



Foresta
FOODS



PlanetA 2024

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MESSAGE FROM OUR CEO



That's why we launched our new sustainability strategy, PlanetA—a bold roadmap that guides everything we do, from how we care for soil and water to how we invest in people and uphold human rights across our value chain.

This year's report outlines the meaningful progress we've made along our sustainability journey. It showcases our latest achievements in climate action, responsible production, circularity, living wages, regenerative agriculture, and transparency.

As a sustainable food company, we know that true leadership means staying one step ahead of responsibility—caring not only for what we produce, but for how we produce it.

Today's food systems must evolve to meet the global challenges before us: food security for all, climate change, biodiversity loss, food waste, and the need for decent work. Within these challenges lies an urgent call to action—and a powerful opportunity for transformation.

At Foresta Foods, we believe in growing with purpose. This means making sure our business success actively contributes to a healthier, more resilient food system.

Among the highlights are the restoration of vital mangrove ecosystems, our long-term conservation efforts in Guatemala's Maya Biosphere Reserve to protect endangered species and preserve natural habitats, and the continued empowerment of our employees through initiatives that promote decent work, gender equity, fair wages, and social development.

These are more than just impact stories—they are building blocks of a regenerative food system where purpose drives performance, and where doing good is inseparable from doing well. We know we cannot do this alone. Collaboration with customers, employees, communities, and global partners is

more essential than ever. But we are ready. **And as we continue to bring PlanetA to life, we reaffirm our commitment to lead with transparency, courage, and integrity.**

Let's continue cultivating a more sustainable future—driven by purpose, guided by determination, and grounded in shared responsibility.

Let's continue cultivating a more sustainable future — driven by purpose, guided by determination, and grounded in shared responsibility.

Fernando Bolaños
CEO



ABOUT US

i. Foresta Foods



At Foresta Foods, we are redefining the way tropical oils and fats are produced—proving that it’s possible to grow, harvest, and deliver with integrity, responsibility, and purpose. We break away from outdated industry models **by placing people and the planet at the center of our operations.**

As leaders in sustainable palm oil, we operate as a vertically integrated business, managing the entire value chain—from plantation to export—with full traceability, rigorous quality controls, and a commitment to transparency. We specialize in the production and responsible marketing of high-quality, sustainably sourced fats and ingredients derived from palm oil.

Driven by a long-term vision, we work not only to reduce our environmental and social footprint, but to create net positive value—restoring ecosystems, supporting rural livelihoods, and raising the bar for what responsible production truly means in the global food industry.

Our Mission

To provide the world with sustainable tropical oils and fats that meet the highest international quality standards—creating value through traceable supply chains, environmental stewardship, and inclusive social development.



Our Vision

To be a transformative leader in the tropical oils industry, setting new standards in sustainability, productivity, innovation, and ethical business—while generating a positive impact for people, communities, and the planet.



Our Values

Our values shape who we are and how we work. They are the foundation of an organizational culture that set us apart in the market and ensures that our sustainability strategy is implemented across every level of our operations.



Diligence

We demonstrate discipline, effort, and dedication in everything we do.

Teamwork

Our team is fully committed to achieving the company’s objectives through collaboration and shared purpose.



Honesty

We act with integrity, transparency, and strong ethical principles.

Perseverance

We pursue our goals with determination and resilience, even in the face of challenges.



Responsibility

We are committed to fulfilling our obligations and promoting responsible production through our PlanetA Sustainability Strategy.

Generosity

We actively seek to contribute to the socio-economic development of the regions where we operate and generate value for all our stakeholders.





Our Products

At Foresta Foods, we are proud to produce high-quality tropical oils and fats that serve the food, consumer packaged goods, and personal care industries.

We implement internationally certified standards that ensure sustainable production practices across our entire supply and value chain.

Crude sustainable palm kernel oil (CSPKO)

Sustainable Palm kernel cake

Crude Sustainable Palm Oil (CSPO)

Vegetable Based Shortening

Refined, Bleached and Deodorized Sustainable Palm Oil (PO RBD)

Vegetable Based Shortening

Palm Oil Stearin (POS)

Palm Oil Fatty Acids (FFA)

Palm Oil Olein (POO)

Palm Oil Blends and Specialty Fats

Refined, Bleached and Deodorized Sustainable Palm kernel Oil (PKO RBD)

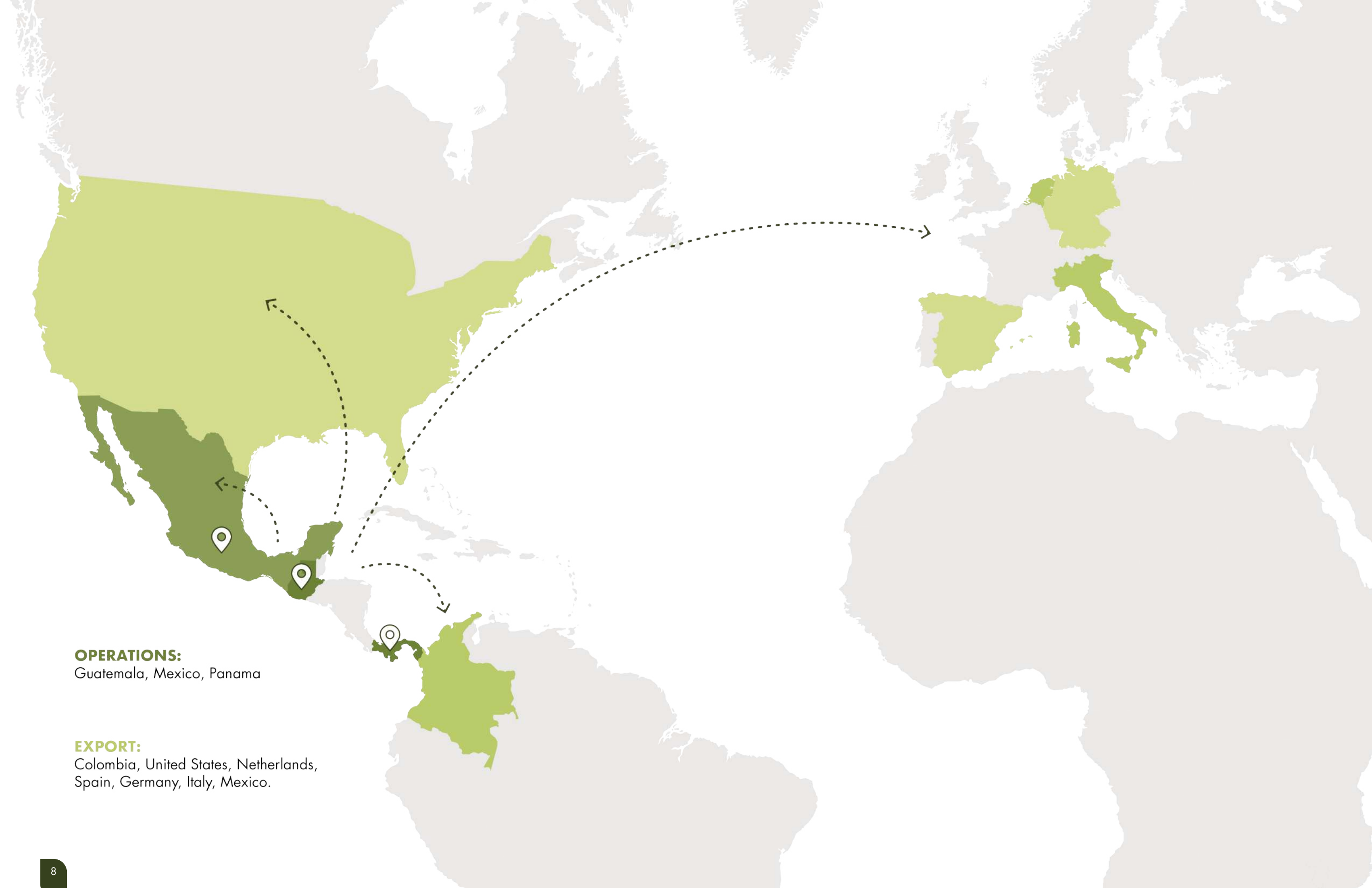
Vegetable Oil Based Food Ingredients



Our Presence

At Foresta Foods, we operate across Mexico, Guatemala, and Panama, where we manage tropical oil processing and refining facilities through our local subsidiaries.

Our products reach markets around the world, including Guatemala, Colombia, the United States, the Netherlands, Spain, Germany, Italy, and Mexico. We take pride in maintaining the highest quality standards, ensuring full traceability, and delivering with integrity. As we grow, we continue to explore new markets and build long-term partnerships that reflect our commitment to sustainable and responsible production.



OPERATIONS:

Guatemala, Mexico, Panama

EXPORT:

Colombia, United States, Netherlands, Spain, Germany, Italy, Mexico.

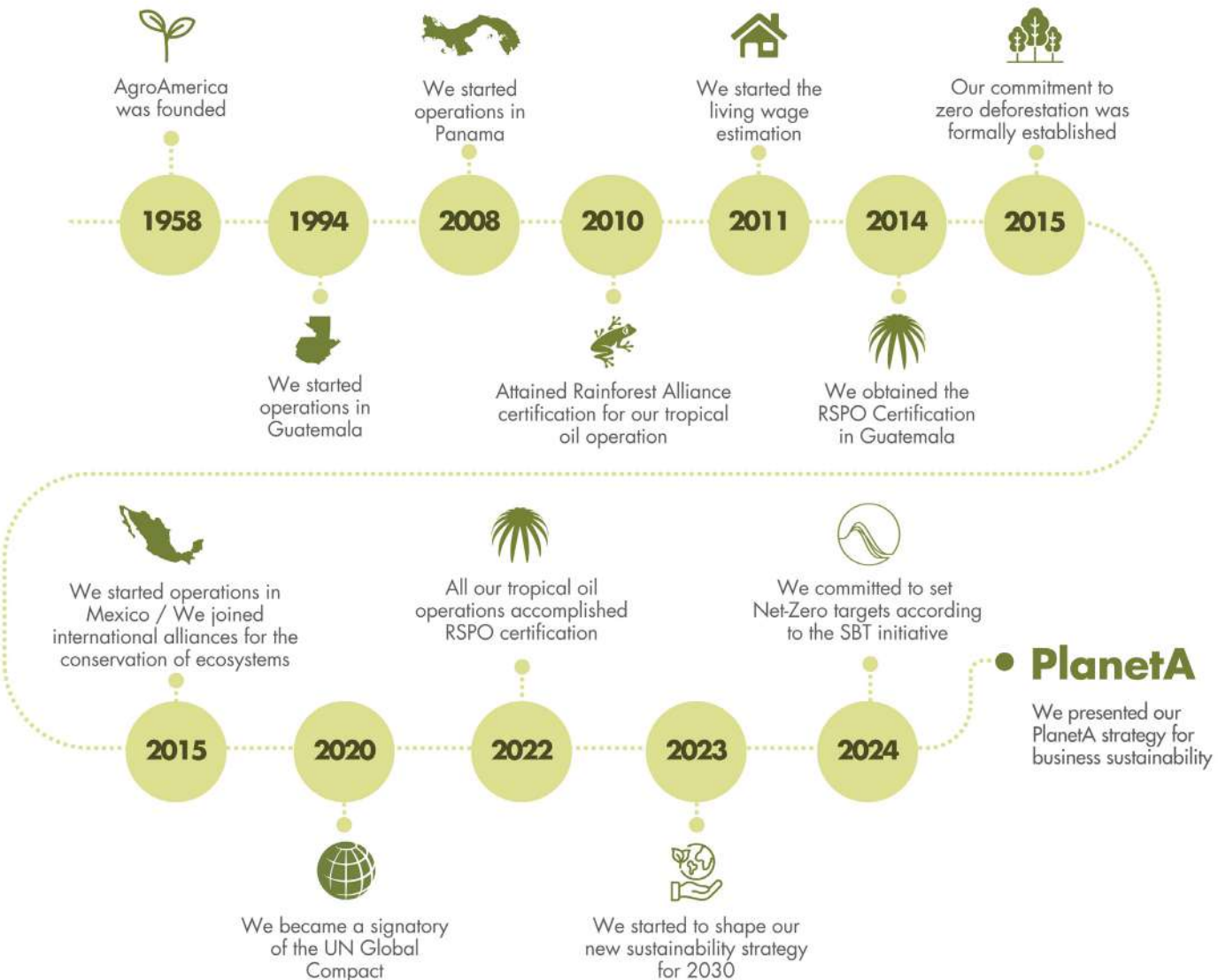
ABOUT US

ii. We are part of AgroAmerica

At Foresta Foods, we are proud to be part of AgroAmerica, a third-generation, family-owned corporation and a recognized leader in sustainable food production. AgroAmerica has grown into a highly competitive, diversified, and vertically integrated company that scales global standards through local, sustainable impact.

Its expertise spans from agricultural production to the meticulous processing and distribution of sustainable food products and ingredients—always adhering to the highest international standards and best practices to deliver top-tier quality.

Our Journey towards Sustainability



A Decade of Reporting our Impact

2024 marks the tenth edition of our sustainability report—an important milestone in our journey toward greater transparency, accountability, and positive impact.

We began reporting on corporate sustainability in 2014, and since 2015 have shared the specific progress and challenges of our tropical oil operations.

Over the past decade, our disclosures have evolved in depth, structure, and strategic focus. Since 2018, we have adopted the GRI Standards as our guiding

framework, enhancing the consistency and clarity of our communications.

This year, we take a step further by integrating a double materiality analysis and using GRI 13—the sector standard for agriculture, aquaculture, and fishing—as a reference to inform more relevant and forward-looking reporting.

Ten years on, we remain committed to a reporting practice that builds trust, strengthens partnerships, and drives continuous improvement—doing well by doing good.



