

Alianza
Team



25
AÑOS
- Siendo aliados -

Executive Summary

Sustainability Impact Report 2024

Nurturing a Better Tomorrow

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The complete version of this Sustainability Impact Report 2024 was prepared under the modality and in accordance with the standards of Global Reporting Initiative (GRI), its sector standard GRI 13 - Agriculture, Aquaculture and Fisheries and validated by **BDO Audit SAS BIC**. The layout of this document, as well as the 2023 Report, was done by **PuntoAparte Editores**.



Who we are

President's Message

At Alianza Team, we have been building a history of innovation, sustainability, talent development and global growth for more than 25 years, always under our philosophy of Stronger as Allies. Today we continue to evolve with a clear vision of the future, understanding the challenges of our environment and the opportunities that allow us to generate a positive impact.

*From our U.S. facility expansion, to our commitment to corporate decarbonization, every step we take reaffirms our purpose to **nurture a better tomorrow**. This report reflects how we continue to move forward with responsibility, global vision and a focus on sustainable growth.*

By being allies, we build a more sustainable future."

Ver video



Luis Alberto Botero B.
Presidente & CEO Alianza Team®



Our presence and Organization

Our higher purpose is to nurture a better tomorrow. This is materialized in concrete actions that generate positive impact for people, the planet and our businesses and allies throughout the value chain based on three fundamental pillars: **Empowering Talent, Allies from the Origin and Generators of Prosperity**.

With more than 78 years of experience, we celebrate that in these 25 years of the Alliance's formation we have transformed from a Colombian company focused on oils and margarines for the home, to a company where science and technology applied to lipids and bakery make the difference. Configured in four strategic business groups, we reach millions of homes in 19 countries. We will continue to work with passion, courage, transparency and consistency to continue nurturing a better tomorrow.

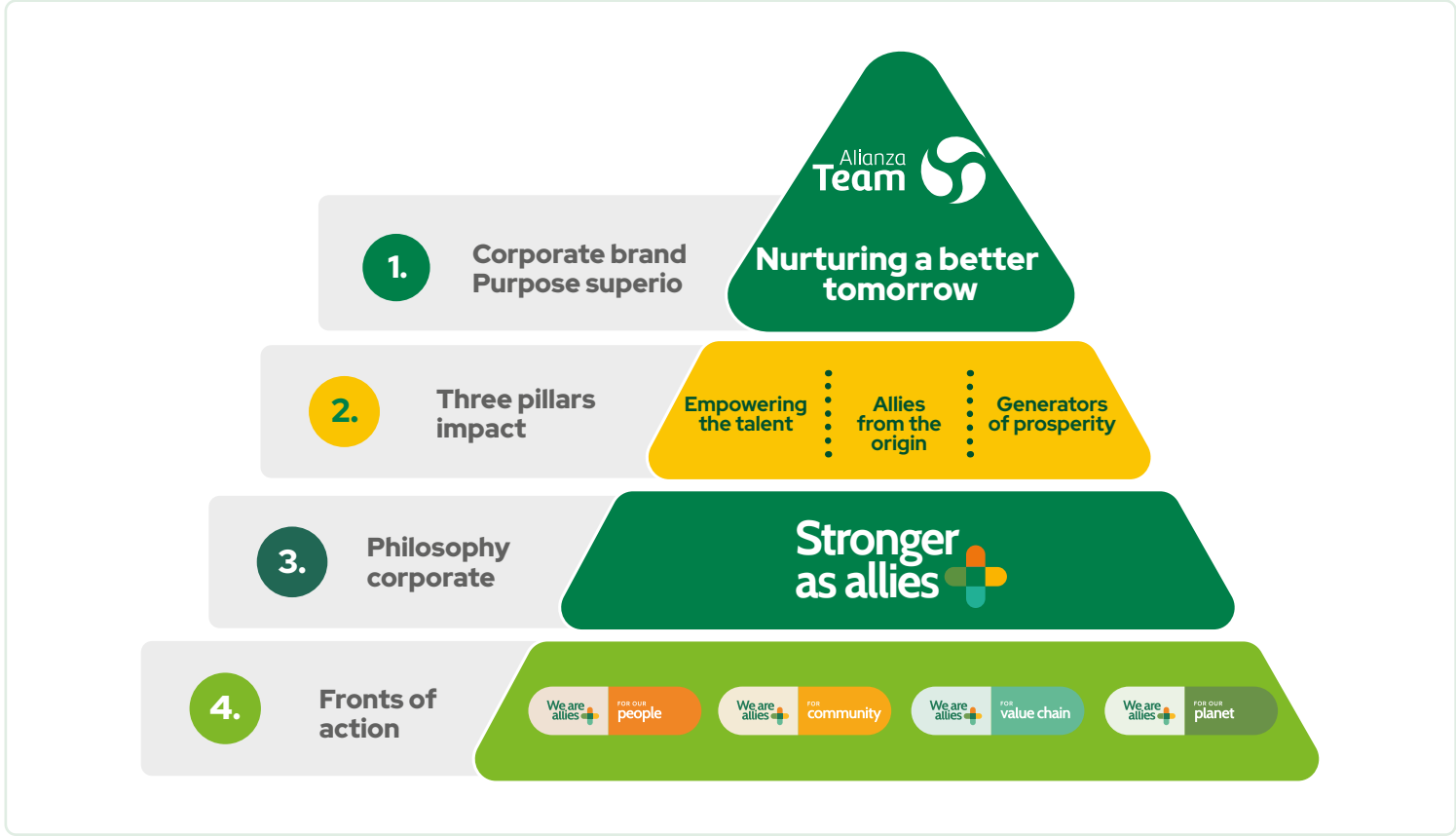
The talent of Alianza Team People, sustainability, and innovation are the three levers of business growth and a fundamental part of the organization's DNA. Our global Science Network is supported by 22 institutions in 7 countries. With 22 patent families (46 granted and 31 pending), we invested 2.04% of sales in innovation, research and development during 2024.

