs): Team Solutions, Team Foods, BredenMaster® and Team Caribe.

[102-4; 102-6 ; 102-7; 102-15, 102-10; 102-8; 102-41]
Team Caribe was created in 2021, with the objective of having a strategic coherence that will allow us to continue growing and being closer to our clients and consumers and to the value chain in the Caribbean region. We are convinced that this new SBG will lead us to continue our growth path.





- Expansion into new geographies
- Production plants
- Exports
- Investments:
 - Singapore
 - California
 - Redes de Apoyo en Europa

Total employees
2,495

ORGANIZATIONAL PRESENCE AND TALENT

SOCIODEMOGRAPHIC CHARACTERIZATION Alianza Team®

| | Men | Women | % Covered by collective bargaining agreements |
|---------------------------|------|-------|---|
| Total Alianza Team | 1772 | 723 | 25.59 |
| Mexico | 192 | 88 | 15 |
| Colombia | 912 | 331 | 7.16 |
| Chile | 80 | 39 | 22 |
| BM Chile | 588 | 265 | 58.2 |

| Age Range | <30 Years Old | 30-50 Years Old | >50 Years Old |
|---------------------------|---------------|-----------------|---------------|
| Total Alianza Team | 634 | 1438 | 439 |
| Mexico | 106 | 163 | 27 |
| Colombia | 368 | 666 | 209 |
| Chile | 17 | 84 | 18 |
| BM Chile | 143 | 525 | 185 |

CORPORATE GOVERNANCE & CULTURE

[102-16]

Understanding where our inspiration comes from, we have been aware that there is no growth, innovation and development if we are not the **best allies** and generate value to our stakeholders, create cross-cutting alliances with our customers, consumers and suppliers, and leave a better world for future generations alongside an **exceptional, committed and passionate team**, which allows us to pursue our higher purpose every day. Through our **culture model**, we highlight different values and characteristic attributes of our people. With courage, passion and resilience, we will continue to find **new opportunities to build a better planet for all**, basing our actions on the four priorities of our organization:

Our People: We believe in people, their talent and their potential to achieve everything we set out to do.

Sustainability: We work to leave a better world for future generations.

Customers, Consumers and Suppliers: We develop long-term alliances to maximize value for all.

Our Shareholders: We grow in a profitable and sustainable way, seeking to be the best investment.

WHAT WE ARE!

At Alianza Team® we guide our actions based on the 4 things that matter to us:
our people, sustainability, our shareholders and our customers, consumers and suppliers.



We are positive and entrepreneurial

We live with **passion, courage and conviction** to generate value throughout the value chain.



We are agile and innovative

Defying the **status quo, searching and learning from change** with resilience.



We are allies in order to make the difference

With **depth and knowledge**, we offer solutions that transform our surroundings.



We are safe, trustworthy and transparent

We are committed to **positively impacting our stakeholders**, and delivering on our commitments.

This result reaffirms our commitment to **Nurturing a better tomorrow**, establishing actions that positively impact our environment and drive us forward.

25th
in the world
in the food
industry

5th
in Latin
America

3rd
in Colombia

This would not be possible without the support and contribution of all Alianza Team® employees who stand out for being innovative, reliable, optimistic, enterprising, agile, transparent and confident people; starting from the example set by our shareholders and our Board of Directors, permeating the entire organization, firmly believing in living and reflecting the principles and values stated in our **Policy Guidelines**.



SUSTAINABILITY at Alianza Team®

[102-44; 102-46; 102-47]



Isabel Giraldo / Sustainability Manager - Alianza Team®.

Sustainability at Alianza Team® encompasses the **comprehensive management** of the business strategy ensuring **coherence between our higher purpose, culture and values** with our actions.

We therefore align our prioritized material issues and the commitments stated in our **2030 Ambition** with the United Nations 2030 Agenda by contributing to 12 of the Sustainable Development Goals and 30 of their specific targets:

- Innovation, research and development capabilities
- Supply chain assurance (ESG compliance & traceability)
- Supplier development
- Occupational health and safety
- Packaging and materials
- Circular economy initiatives
- Operational eco-efficiency
- Partnerships for development
- Risk, HR & Compliance
- Profitable Growth

Strategic Relationships

Preparing today for the challenges of the future with relevant stakeholders in our areas of influence

The path of Nurturing a Better Tomorrow has allowed us to become aware of the **environmental, social and economic issues and challenges facing the world and the responsibility we have as change generators**. Knowing and understanding the needs and expectations of our stakeholders is essential to

the organization's growth strategy, leaving a better tomorrow for future generations.

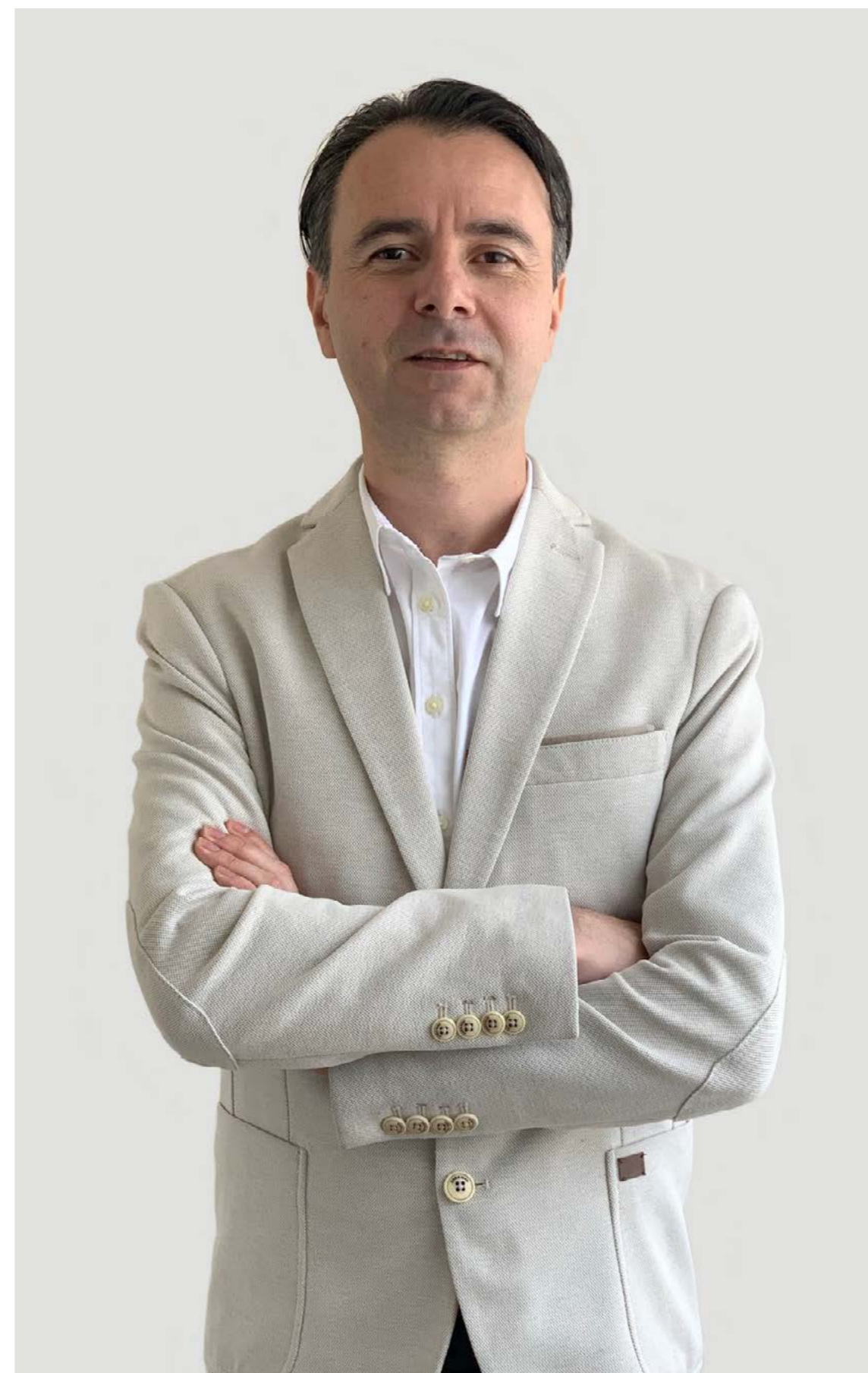
It allows us to **anticipate future trends** and changes, **proactively managing risks and capitalizing on opportunities** to protect and strengthen corporate reputation.

That is why we actively participate in different guilds and associations in both national and local initiatives, among which we highlight: **Voluntary Agreement for Zero Deforestation in the palm chain, Carbon Neutrality Program** of the Colombian Ministry of Environment, **Collective for the management of materials and packaging Vision 30|30** in Colombia, **SIC Corporate RESIMPLE** for reporting to the Ministry of Environment, in compliance with Chile's Recycling and Extended Producer Responsibility (REP) Law, **Clean Production Agreement** to promote the issue of eco-labeling of recyclable packaging in BredenMaster®, **Association of Industrialists of the State of Michoacán A. C.** sharing good industrial practices and identifying talent in the organization's area of influence, and the National **Association of Edible Oil and Butter Manufacturers**, which promotes the national integration of the oilseed agroindustrial chain in Mexico.



RISK & COMPLIANCE

Committed to transparency, integrity and compliance
[T18, 102-17]



Pedro Forero / Corporate Risk Management Coordinator - Alianza Team®

We work continuously to promote a culture of compliance and transparency, managing the risks to which our operation is exposed, in order to achieve the proposed objectives and **improve the competitiveness** of the organization, always convinced that our ethical and correct actions are the best legacy we can leave in the market.

In response to the global context of the health crisis, we updated our strategic risk analysis, focusing on strengthening our preventive and proactive management, recognizing new challenges for our operations and revalidating existing ones.

As a result, the residual risk for Alianza Team® **remained at moderate**, as in 2020, highlighting the improvement in the rating thanks to the implementation of new controls and action plans built and implemented throughout 2021.

In 2021 we had three major achievements to highlight in this area. First, we implemented the **Supply Chain Monitoring and Verification System**, allowing us to manage relevant risks for the organization according to the prioritized raw materials through a holistic analysis defining their criticality and mitigation measures.

On the other hand, given the regulatory changes that took place in Colombia for the Self-Control and Integrated Risk Management System for Money Laundering, Financing of Terrorism and Financing of the Proliferation of Weapons of Mass Destruction - SAGRILAF and the Business Ethics

Program, we appointed a new Compliance Officer, reconfigured the team, **adjusted the risk maps and included technological tools to automate the segmentation by risk factor. We also continued with our training programs, reaching 95% coverage** among our employees in Colombia.

We will continue to work hand in hand with our stakeholders, operating efficiently, managing the initiatives and challenges that arise, developing tactical managers, implementing control measures and action plans in our risk management, maintaining monitoring in all our operations to strengthen our business continuity plan, having as a fundamental premise the coherence between our declarations and actions, **ensuring today while preparing for tomorrow.**

We continue to raise awareness and train the organization, establishing permanent capacity building sessions on relevant and emerging issues, to ensure the best economic, environmental and social practices in our own operations and in our value chain, ensuring corporate governance, knowledge transfer, socialization and implementation of our Responsible Sourcing Strategy, along with the permanent disclosure of our corporate integrity line, the main grievance mechanism for all our stakeholders.

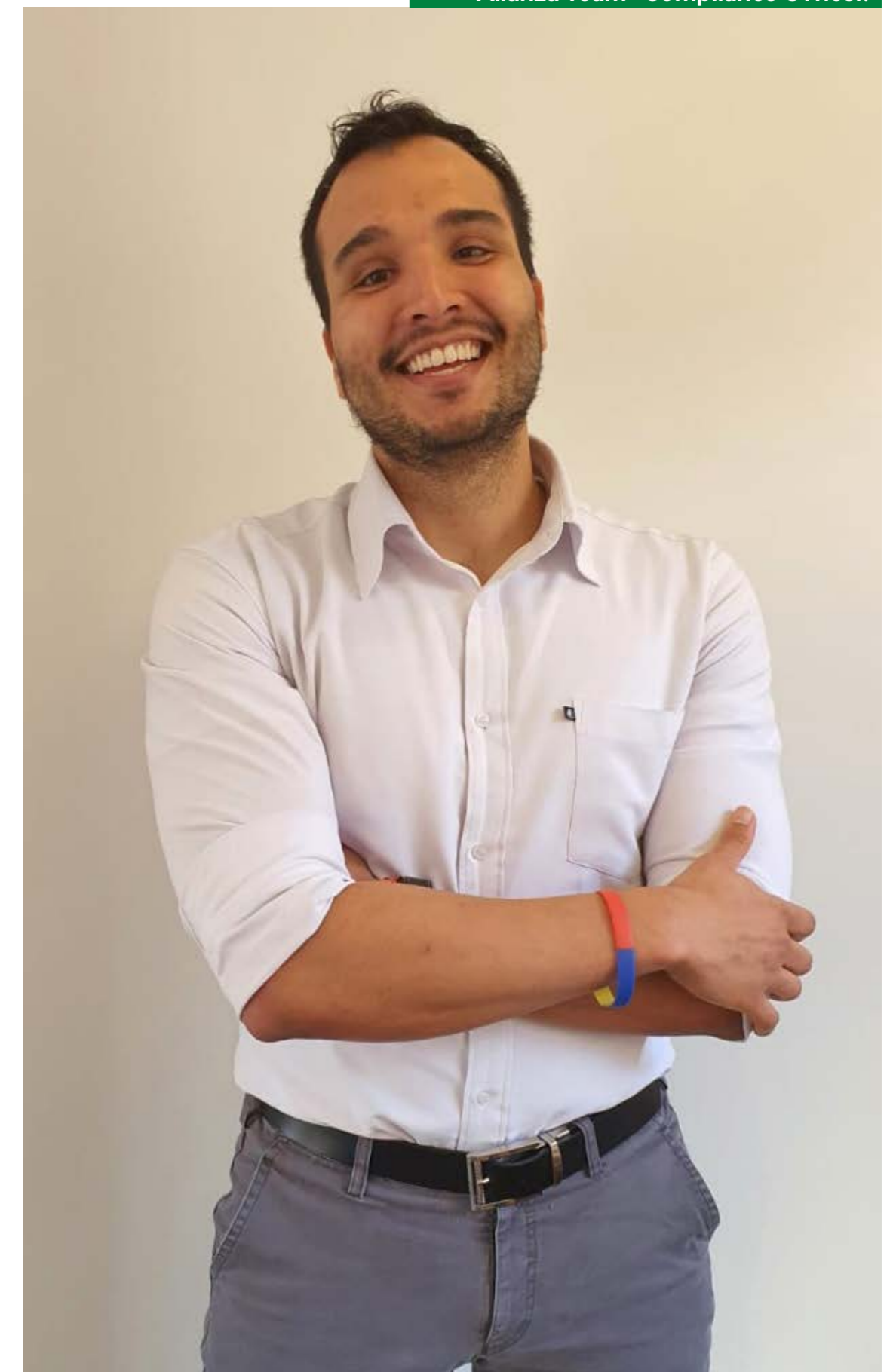
We highlight that honoring the objective of the organization's **Ethics and Compliance** program, by virtue of which we seek to promote a culture of transparency, ethical and responsible behavior,