PlanetA Strategy

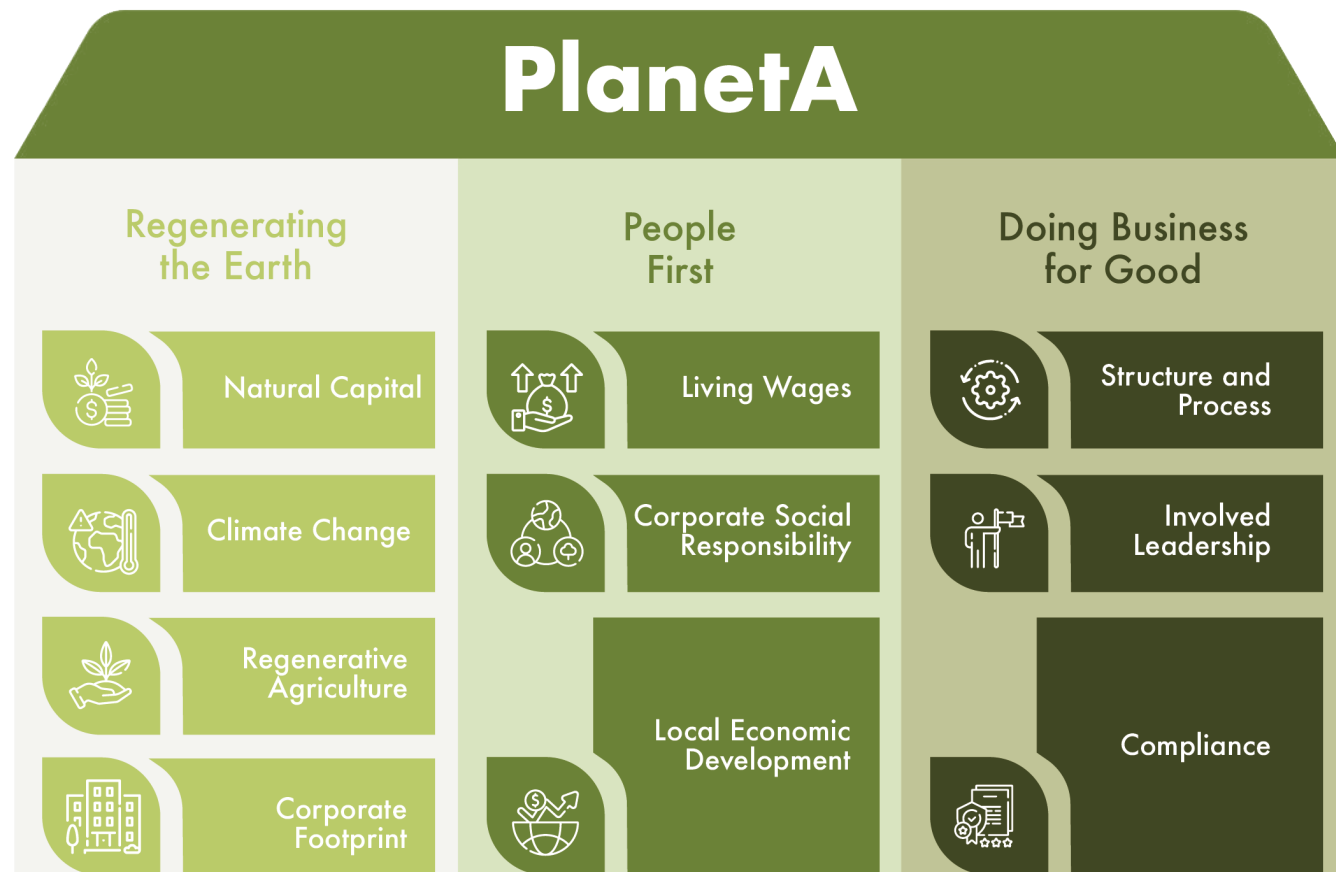


At Foresta Foods, we believe that profitability and sustainability go hand in hand. Our commitment to sustainability is not new; it has been a core value of our company since its founding.

In 2024, we took a meaningful step forward by adopting PlanetA, a comprehensive sustainability strategy that builds on this legacy. PlanetA reinforces our focus on transparency, strategic foresight, accountability, and trust, guiding our actions in an increasingly dynamic global environment.

Through PlanetA, we have set ambitious, time-bound goals that enable us to grow our business while reducing our environmental footprint, enhancing people's health and livelihoods, and restoring natural capital.

This report marks our first accountability milestone under the PlanetA Strategy, showcasing the progress we have made toward achieving the commitments outlined in our strategy.



Our Contribution to the Sustainable Development Goals

We have strategically aligned our sustainability objectives with the United Nations Sustainable Development Goals (SDGs), using them as a guiding framework to drive meaningful impact where it matters most.

Through our PlanetA strategy and ongoing initiatives, we are proud to contribute to eleven of the seventeen SDGs, demonstrating our commitment to building a healthier, more equitable, and sustainable future.

The following chart highlights our progress and contributions across the SDGs:



Strategic Alliances and Memberships

For Foresta Foods, strategic partnerships are essential to amplifying our positive impact. We work hand-in-hand with leading organizations to strengthen economic development, social progress, and environmental sustainability across the regions where we operate. Below, we highlight the main partnerships and memberships that support our mission.

Economic Development Alliances

World Economic Forum	https://www.weforum.org
Guatemalan-American Chamber of Commerce (AmCham)	https://amchamguate.com
Guatemalan Chamber of Industry	https://cig.industriaguate.com
Guatemalan Chamber of Agriculture	https://www.camaradelagro.org
Palm Growers Association of Guatemala	https://www.grepalma.org
Guatemalan Exporters Association	https://www.export.com.gt
Partnership for Central America- Alliance for the Anticorruption and Transparency Initiative (ACT)	https://www.centampartnership.org

Social and Environmental Management Partnerships

Roundtable on Sustainable Palm Oil	https://rspo.org/
Global Compact	https://unglobalcompact.org
University of Colorado	https://www.colorado.edu
LandScale	https://www.landscale.org
Solidaridad Network	https://www.solidaridadnetwork.org
Wild Conservation Society	https://www.wcs.org
Rainforest Alliance	https://www.rainforest-alliance.org
Seattle International Foundation	https://seaif.org
Center for Corporate Social Responsibility Action- CentraRSE	https://centrase.org
Foundation for Private Schools in Rural Areas Funcafé	https://www.funcafe.org/education
Climate Change Institute	https://icc.org.gt
BeeHub Guatemala	https://www.beehubguate.com
Agrequima	https://agrequima.com.gt
Zoological Society of London- SPOTT	https://www.zsl.org/
Initiative for the Conservation of Mangroves "Salvemos el Manchón"	https://salvemoselmanchon.org/

Awards and Recognitions 2024

Our commitment to sustainability, innovation, and responsible business practices has been recognized globally during 2024.

Key achievements include:

- Recognition in the Regenerative Business category at the World Economic Forum's New Champions Awards 2024, honoring our leadership in advancing regenerative practices within the food industry.
- We are currently ranked 11th in the SPOTT Global Transparency Ranking.



OUR PRIORITIES AND DOUBLE MATERIALITY

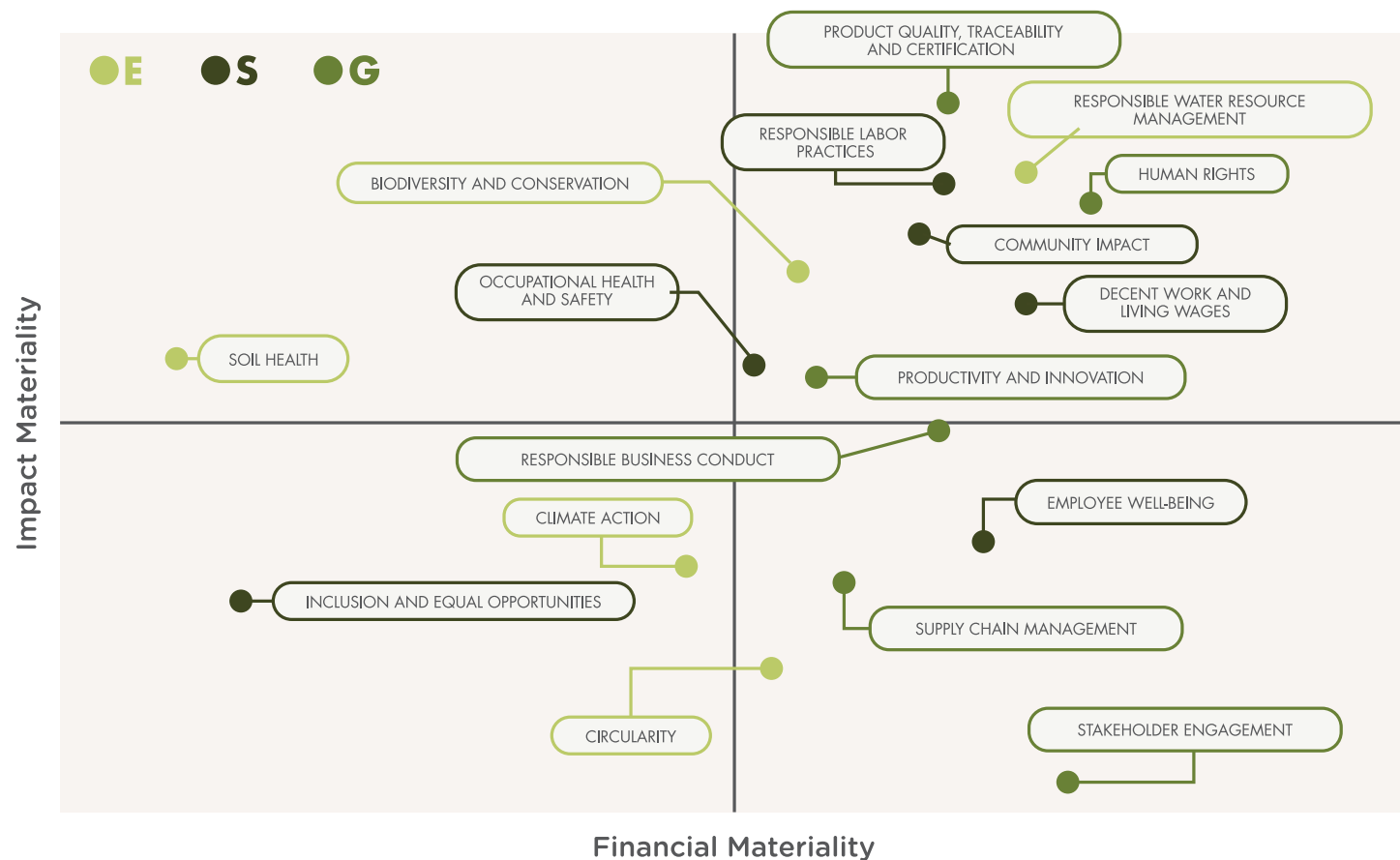
At Foresta Foods, we create long-term value by approaching sustainability from two interconnected angles: how our actions impact people and the planet, and how global challenges influence our business operations and long-term resilience.

To ensure our strategy reflects what truly matters, we conducted a rigorous and inclusive double materiality assessment, guided by internationally recognized standards such as GRI 13, ESRS, SASB, and MSCI. The process included surveys and interviews with nine key internal and external stakeholder groups, allowing us to evaluate the relevance of 17 ESG topics from two complementary perspectives: the effect of our operations on society and the environment—known

as impact materiality—and the potential risks and opportunities these topics represent for our business, referred to as financial materiality.

Each topic was assessed using defined criteria such as regulatory trends, operational implications, reputational impacts, and financial outlooks. The results of this assessment now shape the core priorities of our PlanetA sustainability strategy.

For us, materiality is more than a reporting requirement—it is a strategic compass that guides our decisions, strengthens stakeholder trust, and helps us build a more resilient, responsible, and sustainable future.



REGENERATING THE EARTH

Environmental material topics

Responsible Water Resource Management



Climate Action



Soil Health



Circularity



Biodiversity and Conservation



PEOPLE FIRST SOCIAL MATERIAL TOPICS

Social material topics

Responsible labor practices



Employee wellbeing



Decent work and Living wages



Occupational safety and health



Inclusion and equal opportunities



Community impact



DOING BUSINESS FOR GOOD

Governance material topics

Productivity and innovation



Product quality, traceability and certification



Supply chain management



Responsible business conduct



Respect and Promotion of Human Rights



Stakeholder Engagement



HIGHLIGHTS 2024

Regenerating the Earth

- **+19,000 hectares** conserved in the Maya Biosphere Reserve, southeast of Laguna del Tigre National Park.
- **234 hectares** of mangroves were restored between 2021 and 2024 in our “Mangrove Ecosystem Restoration” project.
- **+970 hectares** of forest protected within our corporate conservation areas.
- **36,000 native seedlings** grown annually in our forest nursery.
- **47.74 hectares of ecosystem** reforested with native trees in operation and influence areas at the corporate level.
- **3,052 workers trained** in biodiversity conservation.
- A total of **122 flora and 513 fauna** species were identified in the Environmental Impact Assessment (EIA).
- **+450,000 pollinators** nurtured and protected within conservation areas.
- **10 water reservoirs** with capacity equivalent to 714 Olympic-size swimming pools.

People First

- **4,647 employees** across Foresta Foods operations.
- **223 women** employed in our tropical oils operations; 43 hold administrative, executive, or managerial positions.
- **69 employees** received internal promotions in 2024.
- **20 labor practice** audits conducted to ensure compliance and fair working conditions
- **180 field** employees participated in our literacy programs.
- **33%** of our employees have been with the company for five years or more, reflecting strong workforce stability and retention.
- **113 training sessions** delivered, reaching **4,318 employees** with a total of **12,283 training hours**
- **Quality education** provided to employees’ children and relatives through our private rural school in Guatemala.

- Two tropical oil mills operated for over **360 consecutive days without accidents**, highlighting a robust safety culture.
- **409 employees** received medical care through our Human Development Center (HDC).
- **2,441 employees** across the corporation benefited from preventive healthcare services, such as influenza vaccinations and other treatments.

Doing Business for Good

- **18 audits** conducted across our operations by clients (2), government authorities (5), and certification bodies (11).
- **49 supplier** audits carried out to assess compliance with corporate policies on environment, human rights, and responsible labor practices
- **100 training sessions** delivered on our Anti-Corruption Policy
- **25 training sessions** on labor, social, and environmental policies, involving **3,000 employees**.
- **8 internal audits** on labor practices, **8 on social practices**, and **6 on environmental practices**.
- **100 cases** received and fully resolved through our ethics hotline.
- **6 Ethics Committee meetings** held to review cases and ensure proper governance.