Our presence and Organization





Action framework and businesses



2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	15 LIFE ON LAND	17 PARTNERSHIPS FOR THE GOALS			

Our actions are guided by our action framework and the [Alianza Team Policy Guidelines](#), which together with the corporate philosophy “**stronger as allies**”, promote collaboration and learning. We align ourselves with the UN Sustainable Development Goals, contributing to 39 of their specific targets.

In these 25 years, we have built a reputation based on trust and long-term vision, serving more than 467 global brands. Today we serve more than 16,400 points of sale and reach customers in 19 countries. Our digital community has grown to 75.5K followers, and our media visibility during 2024 increased by 33% with 290 mentions in key media in Colombia, strengthening our reputation.

For the second consecutive year, we are in S&P Global’s [Sustainability Yearbook](#), ranking in the 96th percentile of the global food industry, placing us as the **5th best performing company in Latin America** and in the **TOP 3** ranking by results in the countries where we have manufacturing presence.

Additionally, during 2024, we consolidated our leadership with important distinctions that reflect our continuous effort to nurture a better tomorrow:

- Best Business Leader** - Portafolio Awards 2024, awarded to our President, **Luis Alberto Botero**, for his transformational leadership and strategic vision.
- Most Innovative Company** - Simon Bolivar 2024 Awards, highlighting the impact of the **Logi Spread Team Caribe** project, which reinforces our commitment to innovation in the industry.
- #16 most innovative company in Colombia** - ANDI 2024 Innovation Ranking.
- #2 in the category of inventors** - ANDI Innovation Ranking 2024.
- #6 in open innovation** - 100 Open Startups 2024.



Context, Materiality and Economic Value

The macroeconomic context was marked by contrasts, uncertainty and significant challenges, both at the national and household levels. In this scenario, we remained faithful to our growth pillars: innovating products, expanding our international presence, and investing in human capital and sustainability. Thanks to solid management and the commitment of our employees, we continued to strengthen our profitability and long-term growth.

In our base 100 indices for sales and EBITDA, we highlight that Alianza Team has grown 3.81 times its sales and 8.12 times its EBITDA since 2011.

We aligned ourselves with the short- and medium-term risks reported by the World Economic Forum, identifying the main risks and opportunities for our operation:



Risks

- 1 Extreme Weather Events.
- 2 Geopolitical and Economic Tensions.
- 3 Social and Political Instability.
- 4 Disinformation and Polarization.
- 5 Inflation and Economic Crisis.



Opportunities

- 1 Sustainable and Resilient Agriculture.
- 2 Innovation and Technology.
- 3 Responsible Sourcing and Traceability.
- 4 Collaboration and Strategic Alliances.
- 5 Local and Regional Markets.

We are monitoring seven emerging risks including talent shortages, demographic and sociopolitical shifts, cyber vulnerability, changes in value chains and consumption habits, and resource scarcity.

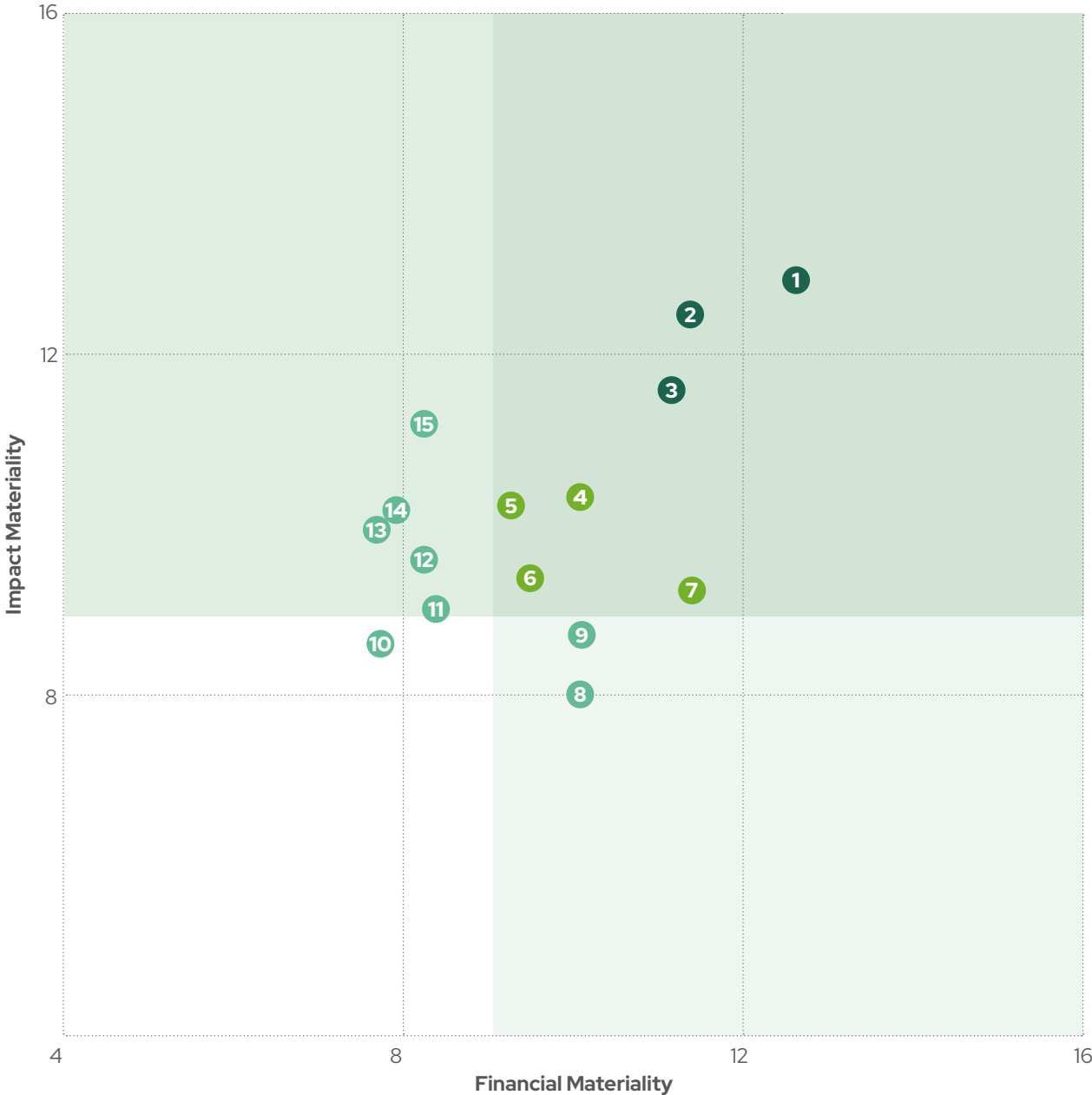
We kicked off 2025 with our updated corporate double materiality with the accompaniment of *Myzelio*. We identified key issues by consulting internal and external stakeholders through workshops, surveys and interviews, aligning with international frameworks such as CSRD, global trends, and our risk management process.