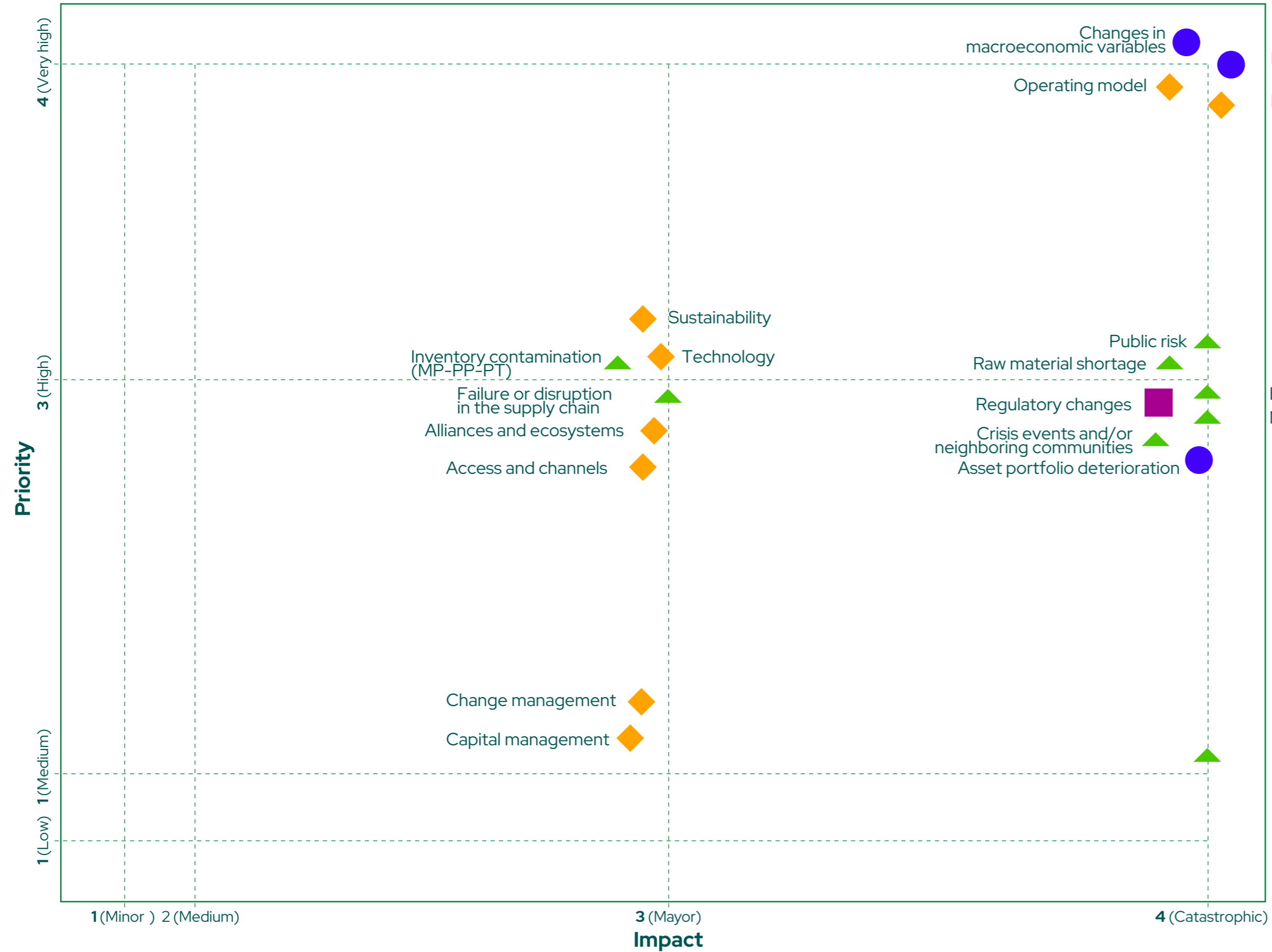
Corporate Integrity Line:
<https://teamfoods.alertline.com>

Telephone lines:
 Colombia: 01800 911 0011;
 Mexico: 01800 288 2872;
 Chile: 800 360 312

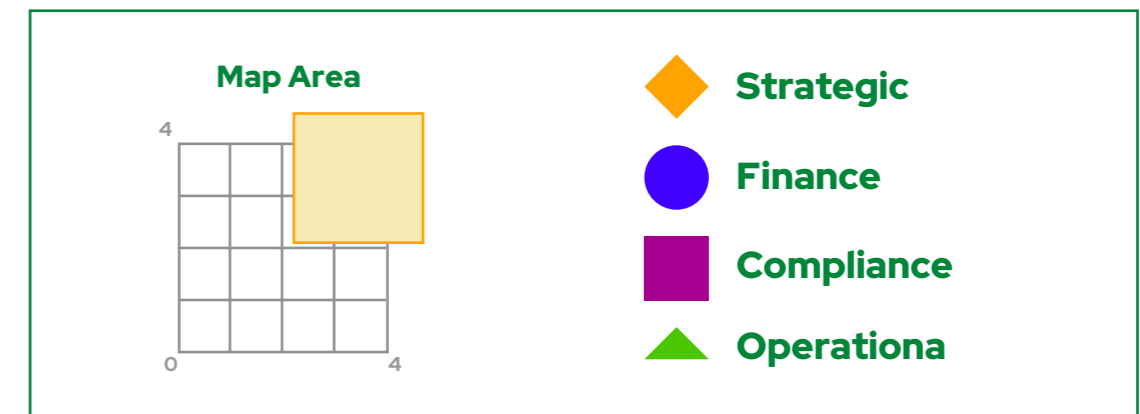
Once connected, dial 888-265-9894 and select the language. Each person will get a PIN to return to the system and receive feedback on their reported case.

complying with all legal and regulatory requirements applicable to our operations. As a result, during the year 2021 no fines or sanctions associated with anticompetitive behavior or transparency in the market were imposed against the organization.





Top 20 Risks in terms of criticality (Inherent risk)



**** Inherent risk:** risk level without taking into account the control measures or activities established for its mitigation.

Corporate Finance and Procurement Team

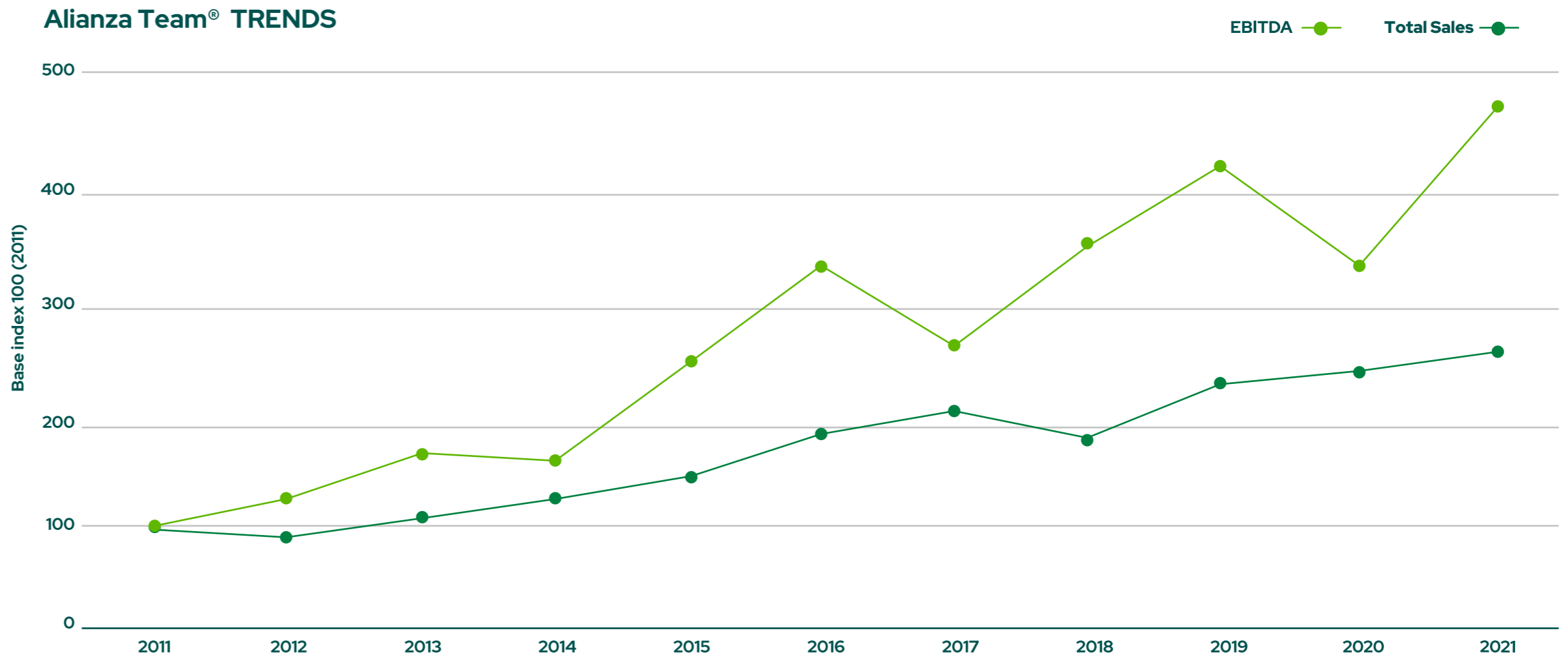


ECONOMIC VALUE GENERATED AND DISTRIBUTED

[T19; T20; 201-1; T21, T22]

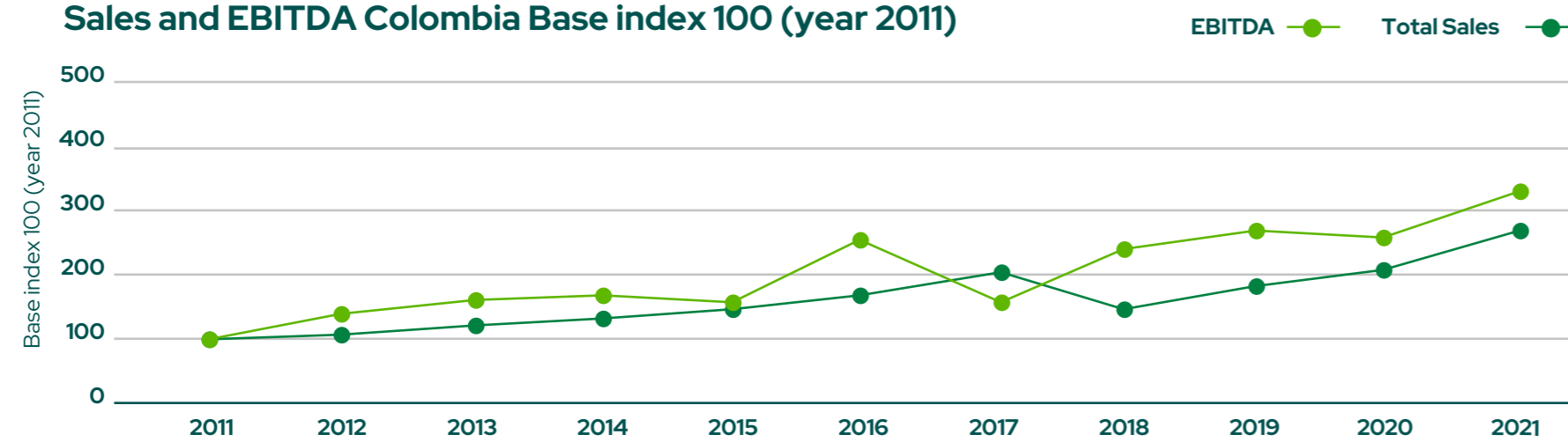
2021 was a year in which we continued on the path of economic recovery at a global and local level. In Alianza Team® we reaffirm that, in a scenario of high price volatility, international logistics crisis and the different social and economic contexts of the countries where we operate, from the **speed, agility and capture of opportunities** we obtained excellent results, highlighting that the **economic value distributed increased by almost 40%, with a consolidated sales growth of 7.40%**, evidencing that we continue working on the generation of value for our stakeholders.

| Economic Value Generated and Distributed Alianza Team® (millions of COP) | 2021 |
|---|--------------------|
| (EVG) Total income: net sales plus income from financial investments and sale of assets. | \$2.497.303 |
| (EVD) Operating costs: payments to suppliers, royalties and facilitation payments. | \$1.965.141 |
| (EVD) Total salaries and social benefits for employees: total payments made to employees and social contributions. Does not include future payment commitments. | \$176.338 |
| (EVD) Payments to capital providers: dividends paid to all types of shareholders. | \$44.724 |
| (EVD) Payments to governments: all company taxes, contributions and penalties. Includes payments to regulatory agencies. | \$28.478 |
| (EVD) Community investments: voluntary contributions and investment of funds in the community. | \$481 |
| Total EVD (does not include income) | \$2.215.162 |

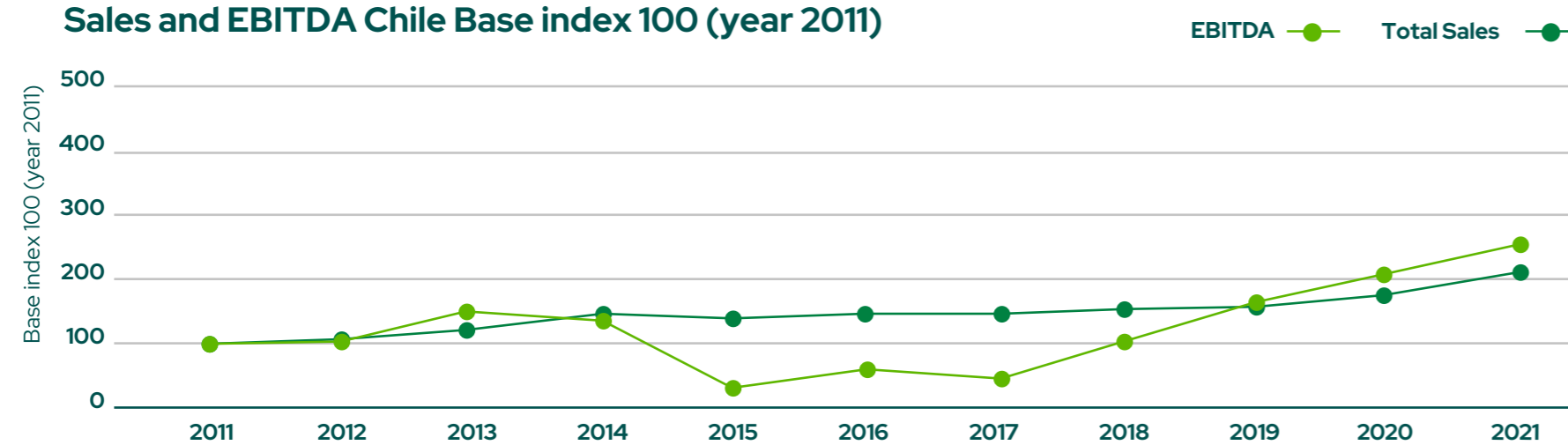


DETAILS BY COUNTRY

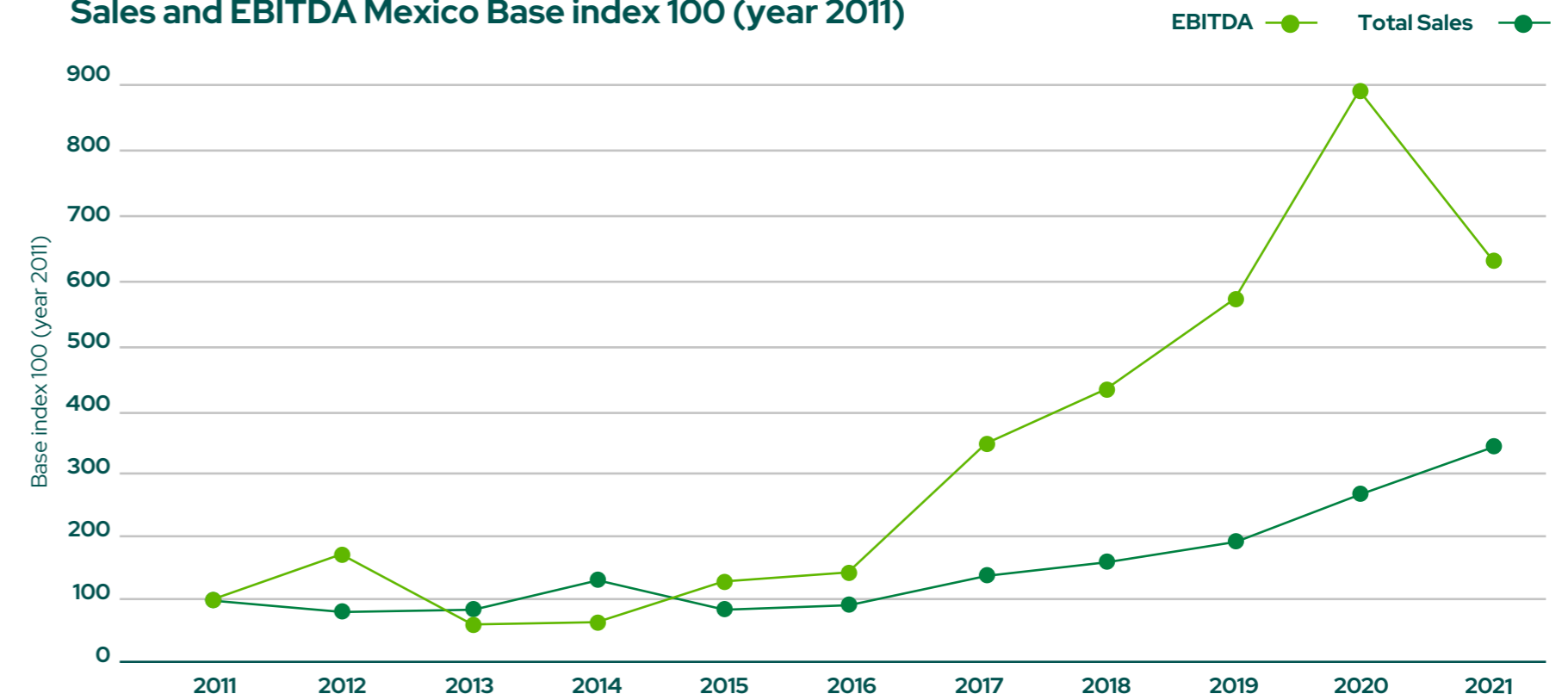
Sales and EBITDA Colombia Base index 100 (year 2011)