2. REPORTING OUR PROGRESS ON THE PLANET A SUSTAINABILITY STRATEGY

REGENERATING THE EARTH

At Foresta Foods, we are deeply committed to environmental stewardship and the regeneration of natural resources. We believe that sustainable growth begins by placing both people and nature at the heart of our operations. Guided by our philosophy—“Doing well by doing good”—we address the challenges of an evolving food system by improving food quality, restoring ecosystems, and transforming agricultural practices to generate lasting, positive impact.

Through PlanetA, we are redefining what it means to grow and produce food responsibly. Our actions go beyond simply mitigating our footprint—we actively foster the restoration, resilience, and regeneration of the planet we all share.

Highlights

- **+19,000 hectares** conserved in the Maya Biosphere Reserve, southeast of Laguna del Tigre National Park.
- **234 hectares** of mangroves were restored between 2021 and 2024 in our “Mangrove Ecosystem Restoration” project.
- **+970 hectares** of forest protected within our corporate conservation areas.
- **36,000** native seedlings grown annually in our forest nursery
- Ongoing practices in soil regeneration: reuse of pruning, organic matter return, and cover crops to prevent erosion and enrich fertility.
- **+50,000 tons** of organic waste leveraged for organic matter, energy generation, and nutrient complement.
- **+128,000 tons** of organic waste repurposed for soil enrichment, crop nutrition, and clean energy generation.
- **477 employees** trained in responsible agrochemical use.
- **1.22 metric tons** of empty agrochemical containers recycled.
- **12 environmental audits** conducted (by private and government entities).

Signature Program

Rooting for Tomorrow: Restoring Mangrove Forests

Mangroves are among the world’s most effective carbon sinks. Yet these vital ecosystems face urgent threats, such as illegal logging, wildfires, poaching, and pollution.

In 2021, we joined forces with Rainforest Alliance, the National Council for Protected Areas (CONAP), the National Forest Institute (INAB), local authorities, coastal communities, and other companies to launch the Mangrove Ecosystem Restoration Project at the Manchón Guamuchal mangrove area along Guatemala’s Pacific coast.

Recognized as a RAMSAR site—a wetland of international importance—Manchón Guamuchal supports thousands of species of flora and fauna and plays a critical role in climate change mitigation. The initiative began with a site diagnosis and has included reforestation, targeted interventions, ongoing

monitoring, and adaptive management to maximize restoration effectiveness. We work closely with INAB, which supports a permanent monitoring system across restoration plots, and we have established a dedicated forest nursery to supply native mangrove species for replanting.

Key milestones

- 234 hectares of mangrove have been restored between 2021 and 2024, in collaboration with our partners.
- Restoration efforts surpassed the total national reforestation of mangroves achieved across Guatemala over the past decade.
- In 2022, the project was honored with the Grand Prize for Business Sustainability by the American Chamber of Commerce in Guatemala.

“We are getting closer to our 2025 goal of restoring 250 hectares of mangrove at the landscape level. This project demonstrates the power of strategic partnerships and collective action to address environmental challenges.”

Photo by Jorge Rodríguez

Photo by César Zacarias

Signature Program

Protecting Biodiversity in the Mayan Biosphere: Long-term Conservation for Lasting Impact

As part of our commitment to restoring ecosystems and safeguarding biodiversity, Foresta Foods joined the Mayan Biosphere Conservation Project in 2018—a pioneering initiative designed to preserve one of Central America’s most ecologically important regions: the southeastern corridor of the Maya Biosphere Reserve in Petén, Guatemala.

Spanning over 19,000 hectares of tropical forest, this unique public-private partnership brings together Wildlife Conservation Society (WCS), Solidaridad Network, and the National Council for Protected Areas (CONAP). Together, we are working to protect endangered species, restore natural habitats, and promote sustainable land management through an integrated conservation model.

Highlights

- **+19,000 hectares** of forest conserved in southeastern Laguna del Tigre National Park.
- **Early fire detection** through a robust system of surveillance towers and remote monitoring technologies.
- **Sustainable patrolling** by trained community rangers working alongside National Council for Protected Areas (CONAP) and environmental authorities.
- **Regular biodiversity monitoring**, including camera trap studies, species inventories, and data collection for endangered flora and fauna.
- **Local capacity building** for conservation and natural resource management.

This project is built on a long-term vision. Over the course of 25 years, it aims to:

- Conserve biodiversity and safeguard critical ecosystems such as wetlands, rivers, and lowland tropical forests.
- Monitor and protect threatened wildlife, including jaguars, white-lipped peccaries, and the iconic scarlet macaw (*Ara macao cyanoptera*).
- Strengthen forest surveillance and fire prevention systems in one of Guatemala’s highest-risk zones for illegal deforestation and wildfires.
- Engage and empower local communities through environmental education and sustainable development programs.



Signature Program

Scarlet Macaws Return to the Wild

In 2024, as part of ongoing habitat restoration and species recovery efforts, 20 scarlet macaw fledglings were released into the heart of the reserve. These magnificent birds, bred and raised in a controlled conservation program, are being reintroduced to help rebuild wild populations that have suffered due to poaching and habitat loss.

Each chick was equipped with an identification ring and monitored through radio telemetry, allowing scientists and rangers to track its adaptation, flight paths, and integration into the forest. This marks a hopeful milestone in the preservation of the Maya Biosphere’s natural heritage and highlights the power of long-term collaboration among private companies, NGOs, and government institutions.

“The return of the scarlet macaw to the skies of the Maya Biosphere is a symbol of resilience—and a reminder of what we can achieve through coordinated conservation action.”

At Foresta Foods, we are proud to contribute to this landscape-level conservation project—one that aligns our business goals with the protection of global biodiversity hotspots. Through this Signature Program, we reaffirm our belief that thriving ecosystems and sustainable development go hand in hand.



“The return of the scarlet macaw to the skies of the Maya Biosphere is a symbol of resilience—and a reminder of what we can achieve through coordinated conservation action.”

REGENERATING THE EARTH

i. Responsible Water Resource Management

GRI 13.7

Highlights

- **10 water reservoirs** with capacity equivalent to 714 Olympic-size swimming pools.
- Active participation in **3 watershed committees**
- Company-wide workshops on efficient water practices

Water is fundamental to life, sustaining human communities and the ecosystems that support them. It is also a critical resource for ensuring food production, directly impacting global food security.

At Foresta Foods, we operate under the principle that water is a shared and finite resource, essential for both people and the planet. We are committed to continuously improving our responsible water management practices to strengthen stewardship, protect and conserve water resources, and use them efficiently across our operations—supporting a more sustainable food system.

These are the concrete steps we are taking to achieve a responsible water resource management:

Water withdrawal



Mapping
water sources to better understand exposure to water stress across our operations



Implementing precision irrigation technologies, including micro-sprinklers and soil moisture sensors, to ensure efficient, targeted, and uniform water distribution



Conducting annual **reforestations** to increase our water recharge areas



Maintaining detailed records of water volumes, weather conditions and crop development to support informed decision-making



Leveraging 10 rainwater reservoirs with a total capacity equivalent to 714 Olympic-size swimming pools, to ensure water availability during the dry season.

Water discharge



Conducting **risk assessments** to prevent any unintended water discharges



Systematically **monitoring the quality of treated water**, as well as nearby surface and groundwater bodies, by conducting periodic sampling and physiochemical and microbiological analyses performed by external laboratories, to ensure optimal water treatment in full compliance with environmental standards and regulations



Water treatment for effluents consisting of water processing plants, biodigester technology, methane capturing, and polishing lagoons.



Reusing water through water recycling systems in our production and refining processes, and by reusing treated water for crop irrigation through fertigation.

We also aim to minimize water consumption, and to achieve this, we have implemented the following measures:



• **Monitoring:** We periodically track water consumption measured in cubic meters per ton of product. This provides us with accurate annual water usage data, enabling us to set reduction goals.



• **Efficiency:** We have developed life cycle schemes for our products, identifying all stages of production and refining where water is required. This helps us pinpoint areas for improved efficiency and implement measures to gradually reduce water usage. Additionally, continuous training for our workforce on proper water use fosters more efficient practices.



• **Reuse:** Our water treatment plants and biodigester technology allow us to recycle water by reintegrating it into our processes or using it for crop irrigation through fertigation.

Success Story

A Circular Approach to Water Recycling

At Foresta Foods, we value water as a precious and limited resource. In line with our commitment to sustainability, we have invested in advanced biodigester technology to ensure that water is not wasted but carefully treated and reused. This innovative system enables us to recycle water efficiently, returning it to our industrial processes or using it for crop irrigation through fertigation—ensuring that every drop counts.

Through this technology, we are conserving a vital resource, promoting healthier plantations, and reducing our environmental footprint.



Biodigester

Fertigation

How the process works



This innovative approach enables us to recycle water efficiently, conserving this vital resource while promoting healthier plantations and reducing our environmental footprint. It's a clear example of how embracing technology can make agricultural production more sustainable, responsible, and productive for the future.

Water Governance

Partnering to Protect Water Resources: We continue to actively participate in seven watershed technical committees in the southern coastal region of Guatemala — interdisciplinary platforms that bring together government institutions, environmental authorities, private sector actors, farmers, and local communities. These committees serve as collaborative mechanisms to address shared water challenges and manage resources collectively and sustainably.

The committees are aligned around four core objectives

- | | | |
|-----------------------------------------------|-------------------------------------------------------------------------------|-------------------------------------------|
| 1. Protection and conservation of watersheds; | 3. Maintaining ecological flow to preserve biodiversity and natural habitats; | 4. Ensuring rivers reach their estuaries. |
| 2. Rational and equitable water use; | | |

In addition to these committees, we engage in community workshops to share project updates, assess impacts, and gather local input—promoting inclusive water management.

Capacity building for employees and local communities:

To foster responsible water use, we conducted company-wide workshops on efficient water practices and shared our water reduction targets.

We also extended some of these workshops to local communities focusing on awareness raising and capacity building for efficient water usage.

ii. Climate action

1. Energy Management

GRI 302

Highlights

- We generate both steam and electricity from renewable sources to support our industrial operations efficiently.
- Our clean energy systems contribute to lowering our carbon footprint and reducing reliance on non-renewable fuels.

Efficient energy use is essential to combat climate change and reduce our overall environmental footprint. At Foresta Foods, we operate under an Environmental Management Manual that establishes clear guidelines and best practices to optimize energy efficiency, reduce electricity consumption, and promote responsible resource management aimed at minimizing environmental impacts.

Our commitment to energy management is reinforced through key mechanisms such as ongoing energy consumption monitoring, cost analysis per finished product, and awareness-building initiatives for personnel involved in energy-related operations.

These efforts are fully integrated into our company's broader operational strategy.

Generating Renewable Energy

We are proud to highlight a major milestone in our sustainability journey: the successful self-generation of renewable energy through biomass derived from our tropical oil and fats extraction process. This innovative system powers our facilities and enables self-sufficient operations across two of our main processing plants. In 2024, these plants generated an average of **4,395,568 kWh of clean energy per month**—the equivalent of the electricity consumption of **39,246 households**. Looking ahead, we aim to produce 1 to 2 megawatts of renewable energy over the next two years using methane gas captured through our biodigester systems.

In addition, surplus energy is delivered to the national grid, contributing to the availability of clean, renewable electricity within the regions where we operate. This system reflects our dedication to advancing sustainable infrastructure beyond our operations.

Optimizing energy use

In 2024, we invested in infrastructure upgrades that led to measurable improvements in energy efficiency, including:

- Reduction of steam leaks from pipes, valves, and equipment.
- Reduction of compressed air leaks throughout the system.
- Optimization of operational processes, such as adjustments to water pumps and enhancements in chiller system distribution.

These initiatives resulted in greater equipment efficiency, increased productivity, and lower overall energy consumption—contributing to our long-term sustainability goals.

Cutting Down Diesel Consumption

We successfully reduced diesel consumption by increasing the use of self-generated energy from biomass, sourced directly from our tropical oil extraction processes. When biomass energy was not available, we relied on natural gas—a cleaner alternative to diesel—to meet our operational needs. This strategic shift not only aligns with our sustainability goals but also improves energy efficiency and reduces our environmental footprint.

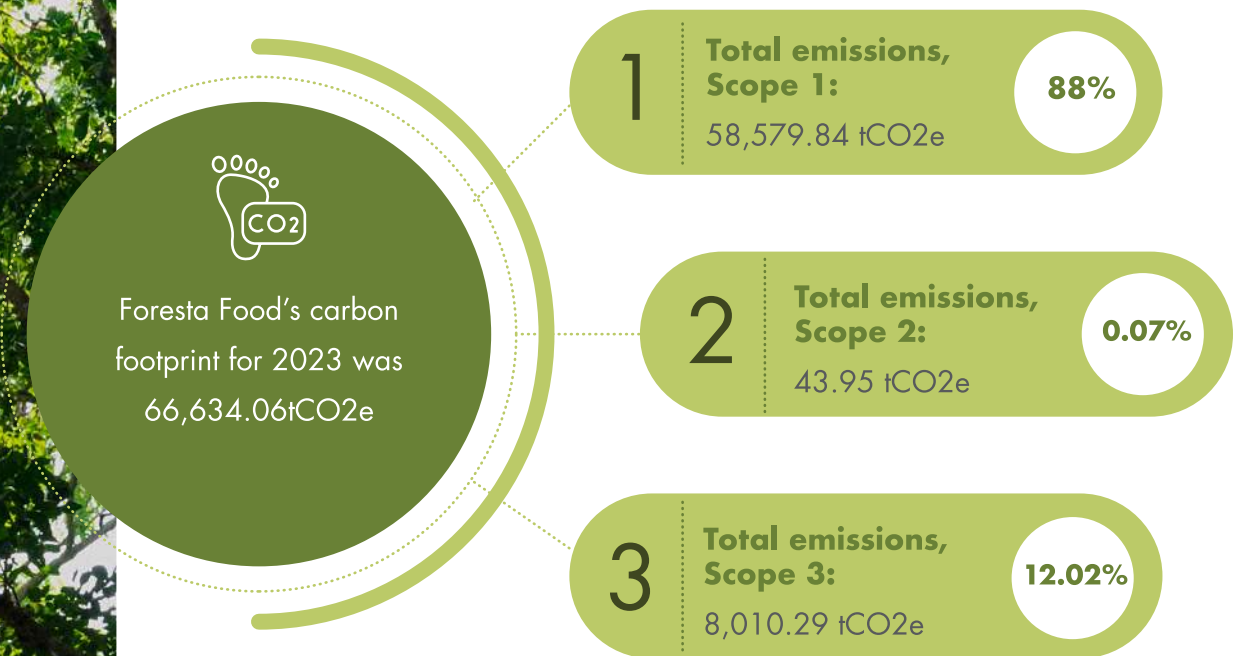
2. Emissions Reduction and Climate Strategy

At Foresta Foods, we recognize that ambitious climate action is not only essential for the planet but also critical to long-term business success. With this conviction, we are firmly committed to decarbonizing our operations and achieving net-zero emissions by 2050, in alignment with the Science Based Targets initiative (SBTi).