Committed to continuing to solve our customers' challenges, improving the value we offer them with the highest quality and reliability, we will maintain innovation, efficiency and sustainability as fundamental pillars in our decision making and operations.





Alianza Team Double Materiality



- 1 Carbon footprint and renewable solutions
- 2 Competitive and responsible procurement
- 3 Water use and management in the value chain
- 4 Quality, safety and opportunity in products, processes and information
- 5 Customer & consumer satisfaction and experience
- 6 Research, development, technology and innovation
- 7 Geopolitical & socioeconomic risk
- 8 Alianza Team People
- 9 Climate change adaptation
- 10 Wellbeing & decisions based on balance and nutrition
- 11 Ethics, transparency and corporate governance
- 12 Community and social development
- 13 Protection & conservation of ecosystems and biodiversity
- 14 Circularity and efficient resource management
- 15 Sustainable and competitive food security





Empowering talent

At Alianza Team, we believe that the talent of our people is key to success. We encourage individual development through conversations and tools, with the objective of promoting personal and professional growth and well-being. Our impact is based on three pillars, seeking to create a safe, inclusive and productive environment where each person feels valued and empowered to reach their full potential. In this way, we will continue to nurture a better tomorrow in all the areas where we reach directly and indirectly, leaving a positive footprint under our corporate philosophy of *stronger as allies*.

Organizational Culture and Talent Development

Through the **Talent Agenda** and Individual Development Plans (IDP), we promote personal empowerment, representing 70% of development, and complement the remaining 30% with organizational support through programs and tools. A diverse and inclusive organizational culture based on respect, dialogue and transparency fosters a highly motivated and adaptable team, capable of driving innovation and growth. In 2024, 100% of the target population defined their IDP and completed assessments on competencies. 86 new leaders joined the [Leadership School](#), reaching a total participation of 563 employees and 51 social leaders. Going forward, the focus will continue to be on creating courageous and effective conversations for development and a culture of growth. Through [ReINNventar](#), a program to

promote a culture of innovation, we supported 35 projects, 9 of which reached the final round. Both incremental and disruptive innovation projects were largely linked to the IDPs of the 43 participating employees.

COP \$11,500

million in savings from projects associated with IDPs.

+53,530 hours

of training and education.

55%

of talent pipeline identified as successors to key positions.

76%

of vacancies filled with internal talent.



Cynthia Vargas Alfaro

Industrial Safety Leader
Planta Chile

"Since joining **Alianza Team** in 2019 as an SST intern, I have gained valuable knowledge and experiences that have driven my **professional growth**. I am grateful for the support I received during a challenging time, which demonstrated the **company's genuine concern for my well-being**. Even in my absence, I felt part of the organization, and upon my return, I was warmly welcomed, reinforcing my **sense of belonging**. My colleagues have become like family, showing that Alianza Team is always there to **provide support during difficult times**. I am confident that, with the backing of this company, I can achieve any goal I set for my future."



Mariel Saavedra G.

Physicochemical Leader
Planta México

When I joined **Alianza Team** in 2018 as a Research & Development intern, I had doubts since my goal was to work in Quality. However, that opportunity made me **fall in love with what I was doing** while learning along the way. I started exploring different areas, and in January 2019, I became a Junior Laboratory Analyst. My dedication and curiosity led me to become an **Instrumental Analyst in 2020**, and by 2021, I was promoted to Senior, where I began leading processes and collaborating more closely with other areas. I always **knew that patience and continuous learning** were key to being ready when the time came. My passion for laboratory work led me to become **Physicochemical Leader in 2023**.

Alianza Team has taught me the value of patience and human-centered work—principles I now apply to **empower and support my team's growth**."



Richard Gutiérrez

Warehouse Manager
Barranquilla

"I started at **Alianza Team** nine years ago as a Packaging Line Assistant. My **personal and professional growth** within the organization has been an **enriching and transformative experience**. Throughout my career, I have had the opportunity to face challenges and develop **new skills** that have helped me grow both professionally and personally.

This journey has been possible thanks to the **Individual Development Plan (IDP)**, a tool that has enabled me to become more flexible, resilient, and creative in overcoming **challenges**.

I am grateful to Alianza Team for providing me with the tools and support to **achieve my dreams**."



Andrea Angel

Financial Risk Manager

"My time at Alianza Team has been essential to my **professional growth**, progressing from Price Risk Coordinator to Financial Risk Manager.

The **Individual Development Plan (IDP)** served as my guide, helping me strengthen my soft skills and **reflect on my vision as a professional**. My leader and the talent team played a key role in this process.

My advice for those looking to grow within the organization is to be **clear about their goals**, stay disciplined, and communicate their **expectations** within the company."



Jorge Pizarro

Machinist 3
BredenMaster

"In January 1999, I joined **BredenMaster** alongside other colleagues. Many moved on, but I stayed because I saw a future in this job that **provided me with stability**. I value the company's focus on personal and professional development, equipping us with the tools to become leaders and strengthen **our skills**.

After nearly 26 years here, I have not only grown professionally but also **achieved significant personal milestones**. Thanks to my hard work, my daughter is now a professional, and I own my home—a reward for everything I have given along **this journey**.

I am an example of commitment, perseverance, and leadership—values that have driven my growth and continue to inspire the **BredenMaster** family."

