

SUSTAINABILITY

REPORT

2023 · 2024



Manuelita



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About this Report

Our seventh report presents Manuelita's results in the economic, social, environmental and corporate governance dimensions, through 16 sustainability priorities, for the period between January 1, 2023, and December 31, 2024.

It was prepared in collaboration with Corporate Human Resources and Sustainability and Manuelita's business units, and was approved by the Organization's CEO.

The **indicators consolidate data from all business units** (unless specified otherwise with a footnote).

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Letter

from the CEO

Our **seventh Sustainability report** highlights the company's most important achievements in **economic, social, environmental sustainability and good corporate governance between 2023 and 2024**. It reflects our progress on 16 sustainability priorities and reaffirms our commitment to creating economic and social value, strengthening our initiatives for caring for the planet.

In the company's sugar cane platform, **Manuelita Azúcar y Energía**, optimized its extraction and energy efficiency processes at the factory level and made progress with implementing new irrigation technologies in the field to reduce water consumption and improve productivity.

It also renewed its Bonsucro certification for sustainable production.

Agroindustrial Laredo increased crop productivity by implementing drip fertilization and irrigation systems, increased production of organic sugar, and implemented initiatives to improve extraction and energy efficiency at the factory level.

In the palm oil platform, **Manuelita Aceite y Energía**, increased its production and sale of biodiesel and other value-added products like refined oil and glycerin. **Palmar de Altamira**, in turn, began incorporating new harvesting technologies, increased the reliability of its extraction process, and improved its work and accommodation facilities.

In the fruit and vegetable platform, **Manuelita Frutas y Hortalizas** continued its crop renewal plan with varieties of grapes that offer higher productivity and market acceptance; and successfully harvested its first blueberry crop in the north of Peru.

In the Aquaculture platform, **Manuelita Acuicultura** achieved its highest production and value-added sales levels for mussels, based on investments made in its processing

and packing plant.

At the end of 2024, Manuelita reached an agreement with its partner Empagran in Ecuador, to sell Manuelita's shares in **Océanos**, to better focus its resources on this and other agro-industrial platforms.

Our people

As part of our **human talent** management, we measured our workplace environment with Great Place to Work (GPTW) and significantly reduced our accident rates, for the benefit of our employees.



In our **social management** with our lower income employees and neighboring communities, between 2023 and 2024 we helped graduate 774 individuals from high school; affiliated 2,618 people to the social security system in partnership with the public sector and provided 846 families with access to quality housing.

Regarding the generation of complementary income for the families of lower income employees, communities of influence and small agricultural suppliers, we supported an average of 117 family projects per year, which allowed them to improve their family incomes.

Fundación Manuelita, through its **Educar Uno a Uno** program, benefited 1207 students, driving considerable improvement in the Saber 11 exams (national high school exit exams) at the Antonio Lizarazo Education Institution, that moved up from category A in 2023 to category A+ in 2024. The foundation also expanded the Educar Uno a Uno program to the Paulo VI school, located in the fifth commune of Palmira.

Manuelita continue supporting **Compromiso Valle**, a program that helps close socio-economic gaps for 77,000 vulnerable young people in 8

municipalities in the department of Valle del Cauca, namely Cali, Buenaventura, Palmira, Yumbo, Buga, Jamundí, Candelaria and Tuluá. Between 2023 and 2024, the program impacted 608 young people in Palmira with leadership and employability training. As part of our job creation initiatives for vulnerable populations, 162 people were offered jobs with Manuelita Azúcar y Energía.

Environmental Management

Regarding environmental management, Manuelita reduced its Scope 1 & 2 emissions for in its sugar cane and palm oil platforms by 6% compared to 2023, making progress with its goal of **reducing its Scope 1 & 2 carbon emissions by 70% by 2030 and achieving carbon neutrality by 2040.**

Manuelita Azúcar y Energía made progress with establishing **biological corridors**, planting 8,000 trees of species native to Valle del Cauca along 12 km of forest belts in the flatlands of the Amaime river basin.

Manuelita Azúcar y Energía and Manuelita Aceites y Energía achieved certification of **360 thousand carbon credits** resulting from greenhouse gas reductions, biomass energy

generation, methane gas sequestration, and other circular economy initiatives.

Manuelita was recognized by the National Association of Businesspeople (Asociación Nacional de Empresarios – ANDI) and the National Trade Federation (Federación Nacional de Comerciantes – Fenalco) **on its 160th anniversary and its contributions to Colombia's social and economic development.** It also ranked **first in the Agro-Industry category of the MERCO ranking of companies with the best corporate reputation in Colombia**, and 57 on the general ranking.

On the 160th anniversary of our Organization, we are committed to our core purpose of generating progress and wellbeing through the sustainable use of natural resources for this and future generations.

Harold Eder
CEO

Manuelita in Figures

Manuelita is a **diversified agro-industrial organization** that has operations in the food and renewable energy sectors.

It offers differentiated, value-added, high-quality products, made through the rational and sustainable use of natural resources, with a **positive impact on the wellbeing of its employees and neighboring communities.**

Employees



Agricultural suppliers



Clients



Export countries



Liters of Biofuel with a reduced environmental impact



Bioelectricity sold (MWh/year)



Average social investment
per year COP \$MM

51.254



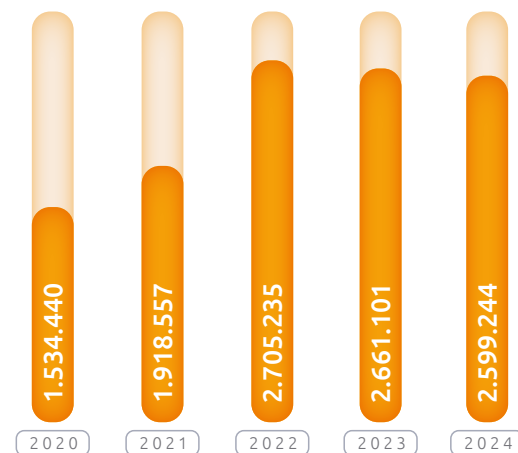
Average environmental
investment per year COP\$MM

41.303



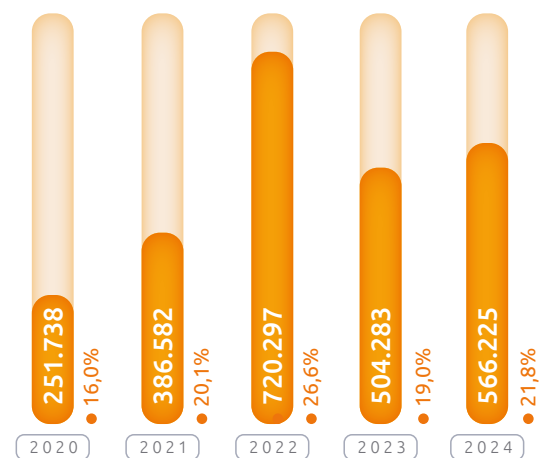
Consolidated sales

COP \$ MM



EBITDA

COP \$ M M (% EBITDA OVER SALES)



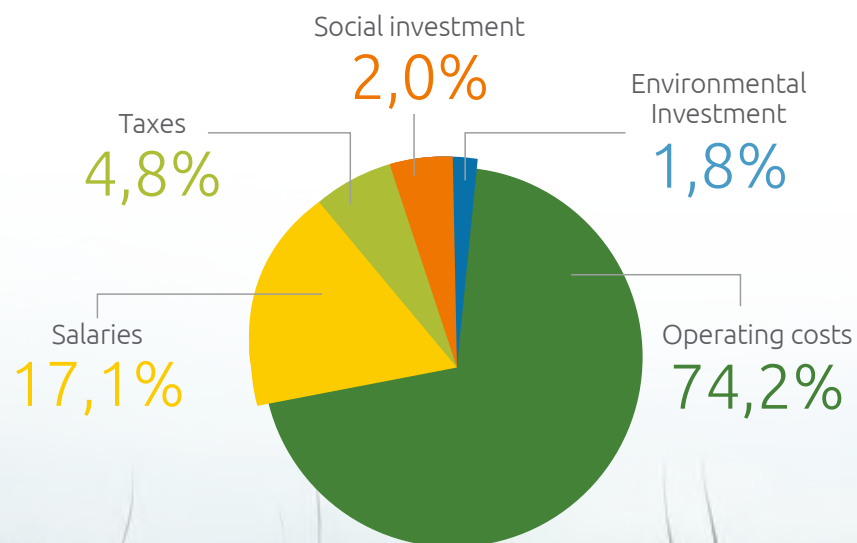
Distributed Economic Value

At Manuelita, we add economic value and generate sustainable growth for our stakeholders.

