



Sustainability report

2024





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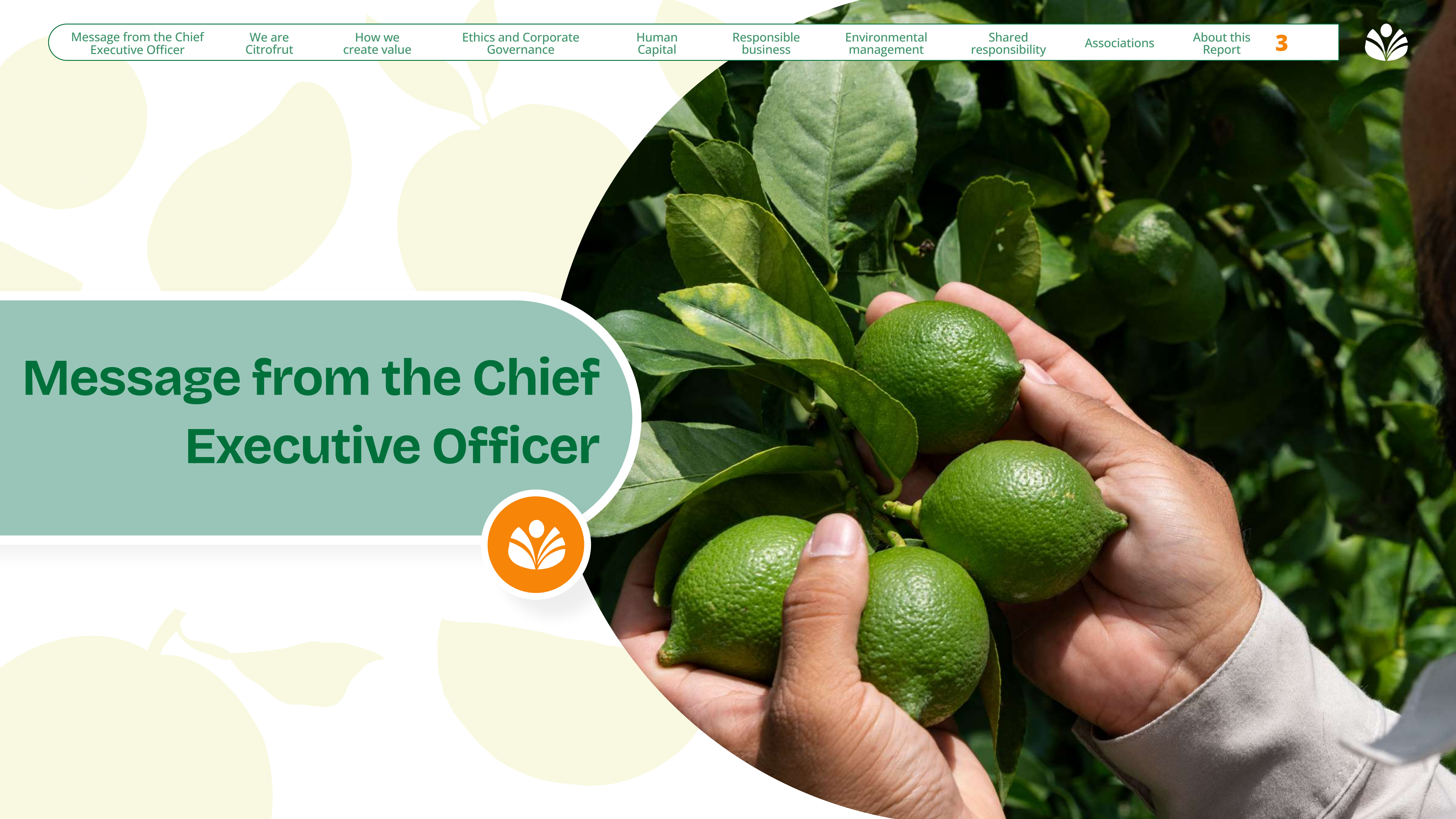
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Message from the Chief Executive Officer





Message from the Chief Executive Officer

GRI 2-22

To our employees, partners, and friends:

It is my great pleasure to present this 2024 Sustainability Report, in which our company shares the progress and achievements of the past year in social, environmental, and corporate governance matters.

This year, we faced significant challenges stemming from the effects of climate change, which for the fifth consecutive year caused a fruit shortage in Mexico, and the complex economic environment prevailing in and around Mexico this year.

In line with our strategy, we continued to strengthen the four Ps that guide our sustainability strategy:

Planet, People, Prosperity, and Principled Governance.

On the **Planet** pillar, we continued our work on reducing our carbon footprint, including the evaluation of equipment for recovering heat in boilers and dryers, and we have set ambitious targets, such as reusing 100% of the water in our operations.

On the **People** pillar, we worked for inclusion and equality, through our ongoing program to close the wage gap, and continued to guarantee a work environment that values and respects all our employees.

In **Prosperity**, we kept up our community and supplier development programs, expanding our base of fruit suppliers under the organic produce program, ensuring a positive impact in the communities where we operate.

One notable achievement this year was training members of the Participatory Action Committees, toward

our aim of fostering dialogue between the company and local communities and promoting shared responsibility for identifying needs, planning projects, and monitoring social initiatives.

Finally, to ensure **Principled Governance**, we remain committed to 100% compliance with current regulations, avoiding all forms of corruption in our negotiations and applying for certification from the U.S. Department of Justice as an ethical company.

We feel we are on the right path to sustainability, ready to face future challenges and seize the opportunities that the coming years will bring. We are determined to remain a trusted partner, delivering the highest quality products and acting with integrity, and thus continue to be the preferred choice of our customers.

I AM SINCERELY GRATEFUL TO ALL OUR STAKEHOLDERS AND BUSINESS PARTNERS FOR THEIR UNCONDITIONAL SUPPORT, TRUST, AND DEDICATION, WHICH HAVE ENABLED US TO MOVE FORWARD AND ACHIEVE THE GOALS WE HAVE SET FOR OURSELVES.

LUIS LÁZARO VALLES
Chief Executive Officer





We are Citrofrut





We are Citrofrut

GRI 2-1, 2-2



We are an agroindustrial company with more than 65 years of experience in growing and processing citrus and tropical fruits in Mexico, and leaders in our industry. We are part of the portfolio management firm Grupo Proeza, which is a conglomerate of purpose-driven business platforms committed to a better tomorrow.



We have our own nurseries, orchards, production plants and distribution centers, giving us a fully integrated, sustainable value chain. At our plants, we transform fruit into a wide range of products for our clients, primarily concentrated or fresh juices and other special products like essences, fragrances, oils, and pulp. We also use orange peel for extracting pectin and as cattle feed, thus optimizing all our resources and promoting responsible, efficient production.

Our high-quality standards, the extensive range of products we offer to meet our customers' needs, our innovative and reliable solutions and contributions to the advancement of Mexican agroindustry have made Citrofrut a company unique in its industry.





Corporate philosophy



We are guided by a solid humanistic culture, and our main goal is to offer products sustainably, generating economic, social and environmental value.

VALUES

YOU MATTER TO US

"We value people"

WE EXCEL

"We are passionate about excellence"

WE ARE DARING

"We create bold solutions"

WE EMPOWER

"We believe in you"



VISION

To be leaders in agrifood innovation and fill under-served needs in the market.



PURPOSE

To consciously sow and reap the best of nature, for a better world.



AMBITION

By 2030, to delight clients and consumers with superior agricultural products and services, for food and non-food value chains.



OUR PROMISES

- To serve our clients with purpose.
- To plant and grow sustainably.
- To bring prosperity to our communities.
- To act with concern for our people and our partners.



Products and services

GRI 2-1

At Citrofrut, all our products are Non-GMO: they do not come from genetic transformations or modifications, that is, they are fully organic, with all the qualities and benefits of a natural product.



OUR PRODUCTS



FRESH JUICE AND CONCENTRATES



FRUIT PURÉE



FRUIT PULP



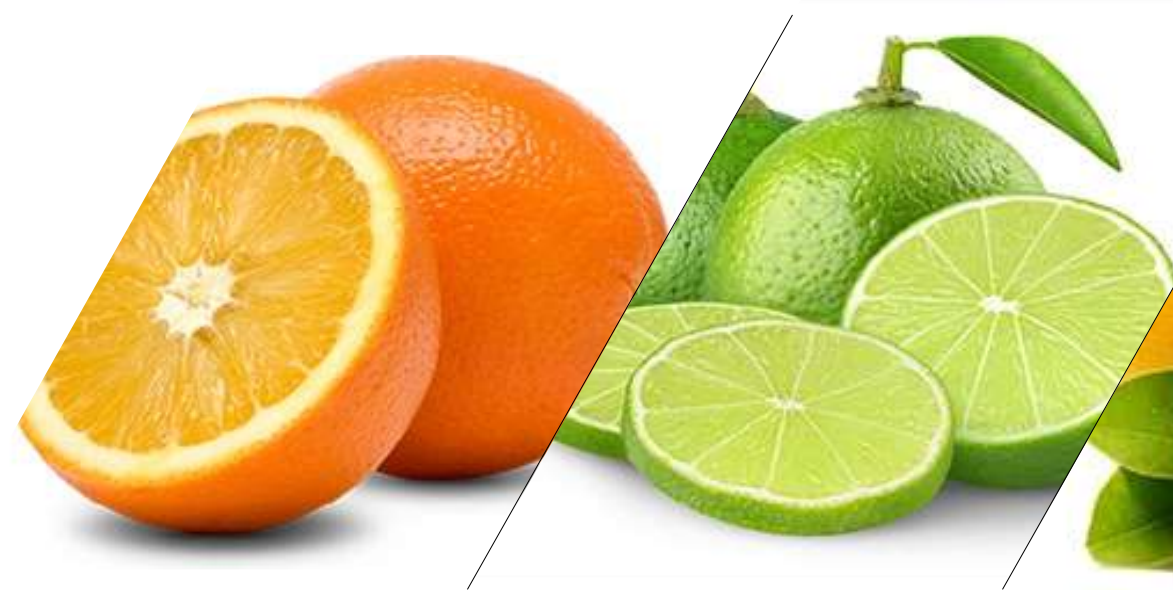
SPECIAL PRODUCTS
(OILS, FRAGRANCES, PEELS)



OUR RAW MATERIALS

ORANGE

We are Mexico's largest producer and processor of Valencia oranges.



LEMON

We are one of Mexico's leading producers.



GRAPEFRUIT

More than 500 hectares of grapefruit groves, making us one of the largest producers in Mexico.



LIME

We have more than 800 hectares of producing lime trees.



TANGERINES

We are the leading producer of tangerines in Mexico, with more than 350 producing hectares.



TOMMY, MANILA AND PALMER MANGOES

We offer our mango varieties to clients around the world, who use them for juices, baby food, ice cream, smoothies and fruit nectar products, among others.



100,000 metric tons

average annual volume of organic oranges

equivalent to

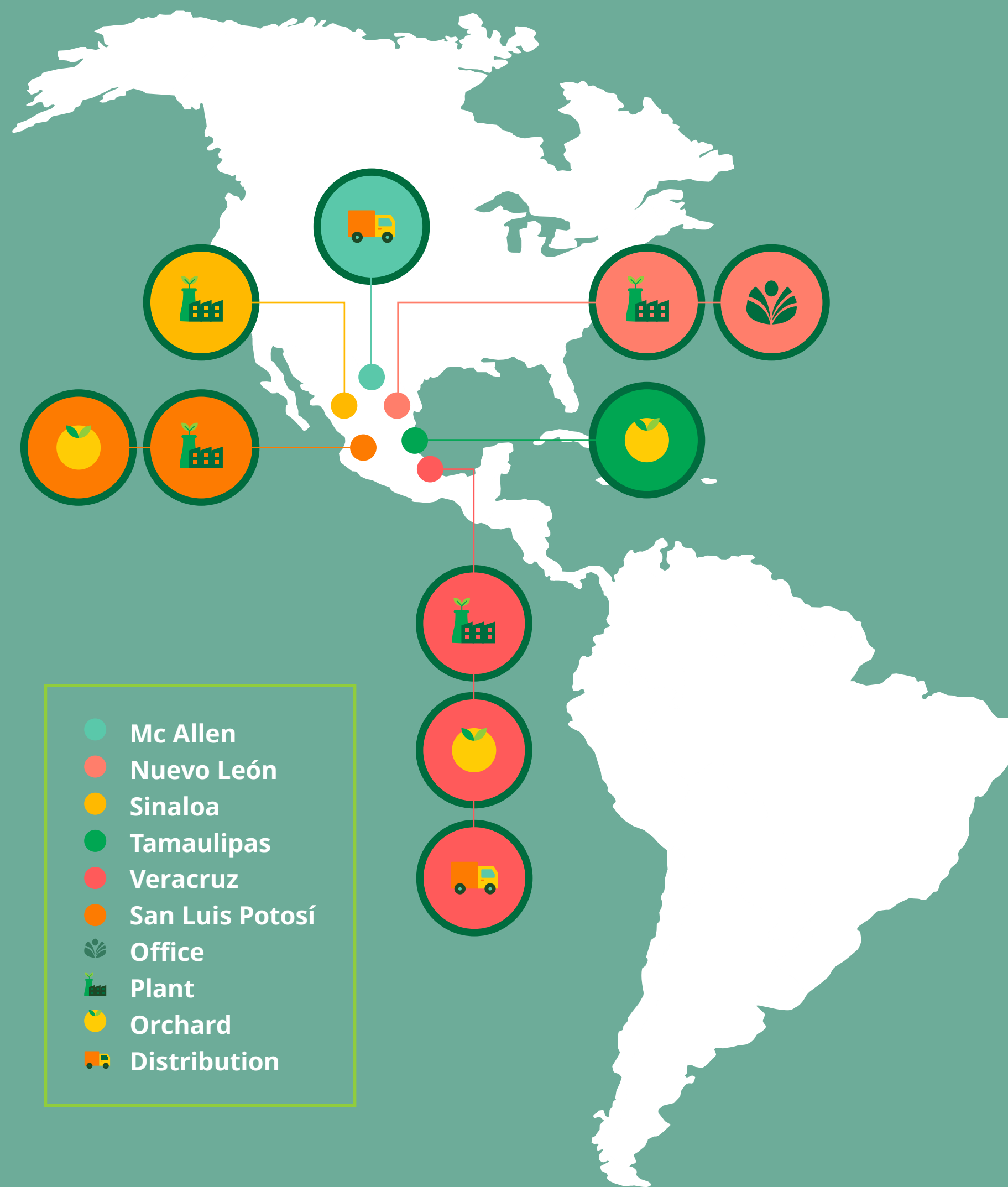
22.5mn cases



Market presence

GRI 2-6

We are present in more than 30 countries on 5 continents. We have a molecular diagnostics laboratory where we analyze citrus quarantine diseases, mainly the Huanglongbing (HLB) and citrus tristeza virus (CTV), in addition to inventory storage capacity in Europe and distribution worldwide.



LOCATION OF CITRUS FRUIT ORCHARDS AND NURSERIES

San Luis Potosí
Veracruz
Tamaulipas

LOCATION OF MANGO ORCHARDS

Sinaloa
Nayarit

LOCATION OF PLANTS

Huichihuayán (San Luis Potosí)
Paso Largo (Veracruz)
Álamo (Veracruz)
Martínez de la Torre (Veracruz)
El Rosario (Sinaloa)

HEADQUARTERS

Monterrey, Nuevo León

5 processing plants

4 for citrus fruits and 1 for tropicals in Mexico

2 distribution centers, in McAllen, Texas and San Rafael, Veracruz

4 aseptic NFC storage tanks with a capacity of 2 million gallons each one

25,000

acres of citrus fruit trees

+90%

of our production is exported to more than 40 countries on five continents



Data highlights

1,802

Employees

1,509 men / 293 women

19,033

hours of training in 2024

+9,900

hectares of certified organic surface area

163,002

metric tons of fruit produced in 2024

SUPPLIER DEVELOPMENT

24,808

hectares impacted, vs. 20,120 in 2023

MXN510,248

invested in supplier development

ENVIRONMENTAL PERFORMANCE

58,760 tCO₂e

emitted into the atmosphere in 2024, vs 61,465 in 2023
-4% reduction

1,193.16 ML

of water consumed in 2024

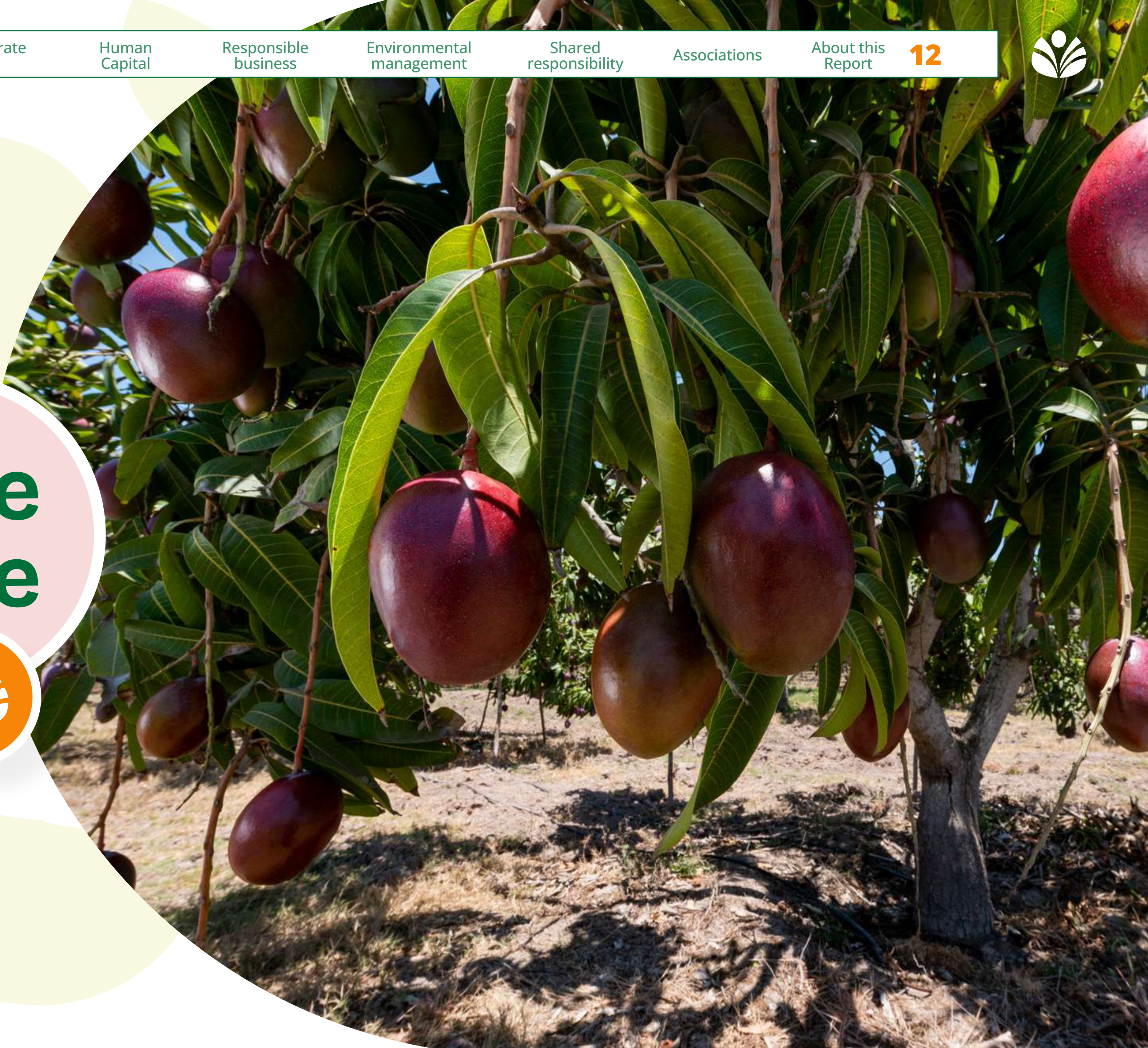


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PARTICIPATIVE ACTION DESKS, VS 6 IN 2023



How we create value





Materiality

GRI 3-1, 3-2, 3-3

Through a materiality study conducted by an independent consultant for our group in 2022, we pinpointed the material topics that will serve as a guide for managing our social, environmental and governance processes, policies, goals and targets.

The methodology used for the study was drawn from the recommendations of the Global Reporting Initiative (GRI), along with the following actions:

- The sustainability leadership team and the Board of Directors shared their strategic view of the business.
- Assessment of the status of sustainability at Proeza.
- Analysis of direct and indirect competition.
- Inclusion of sustainability and corporate standards such as SASB, GRI, Sustainalytics, Bloomberg, Fitch, and SBTi.
- Strategic sustainability workshop with senior management to define motivators, SWOT, sustainability risks and stakeholders.
- Dialogue with internal and external stakeholders through interviews and discussion groups.
- Prioritization of the information and material issues based on their frequency and impact, and assessment using qualitative methods.
- Validation of the results by senior management.