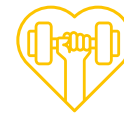
Well-being, Health and Work Balance

We prioritize the comprehensive well-being of our employees and their families through more than 130 specific programs focused on four pillars: social, physical, financial and emotional. During 2024, we invested in both traditional and flexible benefits for our employees.



Social

Fomentamos la participación en actividades culturales, recreativas y celebración de fechas especiales partiendo del rol que tiene cada colaborador en la sociedad. Contamos con 48 programas beneficiando a 3249 personas.



Physical

Promovemos la actividad física y alimentación balanceada para mantener hábitos de vida adecuados. Contamos con 32 programas beneficiando a 1894 personas.



Financial

Es el bienestar que se logra gestionando correctamente el dinero buscando un balance entre lo que necesitamos, tenemos, queremos y gastamos. Contamos con 15 programas cubriendo ahorros, préstamos, subsidios y seguros entre otros beneficiando a 1664 personas.



Emotional

Buscamos asegurar el equilibrio entre la vida personal y el trabajo, incluyendo el desarrollo de los colaboradores y las relaciones familiares. Contamos con 35 programas que reciben salario emocional, capacitaciones, y reconocimientos entre otros, beneficiando a 2021 personas.



On the occupational health and safety front, we continue to strengthen our **Health +** strategy from an integrated perspective with its three dimensions:



The **first sphere** focuses on the prevention and promotion of mental health through the “*Accompanying you Further*” program, achieving medium-low results in psychosocial risk assessments in all operations. The **second sphere** focuses on ensuring a safe work environment through corporate programs. The **third sphere** promotes healthy lifestyle habits among employees, addressing cardiovascular risk control, physical fitness, balanced nutrition and sleep hygiene. Through the 360° Environments program, we are strengthening the actions necessary for an inclusive, healthy, safe, diverse, productive and respectful work environment.

Video Programa Salud +

- Increase in substandard condition reporting in Mexico (124%), Colombia (21%) and Chile (4%).
- LTIFR of 8.68, improving 15.97% vs. 2023.
- 2.11 absenteeism rate.
- Zero fatalities recorded.
- Strengthening partnerships to accelerate return to work.
- Great Place to Work measurement again in 2025 .

Beatriz Cuadros
Óscar Eduardo’s Mother, Buga employee

“I am Beatriz Cuadros, Óscar Eduardo Cárdenas’ mother. My son is deaf, but I have always taught him that there are no limits to achieve his dreams. The day my grandson was born, my son received the news that he had been selected for Alianza Team. Since then, his life has changed: he found a place where his talents were valued and he was given a dignified job. My eternal thanks to a company that truly lives inclusion and demonstrates that there are no barriers to growing together.”



25.87
Total turnoverl.

13.39
Voluntary rotation.

279
leaders certified in
Inclusive Leadership.

375
five-year terms celebrated, reaching an
average tenure of 6.8 years.

Great Place to Work Chile +

Great Place to Work Buga +

Development of our communities and partners

We work with communities and external partners to expand access to learning and development opportunities, positively impacting society and contributing to the stability and prosperity of the regions where we operate. In this way, we build a solid foundation for our long-term growth and competitiveness.

The [School of Allies](#) promotes the strengthening of good practices throughout the value chain. In 2024, 25 strategic suppliers, 46 students from 3 universities and 29 volunteers participated, producing 70 documents and training 200 people on 15 different topics through 54 knowledge-sharing sessions. The students improved their soft skills and showed interest in future job opportunities. The initiative received a high satisfaction rating from participants, validated by the continued participation of 100% of the suppliers who started in 2020.

Another example of how we are sharing knowledge is the collaborative platform [Summing For The Planet](#), where we strengthen new work networks with external partners. Here we enhance collaborative work, strengthening technical, operational and strategic knowledge and exchanging experiences in order to leave a positive impact on our planet beyond our value chain. We have continued working together with the environmental authority [CVC](#), the ITA School of Guadalajara de Buga and 10 companies linked to the initiative to promote environmental education and the conservation of the [Sonso Lagoon](#), making progress in cleaning the Caño Nuevo channel that connects the wetland with the Cauca River. This area is of special international environmental value because it is one of the 12 RAMSAR zones declared in Colombia.

Valeria Mendoza

ITA Agricultural Educational Institution Student

My name is Valeria Mendoza Alarcón, I am 14 years old, a student at ITA school, an environmental leader and a member of BioITA. I joined the project last year and, since then, we have worked hand in hand with Alianza Team, living many experiences, strengthening leadership and promoting environmental awareness. In this process, we have done activities such as bird watching, learned about the diverse species that exist in the world and created vegetable gardens. This project has taught us to preserve the environment and to make people aware of its importance.

Thanks to this experience, in the future I would like to study environmental engineering. I nurture a better tomorrow together with Alianza Team, working for the environment. Together we are allies for our planet!