The chart highlights the economic value distributed through our operating costs, employee salaries, tax payments, and social and environmental investments.

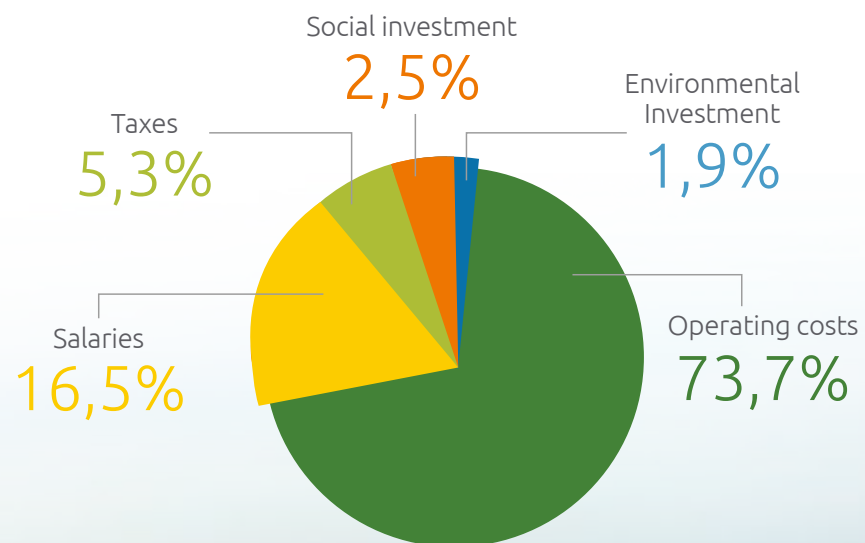
2023

Distributed economic value
COP \$2.296.180.566



2024

Distributed economic value
COP \$2.186.350.371

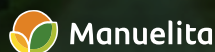


Platforms

Agroindustrial platforms and business units*

Manuelita began operations in Colombia in 1864, with sugar cane crops and sugar production. In 1986 it began diversifying into other agro-industrial platforms including palm oil, aquaculture, fruits and vegetables.

With a 160-year history, Manuelita has a direct presence in Colombia, Peru and Chile, and exports its products to **65** countries around the world.

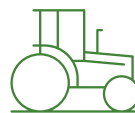


Sugar cane

Manuelita Azúcar y Energía

(99,9%)

Sugar cane crop, sugar production, bioethanol fuel, bioelectricity, and biofertilizers.



Agroindustrial Laredo

(84,8%)

Sugar cane crop, sugar production, industrial bioethanol and bioelectricity.



Fruits and vegetables

Manuelita Frutas y Hortalizas

(100%)

Table grape, blueberries, asparagus, and tangerine crops; and packing plant.

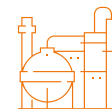


Palm oil

Manuelita Aceites y Energía

(99,9%)

Palm oil crops, production of crude and refined palm oil, palm kernel oil and cake, biodiesel, refined glycerin, and biogas for energy generation.



Palmar de Altamira

(60%)

Palm oil crops, crude palm oil production, palm kernel oil and cake.



Aquaculture

Manuelita Acuicultura

(96,9%)

Mussel farm, processing and packing plant.



*Percentages correspond to Inversiones Manuelita's shareholding in each business at the end of 2024.

Regional Presence



Manuelita operates in three Latin American countries. Its Corporate Headquarters are in Cali, Colombia

Colombia

- Manuelita Azúcar y Energía: Palmira, Valle del Cauca
- Manuelita Aceites y Energía: San Carlos de Guaroa, Meta
- Manuelita Corporativa: Cali, Valle del Cauca
- Palmar de Altamira: Orocué, Casanare

Perú

- Agroindustrial Laredo: Trujillo, La Libertad
- Manuelita Frutas y Hortalizas: Ica, Department of Ica

Chile

- Manuelita Acuicultura: Puerto Montt, Province of Llanquihue

Milestones

2023 - 2024

In 2024, Manuelita celebrated 160 years generating progress and wellbeing in Colombia.

Its history goes back to 1864 when its founder, Santiago Eder, purchased the La Manuelita and La Rita farms in Palmira, Valle del Cauca. These farms previously belonged to the father of the writer Jorge Isaacs, famous for his novel "La María".

Today, 160 years later, Manuelita continues to work with conscience to harvest the fruit of a better tomorrow.



160
Años
Cultivando cosas buenas

You are also a part of this history and of the future we will continue to build together.

[Click here](#)



Manuelita Azúcar y Energía:

- ▶ In 2023 it implemented new technology in field **machinery and equipment** to optimize mechanical planting processes in plots undergoing renovation.
- ▶ Between 2023 and 2024 it implemented **new irrigation systems**, including pivot and drip systems, that **reduce water consumption by up to 60%** compared to conventional systems.
- ▶ In 2023, it inaugurated the **Aula Dulce Manuelita in partnership with Corporación Organización Minuto de Dios** in the Sabio Mutis Agricultural Park located in Tena, Cundinamarca.
- ▶ In 2024, it **certified 170,308 carbon credits**, issued for the 2018-2021 period, for its CO2 emissions reduction initiatives.
- ▶ In 2024, it launched its **product line in paper packaging**, which is more environmentally friendly, and its new products **Golden and Natural White Sugar**.
- ▶ In 2024, it launched the **Manuelita Innova** program, which invites startups to submit innovative solutions to transform its commercial and logistical processes.



Agroindustrial Laredo:

- ▶ In 2023, it commissioned a **new crusher** at its factory to **improve sucrose** extraction and reduce bagasse moisture content.
- ▶ In 2024, it **improved filtration processes at the Arena Dulce fields**, increasing water quality and optimizing drip irrigation for its plantations in that area.
- ▶ In 2024 it **achieved organic-vegan sugar certification for the first time**.



Manuelita Aceites y Energía:

- ▶ In 2023 it certified **189,301 carbon credits** granted for the 2018-2021 period, for its circular economy initiatives that contribute to reducing CO2 emissions.
- ▶ In 2023 it **recertified its refined glycerin production with HACCP**, which ensures production safety.



Palmar de Altamira:

- ▶ In 2024 it **renewed its RSPO certification** that accredits sustainable production.
- ▶ In 2024 it commissioned a **solar farm to increase energy self-sufficiency**, using renewable energy in common areas.



Manuelita Frutas y Hortalizas:

- ▶ In 2023 it began planting **32 hectares of blueberries** and in 2024 it made its first harvest, with a total production of **343 tons** for sale.