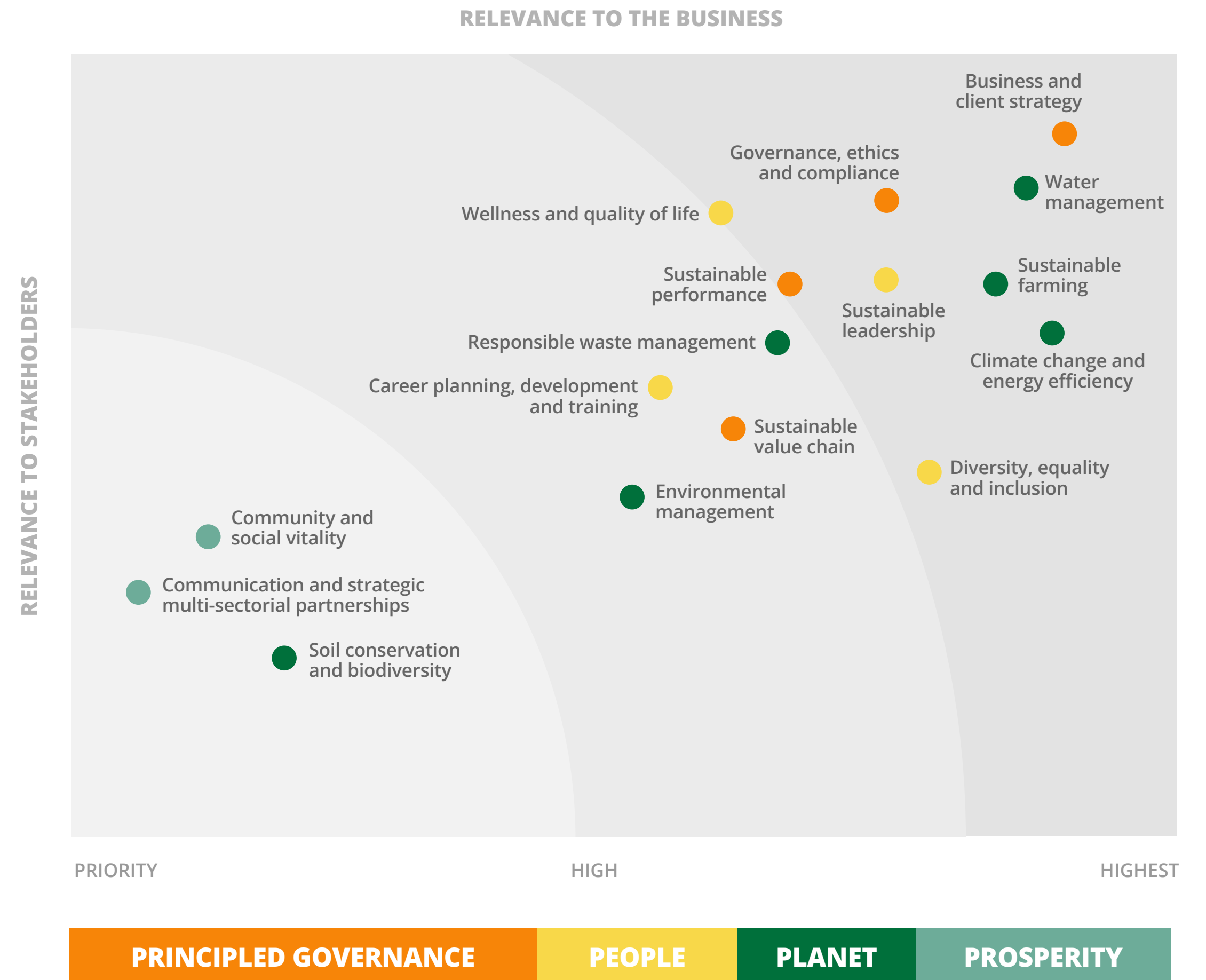
HIGHEST PRIORITY

- Business strategy and customers
- Water management
- Governance, ethics and compliance
- Sustainable leadership
- Sustainable farming
- Climate change and energy efficiency
- Diversity, equality and inclusion

HIGH PRIORITY

- Wellness and quality of life
- Sustainable performance
- Responsible waste management
- Sustainable value chain
- Environmental management
- Career planning, development and training
- Community and social vitality
- Communication and strategic multi-sectorial partnerships
- Soil conservation and biodiversity

MATERIALITY MATRIX





Stakeholder engagement

GRI 2-29



SDG 12.8 target

By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.



Communication with our stakeholders is vitally important, as it allows us to build long-term relationships based on trust and to identify risks and opportunities for improvement. We have prioritized our stakeholders and engage in dialogue with them to confirm our material topics.

Our participatory action tables (PAD) are the most important communication channel for the company and ensure that we stay in touch with them at all times.

STAKEHOLDERS





Sustainability framework



Through interdisciplinary teams called Working Groups, established at Metalsa, Citrofrut and corporate headquarters, and guided by our materiality study and stated purpose of “planting and conscientiously harvesting the best of nature for a better world,” we developed a sustainability framework that encompasses all of the companies that make up Grupo Proeza. We have incorporated environmental, social and governance aspects for each business and 2030 targets approved by the Board of Directors.

SUSTAINABLE DEVELOPMENT GOALS (SDG)

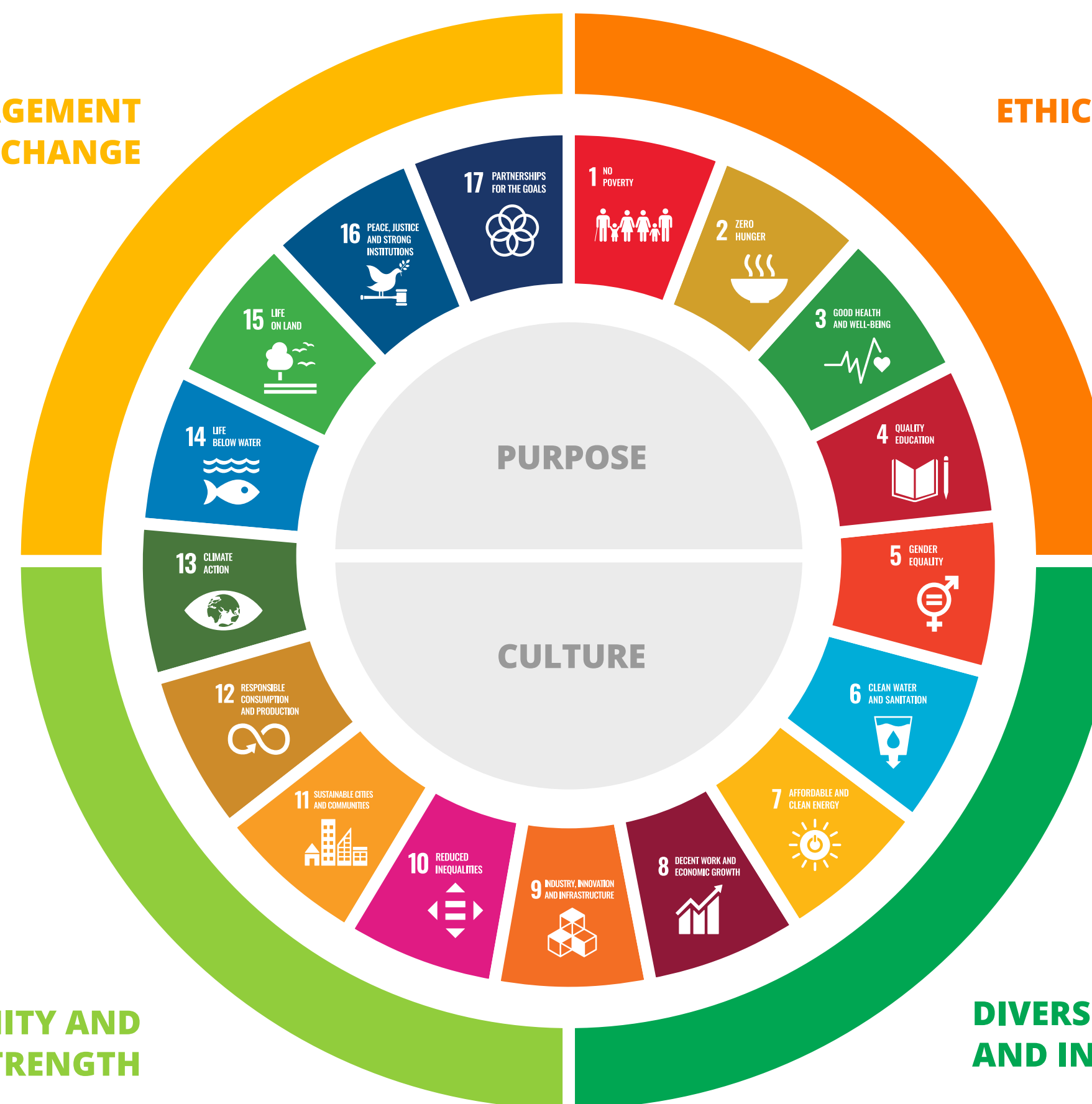
At Citrofrut, we are convinced that our contribution to the SDGs is an essential task in building a better tomorrow for everyone, and a joint effort by individuals and organizations to achieve sustainable development that benefits humanity and the planet for future generations. That is why our Sustainability Framework takes into account those SDGs to which we can best contribute through our actions.

WATER MANAGEMENT AND CLIMATE CHANGE

ETHICAL CONDUCT

COMMUNITY AND SOCIAL STRENGTH

DIVERSITY, EQUALITY AND INCLUSION





Sustainability strategy

GRI 2-22, 2-23

Guided by our sustainability framework, we have identified four strategic priorities for our operations, on which we will continue to focus our efforts, setting long-term objectives through which we can contribute to the Sustainable Development Goals.

Our Sustainability Committee is in charge of making decisions on sustainability-related issues and other important company matters, and of incorporating a focus on environmental, social and governance (ESG) concerns in every area of our operations. This means making sure that every action we take is aligned with our values and sustainability targets.



SDG 12.8 Target

By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

STRATEGIC TARGETS

PROSPERITY

We strive to develop a culture of collaborative engagement with our communities by creating purpose-aligned initiatives that strengthen their quality of life by addressing their needs.

PLANET

We are committed to ambitiously improving our environmental stewardship and leaving a meaningful mark by doing the right thing to actively promote climate action and ensure the sustainability of our planet, society and business.

PEOPLE

Through our leaders, structures, processes and evaluations, we have laid a sustainable foundation for ensuring an inclusive work environment.

PRINCIPLED GOVERNANCE

We are convinced that compliance, good governance and proper procedures are a competitive advantage and a shield for business continuity.





2024 Citrofrut Goals

PROSPERITY

COMMUNITY AND SOCIAL STRENGTH

Why?	How?	2030 Target	2024 Results
Volunteer work			
Our volunteer corps helps us to create more skills, building a sense of loyalty among our employees, and the satisfaction, reputation and well-being of everyone involved.	Set a minimum number of volunteer events in companies. Define a framework for contributing the three T's: time, treasury and talent. Give employees time off during working hours for volunteer initiatives.	50% volunteer participation	20% volunteer participation
Measure long term impacts in communities			
Manage sustainable projects, aligned with the business lines and capable of generating social, economic and cultural value in our communities for the long term.	Improve allocation of strategic social investment. Ensure that projects have a continuing impact through KPIs. Facilitate involvement and cooperation with local stakeholders.	Measurement of long-term community impact 60,000 people One Participative Action Desk (PAD) per ZANO location	Creation of 9 PAD One Participative Action Desk (PAD) per ZANO location 10,000 people 200 people trained in PAD management and strategies
Developing a supply chain for a mindful business			
This enables us to create more and better sources of secure jobs in communities, while benefiting as a company from more trustworthy, efficient and low-risk business relations. This permeates the entire value chain and supports our transition toward a low carbon economy.	Improve allocation of strategic social investment. Mapping, review, evaluation, development and training of fruit suppliers. Improve agriculture practices and control of HLB.	Developing a supply chain for a mindful business—farmers' development program 8,000 direct farmers accumulated 70,000 hectares % value added for farmers—target to be defined with Shared Value Model	15,000 direct farmers received technical assistance



PLANET

CLIMATE CHANGE

Why?	How?	2030 Target	2024 Results
Reduce GHG emissions			
Reducing emissions is our main priority to avoid climate change, so we need to mitigate our impact on global warming.	Commitment to science based targets initiative (SBTi). Investment in renewable energy.	GHG emission reduction: 40% (scope 1 and 2)	79.25% compliance with environmental regulations 32.5% reduction (scope 1 and 2)
Renewable energy			
Controlling global warming will require a sweeping transformation of the energy industry. Stronger policies and tighter regulation have improved energy efficiency, slowed deforestation and accelerated the deployment of renewable energies.	Switch to Bonneville power administration (BPA) over the long term. Investment in infrastructure.	Use of renewable energy: 90%	Use of renewable energy: 22%
Waste reduction			
Reduction of solid waste from our operations.	Introduce a plan to reduce solid waste.	Waste reduction: 80%	Waste reduction: 16% Sale of all the fruit peel from the Álamo Plant for cattle feed and automated drying system at the Huichihuayán plant
Water management			
Water reuse By reusing water, we can create alternatives to current sources, which may be used to improve water security, sustainability and resilience.	Audits and investment in water efficiency.	Water reuse: 70%	Water reuse: 47% Presented and obtained pre-approval of the Squeeze project.



PEOPLE

DIVERSITY, EQUALITY AND INCLUSION

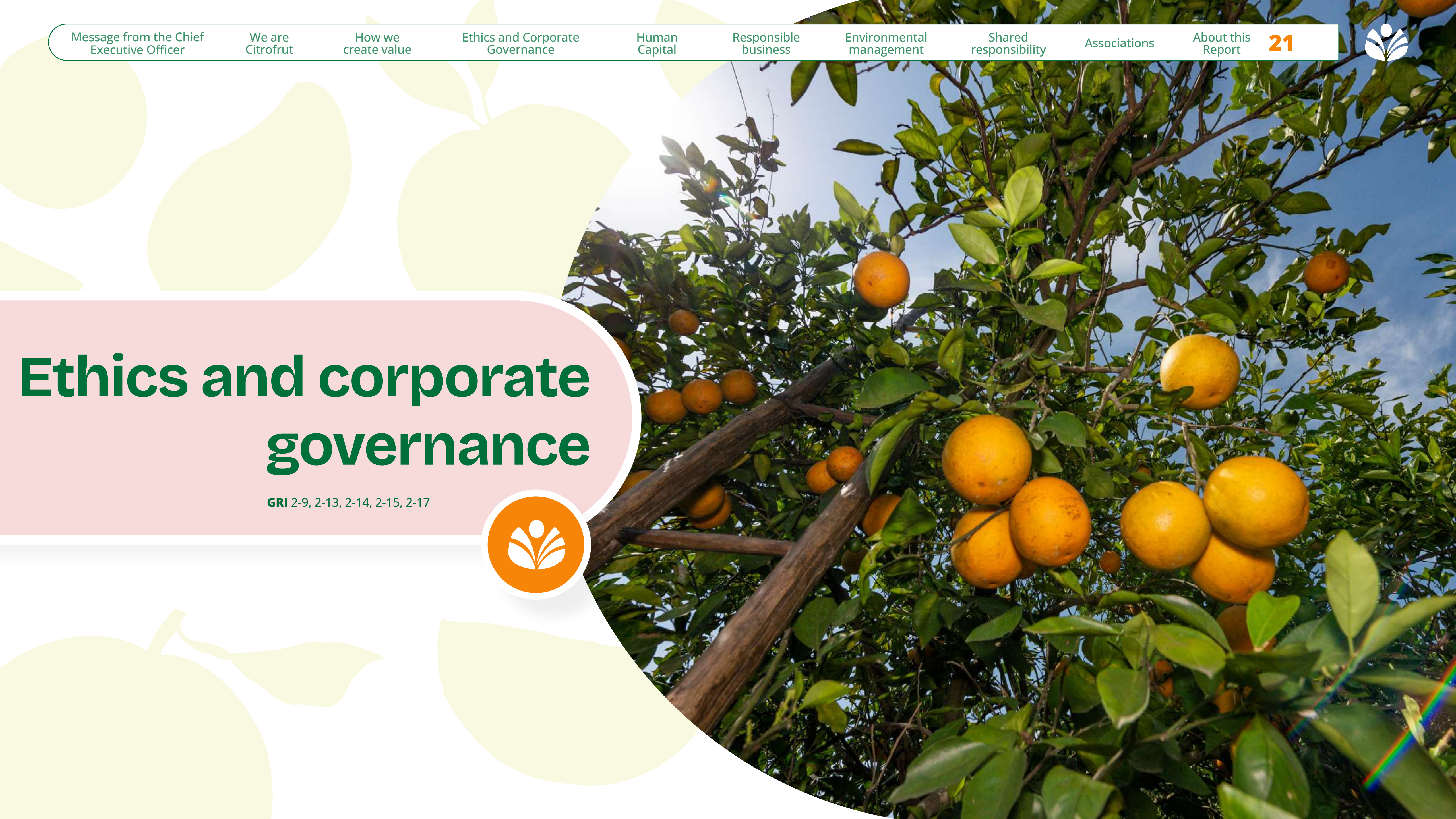
Why?	How?	2030 Target	2024 Results
<p>Gender wage gap</p> <p>The presence of women in business leadership improves a company's overall performance because it contributes varying perspectives. Gender-diverse teams offer more transparent reports and a better quality of income. They also contribute to visibility, which serves as encouragement to other women.</p>	<p>Improve the development of women (promotion and training).</p>	<p>Gender wage gap: 0% at all levels Representation of women in leadership positions: 40% Levels 1-3</p>	<p>Gender wage gap: 3% Guarantee first draft of metrics for tracking gap-closing program over 3 years, and other initiatives Guarantee a metric based on launch of the 9Box tutoring program for women</p>
<p>Employee satisfaction score on diversity, equality and inclusion</p> <p>Current perceptions of the organization's diversity, equality and inclusion mindset, and how perceptive the workforce is of this information.</p>	<p>Number of inclusive leadership programs.</p>	<p>Employee satisfaction score in diversity, equality and inclusion: >85% at all levels</p>	<p>At least 2 initiatives for the awareness + branding + pulse program ZANO deployment with 83% satisfaction</p>
<p>Health and safety</p> <p>Occupational accident frequency rate. We aim to avoid all injuries and expand our safety results, reducing the recordable injury frequency rate (RIF) by 50% between 2023 and 2030.</p>	<p>Prevent unsafe actions and train employees.</p>	<p>Occupational accident frequency rate: 0.38</p>	<p>5 incapacitating accidents Creation of Health and Safety Committee</p>



PRINCIPLED GOVERNANCE

ETHICAL CONDUCT

Why?	How?	2030 Target	2024 Results
<p>Ensure that our program works as a protection against corruption, under these three concepts: design, efficiency and functionality, according to the criteria of the US Department of Justice.</p>	<p>Internal quarterly evaluations and tracking of KPIs.</p>	<p>Evaluation of our compliance programs (Department of Justice): Design >95% Efficiency >90% Functionality >90%</p>	<p>80% Analysis of the Ethics and Compliance Program (Completed) Drafting of the main features of the CMS DOJ analysis of the Ethics and Compliance Program (Completed) Drafting of KPIs in progress for operating permits, licenses, fines, and training.</p>
<p>Achieve service excellence by knowing our clients better.</p>	<p>Application to World's Most Ethical Companies®</p>	<p>Completed</p>	<p>Application to World's Most Ethical Companies® 20% complete</p>
	<p>Develop a distinct advantage through a customer-centric culture that promotes client loyalty.</p>	<p>55%</p>	<p>50% regulatory compliance</p>



Ethics and corporate governance

GRI 2-9, 2-13, 2-14, 2-15, 2-17





Governance principles

GRI 2-11, 2-12

Our governance principles include: maintaining ethical and responsible management of the company, as well as transparency, accountability, integrity, and protection of human rights. These principles apply to all areas of the company, from employee relations to supplier management and environmental protection.

Governance structure

Our governance structure is made up of experienced and highly qualified leaders committed to the highest standards of ethics and integrity, all of them impartial and fully independent (both emotionally and financially) to avoid any type of conflict of interest that might arise.

MANAGEMENT TEAM

Luis Lázaro Valles

CHIEF EXECUTIVE OFFICER OF CITROFRUT

Javier Dávila Martínez

FRUIT SUPPLY COORDINATOR

Luis Sebastián Beatrisini

AGRICULTURAL COORDINATOR

Eron Beine

INDUSTRIAL COORDINATOR

Oscar Ildelfonso Sepúlveda

COMMERCIAL COORDINATOR

John Neil Gilchrist Pacheco

COMMERCIAL AND NEW BUSINESS COORDINATOR

Pedro Jiménez Gutiérrez

SUPPLY CHAIN COORDINATOR

Ramón Ramírez Tijerina

STRATEGIC PLANNING COORDINATOR

Alberto de la Fuente

TALENT AND CULTURE COORDINATOR

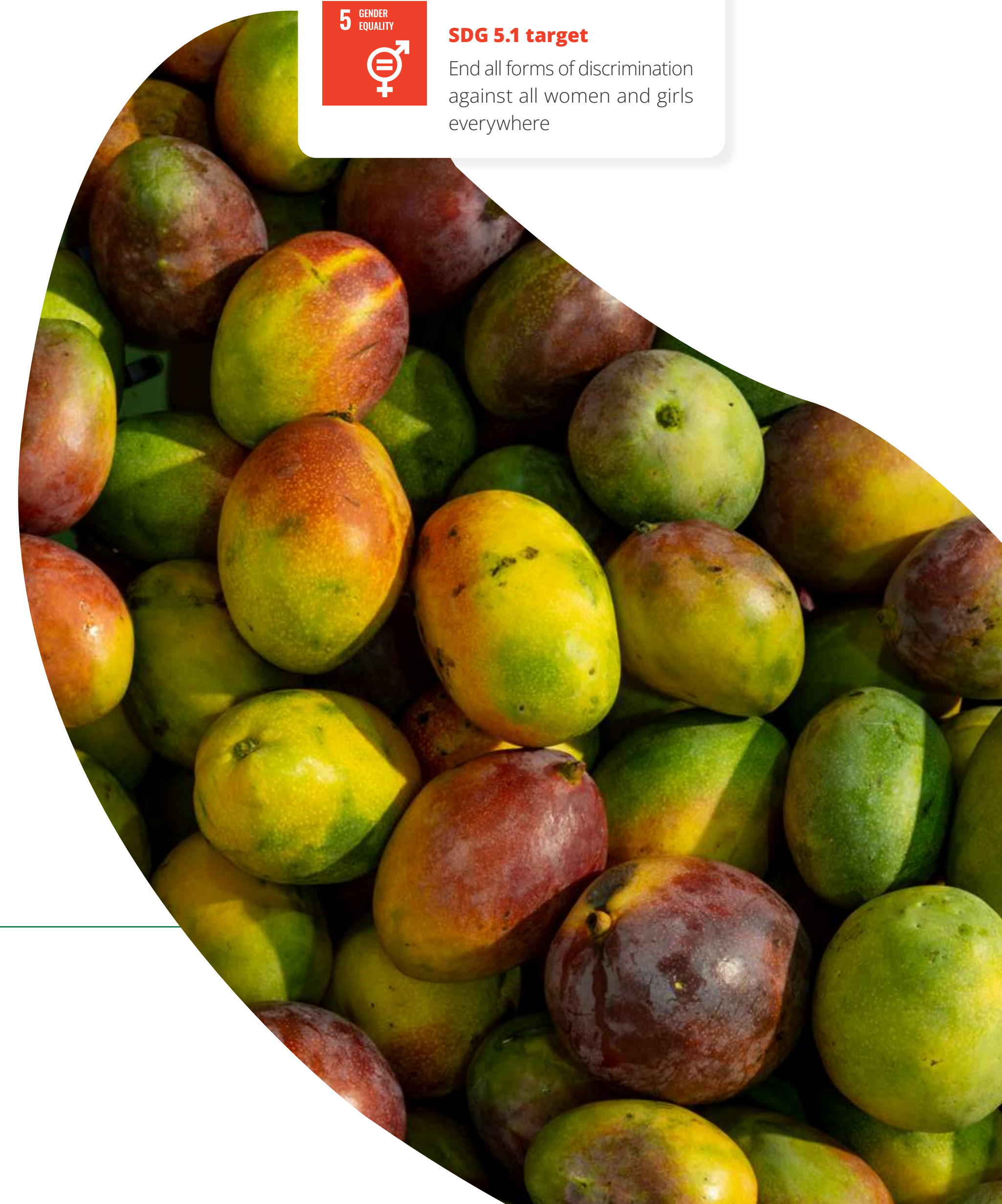
Hugo Francisco García Peña

LEGAL, SUSTAINABILITY, AND INSTITUTIONAL RELATIONS COORDINATOR



SDG 5.1 target

End all forms of discrimination against all women and girls everywhere





Ethics and transparency

GRI 3-3, 2-16, 2-23, 2-24, 2-25, 2-27, 2-30, 206-1, 406-1, 407-1, 408-1, 409-1

All Citrofrut employees, suppliers, customers, business partners, and other parties related to our business must conform to the guidelines, provisions, and policies set forth in the Grupo Proeza Code of Conduct. All employees receive a copy of this code for their information and voluntary signature, as consent to know and respect it, and each makes a declaration of conflicts of interest when necessary.

