

POLICY GUIDELINES

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 Commitment against Food Loss and Waste No Use of Mineral Oils Occupational Health and Safety Supply Chain Security Risk Control 8. Tax Policy 9. Human Rights, Diversity, Equity, and Inclusion Policy 10. Procedure for Investigating Conflict of Interest, Corruption, and Fraud Behaviors 11. Risk Management and Administration Policy 12. Intellectual Property and Regulatory Affairs Policy 13. Information Security Policy **14.** Policy on the Development and Use of Artificial Intelligence Systems 30 **15.** Personal Data Policy **16.** Policy on Self-control and Integrated Risk Management System for Money Laundering, Financing of Terrorism and Financing for the Proliferation of Weapons of Mass Destruction (SAGRILAFT) 31 17. Responsible Purchasing Policy **18.** Supplier and Contractor Code 19. Voluntary Agreement for Zero Deforestation in the Palm Oil Chain in Colombia 20. Health and Nutrition Commitment **21.** Packaging Commitment 22. Self-Regulation Commitment on Advertising Aimed at Children Under Twel 23. Product Labeling Commitment **24.** Social Development Programs

7. Comprehensive Management Policy

* Version updated in July 2025.

Quality and Safety

BEHAVIORS AND PRINCIPLES OF

Alianza Team TO NURTURE A BETTER TOMORROW

Message from the President:

Our genuine interest in Nurturing a Better Tomorrow has led us to work with transparency and integrity every day to promote sustainability in the economic, environmental, and social spheres, both in our operations and throughout our value chain.

The impact we are making—by empowering people's talent, being partners from the very beginning, in the production, transformation, and evolution of our products and services, and by generating prosperity in the areas where we are present—inspires and guides us to continue making a difference in the future, building long-term relationships of trust with our stakeholders. In this document, we publicly declare the principles and values that guide our actions and the way we make them tangible in our operation, through the company's policies, corporate commitments, and guidelines.

Acting consistently with what we believe and what we do allows us to move forward with purpose, generating a positive impact on our employees, communities, value chain, and the planet. We know that we cannot do it alone. That is why our way of operating is based on collaboration as a principle and partnership as a driver of transformation, under a powerful corporate philosophy that represents how "allies we are more."

Every relationship we build is an opportunity to create shared value: we generate trust and profitability for our shareholders; we address our clients' challenges and create valuable solutions; we work hand-in-hand with our suppliers to achieve shared growth; we provide well-being and empower the talent of our employees; and we contribute to the development of the communities with which we interact.

"Allies We Are More" is not just a phrase: it is the way we bring our higher purpose of nurturing a Better Tomorrow to life. This is how we ensure that every step we take as an organization is taken with shared impact and growth.

I invite you to learn about and live by these distinctive principles to build a more prosperous and hopeful world where, together, we can nurture a better tomorrow.

Luis Alberto Botero B.President and CEO Alianza Team





We act based on science and technology applied to lipids and bakery to support brands through solid, long-term relationships built on trust and collaboration. Through three strategic levers, we enable the growth of our businesses, aligning the entire framework of action across all areas:

Sustainability : Innovation : Talent Development

Discover more about Alianza Team's innovation strategy here.

CORPORATE BEHAVIORS

The behaviors that define our corporate identity are what allow us to remain relevant over time, face challenges with optimism and creativity, and establish a strong local connection in all the regions where we are present. For this reason, our main behaviors, among others, are:



INTERNAL AND EXTERNAL CONTEXT

We align our actions and operations with international standards and frameworks such as the United Nations Sustainable Development Goals, the ten principles of the Global Compact by being signatories in all countries where we have an operational presence, the UN Guiding Principles on

Business and Human Rights, and other international reference frameworks and guides that allow us to develop best practices in our businesses and operations.

Likewise, at a process level, we have credentials that support our practices and keep us at the forefront. Click here for more details.



With respect to our stakeholders, in our pursuit of developing long-term, mutually beneficial relationships, we work daily with respect, transparency, courage, trust, and consistency with these guidelines to generate prosperity. We prioritize relationships with shareholders, employees, customers, suppliers, and communities based on their level of dependency and impact—without implying that the rest of our stakeholders are any less important—by setting the following objectives:

Shareholders:

To be an excellent investment in financial and reputational aspects that ensure corporate sustainability and a positive impact on society.

Employees:

To be the best place to work, ensuring a healthy, safe, and productive environment for professional and personal growth.

Customers:

To solve our customers' unmet needs and add value to their brands and businesses through innovation, flexibility, reliability, and exceptional customer service.

Suppliers:

To ensure fair and transparent negotiations and relationships, promoting their development for shared growth.

Communities:

To expand access to learning and development opportunities through strategic partnerships within the framework of our social development programs.

Special Partners:

To contribute to the strengthening of our value chain and society through our expertise and participation to generate mutual benefits.

Consumers:

To offer products that satisfy needs at different moments of consumption through innovation, quality, and availability.

Government and Local Authorities:

To be a partner for development in the countries where we operate, responsibly and transparently fulfilling our obligations.

Media and Opinion Leaders:

To ensure lasting relationships based on trust, respect, and consistency, to strengthen our corporate reputation.

We identify their needs and expectations through a materiality analysis, aligning this exercise with international methodologies and updating it annually internally and at least once every three years with the support of a third-party expert. Through direct and indirect consultations with all internal and external stakeholders, we identify opportunities and risks and their combined effects on society, the environment, and the business, under a double materiality approach. These results are validated by the CEO and his leadership team, allowing us to continuously adjust our processes, policies, and guidelines in light of these updates.

ALIANZA TEAM INTEGRITY LINE

Available to all our stakeholders as the main corporate mechanism for complaints and claims to communicate concerns and reports, anonymously if they wish, regarding suspicions or facts that violate these guidelines and, in general, any legal provision or requirement.

The Integrity Hotline is managed through an external operator, a specialized third party that guarantees the confidentiality of reports to the extent that the reporters so desire, and an effective service available 24 hours a day, 365 days a year.











Once connected, dial 888-265-9894 and select the language. The reporter receives a case number and PIN to return to the system and receive feedback. The report can also be sent to the Compliance Officer at the email address cumplimiento@alianzateam.com.

The President, members of the Labor Relations and Integrity Committee, and the Compliance Officer encourage employees, suppliers, consultants, contractors, clients, and other stakeholders to report matters or behaviors that go against the principles and policies described in this document. Through constant internal and external dissemination, along with periodic training within the organization, the proper use of the mechanism is promoted, emphasizing at all times that there will be zero tolerance for retaliation against those who decide to use it.

CODE OF CONDUCT FOR ALIANZA TEAM PEOPLE

Our employees are committed to:

• Complying with the regulations of the countries where they provide their services and, in particular, those related to the protection of human rights, diversity, equity and inclusion, ethical trade, and the environment.

- Fulfilling the rules, policies, and commitments declared by the organization.
- Respecting the customs and cultures of the countries where we operate within the framework of current legislation.
 - 1. Corporate Governance Structure
 - 2. Ethics and Compliance Program
 - 3. Internal Labor Regulations
 - 4. Labor Relations Policy
 - 5. Policy Against Workplace Sexual Harassment
 - 6. Policy on Alcohol, Tobacco, and Other Psychoactive Substances
 - 7. Comprehensive Management Policy
 - 8. Tax Policy

OUR RELATIONSHIP WITH ALIANZA TEAM PEOPLE

Respect for People

The following guidelines are related to the ETI¹ (Ethical Trading Initiative) code:

- We respect the dignity of people, as well as their privacy, individual rights, and human rights, diversity, equity, and inclusion.
- We treat all people equally, regardless of their gender, nationality, sexual preference or identity, religion, ethnic origin, social status, political beliefs, disability, or any other similar circumstance. We do not tolerate any form of discrimination.
- We value and believe in diversity in all instances of governance as an opportunity for personal and professional enrichment and growth, embracing differences in experience, age, culture, nationality, gender identity, religious beliefs, education, and thought, among others.
- We maintain a respectful relationship with colleagues and respect the rules that prohibit harassment of any kind, such as work-related, physical, psychological, emotional, sexual, and non-sexual harassment.
 - 9. Human Rights, Diversity, Equity, and Inclusion Policy

Conflict of Interest

A conflict of interest is a situation in which the interests or objectives of the company are not aligned with the interests of employees or a third party, whether a supplier or a customer. Stated differently, it is a situation in which the interests of our counterparts are not compatible with the interests of the company.

We understand that a situation that exposes an employee, customer, or supplier to a conflict of interest can arise at any time, and that this does not constitute a serious offense; however, failing to declare this situation and making decisions under it does.

The following are some examples of situations that can be configured as a conflict of interest, without this being a definitive list, as it would be impossible to mention each type of situation one by one; however, they serve as examples: The following are considered situations that may constitute a conflict of interest, but are not limited to:

- When an employee seeks to obtain an economic benefit derived from a commercial relationship with the company for themselves or a family member.
- When an employee participates in activities that compete with the company's interests.
- When an employee has an emotional relationship with another employee, a customer, or a supplier that prevents ensuring objectivity in a professional relationship.
- Being a member of the boards of directors of competing companies, customers, or suppliers of the company.

As an organization, we commit to analyzing each case to determine if it fits within a situation that could create a conflict of interest, with the intention of taking actions that prevent its materialization.