Manuelita Acuicultura:

- ▶ In 2024 it adhered to the new **Clean Production Agreement** promoted by the government to achieve sustainability in the mussel farming sector.

Corporate

Strategy

Core purpose

We generate progress and well-being with exemplary companies and products, based on the rational and sustainable use of natural resources.

Values



Integrity



Respect for people and commitment to their development



Social and environmental responsibility



Pioneering spirit



Austerity



Customer orientation

MEGA 2030

Manuelita is a diversified agro-industrial organization with an international presence and a focus on added value products.

In 2030, it has consolidated its business model based on economic, social and environmental sustainability.

Value Proposition

Manuelita is a diversified agroindustrial organization that operates mainly in the **food and renewable energy sectors**, with a presence in several countries and productive areas of the Americas.

It creates economic, social and environmental value through the effective management of a portfolio of companies that deliver **differentiated, high quality value-added products at a competitive total cost**, made from renewable sources, through the sustainable use of natural resources, with a positive impact on the wellbeing of its neighboring communities.

Its target customers are found in local and international industrial and consumer channels.



Recognition

Corporate Reputation

- ▶ **MERCO Empresas**, which measures the 100 companies with the best corporate reputation, ranked Manuelita at number 57 in 2024, and has placed it **first in the Agroindustry category over the last eleven years.**
- ▶ **MERCO Talento**, which appraises the best companies for talent attraction and retention in Colombia, ranked Manuelita number 53 overall for 2024, and **number one in the Agroindustry sector.**

- ▶ **Merco ESG**, which measures corporate environmental responsibility, social responsibility and corporate governance ranked Manuelita at number 44 in the overall ranking in 2024, and, **for nine consecutive years, in the first place in the Agroindustry category.**

In the category **Care of the Environment**, Manuelita moved up 8 positions compared to 2023, ranking 24th among top 100 companies.

Performance and Trajectory

- ▶ In 2023, **Coca-Cola FEMSA** Colombia highlighted Manuelita as its supplier for the year in the **Operational Performance category**, due to its compliance, quality, safety, service, sustainability and transparency.
- ▶ In 2024, **Manuelita was recognized by the National Association of Businesses (ANDI) and the National Federation of Retailers (Fenalco) for its 160 years** of history and contributions to Colombia's social and economic development



Economic and Social Development

- ▶ In 2023, **Agroindustrial Laredo** received the **“Companies that are Transforming Peru”** award for its “Planting Progress” program, which aims to improve the productivity and standards of living of small sugarcane growers.
- ▶ In 2024, **Agroindustrial Laredo** received an award from the regional government of La Libertad and the Regional Labor and Employment Promotion Committee for its **good workplace inclusion practices**.
- ▶ In 2024, **Manuelita Aceites y Energía** received an award from the Manos Pintadas de Azul (Hands Painted Blue) Foundation for its **commitment to the health and wellbeing of the communities** that inhabit rural areas of San Carlos de Guaroa and Acacias in the department of Meta (Colombia).



Sustainability

Priorities



Manuelita has defined **16 priorities** through a sustainability model that sets the framework for its corporate and competitive strategy of its business units on **economic, social, environmental, and good governance topics**.

These priorities also state its commitment to help close gaps in the 2030 Sustainable Development Goals defined by the United Nations.



I. Corporate Governance

1. Values-focused culture

2. Structure, ethics & transparency

3. Stakeholder dialog and engagement

II. Economic

4. Diversification & internationalization
5. Differentiated service and high quality
6. High value-added products with a reduced environmental impact



III. Social

7. Competent and committed human team
8. Care for life
9. Social management with employees and the community
10. Development of competitive and sustainable suppliers



IV. Environmental

11. Sustainable water use
12. Rational energy use
13. Emissions reductions
14. Biodiversity protection and promotion
15. Soil protection
16. Circular economy and residue management





Corporate

GOVERNANCE



Manuelita

Manuelita frames its operations within a centenary tradition of **integrity and faithful compliance** with the law and the norms of the countries where it operates.

Sustainability priorities

1 Values-focused culture

2 Structure, ethics & transparency

- ▶ Government bodies
- ▶ Internal audits
- ▶ Ethical line
- ▶ Compliance systems

3 Stakeholder dialog and engagement

- ▶ Communication mechanisms
- ▶ Associations and groups
- ▶ Trade unions

Contributes to the following SDGs:



1. Values-Centered Culture



Integrity

This is at the core of all our values. It describes our actions and supports all our decisions. Ethics, honor, honesty, integrity, seriousness in business, a dedication to truth, are a centenary inheritance and those of us that work at Manuelita share these values. We respect the laws and rules of the countries, the governments, and the organizations we engage with.

"We live out our integrity every day, being consistent with our words and actions, even when we are not being watched. This is a fundamental value that reflects genuine respect for ourselves and for others."



Lorena Chaves, Corporate Audit Manager



Respect for people and commitment to their development

Proper treatment, equality and recognition of the rights of our people are what govern human relations at Manuelita. We value diversity and we always seek to provide development opportunities for our employees, contributing to the organization's goals.

"We have reward programs that highlight outstanding performance. Our training model also aims to contribute to build competencies amongst our employees."



Ana Gonzales, Human Resources Manager Manuelita Acuicultura



Social and environmental responsibility

We aim to make our corporate activities and our products sustainable, via a positive impact on the environment and the wellbeing of our neighboring communities, employees, clients and suppliers. We have a permanent commitment to and participation in improving the society where we live and work.

"At Manuelita we live out our social and environmental responsibility by promoting the wellbeing of our communities and caring for the environment, ensuring that our actions and products have a positive and sustainable impact on society."



Lidis Vanesa Herrera, Environmental Specialist



Pioneering spirit

We constantly seek out the best technology possible for the organization. In the businesses where we participate, we incorporate what we have learnt from the best and define a roadmap for innovation in the sector.

"At Manuelita we live out our Pioneering Spirit by exploring, thinking different, reinventing ourselves and being creative, to move out of our safe zone. This requires a lot of discipline and enhancement of our capability for analyzing all the variables in play."



Carlos Mauricio Arias, CEO of Manuelita Frutas y Hortalizas



Austerity

At Manuelita, austerity means investing in the essentials, with criteria of excellence, and without ostentation. We evaluate the contribution made by each investment and each expense, to ensure the continuity of our organization.

"Austerity at Manuelita means using our resources on what is really necessary: managing our operations' environmental sustainability, generating progress and wellbeing amongst our employees and communities of influence, and maintaining long-term competitive business models in domestic and international markets."



Bernardo Atehortúa, CEO Palmar de Altamira



Customer orientation

We focus on developing long-term relationships with our clients, always delivering high-quality products and services. We aim to be preferred by our customers, based on an ongoing understanding of their needs and permanent efforts to surpass their expectations.

"Customer orientation guides our daily strategy and operations, as we include their needs at the core of our decisions. We build solid, long-term relations based on honesty, integrity, and a shared vision of value creation, which transcends beyond product delivery."



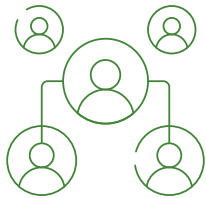
Juan Felipe Forero, CSO Industria Manuelita Azúcar y Energía

2. Structure, Ethics & Transparency

- + Governance bodies
- + Internal audit
- + Ethics line
- + Compliance systems



Governance Bodies



General Shareholders Assembly

The highest governance body is the General Shareholders Assembly of Inversiones Manuelita S.A., the parent company of the corporate group.