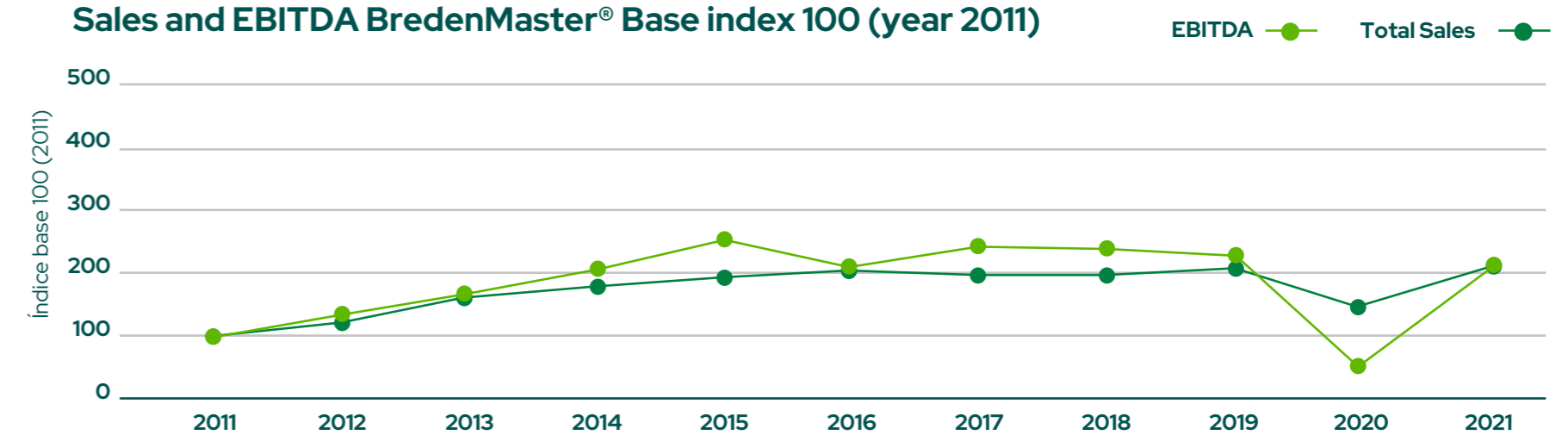
Sales and EBITDA Chile Base index 100 (year 2011)



Sales and EBITDA Mexico Base index 100 (year 2011)



Sales and EBITDA BredenMaster® Base index 100 (year 2011)





CHAPTER

We are allies in making the difference

1



CHAPTER 1

We are allies in making the difference



First Commitment 2030 Ambition:
Ensure 100% of our agricultural supply chains in environmental, social and governance standards.

The first front of Alianza Team® 's 2030 Ambition consists of ensuring compliance with environmental, social and governance (ESG) criteria in all our agricultural chains, understanding that these represent the main focus for our operation and are where we have the greatest opportunities to generate a positive impact.

That is why with the implementation of the **Responsible Sourcing Strategy** we seek both to address opportunities and challenges in order to work together with our partners, particularly our direct and indirect suppliers, to make a difference.

We know that our success depends largely on the quality and commitment of our partners, therefore we are committed to developing long-term, transparent and constructive relationships that are beneficial to all, and thus have the best inputs and materials for our operation while our partners advance in best practices in their business management.

This together with our deep knowledge, manufacturing capabilities and processes, will allow us to continue offering solutions that positively transform the environment and generate welfare.

The scope of our commitments and our **Policy Guidelines** extend throughout our entire value chain -including smallholders- aiming for a positive, inclusive and long-lasting transformation for our partners and ourselves.

Accomplishments:

- To date we have information about **45% of the cultivation polygons** that supply us with palm at the corporate level.
- We achieved more than **90% traceability to the origin of palm** and its derivatives in Colombia and Mexico.
- We closed **95% of the gaps identified in the GAP analysis** conducted by Earthworm Foundation to align corporate principles and values with our internal policies and procedures.
- We achieved that **60%** of our critical suppliers of corporate lipid raw materials are part of the Aliados Somos + volunteer program.

Progress on commitments for 2023:

- To have a complete mapping, diagnosis and risk analysis of the three prioritized chains, achieving 100% traceability to the origin for palm and to the mill for soybeans.
- Consolidate a robust grievance mechanism for all stakeholders that is known, reliable and effective.
- Implement at least one social and environmental transformation project with a landscape approach together with strategic allies.

RESPONSIBLE SOURCING STRATEGY

Characterization of the supply chain:

[102-9; 204-1]

We genuinely believe in the development and economic growth from the **sustainable management of resources**, thus leaving a better world for future generations. For this reason, based on our principles and values, and driven by our conviction to positively impact the relationship between responsible sourcing and nature, we built the **Responsible Sourcing Strategy**, which dictates the route for the fulfillment of our environmental, social and governance commitments stated in the Policy Guidelines in our own operations and throughout the value chain.

It is important to mention that the organization's purchasing categories (lipid raw materials, packaging materials, inputs and ingredients, non-productive elements and administrative services) are supplied by approximately 2,800 suppliers. Lipid raw materials represent almost **90%** of the cost of our products, followed by inputs and ingredients, which represented almost **5%** of the cost for 2021.

For this reason, we focus our efforts on the agricultural supply chains of the organization, with the firm objective of being an ally for our communities and environment. Within our operations and throughout the value chain, we seek to ensure:

- Protection and conservation of forests as a home for **biodiversity**.
- Promoting **food security** in an ethical and sustainable manner.
- Respect for the **rights of local and indigenous communities**, providing development opportunities.
- Respect and promotion of **human rights** and **labor standards**.
- Encouraging the **participation of smallholders**, providing opportunities for training and development of good practices.
- **Transparency** as a key part of each link in the chain, with traceability and monitoring from the origin.
- **Protection of ecosystems** from deforestation and/or conversion.



In order to implement this strategy, we have defined **3 work fronts**:

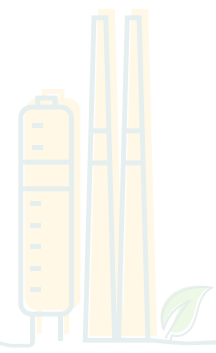
I. Supply Chain Monitoring and Verification System

We identify and manage the associated risks in our supply chain, seeking to ensure 100% of our agricultural supply chains in ESG standards (environmental, social and governance) by 2030.

The path of Nurturing a better tomorrow has allowed us to continue working with our allies. As part of our Responsible Sourcing Strategy, we created the Supply Chain Monitoring and Verification System (SMVYC).

This tool allows us to understand, from the origin of our supply, where to focus our efforts, time and resources, to work together with our strategic allies (direct and indirect suppliers, NGOs, government and others) and make decisions that allow us to **ensure our chains** and positively transform our operation.

Through our relentless pursuit to generate a positive impact in the places where we have direct and indirect presence, in 2021 we achieved the implementation of our SMVYC in **100%** of our direct palm suppliers in Colombia, Mexico and Chile, having a clear picture of the opportunities and the first actions to be addressed to promote best practices in our direct suppliers and establishing customized work plans according to the identified opportunities.



Preparing for the challenges of the future, and always with the objective of going further to ensure the suitability of this tool, with the support of the interdisciplinary team of Earthworm Foundation, we conducted the pilot verification of the SMYVC in November 2021 with a visit to one of the main palm oil mills in Colombia and its core supply of fruit including communities and areas of influence. As a result of this exercise, our strategic ally Earthworm Foundation, as an independent third party, verified the suitability of the SMYVC, thus establishing itself as the organization's tool for monitoring current and future supply chains and as a key input in decision making associated with the evaluation and incorporation of new suppliers.

**Our next steps:
Supplier follow-up and monitoring strategy**

- Follow up on the implementation of the commitments established in the Alianza Team® Policy Guidelines.
- By 2025, we expect to visit 100% of the prioritized critical palm oil mills, reaching each applicable supply level (trader, storage, mill, large scale plantations, indirect fruit suppliers (smallholders), communities and areas of influence).
- Communicate the personalized action plan per palm supplier, defining short, medium and long term commitments, following the communication of the results of the SMYVC.
- Deploy the SMYVC for the soybean supply chain in the second semester of 2022.
- Strengthen the grievance mechanism procedure focused on the supply chain.

- We will expand the scope of the deforestation-free supply verification percentage for the palm chain.

**[T4]
Traceability to origin
100% traceability to palm origin and to the mill for the soybean chain by 2030.**

We have understood that one of the main steps to continue leading the transformation of the supply chains where we have an impact is to know in depth the origin of our agricultural raw materials, genuinely believing in traceability to origin as a means to ensure our principles and values and the promotion of transparency in each link of the value chain.

Understanding the evolution and management of the chain as a continuous process, we expanded the scope and detail of the requirements associated with the origin, including the request for information regarding crop polygons, managing to compile in just one year the cartographic information of **45%** of the crops that supply palm to the organization, along with the request to our suppliers for the publication of their direct supply chain.

% Traceability to plantation for palm supply chain

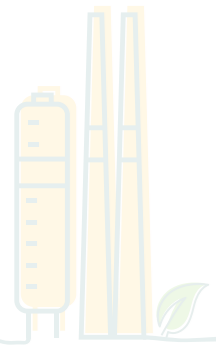


Soy Traceability

We continue to work hand in hand with our soybean suppliers. Based on an understanding of the complexity of the chain, we have established actions that will allow us to promote best practices in the medium and long term. Through the consensus of voluntary agreements on traceability to the mill, we have valuable information associated with the bean's region of origin, collection points, mills and traders. To date, we have 55% traceability to the soybean mill at the corporate level and we maintain our ambition to reach 100% by 2030.

**[T5; 102-17]
Commitment to zero deforestation in our agricultural supply chains.**
NDPE - No Deforestation, No Peat Expansion and No Exploitation.

In 2017 we signed the **Voluntary Agreement for Zero Deforestation** in the palm oil chain in Colombia and we extended our commitment to 100% of the organization. Throughout these years, our actions to know in depth the origin of our agricultural raw materials has not



stopped, recognizing the support and collaboration of our direct suppliers and smallholders for being part of the solution in the strengthening and transparency of our supply chains.

This year, together with Earthworm Foundation and its team of geomatics experts, we began independent verification of our NDPE commitment with the application of Starling (a satellite tool that monitors changes in forest coverage) to manage the risks associated with deforestation.

To date, we have analyzed more than 7,851 points between geographical coordinates and palm plantations, which are part of our supply chain in Colombia, Mexico and Chile, marking a relevant milestone in the acceleration of our **commitment to ensuring zero deforestation by 2030**.

II. Supplier management plan

We are allies for development throughout the value chain.

We develop long-term alliances maximizing the value of all, keeping sustainability as a transversal axis in everything we do. We know that alone we cannot generate the change we seek with our stakeholders, therefore, and particularly with our suppliers of raw materials, we work on the promotion and adoption

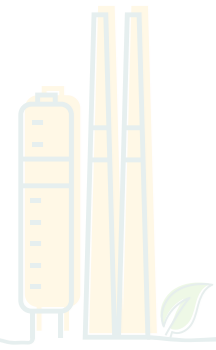
of practices that allow the **protection of the soil, biodiversity** and livelihoods that promote the **resilience of smallholders**, and the strengthening of communities through the implementation of different projects and strategies:

Development and management of smallholders: RSPO certification under the smallholder standard

We continued to support Palmas del Cesar in the certification of **100 fruit suppliers** under the RSPO smallholder standard, a clear example of a collaborative project for the generation of economic development in the countryside, strengthening good economic, environmental and social practices. During the two years of work, thanks to the formation of an interdisciplinary team that allows us to understand and manage the current challenges to close the gaps identified, we have contributed to capacity building and the establishment of actions on strategic issues such as: labor contracting, occupational health and safety, community relations, ecosystem conservation, among others.

One of the main results to highlight is that 100% of the suppliers linked to the project do not present deforestation in the analyzed periods (2007-2010, 2010-2014, 2014-2019), according to the environmental impact studies carried out. We expect to certify the first group of smallholders under this standard in the first half of 2022.





Identification of environmental and social risks in the fruit supply chain:

We supported Extractora del Sur de Casanare in the **characterization, evaluation and management of the risks** of its fruit supply chain (composed of 92 suppliers) focused on ESG issues, for the implementation of practices and capacities that allow the development of sustainable agriculture through the establishment of work plans per farm and the characterization of its supply chain.

As part of this process, in July 2021 we participated in the socialization of the Toolbox for the Analysis of Environmental and Social Risks at the Farm Level, a space created by the Proyección Eco-Social Foundation in conjunction with the National Wildlife Federation and the University of Wisconsin with the support of the International Climate and Forest Initiative of Norway in the development of deforestation-free chains, as an invited company to share our approach in the implementation of our **commitment to zero deforestation**, generating strategies that allow us to curb these practices from the territory, ensuring the protection of forests. Our goal is to continue expanding the scope of this project with the prioritized mills in Colombia.

Supplier development

We developed the Alianza Team® Implementation Manual, with the consulting firm Peterson, to ensure that from the process of obtaining and grinding

soybeans, this material is free of deforestation with Segregated Refinery for an exclusive production line in Chile.

B Corporation Better companies for the world

In alliance with B Corp, we began the diagnosis of the environmental, social and economic performance of more than 1,200 suppliers in different purchasing categories in Colombia, Mexico and Chile with the most widely used evaluation tool for measuring and improving ESG in the global business sector: B Corp's Impact Assessment (Mide lo Que Importa in Spanish), thus expanding the scope of supplier evaluations on sustainability issues and providing tools for promoting good practices to our allies through the establishment of measurement and management plans.

Results of the Voluntary Agreement for Zero deforestation in the palm oil chain in Colombia. Sustainable food production is possible

The Zero Deforestation Agreements are the voluntary commitment of agribusiness, national government and civil society organizations to stop the deforestation of forests and moorlands in Colombia.

Colombia is one of the largest palm producers in the world and for several years has initiated the path towards sustainable production with zero deforestation. In this activity that distinguishes it

from other countries, the results of the Baseline of the Institute of Hydrology, Meteorology and Environmental Studies of Colombia (IDEAM), the entity in charge of studying the environment in the country, reflect the sector's commitment to sustainability by verifying that deforestation caused by palm oil is only 0.4%, **ensuring that the palm sector is not a promoter of deforestation in Colombia.**

III. Corporate Volunteering Aliados Somos +

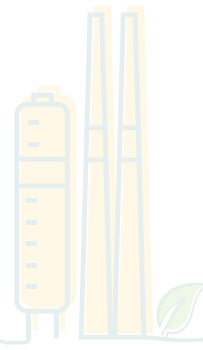


We understand the challenges of our suppliers and supply chains and offer value opportunities: a year and a half reaffirming that we are allies for development.