10. Procedure for Investigating Conflict of Interest, Corruption, and Fraud Behaviors

Organization's Resources

We monitor, protect, and make good use of tangible and intangible resources and assets, since actions such as theft, carelessness, loss, damage, misuse, and improper use of these generate losses and harm to the organization.

Intellectual Property

Intellectual property, that is, trademarks, trade names, emblems, designs, patents, copyrights, trade secrets, know-how, inventions, and technology are one of the most important assets for the organization.

Information Management and Preservation

Confidential information is understood to be any information related to current and future operations and businesses which, if disclosed to third parties, would or could jeopardize the proper functioning of the organization and could have economic or strategic effects adverse to its interests. Employees are responsible and diligent in handling the information to which they have access and therefore take the necessary measures to prevent the disclosure or leakage of such information to unauthorized persons, whether by mistake or with the intention of obtaining a personal benefit. This behavior will be maintained even after their employment with the organization ends.

- 11. Risk Management and Administration Policy
- 12. Intellectual Property and Regulatory Affairs Policy
- 13. Information Security Policy

- 14. Policy on the Development and Use of Artificial Intelligence Systems
- 15. Personal Data Policy

OUR RELATIONSHIP WITH COMMERCIAL PARTNERS

All commercial and business relationships with different people, organizations, and governmental authorities, anywhere in the world where we operate, are governed by ethical, integral, and compliant behavior regarding human rights, diversity, equity, inclusion, and the law.

When dealing with suppliers and customers, we comply with all commonly accepted legal, ethical, and commercial codes of conduct, and businesses behave and are managed in an appropriate manner, avoiding contraventions of our partners' codes of conduct or the relevant guidance they provide to their employees.

Conduct towards Customers and Consumers

The marketing of our products is based on quality, brand recognition, fair pricing, promotional programs, and honest advertising practices. To that end:

- Alianza Team People avoid false or misleading comparisons of equivalent or similar products or services offered by competitors.
- They agree with customers on promotions, prizes, and discounts previously authorized within the organization and in accordance with the law.
- They do not receive, offer, or promise money or any goods or benefits (of monetary or non-monetary value) to obtain a commission from customers and consumers that would personally benefit them.
- Alianza Team's products are differentiated by the added value incorporated in compliance with the declared commitments on Health and Nutrition and Packaging.

Conduct towards Suppliers

We will choose as suppliers those who share our principles and ethical values and have a solid reputation for fairness, integrity in their dealings, and respect for the human rights, diversity, and inclusion of their employees and throughout their value chain.

We select our suppliers transparently and equitably, taking into account criteria of quality, integrity, profitability, sustainability, and service.

Obligations of our Employees:

 Refrain from receiving incentives or participating in any activity organized or offered by suppliers that may improperly influence, or appear to influence, their commercial assessment.

- Receive gifts or participate in supplier events provided that the expenses incurred are reasonable and are permitted by law or by known commercial practices of the supplier. An invitation or gift that does not exceed USD\$50 is considered reasonable. The foregoing applies to customers and business partners of the organization.
- The decision regarding accepting commercial services or participating in events with suppliers
 must be analyzed with the immediate leader or the vice president of the corresponding area to
 establish the convenience and usefulness for the organization and compliance with the Alianza
 Team People code of conduct.
- They are responsible in their relationship with the supplier and therefore handle purchasing exclusively for the organization, without personal gain.
- Refrain from offering valuable gifts, advantageous conditions, salaries, trips, commissions, or any other form of compensation to suppliers, customers, financial institutions, companies, or individuals with whom they conduct business.

Quotations, Negotiations, and Contract Drafting

Our employees act with transparency, respect, efficiency, and honesty in the preparation and review of quotations, in commercial negotiations, and in the negotiation for the purchase of goods or services, as well as in compliance with the applicable regulations, specifically those related to the prevention of bribery, corruption, and money laundering and terrorist financing activities.

Conduct regarding Lobbying and Trade Associations

Alianza Team does not participate in direct lobbying activities to influence public policies. We participate in trade associations actively and transparently. We seek to promote sustainable business development with a social, environmental, and governance focus, such as accelerating climate action in accordance with the commitments of the Paris Agreement. For this reason, we align our strategy with the UN's global development agenda to positively impact our people, communities, value chain, and the planet.

Activities carried out in trade associations must take the following fronts into account:

- Employees representing the organization will receive training on the policies described in this document.
- The Procedure for Investigating Conflict of Interest, Corruption, and Fraud Behaviors applies in the event of new developments in the actions of employees representing the company in trade associations.
- There will be a review and monitoring of activities to ensure they are aligned with international frameworks to which we are committed, such as the Global Compact or the Paris Agreement, among others.

6. SAGRILAFT Policy

- 17. Responsible Purchasing Policy
- 18. Supplier and Contractor Code
- 19. Agreement for Zero Deforestation in the Palm Oil Chain in Colombia
- 20. Health and Nutrition Commitment
- 21. Packaging Commitment

OUR CONDUCT WITH COMPETITORS

We are proud to operate at the highest levels of integrity, even in a highly competitive environment. We firmly believe in successfully marketing and selling our products based on ethical, transparent, fair, loyal, and legal behavior. To this end, we are committed to:

- Making statements about products and services based on duly supported facts. When making comparisons, we do so with truthful and verifiable claims.
- · Respecting the confidentiality of trade secrets.
- Winning in the market due to the quality and value of our products and our distinctive capabilities.
- Refraining from participating in agreements that seek to limit free competition within the markets where we operate and using appropriate and transparent means to improve our competitive position in those markets.
- Ensuring employees who have contact with competitors' representatives maintain a professional attitude, adhering to the organization's principles and values and protecting the company's reputation.
- Obtaining information from a competitor through legal means.
 - 22. Self-Regulation Commitment on Advertising Aimed at Children Under Twelve
 - 23. Product Labeling Commitment

OUR RELATIONSHIP WITH COMMUNITIES AND THE PLANET

As part of our commitment to sustainability, we are committed to the protection and development of the environment and the social surroundings around us, and this responsibility is shared by all Alianza Team People.

Respect for and Protection of the Environment

We continuously work to improve the environmental performance of our direct and indirect operations in aspects related to, but not limited to:

Operational Eco-efficiency: We go beyond what is required by applicable regulations in emissions, energy, waste, water, and promoting an environmental culture.

Circular Economy: We work on cross-functional programs that promote the closing of the cycle and the recovery of waste, packaging materials, and others.

Adaptation and Mitigation to Climate Change: We support the commitments established through the Nationally Determined Contributions - NDCs - of the countries in which we have a presence, as well as the policies and regulations for the reduction of greenhouse gas emissions in line with the Paris Agreement, favoring adaptation to manage physical and transition risks under the logic of scenario analysis that allows for the development of resilient operations, aligned with global standards.

Biodiversity, Water, and Soil Management: We assume this commitment in our own operations and hand in hand with our suppliers and strategic partners in the chain with whom we promote the protection, conservation, and proper use of resources to guarantee a responsible and sustainable supply—especially of agricultural inputs—in compliance with environmental, social, and governance (ESG) and economic criteria.

Respect for the Community

We are committed to strengthening relationships with the community based on trust, listening, and transparency—led by local primary teams—and to creating favorable conditions that stimulate and reinforce the development of communities in the vicinity of our operations.

We are guided by the Alianza Team Relationship Protocol, a reference framework for the reception, processing, management, and response to requests, concerns, complaints, and/or claims from any stakeholder, and that establishes clear roles and responsibilities for the different teams in the organization.

Relationship Protocol

We engage with communities and the different actors present guided by the following criteria, seeking to understand the needs and expectations of our stakeholders to build long-term, mutually beneficial relationships:

- The guidelines described in the **Policy Directives** are corporate in nature and establish the work areas to be developed locally in the different operational zones.
- The authorized local teams at each plant are responsible for developing a strategic relationship, taking into account their understanding of the local context, the operation, and the ability to identify mutually beneficial actions with the different actors while being consistent with corporate guidelines.
- This local relationship will be the way to keep the needs and expectations of the different stakeholders up to date, and its method will be of free choice by each team according to circumstances and contexts.
- There are various communication channels—verbal and written, physical and digital—that can be used for this purpose. In all cases, we guarantee a reception, processing, management, and response that is consistent with its nature, ensuring transparency and reliability in the relationship.

- Based on the values that represent us as Alianza Team People, we communicate clearly and transparently the commitments we can make and those we cannot, according to corporate guidelines.
- In any scenario that generates doubt about a possible reputational impact, the Corporate Affairs team must always be consulted for a proper analysis.
- The exchange of information between local teams and Corporate Affairs is continuous to
 ensure the consolidation and quantification of the results and impact generated by the
 different initiatives and to keep the monitoring of the general needs and expectations of
 the main stakeholders current.

24. Social Development Programs

Political Participation

We promote the right of every employee to belong, in their capacity as a citizen, to political parties, participate in political committees, and support candidates, providing employees with an environment of freedom of expression, without interfering in the performance of their activities, without representing Alianza Team, without implying a conflict of interest, and without using the organization's facilities or resources.

Alianza Team does not participate in politics and refrains from making contributions of any kind to any public official, political candidate, party, or political entity for the benefit of the Organization, or with the intention of receiving commercial favors against the competition.