The governance structure is configured by a Board of Directors, three committees, the CEOs of the business units and the corporate management offices, which have been delegated responsibilities to manage economic, social and environmental issues.

General Shareholders Assembly

Corporate Board of Directors

- ▶ Human Resources and Sustainability Committee
- ▶ Audit Committee
- ▶ Ethics Committee

CEO

- ▶ Corporate Managers
- ▶ Business Unit Managers

Business Unit Boards of Directors

Board of Directors

The Board of Directors is composed of **nine principal members**, with their corresponding alternates. Three principal members are external, non-shareholders.

- ▶ Their purpose is to guide the Organization's strategy and corporate management, as well as other functions defined in the Good Governance Code.
- ▶ They have a term of two years.
- ▶ Board members receive a fixed compensation fee determined by the General Shareholders Assembly.
- ▶ The Chair of the Board of Directors does not hold an executive position within the Organization.
- ▶ Manuelita's Executive CEO has a voice but not a vote on the board.

Board Members as at December 2024

Principals

Henry Eder Caicedo
Lukas Garcés Arango
Sandra Giovanelli Eder
Juan Antonio Zambrano Eder
Ricardo Sala
Jorge Ramírez Vallejo
Patrick Lobo
César Zamorano
Francisco Piedrahita Plata

Alternates

Santiago Eder Garcés
María José Garcés Salmoiraghi
Mario Enrico Giovanelli Eder
José Manuel Zambrano Eder
Juan Miguel Jaramillo
Juan Carlos Morales Arango
Suzanne Lobo Maguire
Enrico Ducrot
Diego Salazar

Human Resources and Sustainability Committee

Configured by **six principal members** of the Board of Directors. It defines policies and guidelines for each business unit in the following areas:

- ▶ Selection and hiring
- ▶ Compensation and benefits
- ▶ Training, development and performance reviews
- ▶ Occupational health and safety
- ▶ Social and environmental sustainability
- ▶ Communications
- ▶ Donations

Audit Committee

Configured by **five principal members** of the Board of Directors. It supports management of and compliance with aspects related to:

- ▶ Statutory audits
- ▶ Internal control
- ▶ External control entities
- ▶ Corporate risks
- ▶ Good governance code
- ▶ Business ethics
- ▶ Conflicts of interest

Its members must have financial, legal, tax, operational, risk, audit, and internal control experience and knowledge, among other areas.

Ethics Committee

Configured by **five principal members** of the Board of Directors. It analyzes cases related to conflicts of interest of members of the Board of Directors and employees, regulated in the Manuelita Code of Conduct.

It also receives and analyzes other highly relevant cases reported through the Ethics Line



Internal Audit

Internal audit is an independent area that contributes to achieving the organization's strategic vision and value proposition with integrity and transparency.

It defines a systematic approach to evaluate and improve the efficacy of risk management, control and governance processes.

As a result of the evaluations performed by Internal Audit and the actions plans implemented by the business units, **internal control in Manuelita is being strengthened.**

Evaluation results: Internal control policy

	2023	2024
Opportunities for improvement	380	482
Recommendations	516	650
% implementation of improvement plans	100%	95%
% acceptance of recommendations	98%	98%



Ethics Line

The **Ethics Line** is a confidential and accessible means of communication, available over different channels, where employees, clients, suppliers and other stakeholders **can report situations** that affect ethics, transparency, or compliance with Manuelita's code of conduct.



Cases reported according to classification in 2023 and 2024

Company	Work Environment	Potential Operational Fraud	Compensation & Benefits	Sales Topics	Supplier Relations	Related to nearby communities	Others	Total reported cases
Manuelita Azúcar y Energía	38	2	4	1	8	0	5	58
Manuelita Aceites y Energía	25	0	2	0	1	2	14	44
Agroindustrial Laredo	14	2	1	0	1	0	8	26
Palmar de Altamira	15	1	0	0	2	1	1	20
Manuelita Frutas y Hortalizas	0	0	0	0	3	0	0	3
Manuelita Acuicultura	1	0	0	1	0	0	3	5
	93	5	7	2	15	3	31	156

At the end of **2024**, all cases reported to the Ethics Line have been closed.

1.

Reports received via the Ethics Line **are rigorously analyzed to identify opportunities for improvement** and define corrective or preventive measures to reinforce an ethical culture.

2.

This process is managed subject to **impartiality and confidentiality criteria, ensuring proper information processing** and decision making in line with the organization's values.

Compliance systems

Manuelita promotes a **culture of compliance and ethics** at all levels of the organization to ensure adoption of and adherence to current regulations



Progress 2023-2024:

It has a **self-control, and risk prevention and management** system against money laundering, terrorist financing and the proliferation of weapons of mass destruction (**SAGRILAF**).

It also has a corporate transparency and ethics program (**PTEE**) to manage risks related to corruption and transnational bribery.

- ▶ Updated manuals and policies.
- ▶ Alert analysis & evaluation and reporting to control entities.
- ▶ Implementation of the training and communications plan with a corresponding coverage of **94%** and **95%**
- ▶ Continuous monitoring and improvement of the controls defined by the Organization's risk matrix.
- ▶ Application of the program satisfaction survey.

The **Personal Data Protection** system ensures compliance with Law 1581/2012, which recognizes and protects people's rights to know, update, and rectify any information collected on them in databases or files.

Manuelita acknowledges that information is a valuable asset to ensure the continuity of its operations. Thus, its **Information Security Management System** enables compliance, monitoring, and updating to protect and maintain our information.

Progress 2023-2024:

- ▶ **100% of policies updated** at Manuelita's business units in Colombia.
- ▶ **Monitored 100% of the controls** defined in the risk matrix and identified improvement opportunities.
- ▶ **Strengthened a personal data protection and information security culture** with training and ongoing sensitization for employees.



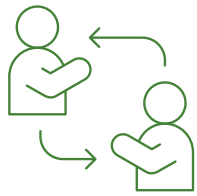
3. Stakeholder

Dialog and Engagement

- + Communication mechanisms
- + Business and other Associations
- + Unions



Communication Mechanisms



Generating trust and **maintaining close relations with our stakeholders** is a fundamental part of our operations.

We have created bidirectional communication channels and spaces to share strategic and important information on Manuelita, always aiming to receive feedback on our operational activities.



► Shareholders



- Shareholders Assembly
- Board of Directors
- Annual report and balance sheet
- Sustainability report

► Employees and their families



- Work climate measurement
- Performance review system
- Survey of social conditions
- Training spaces
- Union negotiations
- Ethics line
- Coexistence committee and Peer Occupational Health and Support Committee
- Internal communication channels
- Sustainability report
- Social networks
- Website



► Suppliers

- Loyalty survey for agricultural suppliers
- Survey of social conditions
- Field visits
- Ethics line
- Sustainability report
- Social networks
- Website

► Clients



- Customer satisfaction survey
- Customer audits
- Ethics line
- Sustainability report
- Social networks
- Website

► Communities



- Survey of social conditions
- Ethics line
- Community dialog
- Sustainability report
- Social networks
- Website



► Media

- Press releases and interviews
- Press conferences/Facility visits
- Sustainability report
- Social networks
- Website

► Academia



- Corporate internship agreements
- Technology development agreements
- Facility visits
- Sustainability report
- Social networks
- Website

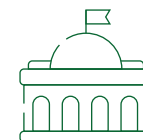
► Non-Governmental Organizations



- Meetings
- Sustainability report
- Social networks
- Website

► Government

- Meetings through business associations and other institutions
- Ethics line
- Annual report and balance sheet
- Sustainability report
- Social networks
- Website