In 2021, we confirmed that working together with our strategic allies and assertive communication has allowed us to anticipate the needs and expectations of our stakeholders, understanding the impact we have on our value chain and, in turn, finding opportunities to address complex issues that allow the development of **agriculture in an ethical and responsible manner.**

The organization's call to share knowledge and experience, while generating development opportunities, has allowed us to continue with



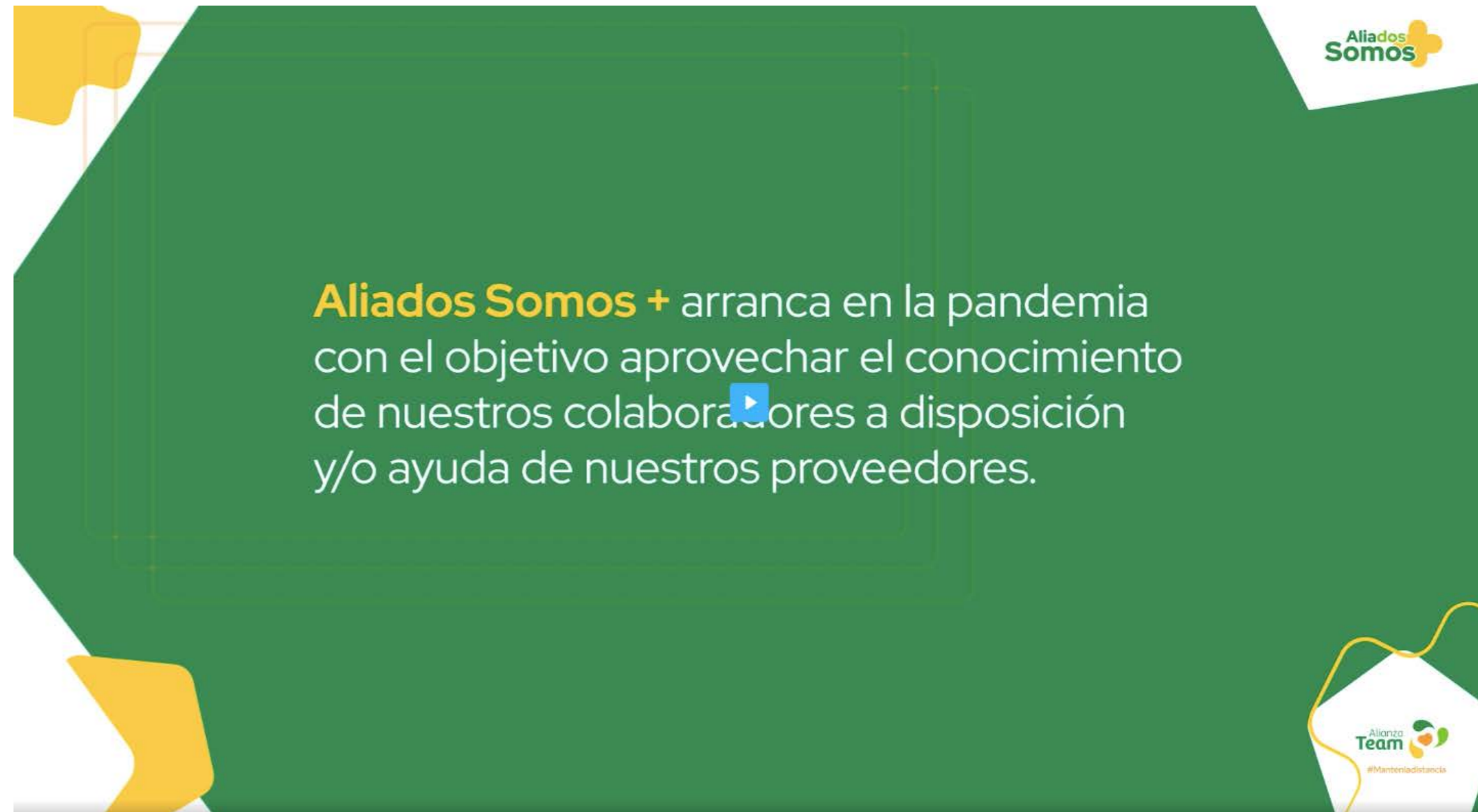


corporate volunteering, working with academia, internal employee volunteers and our suppliers to make a difference.

In 2021 we closed the third round of volunteering, reflecting the essence of our employees, who always seek to go beyond their daily work, receiving university students to enhance their skills and their development as professionals. We believe that young people are the fundamental basis for leaving a better future and in turn allows us to work with our suppliers, who are allies with whom we generate value, understanding that close accompaniment is relevant to advance under our higher purpose of **Nurturing a better tomorrow.**

Through the development of long-term alliances to share best practices in economic, environmental and social issues with the **organization's strategic suppliers**, located in Colombia, Mexico and Chile, together with the support of the Universities of La Sabana, Los Andes and Externado de Colombia, as well as the Instituto Tecnológico y de Estudios Superiores de Monterrey, Campus Morelia in Mexico, today we present the following results:

- More than 88 individual work sessions to suppliers.
- We reached 1,253 hours of work.
- We achieved the participation of 60% of our critical suppliers of lipid raw materials at a corporate level.
- We included new inspiring volunteers such as Solidaridad and CECODES (Colombian chapter of WBCSD).



By 2022 we will include external volunteers from Colombia, Mexico and Chile, and we will continue to share best practices that will allow us to consolidate our position as strategic allies, providing solutions that have an impact on the

entire value chain of our suppliers, being managers of new practices and differentiating projects that will allow us to consolidate our position as one of the most sustainable companies in the world.





CHAPTER
Our Planet

2

CHAPTER 2

Our Planet

Second Commitment 2030 Ambition: Carbon neutral

Our purpose of Nurturing a better tomorrow implies going beyond supplying the market with products of the best quality and safety. It means innovating every day with solutions that respond to the environmental and social issues that are affecting the world, through the permanent review of our operations and the way in which we generate value for our stakeholders.

For this reason, we are committed to being **carbon neutral** by 2030, considering scope 1 and 2 emissions.

Accomplishments

1. 18% reduction of carbon footprint at corporate level in relation to 2020.
2. Beginning of the establishment of corporate environmental goals under the guidelines of Science-Based Targets.
3. As of April 2021, 100% of the electricity consumed by the Chile plant is supplied by renewable energy from the Huatacondo solar plant.
4. We launched 3 presentations of Superfry with packages manufactured with 100% post-consumer PET resin.

Progress on commitments for 2023:

Structure the corporate climate strategy to set our Science-Based Targets based on reliable data and long-term projections.

To make Alianza Team®'s Manos Verdes® circular economy program a benchmark with regional impact and presence in at least four countries.

The road to consolidating the climate strategy.

We worked hand in hand with technical experts, understanding the strengths and opportunities we have for climate change management and establishing the roadmap to achieve carbon neutrality by 2030, considering Scope 1 and 2 emissions. In collaboration with the consulting firm GAIA, we embarked on the path to establish corporate environmental goals by evaluating the guidelines of Science-Based Targets, starting with an in-depth review of the environmental indicators and operation of the company's seven facilities. We adjusted roles and responsibilities for the organization's climate management from the highest corporate level, creating an interdisciplinary work team and establishing the next approaches to implement the Alianza Team® carbon neutral management plan:



- Alignment to endorsed international methodologies for carbon footprint calculation.
- Analysis of current data and processes of the organization for the establishment of corporate goals.
- Implementation of roadmaps by facility to respond to the 27 criteria of the Science-Based Targets methodology.
- Initiate Scope 3 measurement at corporate level.

We will continue to build capacities with 100% of our direct employees, who comply with the culture of measurement, analysis and reporting that represents us within the organization, focusing our actions on generating a **positive impact on our environment**, based on a rigorous review of our processes and the opportunities we have to continue contributing to the construction of a better world.

Environmental management indicators [T15; T17; 302-3; 305-4]

Alianza Team® Chile Employees



TRAFFIC LIGHT IN FRONT OF 2020

Area of opportunity ● Improvement ● Remains the same ●

Total Alianza Team®

Water intensity (m3/t.e.): 1.57 ●
 Energy intensity (MwH/t.e.): 0.76 ●
 Emissions intensity (TON CO2e / t.e.): 0.25 ●
 Use of ordinary waste (%): 86 ●

Colombia

Water intensity (m3/t.e.): 1.15 ●
 Energy intensity (MwH/t.e.): 0.65 ●
 Emissions intensity (TON CO2e / t.e.): 0.15 ●
 Use of ordinary waste (%): 97 ●

México

Water intensity (m3/t.e.): 2.93 ●
 Energy intensity (MwH/t.e.): 1.12 ●
 Emissions intensity (TON CO2e / t.e.): 0.52 ●
 Use of ordinary waste (%): 65 ●

BredenMaster®

Water intensity (m3/t.e.): 2.65 ●
 Energy intensity (MwH/t.e.): 1.09 ●
 Emissions intensity (TON CO2e / t.e.): 0.70 ●
 Use of ordinary waste (%): 65 ●

Chile

Water intensity (m3/t.e.): 2.18 ●
 Energy intensity (MwH/t.e.): 0.76 ●
 Emissions intensity (TON CO2e / t.e.): 0.18 ●
 Use of ordinary waste (%): 35 ●

WATER

- Replicating the water treatment model led by the Buga facility in Colombia, the Morelia facility is home to Taquito, a betta fish, who, along with five other fish, lives in a fish tank **100% fed with treated water from the treatment plant**, demonstrating its purity and quality.
- **91%** increase in recirculated water at the Barranquilla facility compared to the previous year.

ENERGY

- Recovery of more than **50%** of the condensates associated with maintenance management and infrastructure repairs at the Morelia facility, thus reducing the consumption of natural gas for operating processes. We expect to reach 70% recovery by 2022.

WASTE

- The Fontibón and the BredenMaster® facilities had a **15%** and **66%** improvement, respectively, in their waste separation, use and recovery processes.

CARBON FOOTPRINT

- Reduction of the corporate carbon footprint by **18%** (under the current measurement) thanks to the efforts at each of the facilities.
- Reduction of **42%** of CO2 generated in the storage process at the corporate level, with respect to the last 4 years.
- We began the transition of the organization towards the consumption of **renewable energies**. Since April 2021, **100%** of the Chile plant's electricity supply is supplied by renewable energy from the Huatacondo solar plant, and we expect this progress to be reflected in the next report in the environmental indicators.



Sandra Gallego - Management and Environmental Systems Coordinator Buga Facility

Commitment to the environment

We focus our actions on the **preservation, recovery and conservation of the environment**, facing current and future problems, through the development of programs, projects and valuable solutions that allow us to generate a **positive impact** in our areas of influence and value chain.

Verde de Corazón

The Verde de Corazón (Green at Heart) team is made up of employees who voluntarily sign up to become agents of change in Colombia, Mexico and Chile, multipliers of the environmental message, with a genuine interest in positively impacting the environment and leaving a better world for future generations. The following are the main actions we are developing in 2021.

- **Reforestation** of 200 native trees in the Guaymaral area and around our Buga Facility.
- Celebration of Biodiversity Day at the Bogota Facility with the community, with **67 employees**.
- Awareness-raising on water resource protection to 22 families in the **Huertas en Casa** (home gardens) project with the support of 42 employees at the Barranquilla Facility.
- Expanded the scope of **#SumarPorElPlaneta** at the Morelia facility in Mexico and the Buga facility in Colombia, to continue sharing and strengthening knowledge about climate change and actions to mitigate it with the participation of the industries

present in the areas of influence of our facilities.

- Installation of **rainwater harvesting systems** and creation of training spaces for members of the communities in our area of influence of the Morelia facility, regarding the problem of water stress.

We actively participate in different initiatives with our stakeholders, in the construction and consolidation of strategies to address the problems we face today as a society. We would like to highlight that for the thirteenth consecutive year we received the PREAD Environmental Excellence Award, granted by the District Environmental Secretariat at the Bogota facility in Colombia. Also in 2021, we reached a very important milestone by consolidating our alliance with IMELSA, a company that is an expert in generating electricity from renewable sources, **to supply 100% of the energy needs of our Team Foods Chile plant.**



VERDE DE CORAZÓN

Protegiendo el mañana



Manos Verdes
[T25]
We are a movement that brings together, educates and mobilizes people to improve the world through collective action.

In 2015 we took on the task of closing the used cooking oil (UCO, ACU in Spanish) cycle in Colombia, managing its collection and coordinating its responsible disposal as an input for the production of biodiesel. Six years later, this commitment encourages us to continue leading this change. We are pleased to see that the industry is increasingly aware of the challenges associated with the management of its waste under a **circular economy vision**, which is why we have expanded the scope of collection for HORECA (hotels, casinos and restaurants sector), visiting **31,241** points of sale, including new restaurants and deepening our value proposition by offering solutions that provide traceability and security in the proper disposal of this waste. We are working on strategies to attract new customers, including small restaurants that do not have the possibility of properly disposing of UCO, establishing alliances with our suppliers with the use of different methods and tactics.

Similarly, understanding that we are increasingly permeated by thoughtful consumers who want to be an active part of the proper management of the UCO, **we built the largest UCO platform for Colombian**

households, conducting training campaigns for consumers to make proper use and disposal of UCO, while building a network of alliances with convenience stores to reach more families, with more than 1,600 collection points in cities such as Bogota, Barranquilla, Cali and Medellin.

In 2021 we will collected **963,142 kg of ACU**, which represents **25%** more than what was collected the previous year, thus avoiding the emission of more than **2,311,540 kg of CO2**.

Packaging: results, materials and projects



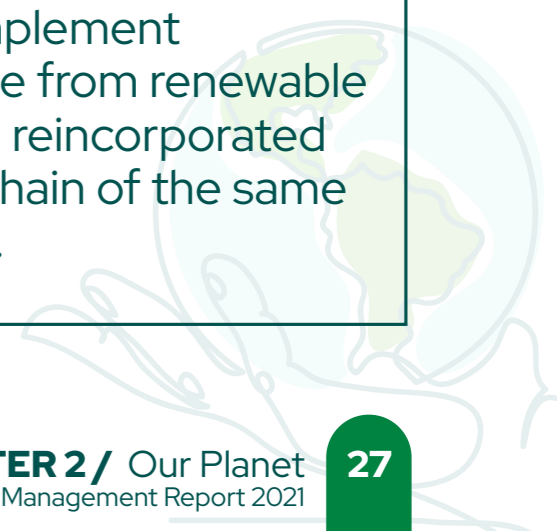
Materials, packaging and containers are one of the greatest challenges for the food and beverage industry in terms of impact and pressure on the environment, which is why we seek to make a difference through a circular economy approach leveraged on the rigorous application of the four pillars that govern our **packaging strategy**.

From the generation of opportunities that maintain the design and quality of packaging, we propose to ensure that 100% of our packaging achieves its

maximum potential for reuse, either by reusing those that are legally and technically possible or by ensuring their incorporation into a local production cycle, preventing them from being improperly disposed of in a landfill or water source.

Strategic Pillars

- 1** **Reduction:** Reduce complexity in the design of packaging material components and increase the percentage of recycled materials.
- 2** **Recyclability:** Implement materials to facilitate recycling.
- 3** **Reuse:** Potentiate the design and use of packaging for reuse in the same or another system.
- 4** **Appropriation:** Implement materials that come from renewable sources and/or are reincorporated into a productive chain of the same or different nature.





In Colombia, since the launch of ANDI's Vision 30 | 30 post-consumption program for materials and packaging in 2019, a program of which we are founding members, we have deployed actions towards the development of a robust information system regarding the amount of containers and packaging placed on the market. Being **agile and innovative**, we have adjusted the search processes for packaging materials by generating value propositions that allow us to be recognized for the quality of our products and also for the management of our waste, seeking to reduce pollution in the world, especially plastic pollution.