If an employee considers that they meet the requirements to be qualified as a Publicly Exposed Person (PEP), according to what is defined in the Self-Control and Risk Management of Money Laundering and Terrorist Financing and Financing for the Proliferation of Weapons of Mass Destruction (SAGRILAFT) Policy, they will notify the Compliance Officer.

Regarding the relationship with governmental entities, our employees:

- Address the requirements and observations of the authorities, seeking to collaborate effectively and responsibly in fulfilling their mission, within the powers granted to them by laws or regulations.
- Refrain from offering, promising, paying, or authorizing the payment of money or anything of value to local or foreign government officials, political parties, or candidates for the purpose of influencing the acts or decisions of governmental officials.

PROGRAM AND POLICY DEVELOPMENT 1. Corporate Governance Structure **BOARD OF DIRECTORS PRESIDENT COMPLIANCE INTERNAL CONTROLLER** AUDIT **OFFICER CORPORATE AFFAIRS VP** FINANCE AND SUPPLY CHAIN VE **Functional OPERATIONS VP** dependency **TALENT AND ORGANIZATION VP** INNOVATION AND DIGITAL TRANSFORMATION VP **Administrative** TEAM FOODS GM Unit **TEAM SOLUTION GM** TEAM CARIBE GM

As sustainability is an essential part of the organization's corporate strategy, it has a governance structure where:

BREDENMASTER GM

- The sustainability strategy is led by the President of the organization, in accordance with the strategic approach emanating from the Board of Directors.
- The Corporate Affairs Vice Presidency (Legal, Regulatory, Compliance, Risk, External Communications, and Sustainability) has the teams that support the monitoring and follow-up of risks, opportunities, and compliance with issues related to the three dimensions of sustainability, understanding that execution is the responsibility of each process. Specifically, issues of nature, climate, and human rights are jointly supervised by the teams from the Corporate Affairs, Talent Development, and Operations Vice Presidencies.
- There are thematic Committees for specific issues that ensure the interdisciplinary participation of the functional teams from all involved processes. Some examples include the Risk, Labor Relations and Integrity, Zero Deforestation, Environmental, Packaging, Operations, Human Rights, and Business Executive Committees, among others.
- 4. Issues to be prioritized or that require corporate decisions are brought to the Presidential Committee by the Vice President of Corporate Affairs.
- Specific sustainability issues are brought to the Board of Directors for discussion and approval as needed.

Additionally, we have three lines of defense—called safety rings—that together ensure we continue to nurture a better tomorrow. The first line is the people, who manage and mitigate risks on a day-to-day basis, ensuring quality and continuity; the second line is the processes and control

elements, which are reinforced by the specific functions carried out by the legal, risk, and compliance teams, among others, monitoring, advising, and reinforcing the implemented controls; and the third line, Internal Audit, independently reviews compliance with processes and policies with a risk focus, reporting to senior management and the Board of Directors' Audit Committee. This scheme allows for the timely and adequate management of risks and opportunities related to sustainability in its three dimensions: environmental, social, and governance (ESG).

2. Ethics and Compliance Program

We are committed to participating in the market in a loyal, responsible, and correct manner, promoting business ethics, defending free competition, and protecting consumer interests.

We work daily to ensure that all our practices are aligned with the legal framework of the countries where we operate, rejecting any situation of corruption, transnational bribery, or any other crime or reprehensible conduct, reflecting how we nurture a better tomorrow in a transparent way.

Documents related to the Program:

- SAGRILAFT Policy
- Contracting Policy
- Travel Expenses Policy
- Risk Management and Administration Policy
- Ethics and Transparency Manual
- SAGRILAFT Manual
- Procedure for Investigating Fraud, Corruption, and Conflict of Interest Behaviors.
- Supplier Creation Procedure
- Credit Process Management and Control
- Procedure for Hiring Employees

The Program is led by the organization's Compliance Officer, who is responsible for developing, implementing, maintaining, reviewing, leading, and administering the PTEE (Business Transparency and Ethics Program) with the aim of preventing, detecting, or responding to legal, political, and ethical failures, reporting progress periodically to the Board of Directors under independent standards. In turn, the Labor Relations and Integrity Committee, made up of the President and CEO, the Finance Vice Presidency, the Talent and Organization Vice Presidency, and the Corporate Affairs Vice Presidency, supports, consults with, and advises the Compliance Officer on the implementation, monitoring, and administration of the Program. The Labor Relations and Integrity Committee supports the Program by identifying ethics and compliance initiatives, policies, and/or procedures that require improvements and recommendations for their enhancement.

Alianza Team People recognize that they are responsible for:

1. Ensuring their own compliance, as well as that of the employees they lead, with the regulations, rules, policies, and procedures that authorities and Alianza Team adopt to prevent corruption or transnational bribery activities.

- 2. Annually certifying their knowledge of the policies that make up the compliance programs within the organization. This certification will be carried out through the Certificate training platform, once a year, which allows for keeping a record of the coverage level of trained and certified employees.
- 3. Employees in charge of relationships with suppliers, consultants, contractors, and other counterparts must comply with the procedures established by the company for such contracts, such as quotations and contract execution according to the amounts established within the commercial relationship.
- 4. Reporting to the Labor Relations and Integrity Committee, the Compliance Officer, or the Alianza Team Integrity Hotline any possible events of fraud or requests for bribery or transnational bribery that lead to corrupt behaviors or other improper situations or acts contrary to the Law or the Alianza Team guidelines, committed or to be committed against the Companies, in order to implement corrective measures and respond appropriately to such requests.

Prior to establishing commercial relationships with any of our counterparts, the Company will carry out a Due Diligence process to identify, prevent, and manage the risks of Corruption and Transnational Bribery. In this way, through Due Diligence, we can adequately review the specific qualities of each supplier, customer, and contractor, their reputation and their relationships with third parties, and obtain elements of judgment that allow us to rule out the realization of indirect payments, bribes, or gratuities for the establishment of business and commercial ties.

3. Internal Labor Regulations

The Internal Labor Regulations act as an integrating instrument for the guidelines that shape the development of labor relations and promote a proper understanding of their application for our employees. This is to responsibly ensure compliance with all its provisions, both in the rights and obligations that must be followed, such as: regulation and control of workdays, supplementary and/or overtime work, paid rest and/or vacations, permits, legal labor leaves such as maternity and paternity leave for example, among other aspects within the framework of the rules and provisions governing employment contracts and the labor relations that govern them.

We make an explicit commitment to:

- Guaranteeing equal employment opportunities without any discrimination, avoiding any situation that can be understood as discriminatory due to marital status, sexual or religious orientation, political affiliation, or socioeconomic conditions, among others.
- Hiring all our employees in all countries where we operate with a salary higher than the legally established minimum wage, and we have a measurable commitment within the organization to establish a methodology that allows us to evaluate if employees receive a decent wage. Regarding third parties associated with our chain, we are committed to promoting a culture of respect and commitment that ensures the protection of labor rights

in compliance with current local labor regulations.

In turn, we communicate prevention mechanisms for similar or repetitive behaviors that can be understood as faults in the conduct of our workers, reinforcing the appropriation and responsibility of the functional role and impact on work teams and implementing the corresponding disciplinary actions in accordance with what is established by law, as well as knowledge of the specific functionality of the roles and the evaluation of employees according to compliance with these regulations, corporate policies, and labor legislation of each geography where we have a presence, along with raising awareness of the specific conditions of the environment that may affect workplace coexistence within the labor legal framework and organizational policies (the Internal Labor Regulations are created by country and under the labor regulations of each geography).

4. Labor Relations Policy

We have a Labor Relations Policy whose purpose is to ensure legal labor compliance and the proper management of labor relations with our workers, aimed at achieving a positive and productive work environment, as well as the prevention and attention of possible labor conflicts, all framed in a corporate culture of respect, dialogue, and trust between the Organization and the work teams, ensuring that labor practices comply with applicable labor laws and regulations.

5. Policy Against Workplace Sexual Harassment

It is our strong corporate commitment to actively promote respect for a life free of violence, discrimination, and harassment in the workplace, under the principles of equity, respect, responsibility, and transparency in our labor relations. This is framed in the commitment to prevent and maintain a culture of work environments that promote an atmosphere free of harassment, violence, and discrimination in the workplace context in all geographies where we have a presence.

At Alianza Team, we declare our zero-tolerance policy towards any conduct of sexual harassment in the workplace, as well as towards behaviors of violence or discrimination against any worker, independent contractor, intern, trainee, and other people who participate in the workplace. Therefore, given our diverse population that converges in the workplace and the dynamics associated with it, our firm commitment is to foster behaviors that mitigate the occurrence of acts of sexual harassment in the workplace and the violation of the rights to dignity, equality, and freedom of the people who are part of it, with mechanisms that allow us to establish prevention, detection, protection measures, and appropriate attention routes for the safe and confidential reporting of incidents of sexual harassment, such as the designation of the Committee for the Protection and Attention against Sexual Harassment and our Integrity Hotline.

6. Alcohol, Tobacco, and Other Psychoactive Substances Policy

We are committed to preventing risky behaviors and problems associated with the consumption of alcohol, tobacco (its derivatives, imitators, and substitutes), and other psychoactive substances in order to improve the levels of health, safety, and quality of life of

our employees, as well as to avoid the impacts of legal non-compliance and accidents in the operation.