Associations and Groups



Colombia

- ANDI – Asociación Nacional de Empresarios de Colombia (National Colombian Business Association)
- Propacífico
- Invest Pacific
- Asocaña – Asociación de Cultivadores de Caña de Azúcar (Association of Sugar Cane Growers)
- Cenicaña – Centro de Investigación de la Caña de Azúcar (Sugar Cane Research Center)
- Fedepalma-Federación Nacional de Cultivadores de Palma de Aceite (National Federation of Oil Palm Growers)
- Cenipalma - Centro de Investigación de Palma de Aceite (Oil Palm Research Center)
- Fedebiocombustibles – Federación Nacional de Biocombustibles (National Biofuel Federation)
- SAC - Sociedad de Agricultores de Colombia (Farmer's Association of Colombia)
- Consejo Privado de Competitividad (Private Competitiveness Council)
- Unidad de Acción Vallecaucana (Valle del Cauca Action Unit)
- Instituto de Ciencia Política Hernán Echavarría (Hernán Echavarría Political Science Institute)
- Corporación Excelencia por la justicia (Excellence for Justice Corporation)
- Fondo de Estabilización de Precios del Azúcar (Sugar Price Stabilization Fund)
- Fondo agua por la vida y la sostenibilidad (Water for Life and Sustainability Fund)
- Prorinoquia
- Mesa Palmera del Departamento de Casanare (Palm Growers' Roundtable for the Department of Casanare)
- Asoamaime - Asociación de usuarios de aguas del río Amaime (Association of Water Users for the Amaime River)
- Asobolo - Asociación de usuarios de aguas del río Bolo (Association of Water Users for the Bolo River)
- Asoguabas - Asociación de usuarios de aguas del río Guabas (Association of Water Users for the Guabas River)
- Asosabaletas - Asociación de usuarios de aguas del río Sabaletas (Association of Water Users for the Sabaletas River)
- Asociación de usuarios de aguas del río Taurete (Association of Water Users for the Sabaletas River)
- Corporación río Guadalajara (Guadalajara River Corporation)
- Asocravosur - Asociación de Usuarios del río Cravo Sur (Association of Water Users for the Cravo Sur River)
- Consejo de cuenca del POMCA del río Cravo Sur (Cravo Sur River Basin Council)
- Consejo de Cuenca del POMCA del río Cusiana (Cusiana River Basin Council)
- Water governance mechanism for the municipalities of Villavicencio and Acacias

Chile

- AmiChile – Asociación de Mitilicultores de Chile AG (Association of Mussel Growers of Chile AG)

Peru

- AGAP - Asociación de Gremios Productores Agrarios del Perú (Association of Agricultural Producer Associations of Peru)
- APROCAÑA - Asociación de Productores de Caña de Azúcar (Association of Sugar Cane Producers).
- ADAS - Asociación para el Desarrollo Agropecuario Sostenible (Association for Sustainable Agricultural Development)
- Sociedad Nacional de Industria (National Industrial Society)
- Peru caña - Asociación Peruana de Agroindustriales del Azúcar y Derivados (Peruvian Association of Sugar and Derivative Agroindustries)
- Provid - Asociación de productores de uva de mesa (Association of producers of table grapes)
- JUASVI: Junta de Usuarios de Aguas Subterráneas del Valle de Ica (Board of Groundwater Users in the Ica Valley)
- Chavimochic pressurized irrigation board
- Moche river pressurized irrigation board
- Seco River hydraulic sector user board
- User board for the La Achirana irrigation sub-district

Unions

At Manuelita, **we support the freedom of association, we acknowledge the right to collective bargaining, and we respect all union organizations** that our employees are affiliated to in Colombia, Peru and Chile.



Total employees*

2023

6.591 ▶ Unionized: 3.875 = **58,8%**

2024

6.817 ▶ Unionized: 3.939 = **57,8%**

**Not including temporary workers or contractors.*

Country	Business Unit	2023	2024	Unions
Colombia	Manuelita Azúcar y Energía	1.827	1.874	Sintracañavalc
				Sintracañazucol
				Sintracatorce
	Manuelita Servicios de Cosecha	65	65	Sintracañavalc
				Sintracañazucol
				Sintracatorce
	Manuelita Aceites y Energía	685	710	Sintraimagra
				Sintragraco
Palmar de Altamira	62	65	Sintrapacol	
Peru	Agroindustrial Laredo	1.162	1.154	Sindicato Unitario de Trabajadores de Agroindustrial Laredo S.A.A. y Sindicato de Trabajadores Estables
				Sindicato Único de Trabajadores de la Empresa Agroindustrial Laredo y Anexos S.A.A.
				Contratados de la Empresa Agroindustrial Laredo y Anexos S.A.A.
Chile	Manuelita Acuicultura	73	71	Sindicato Inversiones Coihuin Ltda.
	Total	3.875	3.939	

ECONOMIC



Manuelita

Manuelita generates progress and well-being by effectively managing a portfolio of companies that deliver differentiated, high value added, high-quality products at a competitive overall cost.



Sustainability priorities

4 Diversification and internationalization

- ▶ Advances in agroindustry platforms
- ▶ Export destinations

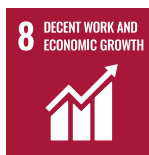
5 Differentiated service and high quality

- ▶ Customer satisfaction
- ▶ Quality certifications
- ▶ Sustainability seals

6 Value added products with reduced environmental impact

- ▶ Organic sugar
- ▶ Sugar in paper bags
- ▶ Bioelectrical energy
- ▶ Biofuels
- ▶ Refined glycerin
- ▶ Biofertilizers

Contributes to the following SDGs:



4. Diversification and Internationalization

- + Advances in agroindustry platforms
- + Export destinations



Advances in Agroindustry Platform

Sugar cane

Business units: Manuelita Azúcar y Energía and Agroindustrial Laredo

Comercializes:

- Sugar
- Automotive bioethanol
- Industrial bioethanol
- Bioelectricity
- Carbon credits
- Other sugar cane sub-products (additives, organic fertilizer, others)

Its clients are in the food, pharmaceutical, energy and building materials sectors

At the close of 2024:

► **Installed capacity** to produce the following per year:

<u>537</u>	thousand tons of sugar	<u>75</u>	million liters of automotive bioethanol
<u>7.5</u>	million liters of industrial bioethanol	<u>31</u>	MWh of bioelectricity

► **Of the total hectares benefited by Manuelita**

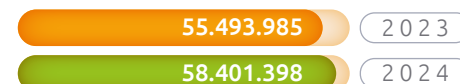
<u>52%</u>	belong to suppliers	<u>34%</u>	are its own	<u>13%</u>	are leased
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Production 2023 – 2024

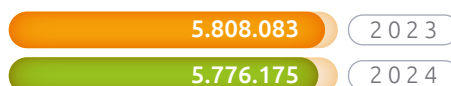
Sugar (tons)



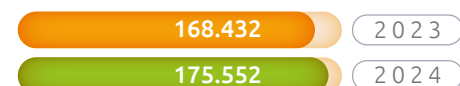
Automotive Bioethanol (Lt)



Industrial Bioethanol (Lt)



Bioelectricity (MWh-Year)



Production corresponding to the Sugar Cane platform: Manuelita Azúcar y Energía, Agroindustrial Laredo

Palm oil

Business units: Manuelita Aceites y Energía and Palmar de Altamira



Comercializes:

- Biodiesel
- Crude and refined palm oil
- Oil and palm kernel cake
- Olein
- Fatty acids
- Crude and refined glycerin
- Bioelectricity
- Carbon credits

Its clients are in the food, cosmetics and energy sectors.