To achieve our climate goals through tangible actions, we took the following steps in 2024:

1. GHG Emissions Inventory

Our current GHG emissions inventory has been compiled with the support of a reputable third-party consultant to ensure technical rigor and alignment with internationally recognized methodologies.



We are undergoing independent third-party assurance to verify the accuracy and completeness of our data, in accordance with recognized assurance standards. This process is expected to be completed in the coming months.

Until the assurance is finalized, all disclosed figures should be considered preliminary and may be updated based on the findings of the independent review. We remain committed to continuously improving our reporting and aligning with best practices in environmental disclosure.

2. Science-Based Targets Definition

To define emissions reduction targets covering all three scopes, with a focus on Scope 1 (mobile and stationary sources, fertilizer use, and waste), due to its higher impact. (Targets pending SBTi approval).

3. Mitigation Opportunity Mapping

To identify key mitigation opportunities to reduce our emissions footprint, including enhancing energy efficiency, reducing the use of nitrogen-based fertilizers, and progressively shifting toward non-fossil fuels and biomass alternatives.

4. Long-term Scenario Modeling

To develop a corporate roadmap aligned with GHG Protocol standards and prepare it for submission to the SBTi.

5. Decarbonization Roadmap

We developed a corporate roadmap aligned with GHG Protocol standards, prepared for submission to the SBTi.

6. Digital Monitoring Tool

To create a centralized platform to track emissions by business unit and source, ensuring alignment with our decarbonization roadmap.

“Our goal is to be bold in our ambition while simultaneously developing a robust and achievable net-zero plan.”

Implementation and Next Steps

The Sustainability Department leads implementation, using GHG Protocol-aligned tools and coordinating annual internal reporting across business units.

Our strategy focuses on reducing emissions at the source through:

- Adoption of regenerative agriculture practices
- Decreased use of nitrogen-based fertilizers
- Increased reliance on renewable energy sources

We are also conducting feasibility studies to identify additional pathways for reducing fossil fuel dependence.

A key priority of the gradual transition of our logistics and operational fleets to vehicles with:

- Improved fuel efficiency
- Alternative combustion technologies (such as compressed natural gas)
- Electric mobility, as local market conditions, infrastructure, and vehicle availability allow
- Working with our maritime shipping partners to evaluate reduction actions and plans

While we are firmly committed to achieving our climate targets, we acknowledge that our success is closely tied to the enabling conditions of our countries of operation. In particular, the implementation of our climate strategy is influenced by the pace and ambition of nationally determined contributions (NDCs).

We face external challenges that are beyond our direct control, including:

- Infrastructure limitations in rural production areas, which hinder the short-term feasibility of electromobility and agricultural electrification.
- High upfront investment requirements for electrification solutions, making rapid deployment financially challenging.
- Constraints in electricity supply and low-quality service in certain regions, particularly those critical to agricultural operations.
- Structural and market barriers that limit the adaptation of logistics models to low-carbon alternatives in developing economies.

Despite these challenges, our commitment to contributing to a healthier planet and a better future remains unchanged. We are determined to fulfill our goals, adapt creatively to local conditions, and make a positive, lasting impact through every stage of our sustainability journey.



iii. Regenerative Agriculture

Soil Health

GRI 13.5 y 13.6.

Highlights

- **447** workers trained on responsible use of agrochemicals
- **10** meteorological stations
- **80%** of the crop's organic matter goes back into the soil

Healthy soils are the foundation of sustainable agriculture. At Foresta Foods, we recognize the essential role of soil care and regeneration in maintaining high yields while protecting the ecosystems that rely on them. That's why we have developed a comprehensive soil management plan focused on maintaining fertility, improving physical and biological conditions, and reducing the risks of soil contamination and water pollution—ultimately fostering a healthier environment for both ecosystems and surrounding communities.

Our soil management approach is structured around three pillars:

- Soil monitoring
- Sustainable nutrient management
- Responsible use of agrochemicals

Soil Monitoring

We continuously monitor soil structure and composition, analyzing parameters such as organic matter and essential chemical elements through periodic assessments. This technical data is used to design and adjust our plant nutrition programs, helping us sustain soil health and improve crop productivity over time.

Our monitoring efforts also strengthen soil functions—enhancing water retention, improving carbon capture, and increasing resilience to climate variability and extreme weather events.

Sustainable Nutrient Management

Maintaining a healthy nutrient cycle is essential for preserving soil functionality and long-term agricultural productivity. Our regenerative practices aim to reduce reliance on synthetic inputs, increase crop diversity, utilize cover crops, and incorporate organic matter into the soil. These actions help conserve soil structure, improve moisture retention, reduce erosion, support healthy root development, and enhance soil carbon sequestration. By boosting organic matter content, these strategies also improve the soil's ability to retain water and capture carbon, which contributes to climate resilience.

Regenerative Practices in Plantations

Soil conservation through the use of living plant barriers, such as cover crops or hedgerows, which help reduce erosion and protect soil structure

Contour planting on slopes, designed to prevent surface runoff and preserve soil integrity.

Nutrient Recovery from Agricultural Byproducts

We recover and recycle nutrients from foliage and byproducts generated during the oil extraction process through a controlled application protocol. This process uses laboratory analysis to determine appropriate nutrient content and application dosages for each type of byproduct.

For example, applying 70 tons of rachis fiber per hectare and 0.5 tons of sludge per plant can replace synthetic fertilizers for one year.

This practice improves soil health while reducing dependency on external inputs.

Responsible Use of Agrochemicals

To protect our crops, soils, and surrounding ecosystems, we adopt a comprehensive approach to the responsible use of agricultural inputs, including fertilizers and crop protection products. This approach is grounded in preventive action, efficiency, and environmental stewardship.

Our Integrated Pest Management (IPM) Plan prioritizes the early detection and control of pests and diseases through a combination of biological, natural, and behavioral techniques. Chemical control is applied only as a last resort, ensuring minimal environmental impact. We closely monitor agrochemical consumption to avoid overuse, reduce waste and emissions, and promote more efficient, targeted applications.

In addition, we manage an annual agrochemical consumption indicator, which helps us track usage, identify opportunities for continuous improvement, and encourage safer agricultural practices aligned with our environmental commitments.

We strictly avoid hazardous substances such as Paraquat or pesticides classified as Ia (extremely hazardous) or Ib (highly hazardous) by the World Health Organization (WHO). We also comply with international conventions, avoiding chemicals banned under the Stockholm and Rotterdam Conventions.

To reinforce safe practices, our Agrochemical Safety Management Program outlines strict protocols for the proper handling of crop protection products. These include procedures for safe transport and storage, preparation of mixtures, equipment calibration, emergency response in case of exposure, and the responsible disposal of empty containers and expired products. In addition, we provide ongoing training to our employees to ensure the safe and responsible use of these inputs across all stages of application.

As part of our broader commitment, we participate in the CampoLimpio program (Clean Field), led in Guatemala by the Asociación del Gremio Químico Agrícola (Agreguima) with the support of CropLife Latin America. This initiative ensures the proper disposal of plastic waste from empty agrochemical containers, helping to protect soil and water sources while safeguarding biodiversity and the health of surrounding ecosystems.

Training and awareness

Employees receive regular training on the safe, responsible, and effective use of agricultural inputs, ensuring compliance with safety protocols and promoting environmental protection.

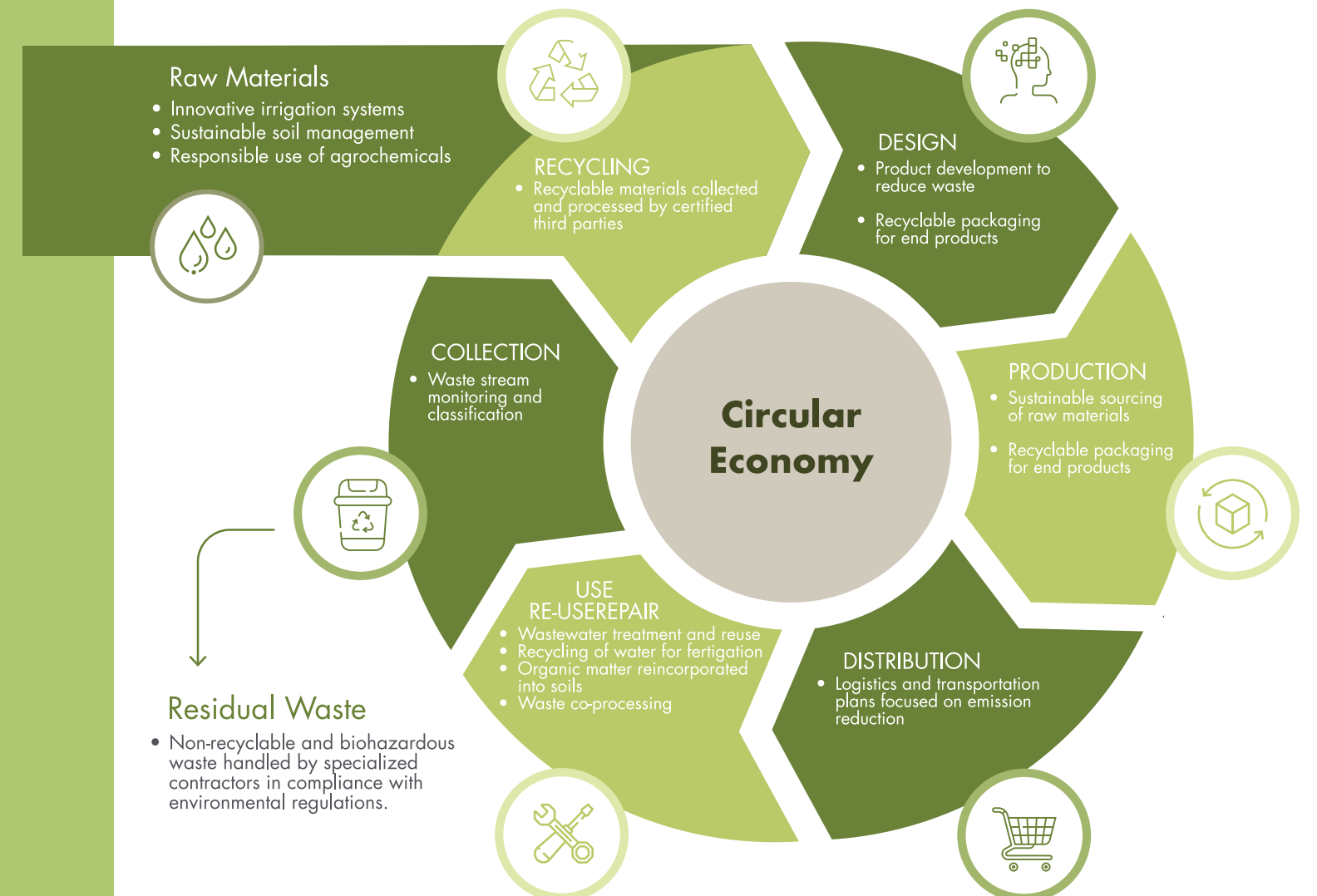


iv. Circularity: Waste and Resource Management

GRI 13.8

At Foresta Foods, we embrace a circular economy approach to maximize resource efficiency and minimize waste across our operations. Guided by our Environmental Management Manual and Waste Management Program, we implement protocols for monitoring, setting reduction targets, and promoting resource recovery, upcycling, and environmentally responsible disposal.

Our program is fully compliant with local environmental regulations and aligned with the requirements of the Roundtable on Sustainable Palm Oil (RSPO) standard.