Last year we were very proud to announce the launch of the **first oil bottle made from 100% post-consumer recycled material, avoiding the use of 127 tons of virgin PET resin**. For 2021 we continue to work with interdisciplinary groups focused on finding new opportunities to ensure that the PET in oil bottles can be recycled and reincorporated into a new value chain, and increasing the number of products with recycled materials. Our Superfry brand in Panama for example, now uses 100% PET made with post-consumer recycled resin in its three presentations.

Team Foods Chile defined an internal and external management system on the matter, creating an interdisciplinary team at the corporate level to design the packaging baseline, and in turn, work on raising awareness of this law to our national and international suppliers, as well as internally with employees. We also voluntarily joined the RESIMPLE Collective SIC in Chile, a system that will be in charge of managing waste collection goals, specifically for containers and packaging, to report the results to the corresponding governmental entity.

BredenMaster® joined as a founding member of the Great Collective Management System (GRANSIC) promoted by New Hope Ecotech/ Todos Reciclamos, under which it expects to meet the collection and recovery goals associated with packaging products. GRANSIC is currently being evaluated by the Court of Free Competition, and will present the Management Plan to the Ministry of the Environment of Chile by September 2022, in compliance with the deadlines for implementation of the law.

These concrete actions reflect the organization's **commitment to be mobilizing agents of change** by working with our stakeholders, establishing actions at a national and global level that last over time and contribute positively to the progress towards a circular economy.

BredenMaster® employee





CHAPTER **3**

Our People

CHAPTER 3

Our People



Third Commitment 2030 Ambition: Comprehensive development of people

We believe in people, their talent and their potential to achieve everything we set out to do.

At Alianza Team® we believe in our people, and their comprehensive development is one of our fundamental commitments. This is the third axis of work for our 2030 Ambition and we understand the concept of people as our **employees, their families**

and the communities where we operate. Knowing that our actions impact our surroundings and always seeking to leave the best footprint by being allies for development, we focus on beneficial actions for our talent, their families, and in our areas of influence, through **health, housing, education, employment, entrepreneurship and food security programs.**

Accomplishments

1. We invested **\$2,229,836,550 COP** in various ESG impact initiatives for our stakeholders under the Aliados Somos + umbrella.
2. We increased by almost **11%** the investment focused on benefits for our people and their families in our operations in Colombia and Mexico.
3. We filled **61%** of our vacancies at the corporate level with internal talent.

Progress on commitments for 2023:



Our People: the fundamental lever that drives our growth

1. Health and safety of our people in the workplace

Our people are one of the four priorities of the organization, and as a fundamental axis of our culture model, we believe that through talent we are able to capitalize on the organization's growth strategy. In 2020, with the arrival of the health emergency due to the COVID-19 Coronavirus pandemic, we defined our value scale for decision making, where caring for the **integrity, health and well-being of our employees and their families is and will continue to be our top priority.** This is the way we work at Alianza Team®, ensuring coherence between our thinking, planning and acting, along with the principles and values that characterize us.



KEY TALENT INDICATORS

[401-1; T11; T12; T13]

TRAFFIC LIGHT IN FRONT OF 2020

Area of opportunity ● Improvement ● Remains the same ●

Total Alianza Team®

Total turnover: 20.41 ●
 Voluntary Rotation: 10.83 ●
 Accident frequency (LTIFR): 9.94 ●
 Accident severity Index (ISA): 133.89 ●
 Absenteeism: 4.5 ●

Colombia

Total turnover: 14.43 ●
 Voluntary Rotation: 8.39 ●
 Accident frequency (LTIFR): 4.32 ●
 Accident severity Index (ISA): 39.67 ●
 Absenteeism: 1.33 ●

México

Total turnover: 32.6 ●
 Accident frequency (LTIFR): 23.46 ●
 Voluntary Rotation: 3.06 ●
 Accident severity Index (ISA): 59.11 ●
 Absenteeism: 0.42 ●

Chile

Total turnover: 25.93 ●
 Voluntary Rotation: 12.04 ●
 Accident frequency (LTIFR): 14.1 ●
 Accident severity Index (ISA): 317.26 ●
 Absenteeism: 6.78 ●

BredenMaster®

Total turnover: 24.97 ●
 Voluntary Rotation: 10.43 ●
 Accident frequency (LTIFR): 24.82 ●
 Accident severity Index (ISA): 342.45 ●
 Absenteeism: 12.98 ●

*legend with formulas: LTIFR: (Cases/HHT)*1,000,000; ISA: (Days/HHT)*1,000,000; Absenteeism: (Days of incapacity due to EG+AT/Total days worked)*100.

Actions to prevent accidents and absenteeism

The accident frequency and severity indicators improved for our operations in Colombia thanks to the development of the **Substandard Conditions Program**, based on the identification of unsafe conditions to prevent accidents, with the understanding that the more conditions are identified and corrected, the lower the probability of an accident. In the case of the indicators for Mexico, BredenMaster® and Team Foods Chile, third-party contractors were added to the calculation, which previously only included our employees, which explains the results for

the year. For 2022, the corporate focus will be on reporting and closing the Sub-Standard Conditions Program for the three countries, maintaining the **Integrated Health Strategy** developed in 2020 and deployed internally since the end of 2021, which takes care of the physical work environment, the psychosocial environment, and healthy lifestyles, advancing in the model of the pillars of occupational health and safety in Colombia, and at the same time advancing in the development of a safety program in machines and recertification in ISO 45001 in BredenMaster®.

Alianza Team® Employees





Pandemic Management

We have successfully managed the pandemic thanks to the agility and resilience that characterizes us, keeping the health and well-being of all our people at the top of the priority. During 2021, we continued the measures to prevent contagion through training, monitoring and promotion of vaccination days, with **98%** of our employees having at least one dose

applied and **80% with a complete vaccination scheme**, along with the application of 12,054 tests and 7,815 medical follow-ups. Faced with new and more contagious variants of the COVID-19 Coronavirus, our absenteeism rates increased compared to the previous year; however, the efficiency of our health measures ensured that absenteeism linked to this virus only represents 10% and we have had **0 fatalities** due to this cause to date. In the same

way, under the framework of the Integrated Health Strategy, we conducted awareness and training sessions for the management of the mental and emotional health of our employees. Thanks to our rigorousness, we received a 95% rating for compliance with Biosafety protocols according to the third party audit in Colombia carried out by our professional risks insurer Sura.



2. Strengthening human talent

[404-2; 401-2]

We seek to develop the **maximum potential** of our employees through the design of new programs and the strengthening of those we have to accompany them in their **personal and professional growth-through transitions**, individual development plans, succession maps, promotion of internal talent and well-being-to overcome the challenges presented by the global and local context. In this way, we managed to decrease turnover rates compared to 2019 for the Colombia and BredenMaster® operations, strengthening the organization during 2021 to have the people who will accompany us on our path of growth.

Talent Agenda

We believe in the development of our employees based on their **strengths and self-knowledge** as the center for the design of their individual development plans, ensuring personal success and that of the organization. Through the Talent Agenda, we accompany our employees in this process to maximize their potential, **reaching 76%** of our people in Colombia, Mexico and Chile. In parallel, we created the employee performance evaluation platform to support the development cycles, allowing us to achieve extraordinary goals, forming to date more than **1,300 development plans** in Chile, Colombia and Mexico and at the same time deepening the self-knowledge of 98% of employees in Colombia.

Leadership School

Together with **Origen**, a nonprofit specialized in creating leadership networks, our Leadership School seeks the development of today's leaders and the future of the organization. It promotes awareness and the strengthening of soft skills, promotes the characteristics of the Alianza Team® culture model and the search for the fulfillment of our higher purpose in everything we do. In the last two years, it has covered **40% of the employees in Colombia, Mexico and Chile**, thus contributing to the transformation we are seeking in the organization and guaranteeing group and individual support in the new reality we are living in.

[T6]

We have found in the mobility of the organization an enabler for professional growth, strengthening the talent pipelines in the hope of having natural successors as well as covering vacancies (that do not require an external call) with internal talent. Currently, 76% of our successions are covered; this means that 54% of key positions have a successor, and by 2021 we have **61% of our vacancies covered with internal talent**, showing an excellent trajectory for the goal of covering 75% by 2023.

Ana María Forero / Talent Development Director at Alianza Team®.





THE 4 THINGS THAT MATTER TO US!

At Alianza Team® we guide our actions based on the 4 things that matter to us: **our people, sustainability, our shareholders and our customers, consumers and suppliers.**



Our shareholders

Growing in a profitable and sustainable way, striving to be the best investment.



Sustainability

Building a better world for future generations.



Our clients, customers and suppliers

Developing long term alliances that are mutually beneficial.



Our People

We believe in **people, their talent and potential** to achieve everything we set out to do.



[405-2; T9]

At Alianza Team® we work every day to build a great place to work, and this commitment is reflected in the results of the workplace survey carried out by Great Place to Work, reaching the twelfth best place to work in Colombia, being **the first in the food industry** in companies with 301 to 1,500 employees, alongside ranking as **the fifth best place for women to work in Colombia too**, according to Great Place to Work.

These results motivate us to continue adapting to the needs of today and tomorrow, sharing the knowledge and experience we have acquired over the years and in the different cultures where our operations are present, always being open to new ideas, with the willingness to adopt new ways of doing things. We remain committed to continue building a work environment that reflects our principles and values, enabling the promotion of internal talent, guided by our commitment with **equality, diversity and inclusion**, and fair compensation through the practice of rigorous salary surveys that comply with our internal policies.

As part of this commitment, in 2021 we increased the number of female employees by 9%, our Talent Development team was certified in gender equality and women's empowerment, contributing with specific actions to the construction of a fairer and more equitable society.

3. Aliados Somos +

Working hand in hand with our stakeholders to generate value. [102-12]



AliadosSomos+ is the evolution of the organization's social investment strategy focused on capacity building, evidencing how we are Nurturing a better tomorrow through actions that allow the generation of value for our stakeholders. Thus, **the corporate umbrella of Aliados Somos +** and its **four work fronts** establish the guidelines for the fulfillment of the strategy with the six prioritized stakeholders.

i) Education and employability cycle

In Colombia, the Buga and Barranquilla facilities, in alliance with the NATIONAL LEARNING SERVICE (SENA in Spanish), continue the professional training program, impacting more than **137 young people** (graduates and trainees) in education to become Industrial Maintenance Technicians in Buga and Industrial Machinery Mechanic Technicians in Barranquilla. To give continuity to this program, guidelines and goals were established in the three



facilities in Colombia as part of the organization's contribution to the development of the country's young people.

ii) Support for entrepreneurship in our value chain.

Through the **Entrepreneurial Families** program, we promote the empowerment of women, working with 25 mothers who are members of the Barrio Abajo community where the Barranquilla facility is located, supporting the creation of opportunities to generate new sources of income for households in the area by creating a gastronomic laboratory.

Through SENa as a partner entity, the participants obtain certifications for all the workshops

conducted, in addition to the involvement of AlianzaTeam® talent to bring the community closer to our brands and continue contributing to Nurture a better tomorrow. We expanded the scope of the Aliados Somos + volunteer program to promote entrepreneurship through education and training for employees and families to apply for their businesses or business ideas and contribute to their start-up, or to strengthen their practices.

In 2021, we will focus on the design of this proposal, hoping to accompany **200** businesses through complementary knowledge circuits with our employees, in order to open the program in 2022.



iii) Food Safety [T14; 102-12]

During 2021 we invested **COP \$2,229,836,550** in the communities that surround us at the corporate level; of this investment, a total of **COP \$780,664,183** was invested in cash and product donations to our **19 allied organizations**, reaching 26,164 people.

We continued with the **Campi Sal Marina** projects in alliance with FUCAI Foundation, and the #MeSumo campaign, with which we reached more than **800 and 6,500 people** respectively, to combat malnutrition in the areas of influence, generating value with our stakeholders.



To learn about the partner organizations we support through our donations, click here.

[T8; 401-2]

Read more



iv) Education, health and housing

We know that the achievements and milestones of Alianza Team® are due to each of the **nearly 2,500 employees** who day by day face the daily

routine with resilience, optimism and commitment, and in deep gratitude, as well as looking after their welfare, in 2021 we made a total investment of COP\$505,692,025 in benefits, which represents an **increase of almost 11% in investment compared to 2020** in Colombia and Mexico, impacting 10,000 people between employees and their families. In the same way, we invested more than COP \$500,000,000 in education, health and housing benefits for our employees and their families.



Students - Alianza Team® Buga Employees

Learn here about our four work fronts of Aliados Somos + in Alianza Team®.

1

Education and employability cycle

Focused on the development of tactics to promote education for employment, covering the preparation process of young people, from high school graduates to professionals, technicians and technologists.

2

Support for entrepreneurship in our value chain

Through partnerships, we extend education and training programs in entrepreneurship skills, not only to our employees and their families, but also to our communities. In this way, we contribute to generate employment in our environment through the consolidation of micro-enterprises.

3

Food safety

We seek to guarantee in our communities nutritional awareness and development, education and adequate consumption of fats, in addition to contributing with donations in product and money -through alliances- to mitigate the lack of food availability and hunger in vulnerable populations.

4

Education, health and housing

Through programs focused on expanding access to education, decent housing and health improvement for our employees and their families.



CHAPTER
*Transforming the
market*

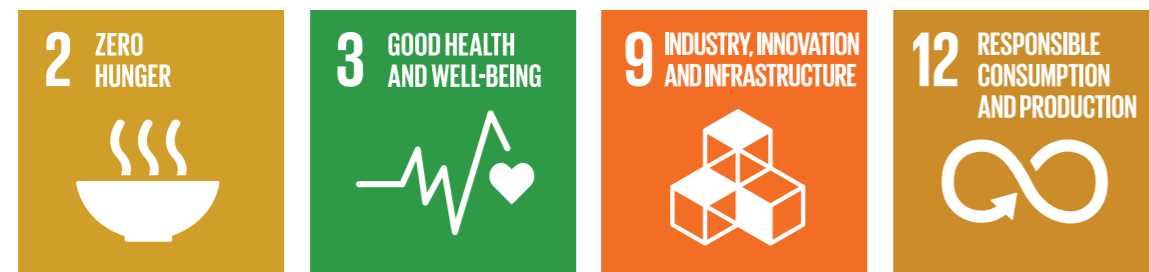
4

CHAPTER 4

Transforming the market

Nurturing a better tomorrow creates a better world.

Our people, innovation and sustainability are the organization's levers of growth. [102- 2]



In the framework of the fulfillment of the 2030 Ambition, we believe that **our people, innovation (open and closed) and sustainability** are the three levers that day by day allow the consolidation of these major commitments based on the following **strategic axes**: i) innovation and digital transformation, ii) measurement and reporting culture, and iii) strategic communication with our stakeholders.

Accomplishments

1. We are listed as the **sixth most innovative company in Colombia** in the ANDI and Dinero ranking.
2. We have **19 patent** families, of which 22 have been granted and 18 more are in process, thanks to the efforts of more than 30 full time R&D employees.
3. We innovated **132 products** this year in Team Foods



and Team Caribe, and 20 products in BredenMaster®. 4. BredenMaster® started the My Store (Mi Almacén) initiative, paving the way for the digitalization of the traditional channel.

5. Dagusto inaugurated its own online sales channel, serving end consumers directly.

Progress on commitments for 2023:

- Complete the diagnosis of critical ingredients and contaminants for 100% of our products to draw up transformation plans in line with scientific consensus.
- Structuring long-term projects with our brands and businesses that generate high social and/or environmental impact.

Innovation (open and closed) Our efforts

[T1]

Innovation is the main path to growth and is one of our **greatest strengths and corporate capabilities**. Being part of our DNA and organizational culture, we can overcome the challenges we face in environments of high volatility, uncertainty, complexity and ambiguity and transform them into opportunities, ensuring the highest standards of quality, safety and differentiation to make lipids and our brands stand out.

That is why we **invest 1.28% of our annual sales** in processes tied to innovation such as research and development of different products, managing to implement differentiated solutions throughout

our value chain, recognized by Great Culture to Innovate, and also as the **sixth most innovative company in Colombia and the first in the food sector** by the National Association of Entrepreneurs and Dinero magazine.