To ensure that our employees have a thorough understanding of the Code of Conduct, we conduct various training sessions throughout the year.

The purpose of this Code is to encourage ethical behavior and build an environment of trust, diversity, equality, transparency, and legality that allows for business continuity. Violations of the Code may result in corrective actions depending on the severity of the case.

Grupo Proeza has an Ethics and Compliance Committee (ECC), which is responsible for monitoring the Code of Conduct, as well as resolving and reviewing all violations of the Code.

Furthermore, because we operate in different countries, we are committed to complying with local laws and regulations.

The main topics addressed by the Code are: human rights, including freedom of association, non-discrimination, prevention of forced and child labor; the promotion of equal opportunities; customer service; free market competition; personal data privacy; environmental protection, regulatory compliance, anti-corruption, and the relations we expect of our suppliers.

OUR CODE OF CONDUCT IS COMPLEMENTED BY VARIOUS ETHICS AND COMPLIANCE POLICIES, SUCH AS:

- Anti-Corruption Policy
- Policy on Business Contracts and Supplier Veto
- International Money Laundering and Economic Sanctions Policy
- International Criminal Compliance Policy
- International Personal Data Protection Policy
- Conflict of Interest Policy





Transparency hotline

GRI 2-16, 2-25, 2-26

Stakeholders can report any violation of the Code of Ethics anonymously and confidentially through our Compliance Transparency Hotline.

Reports are channeled by the company's Human Resources and Audit Department and handled by an independent company, which presents its opinion on the case directly to the Ethics and Compliance committee.



ETI CODE

In our operations, we apply the Sedex Members Ethical Trade Audit (SMETA) methodology, which is useful for assessing compliance with ethical practices in our supply chain: safety, health, labor, environment and business ethics. We follow the basic code of the Ethical Trading Initiative (ETI), a series of internationally recognized labor standards for improving working conditions.

 <p>EMPLOYMENT IS FREELY CHOSEN</p>	 <p>WORKING CONDITIONS ARE SAFE AND HYGIENIC</p>	 <p>REGULAR EMPLOYMENT IS PROVIDED</p>
 <p>CHILD LABOR SHALL NOT BE USED</p>	 <p>FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED</p>	 <p>NO HARSH OR INHUMANE TREATMENT IS ALLOWED</p>
 <p>WORKING HOURS ARE NOT EXCESSIVE</p>	 <p>NO DISCRIMINATION IS PRACTICED</p>	 <p>LIVING WAGES ARE PAID</p>



Anticorruption and money-laundering prevention

GRI 3-3, 205-1, 205-2, 206-1

Our International Money-Laundering Prevention Policy establishes guidelines by which the company can prevent any transaction with persons or entities that are banned from conducting commercial transactions or which pose a risk of terrorism financing.

It also establishes the mandatory requirements for preventing corrupt activities, within the organization and outside the organization. No employee, officer or supplier may make, offer, promise or authorize the payment, delivery or offering of any item of value to government officials or others in exchange for an improper benefit or advantage, or receive or give any type of bribe.

In compliance with legal regulations, we are committed to ensuring that all our commercial transactions comply with current regulations on economic competition. We promote a free and fair market, ensure compliance with the law, and strengthen our relationships based on integrity and quality.

We also have a selection program managed by Sadah-Control, an external company specializing in compliance. This program ensures that the Purchasing Department correctly applies the Selection Policy, including the development of evaluation criteria, the corresponding documentation, third-party verification, and the review of sanctions lists to avoid possible vetoes.

We conduct business in compliance with Mexican anti-corruption laws and those applicable in other jurisdictions.

79%
of board members trained in anti-corruption matters.





Cybersecurity

At Citrofrut, we have an information security program based on a cybersecurity strategy that covers all Proeza group companies.

Our information security policies adhere to the ISO/IEC 27002:2022 standard, covering areas such as information security incident management, asset management, privacy and data protection, as well as information security training and awareness management, among others.

We also put in place cybersecurity practices and technical controls, along with an annual cybersecurity awareness program which rates users through phishing simulations and other courses that include assessments.



We also have a Cyber Defense Center, managed by an independent partner (SOC-SIEM), to monitor our infrastructure and devices for suspicious activity 24/7. This center is fed by information from our safety tools such as perimeter firewalls and next-generation antivirus software, as well as security information analytics from email service consoles, anti-spam software, and devices and servers throughout the domain.

All computer equipment is managed centrally, allowing for the proactive updating and

application of safety patches on a scheduled basis, thus ensuring that the latest critical and important safety patch updates are always available to protect the data.

Based on the ISO 27001 international standard on information security management in organizations, we have developed various policies such as:

- Information security incident management
- Asset management
- Privacy and data protection management
- Information security training and awareness management

98% of employees

with access to computers participate in the annual cybersecurity awareness program.





Data privacy

GRI 3-3, 418-1

Our International Personal Data Protection Policy requires us to abide by all applicable law regarding data privacy. All information on our employees and customers, as well as any business partner or other outside party, is treated with privacy and strict confidentiality.

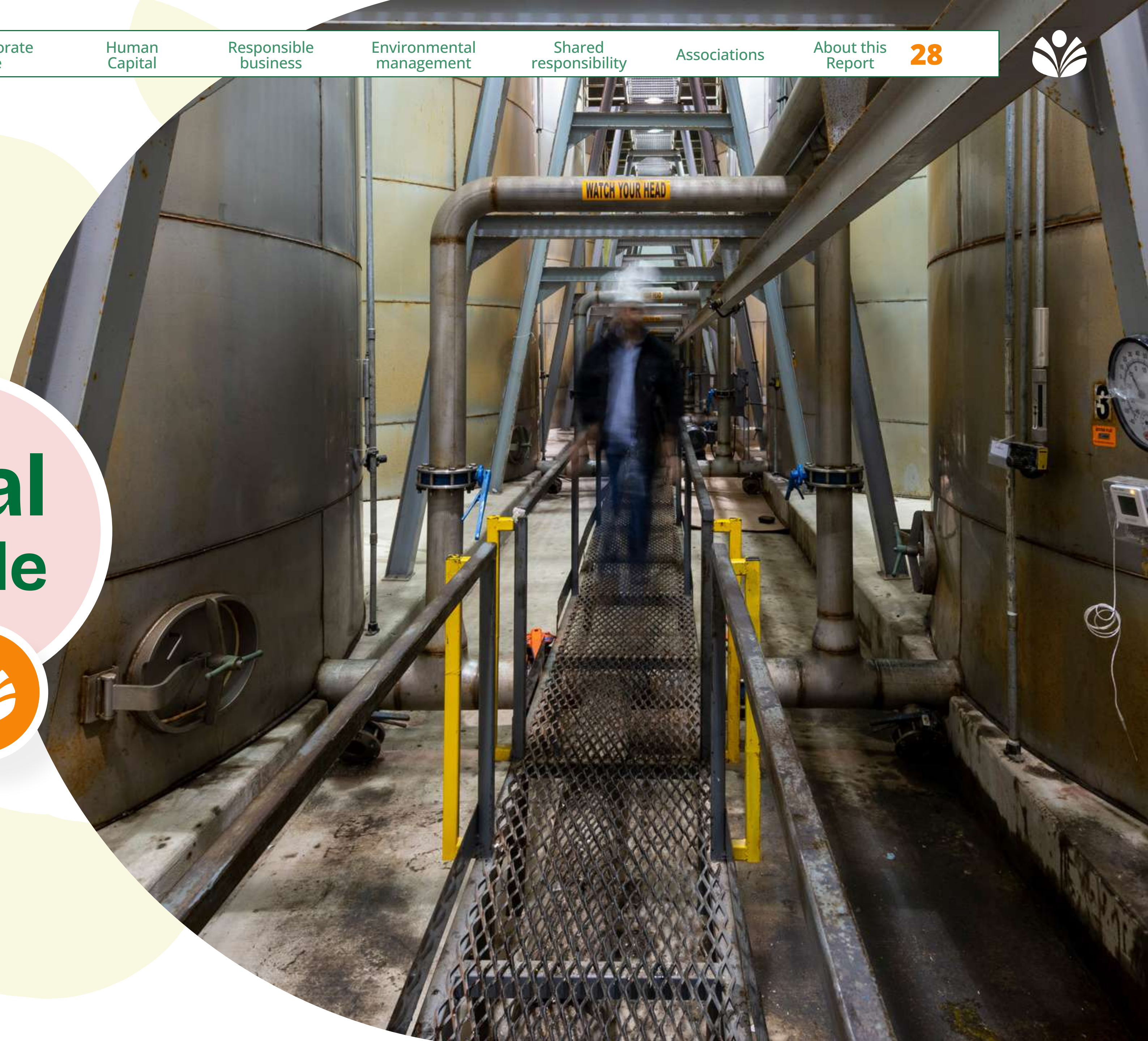
To ensure the above, we include the topics of data privacy assurance and personal data protection in the training plan for our employees.

For more information, visit:
<https://www.proeza.com.mx/integrity>





Human capital People





Recruitment and talent

GRI 2-7, 2-8, 3-3, 202-1, 405-1

1,802
employees

1,509 | **293**
men | women

21
interns
worked in the
company in
2024

We have a Talent Recruitment Policy which sets guidelines on hiring, to ensure the recruitment and retention of the best qualified employees, always considering internal candidates first.

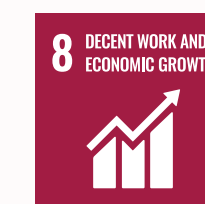
We continue to work on our talent mapping process, using the 9box methodology. We use this to identify the talent available to the organization. We also conduct a series of development and retention actions for each employee up to the fourth level of the organizational hierarchy in administrative employees, focusing on core areas. At the end of the exercise, we follow up on the development actions defined.

We recognize our employees for their skills and capabilities, so that they can gain a sense of belonging and pride and thus im-

prove their personal and professional development and foster a climate of growth and motivation.

Citrofrut offers equal opportunities to all employees, and we abide by all laws on fair employment practices, rejecting all forms of child labor or slavery.

We have an internship program under which we hire high-potential students and invite them to gain professional experience at Citrofrut. In this way, we support their advancement at an early stage of their professional career, in the hopes that they will continue working within the company after completing their studies. Increasing talent in entry-level positions also creates successors for mid-level positions in the medium term.



SDG 8.5 Target

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Breakdown of
governance
bodies by
gender

14.29%
women

85.71%
men



WORKFORCE BY GENDER AND JOB CATEGORY

Type	2021		2022		2023		2024		% 2024 vs 2023	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Permanent	214	670	241	757	207	683	147	436	-29%	-36%
Temporary	198	362	135	248	166	246	44	313	-73%	27%
Field workers	125	701	133	785	131	833	102	760	-22%	-9%
TOTAL	537	1733	509	1790	504	1762	293	1509	-42%	-14%

POSITIONS IN THE ORGANIZATION BY GENDER 2023

Position	Women	Men
Assistant	19	42
Analyst	30	32
Facilitator	32	86
Area head	47	113
Jr. coordinator	6	21
Sr. coordinator	1	6
Executive	2	12
Temporary	44	313
Unionized	10	124
Field workers	102	760
TOTAL	293	1509

WORKFORCE BY GENDER

Gender	2021	2022	2023	2024
Women	537	509	504	1509
Men	1733	1790	1762	293
TOTAL	2270	2299	2266	1802





WORKFORCE BY TYPE OF CONTRACT AND LOCATION

Contract type	Álamo		Central Gulf		Northern Gulf		Huichihuayán		Michoacán		Monterrey		Paso Largo		Sinaloa		Tamaulipas		Montemorelos	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Permanent	66	42	16	60	41	34	224	163	9	3	120	78	335	177	63	15	16	11	0	0
Temporary	117	22	0	143	0	91	170	36	0	0	0	15	117	48	8	2	0	0	0	0
Field workers	0	0	192	173	524	528	0	0	25	25	0	0	0	0	0	0	223	136	0	0
TOTAL	183	64	208	376	565	653	394	199	34	28	120	93	452	225	71	17	239	147	0	0





WORKFORCE BY TYPE OF CONTRACT, LOCATION AND GENDER

Type of contract	Location	2022		2023		2024	
		Women	Men	Women	Men	Women	Men
Permanent	Álamo	16	63	9	57	6	36
	Central Gulf	6	8	5	11	25	35
	Northern Gulf	15	27	15	26	12	22
	Huichihuayán	41	224	33	191	21	142
	Michoacán	0	2	1	8	0	3
	Montemorelos	0	3	0	0	0	0
	Monterrey	59	79	49	71	35	43
	Paso Largo	86	289	75	260	42	135
	Sinaloa	14	55	13	50	3	12
	Tamaulipas	4	7	7	9	3	8
	TOTAL PERMANENT	241	757	207	683	147	436
Temporary	Álamo	28	62	36	81	5	17
	Central Gulf	0	0	0	0	9	134
	Northern Gulf	0	0	0	0	7	84
	Huichihuayán	48	134	53	117	5	31
	Monterrey	0	1	0	0	11	4
	Paso Largo	59	49	74	43	6	42
	Sinaloa	0	2	3	5	1	1
	TOTAL TEMPORARY	135	248	166	246	44	313
Field workers	Central Gulf	22	169	15	177	16	157
	Northern Gulf	71	440	76	448	68	460
	Michoacán	0	22	0	25	1	24
	Tamaulipas	40	154	40	183	17	119
	TOTAL FIELD	133	785	131	833	102	760
TOTAL		509	1790	504	1762	293	1509





NEW HIRES

GRI 401-1

Total departures:

1,643 / 52.4%

57 vacancies / 6 filled with internal candidates

Total employees as of December 31, 2024	Women	Men
	317	1175

	Number of new hires	Hiring rate	Number of departures	Departure rate
Women				
< 30 years	171	12%	115	7%
Between 30 and 50 years	126	9%	129	8%
> 50 years	20	2%	15	2%
Men				
< 30 years	693	46%	596	36%
Between 30 and 50 years	459	29%	636	38%
> 50 years	22	2%	152	9%

Employee turnover		Vacancies filled by internal candidates in 2024	
Number of dismissals	1643	Vacancies filled by internal candidates	6
Turnover rate (%)	52.43%	Total number of vacancies in 2024	57



Diversity, inclusion and gender equality

GRI 3-3: 405-1, 202-2



At Citrofrut, we strictly prohibit any violence, discrimination or harassment against employees or any other person for reasons of race, color, religion, creed, origin, ethnicity, gender orientation, identity or expression, marital status, health or social condition, age, physical or mental disability, migratory condition or any other characteristic that is protected by law, and we have a Diversity Policy applicable to all group companies

Candidates for positions in the company are selected based on their qualifications. By having a diverse team, we ensure different experiences, values and perspectives that ensure continuous improvement.



SDG 5.5 target
Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

PERCENTAGE OF EMPLOYEES BY GENDER AND JOB TYPE

ADMINISTRATIVE

30.51% women

69.49% men

TEMPORARY

30.43% women

69.57% men

UNIONIZED

9.04% women

90.96% men

FIELD WORKERS

10.77% women

89.23% men



GRI 405-1

PERCENTAGE OF EMPLOYEES BY AGE AND TYPE OF EMPLOYMENT

Women	Administrative	Temporary	Unionized	Field workers
< 30 years	33.33%	71.43%	11.76%	34.75%
Between 30 and 50 years	61.48%	28.57%	76.47%	47.46%
> 50 years	5.19%	0.00%	11.76%	17.80%
Men				
< 30 years	26.67%	47.92%	29.82%	36.20%
Between 30 and 50 years	62.00%	39.58%	56.73%	46.11%
> 50 years	11.33%	12.50%	13.45%	17.69%
TOTAL EMPLOYEES	435	69	188	1096



GRI 202-2

EXECUTIVES HIRED FROM THE LOCAL COMMUNITY

Country	2022	2023	2024
Mexico	0.52%	0.53%	0.78%

Note: Senior executives are those who occupy the highest hierarchical levels within Citrofrut and are responsible for making key strategic decisions to guide the company. They are responsible for managing resources, leading the implementation of corporate initiatives, and ensuring the fulfillment of short-, medium-, and long-term business objectives, as well as managing and developing talent at all levels of the company. They play a basic role in driving the development of sustainable policies that align the company's growth with respect for the environment and the communities in which we operate.

GRI 202-1

RATIO OF STANDARD STARTING WAGE BY GENDER VS. LOCAL MINIMUM WAGE

Year	Country	Daily starting salary	Men	Women	Ratio Men	Ratio Women
2022	Mexico	\$172.87	\$338.87	\$337.40	96%	95%
2023	Mexico	\$248.93	\$321.20	\$354.99	29%	43%
2024	Mexico	\$278.80	\$390.71	\$355.18	40%	27%



Compensation and benefits

GRI 3-3, 201-3, 401-2, 401-3

Citrofrut aims to offer a competitive package of salary and benefits, recognizing our employees for their hard work and dedication, and helping us to build motivation, satisfaction and commitment to the organization. This strengthens our organizational culture and creates a positive work environment so that the company can continue to grow.

Parental leave is one of the benefits we offer employees, because it allows them to spend quality time with their newborn children and encourages a healthy work-life balance.

7 WOMEN EMPLOYEES
MEN EMPLOYEES
took parental leave in 2024

14 returned to work after the leave and remain with the company to date.