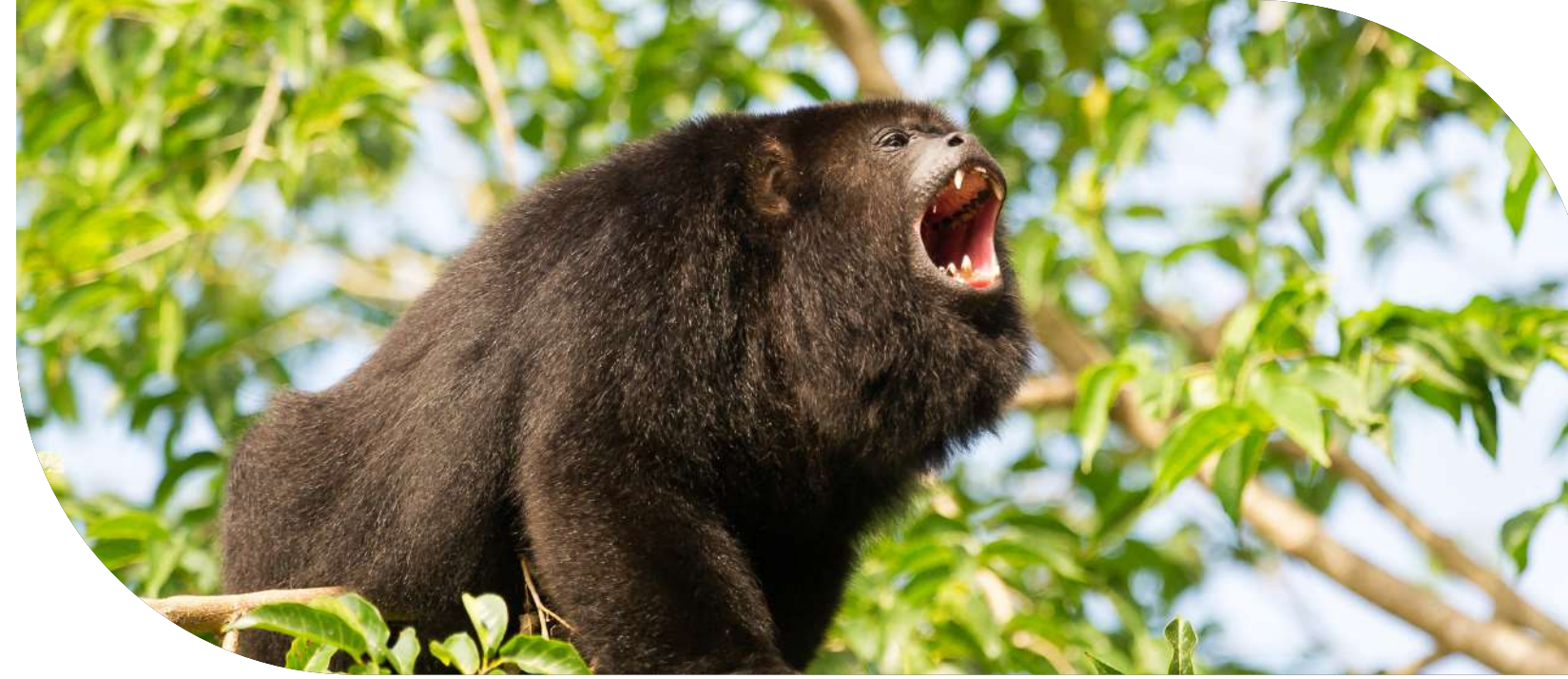


Waste Management

We have implemented a comprehensive Waste Management Program that ensures proper handling, traceability, and environmentally responsible disposal of waste across our operations. Key features include:

- **Waste Records:** We consolidate data on all waste generated and disposed of—both hazardous and non-hazardous—in a centralized matrix. This system is supported by internal documentation, including our waste management manual and formal delivery records for internal handling and external services
- **Infrastructure:** Our facilities are equipped with color-coded containers for waste separation in both field and office settings, as well as designated areas for temporary storage.
- **Waste Traceability:** Waste disposal is conducted through authorized third-party providers, certified for transport, collection, and final disposal. We maintain official manifests and documentation to ensure traceability from the point of generation through to final disposal.
- **Final Disposal of Waste:** We oversee the proper management of waste from both field and processing facilities. Empty agricultural input containers are returned to suppliers for appropriate treatment and disposal. Recyclable materials are handled by certified organizations specialized in waste recovery and recycling.

As part of our circularity efforts, organic byproducts from crude palm oil extraction, such as rachis, sludge, and treated wastewater, are reincorporated into the soil to enhance fertility, reducing reliance on synthetic fertilizers over the medium term.



v. Biodiversity and Conservation

GRI 13.3 and 13.4

Highlights 2024

- **47.74 hectares** of ecosystem reforested with native trees in operation and influence areas at the corporate level.
- **234 hectares** of mangrove restored between 2021 and 2024 in our “Restoring Mangrove Forests” Signature Program.
- **977.81 hectares** of forest and riparian zones conserved in corporate areas.
- **19,098 hectares** conserved under the Mayan Biosphere Conservation Project.
- **3,052 workers** trained in biodiversity conservation.
- **7 environmental audits** conducted (by private and government entities).
- **122 flora species** identified in the Environmental Impact Assessment (EIA).
- **513 fauna species** identified in the EIA.
- **+450,000 pollinators** nurtured and thriving within our corporate conservation areas

Biodiversity is essential to human well-being, thriving ecosystems, and a resilient global food system. It sustains ecological balance, strengthens food security, and supports climate adaptation. However, agricultural activities can place significant pressure on surrounding natural environments.

At Foresta Foods, we are committed to identifying potential environmental impacts, developing robust mitigation strategies, and implementing preventative measures to protect biodiversity and strengthen ecosystem health. These efforts are critical to ensuring the long-term sustainability of both our operations and the natural landscapes that surround them.



Our approach to biodiversity conservation is guided by strong corporate policies based on an integrated landscape approach and focus on preserving species diversity and promoting ecosystem health.

To manage and mitigate the potential impacts of our operations, we implement actions across four key areas:



Photo by Yordany Reyes



Biodiversity protection

- Flora and fauna monitoring: Regular monitoring of farms and surrounding habitats
- Wildlife corridors: Enable species movement and support biodiversity connectivity
- Biosecurity protocols: Prevent the introduction of invasive species

Water sources protection

- Responsible water management
- Active participation at the river basins technical committees
- Efficient irrigation systems
- Monitoring of wastewater quality



Protection of the soil

- Responsible agrochemical application
- Habitat-enhancing hedgerows that reduce erosion and serve as natural windbreaks
- Incorporation of organic matter



Reforestation

- Satellite imagery monitoring
- Reforestation with native trees and plants
- Creation and conservation of pollinator habitats



Looking to the Future

Our commitment to biodiversity conservation extends beyond compliance—it's a long-term investment in landscape health and regeneration.

Moving forward, we will:

- Significantly strengthen monitoring and landscape-level conservation assessments
- Select and track key indicator species for habitat health
- Expand restoration efforts, prioritizing critical or high-risk ecosystems
- Implement climate change adaptation measures

Case of Study

Nature-Based Solutions for Climate and Biodiversity

At Foresta Foods, we believe that protecting nature is more than a responsibility—it is a strategic opportunity to create lasting value for people, the planet, and our business. Through our reforestation and conservation efforts, we have helped restore ecosystems in key areas of operation and supported the long-term protection of over 20,300 hectares of high-value forests and mangroves across Guatemala. These ecosystems now deliver measurable ecosystem services in the regions where we operate.

Our Footprint in Forest Ecosystems

- **234 hectares** of restored mangrove forest along the Pacific coast
- **977 hectares** of conserved tropical dry and humid forest within our operational areas
- **19,098 hectares** of protected tropical rainforest in the Maya Biosphere Reserve in Guatemala

These ecosystems serve as natural climate regulators, biodiversity refuges, and resilience buffers for local communities and productive landscapes.



Photo by César Zacarias

Estimated Carbon Sequestration

Based on internationally recognized scientific methodologies, we conservatively estimate that these efforts have an annual carbon capture potential of:

- Tropical rainforest: **~190,980 tCO²/year**
- Mangrove ecosystems: **~3,510 tCO²/year**
- Operational forest areas: **~4,885 tCO²/year**

Combined, these ecosystems are estimated to sequester over 199,000 tCO² annually. These conservative estimates provide a baseline for understanding our contribution to climate change mitigation.

Ecosystem Services Beyond Carbon

In addition to carbon storage, our conservation areas provide essential ecosystem services, including:

- Habitat for endemic and migratory species, supporting biodiversity conservation
- Coastal protection through mangrove buffers that reduce erosion and storm impact
- Water regulation, erosion control, and improved soil health for watershed stability
- Pollination, soil fertility, and fishery support, contributing to local food security and livelihoods

Scaling Nature-Based Solutions

Our work demonstrates how nature-based solutions can align business goals with global sustainability priorities. By investing in resilient ecosystems, we strengthen climate and biodiversity outcomes while building the foundation for long-term shared value with the communities that surround us.



Signature Program

Pollinators Project: Our Commitment to Protecting Native Bees

Pollinators are essential to biodiversity and global food security—nearly 75% of major crops depend on them. Yet their populations are declining rapidly due to habitat loss, pesticide exposure, and climate change. As part of our corporate sustainability efforts, Foresta Foods supports the Pollinators Project, a group-wide initiative focused on conserving native bees and strengthening pollinator populations across key ecosystems.

This pioneering program is built on three strategic pillars:

- Environmental education to raise awareness on the vital role of pollinators.
- Rescue and relocation of native bee species to support biodiversity recovery.
- Design and implementation of Macro-Sanctuaries, connected through biological corridors, to provide safe habitats for native bees.

These Sanctuaries and Macro-Sanctuaries have already proven effective in protecting multiple bee species. To date, they shelter over 450,000 honeybees, solitary bees, and stingless bees—serving as models for landscape-level conservation and biodiversity restoration.

At Foresta Foods, we fully endorse this corporate initiative and are committed to contributing to pollinator conservation as part of our broader PlanetA sustainability strategy. Through innovation, regenerative agriculture, and nature-based solutions, the Pollinators Project illustrates how innovative actions can help protect ecosystems, support biodiversity, and build a more resilient and sustainable food system.



Sources: Intergovernmental Panel on Climate Change (IPCC); United Nations Environment Programme (UNEP); Donato, D. C. et al. (2011). Mangroves among the most carbon-rich forests in the tropics. *Nature Geoscience*, 4(5), 293–297. <https://doi.org/10.1038/ngeo1123>; Pan, Y. et al. (2011). A Large and Persistent Carbon Sink in the World's Forests. *Science*, 333(6045), 988–993.

PEOPLE FIRST

i. Responsible Labor Practices

GRI 13.20

Highlights

- **+4,600 employees** across Foresta Foods operations
- **46 women** in executive or administrative positions
- **69 employees** received internal promotions during 2024; including 3 women and 66 men.
- **20 labor** practice audits conducted to ensure compliance with internal policies and standards
- **We uphold freedom** of association, with active unions in our Panama and Mexico operations.

At Foresta Foods, our employees are at the heart of everything we do. Ensuring their well-being is one of our highest priorities. To that end, we apply a comprehensive Hiring and Working Conditions Policy, supported by internal procedures that promote a fair, inclusive, and respectful workplace. These policies are fully aligned with national labor legislation and international standards.

Hiring procedures

Our hiring process is transparent and equitable, promoting gender equality and diversity from the outset. These principles apply equally to all candidates, including those referred by employment agencies.

Formal employment

All employees receive clear, written contracts that outline their employment terms, benefits, and working conditions, in full compliance with labor laws. We respect freedom of association and ensure that all employees can organize and bargain collectively without fear of retaliation.

Employee well-being

We invest in our people through capacity-building, professional development, and access to quality healthcare. These actions contribute to a safe, supportive, and productive work environment.

We regularly assess employee satisfaction, turnover rates, equal opportunity indicators, and legal compliance. These insights guide continuous improvements—such as enhanced onboarding processes, expanded training, and updated policies.

Ethics Hotline

At Foresta Foods, our Code of Ethics and internal policies guide our commitment to integrity, transparency, and compliance. As part of this framework, we offer a confidential Ethics Hotline where employees, clients, communities, and other stakeholders can anonymously report concerns, complaints, or potential violations. All reports are addressed fairly, following a transparent process that ensures a timely response and resolution.

ii. Employee Well-being

GRI 13.20

At Foresta Foods, we are deeply committed to the overall well-being of our employees, recognizing that their personal and professional growth is key to our long-term success. Our comprehensive Human Talent strategy focuses on two main pillars:

Competence Development

We promote continuous learning through diverse training and development programs that allow employees to strengthen their skills and drive performance. These opportunities include both internal and external formats, fostering innovation and professional excellence.

In 2024, training topics included labor rights, leadership, teamwork, ethics and human rights, conflict resolution, customer service, first aid, and Occupational Health and Safety (OHS), among others.

Overall Well-being

We foster a healthy and balanced work environment by implementing initiatives that support both physical and emotional health. These include preventive health programs, flexible work arrangements, and team-building activities that promote connection, reduce stress, and encourage a healthier work-life balance.

Highlights

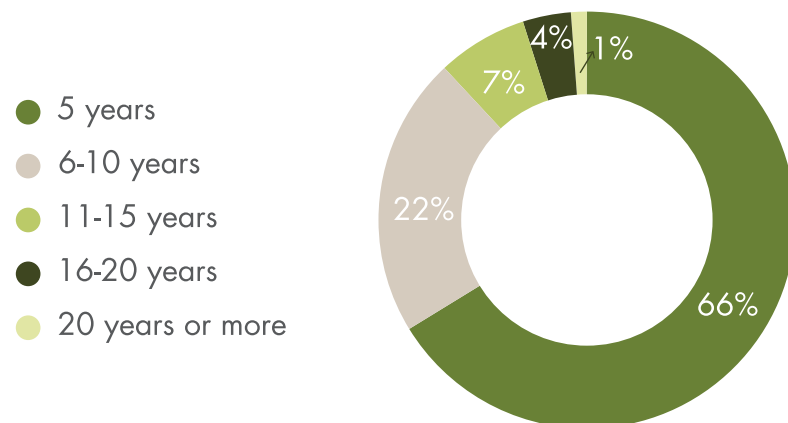
- **223 women** are employed across our tropical oils operations
- **46 women** hold administrative, executive, or managerial positions
- **122 new hires**, with clear contracts and full legal compliance.
- **180 field employees** participated in our literacy programs.
- **33% of our employees** have been with the company for five years or more, reflecting strong workforce stability and retention
- **113 Trainings** delivered, with 4,318 employees trained and 12,283 total
- **36 interns** joined our company; 9 of them were hired and are now part of our team.
- Quality education is provided to the children and relatives of our employees through our private rural school in Guatemala

Our Human Resources team leads the design and implementation of well-being initiatives, fostering a supportive environment that promotes both professional development and overall health.

We regularly evaluate the effectiveness of these programs through employee surveys, performance reviews, and key indicators such as participation and satisfaction rates. These insights guide continuous improvement—informing updates to programs, refinements to internal policies, and the development of new initiatives.

To ensure our approach remains aligned with best practices and evolving employee needs, we also engage external experts. Their input helps us stay responsive, relevant, and effective in advancing long-term well-being across our workforce.

Labor Force Stability



33% of our current workforce has remained with the company for 5 to 10 years, reflecting strong employee loyalty and retention.

iii. Decent Work and Living Wages

GRI 13.21

At Foresta Foods, we are committed to ensuring that every employee receives fair compensation that supports a dignified standard of living. This means going beyond compliance—providing wages that promote long-term well-being, financial stability, and an improved quality of life.

We fully comply with national labor laws and regularly review and adjust wages to reflect local cost-of-living conditions. Our commitment also extends to our supply chain, where we actively promote fair labor practices and shared responsibility. By offering wages that uphold human dignity, we foster greater employee satisfaction, strengthen talent retention, and help build more resilient communities.