Motivated to continue innovating and searching for entrepreneurship opportunities, during 2021 we continued working with our own initiatives such as **Albora**, our corporate venture capital fund, investing in two startups aligned with our goal of promoting and permeating knowledge by addressing major challenges in the industry, while strengthening our innovative ecosystem by generating alliances with startups, research centers and other relevant allies worldwide.

We recognize and promote innovation as part of our work environment with the **ReINNventar** program, which awards the most innovative ideas of our employees for the third consecutive year at the corporate level.

In addition to these projects, we have had important results in terms of solutions and patents, reaching **19 patent families**, with 18 pending and 22 granted, involving more than **30 employees** from our operations in Colombia, Mexico and Chile in their ideation, development and management.

Our products, services and solutions

We transform food by offering products, services and solutions based on health, nutrition, technology and wellness.

We reach homes with **relevant and differentiated solutions** through brand building, based on a deep understanding of our customers and consumers. In Team Foods, Team Caribe and BredenMaster® we launched **152 products**, including new launches and others that we adjusted according to the organization's health and nutrition guidelines.

We ventured into new categories within our product portfolio of **Jappi®, Dagusto®, Olivetto® and the BredenMaster® Donuts line**. For Jappi, we launched a new category within the plant-based world, Vegetable Proteins, which offers all the organoleptic characteristics of animal protein with the product Jappi Burger, codified in 5 of the 6 major chains in Colombia thanks to its characteristics of 19 grams of protein per serving, free of soy and preservatives.



In the case of **Dagusto®**, since 2020, in the midst of the sanitary crisis and strict isolations, we entered the dough and frozen bakery categories, launching -in less than two months- the home bakery portfolio, consolidated in the Colombian market during 2021.



Today we are present in all Colombian supermarket chains, and in digital channels such as Merqueo and Rappi. We also launched the first sales model for the brand in an online B2C, managing to serve the end consumer directly and offer the entire brand portfolio in one place, supported by the promise of same-day delivery in three of the main cities of Colombia: Bogota, Medellin and Cali.

For **Olivetto®** we launched a new image for the entire portfolio, modernizing the brand along with the presentation of the product, and we launched Olivetto Hummus, revolutionizing the world of olives in Colombia, providing nutritional quality and flavor in a versatile, natural and preservative-free product.

Additionally, BredenMaster® created the **Digital Channel** with a strategic ally of online delivery, to accompany our customers in the creation of spaces on the web for the online sale of their products, achieving that our customers **exceeded by 10% the minimum amount of the average ticket for each purchase**.

[T24, 417-2]



Aware of the responsibility to **share complete, accurate and timely information** for our customers and consumers, we work with the National Association of Entrepreneurs - ANDI in self-regulation in advertising and nutritional labeling of food, seeking compliance with the Colombian government's public health objectives and thus prepare for the upcoming requirements.

We follow front labeling guidelines, communicating nutritional batteries in a clear manner, with **95%* of our products** having a front nutritional labeling scheme. According to our internal information systems, in 2021 we had no non-compliance with ANDI's self-regulation commitments.

Organizational excellence



* Based on the selected sample of products

In 2021, despite the difficulties of the global context, we managed to overcome adversities with an increase in production, narrowly reaching 2019 levels.

Consolidated production increased to almost **417,000 packaged tons**, and we highlight as a significant achievement associated with our operations the installation of a **new refinery in the Buga facility**, the adjustments made in the operations of the Morelia facility, allowing the improvement in the percentage of tons produced. For the case of Bredenmaster® we initiated the set-up of the donut line, the most modern line in America, evidencing our firm step in the face of the growth of our businesses in the three countries where we operate.

An important part of our performance at Alianza Team® is the **trust** we transmit to our customers and consumers through different fronts that allow us to work in accordance with internationally recognized standards, which we apply in our operations.

The **quality standards** that govern our activity and the certifications we have endorse the meticulousness we have in our processes, which is a priority when being part of the food industry.

Our operations are supported by the following certifications: Food Safety System Certification FSSC22000 Version 5.1 in our seven facilities in Colombia, Chile and Mexico. We retained the Kosher OU certification and a HALAL re-certification for three products in Mexico.

In Chile we also have HALAL certification, as well as ISO 9000:2015, ISO14001 for environmental management which are also present in Barranquilla, Bogota and Buga, along with Kosher OU, Authorized Economic Operator (Export and Import) and ISO 45001 in Barranquilla facility.

[T3]

Additionally, we have a complaints and claims mechanism that allows us to be close to our stakeholders and follow up on their requests. This year we registered 767 cases in Colombia and Mexico, answering **100%** of them and resolving 99.48% of the situations reported; the residual is associated with erroneous reports or those not related to our operation.

For this reason, in order to reduce these gaps in 2022 and not associate reports that are not directly related to our operation, we will work on a protocol that establishes a period of time that allows us to close the case in a satisfactory manner for all parties involved and thus resolve all registered cases.

ACKNOWLEDGEMENTS

At Alianza Team® we firmly believe that through our people, innovation and sustainability we will successfully achieve the sustained profitable growth of the organization, our higher purpose to Nurture a better tomorrow and the 2030 Ambition. We will continue to work to make a difference and generate value solutions for our customers and consumers, shareholders, and suppliers, leaving a better future for generations to come.

To close the shared successes of 2021, we would like to thank our employees and all our partners who, with their time, resources, optimism and ingenuity, have been instrumental in helping us achieve our goals and ambitions.

Looking ahead to 2022, and knowing that greater resilience, agility, innovation, union and teamwork will have a deeper and more lasting impact on everything that matters to us, we will continue to accompany and move forward hand in hand with our communities and stakeholders. We will continue to implement and give continuity to projects that allow us to create a better world and thus, together, achieve our goal and Nurture a Better Tomorrow.

APPENDIX

[T14; 102-12]

Mexico:

- Comedor Santa María
- Asilo de Nuestra Señora de Guadalupe
- Aldeas Infantiles SOS Morelia

Colombia:

- ABACO
- Fundación Asia San Ignacio
- ProBarranquilla
- ANDI
- Ana Restrepo del Corral
- Consejo Privado de Competitividad
- Propacífico
- FUCAI
- Fundación Cardio Infantil
- Fundación Opnicer
- Hogar del Anciano
- Hogar del Mendigo
- Comedor Balboa Madres Vicentinas

Chile:

- Fundación Koinmadelfa

Anexos / Tabla GRI - Contenidos Generales

| Indicador | Respuesta 2021 | Pag. | Omisiones | Observaciones | Revisado por Deloitte Asesores y Consultores |
|---|---|------|-----------|--|--|
| Estrategia y análisis | | | | | |
| 102-14. Declaración del máximo responsable de la toma de decisiones de la organización sobre la relevancia de la sostenibilidad para la organización. | Carta del Presidente | 4 | | | |
| 102-15. Descripción de los principales impactos, riesgos y oportunidades. | Introducción; Nuestra historia | 5 | | | |
| Perfil de la organización | | | | | |
| 102-1. Reporte el nombre de la organización. | AlianzaTeam® | | | | |
| 102-2. Reporte las principales marcas, productos y servicios. | Capítulo 4 - Transformamos la alimentación con oferta de productos, servicios y soluciones basados en salud, nutrición, tecnología y bienestar. | 38 | | | |
| 102-3. Reporte la localización de la casa matriz. | Introducción; Nuestra historia | 5 | | | |
| 102-4. Reporte el número de países donde opera la empresa y el nombre de los países donde la empresa tiene operaciones significativas o que son relevantes para los temas de sostenibilidad tratados en el informe. | Introducción; Nuestra historia | 5 | | | |
| 102-5. Naturaleza de la propiedad y forma jurídica. | Privada | 5 | | | |
| 102-7. Reporte la escala de la organización, incluyendo: - Número de empleados. - Número total de operaciones. - Ventas netas o ingresos. | Introducción; Presencia y talento organizacional. | 5 | | Por motivo de confidencialidad no se contempla: Ventas netas o ingresos netos, y la capitalización en términos de deuda y capital. Para el año de reporte se contempla las ventas generadas y EBITDA en índice base 100. | |

Anexos / Tabla GRI - Contenidos Generales

| Indicador | Respuesta 2021 | Pag. | Omisiones | Observaciones | Revisado por Deloitte Asesores y Consultores |
|---|---|------|------------------------------------|--|--|
| Estrategia y análisis | | | | | |
| 102-8. Reportar la siguiente información laboral: - Reporte el número total de empleados por contrato y genero. - Reporte el número total de empleados por región y genero. | Introducción; Presencia y talento organizacional | 5 | No se reporta por tipo de contrato | | |
| 102-41. Reporte el porcentaje de empleados cubiertos por una convención colectiva. | Introducción; Presencia y talento organizacional | 5 | | | |
| 102 -9. Describa la cadena de proveedores de la organización. | Capítulo 2 - Estrategia de Abastecimiento Responsable AlianzaTeam® | 18 | | | |
| 102-10. Cambios significativos durante el periodo cubierto por la memoria en el tamaño, estructura, propiedad o en la cadena de proveedores de la organización. | Para el 2021 se reportó la creación de un nuevo grupo estratégico de negocio (GEN) denominado Team Caribe. | 5 | | | |
| 102-11. Descripción de cómo la organización ha adoptado un planteamiento o principio de precaución. | Carta del Presidente | 4 | | | |
| 102- 12. Principios o programas sociales, ambientales y económicos desarrollados externamente, así como cualquier otra iniciativa que la organización suscriba o apoye. | Capítulo 3; Aliados Somos + - Contribuir con la seguridad alimentaria | 35 | | | |
| 102-13. Principales asociaciones a las que pertenezca (tales como asociaciones sectoriales) y/o entes nacionales e internacionales a las que la organización apoya. | <ul style="list-style-type: none"> • Asociación Nacional de Empresarios de Colombia (ANDI) • Consejo Privado de Competitividad • Asograsas • Cecodes • Asociación Nacional de Anunciantes (ANANDA) • Asociación Nacional de Bancos de Alimentos • Probarranquilla • ProPacífico | | | Para mayor detalle de las organizaciones apoyadas en el 2020, ver: Cómo lo hacemos - excelencia organización en nuestra operación; Aliados Somos + | |

Anexos / Tabla GRI - Contenidos Generales

| Indicador | Respuesta 2021 | Pag. | Omisiones | Observaciones | Revisado por Deloitte Asesores y Consultores |
|--|--|------|---|---------------|--|
| Identificación de aspectos materiales y límites | | | | | |
| 102-45. Listar las entidades incluidas en los estados financieros consolidados y reportar si hay alguna de estas entidades que no haya sido incluida en el informe de sostenibilidad. | No disponible. | | Por motivos de confidencialidad esta información no se divulga públicamente | | |
| 102-46. Explicar el proceso para definir el contenido del reporte y los aspectos a reportar. | Introducción; Gobernanza y Cultura; Sostenibilidad en AlianzaTeam® | 9 | | | |
| 102-47. Listar todos los aspectos materiales identificados en el proceso para definir el contenido del reporte. | Introducción; Sostenibilidad en AlianzaTeam® | 9 | | | |
| 103-1. Para cada tema material reportar si lo es para toda la organización. En caso contrario, indicar qué aspecto no es material para alguna de las entidades que hacen parte de la organización. | Los temas reportados como materiales son considerados así para toda la organización, dentro y fuera. | | | | |
| 103 -1. Para cada tema material, reportar si lo es por fuera de la organización. | Los temas reportados como materiales son considerados así para toda la organización, dentro y fuera. | | | | |
| 102 -48. Descripción del efecto que puede tener la reexpresión de información perteneciente a memorias anteriores, junto con las razones que han motivado dicha reexpresión. | Para el 2021 no reportamos cambios significativos y/o relativos. | | | | |
| 102-49. Cambios significativos relativos a periodos anteriores en el alcance, la cobertura o los métodos de valoración aplicados del informe. | Para el 2021 no tuvimos cambios significativos | | | | |

Anexos / Tabla GRI - Contenidos Generales

| Indicador | Respuesta 2021 | Pag. | Omisiones | Observaciones | Revisado por Deloitte Asesores y Consultores |
|--|---|------|-----------|---------------|--|
| Grupos de interés | | | | | |
| 102-40. Listar los grupos de interés con los que la organización se relaciona. | https://alianzateam.com/sostenibilidad-en-alianza-team/ | | | | |
| 102-42. Reporte la base para la identificación y selección de grupos de interés con los que la organización se relaciona. | https://alianzateam.com/sostenibilidad-en-alianza-team/ | | | | |
| 102-43. Enfoques adoptados para el diálogo con grupos de interés, incluida la frecuencia de su participación por tipo de grupos de interés, indicar si alguno de los diálogos se realizó como parte del proceso de elaboración del informe. | Se cuenta con diversos escenarios de involucramiento con los diferentes grupos de interés, liderados por quienes tienen una relación más cercana con los mismos. En el contenido del Informe se exponen los ejemplos más representativos de estos diálogos que nos permiten como empresa mantener vigente nuestra materialidad. | | | | |
| 102-44. Principales preocupaciones y temas de interés que hayan surgido a través de los diálogos con los grupos de interés y la forma en la que la organización ha respondido a estos temas en la elaboración del informe. Reportar los grupos de interés y los temas que identificaron como relevantes. | Nuestro análisis de materialidad identificó los asuntos materiales priorizados y mencionados en el primer capítulo del reporte (por lo que a lo largo del informe se abordan las preocupaciones e intereses de los grupos de interés.) | | | | |

Anexos / Tabla GRI - Contenidos Generales

| Indicador | Respuesta 2021 | Pag. | Omisiones | Observaciones | Revisado por Deloitte Asesores y Consultores |
|---|---|------|-----------|--|--|
| Perfil del reporte | | | | | |
| 102-50. Periodo cubierto por la información incluida en el informe. | 2021 | | | | |
| 102-51. Fecha mas reciente del informe anterior. | 2020 | | | | |
| 102-52. Ciclo de reporte (Anual-Bianual). | Anual | | | | |
| 102 -53. Punto de contacto para cuestiones relativas al reporte o su contenido. | Isabel Giraldo - isabel.giraldo@alianzateam.com | | | | |
| 102-54. Reporte la opción "De acuerdo" con la metodología GRI seleccionada por la organización (Core-Comprehensive). Reporte la tabla de contenido GRI. | Este informe se ha elaborado de conformidad con los estándares GRI: opción esencia, cubriendo el periodo del año calendario 2021. Se incluyen todas las operaciones de Team Foods en Colombia, México, Chile y BredenMaster. | | | | |
| 102-55. Índice contenidos GRI. | Anexos; Tabla GRI | 42 | | | |
| 102-56. Reportar la política o enfoque de la empresa para buscar auditoría externa del reporte. | Este informe ha sido verificado por Deloitte Asesores y Consultores Ltda con el fin de asegurar la transparencia, calidad y alcance de la información reportada. | | | | |
| Gobierno | | | | | |
| 102-18. La estructura de gobierno de la organización, incluyendo los comités del máximo órgano de gobierno. Identificar si existe algún comité responsable de la supervisión de temas económicos, sociales y ambientales. | Comités corporativos: Junta Directiva; Comité de Presidencia; Comités Ejecutivos (Negocios); Riesgo Financiero y Materia Prima; Riesgo Laboral; Finanzas Corporativas; Integridad; Excelencia Operacional; Crisis; Auditoría; Investigación; Estrategia y Presupuesto. Comité u órgano responsable para la toma de decisiones en temas económicos, ambientales y sociales; Comité de presidencia. | | | Ver pg. 34 del Informe de Gestión Sostenible 2016 para mayor información: https://alianzateam.com/wp-content/uploads/2019/12/team_informe-de-gestion-2016.pdf | |