100% reinstatement rate

Benefit	Temporary employees	Full-time employees	Part-time unionized	Full-time unionized
Annual bonus	X	X	X	X
Paid vacation	X	X	X	X
Vacation bonus	X	X	X	X
Social security	X	X	X	X
Life insurance	X	X	X	X
Savings fund		X	X	X
Grocery vouchers		X	X	X
Transportation assistance	X	X	X	X
Marriage leave		X		
Maternity leave	X	X	X	X
Paternity leave	X	X	X	X
Bereavement support		X	X	X
Parking	X	X	X	X





BENEFITS FOR FULL-TIME EMPLOYEES

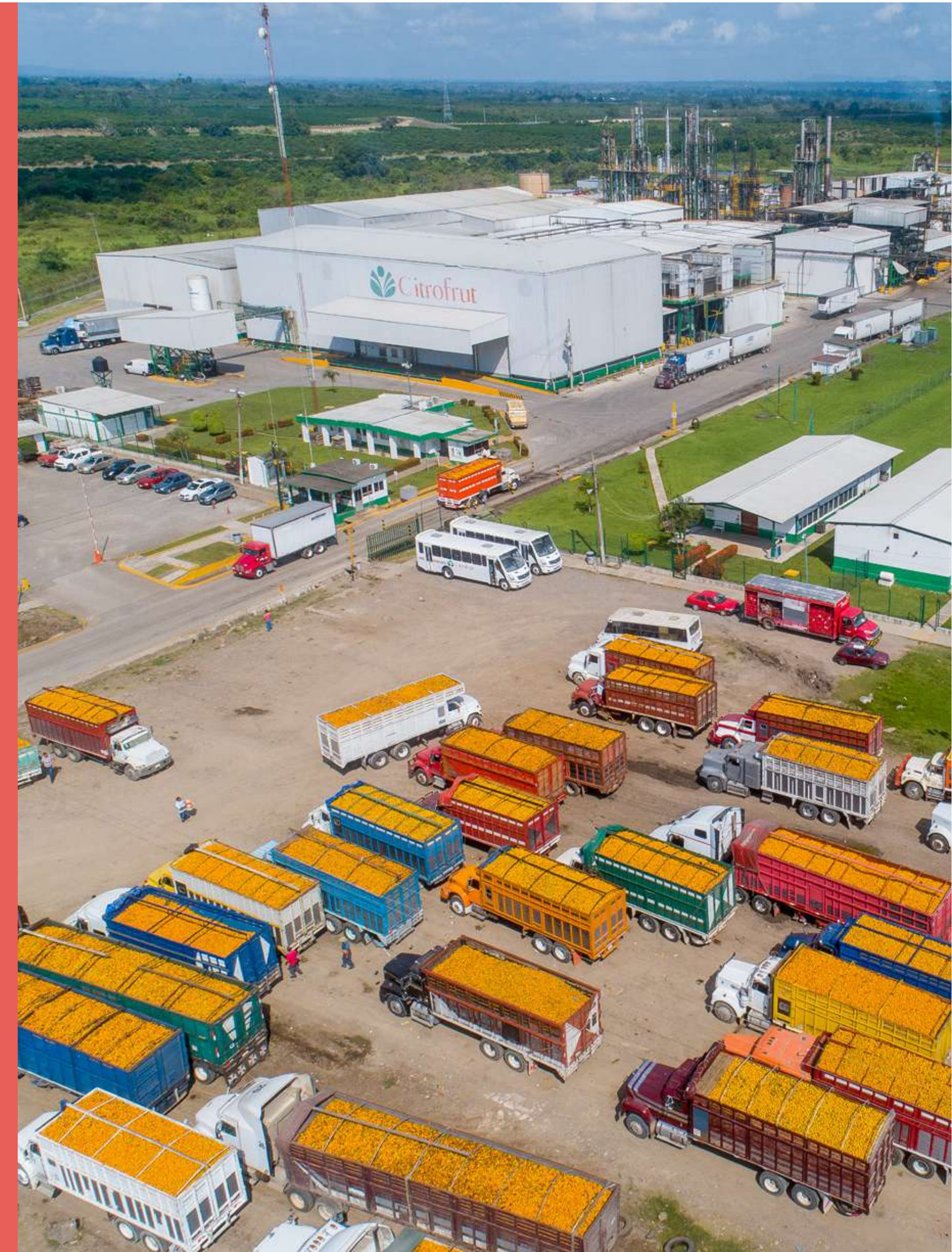
MONTERREY	
Benefit	Full-time employees
Annual bonus	X
Paid vacation	X
Vacation bonus	X
Social security	X
Life insurance	Operating staff: 12 months for natural death/24 months for accidental death Administrative: 24 months for natural death/48 months for accidental death
Savings fund	X
Grocery vouchers	X
Marriage leave	X
Bereavement support	X
Parking	X

Savings account

We also continued to offer employees access to a long-term savings plan called *Cuenta Futuro*, through which they can save up funds over their years of work so that at retirement they can combine these funds with their social security pension to ensure a stable income in their retirement years. The requirements to be eligible for this benefit are: to be a non-unionized administrative employee active on the company payroll with a permanent contract, and to contribute at least 1.0% of their ordinary monthly salary.

Regardless of the reason for their departure, any employee who has been contributing to *Cuenta Futuro* can withdraw 100% of their individual savings, plus the accumulated interest, when they leave the company.

At retirement, employees receive 100% of their own contributions plus interest; and receive the contributions the company made to their account (plus interest), or the minimum guarantee (3 months + 20 days), whichever is greater, after they are fully vested in the plan.





Training and development

GRI 3-3, 404-1, 404-2

The constant training of our employees is fundamental for the growth and development of Citrofrut. Through their advancement, we improve their performance, increase their productivity and strengthen their commitment to the organization.

In Citrofrut we have an Annual Training Plan, focused on each of the needs of the various levels and divisions of the company. We detect training needs through the following process:

Determine the goals of the business and the mainstream organizational requirements (key institutional practices).

Conduct interviews, determine roles and create matrixes to analyze annual needs.

Create and validate the annual training plan based on the preceding analysis.

Communicate the plan.

Monitor the plan through quarterly control points.

96% completed the training plan

291 job transfer and handover plans completed

100% completed onboarding

85 courses taught

19,033 hours of training

1,055 women trained / 18 hours on average

2,953 men trained / 27 hours on average

1 master's degree

Average hours of training
18 hours for women / 27 work-hours for men



SDG 4.4 Target

By 2030, substantially increase the number of youth and adults who have the necessary qualifications, including technical and vocational skills, for employment, decent jobs and entrepreneurship.



Performance evaluations

GRI 404-3

To detect areas of improvement, assess employee skills and competencies, and focus our training and development efforts, we conduct annual performance evaluations at all levels of the company: senior management (Citrofrut's lead team), managers (coordinators) and administrative staff (the rest of the work force).



2024 EVALUATIONS

240 EVALUATIONS

70 women / 29.2% | **170** men / 70.8%

10 directors | **39** managers | **191** administrative staff

CURRENT EVALUATIONS

289 in 2025 (considering new hires)

80 women / 27.7% | **209** men / 72.3%



Safe workplaces

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9

Occupational safety

Citrofrut makes employee safety and health a priority. We provide safe environments and healthy conditions for all, as well as risk prevention at all work sites.

Our safety strategy is based on ISO 45000 certification, an international standard that defines the requirements for an occupational health and safety management system, as well as legal requirements and the Integrated Management System Policy (POL-CIT-GLO-SGC-01), which is communicated to all employees during their onboarding to the company.

Our non-certified management system covers 100% of the employees at our four plants: Álamo, Paso Largo, Huichihuayán, and Rosario, as well as other non-employee workers.



Risk prevention

We have four mechanisms in place to identify occupational safety and health hazards:

- a) Inspections by the Health and Safety Committee (HSC).
- b) Analysis of the worker's job at the site where they perform their activities.
- c) Behavior-Based Safety Audits, using the hazard identification and assessment procedure.
- d) Assessment of requirements applicable to the company by the Ministry of Labor and Social Welfare.

We also identify workplace hazards by pinpointing unsafe conditions (degree of risk).

We carry out this process annually, and also when any changes are identified in the production processes reflected in Occupational Health and Safety, or when there are new products, expansion or reduction in facilities, or incidents with injuries or damage to workers' health. Likewise, employees can report risky situations in the Safety and Hygiene Commission's tours and in Behavior-Based Safety inspections.

To ensure that the results of the risk assessment are used appropriately, we hold weekly operations meetings and monthly safety and health meetings, and set occupational health and safety targets.



We communicate safety and health information through information boards, emails, and/or during safety meetings (five-minute talks).

We are in the process of putting in place a Safety and Health Management System at our Paso Largo Plant, which will be replicated at the rest of our operations, as well as an Accident Prevention Program, which consists of the following:

1 BEHAVIOR-BASED SAFETY

- Safety inspection based on 5 key behaviors: distraction, fatigue, overconfidence, haste, stress.
- Safety inspection based on 5 key environmental hazards: blind spots, order and cleanliness, tools and equipment, posture, and line of fire.

2 CARDINAL SAFETY RULES

- Fully institute cardinal rules in all areas of the plant.

3 CULTURE AND COMMUNICATION

- Cardinal Rules Dissemination Campaign; Accident Prevention Campaign (video explaining the danger, risk and control in the activity); Safety Contest, using Risk Analysis Technique for operating personnel.

4 TRAINING

- Development of SHRW (Supervisor of High Risk Work) personnel.
- Completion of the training plan.

5 LEADERSHIP AND ACCOUNTABILITY

- Strengthen the Safety Leadership Program for managers.
- Enforce the application of regulations for departures/violations of Industrial Safety rules.
- Implement a lost-time injury accountability process.

6 INFRASTRUCTURE

- Complete the Capex plan for safety measures.
- Implement the Slip and Fall Prevention Guide (lighting, liquid leaks in machinery, tripping points on pedestrian walkways, order and cleanliness).
- Measure the percentage of actions taken in response to accidents at other plants that provide lessons for our own facilities.

7 RISK LEVEL MANAGEMENT

- Increase the rate of compliance with the degree of unsafe condition risk.
- Close 95% of risks.

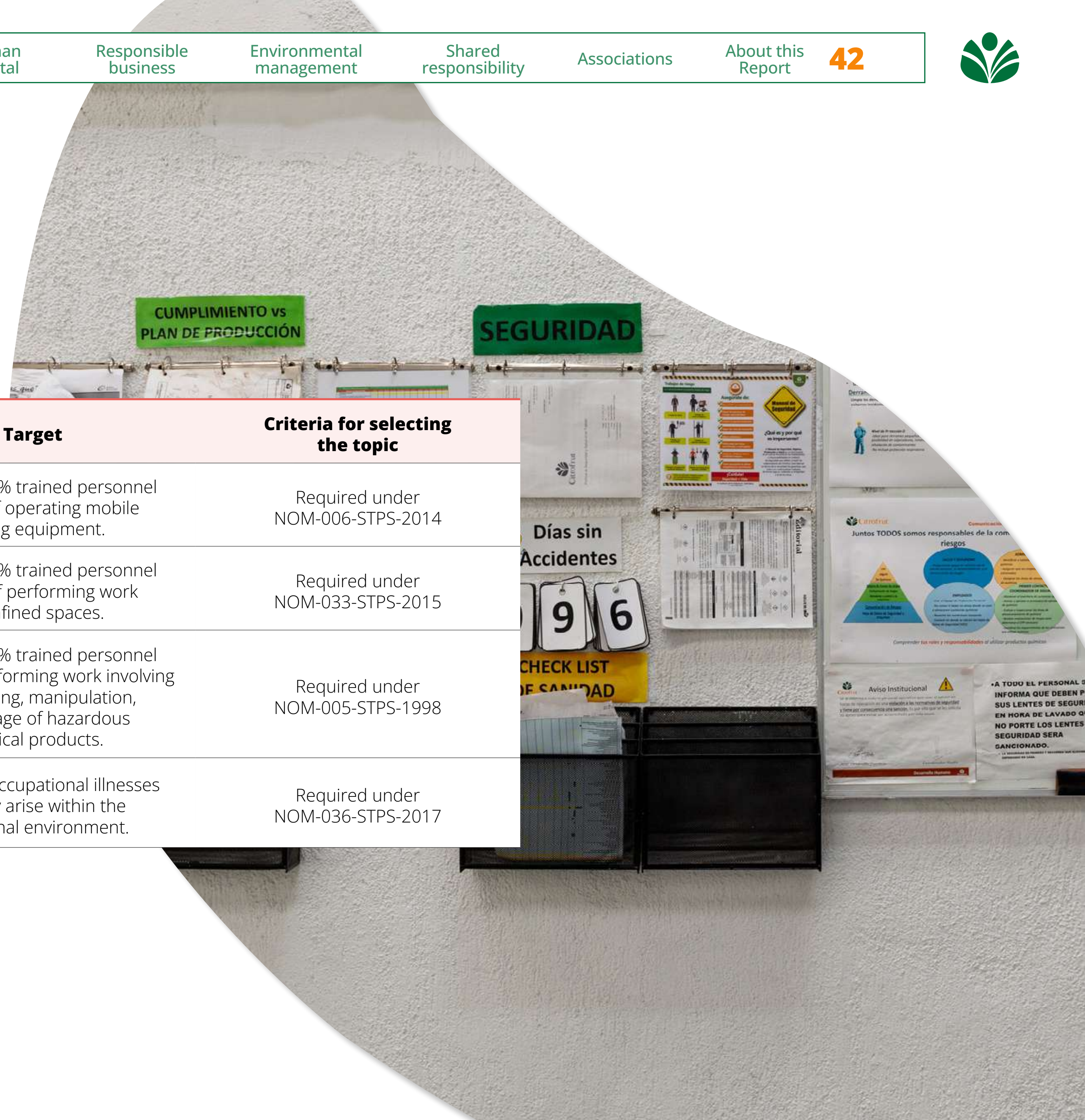
We believe it is essential that we provide health and safety training to our employees, in order to create a culture of safety and awareness of the dangers and consequences that may exist in this area. These courses can be held regularly, such as 5-minute talks, or annually as part of the Annual Training Program.



Health and safety courses 2024

1,126
employees trained in 2024

Description of courses, workshops, or certifications	Scope	Target	Criteria for selecting the topic
Forklift course	For all forklift operators.	To have 100% trained personnel capable of operating mobile loading equipment.	Required under NOM-006-STPS-2014
Work in confined spaces	For all maintenance and operational personnel working in these specific activities.	To have 100% trained personnel capable of performing work in confined spaces.	Required under NOM-033-STPS-2015
Handling of chemical substances	For all personnel who handle, manipulate, and store hazardous chemicals.	To have 100% trained personnel capable of performing work involving the handling, manipulation, and storage of hazardous chemical products.	Required under NOM-005-STPS-1998
Ergonomic risk factors at work	For personnel who are exposed to overexertion and standing in routine operational activities.	To prevent occupational illnesses that may arise within the operational environment.	Required under NOM-036-STPS-2017





Occupational Health

The health of our employees is very important at Citrofrut. All employees at our plants have access to:

- Primary care services for minor workplace injuries provided by a specialized nurse.
- Social Security
- Major medical expenses (for some job categories)
- PREVENIMSS (vaccination for seasonal respiratory diseases such as influenza or coronavirus, hepatitis prevention vaccination, oral care prevention campaigns, and birth control) within the workplace.
- Regular medical examinations.
- Work environment studies (vibrations, noise, lighting, temperatures, chemical contamination, psychosocial and ergonomic risk factors).
- Health campaigns for all company employees (vaccinations).

Employee medical information is handled by the plant health team, through the nursing staff. These examinations are used to assess the health conditions of our employees and are strictly confidential. We also maintain individual records for each employee, which are kept in the Preventive Health area.

Our Safety and Health committee meets once per quarter, or whenever there is an incident, and its main responsibilities are:

- To identify agents, hazardous or unsafe conditions and unsafe acts in the workplace.
- To investigate the causes of occupational accidents and diseases.
- To propose measures to prevent occupational accidents and diseases.
- To follow up on implementation of the proposed measures.



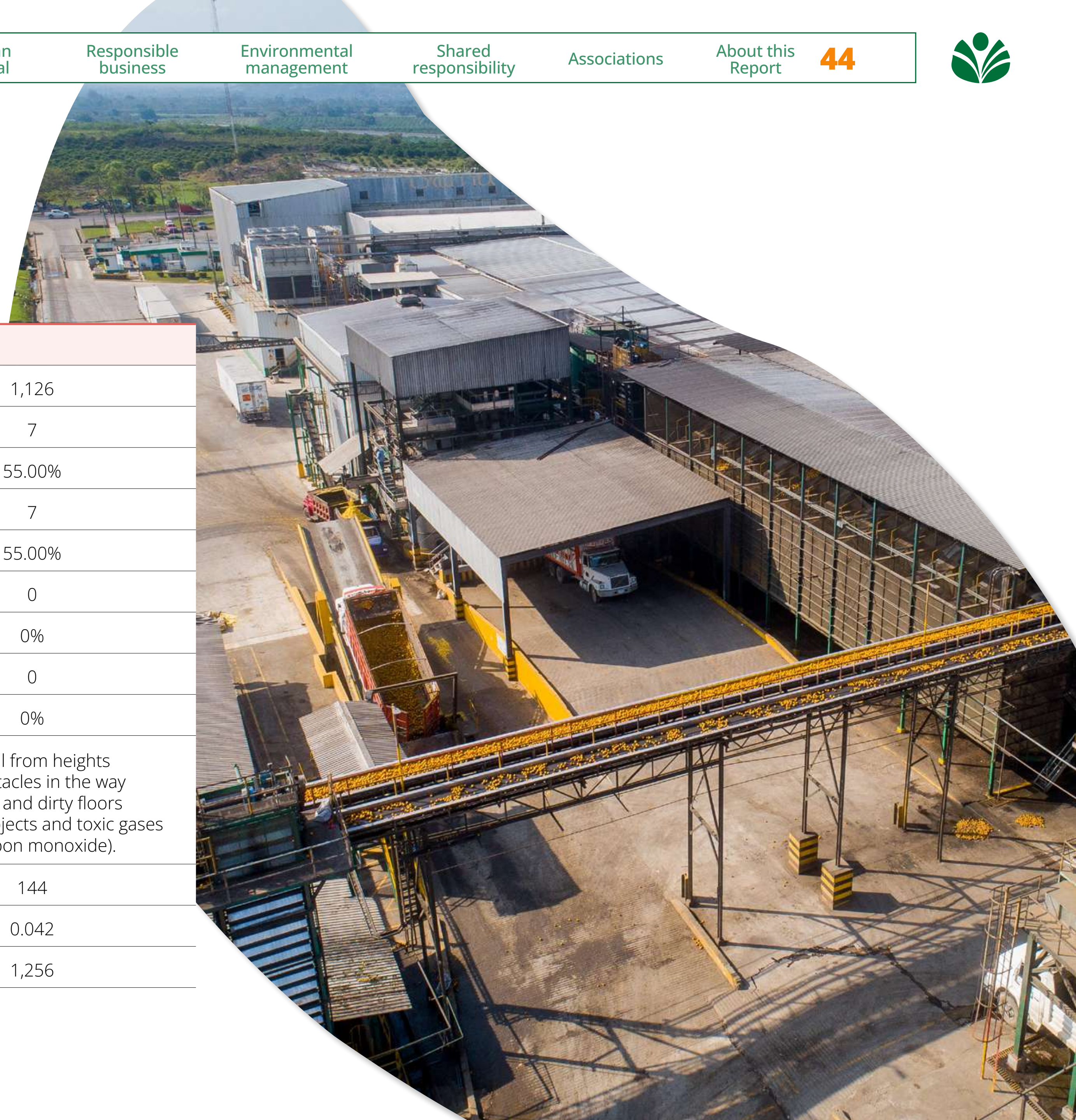


Work-related accidents



Employees	
Total IMSS-affiliated employees	1,126
Number of occupational accidents	7
Occupational accident rate	55.00%
Number of recorded accidents	7
Recorded accident rate	55.00%
Number of occupational fatalities	0
Occupational fatality rate	0%
Number of serious occupational accidents	0
Serious occupational accident rate	0%
Main types of occupational accidents occurred	<ol style="list-style-type: none"> 1) Fall from heights 2) Obstacles in the way 3) Wet and dirty floors 4) Falling objects and toxic gases (carbon monoxide).
Number of lost days	144
Lost days rate	0.042
Number of hours worked	1,256

* **Total:** El Rosario plant, Paso Largo plant, Huichihuayán plant, Álamo plant.





Responsible business



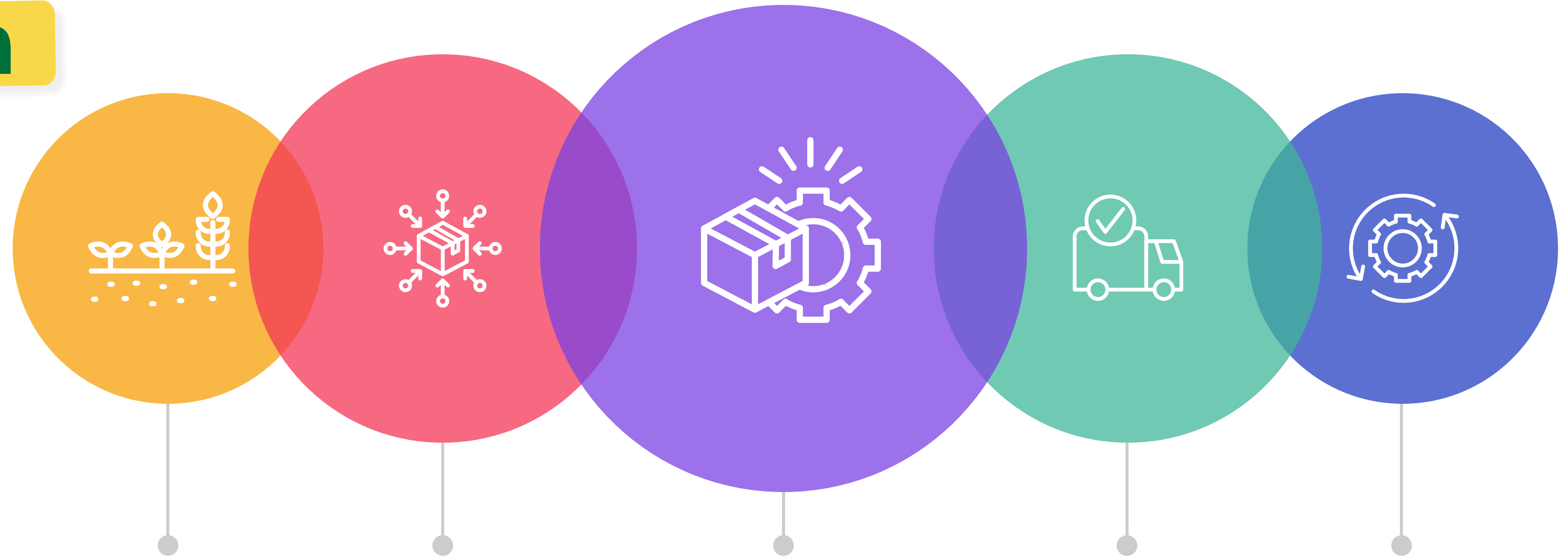


Responsible value chain

GRI 2-6

We manage our value chain to guarantee that every phase of the production process, from raw material sourcing to end product delivery, is done ethically, sustainably and respectfully toward the environment and the communities involved, and under the highest quality standards. We apply responsible practices that not only create economic value but contribute to social well-being and environmental protection.

VALUE CHAIN



Our priorities:
 Organic Program
 Supplier developer

Agricultural system

This is the area responsible for supplying raw materials for the production of products.

Most of the fruit comes from external suppliers; the rest is obtained from our own organic orchards.

Supply system

Supplies the volume of fruit agreed upon with the commercial system and the operations area, and ensures that the fruit meets the established quality and safety requirements.

In this phase, we map and negotiate with suppliers.

Production system

Processes the fruit and makes the portfolio of products the company offers to clients, on time and according to specifications.

The system supplies finished product to the Commercial System.

Distribution

Commercial area delivers the products through our Responsible distribution network.

Commercial system

Markets and sells the company's product portfolio, guaranteeing high quality and on-time delivery while preserving profitability.