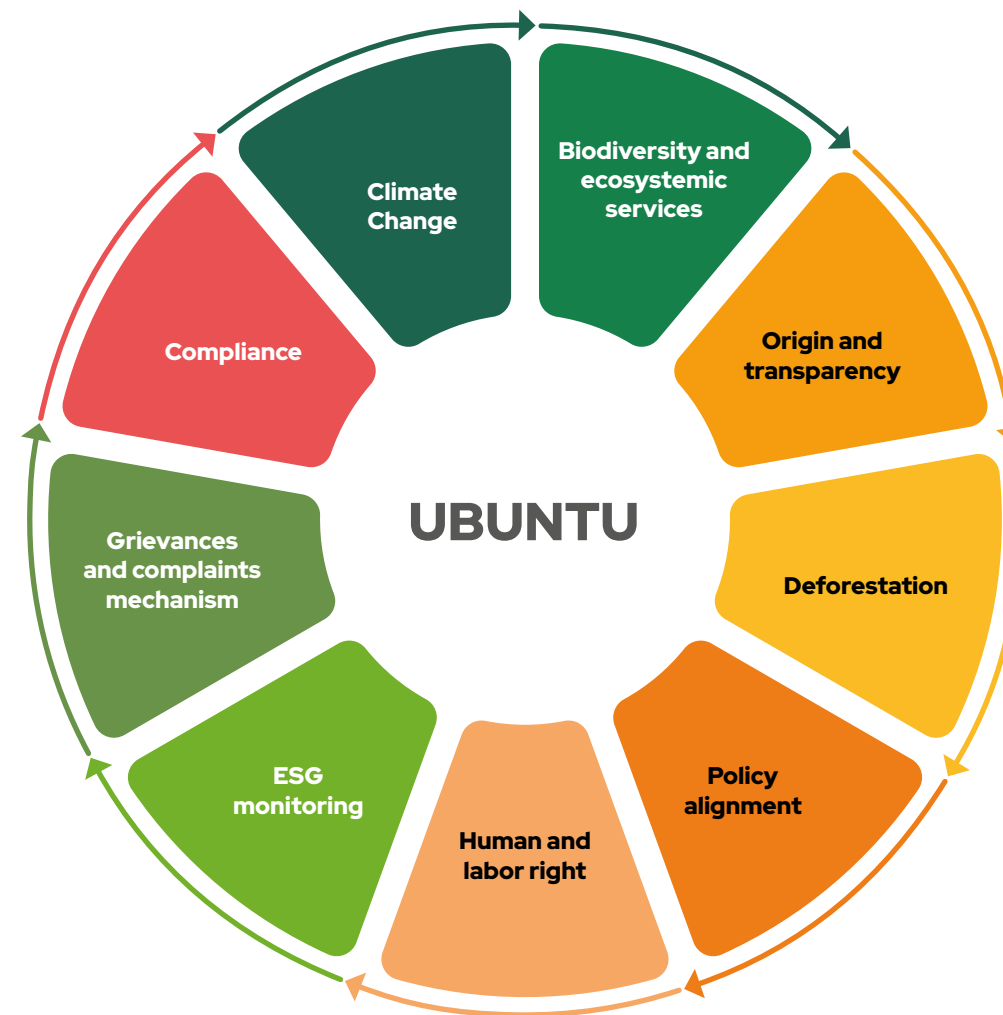


Allies from the Origin

Being allies from the origin means that we work with all the actors in our supply chains to ensure high standards and enhance our value chain. We monitor and verify our prioritized chains, providing transparency and security to our stakeholders. Our facilities transform these raw materials with excellence and innovation to deliver differentiated and competitive products. Likewise, we seek circular models and the closure of the life cycle of products and packaging to minimize negative impacts.

Responsible Production

We are committed to a responsible and ethical supply chain through the implementation of our **Responsible Sourcing Strategy** where we act under a logic of local transformation to accompany the development and strengthening of our allies. This is achieved through collaboration with our suppliers, as we do not own any crop plantations or mills.



Monitoring and Verification

Our [Policy Guidelines](#) guide us to positively impact nature and society. We ensure compliance with global standards and strengthen relationships with stakeholders.

Human Rights: Due Diligence in 83% of our operations and strategic suppliers in the palm chain, identifying 6 Human Rights as a priority for our context. With this we also updated our Monitoring and Verification System for palm and soy.

Traceability and Deforestation: We achieved 97.2% and 86.5% in the Delivering category of the [NDPE IRF](#) in Colombia and Mexico, respectively, verified by Control Union. We participated in the pilot for the creation of Labor and Land profiles.

Iniciamos alianza con Logyca para fortalecer nuestra trazabilidad

- 1 We entered into an alliance with Logyca to strengthen our traceability, aligning ourselves with standards such as GS1 (GS1 GTS), EUDR, ISF, among others.
- 2 100% satellite monitoring in the palm chain with [Starling](#).
- 3 We aligned our processes with the Forest Positive Coalition.
- 4 Consolidated the Corporate Zero Deforestation Committee.



Palm

- 98% Traceability to origin (TTP)
- 100% Traceability to mill (TTM)
- 96% Deforestation and conversion free (DCF)

Colombia

- 97% Traceability to origin
- 100% Traceability to extractor

México

- 98% Traceability to origin
- 100% Traceability to extractor

Chile

- 100% Traceability to origin
- 100% Traceability to extractor

Sunflower and Canola

We advanced in the understanding and management of traceability at origin for sunflower and canola in our supply, strengthening the reporting process and collaboration with our suppliers.

Soy¹

Colombia

- 80% Traceability to mill
- 100% Traceability to country of origin
- 70% Corresponds to areas of low deforestation risk

México

- 67% Traceability to mill
- 100% Traceability to country of origin
- 70% Corresponds to areas of low deforestation risk

Chile

- 100% Traceability to mill
- 100% Traceability to country of origin
- 48% Corresponds to areas of low deforestation risk

¹ The analysis of low deforestation risk areas is calculated using the current traceability percentage for soybean oil.

Soy beans

- 100% Traceability to country of origin
- 100% Traceability to refinery
- 100% Traceability to mill or crushing facility
- 100% Traceability to silo

Biodiversity and ecosystem services: We participated in the [COP16](#) on Biodiversity, made progress in the identification and monitoring of water-related risks in our value chain, made progress in the implementation of the [Regenerative Agriculture](#) framework, and expanded our scope of deforestation monitoring to peatlands.



Supplier engagement

We support our suppliers to improve their sustainability practices through customized action plans, visits and expert support.

- 1 66% of our palm suppliers completed the ESG self-diagnosis; 64% have human and labor rights policies and 52% have programs to support smallholders.

- 2 We continue to evaluate our strategic suppliers with B Corp’s *Measure What Matters* and train purchasing leaders in ESG supplier assessment and management criteria.

Development from the origin

We promote practices that foster resilience and knowledge transfer benefiting the communities in areas where we operate. We focus on the palm, soybean and sunflower supply chains, including small suppliers, producers and community members through various projects and initiatives with partners.

- 1 **Contributing to the well-being and development of communities:** We expanded the scope of Entrepalmeros to certify a new group of small producers to the RSPO standard.
- 2 We linked Mujeres Hiladoras de Sueños and Fundación Bajo el Palmar to our School of Allies, working with 83 women in rural areas.