Alcohol and Other Psychoactive Substances Prevention Program:

We promote healthy lifestyle habits and self-care through training, awareness, and education campaigns for the organization's employees that allow for the development of a culture of prevention and self-care. We have designated clear responsibilities and roles within this program, as well as prevention activities that contribute to ensuring its effectiveness.

7. Comprehensive Management Policy

We comprehensively identify each of the critical aspects to take into account to ensure that our operations comply with our standards, value proposition, and strategic objectives in each of the organization's operations and throughout the value chain. Our policy includes the company's guidelines regarding quality and safety management systems, the environment, occupational health and safety, and supply chain security.

It covers all Alianza Team's production operations and commercial facilities, work-related travel, Products and services, Distribution and logistics, and Waste management. It also applies to Suppliers, Service-providing drivers and contractors, Maquilas, Due-diligence, mergers and acquisitions that have commercial relationships with the company and with whom we align service practices.



Environmental Commitment Statement

This document constitutes the environmental annex of Alianza Team's Comprehensive Management Policy and its purpose is to establish the corporate guidelines for the management of environmental risks and impacts in all the organization's activities, throughout its value chain. Alianza Team promotes the sustainable use of natural resources and the reduction of pollution, as well as the responsible management of the risks and opportunities associated with climate change and biodiversity loss. This includes the implementation of climate mitigation and adaptation actions, both in our direct operations and in the activities developed by our strategic partners.



Establishment of Environmental Goals and Objectives

At Alianza Team, we annually define measurable environmental goals and objectives, aligned with our Comprehensive Management Policy and framed within the Planet action front. These objectives are focused on the efficient use of natural resources, the reduction of CO₂e emissions, comprehensive waste management, environmental regulatory compliance, and the protection of biodiversity and areas of high ecological value. These goals are articulated with global climate commitments such as the Science Based Targets (SBTi) initiative and respond to current environmental challenges, reaffirming our commitment to a sustainable development model. Consult our goals in the **Comprehensive Management Policy.**



Corporate Environmental Guidelines

1. Prevention of environmental pollution:

We manage environmental impacts throughout our entire value chain in all our own operations

based on the sustainable use of resources and the incorporation of circular economy, climate action, and biodiversity conservation strategies.

2. Efficient use of natural resources:

We optimize the use of energy, water, and non-renewable resources in all our operations, promoting their conservation. This includes the responsible selection of products and services, as well as the design of processes that improve environmental performance.

3. Carbon footprint and air quality:

We focus on reducing scope 1, 2, and 3 greenhouse gas emissions; adopting climate change mitigation and adaptation measures in accordance with the Paris Agreement and implementing actions and controls to improve air quality.

4. Comprehensive solid waste management:

We implement source management strategies for hazardous and non-hazardous solid waste, including containers and packaging throughout the value chain. These actions are developed in compliance with the guidelines of extended producer responsibility, with the aim of minimizing environmental impact and fostering a circular economy.

5. Environmental culture and awareness for internal and external stakeholders:

We promote a strong environmental culture through awareness, promotion, and strengthening processes of our Comprehensive Management Policy, along with actions aimed at reducing the environmental impact of our operations. This commitment encompasses all our stakeholders: employees, suppliers, customers, consumers, communities, and strategic partners.

6. Employee training:

Recognizing the fundamental role of employees, we disseminate our environmental guidelines through various communication channels and training spaces such as internal platforms, the corporate website, physical media in our plants, and our document management system, with the purpose that each person understands how their activities affect the environment and can adopt responsible practices in their daily lives. Additionally, we maintain a permanent dialogue with key actors in our value chain, promoting collective awareness, collaboration, and co-responsibility in the face of the environmental challenges we face as an organization.

7. Biodiversity and non-deforestation:

We avoid intervening in areas with high ecological value or with relevant biodiversity at a national or global level. We apply the mitigation hierarchy (avoid, minimize, restore, compensate) by evaluating risks and exposure to these ecosystems.

8. Commitment to the continuous improvement of environmental performance:

We maintain a focus on continuous improvement in our environmental management, through the periodic evaluation of performance, the monitoring of key indicators, and the implementation of improvement actions to mitigate negative impacts and strengthen our sustainable practices.

We also reinforce transparency and commitment with our stakeholders by disclosing our environmental performance, using tools such as internal awareness campaigns, informative

materials (infographics, newsletters, etc.), and the publication of the Sustainable Impact Report.

Our Environmental Management System is based on the principles of the ISO 14001 standard and other international standards such as SMETA; this compliance is verified through first, second, and third-party audits, in addition to external evaluations. On this solid foundation, we deploy corporate environmental programs designed to drive our continuous improvement and achieve our ambitious sustainability goals.



Corporate Environmental Programs

Comprehensive Hazardous and Non-Hazardous Waste Management Plan (PGIRS)

Our program establishes the guidelines for the proper management of waste in all our plants, from identification, classification, and internal and external handling, to final disposal through authorized managers. This plan seeks to reduce waste generation, promote its recovery through strategies such as reuse, recycling, and valorization, and promote correct disposal in accordance with current legal regulations. As part of the commitment to continuous improvement, periodic waste audits are carried out that allow for identifying opportunities to optimize performance, establishing specific action plans, and defining quantifiable minimization objectives. Likewise, we have integrated recycling programs to reduce waste sent for final disposal, and the diversion of waste towards valorization or treatment. We also have training fronts aimed at employees in waste management and in the practical application of the 7 R's (reduce, reuse, recycle, recover, redesign, renew, and repair). These activities include inductions, re-inductions, awareness campaigns, and technical training. In addition, through our Albora innovation fund and the Sustainable Packaging challenge, we open the doors to find solutions that minimize the generation of waste from our products at the end of their useful life.



Efficient Energy Use and Savings Program

Applicable to all corporate-level operations, this program establishes concrete actions to optimize energy performance and guarantee the sustainability of resources. This program includes carrying out internal audits, external evaluations, and technical reviews associated with certifications such as ISO 14001, in order to identify improvement opportunities and ensure compliance with regulatory and corporate requirements. Likewise, we define quantifiable objectives by plant and implement control measures and specific actions to reduce thermal and electrical energy consumption, promoting the use of clean energy sources, such as hydroelectric, solar, and wind, and fostering investment in innovation and R&D, through initiatives such as heat recovery, automation systems, improvements in thermal insulation, and the acquisition of energy-efficient equipment. A sensitization and training scheme aimed at employees and contractors has been defined, with a focus on good energy practices and awareness of the impact of energy consumption. The monitoring of the program is carried out using specific indicators by plant, which allow for a systematic evaluation of performance and informed decision-making to strengthen the culture of energy efficiency in the organization.



Water Savings and Efficient Use Program

It applies to all plants at a corporate level, establishing the guidelines to optimize its use and reduce contamination in the different processes, with the aim of contributing to the sustainability of the resource, ensuring its quality and availability for the continuity of our operations, and generating a positive impact on the river basins where we have a presence. This program includes the continuous evaluation of water consumption through measurement systems, water balances, and diagnoses by plant, in order to identify opportunities for improvement, defines quantifiable objectives by plant, contemplates the reuse of treated water in non-critical processes (such as toilets or cleaning of external areas), and includes a robust training and environmental awareness component aimed at employees, oriented towards the responsible use of water and the application of good practices. These actions strengthen the organization's commitment to water sustainability.



Quality and Safety

We are dedicated to the satisfaction of our customers and consumers, offering safe, nutritious, and quality products, in strict legal compliance. We achieve this by controlling good practices throughout the value chain, complying with sanitary regulations, promoting continuous improvement, and applying technology to optimize productivity and reliability. We also respond to market trends and consumer needs, and actively manage the reduction of food loss and waste, giving it alternative uses such as donations, composting, or remanufacturing. Our quality management is based on a robust integral system in all our plants, with operational and systematic controls on production lines, periodic sampling, and processes for the management of non-conformities, thus preventing the output of products outside the desired conditions for the final customer. Internal audits aligned with the Principles of Prerequisite Programs (PPR) and other international standards under which we are certified (ISO 9001, FSSC 22000) drive the improvement of our processes, along with customer audits and visits from regulatory bodies that externally validate our high standards. We invest in continuous training and mandatory training for employees, contractors, and suppliers. Finally, we have provided multiple channels to manage complaints, claims, and suggestions from customers and consumers, quaranteeing traceability and timeliness in investigations and responses to prevent their repetition.



Commitment against Food Loss and Waste

Aware of the relevance of our actions to contribute in this aspect, we are committed to avoiding and reducing food loss and waste, focusing on the following aspects:

- **1.** Identification and measurement of food loss and waste and the stages of the process where this occurs.
- 2. Reduction of food loss and waste.
- · Optimization of demand and finished product planning.
- Prioritization of the reprocessing of products and by-products in internal processes.

- 3. Allocation of loss and waste for alternative uses.
- Production of second-generation biofuels through our "Manos Verdes" collection program.
- · Production processes for animal feed or composting.
- Awareness and alliances with actors in the distribution and final sales chain, making it possible to donate to food banks before expiration.