What We Mean by Living Wages

Ensuring Living Wages

We use various tools to assess wage gaps and develop strategies that drive continuous improvement across our operations.

Comprehensive Evaluation

We assess total compensation—including base salary, bonuses, and benefits—against the estimated cost of a dignified life in each location to ensure our practices genuinely support employee well-being.

At Foresta Foods, we began measuring living wages in 2011 through different tools. We remain committed to closing gaps through collaborative efforts with our commercial partners, aiming for a fairer distribution of value throughout our supply chain.

iv. Equal Opportunities

GRI 13.15

Non-discrimination is a fundamental human right, especially in the workplace, where equal opportunities should be based on individual merit. At Foresta Foods, our Equality and Non-Discrimination Policy fosters an inclusive culture by promoting fair treatment, equal pay for work of equal value, and professional development opportunities for all employees.



This policy guarantees non-discrimination on the basis of gender, race, nationality, religion, ideology, sexual orientation, physical ability, or health status. It is applied through internal regulations, corporate guidelines, and operational procedures that uphold equity throughout the company. The policy aligns with international standards for diversity and labor inclusion, while also complying with national and international legal frameworks.

Implementation is supported by dedicated bodies such as the Corporate Ethics Committee and Gender Committees at our operations, which lead initiatives and training programs on equality and inclusion. In parallel, the Compliance Department and Ethics Committee handle any grievances reported through our ethics hotline.

All prevention, investigation, monitoring, and enforcement processes are designed to be transparent, fair, and accessible—ensuring timely responses and appropriate corrective actions in cases of misconduct, including repeated offenses.

Empowering Women in the Workplace

Women bring unique perspectives and working styles that enrich our teams, support more balanced and effective decision-making, and strengthen our ability to innovate and grow. Our Equality and Non-Discrimination Policy ensures fair treatment and equal access to professional development opportunities. Further protections are provided by our Policy on Women’s Rights, Non-Discrimination, and Workplace Harassment, enabling women to thrive.

While agricultural work has traditionally seen greater male participation due to cultural roles and historical

norms, Foresta Foods is actively working to create a safer and more inclusive environment for women in the field. Through transparent hiring processes, respectful workplace practices, and capacity-building programs, we ensure opportunities are available to all employees—some specifically designed to support women’s needs, such as those related to lactation and maternity leave. We have made notable progress. In 2024, 46 women held administrative, executive, or managerial roles—31 in administrative and 15 in executive posts—marking an important step forward in closing gender gaps across our operations.



Women’s employment figures

223 female employees across our tropical oil operations

43 women hold managerial or mid-level administrative positions

20 of the 28 members of the Gender Committee are women

We seek gender inclusion at all levels, from meticulous work in operational positions to executive committee responsibilities.



Success Story

Empowering Women Through Entrepreneurship

At Foresta Foods, we are committed to advancing women’s economic empowerment in the communities surrounding our operations. In partnership with INTECAP—Guatemala’s leading institution for technical training and certification, with over 52 years of experience and ISO 9001:2015 certification—we deliver high-quality programs focused on trade skills, financial literacy, and local business management.

This initiative is designed for women aged 15 and older who are eager to grow personally and professionally. It strengthens their entrepreneurial capacity and promotes long-term self-reliance through practical knowledge and skills development.

Courses are offered in two-month cycles from February to December, providing a flexible learning structure that aligns with participants’ daily responsibilities. The program is set to continue from 2025 through 2030, expanding opportunities for women to lead, thrive, and contribute meaningfully to their local economies.



Gender Committees

28 workers are part of the Gender Committee, 20 of them are women.

v. Occupational Safety and Health

GRI 13.19

Highlights

- Our workplace accident rate in 2024 was approximately **5.7%**, with all incidents properly addressed through corrective actions and follow-up evaluations.
- Two of our tropical oil mills operated for over **360 consecutive days** without any reported accidents, demonstrating a strong safety culture.
- The average severity of work-related injuries remained low, with three out of four operations reporting a rate **below 1.0 lost-time injury days** per employee over the year.
- **Continued safety awareness efforts** included periodic site audits, reporting drills, and reinforcement of PPE usage.
- **409 employees** benefited from medical care by Center of Human Development (CHD);
- **2,441 employees** benefited from preventive healthcare treatments (such as influenza vaccines and others).

At Foresta Foods, we firmly believe that people come first—and that begins with ensuring a healthy and safe working environment. We are actively improving our occupational health and safety systems, remaining deeply committed to strengthening our practices, assessing workplace conditions and procedures to create safer environments, addressing challenges head-on, and fostering a culture where safety is an everyday priority.

To support this commitment, we have implemented a robust set of measures:

- **Corporate-level policies** — including our Human Rights Policy, Code of Ethics, Corporate Governance framework, and Environmental Protection guidelines—establish the principles and standards that promote a healthy and safe workplace.
- **Dedicated committees**, such as our Human Rights, Gender, and Occupational Health and Safety (OHS) Committees, oversee the implementation and enforcement of these policies across all operations.
- **An ethics hotline** is available for employees and stakeholders to confidentially report any concerns, including those related to safety and security.
- **On-site reporting tools**, such as forms and mailboxes, enable team members to report unsafe acts or conditions in a timely manner.

- **Process Hazard Analyses** (PHA) are conducted in each production area, fully aligned with ISO 45001 and the national technical standard COGUANOR 13001, to proactively identify and control operational risks.

All of our Occupational Health and Safety (OHS) procedures and regulations comply with local laws and are regularly inspected by government authorities, including the Ministry of Labor and the Social Security Institute. We also align with recognized international OHS standards to ensure safe working conditions and continuous improvement across our operations.

We follow a two-pronged approach to health and safety:



Prevention

- Ongoing training programs promote a culture of prevention and mutual care, both at work and in everyday life
- Daily “5-minute safety talks” are held before each shift to reinforce key safety topics.
- Strict compliance with OHS procedures is continuously monitored across all operations.



Assistance and Treatment

- Each production facility is equipped with Emergency Care Centers (CAE), staffed by OHS monitors trained in first aid. When needed, cases are promptly referred to the appropriate Social Security medical unit within the corresponding jurisdiction.

Our goals

Our overarching goal is to achieve zero accidents—completing an entire year without workplace accidents at each of our operations. To reach this milestone, we have set incremental targets: first 3 months, then 6, 9, and finally 12 consecutive months without accidents.

In 2024, our operations recorded significant progress, with several sites completing over 3, 4, and even 7 months accident-free.

Notably, one of our oil mill facilities successfully operated for a full 365 days with no accidents reported, marking a major achievement in our safety journey.

We continue to build a strong culture of prevention and continuous improvement through ongoing training and awareness efforts. Our commitment is to strengthen a safety-first mindset that protects our people and supports operational excellence at every level.

Signature Program

Healthy Futures: How Foresta Foods is Transforming Community Well-Being - Human Development Center- HDC

Access to quality healthcare is essential for thriving communities, yet rural populations often face significant barriers to medical services. Recognizing this need, Foresta Foods established the Human Development Center (HDC) in 2014 as its flagship healthcare initiative.

Located in the Southwestern Trifinio region of Guatemala, the HDC provides integral medical care to employees, their families, and over 30 surrounding communities, impacting a total population of more than 60,000 people across three departments. Since its launch, the HDC has delivered care to over 65,000 patients, significantly improving healthcare access in remote areas. The center is staffed by a dedicated team of nurses, social workers, and community outreach specialists who implement targeted health programs in partnership with the University of Colorado. These initiatives focus on:

- Reducing maternal and infant mortality
- Improving early childhood nutrition
- Promoting breastfeeding and early stimulation
- Advancing preventive health care practices
- Researching endemic diseases

By investing in accessible, high-quality healthcare, Foresta Foods reaffirms its long-term commitment to improving well-being and fostering sustainable development in the communities where it operates.

Services provided by the Human Development Center include:

- General medical care for employees, their families, and local communities
- Dental services
- Emergency care and ambulance services
- Maternity care
- Pharmacy and laboratory testing
- Community health programs aimed at reducing maternal and child mortality rates
- Disease Research Center to improve healthcare solutions

By investing in accessible and quality healthcare, Foresta Foods is making a lasting impact, reinforcing its commitment to the well-being of people and the sustainable development of the communities it serves.



Signature Program

Bana-Nutrition: "Eat well, live well"

As a leading agroindustrial and food business, at Foresta Foods we are committed to nourishing people and the planet—starting with those closest to our operations.

This commitment is embodied in Bana-Nutrition, our flagship program designed to strengthen food security and improve nutrition for our employees, their families, and children in vulnerable communities.

Launched in 2021, Bana-Nutrition began by training local communities to produce artisanal banana flour—a shelf-stable, nutrient-rich product. Working in coordination with local nutrition authorities, we supported the identification, monitoring, and treatment of children with acute malnutrition.

Today, the program has evolved into a robust, multi-dimensional model built on three key pillars:

- **NutriKitchens:** Improved community kitchens that ensure safe, hygienic food preparation
- **NutriExpert:** Nutrition education to promote healthier behaviors among caregivers and families
- **Access to Nutritious Food:** Distribution of banana-based products—such as flour, purée, and traditional atole—along with essential nutritional supplements including iron and oral rehydration salts

Bana-Nutrition is implemented in high-priority communities near our plantations, in collaboration with Community Development

Councils, Municipal Food and Nutritional Security Commissions, NGOs, and private sector allies. The program focuses on two core groups:

- **Internal:** Employees and their children facing nutritional challenges
- **External:** Children identified by COMUSAN with acute malnutrition in surrounding communities

In Guatemala, where nearly 47% of children under five suffer from chronic malnutrition (UNICEF), this work is urgent. Our goal is to position Bana-Nutrition as a regional model by 2030, aiming to reduce malnutrition by 75% among children under five in the areas where we operate.

At Foresta Foods, we believe that fighting malnutrition is not just a responsibility—it's an expression of who we are: a company transforming food into well-being and driving positive change from the roots.



vi. Community Impact

GRI 13.12

At Foresta Foods, we believe that long-term business success is intrinsically linked to the well-being of the communities and ecosystems in which we operate.

For this reason, we prioritize responsible business practices and proactively work to prevent and mitigate any potential negative impacts from our operations.

We adopt an integrated approach to assess and manage our impact on communities, which includes:

- Conducting social and environmental impact assessments every two years
- Maintaining open, continuous communication with local stakeholders
- Strengthening internal communication to ensure company-wide alignment
- Managing our ethics hotline and ensuring timely and effective resolution of concerns
- Implementing and monitoring initiatives

that benefit both local communities and the environment

- Supporting the maintenance of public infrastructure, including roads and communal facilities

These actions are guided by a robust set of corporate policies, including:

- Human Rights Policy
- Land Acquisition Policy
- Equality and Non-Discrimination Policy
- No Deforestation, No Peat, No Exploitation (NDPE) Policy

Our Corporate Social Responsibility Department leads the implementation of these initiatives, in alignment with our Corporate Social Responsibility Master Plan 2030, which defines our strategic roadmap for embedding sustainability and social value into all aspects of our business operations.

Master Plan on Corporate Social Responsibility 2030

Our Corporate Social Responsibility (CSR) Master Plan 2030 sets the long-term vision that guides how we build meaningful, lasting partnerships with the communities surrounding our operations. The plan focuses on generating shared value by fostering inclusive development and enhancing environmental resilience.

Beneficiaries

The plan currently benefits 55 communities, selected based on strategic criteria such as:

- Proximity to our operational sites
- Contribution to our workforce
- Shared use of infrastructure and natural resources
- Alignment with the goals of upcoming sustainability initiatives

Partnerships and Alliances

We implement our CSR programs through partnerships with a broad network of stakeholders, including:

- Central and municipal government institutions
- Private sector partners
- National and international NGOs

These alliances enhance our capacity to deliver high-impact programs and promote long-term sustainable development.

Strategic Programs

Our signature programs are closely aligned with both our sustainability vision and business strategy. They are designed to generate tangible, lasting impact in areas such as:

- Food security
- Access to clean water
- Community development
- Restoration of critical natural ecosystems

All of our signature programs meet the VISA methodology

- **Visible:** Globally recognized or awarded
- **Impactful:** Delivering value to both the business and its stakeholders
- **Sustainable:** Designed to endure through strategic partnerships
- **Aligned with the business:** Integrated with our core business priorities

Monitoring impact

To ensure effectiveness and continuous improvement, we apply a robust impact evaluation model, which includes

- Semi-annual reporting of key quantitative indicators at the operational level
- Biennial social impact evaluations to assess real-world outcomes and guide future actions

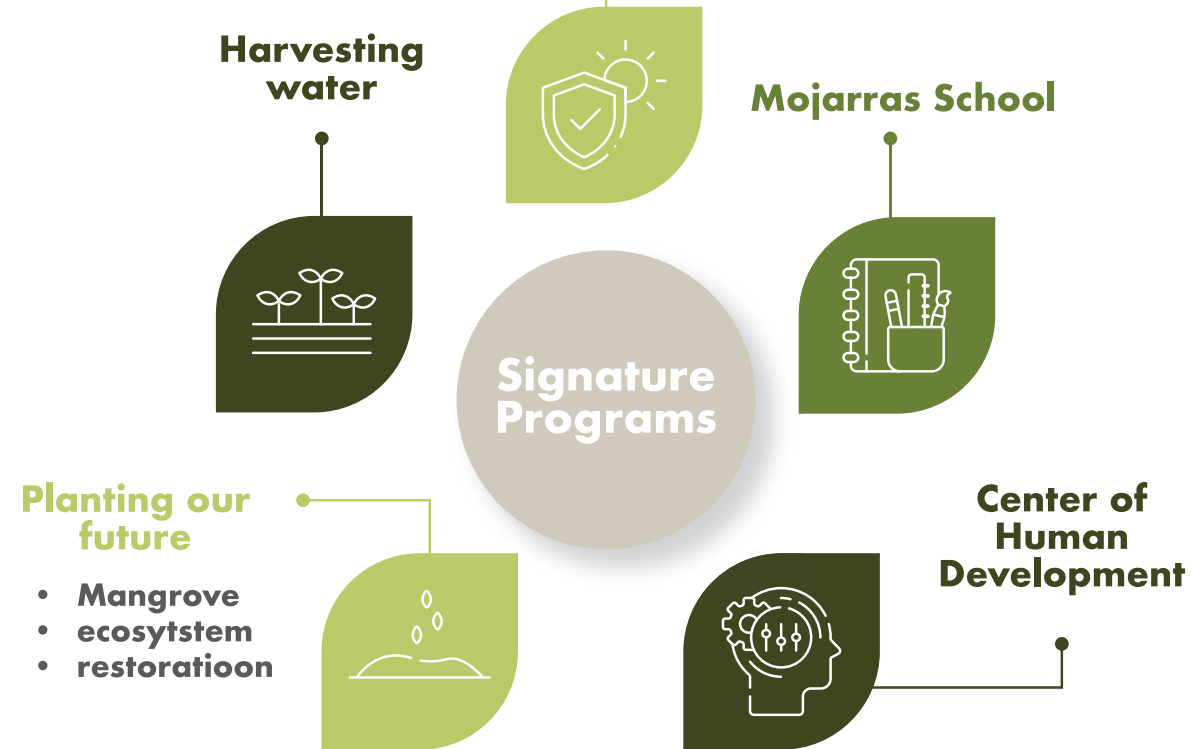
This evidence-based approach allows us to track progress, identify improvement areas, and reinforce our commitment to inclusive and sustainable development

Signature Programs

- Mangrove Ecosystem Restoration Project
- Mayan Biosphere Conservation Project
- Bana-Nutrition Program
- Rural Private School for our Employees' Children
- Human Development Center (HDC)



Protecting Biodiversity in the mayann Biosphere



Since its founding, the school has graduated 165 elementary students, contributing meaningfully to educational advancement in the region. To support holistic development, the school also provides access to medical and dental services, helping ensure that students' health and well-being reinforce their learning outcomes.