Mabel Vesga
Bajo el Palmar Foundation Director

“The School of Allies of Alianza Team has been fundamental in the training process of the Productive Women program of the Fundación Bajo el Palmar de Palmas del Cesar. The strengthening of their capacities and skills from the knowledge and experience of the participating team represents for them an opportunity and a privilege for the consolidation of their business ideas and ventures.”



Innovative Transformation

Our manufacturing operations are aligned with the highest international production and manufacturing standards, with certifications such as FSSC 22000, ISO 9001 and 14001, SMETA 4 Pillars and RSPO, among others, guiding the environmental management of corporate programs under the **PDCA** cycle:



1 Action plans to meet corporate commitments

Action plans and resources defined annually, taking into account changes in the internal and external environment, led by the local team responsible for management and regulatory monitoring.

Water saving and efficient use.

- Recirculate 20% of process water
- Reduce water withdrawal per packaged ton by 15%.

Energy efficiency.

- 100% renewable energy
- Reduce emissions in line with SBTi initiative.

Comprehensive waste management.

- 90% waste utilization.

2 Innovation and resource allocation to minimize impacts

Action plans and resources defined annually taking into account changes in the internal and external environment led by the local team in charge of management and regulatory monitoring.

3 Identifying opportunities for improvement

SMETA 4 Pillars, ISO 14.001 certification audits, customer audits, internal audits, external evaluations, and local initiatives to which we belong.

4 Analysis of opportunities and incorporation into action plans

Through the environmental operations committee, management indicators and audit findings are monitored periodically and corrective actions are implemented to achieve the objectives.

Intensities (Consolidated Alianza Team)	2024	Variation
Water intensity - Extraction m3/p.t.	1.43	Improved
Utilization of waste generated (%)	92%	Improved
Energy consumption intensity (MwH/p.t.)	0.79	Improved
Emission intensity A1 + A2 (tCO2e / p.t.)	0.246	Improvement Opportunity



Governance of environmental risks and opportunities

Our Climate Strategy is guided by a governance structure that involves the Board of Directors, Audit Committee, CEO, and key team leaders to manage environmental risks and opportunities in accordance with our [Policy Guidelines](#).

To drive action, we incentivize and engage our employees through volunteering such as [Green at Heart](#), special designations such as **decarbonization champions**, and monetary incentives included in our **variable compensation system**.



Mangrove planting Barranquilla



Green at Heart México



Water saving and efficient use



Targets

1

Recirculate 20% of process water by 2030 from 2019 baseline*.

2

Reduce water withdrawal per packaged ton by 15% by 2030 from 2019 baseline.

* Volume recirculated over the extraction in m³

As one of our most material issues, we seek to ensure water quality and availability for business continuity. Mitigation efforts include the implementation of rainwater harvesting systems, condensate recovery and/or water recirculation, the [Blue Life Initiative](#) at our wastewater treatment plants (WTPs), and efforts to achieve zero industrial wastewater discharge, among others. These actions have allowed us to achieve:

24%

Recirculated water, meeting the proposed goal ahead of schedule.

15.6%

Reduction of water withdrawal in values from the 2019 baseline, saving more than 100 thousand cubic meters of water per year.

100%

Monitoring of discharges in compliance with the limits allowed by local regulations.



Comprehensive waste management



Target

1

Maintain the waste recovery rate above 90%, with a Zero Waste approach by 2030*.

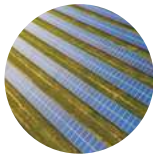
* Zero Waste Certification is not contemplated

We seek to efficiently manage waste through source reduction, recovery, recycling and other forms of valorization, as well as training and awareness-raising, minimizing the amount of waste destined for disposal.

92%

Waste recovery, improving 4% compared to 2023.





Climate change and energy

We assess and prioritize physical and transitional risks in our operations and key supply areas, along with opportunities related to climate change. The most relevant risks are extreme heat and water stress. We will soon expand the analysis and quantify the financial impact of the opportunities. For more details, please refer to the **Corporate Risk Report 2024**.



Targets

1

100% certified renewable electricity by 2030.

2

Reduce 46.2% of Scope 1 and 2 emissions in absolute terms by 2030 from 2019 baseline*.

* Pending validation by the Science-Based Targets Initiative - SBTi

Given the urgent need to accelerate climate action, we committed to reduce our emissions in line with the [Science-Based Targets \(SBTi\)](#) initiative by 2030. Our main challenge this year is to establish the corporate decarbonization plan to achieve this. Initiatives include energy efficiency improvements and employee training. At our Bogotá facility, we implemented the QUEST methodology to identify emission reduction opportunities.

2%

Reduction of energy consumption in absolute terms compared to the 2019 baseline.

19.6%

Increase in renewable energy use vs. 2019 baseline.

87%

IREC-certified electric power at the corporate level.

In addition to our energy efficiency actions, we are concentrating our efforts on the development of the **Corporate Decarbonization Plan**, which will define the investments, policies, and changes needed to meet our 2030 targets. We have appointed 26 champions from different areas who will promote and lead climate action in their areas.

6%

Emission reductions Scope 1 + 2 vs. baseline 2019.

81%

Scope 2 emissions reduction vs. 2019 baseline; market based method.



Value chain emissions - Scope 3



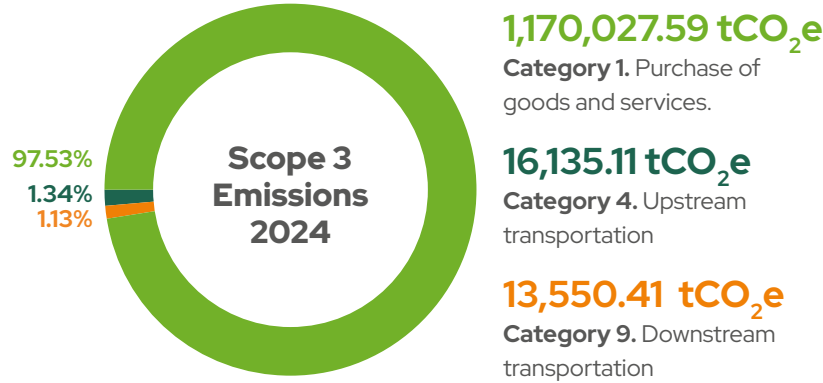
Target

1

Reduce 25% of non-FLAG Scope 3 emissions, and 30% of FLAG emissions by 2030.