No Use of Mineral Oils

Committed to people's health and the quality of our products, we do not use petroleum-derived oils in our processes. Accompanied by HACCP hazard analysis in all our plants, and working with our strategic partners in our supply chain to reduce MOSH and MOAH contaminants, we work to ensure the highest standards of quality in our products and services.



Occupational Health and Safety

Through the Occupational Health and Safety Management System, we ensure the safety and well-being of all our employees in each of the organization's operations. We implement prevention programs with the aim of promoting healthy lifestyle habits that allow us to foster the well-being of people and promote a culture of safety and prevention of occupational hazards in our employees, suppliers, and contractors. Under this strategy, we create prioritization plans, work on continuous improvement, strengthening our programs, measurement, reports, and establishing quantitative objectives to improve performance metrics in OHS.

- **1.** Achieve effective management of prioritized hazards each year.
- **2.** Maintain the incident, accident, and illness prevention index above 85% for the respective year.
- **3.** Comply with a minimum of 90% of the work plans established for the Salud+ and Acompañándote+ programs for each current year.
- **4.** Guarantee a continuous and effective management of compliance with legal regulations in each operation.

Supply Chain Security Risk Control

- **1.** Protect the integrity of cargo units to keep the supply chain free from contamination.
- 2. Maintain the necessary control measures to prevent unauthorized access of people to the facilities and protect company assets.
- Identify, address, and manage risks generated by incidents that occur with personnel, assets, and/or facilities.
- Promote security in facilities, surveillance, and control of exterior and interior perimeters.

8. Tax Policy

We are aware of the economic and social impact in the countries where we operate, which is why we have these corporate-level guidelines that ensure strict compliance with local, national, and international tax regulations within the framework of good corporate governance standards, transparency, and the business code of conduct for Alianza Team People (Included in this document) in all the countries where our operations are located. These guidelines, which take into account the guidelines of the Organization for Economic Cooperation and Development (OECD), are implemented through the tax, accounting, and financial areas in each country, being responsible for carrying out tax planning and ensuring compliance with tax obligations in each jurisdiction, specifically complying with, among others:

- The arm's length principle in relation to transfer pricing for operations between related parties.
- Non-use of tax structures without corporate substance or tax havens or jurisdictions with low or no taxation to avoid tax effects.
- No transfer of value or engagement in aggressive tax planning practices that erode the tax bases of the countries where Alianza Team operates.
- No abuse of DTAs Double Taxation Agreements in transactions with related parties or third parties that lead to tax evasion practices.

Through our internal and external audit processes, we verify and evaluate business operations and ensure adequate tax advice and training as needed, maintaining unity of criteria at a corporate level. Likewise, each operation may independently hire external advisors for the annual review of income tax returns that it deems to be of interest or for specific tax issues, thus seeking to optimize the information reported, minimizing the risk of non-compliance with the tax requirements of each country. This policy is approved by the Board of Directors.

9. Human Rights, Diversity, Equity, and Inclusion Policy

We reiterate our commitment to the respect, promotion, and protection of Human Rights, as well as to equal opportunities and non-discriminatory treatment of people in all areas of the organization. We understand this as the inherent rights of all human beings, without any distinction of nationality, place of residence, sex, national or ethnic origin, color, religion, language, or any other condition. Based on the need to respect the dignity of all, we recognize that human rights are universal, interrelated, interdependent, and indivisible, which is why we always work in compliance with the applicable legal framework and internationally recognized human rights regardless of the country of operation. We also ensure that available complaint channels and mechanisms are in place and that timely remediation measures are taken in case of negative situations or consequences.

As a reference, we are guided by the United Nations Guiding Principles on Business and Human Rights as a framework for action for the respect, promotion, and remediation of all rights included in the International Bill of Human Rights and in the Declaration of the International Labour Organization regarding fundamental rights at work.

Commitments:

- We recognize the importance of working hand in hand with the State, in its capacity as a promoter and guarantor of Human Rights, and we believe in the diversity of the population, without any type of discrimination, as the founding value of any free and democratic State.
- We commit to promoting in our stakeholders the respect, protection, and remediation of Human Rights, equal opportunities, and non-discriminatory treatment in their activities, whether or not they are related to Alianza Team, valuing differences and promoting equal opportunities.
- We ensure that all our policies, guidelines, plans, and direct actions are coherent and respectful of Human Rights, equal opportunities, and non-discriminatory treatment.
- We have a due diligence and risk management process that allows us to identify, analyze, assess, treat, control, and communicate the possible negative consequences that may arise from our operation in relation to these values, with the objective of preventing and mitigating them.
- We have complaint channels and mechanisms available to all stakeholders so that, anonymously if they prefer, they can submit their claims or complaints related to possible violations of their Human Rights, equal opportunities, and discriminatory treatment. Through these mechanisms, we ensure that the necessary investigations are carried out and that due process is followed to allow us to investigate and, if necessary, take the required corrective measures to remedy the situation and prevent recurrence.
- Alianza Team respects the current regulations in each country in which it operates, regarding compliance with the minimum working age, in accordance with local legislation, ensuring that it does not incentivize, promote, or allow child labor or forced labor.
- The Labor Relations and Integrity Committee will hear complaints that violate Human Rights, equal opportunities, and discriminatory treatment at Alianza Team, and will take the corresponding measures to report any infringement of this Policy, the other complementary corporate policies, and the relevant law to the competent authorities.
- Alianza Team's Primary Human Rights Committee will guide the promotion, monitoring, and implementation of the guidelines and directives defined in the Human Rights Policy and due diligence in this matter.
- Alianza Team is committed to the Universal Declaration of Human Rights and ILO Convention No. 169 ratified by Colombia through Law 21 of 1991 and other relevant rules that clarify, modify, or complement them. Therefore, Alianza Team declares and commits to the protection of the rights of Indigenous Peoples, especially in relation to their right to prior consultation and to obtain their Free, Prior, and Informed Consent (FPIC), prior to the

cart of a project or activity on lands where they have legal, communal, or customary rights and which requires its obtaining.



Implementation and Monitoring:

In the main activities and processes of the organization, we apply due diligence through audit, verification, and control procedures, along with legal and regulatory compliance reviews, with the aim of efficiently managing potential or real risks associated with human rights, diversity, equity, and inclusion, thus mitigating any negative impact on our own operations and throughout the value chain.

Likewise, Alianza Team guarantees available, transparent, and accessible complaint channels and mechanisms for all stakeholders so that, anonymously if they prefer, through the Integrity Hotline or directly with the Compliance Officer, they can submit their concerns, claims, or reports related to possible violations of their human rights. We ensure the necessary investigations and due process that allow us to know about possible behaviors associated with possible non-compliance, and if necessary, take the required corrective measures to remedy the situation.



Diversity:

As an organization, we are committed to promoting the development of our employees by respecting and valuing diversity, manifested in different cultures, professions, races, creeds, skills, sexual orientations, and thoughts. We promote the incorporation of these commitments at all levels of the organization, from the high corporate governance bodies, the Board of Directors, and throughout the teams in all the countries where we operate.

10. Procedure for Investigating Conflict of Interest, Corruption, and Fraud Behaviors



Principle of Non-Retaliation

Alianza Team prohibits retaliation against employees who report a possible suspicion or non-compliance with a law, regulation, Alianza Team Policy Guidelines, the Ethics and Transparency Program, or any of its policies. Alianza Team employees must act free of pressure from third parties who are using their position, authority, or influence in the companies to fulfill their responsibilities.



Conflict of Interest

For us, any situation that does not allow the simultaneous satisfaction of the interests of an employee and those of the organization when dealing with customers, suppliers, organizations, or natural persons who seek to do business with us, creates a conflict situation.

From the beginning and throughout the employment relationship, through this procedure and other existing tools, we reinforce the commitment that Alianza Team People acquire to immediately declare any situation that constitutes or may lead to the existence of a conflict of

interest along with the necessary steps to report it. The existence of a conflict in itself does not constitute a failure to meet labor obligations; the failure to declare it in a timely manner does.



Corruption and Fraud

All Alianza Team employees along with contractors, consultants, and other third parties are responsible for reporting or reporting to the Labor Relations and Integrity Committee, the Compliance Officer, or the Integrity Hotline, possible events of fraud, corruption, requests for bribery, transnational bribery, that lead to corrupt behaviors or other improper situations or acts contrary to the law or the Alianza Team guidelines, such as political, charitable, direct or indirect contributions, sponsorship, and/or donations, that act as a means of bribery and corruption committed or to be committed against the companies, in order to implement corrective measures and respond appropriately to such requests.

Compliance with the guidelines and procedures will be monitored by the Compliance Officer or as they may be called in the future - who executes the review of the controls that are documented within the supervision and control matrices for the risk of fraud and corruption, annually or when necessary. In turn, Alianza Team has the responsibility of reporting to the competent authorities acts of corruption, bribery, or transnational bribery.

The investigations or reviews derived from notifications or identifications of corrupt, fraudulent, or conflict of interest behaviors will be conducted by the Labor Relations and Integrity Committee or the delegates they assign.

11. Risk Management and Administration Policy

At Alianza Team, we are fully aware of the importance of timely managing the risks to which the Organization may be exposed. We recognize that inadequate management of these risks can compromise the achievement of our organizational objectives at all levels and directly or indirectly affect our stakeholders.