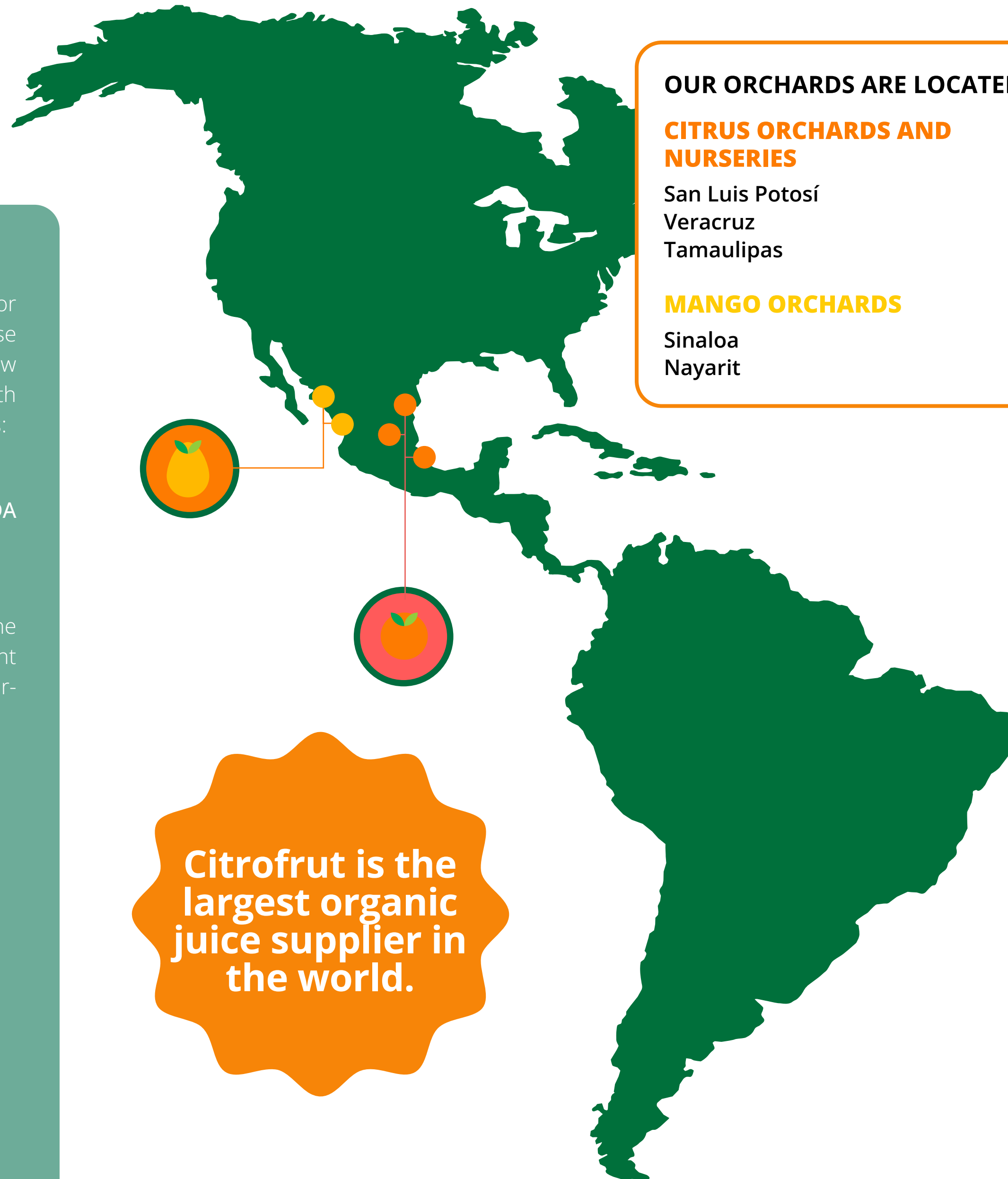


Organic program

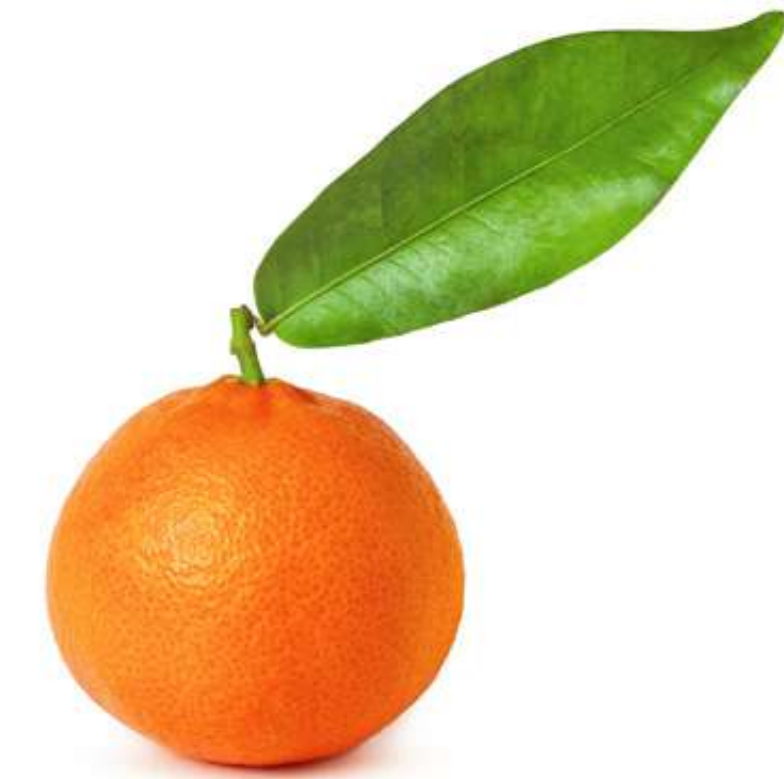
Our Organic Program is especially important for the company in commercial terms. Its purpose is to promote the organic management of raw material suppliers' orchards, in accordance with national and international regulations such as:

- The Mexican Organic Products Act
- The US National Organic Program, NOP USDA
- EU Regulation 834/2007
- Canada Organic Regime

This program guarantees the certification of the production units, by an accredited independent firm, ensuring the quality and integrity of our organic products.



Citrofrut is the largest organic juice supplier in the world.



+9,900 hectares

of organic surface area, certified by the legally accredited organizations in the countries that receive our products.

2023-2024 SEASON

689 producers

3,852 orchards

163,002 metric tons produced

115,790 metric tons purchased



Product development

GRI 3-3, 203-2

Our supplier development program was designed to approach company suppliers through various initiatives, primarily with the aim of building long-term, win-win relations with citrus fruit suppliers.

2024 RESULTS

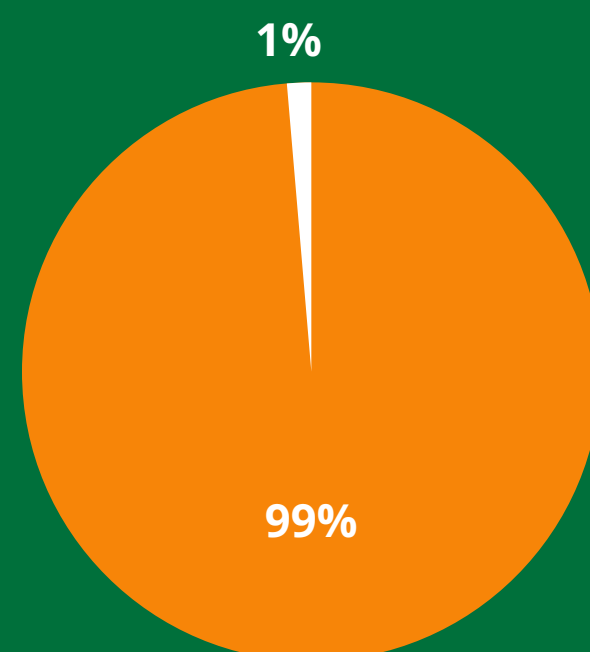
24,808 hectares affected

20,425 plants delivered

Concept	Amount (MXN)	Impact
Tamarixia radiata	\$526,504.00	2,123 ha
Entomopathogenic fungi (plant health)	\$561,101.55	2,077 ha
Bio-inputs (plant health)	\$720,275.71	2,218 ha
Entomopathogenic fungi (collection centers)	\$147,772.05	5,47 ha
Bio-inputs (point system)	\$1,703,829.01	5,263 ha
Soil amendment (point system)	\$1,221,605.00	3,322 ha
Seedlings (point system)	\$1,141,349.00	20,425 seedlings
Equipment (point system)	\$5,077,280.50	548 teams, 6,894 machetes



Technical assistance: 28,808 ha.



	Ala	Gtz	Hue	Hui Conv.	Hui Org.	MTZ	Tam
Target	6,500	2,600	4,000	1,000	6,000	3,900	1,000
To date	6,539	2,525	4,391	1,160	4,891	4,212	1,091

Participation in social responsibility talks at the Paso Largo plant.



Product safety

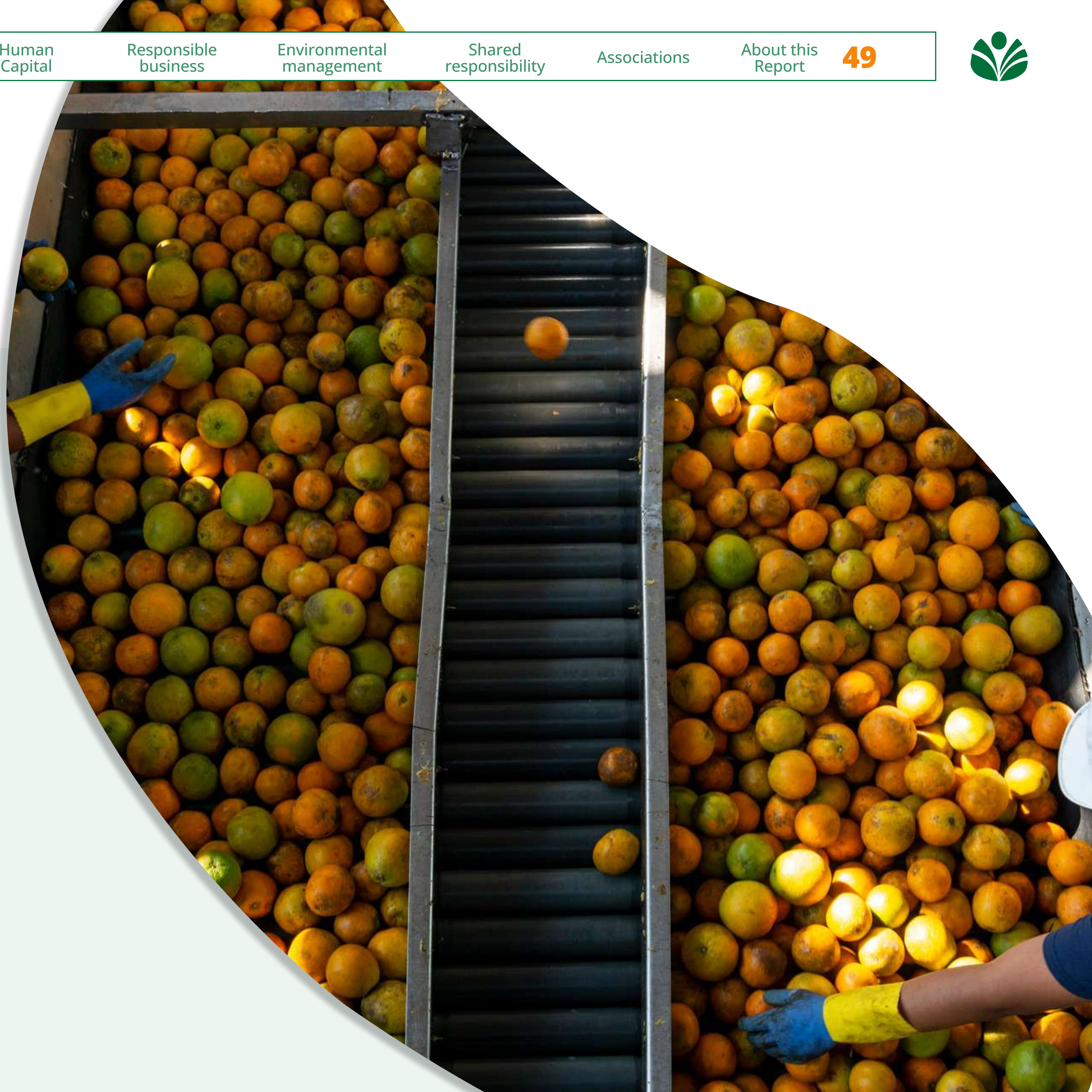
GRI 3-3, 416-1

We have a standing commitment to quality, transparency and continuous improvement, building customers' trust in our products and services. We respect all of the various Mexican national standards, codes of best practices, regulations, procedures, rules, specifications and legislation concerning our industry.

To monitor our products' impact on health and safety, we have a complaints module in our ERP Microsoft Dynamics program, where clients can notify us of any possible health and safety impacts associated with our products. Through this platform, we record complaints or non-compliance reported by our customers and communicate them to the plant in question. Each case is analyzed by a multidisciplinary team to determine its validity.

All our products have Food Safety System Certification (FSSC) 22000, part of the Global Food Safety Initiative, and we also have other certifications such as USDA National Organic Program (NOP), which guarantees protection of the environment and climate, the Certificate of Inspection (COI) for the import of organic products into the European Community or the United Kingdom, Kosher certification, Safe Global Fair (SGF), among others.

Our production process is evaluated for performance (fruit utilization) and physicochemical, sensory, microbiological, and legal compliance characteristics, and is based on customer specifications, voluntary standards, NOM-251-SSA1-2009, Hygiene Practices for the Processing of Food, Beverages, or Food Supplements, and legal requirements.

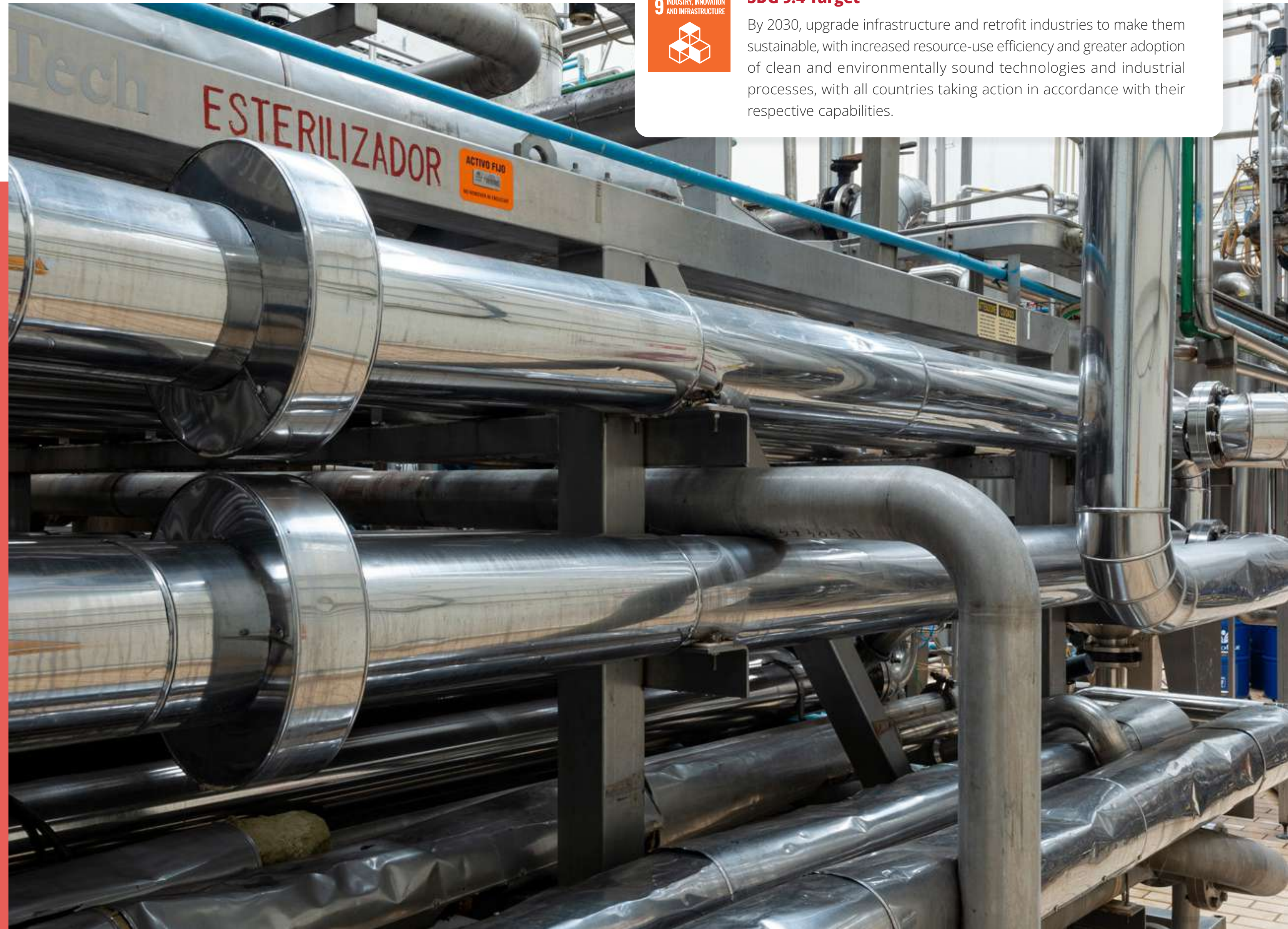




Product evaluation

GRI 3-3, 416-1, 416-2

All our plants have Hazard Analysis Critical Control Point systems in place, in keeping with FSSC 22000 standard to control and mitigate any impact on our products' health and safety. We also apply internal and customer specifications for our products.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

SDG 9.4 Target

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.



Certifications

GRI 2-27

Our certifications and high standards set us head and shoulders above the rest as a sustainable company committed to high quality. They not only reflect our commitment to responsible, environmentally-respectful practices, but also make us a trusted supplier to our clients. With such certifications, we ensure that our products meet the strictest quality and safety requirements, providing peace of mind and reassurance to all those who choose our natural, high-quality products.

FOOD QUALITY AND SAFETY CERTIFICATIONS

- **GLOBAL FOOD SAFETY INITIATIVE (GFSI).** All our plants are certified by the Global Food Safety Initiative (GFSI) and comply with wastewater treatment regulations to ensure sustainable processing practices.
- **FSSC 22000.** Food safety management certification based on ISO 22000, for agri-food industries and food packaging manufacturers recognized by the Global Food Safety Initiative (GFSI). Certified plants: Paso Largo, Huichihuayán, El Rosario and Álamo, Taquaritinga, Sao Paulo, Brazil.
- **SURE GLOBAL FAIR.** Quality and safety certification, focused on the fruit juice industry, which guarantees compliance with legal and industrial standards, as well as product safety and traceability, which we have voluntarily adopted. All Citrofrut manufacturing plants are certified under this scheme.
- **KOSHER.** Guarantees compliance with kosher production standards. Certified plants: Paso Largo, Huichihuayán, El Rosario and Álamo.
- **HALAL CERTIFICATION.** A process that guarantees the quality and characteristics of a food, product, or service comply with Halal regulations for consumption by Muslims.





- **OKO GARANTIE.** High-quality certification for compliance with European regulations for organic production.
- **SAGARPA MEXICO ORGANIC.** Official label that guarantees that a product has been produced under the standards of the Mexican Organic Products Law and has been certified by the Ministry of Agriculture and Rural Development (SAGARPA).



SUSTAINABILITY CERTIFICATIONS

- **USDA ORGANIC.** Attests to the use of organic farming standards. All our orchards have this certification.
- **SGF CERTIFICATION.** Establishes and ensures free and fair market conditions in the juice industry throughout the value chain, and serves as a control instrument in the juice industry, covering issues such as food safety, authenticity and labeling, traceability, hygiene and good manufacturing practices, and sustainability. Certified plants: Paso Largo, Huichihuayán, El Rosario and Álamo, Taquaritinga, Sao Paulo, Brazil.
- **SEDEX MEMBERS ETHICAL TRADE AUDIT (SMETA).** This globally recognized practice allows companies to evaluate their operations and those of their suppliers in terms of labor standards, health and safety, environmental performance, and ethics. All our plants are audited annually through SMETA.