Anexos / Tabla GRI - Contenidos Generales

| Indicador | Respuesta 2021 | Pag. | Omisiones | Observaciones | Revisado por Deloitte Asesores y Consultores |
|---|---|------|-----------|---------------|--|
| 102-20. Reportar si la organización ha seleccionado una posición o posiciones ejecutivas con responsabilidad de temas económicos, ambientales y sociales, y si esta posición reporta directamente a la alta dirección. | Si, la organización cuenta con una posición encargada de temas económicos, ambientales y sociales que reporta directamente a la alta dirección. | | | | |
| 102-21. Reportar los procesos de consulta que existen entre los grupos de interés y la alta dirección en temas económicos, ambientales y sociales. Si las consultas son delegadas, describir a quién se delega y cómo es el proceso de retroalimentación con la alta dirección. | Los procesos de consulta son delegados a través del Comité de Presidencia y luego la Junta Directiva. | | | | |
| 102-23. Indicar si el presidente del máximo órgano de gobierno ocupa también un cargo ejecutivo (de ser así explicar su función dentro de la organización y las razones que lo justifican). | El presidente del máximo órgano de gobierno no ocupa un cargo ejecutivo dentro de la organización. | | | | |
| 102-32. Reportar el más alto comité o cargo responsable de revisar y aprobar el informe de sostenibilidad y el asegurar que todos los temas materiales estén cubiertos. | Presidente | | | | |
| 102-33. Reportar el proceso para comunicar temas críticos al máximo órgano de gobierno. | A través del Comité de Presidencia se determina qué se llevará a la siguiente Junta Directiva. | | | | |
| Ética e integridad | | | | | |
| 102-16. Describir los valores, principios, estándares y normas de comportamiento de la organización como códigos de conducta y códigos de ética. | https://alianzateam.com/wp-content/uploads/2021/08/Directrices_de-Politica_Espaniol-4.pdf | | | | |
| 102-17. Reportar los mecanismos internos y externos para solicitar ayuda en temas sobre comportamiento ético e integridad organizacional, cómo pueden ser líneas de ayuda o de consejería. | Introducción; Comprometidos con la transparencia, la integridad y el cumplimiento | | | | |

Tabla GRI - Contenidos Específicos 2021

| Prioridad Estratégica | Frete de Gestión (Asunto Material) | Aspecto GRI | Enfoque de gestión del asunto material (sección, página donde se encuentra dicho enfoque) | Indicador GRI y/o propio | Respuesta al indicador (sección en la cual se encuentra dicha respuesta) | Verificación externa 2021 | Omisión |
|--------------------------------------|---|-----------------------------|---|--|--|---------------------------|--------------------------------------|
| Cientes y consumidores y proveedores | Capacidades en I&D+i | N/A | 38 | T1. Inversión en I&D+i como % de ingresos | Capítulo 4; Innovación | X | |
| Cientes y consumidores y proveedores | Comunicación y mercadeo responsable | Marketing y etiquetado | 40 | T24. % de productos con GDA's en etiquetado frontal | Capítulo 4; Salud y nutrición | X | |
| Cientes y consumidores y proveedores | Comunicación y mercadeo responsable | Marketing y etiquetado | | 417-2. # de incumplimiento de la regulación de los códigos voluntarios relativos a la información y al etiquetado de los productos y servicios, desglosados en función del tipo de resultado. | Para el 2021 no contamos con ningún incumplimiento de la regulación de los códigos voluntarios relativos en temas de etiquetado de nuestros productos. | | |
| Cientes y consumidores y proveedores | Comunicación y mercadeo responsable | Marketing y etiquetado | | 417-3. # de casos de incumplimiento de la normativa o los códigos voluntarios relativos a las comunicaciones de mercadotecnia, tales como la publicidad, la promoción y el patrocinio, desglosados en función del tipo de resultado. | No hemos sido notificados por incumplimientos a los códigos voluntarios relativos a las comunicaciones comerciales. | | |
| Cientes y consumidores y proveedores | Satisfacción de clientes y consumidores | N/A | | T2. Encuesta de satisfacción de clientes | No disponible | | Para el 2021 no se realizó medición. |
| Cientes y consumidores y proveedores | Satisfacción de clientes y consumidores | N/A | 40 | T3. Quejas por producto recibidas y resueltas de consumidores | Capítulo 4 - excelencia organizacional | X | |
| Cientes y consumidores y proveedores | Trazabilidad | Prácticas de abastecimiento | | FP1. % volumen comprado a proveedores que cumplen Política de Abastecimiento de la empresa | Más del 90% del del volumen comprado a nuestros proveedores críticos priorizados da cumplimiento con la Política de Abastecimiento y los procedimientos relacionados, trabajamos con el 100% de los proveedores de la organización de las materias primas priorizadas para asegurar el cumplimiento de las Directrices de Política AlianzaTeam®. | | |
| Cientes y consumidores y proveedores | Cumplimiento ESG para proveedores | N/A | 19 | T5. Proveedores nuevos críticos evaluados con criterios ambientales, DDHH, laborales y de sociedad | Capítulo 1; Plan de gestión de proveedores -Somos aliados para el desarrollo a lo largo de la cadena de valor | | |

Tabla GRI - Contenidos Específicos 2021

| Prioridad Estratégica | Frente de Gestión (Asunto Material) | Aspecto GRI | Enfoque de gestión del asunto material (sección, página donde se encuentra dicho enfoque) | Indicador GRI y/o propio | Respuesta al indicador (sección en la cual se encuentra dicha respuesta) | Verificación externa 2021 | Omisión |
|--------------------------------------|-------------------------------------|-----------------------------|---|---|---|---------------------------|---|
| Cientes y consumidores y proveedores | Cumplimiento ESG para proveedores | N/A | | T5.1: Monitoreo y verificación de reputación corporativa en la cadena. | Durante el 2021 realizamos un monitoreo constante al 100% de proveedores activos de Alianza Team sobre reputación corporativa, evaluando temas relacionados a fraude, corrupción, lavado de activos y violación en Derechos Humanos. | X | |
| Cientes y consumidores y proveedores | Trazabilidad | Prácticas de abastecimiento | | FP2. % volumen comprado que es verificado por algún estándar de producción responsable reconocido internacionalmente, desglosado por estándar | Para el 2021 el 16% del abastecimiento total de aceite de palma, palmiste o sus derivados fue certificado bajo RSPO. | | |
| Cientes y consumidores y proveedores | Trazabilidad | Prácticas de abastecimiento | 19 | T4. Trazabilidad de la palma | Capítulo 1: Trazabilidad a origen | | |
| Cientes y consumidores y proveedores | Trazabilidad | Prácticas de adquisición | 18 | 204-1. % del gasto en los lugares con operaciones significativas que corresponde a proveedores locales | Capítulo 1; Estrategia de Abastecimiento Responsable AlianzaTeam@ Caracterización Cadena | | No se reporta por zona sino por región consolidado |
| Gente | Atracción, selección y retención | N/A | 33 | T6. Cobertura de vacantes con talento interno para niveles 4-6 | Capítulo 3; Fortalecimiento del talento humano | | |
| Gente | Atracción, selección y retención | N/A | | T7. Porcentaje de publicación de vacantes como convocatorias internas | El 61% de las vacantes disponibles en el 2021 fueron cubiertas por personal interno a nivel corporativo. | | |
| Gente | Desarrollo integral del talento | Formación y educación | | 404-3. % de empleados cuyo desempeño y desarrollo profesional se evalúa con regularidad, desglosado por sexo y por categoría profesional | Evaluaciones de Gestión por objetivos; uso sistemático de objetivos medibles acordados por la línea superior Colombia: 99% Evaluación multidimensional del desempeño (retroalimentación de 360 grados) Colombia: 99% Evaluaciones de Gestión por objetivos; uso sistemático de objetivos medibles acordados por la línea superior México: 100% Evaluación multidimensional del desempeño (retroalimentación de 360 grados) México: 65% | | No se desglosa por género ni categoría profesional. Para el año evaluado no se incluye la operación de BredenMaster y tampoco Team Chile. |
| Gente | Desarrollo integral del talento | Formación y educación | | 404-1. Promedio horas de capacitación anuales por empleado, desglosado por género y por categoría laboral | En el año 2021 las horas promedio de formación por colaborador fueron de 19,64 en Colombia. En el año 2021 las horas promedio de formación por colaborador fueron de 6,7 en México. | | No se desglosa por género ni categoría profesional. |

Tabla GRI - Contenidos Específicos 2021

| Prioridad Estratégica | Frente de Gestión (Asunto Material) | Aspecto GRI | Enfoque de gestión del asunto material (sección, página donde se encuentra dicho enfoque) | Indicador GRI y/o propio | Respuesta al indicador (sección en la cual se encuentra dicha respuesta) | Verificación externa 2021 | Omisión |
|-----------------------|--|----------------------------|---|---|---|---------------------------|--|
| Gente | Desarrollo integral del talento | Formación y educación | 33 | 404-2. Programas de gestión de habilidades y de formación continua que fomentan la empleabilidad de los trabajadores y les ayudan a gestionar el final de sus carreras profesionales | Capítulo 3; Fortalecimiento del Talento Humano | | |
| Gente | Desarrollo integral del talento | Lucha contra la corrupción | | 205-2. Políticas y procedimientos de comunicación y capacitación sobre la lucha contra la corrupción. | En 2021 aún existían restricciones derivadas de la pandemia, que impidan la realización de sesiones físicas de capacitación o socialización de nuestras políticas y procedimientos, pero se utilizaron medios de capacitación virtual para establecer un procedimiento de tres pasos, primero presentación del políticas, segundo tips o claves sobre cada documento y tercero una evaluación sobre la comprensión de las directrices de la mismas; se certificaron 1172 colaboradores equivalentes al 96% de los actualmente vinculados en trece políticas dentro de las cuales se destacan: Política SAGRILAFT, Política PTEE, Política Antifraude, Política de Debida Diligencia | | Se menciona el porcentaje capacitado, no el número total. |
| Gente | Desarrollo integral del talento | Empleo | 33 | 401-2. Prestaciones sociales para los empleados a jornada completa que no se ofrecen a los empleados temporales o a media jornada, desglosado por ubicaciones significativas de actividad | Capítulo 3 - Aliados Somos + - iv) Educación, Salud y Vivienda | | No se reporta por zona. |
| Gente | Cultura, valores, inclusión, bienestar y condiciones laborales | N/A | 36 | T8. Inversión en beneficios (COP) | Capítulo 3 - Aliados Somos + - iv) Educación, Salud y Vivienda | | Se reporta el valor consolidado para la organización y por país. |
| Gente | Atracción, selección y retención | Presencia en el mercado | | 202-1. Relación entre salario inicial desglosado por género y el salario mínimo local en lugares donde se desarrollan operaciones significativas | Para el 2021 tuvimos una relación entre salario inicial y el mínimo a nivel corporativo de 1,05 siendo superior al legalmente exigido. | | |

Tabla GRI - Contenidos Específicos 2021

| Prioridad Estratégica | Frete de Gestión (Asunto Material) | Aspecto GRI | Enfoque de gestión del asunto material (sección, página donde se encuentra dicho enfoque) | Indicador GRI y/o propio | Respuesta al indicador (sección en la cual se encuentra dicha respuesta) | Verificación externa 2021 | Omisión |
|-----------------------|--|--|---|--|--|---------------------------|--|
| Gente | Atracción, selección y retención | Diversidad e igualdad de oportunidades | 34 | 405-2. Relación entre salario base de los hombres con respecto al de las mujeres, desglosado por categoría profesional y por ubicaciones significativas de actividad | Capítulo 3 - Fortalecimiento del talento humano | | No se reporta por ubicación sino a nivel corporativo. |
| Gente | Cultura, valores, inclusión, bienestar y condiciones laborales | N/A | 34 | T9. Puntaje clima laboral - GPTW | Capítulo 3 - Fortalecimiento del talento humano | | |
| Gente | Cultura, valores, inclusión, bienestar y condiciones laborales | Empleo | 31 | 401-1. # y tasa de rotación y contratación promedio de empleados, desglosados por edad, sexo y región | Capítulo 3; Nuestra gente Seguridad y Salud en el entorno de Trabajo - Indicadores Principales de Talento | X | Solo se reporta la rotación, no la tasa de contratación. Tampoco se reporta por grupo de edad ni por género. |
| Gente | Cultura, valores, inclusión, bienestar y condiciones laborales | N/A | | T10. # de quejas y reclamos formales recibidos y resueltos por prácticas laborales | En el año 2021 se trataron 26 casos formales, de los cuales 26 fueron resueltos. Este dato incluye Colombia, Chile, México y Bredemaster | X | Se reportan únicamente las reclamaciones laborales con implicaciones legales. |
| Gente | Cultura, valores, inclusión, bienestar y condiciones laborales | Gestión de relaciones laborales | | FP3. % tiempo operacional perdido por país debido a huelgas, disputas laborales, cerramientos | Para el 2021 se perdió el 0% de tiempo operacional a raíz de huelgas o disputas laborales. | | |
| Gente | Seguridad y salud en el trabajo | N/A | 31 | T11. IFA - Índice de Frecuencia de Accidentalidad | Capítulo 3; Nuestra gente Seguridad y Salud en el entorno de Trabajo - Indicadores Principales de Talento | X | |
| Gente | Seguridad y salud en el trabajo | N/A | 31 | T12. ISA - Índice de Severidad de Accidentalidad | Capítulo 3; Nuestra gente Seguridad y Salud en el entorno de Trabajo - Indicadores Principales de Talento | X | |
| Gente | Seguridad y salud en el trabajo | N/A | 31 | T13. Ausentismo | Capítulo 3; Nuestra gente Seguridad y Salud en el entorno de Trabajo - Indicadores Principales de Talento | X | |

Tabla GRI - Contenidos Específicos 2021

| Prioridad Estratégica | Frete de Gestión (Asunto Material) | Aspecto GRI | Enfoque de gestión del asunto material (sección, página donde se encuentra dicho enfoque) | Indicador GRI y/o propio | Respuesta al indicador (sección en la cual se encuentra dicha respuesta) | Verificación externa 2021 | Omisión |
|-----------------------|------------------------------------|---------------------------------|---|--|---|---------------------------|---------|
| Gente | Seguridad y salud en el trabajo | Seguridad y Salud en el Trabajo | | 403-1. Sistema de gestión de seguridad y salud en el trabajo | Contamos con cuatro programas de gestión de seguridad y salud en el trabajo, tres cubriendo el ambiente físico y otros dos cubriendo el Entorno psicosocial del trabajo, y los Recursos personales de salud-cada uno con metas y KPIs para medir su avance. | | |
| Gente | Seguridad y salud en el trabajo | Seguridad y Salud en el Trabajo | | 403-2. Identificación de peligros, evaluación de riesgos e investigación de incidentes. | A través de los programas para la prevención de accidentes de trabajo, conservación de la salud y de la preparación y respuesta a emergencias se identifican, evalúan, controlan y comunican los riesgos para personal directo y contratistas de manera trimestral, consolidándose en una matriz de riesgos, calculando el número de peligros prioritarios y su probabilidad. | | |
| Gente | Seguridad y salud en el trabajo | Seguridad y Salud en el Trabajo | | 403-3. Servicios de salud ocupacional | La organización cuenta con una variedad de planes, instructivos, procedimientos, y formatos que avalan la existencia de elementos que permiten prestar servicios a la salud ocupacional, así como expertos que atienden estas necesidades. | | |
| Gente | Seguridad y salud en el trabajo | Seguridad y Salud en el Trabajo | | 403-4. Participación del trabajador, consulta y comunicación sobre salud y seguridad ocupacional | La promoción de condiciones de trabajo seguras y saludables se logra a través de actividades continuas, eliminando y previniendo situaciones de riesgo mediante programas de reporte como el de Condiciones Sub-estándar, a través de la medición de participación en los programas de hábitos de vida saludable, y el de participación y consulta. | | |
| Gente | Seguridad y salud en el trabajo | Seguridad y Salud en el Trabajo | | 403-5. Capacitación de los trabajadores en materia de salud y seguridad en el trabajo | Los colaboradores cuentan con líderes internos y consultores externos, así como todo un equipo de apoyo, para brindar conocimiento en materia de seguridad y salud en el trabajo en Colombia. | | |