At the close of 2024:

► **Installed capacity** to produce the following per year:

<u>138</u> million liters of biodiesel	<u>180</u> thousand tons of crude palm oil
<u>14</u> thousand tons of refined palm oil	<u>18</u> thousand tons of palm kernel oil per year
<u>10</u> thousand tons of refined glycerin	<u>6.8</u> MWh of bioelectricity

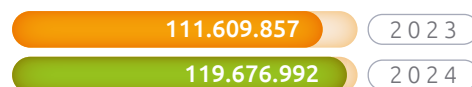
► **Of the total hectares benefited by Manuelita**

<u>72%</u> belong to suppliers	<u>28%</u> are its own
--------------------------------	------------------------

Production 2023 - 2024

*Production corresponding to the Palm platform:
Manuelita Aceites y Energía, Palmar de Altamira*

Biodiesel (Lt)



Crude palm oil (Tons)



Refined palm oil (Tons)



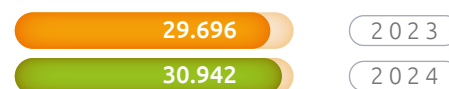
Palm kernel oil (Tons)



Refined glycerin (Tons)



Bioelectricity (MWh-Year)



Fruit and Vegetables

Business unit:

Manuelita Frutas y Hortalizas



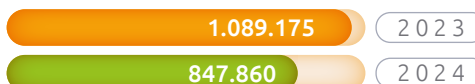
Comercializes:

- Table grapes
- Asparagus
- Citrus fruit
- Blueberries
- Avocado

**To markets in Europe,
Asia and the Americas.**

Export products 2023 - 2024*

Grapes (8.2 kg boxes)



Tangerines (10 kg boxes)



Avocado (8.2 kg boxes)



Asparagus (Tons)



Pomegranate (8.2 kg boxes)



Blueberries (1 kg boxes)



**Production corresponding to the total volumes processed at the Manuelita Frutas y Hortalizas packing plant.*



87% of the total grapes produced come from its own plantations and **13%** from third party plantations.

100% of the asparagus, tangerines and blueberries produced come from its own plantations.

100% of the pomegranates and avocados produced come from third-party plantations.

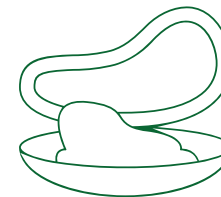
Aquaculture

Business unit:

Manuelita Acuicultura

Production 2023 - 2024

Mussels processed (Ton)



- During the 2023-2024 period, **39%** of production came from its own farms and **61%** came from third-party farms.

Comercializes:

Different presentations of mussels:

- IQF Meat
- Half shell
- Whole shell vacuum packed

To markets in Europe, Asia and the Americas.



Export Destinations

Manuelita has commercial ties with **65 countries** through its export and import operations.

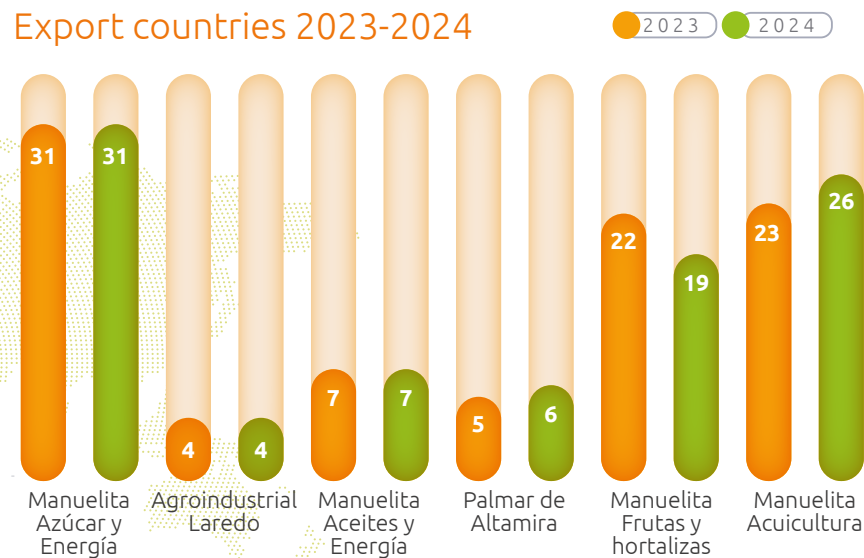
It imported products, raw materials and other inputs from:

- Brazil
- Colombia
- India
- China
- Japan
- United States
- Italy
- Peru

In 2023 and 2024, Manuelita exported its products to:

- Germany
- Antigua & Barbuda
- Argelia
- Argentina
- Aruba
- Australia
- Barbados
- Belgium
- Brazil
- Bulgaria
- Canada
- Chile
- China
- Colombia
- South Korea
- Costa Rica
- Curaçao
- Ecuador
- El Salvador
- Spain
- United States
- France
- Grenada
- Greece
- Guadeloupe
- Guatemala
- French Guiana
- Equatorial Guinea
- Guyana
- Haiti
- Holland
- Honduras
- India
- Indonesia
- Italy
- Jamaica
- Japan
- Kuwait
- Latvia
- Lebanon
- Lithuania
- Martinique
- Mexico
- Nicaragua
- The Netherlands
- Panama
- Peru
- Poland
- Portugal
- Puerto Rico
- Dominican Republic
- Russia
- Saint Kitts
- Saint Vincent
- Singapore
- Saint Lucia
- Suriname
- Thailand
- Taiwan
- Trinidad & Tobago
- Türkiye
- Ukraine
- Uruguay
- Venezuela
- Vietnam

Export countries 2023-2024



5. Differentiated service and High Quality

- + Customer Satisfaction
- + Quality Certificates
- + Sustainability Seals



Customer Satisfaction



The organization implemented a satisfaction survey amongst its industrial clients and distributors in Colombia and Perú through a **survey applied by the Centro Nacional de Consultoría (National Consulting Center).**

The results of this survey indicate that **Manuelita is a reliable and approachable supplier with a strong reputation.** These attributes reinforce Manuelita's positioning as a leading brand in the sector.



% of Agree entirely / Agree responses

	Manuelita Azúcar y Energía		Agroindustrial Laredo		Manuelita Aceites y Energía	
	2023	2024	2023	2024	2023	2024
Serious and reliable company	99	99	92	99	98	97
Excellent reputation and prestige	97	100	89	100	96	96
Interested in its customers	89	96	92	93	94	94
Easy to do business with	82	91	84	93	92	95
A company that provides solutions	80	86	86	90	N/A	N/A
Social responsibility image	88	91	89	97	96	97
Environmental responsibility image	90	93	89	96	96	97

Quality Certificates

Manuelita Azúcar y Energía



At Manuelita we produce food and renewable energy, manufactured with high quality standards that ensure food safety of our products and environmental care in our operations.