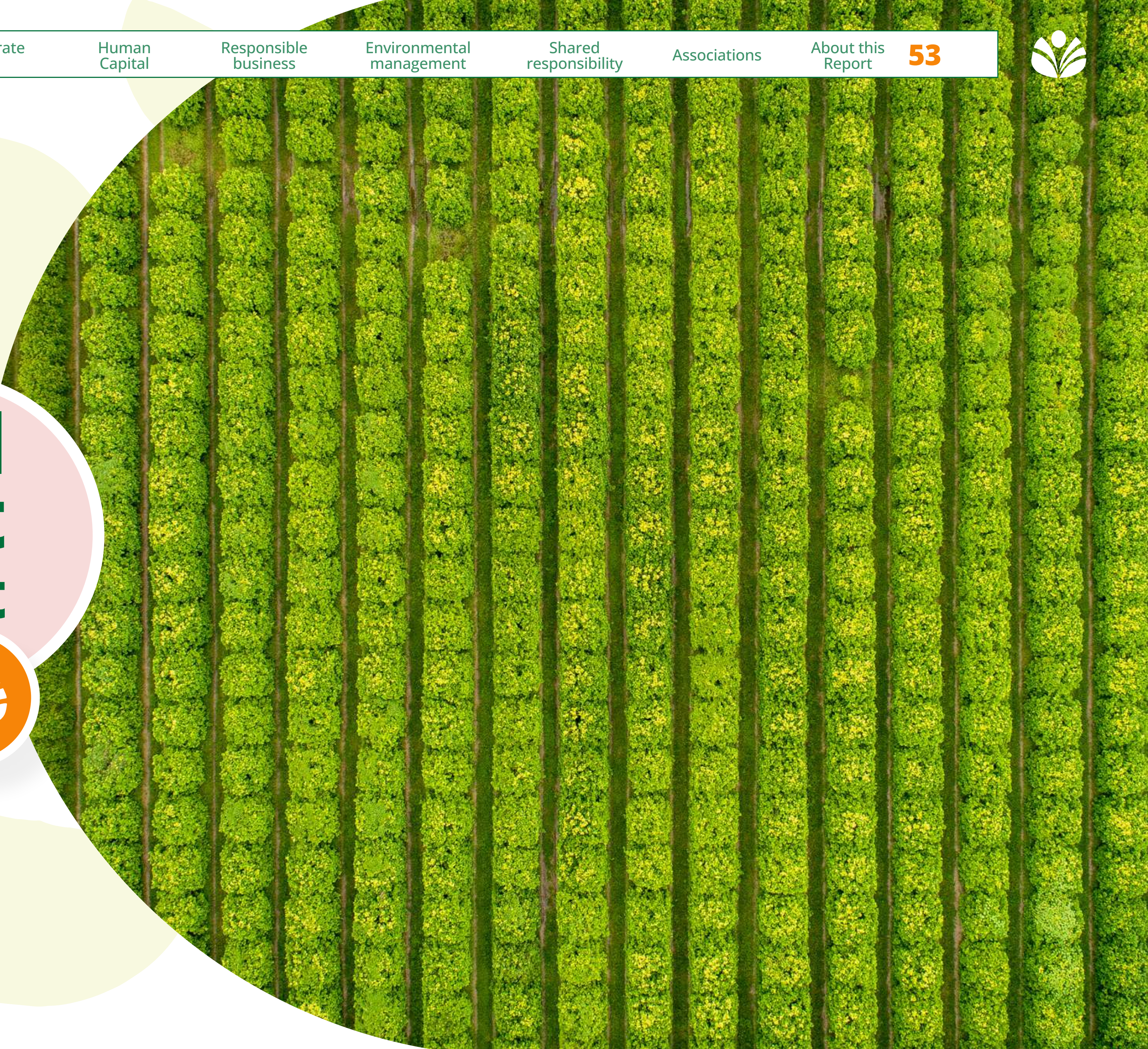


- **UNITED NATIONS GLOBAL COMPACT.** We are signatories to the United Nations Global Compact and are committed to promoting its 10 principles on human rights, labor, and the environment, and to contributing to the Sustainable Development Goal.
- **SOCIALLY RESPONSIBLE ENTERPRISE (ESR)** distinction, awarded by the Mexican Center for Philanthropy (CEMEFI). We have obtained this distinction for 16 consecutive years.
- **CUSTOMS-TRADE PARTNERSHIP AGAINST TERRORISM (C-TPAT).** Voluntary supply chain safety program.
- **RAINFOREST ALLIANCE.** An international non-profit organization that works to protect forests and biodiversity, promote sustainability, and improve the lives of rural communities.
- **FOREST SUSTAINABILITY ASSESSMENT.** A process for evaluating the sustainability of forest management practices.
- **BUSINESS SOCIAL COMPLIANCE INITIATIVE (BSCI).** An initiative that aims to improve working conditions in the global supply chain.





Environmental management Planet





Environmental performance

Preserving our environment and natural resources is essential for Citrofrut, because these are our main source of business continuity. We continuously seek to make our operations more sustainable through various strategies, including: wastewater treatment and measures to reduce consumption, annual planting of trees grown in our certified nurseries, care of nature reserves and protected lands, and actions to prevent the spread of HLB, among others.

GRI 201-2 Identifying and mitigating environmental risks is vital for all companies, as it helps us prevent damage to the environment, protect the health of communities, and ensure the sustainability of our operations.

At Citrofrut, we have identified these risks so that we can take measures to reduce their impact, avoid legal sanctions, and strengthen the trust of our customers and employees. It also allows us to care for the planet in the long term.





Risk management

Main impacts	Classification	Main risks	Main opportunities	Financial implications before taking action	Methods for managing risk or opportunity
Impact of Climate Change on Fruit Availability	ENVIRONMENTAL (Climate Change)	Fruit shortages and risk to profitability due to adverse weather conditions.	Diversification of supply channels and strategies to increase productivity.	50% reduction in harvest volume, affecting supply and revenues.	<ol style="list-style-type: none"> 1. Identification of climate effects on the harvest. 2. Diversification of supply channels. 3. Plans to increase productivity in own orchards.
Agricultural Diseases and Pests due to Climate Change	ENVIRONMENTAL (Agricultural Diseases and Pests)	Impact of HLB on fruit quality and volume, and risk of not adopting new technologies to combat pests resulting from climate change.	Increase in Tamarixia releases and application of fungi, and participation in forums to update knowledge.	Loss of productivity and fruit quality.	<ol style="list-style-type: none"> 1. Quarterly monitoring of HLB severity. Increase in Tamarixia releases. 2. Participation in forums and assurance of a management plan.
Risk of migration to alternative crops due to drought and disease.	ENVIRONMENTAL (Environmental Sustainability)	The risk that producers will choose to migrate to alternative crops in production areas due to drought.	Technical plans for orchards.	Loss of profitability in the industry within the affected areas.	<ol style="list-style-type: none"> 1. Extend agricultural recommendations and technical support for production and input purchases.
Environmental Regulations	GOVERNANCE (Regulatory Compliance)	Non-compliance with environmental regulations due to new legislation on water use and restrictions on chemicals.	Adjustment of irrigation equipment and promotion of startups related to less harmful molecules.	Fines and penalties for non-compliance.	<ol style="list-style-type: none"> 1. Review of rules and laws. 2. Adjustment of compliance and concessions. 3. Research into less harmful molecules.
Risk due to new legislation on water use in crops.	GOVERNANCE (Regulatory Compliance)	Risk of non-compliance due to new legislation on water use for irrigation and failure to comply with requirements regarding timing and quantity of water for crops.	Implementation of an efficient water management system and establishment of contingency plans.	Impact on production and possible financial restrictions.	<ol style="list-style-type: none"> 1. Review of regulations and laws, adjustment of compliance, and corrections to concessions. Adjustment of irrigation equipment.



Our sustainability strategy focuses on the following environmental issues:

- USE OF RENEWABLE ENERGY**
- REDUCTION OF CO₂ EMISSIONS AND CARBON FOOTPRINT**
- WATER STEWARDSHIP**
- WASTE MANAGEMENT**
- BIODIVERSITY**

To manage the environmental risk that may be caused by our operations, we follow ISO 14001:2015 standard, which establishes the requirements for an effective management system and helps us conform to the law and our environmental commitments in terms of energy, emissions, water and waste.



Energy

GRI 3-3, 302-1, 302-2, 302-3, 302-4, 302-5

We are continually seeking out energy efficiency solutions based on renewable energies and the shift from fuels to natural gas.

TOTAL FUEL CONSUMPTION FROM MOBILE SOURCES

Source	liters	GJ
Gasoline (non-renewable)	176,522	5,850
Diesel (non-renewable)	96,087	3,620
Total	272,609	9,470

TOTAL FUEL CONSUMPTION FROM STATIONARY SOURCES

Source	liters	GJ
Natural gas (non-renewable)	20,832,568,210	836,125.54
Fuel oil (non-renewable)	1,826,704	74,412.34
Gasoline (non-renewable)	3,060	101.4
Diesel (non-renewable)	6,334	238.62
Total		910,877.90

1,085,326.76 GJ

of absolute energy consumption in 2024

In 2024, we reduced our electricity consumption due to changes in the automatic control of the peel desiccator at our Huichihuayán plant. However, due to the characteristics of the process, which requires fruit washing and the corresponding use of thermal energy (lower processed volume and higher energy intensity), no reductions in energy requirements were reported for the last year.



SDG 13.1 target

Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

TOTAL FUEL CONSUMPTION

Energy	
Electricity consumption (GJ)	168,787.96 GJ
Fuel (GJ)	836,125 GJ

TOTAL ENERGY CONSUMPTION FROM RENEWABLE SOURCES

Source	MWh	GJ
Other renewable energy sources	32,786.95	118,033.02
Total		118,033.02

TOTAL ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES

Source	MWh	GJ
Electricity	13,040.51	46,945.84
Total		46,945.84

ENERGY INTENSITY RATIO

2022	2023	2024	2024 vs. 2023
1.36	1.49	1.48	99.22%



Climate change

Carbon footprint

GRI 3-3, 305-1, 305-2, 305-4, 305-5

In 2024, we worked on reducing greenhouse gas emissions into the atmosphere under various initiatives, including:

- Purchase of renewable energy from third parties (total renewable energy)
- Shutting down high-consumption equipment during peak hours, such as juice refrigeration and Building CEDIS.
- Equipment maintenance. Preventive, predictive, and APE maintenance plan (following the manufacturer's maintenance recommendations to ensure safety, performance, and longevity of the equipment) for all plant equipment. Complying with the scheduled frequencies allows for more efficient operation of each piece of equipment.
- Automation of equipment and processes to reduce electricity and input consumption.
- Switching from natural gas to electric forklifts.

SCOPE 1 EMISSIONS (tCO₂e)

	2021	2022	2023	2024
Scope 1 emissions (2021 baseline)	57,010.17	57,010.17	57,010.17	57,010.17
Scope 1 emissions	57,010.17	60,842.99	44,721.48	50,494.26

SCOPE 2 EMISSIONS (tCO₂e)

	2021	2022	2023	2024
Use of renewable energy (%)	75	86	24	51
Scope 2 emissions (baseline)	6,359.32	6,359.32	6,359.32	6,359.32
Scope 2 emissions (year) (location-based)	19,870.87	22,118.76	20,593.57	20,381.23

EMISSION INTENSITY (tCO₂e)

	2021	2022	2023	2024	2024 vs. 2023
100 metric tons FF	6,809.48	7,588.66	5,537.39	6,172.77	11%
Intensity ratio of GHG emissions (location-based method)	11.29	10.93	11.80	11.48	-3%
Unit (GJ/employee)	T CO ₂ e / 100 metric tons FF				

EMISSION REDUCTION (tCO₂e)

Types of gases included in the calculation	2023	2024	2024 vs. 2023
CO ₂	61,385.96	58,681.44	-4%
CH ₄	31.84	33.03	4%
N ₂ O	47.53	46.04	-3%
Total emissions CO ₂ e	61,465.33	58,760.51	-4%



SDG 13.1 target
Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.



Water stewardship

GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5

In our production processes, we need water for washing the peels, for heat exchange in pasteurization and distillation of the products, as well as for cooling. Most of the water we use comes from wells, for which we have a concession permit from the National Water Commission. The rest is obtained from the municipal water service or through the purchase of water tankers.

Through our Environmental Management System we have found that the most water-intensive processes we have are the washing of equipment and produce. This is associated with water consumption and discharge, and can lead to impacts such as resource depletion and contamination.

Our approach for identifying water-related impacts was to measure the consumption of cubic meters of water per metric ton of fruit processed for juice, as well as the cost of inputs per cubic meter of treated water.

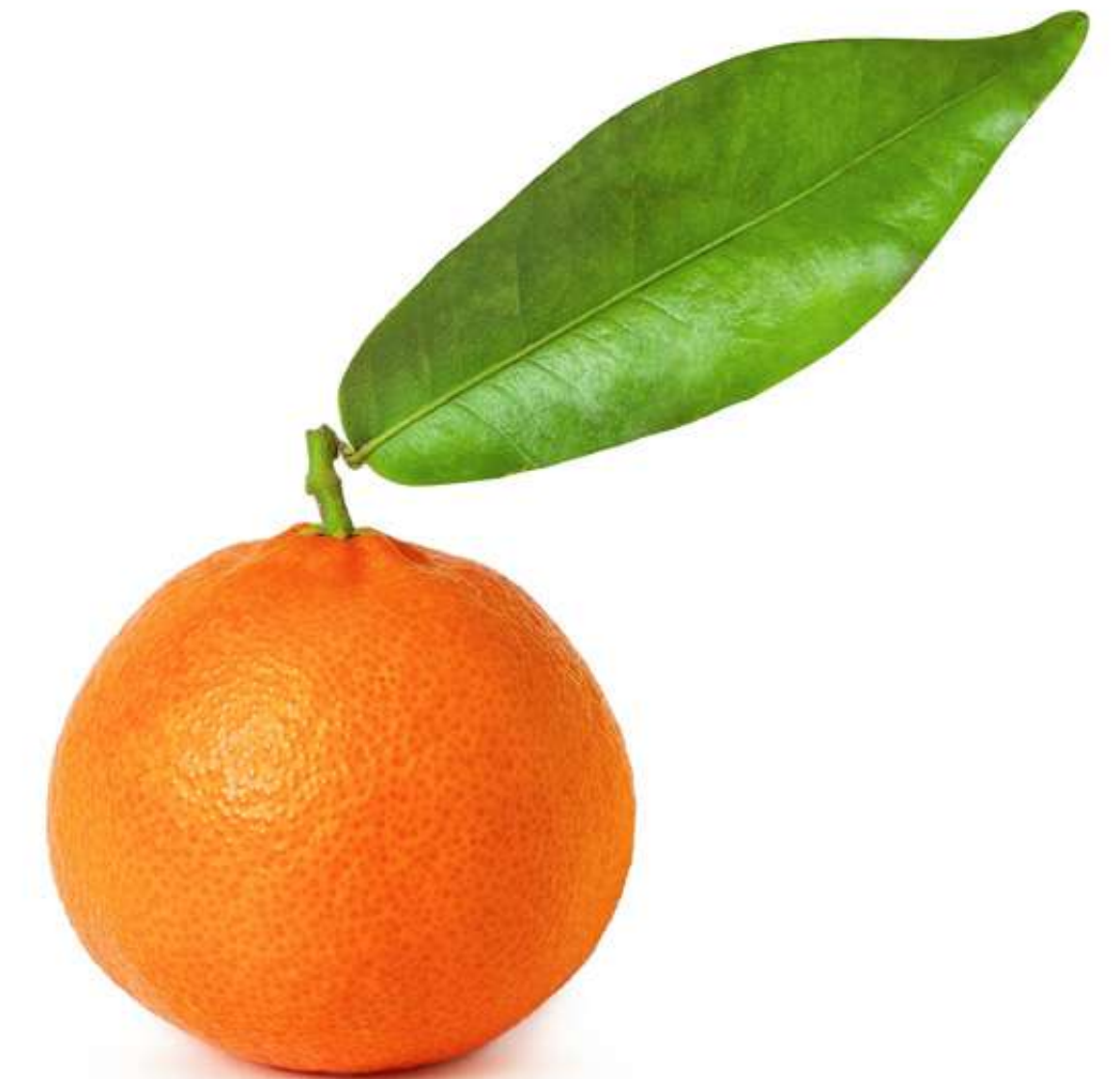
We are addressing the impacts caused by water use, and are planning ways to improve its use in our processes. We will be investing in initiatives to optimize wastewater treatment processes and thus reduce the demand for water withdrawals from wells. In addition, the following activities are also carried out:

- 1 Control of water use, starting with applying for permits from the pertinent government agencies (concession title and discharge permit).
- 2 Specifying the type of treatment to be required at each facility depending on the category of water used, remaining within the maximum permissible parameters and limits.
- 3 Compliance monitoring (internal and external), through which we control water consumption and discharge (meters at the inlet and outlet), and we also prepare a water balance that factors in the fresh water that enters the process, reuse, treatment, and discharge.
- 4 Monthly reporting of the corresponding parameters in accordance with permits or concessions before government agencies and quarterly payments of discharge fees (SIRALAB).
- 5 We not only comply with these regulatory limits but also have treatment systems that prepare water for reuse.
- 6 We have increasingly strict environmental metrics and targets that guide us in the process of reducing fresh water consumption.



SDG 6.3 Target

By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.





Water withdrawals

Huichihuayán plant					
Source	2021	2022	2023	2024	% Change (2024 vs. 2023)
Surface water	295	261	242	296	22%
Produced water	205	283	264	313	18%

Paso Largo plant					
Source	2021	2022	2023	2024	% Change (2024 vs. 2023)
Ground water	576	432	304	301	-1%
Produced water	94	109	58	60	3%
Outside supply	32	97	74	39	-47%

Álamo plant					
Source	2021	2022	2023	2023	% Change (2024 vs. 2023)
Ground water	7	9	11	13	-11%
Produced water	58	66	57	47	22%
Outside supply	94	112	76	62	23%

El Rosario plant					
Source	2021	2022	2023	2024	% Change (2024 vs. 2023)
Ground water	83	105	53	58	-10%
Produced water	0	0	2	0	-

Total water withdrawals in plants
1,193 ML





Water withdrawals in water-stressed regions

Source	El Rosario			2023	2024	% Change 2024 vs. 2023
	2021	2022	% Change (2022 vs. 2021)			
Surface water	NA	NA	NA	13	4	-70%
Ground water	83	105	27%	53	58	11%
Produced water	0	0	-	2	0	-100%

Water discharges

The wastewater generated by our production processes undergoes primary physical-chemical treatment to reduce the concentration of solids and oils and to disinfect it with chlorine. This water is then used for agricultural irrigation on orange groves and in livestock farming.

At the Huichihuayán Plant, this process is complemented by secondary and tertiary treatments, allowing for its reuse and further reducing water consumption.

Currently, all discharges conform to the NOM-001-SEMARNAT-1996 standard, which establishes the maximum permissible limits of contaminants in wastewater discharges into national waters and assets, and we are working to comply with the regulatory guidelines of NOM-001-SEMARNAT-2021.

Additionally, we have worked with different companies at different plants to project resource availability and aquifer behavior (Paso Largo Plant Waterplan Project).



Water consumption by plant

HUICHIHUAYÁN PLANT

609 ML vs
508 ML in 2023

PASO LARGO PLANT

400 ML vs
463 ML in 2023

ÁLAMO PLANT

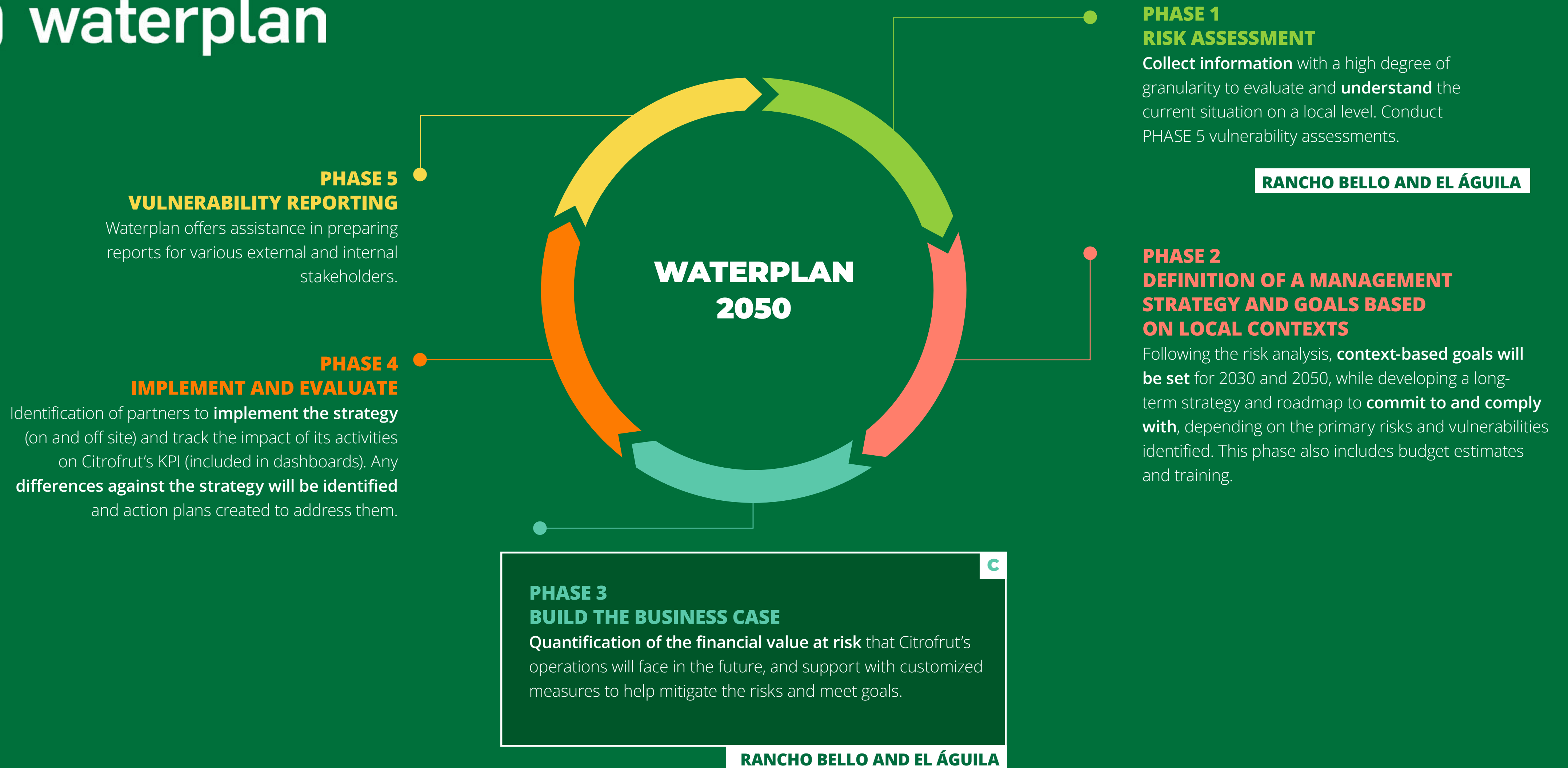
122 ML vs
144 ML in 2023

ROSARIO PLANT

62 ML vs 69 in 2023



waterplan





Circular economy

GRI 3-3, 306-1, 306-2, 306-3, 306-4, 306-5

Waste management

In our operations and production processes, we use a number of raw materials and supplies, primarily seasonal citrus fruits, which are considered a renewable resource. We also use chemical products for washing fruit and equipment, which do not pose significant risks to the environment. One of the main residues of the juice withdrawal process is the fresh peel

Another source of special-handling waste in our processes is wastewater treatment, which produces primary and/or biological sludge. We also generate special-handling and some hazardous waste, some of which comes from our auxiliary maintenance and service departments, and all of which is managed strictly, as required by law.