For this reason, we promote a proactive culture of risk management, in which factors that could generate negative impacts are identified and addressed in a timely manner, while opportunities that strengthen our competitiveness, innovation, and sustainability are explored and capitalized on. This approach allows us to contribute to the efficient and effective achievement of strategic objectives, thus guaranteeing the sustained growth of the organization in the short, medium, and long term.

Alianza Team's Integrated Risk System (SIAR) is based on and developed under high international standards in risk management and internal control "ISO 31000:2018 - COSO ERM:2017, ISO 22301/2019 - ISO 31050/2023, among others", with which we seek to prevent, mitigate, and ensure risks at the strategic, emerging, financial, operational, and compliance levels.

To support this approach, we have developed a risk governance model, based on policies, guidelines, procedures, methodologies, and good practices. This model provides the necessary guidelines to operate efficiently and ensure business continuity in all our geographies and throughout the value chain.

We have established the following guidelines within the framework of risk administration and management:

- Comply with the policies and commitments established in the Alianza Team Policy Guidelines.
- Work for risk management in matters of human rights, diversity, equity and inclusion, and the environment through due diligence in our own operations and throughout the value network.
- The SIAR must be aligned with the Organization's strategic objectives.
- The SIAR must be unified and oriented towards the coverage, control, and quantification of the Organization's risks.
- The SIAR processes must be executed by all employees of the Organization and may be extended by Alianza Team to other activities in its value chain where the need to develop risk management is established.
- Promote and develop a risk management culture at all organizational levels, which allows for continuous improvement through the development of tests and audits of the different plans and procedures that are part of risk management.
- Perform frequent monitoring of risk profiles, as well as opportunities.
- Cooperate with governmental bodies and agencies, generating adequate communication channels that contribute to the company's resilience.
- Provide the necessary resources for the execution of the system.
- Analyze operational processes to detect potential interruption risks, in order to design and implement recovery strategies in the before, during, and after, which ensure business continuity and organizational resilience.
- Establish constant monitoring of risks linked to climate change, including physical risks (such as extreme weather events) and transition risks (such as regulatory or technological changes), as well as risks related to biodiversity, incorporating these elements into strategic and operational decision-making.

The Integrated Risk Management System (SIAR), made up of the stages of identification, evaluation, measurement, and monitoring, allows for a holistic view of the risk profile to which the Organization is exposed. This vision facilitates the formulation of strategic responses for its treatment and the strengthening of assurance and control mechanisms.

We develop a structured process for the identification and evaluation of opportunities, aimed at their effective use, obtaining tangible benefits, and the continuous strengthening of our strategic, tactical, and operational processes.

Our Business Continuity Plan aims to ensure operational stability in the face of unplanned, foreseen events or threats that may generate significant interruptions. Through structured strategies for interruption scenarios (prevention - response - recovery), we seek to minimize downtime and restore operational normality efficiently and in a timely manner.

We recognize climate change and biodiversity loss as highly relevant risks, with the potential to generate significant impacts on our business. In response, we adopt a proactive approach to the different scenarios of uncertainty, with the aim of ensuring operational continuity, strengthening organizational resilience, and fulfilling our corporate purpose.

We are guided by the guidelines established in IFRS S2 for the disclosure of climate information, which integrate the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Within this framework, we actively work to adapt our operations, anticipate the effects of physical and transition risks, and take advantage of the opportunities that may arise in the present and the future as part of a sustainable business strategy.

12. Intellectual Property and Regulatory Affairs Policy

Our commitment to providing a legally safe and efficient environment that allows for the effective creation, protection, and commercialization of intangible assets developed by our teams is fundamental for the development of one of our main organizational capabilities, which is research, development, and innovation.

To enhance the value proposition of our four strategic business groups and create high-value and innovative solutions for our customers and consumers, we detail the related structure and guidelines that allow for the necessary environment and orientation for this purpose, with a special emphasis on the required management of patents, trademarks, trade secrets, and copyrights.

13. Information Security Policy

In a context where information security is increasingly relevant, both for us and for our partners and employees, we are fully committed to the design and implementation of measures that guarantee the security, integrity, and reliability of the organization's computer resources. We promote the use of best practices in information and operational security, ensuring compliance with technical and legal aspects of security.

In order to ensure its validity, updating, and continuous improvement, it will be reviewed at least once a year by the Information Security Committee, or in case of specific requirements or if there are violations of it.

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Governance Structure:

We have structured the Information Security and Cybersecurity Governance involving the different areas that support compliance and assurance of what is established in this policy and our OT Cybersecurity Framework. Its purpose is to coordinate from a directive approach the issues related to information security, involving the following areas: CEO; Vice Presidencies of Innovation and Digital Transformation, Corporate Affairs, Finance, Talent Development, and

Operations; Information Technology Directorate; BM and Communications Managements; and the Corporate IT Operations and Information Security Managements. There is a role responsible for the establishment and monitoring of compliance with all the information security guidelines and policies that are designated by the Information Security Committee.



Security Culture:

We generate a culture around information security, through campaigns, training, gamification, talks with specialists, and prevention practices against cyberattacks. This allows us to qualify and maintain a risk level for each employee of the company.



Regulatory Framework:

Based on international standards for information and operational security—ISO 27001: 2022, NIST 2.0, and ISA 62443 for the industrial environment—we have structured our Information Security Management System (ISMS), integrating it with our Comprehensive Management System.



Risk Management:

We have defined standards for the classification of information and the management of IT, OT, and Cyber risks, through which sensitive information is identified and specific controls are implemented to guarantee its confidentiality, integrity, and availability aligned with the corporate risk methodology and appetite.



Use of Technology:

We constantly implement and update the necessary security equipment and technological systems to minimize security risks. We constantly validate our systems through "Ethical Hacking" exercises, cybersecurity audits, and controlled internal exercises.

14. Policy on the Development and Use of Artificial Intelligence Systems

The current technological transformation, driven by advances in artificial intelligence, leads us to establish internal guidelines for its safe and reliable implementation at a corporate level. Our objective is to mitigate the legal, reputational, and operational risks associated with the development of new models and the use of those already available, as well as with future advances. We seek to ensure regulatory compliance, protect confidential information, and promote ethical use that avoids biases and discrimination. This policy is based on three fundamental pillars to guarantee its compliance:

Governance: We define those responsible for supervising, reviewing, and making strategic decisions about the implementation and use of Al systems.

Principles: We establish the principles for the correct use of this technology.

Duties and recommendations: We define basic standards and rules that all our employees must consider when interacting with AI.

15. Personal Data Policy

Emphasizing the importance we place on respecting our people and partners, and with this, their personal information, whether public, private, semi-private, or sensitive. We detail step by step how we ensure the proper use, treatment, transmission, transfer, and management of personal information that we have in the development of our operations, the rights that the data subjects have, and the duties and responsibilities of those in charge to ensure our commitment is met at all times.

The standards that the company uses for the treatment and protection of personal data comply with the highest regulatory requirements in the countries where we have a presence.

Emphasizing the importance we place on respecting our people and partners and with this, their personal information, whether public, private, semi-private, or sensitive, we guarantee at all times the exercise of their right to Habeas Data, that is, to know, update, rectify, or even request the total or partial deletion of the information that they may have authorized us to collect at some point for the development of our operations. Likewise, we guarantee the attention of any query or complaint from the data subjects as soon as possible, without exceeding the times established within the regulatory framework.

As data controllers, we guarantee compliance with our duties both with the data subjects and with the authority that regulates them, and we also demand from those in charge compliance with this policy and the other provisions determined by law.

16. Policy on Self-control and Integrated Risk Management System for Money Laundering, Financing of Terrorism and Financing for the Proliferation of Weapons of Mass Destruction (SAGRILAFT)

Committed to participating in the market in a loyal, responsible, and correct manner, we carry out an analysis of our exposure to the risks of money laundering, terrorist financing, and the proliferation of weapons of mass destruction, in order to establish our own self-control and risk management system for ML/TF/PWADFM, according to the characteristics of the business, the goods and services that are offered, their commercialization, the geographical areas where we operate, among other aspects that are relevant in its design and implementation. This Policy must be consulted and observed by all employees of the companies, who must prioritize its observance over the achievement of commercial goals. Our SAGRILAFT System provides support in the management of this structure along with the internal control bodies and implemented methods that allow us to detect unusual and suspicious operations early, and to prevent ML/TF/PWADFM crimes. Through follow-up and monitoring by the Compliance Officer, and the commitment of all employees to know, comply with, and disseminate the aspects related to this policy, we ensure the compliance of this system and the mitigation of associated risks.

One of the main instruments to prevent and control the ML/TF/PWADFM risks to which we are exposed is the application of due diligence measures. Through this, we adopt measures for the knowledge of our counterparts, their business, operations, products, and the volume of their transactions, with a risk-based approach that allows us to identify the counterpart and verify

their identity, the final beneficiaries, their ownership structure, and the purpose intended for the commercial relationship.

The due diligence process must be carried out continuously during the commercial relationship, examining the transactions carried out, to ensure that the transactions made are consistent with the knowledge we have of the counterpart, their commercial activity, and their risk profile, including the origin of the funds when necessary.

17. Responsible Purchasing Policy

Driven by our corporate purpose of nurturing a better tomorrow, we work daily to leave a better future for the next generations. We seek to ensure our principles and values along with compliance with the declared environmental and social commitments throughout our entire value chain.