Certification	Scope	Issuer
FSSC 22000	Production & packaging of brown, refined, powdered, ultrafine, and blended sugar.	ICONTEC
ISO 22000:2018		
ISO/TS 22002-1:2009		
ISO 9001:2015		
ISO 14001:2015	Planting, growing, harvesting sugar cane and manufacturing of sugar, syrup, automotive alcohol, vinasse, and compost.	ONAC
NTC 778:2020 Product Seal	Refined sugar	
NTC 607:2018 Product Seal	Raw sugar	
NTC 2085:2020 Product Seal	Special white sugar	
Resolution 789/2016	Anhydrous ethanol production	Control Union
ISO / IEC 17025:2017	Alcohol laboratory and production plant	
Bonsucro: Production and Chain of Custody – EU RED	Sugar cane, sugar, ethanol, vinasse & bagasse	Hebrew Relief Society
KOSHER PARVE	Refined, brown, powered, organic & raw sugar	
KOSHER PASSOVER	Refined, white organic and raw sugar	Halal Certification of America
Halal Product Certificate	Refined, brown, powdered and organic sugar	
Non GMO project	Refined, brown, raw, powdered, organic sugar	NSF International
Organic production	Organic sugar cane and organic sugar	CERES / Control Union
	Organic vinasse	CERES
Vegan	Organic sugar	V-Label International
ISO 14064-3:2019	Greenhouse gas inventory at the automotive alcohol plant	ANCE
Resolution 40198/2021	Anhydrous ethanol and common gasoline storage infrastructure	DEWAR



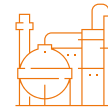
Agroindustrial Laredo



Certification	Scope	Issuer
ISO 9001:2015	Golden, brown, organic, refined white, industrial white, domestic white, fine grain and powdered sugar production. Sugar cane growing and harvesting.	LRQA Lloyd's Register
Food Safety System Certification 22000, FSSC 22000	Cane sugar production and packaging: refined white, industrial white, domestic white, fine grain white, powdered white, golden and brown.	
ISO 14001:2015	Planting, growing and harvesting of cane sugar, production of golden, brown, organic, refined white, industrial white, domestic white, fine grain white and powdered sugar. Production of industrial alcohol.	
Halal Product Certificate	Golden, white, refined white, brown, powdered, fine grain and organic sugar.	Halal Certification of Latin America
KOSHER	Brown, fine grain, organic, starched powdered, golden, industrial white, domestic white and refined white sugar.	Israelite Union of Peru
Organic Sugar	Production and sale of organic sugar.	Control Union Perú S.A.C.
Organic Sugar Cane	Own organic sugar cane plantations.	



Manuelita Aceites y Energía



Certification

Scope

Issuer

RSPO	Field operations and extraction plant (supply chain)	SCS Global Services
ISCC	Field operations and extraction plant (supply chain)	
ISO IEC 17025	Biodiesel lab	ONAC
NTC 5830 (HACCP)	Refined glycerin	ICONTEC
KOSHER	Refined palm oil, refined and raw glycerin, crude palm kernel and palm oil, fatty acids.	ORTHODOX UNION

Palmar de Altamira



Certification

Scope

Issuer

RSPO Standard Principles & Criteria	Field operations and extraction plant	SCS Global Services
RSPO MB-IP Standard Supply Chain	Extraction plant operations	

Frutas y Hortalizas



Certification

Scope

Issuer

SMETA	Field operations and packing plant	SGS del Perú
Global Gap with FSMA, GRASP, COSTCO, SPRING addenda		
AH-DLL GROW	Field operations	NSF
Global Standard Food Safety BRCgs	Packing plant	
FSMA Preventative Controls and FSVP - BRCgs		
HACCP Certification & Good Manufacturing Practices		
CoC Chain of Custody		
BASC		BASC



Manuelita Acuicultura



Certification

Acuerdo de Producción Limpia (APL) (Clean Production Agreement)

ASC Standard: MSC Chain of Custody Standard - Default V5.0

ASC Standard: ASC Bivalve Standard V1.1

IFS Food Version 7 y 8

BRC Global Standard Food Safety Issue 9

Scope

Processing plant and Terao farming center.

Processing, commercialization, storage and sale

Production

Production of cooked frozen mussel meat, whole shell cooked frozen and vacuum-packed mussels. Half-shell, cooked, frozen, bag-packed mussels.

Mussel meat cooking and freezing, vacuum-packed whole mussels, with or without sauces. Shelled mussels packed in bags in cardboard boxes.

Issuer

Agencia de Sustentabilidad y Cambio Climático (Sustainability and Climate Change Agency)

SCS Global Services

SGS

Sustainability Certifications

These standards make sure our products meet **quality, food safety and environmental and social responsibility criteria**. They also allow us to provide our clients and consumers with confidence and security in our products.



Bonsucro

Manuelita Azúcar and Energy has the BONSUCRO seal that **certifies that sugar cane production meets high environmental and social sustainability standards in its supply chain** and at **54% of its plantations** (company and supplier owned).



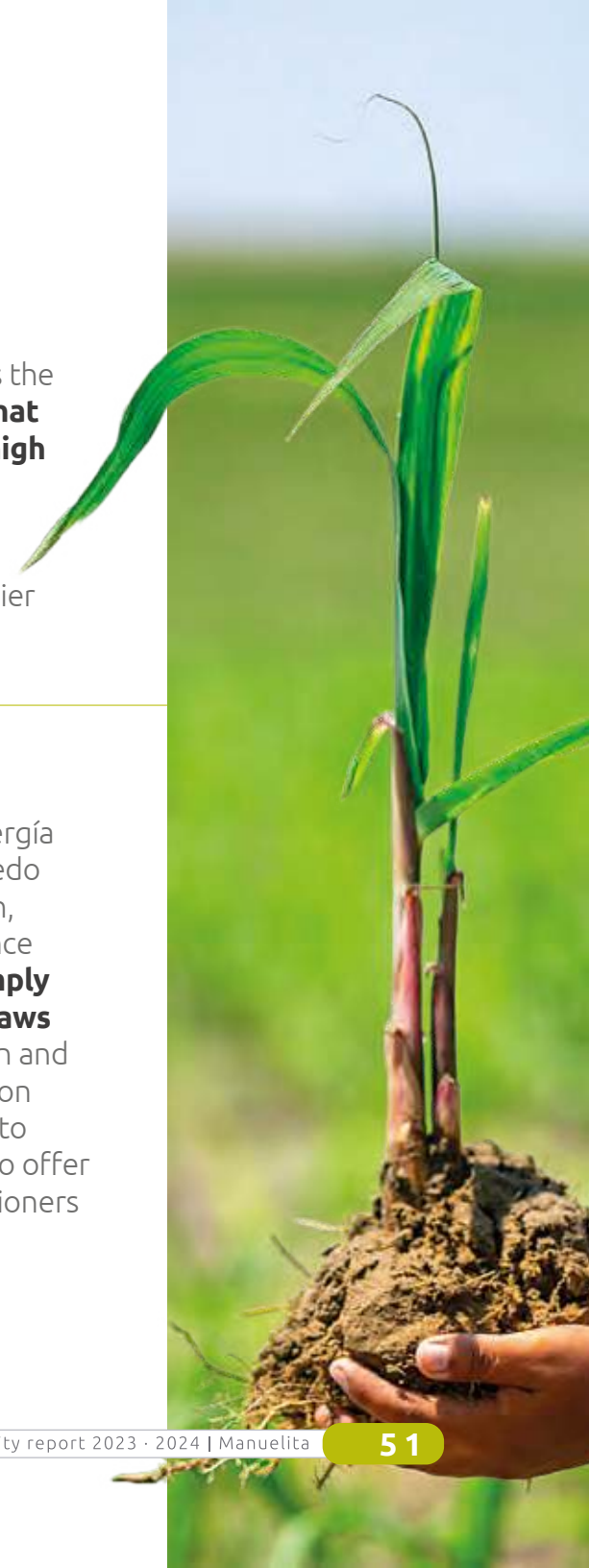
Kosher

Manuelita Azúcar y Energía, Manuelita Aceites y Energía, and Agroindustrial Laredo have **Kosher** certification, a seal of approval issued by rabbinic agencies that verify that **the food we produce**, including sugar, oil and derivatives, **meet Jewish dietary laws**.