We have instituted several circular measures to avoid the generation of waste both in the company and in our value chain, avoiding environmental impact.

Among these are:

1

Use of the fresh peel resulting after juice extraction as a by-product, as follows:

- Drying and washing the peel, obtaining two products: dry peel (pasture for sale as cattle feed) and washed peel (for pectin, a raw material in other branches of the industry).
- Use of the remaining fresh husk as a by-product for sale as cattle feed.
- In the Álamo plant and Huichihuayán we are encouraging the sale of the peel as raw material for other pectin withdrawal processes.
- At the Rosario plant, we have authorization for transportation and treatment for the production of compost, which contributes to the circular economy by being put to use in the same orchards as a soil improver for mango production.
- At the Paso Largo plant we use the remaining material as cattle feed.

2

Monetization of off-spec metal containers, sold for remanufacturing.

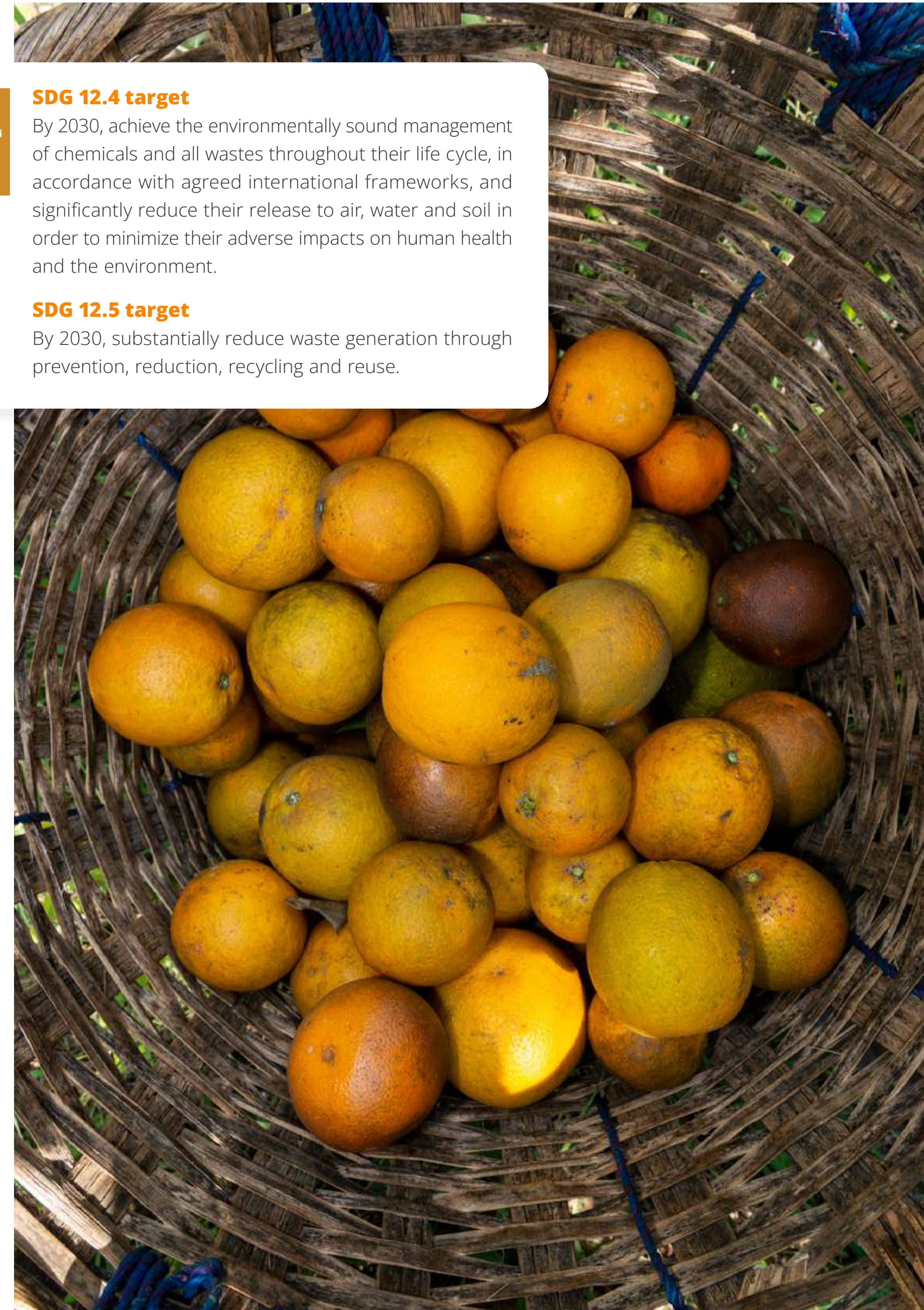


SDG 12.4 target

By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

SDG 12.5 target

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.





3

After purging, the biological sludge generated as waste at our plant's WWTP is used on the company's farmland as an agricultural soil improver at the Huichihuayán, Paso Largo and Rosario plants.

4

We are currently working together with the Human Development and Social Responsibility Departments to instill an environmental culture, through campaigns dealing with waste collection, reuse and recycling, as well as training plans in all plants, regardless of hierarchical level, along with donation of materials like drums, buckets, pallets, sheets, etc. reducing the amount of waste sent to landfills and benefiting society at large.

5

As a short-term goal, we are looking for recovery options with authorized suppliers to use most of our special handling and urban solid waste, and only a small part is confined in a safe and controlled manner.

6

In the interests of continuous improvement, we have projects to expand and adapt our waste storage facilities to ensure their proper management.

7

Reuse and repair of pallets, which saves on the production and purchase of new ones and also reduces waste.

8

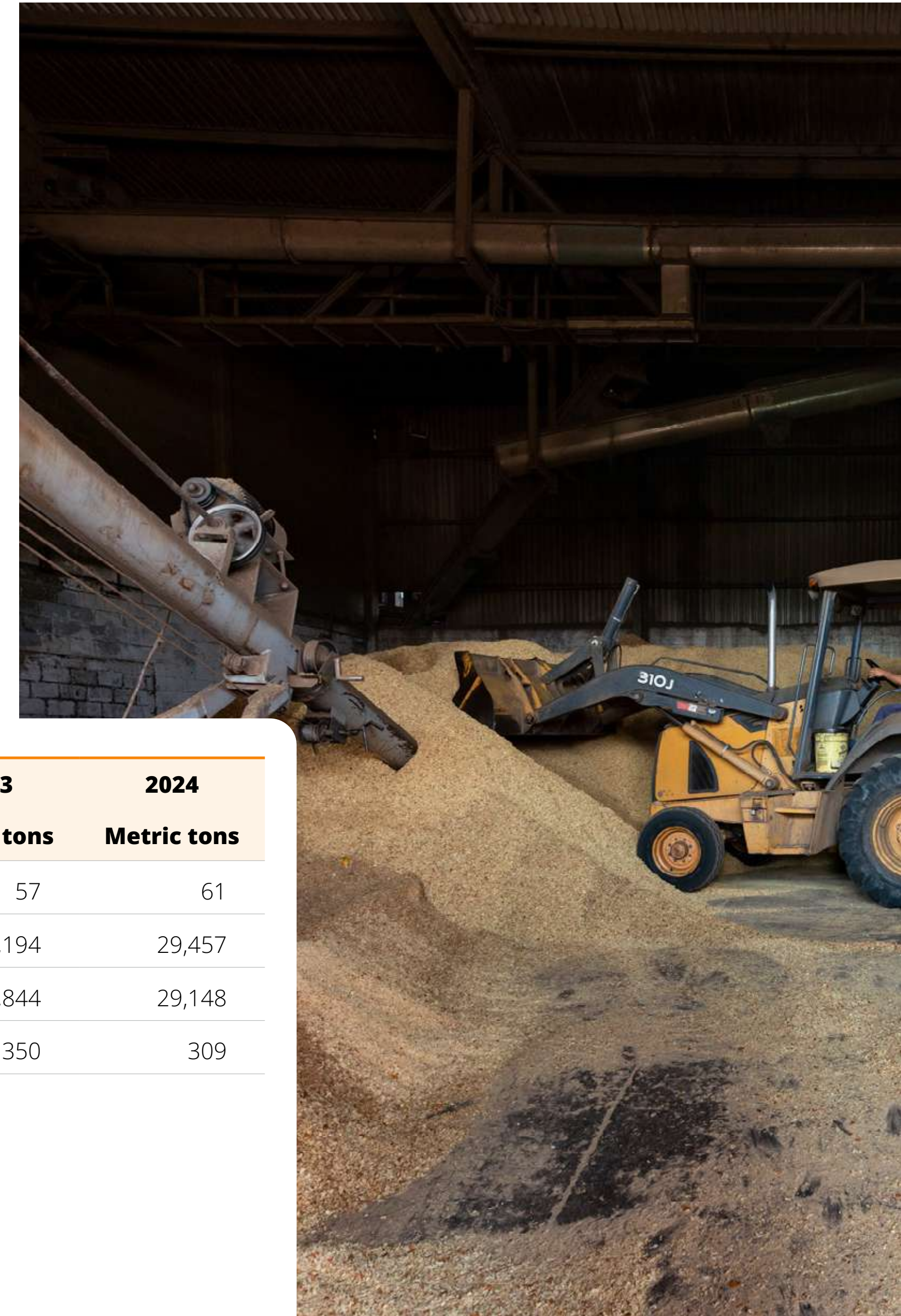
Agreements with some suppliers to return the storage jugs to be refilled with the same product.

Waste disposal is handled and directed appropriately, following these guidelines:

- All our plants have temporary storage areas for hazardous waste, special handling and urban solid waste, and we keep logbooks of incoming and outgoing waste generated.
- We have a color-coding system to separate most of our waste at the source.
- We keep records at each storage facility noting incoming and outgoing waste. Each log conforms to the minimum specifications required by the authority.
- Our suppliers are authorized and have the necessary permits for waste management, which ensures proper disposal. For each service provided, the supplier delivers the corresponding manifests to the interested parties.

Total waste generated

	2021	2022	2023	2024
	Metric tons	Metric tons	Metric tons	Metric tons
Hazardous waste	39	48	57	61
Non-hazardous waste	107,209	103,323	63,194	29,457
Special handling waste (SHW)	107,035	102,840	62,844	29,148
Solid urban waste (SUW)	175	483	350	309





Waste generated by plant

PASO LARGO PLANT

NON-HAZARDOUS WASTE

8,715 metric tons

111 metric tons recycled

8,524 metric tons reused

79 metric tons directed to disposal

HAZARDOUS WASTE

38 metric tons to incineration

HUICHIHUAYÁN PLANT

NON-HAZARDOUS WASTE

15,299 metric tons

390 metric tons recycled

14,725 metric tons composted

185 metric tons directed to disposal

HAZARDOUS WASTE

10 metric tons

2 metric tons / other recovery process

9 metric tons incinerated

ÁLAMO PLANT

NON-HAZARDOUS WASTE

542 metric tons

12 metric tons recycled

516 metric tons reused

14 metric tons directed to disposal

HAZARDOUS WASTE

11 metric tons / other recovery process



ROSARIO PLANT

NON-HAZARDOUS WASTE

4,900 metric tons

420 metric tons composted

4,428 metric tons reused

31 metric tons directed to disposal

20 metric tons recycled

HAZARDOUS WASTE

1 metric tons / other recovery process

Weight of waste diverted from disposal	Metric tons
Reuse	28,194
Recycling	533
Composting	420
Other recovery processes	2
TOTAL	29,149

1.85 metric tons of hazardous waste diverted from disposal

29,457 metric tons of non-hazardous waste diverted from disposal

368 metric tons of waste diverted from disposal

59 metric tons of hazardous waste

309 metric tons of non-hazardous waste

For hazardous waste and special handling waste, we work with outside companies who are authorized to reuse, treat or dispose of the material; solid urban waste is collected by the municipal waste department.





Biodiversity

GRI 3-3, 101

Although we do not currently have biodiversity guidelines in place at our plants, we do have a matrix of environmental impacts and aspects, obtain environmental impact authorizations before any work or construction, and carry out reforestation and relocation activities for any species that may be found at the site.

In 2024, we continued to conduct farmland surveys to establish conservation policies and initiatives where necessary and conducted assessments and analyses as part of the Quality and Safety Management System in place at our orchards: El Águila, Cascadas, El Aguacate, El Carmen, El Palmar, Jarocho, Mirador, Rancho Bello, Santa Sofía and Tepeyac. These included:

1 An assessment of the suitability of all orchard land for use in citrus cultivation.

2 Soil and leaf studies, to analyze the amount of organic matter in the soil and the concentration of components in both the soil and the plant.

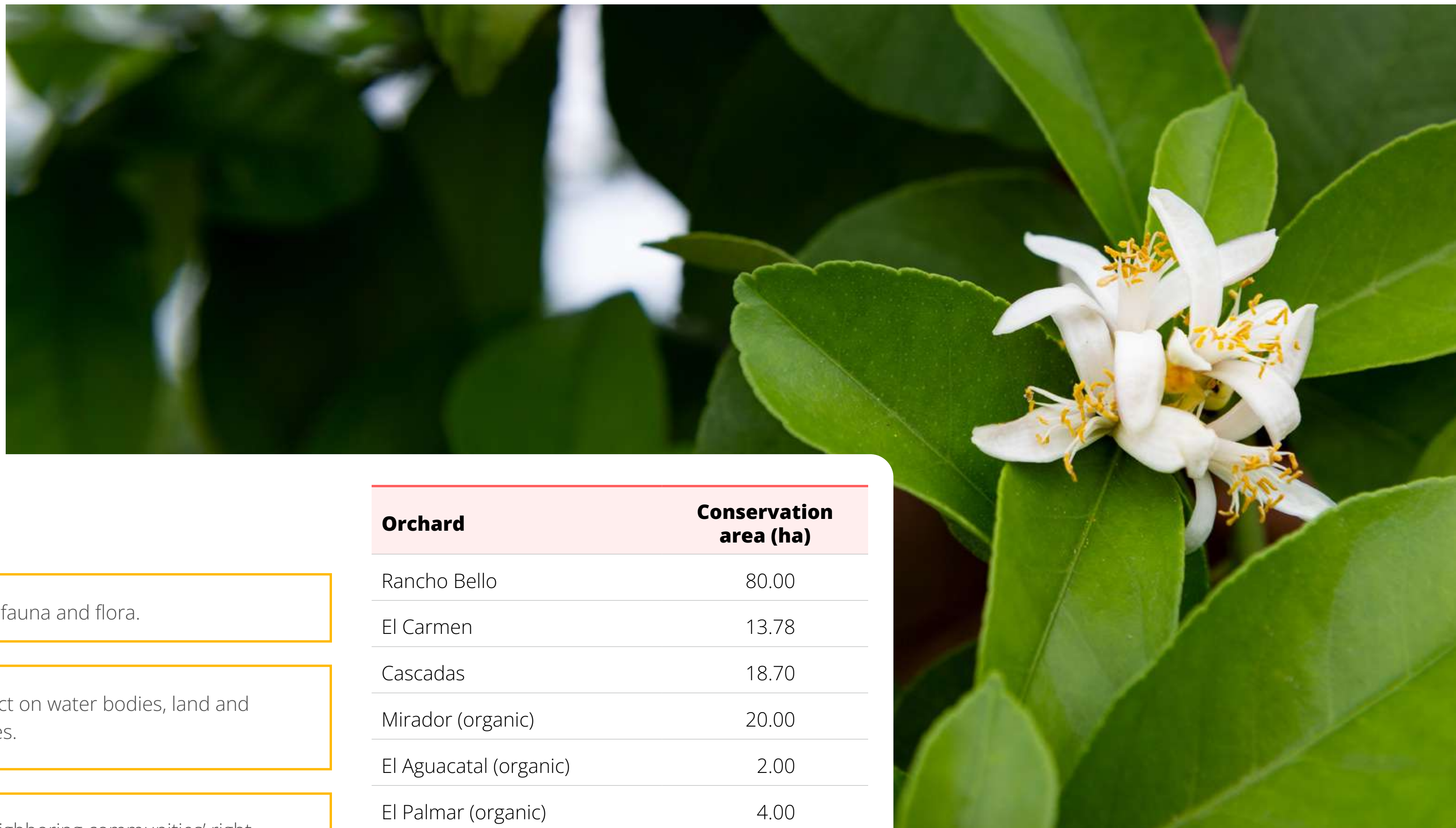
3 Biodiversity of fauna and flora.

4 Potential impact on water bodies, land and nearby activities.

5 Respect for neighboring communities' right.

We also have conservation areas in our orchards and farms, although these facilities are not located within protected natural areas nor do we significantly impact biodiversity there. To maintain conservation areas at

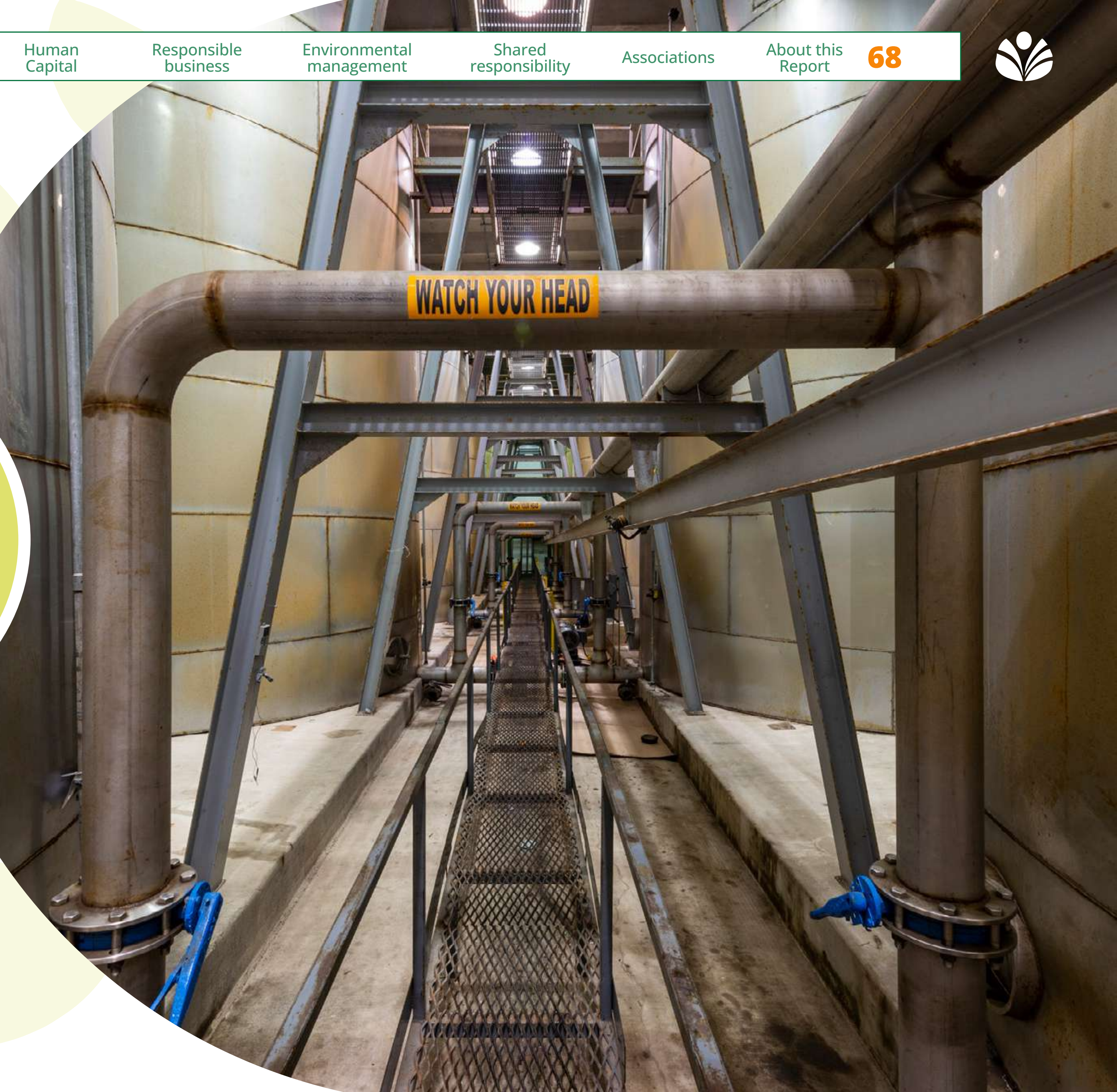
each orchard, we follow the FSA-SAI sustainability system, organic standards, FORlife and Primus (Global Food Safety Initiative).



Orchard	Conservation area (ha)
Rancho Bello	80.00
El Carmen	13.78
Cascadas	18.70
Mirador (organic)	20.00
El Aguacatal (organic)	2.00
El Palmar (organic)	4.00
El Águila	75.00
Jarocho	3.00
Tepeyac	2.00
Santa Sofía	115.00



Shared responsibility Prosperity





Our corporate social responsibility model aims to directly support our key stakeholders: employees, their families and communities, clients and suppliers, nonprofit organizations and neighbors in general, focusing our efforts on effectively combating poverty, supporting technical and human education, improving quality of life for the communities around our plants and orchards.