1. Forest, Land, and Agriculture; emissions associated with land use and land-use change.

One of the biggest challenges in this scope is accounting for emissions associated with land use that are generated indirectly in our value chain, involving close collaboration with our suppliers. We focused on three categories that represent 97% of our Scope 3 emissions according to our 2021 baseline; in 2024 these totaled 1,199,713.10 tCO₂e.



We are working and building capabilities throughout our value chain focused on responsible sourcing with lower carbon footprint raw materials, promoting regenerative agriculture in prioritized crops, and advancing the Logistics Master Plan through collaboration, investment in technology, and implementation of best practices.



Food loss and waste

In 2024, we are focused on improving data collection on food loss and waste. We have fat recovery areas and collaborate with partners to reduce waste. Products that cannot be reprocessed are sold for alternative uses and our teams develop solutions to extend product shelf life. Our next challenge is to review previous measurements with this new methodology to establish a baseline and data-driven reduction target.

Conscious evolution

We seek to promote responsible consumption and proper disposal of post-consumer waste through collaborative platforms, mitigating potential associated negative impacts.



Packaging Commitment



Targets

1

Assess 100% of our packaging by 2025, identifying opportunities around the three pillars of our commitment.

2

Achieve 100% of our packaging designed to be recycled, reused or composted by 2030.

Our packaging commitment is to design with a life cycle approach, facilitating that at the end of their use, packaging materials can be reused or incorporated back into a local production cycle, minimizing the possibility of ending up in a landfill or in a water source. We develop our packaging by evaluating three fundamental pillars: **REduce**, **REthink** and **REponsibility**.

11%

Reduction in the consumption of materials with respect to the previous period.

51%

Progress in the goal of evaluated packaging around the three pillars of the commitment.

84%

Recyclable, reusable or compostable packaging.



Circular economy programs

Our two circular economy programs transform used cooking oils and other fatty waste into valuable resources for the biofuel and soap industries:

1 Green Hands Program: has 735 collection points for end consumers in D1 stores in 54 municipalities in Colombia, and more than 5,500 establishments in the HORECA sector where we collect ACU and grease trap waste.

2 Industrial collection: We work with industries, seeking to ensure the optimization of the program and expand it to new customers.

1,664.82 TON

Of fatty wastes and UCO collected.

2,655.81 TON CO₂e

Avoided emissions from the use of fatty residues for biofuels².

818,620 liters

Of saved water, which could have been contaminated by poor management of fatty wastes.

2. Figure calculated according to the ISCC standard on a proprietary calculator, comparing life-cycle emissions of fossil diesel and second-generation biodiesel produced from used fats.

Generators of Prosperity

The founders of Alianza Team have demonstrated that business success is measured in the positive impact on people, the environment and the economy in general, thus generating prosperity. We work with this holistic vision by creating quality jobs, promoting the training of local and community talent, and contributing to economic and social growth. Supported by the fundamental pillars that drive our corporate governance and business ethics, we build long-term relationships of trust, contributing to food security and access to high quality and nutritional food for all. Finally, open innovation as a driver of our corporate strategy allows us to combine our knowledge and experience with creativity and talent to achieve significant advances and generate an even greater impact.

Positively impacting society

Being immersed in the food chain, we are aware that our contribution to **food security** is important, especially in a region like Latin America where demand is growing and there is a significant variety of challenges in terms of supply, production, distribution and access.

- We donated 88.2 TON of food, equivalent to 10,218,354 rations to our ally ABACO.
- Through the [Infant Nutrition Alliance](#), we continued to develop alliances to make the findings of the **COPEN** study available to the scientific and business community, civil society and non-profit organizations by the end of 2023.



Hadder Alberto Grajales
Administrador Hogar del mendigo
Beneficiario programa seguridad
alimentaria Buga

"La donación continua de aceite que recibimos es una ayuda invaluable para nosotros, nos ha permitido alcanzar la meta de brindar alimentación a las 250 personas en situación de calle que acuden al Hogar del Mendigo. Nosotros nos sostenemos gracias a las donaciones de nuestros benefactores y el apoyo de Alianza Team es crucial; nos sentimos privilegiados de contar con una empresa que contribuye a la seguridad alimentaria de los más necesitados y nos apoya en las diversas actividades que realizamos durante el año".



Our products and brands



Team Foods: 41 new products and services and 20% of the portfolio renewed or reformulated. More than 260 services were performed, calibrating 424 fryers, with the Golden Fry service model.

- 1 The *Brightfull* brand launched in the United States was recognized by [RangeMe](#) as one of the **TOP 10** brands in the United States in the health and beauty category with the highest engagement and interest by retailers in the country.



Team Caribe: We launched 5 new SKUs, highlighting a new presentation of Z Oil in 80ml sachet, facilitating access to safe products to consumers who shop daily. We relaunched the Claro spreadable with a new image and continued to support our customers, growing our share of canola and sunflower oils. Finally, we entered the segment of delicate garments with the launch of Oro Coco Soap.



Team Solutions: In Colombia, we highlighted the development of seven specific projects, 93% of which had a positive impact on the nutritional profile of our customers' final products.



BredenMaster: 13 new SKUs between muffins and muffins launched, 15 improved and 2 adjusted. As a brand, we remain committed to win over our consumers and customers with **happiness in every bite**.



What is COPEN?

COPEN 2022

It is a population-based study that analyzes how we Colombians feed ourselves in our daily daily environment.

Goal

Measure the intake of more than

160



foods and esencial

nutrients to better understand the nutritional profile of the country and its impact on health.

Key Findings



Food consumption

Evaluation of 160 foods, macronutrients and micronutrients.



Abdominal obesity

More than 40% of adults suffer from abdominal obesity, associated with the risk of cardiovascular disease.



High caloric intake

Average caloric intake between 40 and 45 kcal/kg/day for men and between 35 and 45 kcal/kg/day for women.