Tabla GRI - Contenidos Específicos 2021

| Prioridad Estratégica | Frente de Gestión (Asunto Material) | Aspecto GRI | Enfoque de gestión del asunto material (sección, página donde se encuentra dicho enfoque) | Indicador GRI y/o propio | Respuesta al indicador (sección en la cual se encuentra dicha respuesta) | Verificación externa 2021 | Omisión |
|-----------------------|-------------------------------------|---------------------------------|---|--|---|---------------------------|---------|
| Gente | Seguridad y salud en el trabajo | Seguridad y Salud en el Trabajo | | 403-6. Promoción de la salud de los trabajadores | La promoción de los trabajadores está vista desde los lineamientos de Salud Integral y Salud+ lo cual abarca también programas y acciones frente a riesgos de salud no relacionados con el trabajo. | | |
| Gente | Seguridad y salud en el trabajo | Seguridad y Salud en el Trabajo | | 403-7. Prevención y mitigación de los impactos en la salud y la seguridad en el trabajo directamente vinculados por las relaciones comerciales | Se busca la inclusión, participación e involucramiento de los grupos de interés según diferentes enfoques estratégicos y con metas diferentes para atender necesidades. | | |
| Gente | Seguridad y salud en el trabajo | Seguridad y Salud en el Trabajo | | 403-8. Trabajadores cubiertos por un sistema de gestión de seguridad y salud en el trabajo | Promedio de 1,800 colaboradores y terceros operarios cubiertos en un sistema de protección de la salud y de prevención de accidentes. | | |
| Sostenibilidad | Ecoeficiencia operacional | N/A | 25 | T15. Intensidad de consumo de agua | Capítulo 2 - Indicadores Ambientales | X | |
| Sostenibilidad | Ecoeficiencia operacional | Agua | | 303-3. % y volumen total de agua reciclada y reutilizada | Para el 2021 el 4% de volumen total de agua reciclada a nivel corporativo. | | |
| Sostenibilidad | Ecoeficiencia operacional | Emisiones | | 305-1. Emisiones directas de GEI (alcance 1) | Para el 2021 se registraron emisiones directas de 83.943,66 Ton CO2e a nivel corporativo. | X | |
| Sostenibilidad | Ecoeficiencia operacional | Emisiones | | 305-2. Emisiones indirectas de GEI (alcance 2) | Para el 2021 se registraron emisiones indirectas de 19.357,4 Ton CO2e a nivel corporativo. | X | |
| Sostenibilidad | Ecoeficiencia operacional | Emisiones | | 305-3. Otras emsiones indirectas de GEI (alcance 3) | Para el 2021 no se reporta al estar en revisión el método de recolección de información. | X | |

Tabla GRI - Contenidos Específicos 2021

| Prioridad Estratégica | Frente de Gestión (Asunto Material) | Aspecto GRI | Enfoque de gestión del asunto material (sección, página donde se encuentra dicho enfoque) | Indicador GRI y/o propio | Respuesta al indicador (sección en la cual se encuentra dicha respuesta) | Verificación externa 2021 | Omisión |
|-----------------------|-------------------------------------|----------------------------|---|---|---|---------------------------|---|
| Sostenibilidad | Ecoeficiencia operacional | Emisiones | 25 | 305-4. Intensidad emisiones de gases efecto invernadero | Capítulo 2 - Indicadores Ambientales | X | |
| Sostenibilidad | Ecoeficiencia operacional | Energía | 25 | 302-3. Intensidad energética | Capítulo 2 - Indicadores Ambientales | X | |
| Sostenibilidad | Ecoeficiencia operacional | N/A | 25 | T17. Porcentaje de aprovechamiento de residuos ordinarios | Capítulo 2 - Indicadores Ambientales | X | |
| Sostenibilidad | Estrategia de inversión social | N/A | 36 | T14. Donaciones realizadas (COP) | Capítulo 3; Aliados Somos + - Contribuir a la seguridad Alimentaria | | El monto reportado consiste en la suma total de contribuciones y donaciones en especie, dinero y producto entregadas por la compañía en el 2021. Para el Valor económico directo creado y distribuido se tiene en cuenta únicamente la suma de COP\$780.664.183 de acuerdo a lo reportado en el centro de costos de donaciones. |
| Sostenibilidad | Ecoeficiencia operacional | N/A | 27 | T25 productos bajo en carbono | Capítulo 2; Manos Verdes | X | |
| Accionistas | Riesgos, DDHH y cumplimiento | Lucha contra la corrupción | | 205-1. # y % de operaciones evaluadas en riesgos relacionados con corrupción y riesgos identificados | Durante el 2021 hubo un proceso de actualización de los riesgos de soborno y corrupción para Colombia, resultando en que quedarán activos 77 riesgos por proceso, consolidados en 27 riesgos. Evaluamos y monitoreamos más los riesgos a nivel corporativo referentes a temas de corrupción/fraude en el 100% de nuestras operaciones, resultando en la identificación de 76 riesgos, que consolidados serían 57 riesgos. | | |
| Accionistas | Integridad corporativa | Competencia desleal | | 206-1. # de demandas por competencia desleal, prácticas monopolísticas o contra la libre competencia y resultado de las mismas. | En el 2021 no tuvimos multas o sanciones significativas por incumplimiento de la legislación y/o normativa. | X | |

Tabla GRI - Contenidos Específicos 2021

| Prioridad Estratégica | Frente de Gestión (Asunto Material) | Aspecto GRI | Enfoque de gestión del asunto material (sección, página donde se encuentra dicho enfoque) | Indicador GRI y/o propio | Respuesta al indicador (sección en la cual se encuentra dicha respuesta) | Verificación externa 2021 | Omisión |
|-----------------------|-------------------------------------|-----------------------------|---|---|---|---------------------------|---------|
| Accionistas | Integridad corporativa | Cumplimiento socioeconómico | | 419-1. Valor monetario de multas y sanciones y # de multas y sanciones no monetarias por incumplimiento de la legislación y normativa | En el 2021 no tuvimos multas o sanciones significativas por incumplimiento de la legislación y/o normativa. | | |
| Accionistas | Riesgos, DDHH y cumplimiento | N/A | 11 | T18. Nivel de riesgo residual | Introducción; Comprometidos con la transparencia, la integridad y el cumplimiento- Riesgos y Cumplimiento | | |
| Accionistas | Riesgos, DDHH y cumplimiento | N/A | | 412-1. Operaciones que han sido evaluadas bajo impactos en Derechos Humanos (DDHH) | El 100% de nuestras operaciones propias son evaluadas bajo impactos de DDHH a través de la Gestión Corporativa de Riesgos Corporativos en cumplimiento de las Directrices de Política AlianzaTeam® que contiene las directrices específicas relacionadas con los Derechos Humanos. Durante el 2021, evaluamos al 100% de los proveedores críticos priorizados para la cadena de suministro de palma a nivel corporativo en temas clave como medio ambiente, gestión social y gobernanza (con un enfoque en derechos humanos y empresa) a través del sistema de monitoreo y verificación de la cadena para AlianzaTeam®. | | |
| Accionistas | Crecimiento rentable | N/A | 14 | T19. Ingresos base 100 (2011) | Introducción; Valor económico creado y distribuido | | |
| Accionistas | Crecimiento rentable | N/A | 14 | T20. EBITDA base 100 (2011) | Introducción; Valor económico creado y distribuido | | |
| Accionistas | Crecimiento rentable | N/A | 14 | T21. ROE (tendencia %) | Introducción; Valor económico creado y distribuido | | |
| Accionistas | Crecimiento rentable | N/A | 14 | T22. ROIC (tendencia %) | Introducción; Valor económico creado y distribuido | | |
| Accionistas | Crecimiento rentable | Desempeño económico | 14 | 201-1. Valor económico directo creado y distribuido | Introducción; Valor económico creado y distribuido | | |



Independent Assurance Report on the Sustainability Report of Alianza Team®.

To the Management of Team Foods Colombia S.A. Assurance report subject matter

We have been engaged by Alianza Team (the “Company”) to perform assurance procedures to provide limited assurance on the Sustainability Report in accordance with the in the provisions of the criteria section of this report, for the year ending December 31st, 2021. This assurance engagement was performed by a multidisciplinary team that includes assurance professionals and sustainability specialists.

Criteria

The criteria used by Alianza Team® to prepare the identified sustainability information, which is subject of the limited assurance report, were established considering the terms and conditions set forth in the GRI Standards and with the modified indicators that the Management defined as a complement to what is mentioned in the GRI and additionally, indicators defined by the Management as its own, which are detailed in Appendix attached.

Management’s responsibility for the Sustainability Report

Management is responsible for the preparation of the Sustainability Report in accordance with the criteria established in the GRI Standards. Such responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of a Sustainability Report statement that is free from material errors, whether due to fraud or error.

The Sustainability Report is subject to inherent uncertainty due to the use of non-financial information which is subject to greater inherent limitations than financial information, given the nature of the methods used to determine, calculate, sample or estimate such information. In the preparation of the Sustainability Report, Management makes qualitative interpretations about the relevance, materiality and accuracy of the information that are subject to assumptions and judgments.

Our independence and quality control

We have complied with the ethical and independence requirements of the Code of Professional Ethics of the Public Accountant issued by the International Ethics Standard Board for Accountants (IESBA), which is based on the principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our Firm applies the International Standard on Quality Control 1 (ISQC 1), and therefore maintains a comprehensive quality control system that

includes documented policies and procedures related to compliance with ethical requirements, professional standards and requirements of applicable laws and regulations.

Responsibility of independent assurance practitioner

Our responsibility is to express a limited assurance conclusion about the Sustainability Report based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance work in accordance with the “International Standard for Assurance Engagements, Other Than Audits or Reviews of Historical Financial Information” ISAE 3000 – Revised, issued by the International Auditing and Assurance Standards Board (IAASB). Such standard requires us to plan and conduct our work to obtain limited assurance as to whether the information in the Sustainability Report is free of material error.

The procedures we conducted were based on our professional judgment and included inquiries, observation of the processes performed, inspection of documentation, analytical procedures, assessment of the adequacy of quantification methods and reporting policies, and agreement or reconciliation with the underlying records.

Given the circumstances of the engagement, we have performed the following procedures:

a. Through inquiries, we gained an understanding of Alianza Team’s control environment and relevant information systems but we did not evaluate the design

of specific control activities or obtain evidence on their implementation, nor test their operational effectiveness.

b. Understanding of the processes and tools used to generate, aggregate and report non-financial information through inquiries with those responsible for related processes.

c. Substantive testing, based on a sample basis, of sustainability information identified by the Company, to determine the indicators subject to limited assurance and verify that the data have been adequately measured, recorded, collected, and reported through:

i. Inspection of policies and procedures established by the Company.

ii. Inspection of supporting documentation of internal and external sources.

iii. Recalculation

iv. Comparison of the contents presented by Management with what is established in the criteria section of this report.

The appendix to this report details the sustainability performance standards and indicators included in the scope of our work.

Our limited assurance engagement was performed only with respect to the sustainability performance disclosures included in the tables above, for the year ended December 31st, 2021; and we have not performed any procedures with respect to previous years, projections and future targets, or any other items included in the Sustainability Report for the year ended December 31st, 2021 and therefore do not express a conclusion thereon.

A limited assurance engagement involves evaluating the appropriateness, in the circumstances, of the Company's use of the criteria as a basis for the preparation of the sustainability information report; assessing the risks of material errors in sustainability reporting due to fraud or error; responding to risks assessed as necessary in the circumstances; and evaluating the overall presentation of sustainability information report information.

The scope of limited assurance engagement is substantially less than that of reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, as well as procedures performed in response to the risks assessed. Therefore, we do not express a reasonable assurance conclusion as to whether the information in the Company's sustainability information report has been prepared in all material respects, in accordance with the criteria of the provisions of the criteria section of this report. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the work we have done, the procedures we have performed and the evidence we have obtained, nothing has come to our attention that would lead us to believe that the sustainability performance standards and indicators for the year ended December 31st 2021, have not complied in all material respects, as established in the criteria section of this report.

Restriction of use

Our report is issued solely for the purpose set forth in the first paragraph and should not be used for any other purpose or distributed to other parties on its own. This report refers only to the matters mentioned in the preceding sections and to the sustainability information identified and does not extend to any other financial and non-financial information included in Alianza Team's Sustainability Report for the year ended December 31st 2021, nor to its financial statements, taken as a whole.



JORGE ENRIQUE MÚNERA D.

Partner

Medellín, 10th of may de 2022

ANEXO

A continuación, se detallan los Estándares GRI y con los indicadores modificados que la Administración definió como complemento a lo mencionado en GRI y adicionalmente, indicadores definidos por la Administración como propios.

Estos criterios de evaluación forman parte integral de nuestro informe de aseguramiento limitado independiente sobre el Informe de Gestión Sostenible de Alianza Team por el año terminado el 31 de diciembre de 2021.

El alcance de la revisión incluye Teams Foods Colombia S.A., Team Foods Chile S.p.a., Team Foods México, S.A., y Team Foods BredenMaster, al menos que se señale lo contrario.

| Estándares GRI | Descripción |
|----------------------------|---|
| GRI 206-1 (2016) | Número de demandas por competencia desleal, prácticas monopolísticas o contra la libre competencia y resultado de las mismas. Solo Teams Foods Colombia S.A. |
| Estándares GRI Modificados | Descripción |
| GRI 302-3 (2016) | Intensidad energética. a. El ratio de intensidad energética de la organización. b. Los parámetros (denominador) específicos que se hayan seleccionado para calcular el ratio. |
| GRI 305-1 (2016) | Emisiones de Co2 Alcance 1. a. El valor bruto de emisiones directas de GEI (alcance 1) en toneladas métricas de CO2 equivalente. b. Los gases incluidos en el cálculo: CO2, CH4, N2O, HFC, PFC, SF6, NF3 o todos. c. Las emisiones biogénicas de CO2 en toneladas métricas de CO2 equivalente. d. El año base para el cálculo, si procede, e incluir: i. La justificación de la selección; ii. Las emisiones en el año base; iii. El contexto de cualquier cambio significativo en las emisiones que haya dado lugar a nuevos iv. Cálculos de las emisiones en el año base. |
| GRI 305-2 (2016) | Emisiones de Co2 Alcance 2. a. El valor bruto de emisiones directas de GEI (alcance 2) en toneladas métricas de CO2 equivalente. b. Los gases incluidos en el cálculo: CO2, CH4, N2O, HFC, PFC, SF6, NF3 o todos. c. Las emisiones biogénicas de CO2 en toneladas métricas de CO2 equivalente. d. El año base para el cálculo, si procede, e incluir: v. la justificación de la selección; vi. las emisiones en el año base; vii. el contexto de cualquier cambio significativo en las emisiones que haya dado lugar a nuevos viii. cálculos de las emisiones en el año base. |
| GRI 305-4 (2016) | Intensidad emisiones de gases efecto invernadero. a. El ratio de intensidad de las emisiones de GEI de la organización. b. Los parámetros (denominador) específicos que se hayan seleccionado para calcular el ratio. |

| Estándares GRI Modificados | Descripción |
|-----------------------------------|--|
| GRI 401-1 (2016) | Tasa de rotación promedio de empleados, desglosados por región. |
| GRI 404-3 (2016) | El porcentaje del total de empleados que han recibido una evaluación periódica del desempeño y desarrollo profesional durante el periodo objeto del informe. Incluye solo Teams Foods Colombia S.A. y Team Foods México, S.A. |

| Indicadores propios | Descripción |
|----------------------------|--|
| T1 | Inversión en I&D+i como porcentaje de ingresos. |
| T3 | Quejas por producto recibidas y resueltas de consumidores. Incluye solo Teams Foods Colombia S.A. y Team Foods México, S.A. |
| T5 | Monitoreo y verificación de reputación corporativa en la cadena. |
| T15 | Intensidad de consumo de agua. |
| T17 | Porcentaje de aprovechamiento de residuos ordinarios. |
| T10 | Porcentaje de quejas y reclamos formales recibidos y resueltos por prácticas laborales. |
| T11 | IFA - Índice de Frecuencia de Accidentalidad. |
| T12 | ISA - Índice de Severidad de Accidentalidad. |
| T13 | Tasa de ausentismo. |
| T24 | Porcentaje de productos con GDA's en etiquetado frontal. |
| T25 | Productos bajo de carbono. Incluye solo Teams Foods Colombia S.A. |



SUSTAINABLE MANAGEMENT

Report 2021

*Nurturing a better tomorrow
we create a better world.*