To do so, we work along the company's sustainability pillars, according to the needs of each plant, which we define based on a traffic light system, referring to both internal and external stakeholders. For each of our pillars, we develop various initiatives that revolve around the following issues:





Community development program

GRI 3-3, 413-1, 413-2

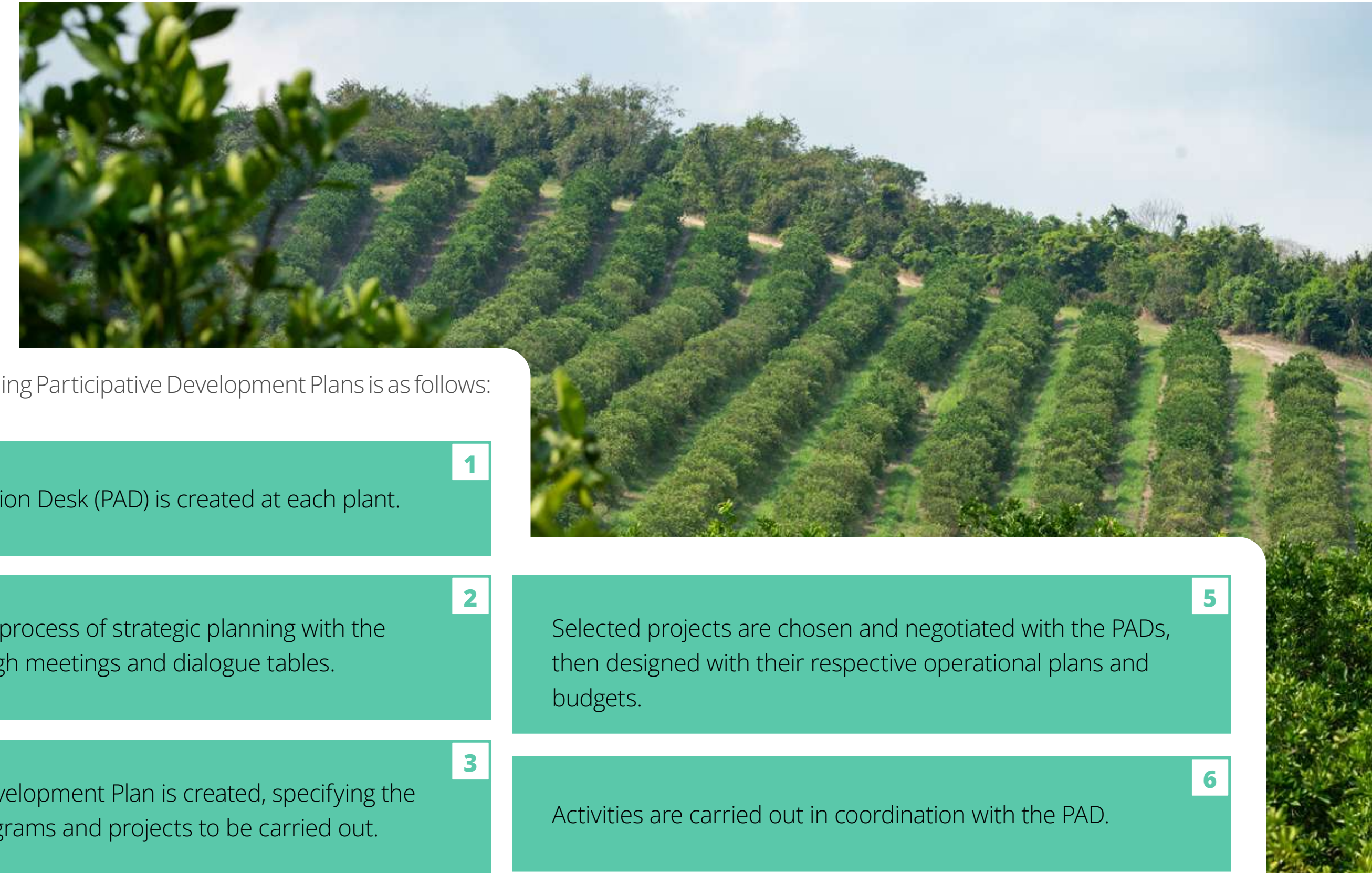
PARTICIPATIVE ACTION DESKS

As part of our social responsibility strategy, in 2024 we continued with our Community Development Program, working through the Participative Action Committees created in 2023 in the San Luis Potosí and Veracruz areas.

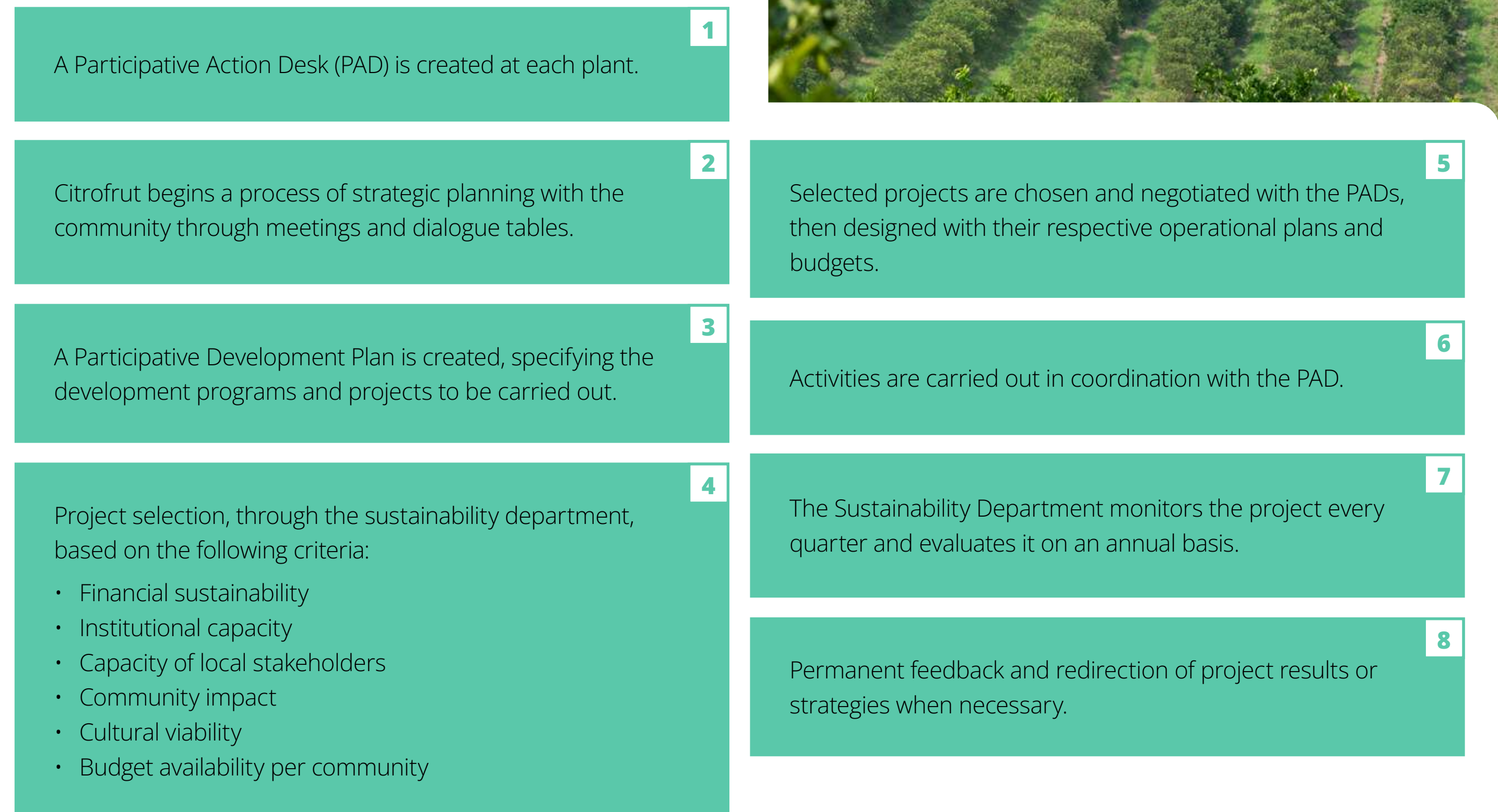
Through these desks, we maintain ongoing dialogue with the communities, learn about their needs, and develop actions that help their development. To this end, we constantly invite their inhabitants to take part in these tables and work together.

They are formed through the voluntary participation of staff and the community. They are led by the participants themselves and assisted by Citrofrut's Sustainability Coordination team.

We also seek to train and/or professionalize facilitators and new community leaders to strengthen their role within the community and consolidate their active participation in its development.



The process for designing Participative Development Plans is as follows:





Results of the 2024 Participative Action Desks

Citrofrut continued its community development program in 2024, a key component of our responsibility strategy, through Participative Action Desks (PAD) in the San Luis and Veracruz area, maintaining a permanent link and channel for dialogue with stakeholders. Through this initiative, we invite community members to participate in the desks and share their communities' needs to generate actions that benefit the community and promote the common good.



SDG 4.1 target

By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

SDG 4.4 target

By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

HUICHIHUAYÁN PLANT, SAN LUIS POTOSÍ

4 Participative Action Desks
3 at the plant
1 El Palmar Orchard

Aquismón, San Luis Potosí

- 15 Participants
- Plogging event
- 3 Training sessions

Projects completed:

- Community development.
- Active listening.
- First aid.
- Digging below the surface.

Huichihuayán

- 21 Participants
- 3 Training sessions
- 2 Volunteer projects

Projects completed:

- 3 Waste separation workshops

Axtla

- 18 Participants
- 3 Training sessions
- 1 Volunteer project: Río Axtla

Projects completed:

- 1 Workshop on the use of fire extinguishers in primary schools

Chiquinteco

- 20 Participants
- 2 Meetings

Projects completed:

- Reparation of the ejido's community road



Total donations:
MXN374,198

TRAINING

- Training sessions for all PAD included:
- Tree farm sustainability workshop
 - Instructor training at the plant
 - Strengthening PAD
 - First aid and use of fire extinguishers

VOLUNTEER WORK

Through our corporate volunteer corps, we carried out activities in conjunction with the Participative Action Desks, in order to build local inhabitants' awareness of communities regarding environmental care and preservation.

4 volunteer projects

MXN15,735

- 130 hours of volunteer work
- 103 volunteers
- 309 indirect beneficiaries

Projects completed:

- Cleanup of tourist rest stops and reforestation at Aquismón and Matlapa,
- 44 endemic forest trees and 60 fruit trees planted

DONATIONS

Through our plants, we donate various items used in our facilities to the communities where we operate, as well as providing fresh juice requested for school activities. With these donations, we are actively supporting the circular economy and fulfilling our environmental responsibility.

Donations to local town councils, schools, and for MAP activities.

- Drums MXN38,240
- Froz. OJ concentrate MXN262,502
- Pallets MXN40,320

PASO LARGO AND ÁLAMO PLANTS

5 Participative Action Desks
4 at the plant
1 Rancho El Porvenir

Álamo Plant Citro-Orange

- 10 Participants
- Projects completed:**
- 1 School food garden.
 - Reforestation efforts at Monte Chico and CONALEP.

Paso Largo Plant Nuevo Faisán

- 12 Participants
- Projects completed:**
- Donation of one air conditioner for a primary school.
 - 3 environmental talks for primary school children.

Paso Largo Plant Arroyo Zarco

- 8 Participants
- Projects completed:**
- 2 pallet "train" play structure
 - Preparation for school food gardens.
 - 2 Reforestation works at CECyTEV.

Paso Largo Plant Paso-Largo Zapata

- 14 Participants
- Projects completed:**
- 1 pallet "train" play structure
 - 1 cleanup day for the school zone.
 - 1 vertical garden of medicinal plants.

Santa Sofía El Porvenir

- 10 Participants
- Projects completed:**
- 2 perimeter fences for primary school and kindergarten.
 - 1 bus stop.



TRAINING

- Training sessions for all PAD included:
- 4 external training sessions (environment, agriculture)
 - 6 internal training sessions (sustainability)

REFORESTATION

240 decorative and fruit trees

- 95 Soursop trees
- 30 Frangipani
- 10 Brazilian rosewood
- 10 Black sapote
- 10 Cachichin
- 85 Laburnum

Locations

- Monte chiquito, Álamo
- Col. Centro, Álamo
- Arroyo Zarco, San Rafael
- Paso Largo, Mtz. De la Torre

VOLUNTEER WORK

Through our corporate volunteer work, we carry out activities in conjunction with the Participatory Action Desk, to build awareness among community residents about caring for and preserving the environment.

29 Volunteer projects MXN21,035

- 291 volunteers
- 582 hours of volunteer work
- 1,550 indirect beneficiaries

- Projects completed:**
- Sports days.
 - Maintenance of common areas.
 - Reforestation.

DONATIONS

Through our plants, we donate various items used in our facilities to the communities where we operate, as well as providing fresh juice requested for school activities. With these donations, we are actively supporting the circular economy and fulfilling our environmental responsibility.

Donations to local councils, schools, for PAD and employee activities

- Drums MXN13, 250
- Froz. OJ concentrate MXN27,500
- Pallets MXN55,520

GRI 203-1, 203-2, 413-1, 413-2



Community Development Fund

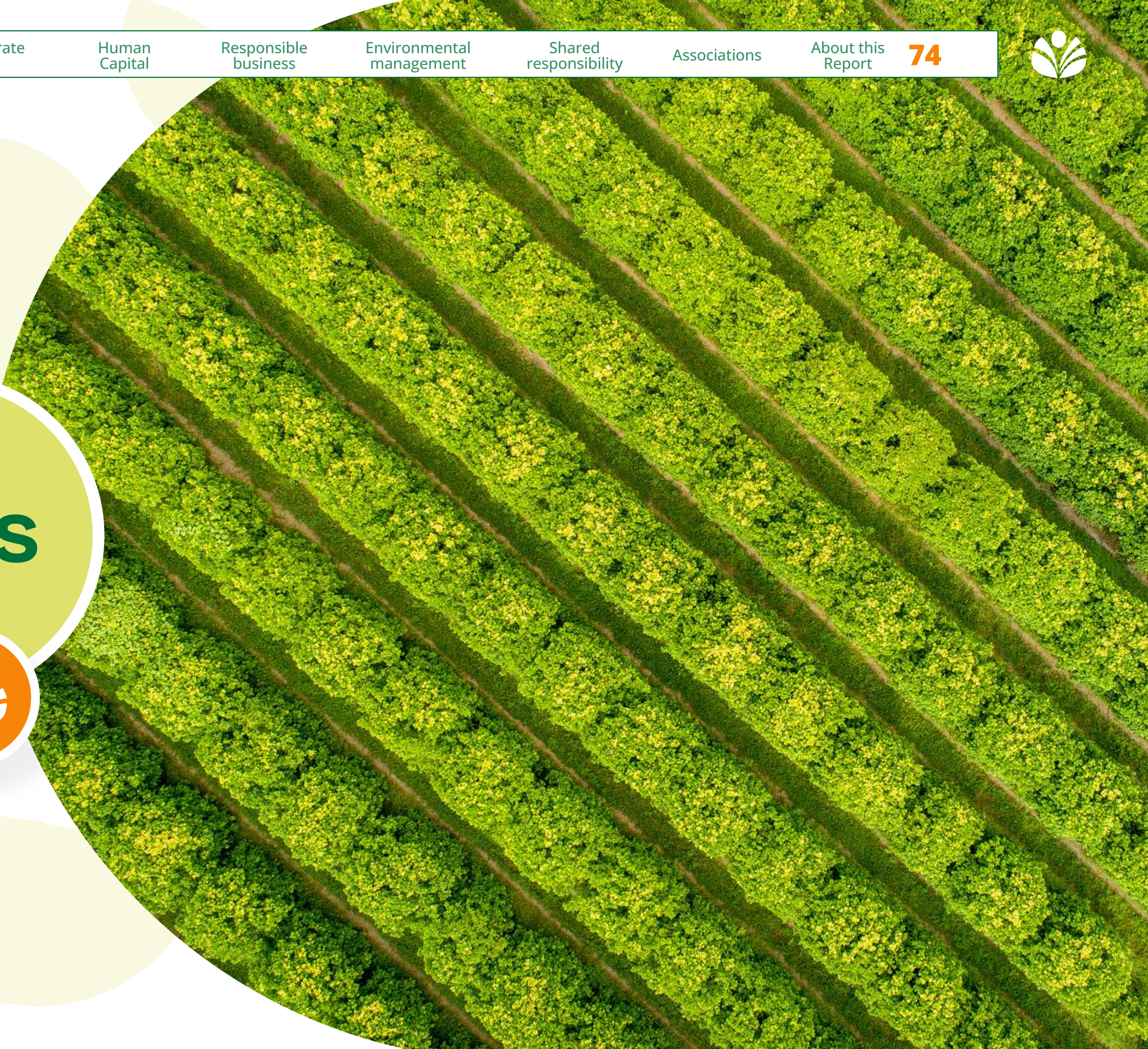
Investment
MXN478,448

(MXN441,678 in donations of reused material)

2,478 total beneficiaries
619 direct | 1859 indirect
28 volunteer projects



Associations





Associations

GRI 2-28

In order to promote our business strategy and achieve our goals in economic, environmental, social and governance matters, we work together with various organizations in our industry and associations that exist in our country.

ANAPROCI, A.C. (National Association of Citrus Processors)

President (2019-2021 and 2021-2023)

1

CONSEJO NACIONAL AGROPECUARIO, A.C. (National Agricultural Council)

Board Member (2021-2023 and 2023-2025)

2

COMITÉ NACIONAL SISTEMA PRODUCTO CÍTRICO, A.C. (National Citrus Product System Committee)

Vice President (2021-2023 and 2023-2025)

3

CLUSTER AGROPECUARIO DE NUEVO LEÓN, A.C. (Agricultural and Livestock Cluster of Nuevo León)

Vice President (2023-2025)

4





About this Report





About this report

GRI 2-2, 2-3, 2-5

This report shares the social, environmental and corporate governance performance of Citrofrut, S.A.P.I. de C.V., in the period from January 1 to December 31, 2024. It has not been subject to independent assurance.

In order to identify the material aspects to be strengthened in the strategy and the Social Responsibility Model, as well as the topics to be reported, we conducted a materiality study to identify our sustainability risks and opportunities.

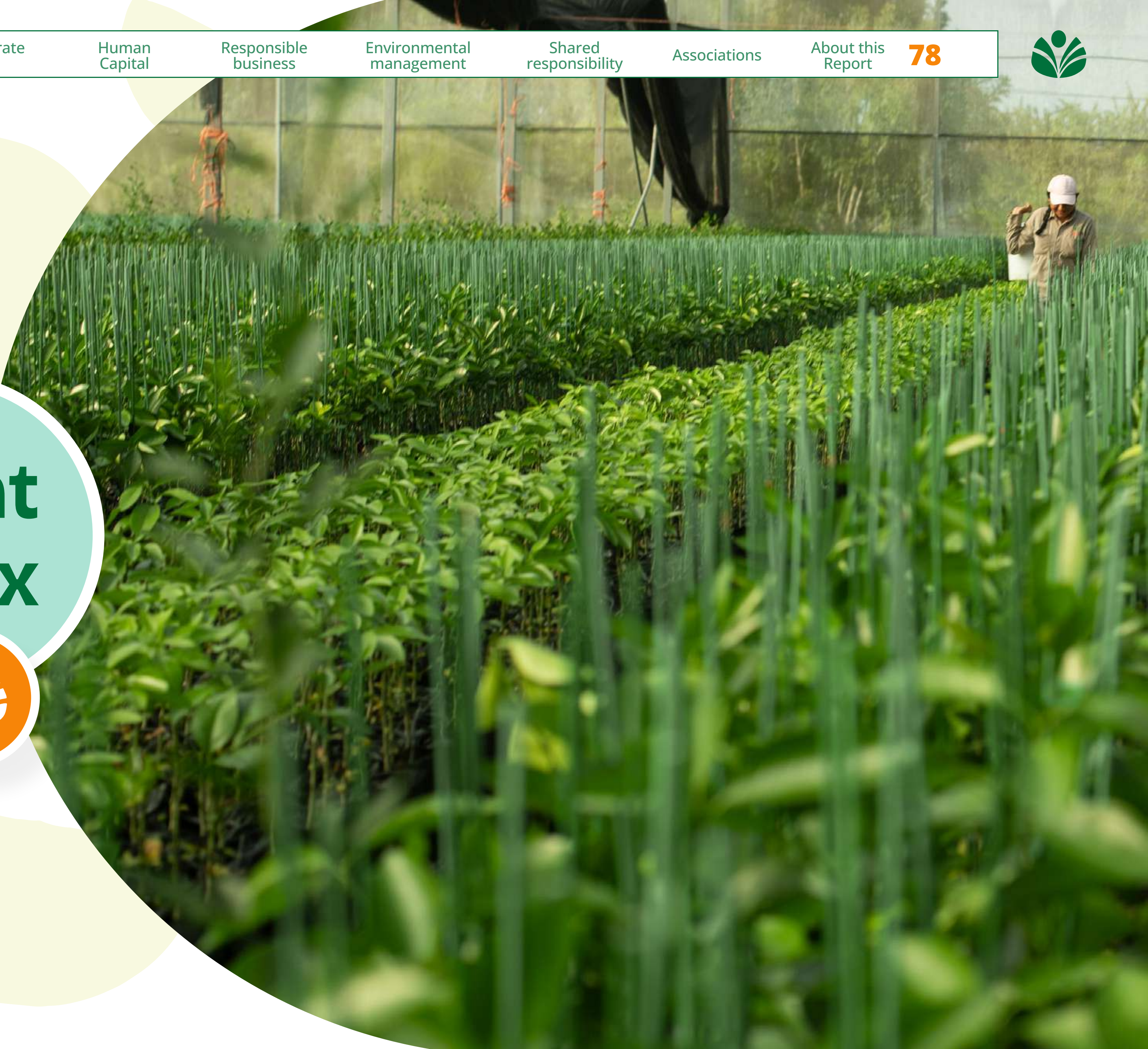
This report has been prepared under the guidelines of the 2021 Universal Standards of the Global Reporting Initiative, complying with the nine required “in accordance with” principles: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability requested by the GRI.

We also report on our contribution to the Sustainable Development Goals through the actions and initiatives implemented.





GRI Content Index





Statement of use:	Citrofrut, S.A.P.I. de C.V., presents this report in accordance with GRI standards, for the period from January 1 to December 31, 2024.
GRI 1 used:	GRI 1: Foundation 2021

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