Through this initiative, Foresta Foods empowers young minds, strengthens families, and invests in the long-term development of the communities we serve.



Signature Program

Transforming Education for Rural Communities

In many rural areas, limited access to quality education restricts children's opportunities to reach their full potential. To help close this gap, Foresta Foods established an innovative primary school in southwestern Guatemala, offering a high-quality learning environment for the children of our employees.

Using the Active Rural School model, the initiative promotes academic achievement, family engagement, and a lifelong love of learning through participatory teaching methods and community involvement.

Today, the school benefits 132 enrolled students, with girls consistently representing between 48% and 54% of the student population over the past three years—reflecting Foresta Foods' strong commitment to inclusion and equal opportunity.

A central pillar of the model is the School for Parents program, which actively involves families in their children's learning journey. Parents receive training on educational and developmental topics, equipping them to better support their children at home. In 2024, 70 parents are participating in these workshops.

DOING BUSINESS FOR GOOD

i. Stakeholder Engagement

At Foresta Foods, we understand that meaningful engagement with our stakeholders is vital to our success and long-term sustainability. Our Human Rights, Environmental, and Corporate Governance Policies apply to all individuals and entities directly or indirectly linked to our operations—including employees, clients, suppliers, and partners—in every country where we operate.

We actively cultivate strong relationships with our stakeholders because they are essential to driving development and generating shared value. Through responsible business conduct and strategic partnerships, we contribute to community well-being, environmental stewardship, and sustainable economic growth.

To strengthen our approach, we are updating our social impact monitoring framework based on the AA1000 Stakeholder Engagement Standard. This process includes:

- Identification of key stakeholders
- Planning and implementation of engagement activities
- Integration of stakeholder feedback into decision-making processes
- Monitoring and evaluation of engagement outcomes

Our most recent assessment, conducted in 2023, engaged 521 stakeholder representatives. The next assessment is planned for 2025.

Our stakeholder engagement strategy covers all areas directly impacted by our operations and includes the following key groups:



In 2024, we deepened our stakeholder engagement by strengthening relationships with government authorities and organizing workshops and community-building activities with local leaders to build trust and promote open dialogue. We also expanded our media outreach to raise awareness about our sustainability efforts and ongoing initiatives.

iii. Product Quality, Traceability and Certification

Traceability

GRI 13.23 and 13.10

At Foresta Foods, we believe that transparency builds trust. Our customers deserve full confidence in the origin, quality, and sustainability of the products they receive. To deliver on this commitment, we've implemented a robust traceability system that guarantees visibility from cultivation to processing.

We have established a robust framework of corporate policies and internal procedures that ensure traceability of raw materials sourced from crude palm oil (CPO) and crude palm kernel oil (CPKO) suppliers. These standards reflect our commitment to responsible sourcing and sustainability across the supply chain.

We adhere to the RSPO Supply Chain Standard for traceability, which guarantees:

- Comprehensive records and controls for the origin of incoming fresh fruit to our processing plants, including information on the owners of each supplying farm.

- Full traceability of fresh fruit bunches throughout the extraction process
- A deforestation-free supply base, monitored through tools such as Global Forest Watch. In line with this, we are actively preparing to comply with the EU Regulation on Deforestation-free Products (EUDR).
- Verification of land legality for all fruit suppliers.

To ensure continued compliance with these high standards, we carry out quarterly traceability assessments of all acquired oil. Our suppliers are carefully assessed and continuously monitored to meet our rigorous requirements, reinforcing our commitment to transparency and responsible sourcing.

In 2024, we successfully conducted product recovery drills, demonstrating the effectiveness of our traceability system by enabling the complete retrieval of a simulated non-compliant product.



At Foresta Foods, we take pride in delivering premium-quality tropical oils and fats. Our quality assurance system is grounded in end-to-end traceability—from the origin of raw materials to final delivery—allowing us to monitor every step of the process and ensure optimal handling and product integrity.

By maintaining full transparency across our supply chain, we are able to respond swiftly to audits, customer requests, and any quality-related concerns, reinforcing our commitment to operational excellence in everything we produce.

Certifications

Our products comply with rigorous international certification standards, which encompass strict criteria for production processes, safety, and sustainability. This compliance not only affirms the superior quality of our products but also reflects our broader commitment to responsible and high-standard operations.

Certification	Countries with Certification
RSPO SCC 2020	Mexico, Guatemala, Panama
P&C RSPO 2018	Panama, Guatemala
FSSC 22000	Mexico
ISO 9001:2015	Mexico
ISO 1400: 2015	Mexico
ISO 45001:2018	Mexico
KOSHER	Mexico, Panama, Guatemala
HALAL	Mexico
ISCC (EU & Plus)	Guatemala
FDA	Mexico

Audits in 2024

2 client audits

5 government audits

11 certification audits

iv. Supply Chain Management

At Foresta Foods, we are committed to responsible and sustainable supply chain management, guided by a robust set of internal policies, procedures, and international standards. We work continuously to ensure that all our suppliers uphold the highest environmental and social standards, contributing to positive impacts in local communities and ecosystems.

Our supplier management system provides detailed control over the origin of raw materials, achieving traceability to specific production points such as farms, processing facilities, and packaging centers. This is achieved through audits, field assessments, and rigorous documentation, which verify the responsible sourcing of agricultural and packaging inputs.

Traceability is also a fundamental part of our risk management strategy, allowing us to identify, prevent, and address potential negative impacts across our supply chain.

All suppliers undergo a strict selection and onboarding process aligned with our due diligence framework. This includes compliance with environmental and social standards, respect for human rights, adherence to labor and occupational health laws, and transparency for traceability and quality control.

In 2024, we carried out a total of 49 supplier audits to evaluate ongoing compliance of our suppliers

14 audits to suppliers in labor responsible practices

20 supplier audits on environmental requirements

15 supplier audits on Respect and Promotion of Human Rights

59% of audits were performed at a corporate level

These efforts supported the responsible onboarding of 265 new suppliers, while 179 applicants were declined for not meeting our due diligence criteria.



v. Responsible Business Conduct

GRI 205

At Foresta Foods, responsible conduct is the foundation of our business philosophy. Since our founding in 1958, we have built a reputation for integrity and compliance, positioning ourselves as a trusted leader in environmental, social, and governance (ESG) best practices.

Our long-term vision is guided by the principle of

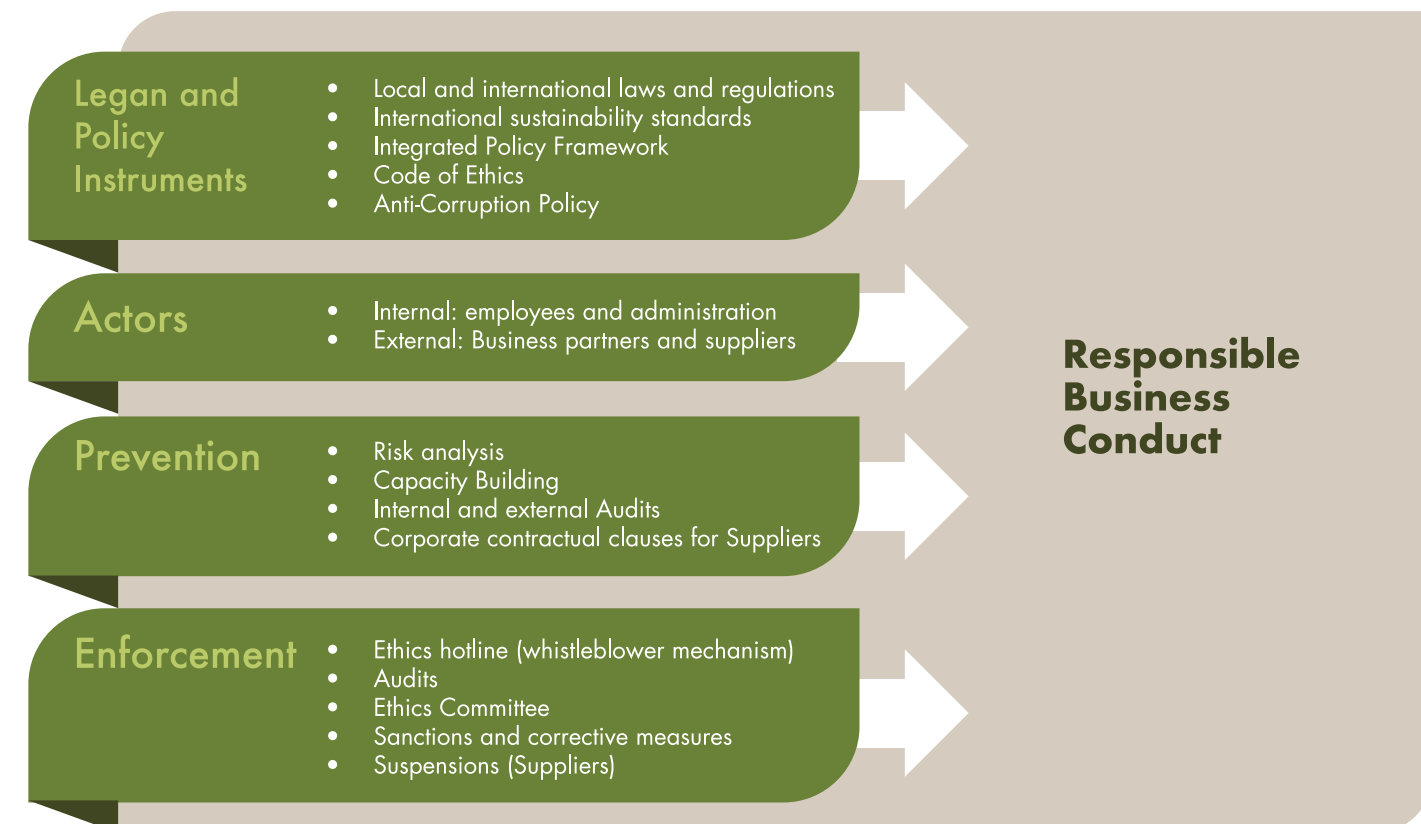
“doing well by doing good” — achieving business success while generating meaningful, positive impact for people and the planet.

With a forward-looking mindset and a culture firmly rooted in ethics, we uphold our commitments to legal compliance, transparency, and accountability across all areas of our operations.

Highlights

- **100 training sessions** conducted on our Anti-Corruption Policy
- **25 training sessions** on labor, social, and environmental policies, involving 3,000 employees.
- **8 internal audits** on labor practices, 8 on social practices, and 6 on environmental practices.
- **100 cases** received and fully resolved through our ethics hotline.
- **6 Ethics Committee meetings** held to review cases and ensure proper governance.

In a Nutshell: How We Ensure Responsible Business Conduct



Governance Structure

At Foresta Foods, we ensure that sustainability is embedded in every level of decision-making and execution through a robust governance framework:

- **Board of Directors** – The highest governing body within AgroAmerica, responsible for sanctioning PlanetA and reinforcing our commitment to sustainability at the highest leadership level.
- **Chief Executive Officer (CEO)** – Oversees overall business operations, ensuring PlanetA is implemented and executed effectively across the company, while embedding sustainability into AgroAmerica’s core strategy.
- **Chief Sustainability Officer (CSO)** – Leads the implementation of PlanetA across all business units, fostering a culture of sustainability and driving progress toward our goals.
- **Executive Committee** – Composed of senior executives representing each business unit, this committee meets at least twice annually to review PlanetA’s progress, address challenges, and ensure its integration throughout the organization.

Legal and Policy Instruments

We comply with all local and international laws on business ethics, anti-corruption, and responsible conduct. Our policies address human rights, labor rights, health and safety, equality, non-discrimination, environmental protection, and anti-corruption, all anchored in our Code of Ethics. Our Anti-Corruption Policy, aligned with international standards and local laws, prohibits all forms of corruption and bribery, with clear procedures for prevention, detection, and remediation. Regular training ensures all employees uphold these principles with integrity and accountability.

Enforcement and Oversight

- **Risk Analysis:** We use audit results and complaint analysis to identify operational risks and proactively address them to prevent adverse impacts.
- **Training and Awareness:** Annual training programs are developed based on audit findings to foster a culture of ethical conduct. In 2024, our compliance team conducted **100 training sessions**, reaching employees across all levels. Topics included ethics, anti-corruption, bribery prevention, code of conduct enforcement, and the use of our ethics hotline.
- **Audits:** We regularly conduct internal audits to evaluate compliance with our policies and anti-corruption measures. Similar evaluations are carried out with suppliers and partners to ensure alignment with our Code of Ethics.