Obesity

Increase in the prevalence of obesity, especially in men, from 12.6% in 2018 to 15.6% in 2022.



Diabetes

13% of the adult population faces diabetes; high prevalence in Medellín and Barranquilla.



Nutritional deficits

Low intakes of calcium, vitamin D, fiber and Omega-3.

Why did we do it?



Lack of recent data

Since 2015, there had been no updated data on nutrition in Colombia, which limited health, food industry, academia and public policy decisions in Colombia.



Impact on health

Chronic diseases such as diabetes are related to eating habits, among other factors, and represent the leading causes of illness and death in the country (Departamento Administrativo Nacional (National Administrative Department of Statistics [DANE], 2023, p. 28)*.

How does COPEN help us?

1

Informed decisions

COPEN allows us to develop better health and food strategies.

2

Effective interventions

Facilitating the design of solutions that respond to the nutritional needs of Colombians.

Who participated?



Los Andes University
Scientific team



National Consulting Center
Field methodology



Alianza Team
Sponsor



Social Development Programs

We are agents of change in communities, investing in social programs that promote equal opportunities in keeping with our Stronger As Allies corporate philosophy. We work with local organizations to identify and address community needs through our social development programs and community support initiatives. With an investment of COP \$411 million, we impacted more than 9,250 people directly and 3,640 indirectly, generating COP \$526.5 million in additional income for participants and 112 jobs. BredenMaster's traditional channel business for its part has accompanied more than 6,800 grocers, bringing them additional income of more than CLP \$19,457 million for 27,800 people during 2018–2024.



Beatriz Rodríguez

Community Mother Leader - Infancia con Bienestar

"The implementation of the Childhood with Wellness Program in our Community Homes has favored the development of cross-cutting environmental education and nutritional health projects, increasing the participation and creativity of the children in the pedagogical activities, it has also strengthened manufacturing practices and safety in the Community Home, and has generated updating spaces for the community mothers. I thank Alianza Team for all the support it provides for the comprehensive development of the children".



Tatiana Naviteño

Beneficiary Construyendo Futuro Buga

"I am very grateful to Alianza Team and the Building a Future program because it gave me the opportunity to train, gave me a job and showed me that, beyond the difficult circumstances, I can improve myself and be better every day. Currently and thanks to the strategic alliances that are generated with other companies, I am working in Dulces del Valle, as a Production Assistant. As Lao Tse once said: "Gratitude is the memory of the heart".



Dennys Alfaro

Beneficiary Familias Emprendedoras Barranquilla

"When I arrived at Alianza Team I began to train with the cooking courses offered by the company, which have helped me to grow and enrich the knowledge I have regarding this beautiful art.

Entrepreneurial Families and Sabor Bajero have brought me many benefits both economically and personally. I have been able to buy my work tools and I have obtained recognition in the social networks with my venture Barril de Yayo. Thank you Alianza Team, Entrepreneurial Families and Sabor Bajero for giving me the opportunity to grow with you".

Transparency and Corporate Ethics

Our reputation is based on integrity, transparency and compliance. Through our [Policy Guidelines](#), we publish our guiding principles and promote transparency to build strong and sustainable relationships with our stakeholders.

Our **Integrated Risk Management System (IRMS)** identifies, evaluates, controls and monitors strategic, emerging, financial, operational, legal and climate risks. In 2024, residual risk remained moderate. By 2025, we will implement a structured approach to analyze the context, anticipate impacts, capture opportunities and improve decision-making.

The **Integrity Line**, an anonymous channel for reporting irregularities, received 22 complaints in 2024 without finding violations to the codes of conduct after the investigation and closure of all cases. Through our **Certificate** platform, we continued to strengthen the dissemination and knowledge of the main corporate policies in all countries, highlighting the Ethics and Compliance Policies; Self-Control and Money Laundering and Financing of Terrorism (ML/FT) Risk Management; Integral Management and Policy Guidelines.





Employment Generation and Opportunities

Prosperity for us goes beyond economic value, prioritizing the impact on people. We guarantee a salary above the legal minimum wage and salary equity, with flexible benefits complemented by elements of emotional compensation to promote work-life balance. Our annual variable compensation system aligns strategic corporate objectives with individual objectives, and also provides incentives for progress on double materiality issues.

We invested most of our benefits budget (68.8%) in health, education and housing for our employees and their families, with a total of COP \$4,477,850,408 for 3,173 beneficiaries. This accompaniment achieves a positive multiplier effect, determining the creation of prosperity with the potential to generate a lasting positive impact that transcends a specific moment and person.

Conversando con nuestra gente



Historias de Crecimiento



Open Innovation

Open innovation is a key component of our [corporate innovation ecosystem](#). Through **albora**, our open innovation platform, we collaborate with startups, corporations, research centers and universities internationally to identify shared opportunities and challenges. We invest USD 3.5 million in startups from our corporate venture capital fund, and collaborate on pilot projects with customized collaboration frameworks. **Challenge Camp**

brings us closer to university talent to identify innovative solutions to internal challenges, with the participation of 135 students who submitted 35 proposals in 2024.

El programa **InnoDay** de BredenMaster busca innovaciones

Gabriella Espitia Challenge Camp Participant 2024 La Sabana University Student

"Challenge Camp strengthened my spirit of curiosity and my ability to go beyond the obvious, to explore and interpret information in depth. But, above all, it emphasized to me the value of teamwork, where we all share the same commitment to achieve a common goal. This experience reaffirmed that a small change and a deep analysis can generate transformative solutions and have a significant impact on an organization."

y BredenMaster's **InnoDay** program seeks innovations and efficiencies by promoting the participation of suppliers and internal teams. As a result of the eight sessions during the year, more than 30 new raw materials were introduced, nine new inputs and three new suppliers were incorporated, and format changes were proposed. InnoDay also strengthened communication and joint learning among participants.

In addition to our **global science network**, innovative culture, business collaboration and recognition, together with the talent of our employees and our commitment to sustainability, we drive innovation, research, development and the generation of prosperity in the areas where we are directly and indirectly present.



Thanks to all those who make these results and impacts possible to continue nurturing a better tomorrow!