This policy applies to all operations, subsidiaries, and joint ventures of Alianza Team. Our suppliers are expected to comply with this policy in all their operations, including properties, joint ventures, and external suppliers along with their operations. We extend compliance with these commitments to all raw materials, packaging materials, inputs, and ingredients as well as products and services that we purchase and/or commercialize.



Our main commitments:



Zero deforestation and 100% traceability to origin by December 2025 in our prioritized agricultural supply chains related to deforestation.



Support our suppliers to include smallholders in our supply chains.



Strengthen the current complaints and claims mechanism.



Report the progress of the Responsible Sourcing Strategy on our communication channels in a timely and transparent manner.

Through our process of identification, evaluation, and selection of suppliers, we ensure compliance with the following aspects for any good or service required, including those for transportation and/or logistics, and we extend these guidelines to the direct suppliers of our suppliers to ensure their compliance throughout the entire chain.

We work within the organization and with our suppliers in the construction of a transparent supply chain that works for sustainability in harmony with the community and the planet, that complies with the criteria detailed below.



Integrity, Compliance, and Transparency:

Framed in our ethics and compliance program, we maintain a culture of acting ethically, complying with local, national, and international legislation that applies to our own and

third-party operations. Therefore, all processes and transactions must strictly adhere to the related policies and standards to ensure due process of operations and compliance with the applicable and current regulatory framework at all times. Our suppliers must have a declared commitment to fight corruption in all its forms and zero tolerance for any type of discrimination and harassment and have adequate complaint mechanisms.



Quality and Service:

We ensure compliance with the basic principles of the supplier identification, evaluation, and selection processes, as well as the competitiveness, quality, and service level for all required products and services. We verify the existence of a documented strategy and process that allows our suppliers to identify, handle, and treat operational and financial risks.

To start a commercial relationship with the organization, it is essential that our suppliers and/or contractors sign a written acceptance of our **Supplier Code** and these Directives. We place special emphasis on: business ethics, environmental protection, human rights, diversity, equity and inclusion, and labor relations, occupational health and safety, prevention of money laundering and terrorist financing, and the protection of personal data.

Additionally, we communicate the organization's Integrity Hotline from the beginning of the relationship.



Traceability:

This process is fundamental for the management of risks and potential impacts in the production sites of our raw materials, along with the promotion of transparency in each link of the value chain. For this reason, we are committed to working with all our suppliers in the prioritized supply chains to develop a work plan that allows for continuously having complete and updated information about the origin of our raw materials in coherence with the organization's objectives and applicable regulations.



Inclusion of smallholders:

We commit to working together with our direct suppliers to ensure the inclusion of smallholders in our supply chains, through training and support projects.

Committed to the highest labor and environmental standards in all the places where we operate, our suppliers must ensure compliance with and respect for the following aspects:

Occupational Health and Safety:

• We identify and resolve substandard conditions related to work, we carry out a program of internal safety inspections and behavioral observations that we complement with industrial hygiene studies and medical surveillance. If they occur, we investigate occupational incidents, accidents, and illnesses through procedures aimed at learning, communicating the causes, and the implemented controls. We guarantee OHS criteria for contracted services and acquisitions such as the supply of personal protective equipment and other resources necessary to adequately perform tasks, such as free access to drinking water,

nitary facilities, and first aid. We verify full regulatory compliance with external entities such as Delima Marsh or ISO 45001 in the case of Breden Master.

• We periodically train workers in occupational health and safety, including knowledge of high-risk tasks, which are carried out exclusively by trained personnel.

Ethical Hiring:

- Guarantee equal opportunities in the hiring of their employees with integrity, ethics, and in compliance with legal standards, including compensation, labor rights, and good practices for hiring, labor relations, and for any type of dismissal.
- Ensure that every employee receives dignified treatment in their workplace, guaranteeing their health and safety conditions and ensuring compensation in accordance with their work and in compliance with the law, including paid days off, decent housing (if applicable), and recognition for overtime worked, along with the communication of these guidelines with effective communication for their understanding.
- The following are explicitly prohibited: charging hiring fees, withholding identity documents or passports, substituting contracts, financial fines or penalties for voluntary termination of contracts, and others that go against ethical hiring.

Child and/or Forced Labor, Servitude:

• Zero tolerance regarding the use of child or forced labor, guaranteeing the foregoing through guidelines and procedures for auditing, control, and monitoring of the chain.

Free, Prior, and Informed Consent (FPIC):

We respect the legal or customary land tenure and use rights of indigenous and local communities, as well as their rights to give or withhold their free, prior, and informed consent for operations that affect their lands or resources. Therefore, it is essential that our suppliers:

- Have an FPIC process before the start of a project or activity on lands and/or intervention
 of resources, this being applicable to all local communities, with a particular emphasis on
 indigenous peoples.
- With regard to the use of lands over which indigenous and local communities have legal, communal, or customary rights, it is essential for new projects, before they begin, to carry out a socio-environmental impact assessment, complying with the FPIC process.
- In the event of any conflict, it is relevant to address the resolution in a transparent, balanced way, and through dialogue, before any legal procedure.

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Respect for the Rights of Indigenous and Tribal Peoples:

We pay special attention to the most vulnerable communities, such as indigenous and tribal ones, and we are committed to respecting the United Nations Declaration on the Rights of

Indigenous Peoples. We identify and respect the formal and customary rights of indigenous peoples and local communities to lands, territories, and resources in the context of any company activity. This includes the rights of ownership, occupation, use, and administration of these lands, territories, and resources.

By monitoring and evaluating our suppliers, these points are taken into consideration, through the evaluation of the proximity of the areas of operation and/or influence to collective territories with protection status, the occurrence of conflicts, and the existing resolution mechanisms.



No Aggression and No Violence:

Zero tolerance for acts of violence, harassment, and/or aggression against organizations and individuals with a recognized history of civic and/or social activism, nature defenders, human rights defenders, diversity, equity and inclusion defenders, and the socio-environmental rights of ancestral communities and peoples.



Discrimination and Harassment:

Equal conditions in their opportunities and in their daily work without being discriminated against for reasons of race, sexual orientation, gender, political preference, religious belief, or other factors, which negatively impact the workplace and the work environment.



Right to Free Association and Collective Bargaining:

Respect for the right to free association and collective bargaining in all its forms, abiding by constitutional principles and local regulations of each country where we operate.



Reporting and Remediation Mechanisms:

We have an integrity hotline available to all our stakeholders, published on the website, to report cases of violations of these Policy Directives. The details are in the first section of this document. Our complaints and claims mechanism is aligned with the eight criteria of the United Nations Guiding Principles on Business and Human Rights: legitimate, accessible, viable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue.

Taking the above into account, our suppliers must:

- Define available and accessible channels and mechanisms for all stakeholders, where they
 can handle an impartial and transparent process, with the guarantee of a timely and
 appropriate solution to their complaints, claims, or others.
- Take timely remediation measures in case of negative situations or consequences for the human, diversity, equity and inclusion, or labor rights of indigenous peoples and other local communities.



Animal Welfare:

We promote practices that ensure animal welfare, in accordance with the World Organisation

for Animal Health (OIE), especially the "Five Freedoms" for animals:



Animals free from hunger, thirst, and malnutrition.



Animals free from fear and distress.



Animals free from physical or thermal discomfort.



Animals free from pain, injury, or disease.



Animals free to express their own behavior patterns.

The scope of this commitment includes supply chains in which the use of animals is required for work (oil palm) and/or products directly produced from animal origin and their derivatives.



Environmental Care:

We promote the use and implementation of environmentally friendly technologies and practices whose objective is the most efficient use of natural resources and the reduction of environmental impacts in our operations and in those of our suppliers. Likewise, we promote a culture of environmental responsibility within the organization with the participation of all employees.

We seek the adoption of eco-efficiency and clean transportation practices by our transport service providers for the control and mitigation of greenhouse gas emissions, among other environmental impacts. For agricultural raw materials, and in particular those from oil palm and soy, we promote the implementation of good sustainable agriculture practices in the operations of each of our suppliers at all levels that guarantee:



Regenerative Agriculture:

Our commitment to positively impact the relationship between responsible supply and nature, commits us to promote and work with our partners in the implementation of regenerative agriculture practices, with a holistic and/or landscape approach, based on a system of principles and practices that increase biodiversity, enrich soils, improve watersheds, ecosystem services, and favor the development of resilient communities; based on the following principles:

Soil Health:

Includes improving soil quality, preventing erosion, reducing the use of external products (pesticides/fertilizers), and retaining water.

We promote practices such as:

- Reducing the intensity of tillage while maintaining plant cover.
- Eliminating chemical contamination of the soil, groundwater, and air, by no longer using chemical fertilizers and pesticides. The foregoing is necessary to curb the degradation of soils and aquifers.

Biodiversity and Ecosystem Health:

Maintain/recover or minimize the impact on biodiversity and ecosystem health, encouraging the spontaneous growth of local species and wild animal life, including pollinators, through integrated pest management, carbon sequestration, proper management of water resources, the preservation of natural ecosystems, and preventing desertification.

Reduction of Climate Change Impact:

The recycling of nutrients, carbon, and water within the agricultural system minimizes the need to add external inputs such as fertilizers and pesticides (especially synthetic ones) and thus not depend to a great extent on external products that affect production, thus improving adaptation to climate changes.