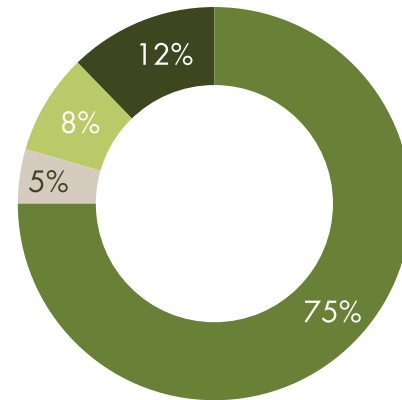
Enforcement and Oversight

- **Ethics Hotline:** Our confidential hotline allows employees to report violations related to the Code of Ethics or Anti-Corruption Policy. Whistleblower protection is guaranteed. The platform also accepts requests for training and guidance on corporate policies.

Ethics Hotline Claims 2024

Number of cases by topic

- Labor
- Environment
- Relations with Community
- Human Rights



In 2024, we received and resolved 100 cases through this mechanism.

- **Ethics Committee:** An impartial committee reviews reported cases and determines appropriate actions. In 2024, the committee held six sessions to address and close submitted concerns.
- **Corrective Actions:** Non-compliance is met with proportionate measures—ranging from administrative sanctions to the suspension of suppliers that fail to meet our standards.
- **Transparency and Accountability:** We proactively communicate our ethics and anti-corruption policies to employees, clients, and suppliers. The publication of this sustainability report further demonstrates our commitment to transparency, accountability, and continuous improvement.



vi. Respect and Promotion of Human Rights

GRI 13.15

At Foresta Foods, we are firmly committed to upholding and advancing human rights throughout all our operations and business relationships. Our approach is grounded in the Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work—cornerstones that inform our commitment to ethical and responsible conduct.

To translate this commitment into concrete action, we have adopted a comprehensive Human Rights Policy. This policy promotes dignity, fairness, and respect at every level of the organization, ensuring alignment with internationally recognized standards and generating real, positive outcomes for the individuals and communities we impact.

Our Human Resources, Legal, and Compliance departments work in close coordination to identify, prevent, and address potential human rights risks. This includes proactive engagement with all business units—starting from the earliest stages of decision-making—to manage risks across operations and the value chain. We also implement ongoing evaluation processes to monitor mitigation efforts and ensure continuous improvement.



Identify

Detect risks to human rights inherent in our operations and business relationships.

Use audit findings and workplace surveys to identify areas for improvement and potential compliance gaps.



Prevent

Communicate our Human Rights Policy across all levels of the organization and with external partners.

Provide continuous training for employees and suppliers on human and labor rights.

Apply due diligence in supplier selection and conduct regular audits to ensure alignment with our human rights standards.



Mitigate

Implement targeted actions and internal controls to reduce the likelihood of human rights risks.

Take appropriate and proportionate measures in cases of non-compliance, including investigation, remediation, and sanctions when necessary.



Evaluate

Monitor human rights performance using both qualitative and quantitative indicators.

Incorporate human and labor rights questions into regular workplace climate and environment surveys to assess awareness and effectiveness.

Zero tolerance to Child Labor

Foresta Foods maintains a strict zero-tolerance policy toward child labor across all our operations. This standard is also expected of all our suppliers and business partners. We actively monitor our supply chains to ensure full compliance and prevent any form of child exploitation.

Beyond compliance, we believe in tackling the root causes of child labor. Through our education, healthcare, and living wages, we foster resilient communities and promote a development ecosystem that reduces the socio-economic pressures often associated with child labor. By improving family livelihoods and access to essential services, we help create safer, more supportive environments for children to grow and thrive.

Strict Prohibition of Forced Labor

All forms of forced or involuntary labor are categorically prohibited at Foresta Foods and throughout our supply chain. We require full adherence to this principle from every supplier and business partner, and we conduct regular audits to ensure continuous compliance.

Freedom of Association

We respect the freedom of association for all employees, recognizing their fundamental right to join or form organizations that represent their interests and advocate for their rights in the workplace. We foster an inclusive environment where open dialogue, mutual respect, and democratic participation are encouraged at all levels.

Our operations in Mexico and Panama have active labor unions, through which employees exercise this right. We are committed to maintaining a workplace where all employees feel empowered to express their views and concerns freely, in an environment of mutual respect and constructive dialogue.

Equal Opportunities and non discrimination

We are committed to promoting equal opportunities and fostering a workplace free from discrimination. We believe that diversity is a key driver of innovation and success, and we strive to create an inclusive environment where every individual is valued and respected, regardless of their background, gender, ethnicity, age, sexual orientation, or any other characteristic.

Our policies are designed to ensure that all employees have fair access to opportunities for career advancement, professional development, and participation in decision-making processes.

Land and Resource Rights

At Foresta Foods, we ensure that all our land acquisitions are conducted legally, ethically, and with full respect for the rights of communities. This is especially important for the farms that are at the core of our sustainable food operations.

We follow a Land Rights Policy that governs the acquisition of real estate, identifiable movable property, and other land-related rights. This policy requires that all acquisitions comply with the national laws of each country where we operate and are preceded by a robust due diligence process to prevent adverse impacts on community or customary land rights.

In addition to this policy, we uphold the following key principles:

- No forced expropriation
- Protection of isolated communities
- No new plantations on land with recognized local rights without Free, Prior, and Informed Consent (FPIC)

Procedure for Land Acquisition :



3. ABOUT THIS REPORT

The Foresta Foods PlanetA Sustainability Report 2024 provides stakeholders with an overview of our performance on material topics for the calendar year ending December 31, 2024.

Scope and methodology: This report covers the operations of Foresta Foods, a division of AgroAmerica, and its subsidiaries in Mexico, Guatemala, and Panama, dedicated to the production, transportation, and commercialization of sustainable tropical oils and fats.

Published annually, this tenth edition of our sustainability report covers the 2024 calendar year. It has been reviewed and approved by the CEO of AgroAmerica and the President of Foresta Foods.

introduces a double materiality analysis to identify and prioritize topics reflecting both our external impacts and the sustainability issues influencing our business. We also reference GRI 13: Agriculture, Aquaculture, and Fishing Sectors to strengthen the relevance and transparency of our disclosures.

Prepared with technical support from Smart-C, a sustainability strategy firm, the report aligns with international standards despite not undergoing external assurance. It reflects our continued progress and commitment to advancing PlanetA and aligning with global sustainability practices.

GRI and ESR Alignment

Foresta Foods has reported information for the period January 1 to December 31, 2024, in reference to the GRI Standards and voluntary alignment to the European Sustainability Reporting Standards (ESRS).

GRI 1: GRI 1 Foundation 2021

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

ESRS: European Sustainability Reporting Standards



GRI CONTENT INDEX

PlanetA 2024 Sustainability Report

The following GRI Content Index provides a structured overview of the disclosures made throughout the PlanetA 2024 Sustainability Report by One Banana. It includes references to specific sections and pages where information can be found, based on the company’s material topics and reporting priorities.

GRI Disclosure	Description	Section / Page Reference
GRI 2: General Disclosures 2021		
2-1	Organizational details	About Foresta Foods, p. 4, 10, 66
2-2	Entities included in the sustainability reporting	About this Report, p. 66
2-3	Reporting period, frequency and contact	About this Report, p. 66
2-4	Restatements of information	Not applicable (no restatements of information to report)
2-5	External assurance	Annex 1
2-6	Activities, value chain and business relationships	Value Chain & PlanetA Scope, pp. 4–9
2-7	Employees	People First section, pp. 42
2-9	Governance structure	Doing Business for Good, p. 55
2-11	Chair of the highest governance body	Message from CEO, p. 2
2-12	Role of highest governance body in sustainability reporting	Message from CEO, About this Report p. 66
2-22	Statement on sustainable development strategy	Message from CEO, p. 2, Sustainable Development Goals p.13
2-23	Policy commitments	pp. 38, 42–44, 48, 52, 55–61
2-24	Embedding policy commitments	Doing Business for Good, 53–61
2-27	Compliance with laws and regulations	Responsible Business Conduct, p. 60

GRI Disclosure	Description	Section / Page Reference
GRI 3: Material Topics 2021		
'3-1	Process to determine material topics	PlanetA Focus Areas, pp. 16–17
'3-2	List of material topics	Our Priorities and Double Materiality: p.17
Selected Topic-specific Standards		
201-1	Financial implications and other risks and opportunities due to climate change	This year, risks and opportunities were identified as part of the dual materiality analysis. Their management will be reported in the following periods.
302-1	Energy consumption	Energy management, p. 27
303-1 / 2 / 3	Water use and management	Responsible Water Resource Management, pp. 24
305-1 to 305-5	GHG emissions and reduction	Emissions Reduction and Climate Strategy, p. 29
306-2	Waste by type and disposal	Circularity: Waste and Resource Management, p. 35
401-1	Employment and hiring	People First section, p. 42
403-1 to 403-9	Occupational health and safety	Occupational Safety and Health, pp. 48–49
413-1	Local community engagement	Community Impact, pp. 50–54



GRI CONTENT INDEX

Alignment with the European Sustainability Reporting Standards (ESRS)

While Foresta Foods is not currently subject to mandatory ESR reporting, the company has proactively reviewed its PlanetA 2024 Sustainability Report for alignment with the ESRS framework. The table below maps the report's content to key disclosure topics under ESRS.

ESRS Standard	Topic	PlanetA 2024 Coverage
ESRS 1 & 2	General Principles & General Disclosures	Highlights p. 18–19 and present throughout the report
E1	Climate change	Emissions Reduction and Climate Strategy, p. 29
E2	Pollution	Waste Management, pp. 35–36
E3	Water and marine resources	Responsible Water Resource Management, pp. 24–27, Mangrove Restoration (p. 21)
E4	Biodiversity and ecosystems	Biodiversity and Conservation, pp. 37–39; Mangrove Restoration (p. 21), Pollinators Project (p. 41), Mayan Biosphere Conservation Project (pp. 22–23)
E5	Resource use and circular economy	Circularity, pp. 35–36
S1	Own workforce	People First 42–47
S2	Workers in value chain	Decent Work and Living Wages, p. 45–46
S3	Affected communities	Community Impact, pp. 52–53; Community Nutrition and Health pp. 50–51, Women's empowerment p. 47
G1	Business conduct	Responsible Business Conduct, pp. 60–62

Verification Letter



Foresta Foods 2024 Sustainability Report Independent Verification Report

We have carried out an independent verification of the information, data and indicators contents of Foresta Foods's 2024 Sustainability Report, as an exercise to provide an opinion on the quality of the information disclosed and to generate confidence among the reporting organization's stakeholders.

Responsibility for the administration of the Sustainability Report

Foresta Foods's administrators are responsible for the preparation and preparation of the sustainability report in reference to the standards they have adopted and declared, as well as its content; of which it is also responsible for the implementation of management processes and internal control mechanisms to obtain information free of material misstatement, fraud or error.

Responsibility for the administration of the Sustainability Report

Our responsibility is to issue a limited safety opinion, by means of an independent verification report based on the work done.

We have carried out our verification work, based on the application of the universal standards of the Global Reporting Initiative 2021 and GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022, to verify whether the report has been prepared in Reference to the GRI Standards, to present a global vision of its commitment to sustainability.

In addition, the correct application and disclosure with the European Sustainability Reporting Standards (ESRS) in its gradual adoption process has been verified.

Procedure for the independent verification exercise

We perform the following activities for the verification process:

- The process of accountability and collection of non-financial sustainability information was reviewed.
- Review of the application of the double materiality principles that they have carried out and the participation of stakeholders in it, according to EFRAG's Materiality Assessment Implementation Guidance.
- Interview with administrators of the control and development of the sustainability report.
- Review of the instruments for the collection, system and control of information.
- Analysis of material issues and the reflection of economic, social, and environmental impacts according to the definition of sustainability of the reporting organization.
- Review of compliance with reporting requirements in the reference modality to the GRI 2021 and GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022.
- Review of the use of ESRSS standards in their phased implementation process.
- Exhaustive reading and review of the content of the sustainability report according to the double materiality and the defined Planet A strategy, and in its significant aspects.

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Opinion

In accordance with the independent verification work and the processes described in this report, it is concluded that Foresta Foods's Sustainability Report has been prepared in its significant aspects and in compliance with the requirements of Reference to the Standards of the Global Reporting Initiative and in its gradual adoption to the European Sustainability Reporting Standards.

Therefore, for this exercise, no aspect has been revealed that would lead us to believe that the information and data in the Report has not been prepared according to the modality declared in the report.

We highlight the vanguard and continuous evolution of 10 years of reporting the sustainability commitment of Foresta Foods's robust and multinational operation, now especially in the application of the most recent international standards such as the double materiality based on the EFRAG guide, GRI 13 and its correspondence with the ESRS, to communicate the innovative Planet A strategy.

Recommendations

Continue strengthening the implementation of international reporting standards, especially in the full adoption of ESRS standards.

In addition to this independent verification report, Centrase has delivered to Foresta Foods a report with the findings and opportunities for improvement for the preparation of the next sustainability report.



Juan Pablo Morataya
General Manager and Legal Representative
CENTRARSE
Guatemala, July 23, 2025



CENTRARSE is the Center for Corporate Social Responsibility Action in Guatemala. It is a non-profit, non-governmental association that promotes CSR and sustainability, it is the most influential organization in the country and one of the most important at the regional level, local chapter of the World Business Council for Sustainable Development (WBCSD) and has been officially appointed by the Ministry of Economy of the Republic of Guatemala as an Intergovernmental Expert on International Standards of Accounting and Reporting (ISAR) of the Conference of the United Nations United Nations Trade and Development Organization (UNCTAD). He is a Certified Training Partner, Community Member and Implementation Partner of the Global Reporting Initiative. Its legal representative and verification team are GRI Professional Certified by the Global Reporting Initiative and the FSA of the IFRS Foundation. Active member and past president of the Regional Alliance for the promotion of sustainability and SDG reporting in Latin America (ARL). Centrase is a member of the IFRS Sustainability Alliance and named a strategic partner by the IFRS Foundation to promote the new IFRS sustainability standards.

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July 2025





Foresta
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