Resilient Producing Communities:

Producers can benefit from the implementation of these good practices, improving production yield along with the protection of ecosystem services and the reduction of fixed costs.



Biodiversity:

We are committed, in coherence with the principle of Net Positive Impact [2] of the United Nations Convention on Biological Diversity (CBD), to working in our operations and encouraging our partners in the value chain to avoid negative impacts on nature and, if it is not possible, to limit or reduce such impacts and, when appropriate, to restore affected areas and ecosystems.

To achieve this objective, we will carry out risk assessments of the areas of our value chain and impacts on biodiversity and ecosystem services. Considering the following sites as priority areas to protect:

- High Conservation Values (HCV).
- Where there are species classified as critically endangered, endangered, or vulnerable on the IUCN red list, or with endemic species.
- Internationally recognized areas, such as: UNESCO world heritage sites, Ramsar wetlands, biodiversity hotspots.
- Where biodiversity is of national importance (legally protected areas, habitats, and species).

We prohibit hunting and fishing, trapping, extraction, and trafficking of wild animals, and the collection of plants in areas belonging to the direct and indirect operations of our value chain, as well as in forest reserve areas.



Palm and Soy Supply Chain Free of Deforestation by 2025:

As part of our NDPE (No Deforestation, No Peat, and No Exploitation of People and

Communities) commitment and the conservation of biodiversity in our own operations and in the operations of our suppliers as well as in their value chain, we work to ensure:

- Prohibition of the conversion of: high conservation value (HCV)[3] areas, high carbon stock (HCS) reserves, peatlands regardless of their depth, and other ecologically sensitive landscapes identified as the Amazon and Brazilian Cerrado and the Gran Chaco of Argentina and Paraguay, among others [4]. Understanding the importance of these areas in the conservation of biodiversity. We require our suppliers of agricultural raw materials to comply with these guidelines as of December 31, 2015. (This commitment applies to palm oil and soy, along with their derivatives).
- Restoration and/or compensation when deforestation, degradation, and/or conversion has been caused or contributed to.
- Prohibition of burning for the preparation of new plantations or replanting.
- Sustainable management and use of natural resources, adapting good agricultural practices that include regenerative practices, soil conservation, and carbon sequestration in soils.
- Integrated pest management and responsible management of agrochemicals. Elimination
 of substances such as Paraquat and others categorized as 1A or 1B by the World Health
 Organization, Stockholm and Rotterdam Conventions, or prohibited by national laws in the
 producing countries.
- · Measurement, reporting, and reduction of greenhouse gas emissions.
- Comprehensive waste management, protecting the ecosystem and human health.
- Compliance with and respect for the rights of neighboring communities and for the responsible development of new plantations by suppliers, including their independent suppliers.
- · No exploitation of people or local communities.
- Respect for the legal or customary land tenure and use rights of indigenous and local communities, as well as their rights to give or withhold their free, prior, and informed consent for operations that affect their lands or resources.

Taking the above into account, for our prioritized supply chains (palm oil and soy), we seek a positive impact on forests, and therefore we work on complying with the requirements of the CGF (Consumer Goods Forum) "Forest Positive Approach" Coalition.

We monitor the progress and implementation of our economic, environmental, and social commitments in the prioritized supply chains through the Supply Chain Monitoring and

Verification System, mitigating the associated risks and developing our suppliers by building individual work plans and monitoring them with the support of an independent third party. In this way, we guarantee the long-term supply of raw materials and identify opportunities to implement programs and initiatives that ensure the economic, environmental, and social development of the communities where we have influence through the strategic axes of the Organization's Responsible Sourcing Strategy.

We encourage constant dialogue and collaboration with stakeholders, implementing accountability and responsible and ethical communication programs.

We are committed to making public the progress of our Responsible Sourcing Strategy for prioritized chains on our communication channels in a timely and transparent manner.

18. Supplier and Contractor Code

As a prerequisite for accepting any commercial relationship with us by our suppliers or contractors, we require written acceptance of the commitment to comply with our principles and standards, specifically business ethics, the commitment to environmental protection, human rights, diversity, equity and inclusion, and labor relations, responsibilities in occupational health and safety, and the prohibition of alcohol and prohibited substances in the development of our operations, the prevention of money laundering and terrorist financing, and the protection of personal data.

Additionally, the mechanism for reporting violations of our standards, or suspicion thereof, is detailed through the Integrity Hotline or directly with the Compliance Officer so that any supplier, contractor, or in general, third party, can access it.

Learn more about the full document here.

19. Voluntary Agreement for Zero Deforestation in the Palm Oil Chain in Colombia

In December 2017, we signed the Agreement of Intent to ensure zero deforestation in our palm and its derivatives supply chain by our national and international suppliers as a corporate commitment.

Through this inter-sectorial work, led by the Ministry of Environment and Sustainable Development of Colombia, and with the support of different entities, we will continue working to ensure that by 2025 our palm oil supply chain is free of deforestation.

20. Health and Nutrition Commitment

We work from the four strategic business groups to transform nutrition with an offering of products, services, solutions, and technology with health and nutrition criteria based on scientific consensus to contribute to the well-being of those who consume our brands, and our customers' brands. Through research, innovation, and development, we seek to offer consumers the possibility of making decisions that fit their needs and lifestyles within the framework of promoting a proper balance, including indulgence, and thus, contribute to the well-being of our customers and consumers by contributing to their life balance.

21. Packaging Commitment

Our commitment is that 100% of our packaging will be designed to be recycled, reused, or composted by 2030, so that it can be recovered or incorporated into a local productive cycle, minimizing the possibility that it will end its useful life in a landfill or a body of water. To achieve this, we have established a medium-term goal of evaluating 100% of our packaging by the year 2025, identifying opportunities around the three pillars of the packaging commitment:

Pillar	Programs and work fronts
Reduce	 Reduction of the weight and/or volume of packaging components without risking product quality and safety. Elimination of non-essential packaging, with a focus on single-use plastics*. Reuse of packaging with a focus on secondary and tertiary packaging**. Prioritization of bulk deliveries when technically and economically viable.
Rethink	 Prioritization of mono-material structures. Preference for the use of recycled raw material, of renewable or certified origin. Prioritization of the use of materials with post-consumer chains developed at a local level*. Use of life cycle analysis in packaging design.
Take Responsibility	 Investment in strengthening the collection and recovery chains of our packaging through post-consumer collectives. Awareness of our consumers and customers about the proper management of packaging.

*Under a review of current local regulations, our packaging is not classified as "single-use plastics."

**Although the current applicable regulations prevent us from reusing packaging for the commercialization of oils, we seek alternatives to make the reuse of secondary and tertiary packaging (without direct contact with the product) viable and we participate in the review of regulations that regulate the food industry



R+D Innovation and Packaging Development:

The Corporate Packaging Committee is in charge of mobilizing the necessary actions for the fulfillment of commitments and goals in packaging sustainability. It meets quarterly and is led by the Innovation and Development and Sustainability teams. The expanded team includes Integrated Management Systems and Environment, IT - Information Technology, Purchasing, and the businesses. From the open innovation front, there is the Albora **Innovation Fund,** where we have a permanently open Sustainable Packaging challenge to collaborate with startups that help us advance in the eco-design of packaging.

22. Self-Regulation Commitment on Advertising Aimed at Children **Under Twelve**

We review the Company's advertising content to ensure it is clear, truthful, sufficient, responsible, and respectful of our consumers and the law.

In turn, to promote responsible actions towards Colombian children, we are part of the ANDI self-regulation commitment regarding advertising aimed at children under twelve, through which we voluntarily control content on television and in educational institutions in compliance with the established guidelines.

23. Product Labeling Commitment

We are aware that we have a great responsibility to adequately inform our consumers about the products they use so that they can make informed decisions about their consumption. Therefore, and in compliance with the specific applicable legislation on product information in each of the countries where we operate and export, our products intended for the final consumer have adequate and sufficient nutritional and ingredient information.

24. Social Development Programs

We reaffirm our commitment to strengthening the well-being and development of the communities surrounding our operations and also those that may be in indirect areas of influence.

We work hand in hand with communities and close partners in defining initiatives that are aligned with the organization and represent a true opportunity to create economic, social, and/or environmental development for the local environment. As the main umbrella for the different programs, initiatives, and activities that are carried out, we work on four fronts to be generators of prosperity and materialize the corporate purpose of nurturing a better tomorrow:

Social Deveopment Programs EDUCATION Women and Children Youth Community families trepreneuria future Sabor Bajero

We develop tools that mobilize projects and initiatives for our stakeholders through:

Volunteer Programs: We promote the creation of awareness through the talent and solidarity of our employees, allowing us to manage knowledge and actions aimed at serving our prioritized stakeholders.

Donations: We are committed to zero food loss and waste, which is why we work hand-in-hand with partners that give our short-dated and slow-moving products a second chance. Additionally, we contribute to our partners' initiatives with contributions that can be in cash, in-kind, and/or products.

Impact Projects or Programs: We generate opportunities that allow for growth aligned with our organizational principles and values, ensuring economic, environmental, and social criteria in concrete actions that add value to our stakeholders.



POLICY GUIDELINES

https://www.alianzateam.com/