Halal

Manuelita Azúcar y Energía and Agroindustrial Laredo have **Halal** certification, which provides assurance that **our products comply with Muslim dietary laws** for product preparation and storage. This certification opens doors to export to Muslim countries and to offer our products to practitioners of Islam.





RSPO (Roundtable on Sustainable Palm Oil)

Manuelita Aceites y Energía and Palmar de Altamira have this international certification that **guarantees sustainable manufacturing of all products produced by its production plant and its own crops**, including crude palm oil (CPO), crude palm kernel oil (CPKO) and other subproducts derived from the oil palm tree, in its operations located in the departments of Casanare and Meta, respectively.



ISCC (International Sustainability & Carbon Certification)

Manuelita Aceites y Energía has been certified under the **ISCC** standard, that **certifies sustainable production in its own palm oil crops and its biodiesel processing plant**.



HACCP

Manuelita Aceites y Energía and Manuelita Frutas y Hortalizas have HACCP certification which **allows the companies that produce food grade products to prove their commitment to the safe production of raw materials and foodstuffs.**



SMETA

Manuelita Frutas y Hortalizas has the **SMETA** certification, **which certifies compliance with work, health and safety, environmental and ethical standards within its operations.**



ASC

Manuelita Aquaculture is certified by the ASC (Aquaculture Stewardship Council) that **accredits its social and environmental commitment within its sea aquaculture projects.**



6. Value-Added Products

with Reduced Environmental Impact

- + Organic Sugar
- + Sugar in Paper Packaging
- + Bioelectricity
- + Biofuels
- + Refined Glycerin
- + Biofertilizers



Organic Sugar in Colombia and Peru

We produce certified organic sugar in Colombia and Peru, grown without the use of chemical inputs and respecting natural soil cycles.

Certified by CERES and Control Union, which support the quality of our crops and production, and allow us to export to the most demanding consumers in Colombia, the United States and Europe, who are looking for natural, healthy and environmentally responsible products.

Organic Sugar – Tons/Year*

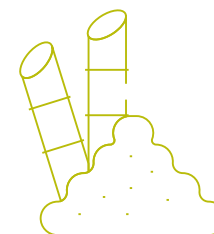
PRODUCTION

2023

12.870

2024

18.405



**Organic sugar produced and commercialized by the sugar cane platform: Manuelita Azúcar y Energía, Agroindustrial Laredo.*

The sales report on value-added products with a reduced environmental impact includes sales of stock from previous years.

Sugar in Paper Packaging

Natural Golden and White Sugar

We are pioneers in the sugar category in Colombia with two new presentations in **100% paper packaging**, responding to the needs of consumers that are looking for value-added products that are **more natural, less processed, and with a lower environmental impact**.

See launch commercial

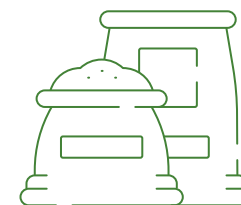
[Click here](#)

Natural White and Golden Sugar
Tons/Year*

PRODUCTION

2024

626



*Sugar produced and commercialized by Manuelita Azúcar and Energía



Bioelectricity

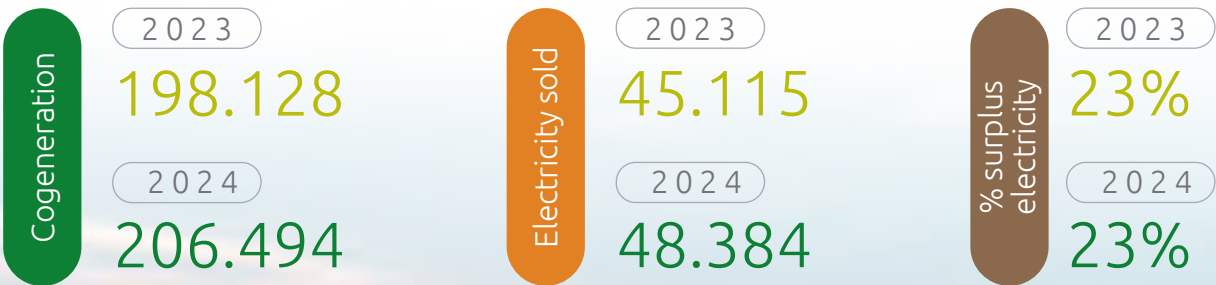
We generate electricity from renewable sources that allow us to cover our production requirements in Colombia and Peru.

We use biomass including sugar cane bagasse, palm fiber, husks and rachis, which are byproducts of our industrial processes.

In our Meta operations, **we produce energy from biogas**, capturing and utilizing the methane generated by runoff from palm oil extraction.

We also **generate surplus bioelectricity for residential use** through allies that commercialize it.

Co-generation (MWh/year)

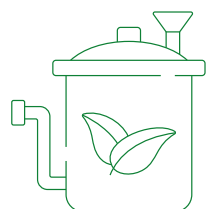


**Surplus electricity sold corresponds to Manuelita Azúcar y Energía and Manuelita Aceites y Energía*

Biofuel



As part of our focus on providing clean energy from renewable sources, **we produce and sell biofuel produced from sugar cane and palm oil.**



► **Manuelita Azúcar y Energía produces automotive bioethanol**, sold according to government-approved mixture percentages for fossil fuel oxygenation.

Biofuels are one of the main solutions for reducing greenhouse gas emissions, energy diversification in each country, and improving air quality.

Automotive bioethanol L/ Year

PRODUCTION	2023
	55.493.985
PRODUCTION	2024
	58.401.398

► **Agroindustrial Laredo produces industrial bioethanol** used in the chemical and pharmaceutical industries as a solvent for product manufacturing.

Industrial bioethanol L/ Year

PRODUCTION	2023
	5.808.083
PRODUCTION	2024
	5.776.175

Biodiesel L/ Year

PRODUCTION	2023
	111.609.857
PRODUCTION	2024
	119.676.992

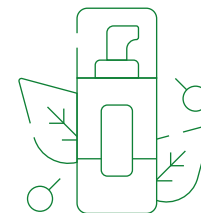
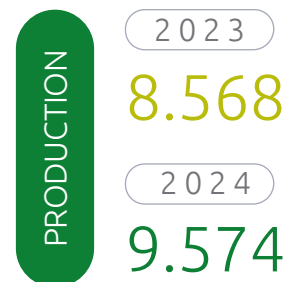
► **Manuelita Aceites y Energía produces biodiesel** sold according to government-approved mixture percentages for fossil diesel fuel oxygenation.

Refined Glycerin

We offer value-added palm oil subproducts, including **refined glycerin**, an **ecological and sustainable** alternative to animal sourced or synthetic glycerin.

Thanks to its humidifying, emollient and solvent properties, it is used for **manufacturing pharmaceutical, cosmetic, and personal hygiene and care products.**

Glycerin Tons/Year*



**Refined Glycerin produced and sold by Manuelita Aceites y Energía*

Biofertilizer

At Manuelita we also develop innovative and sustainable solutions to strengthen Colombia's agriculture.

Our **BIORGANIK** and **BIOFERTI-K** products, manufactured from renewable sources, offer multiple benefits for soils and crops. They improve fertility, plant nutrition and health, and drive crop productivity and quality.

Biofertilizers Tons/Year

PRODUCTION

2023

6.907

2024

4.523



We are supported by farmers who have proven their effectiveness for sugar-cane, palm oil, rice, coffee, pineapple, plantain, avocado, and citrus crops, among others.

SOCIAL



Manuelita

The management of our human talent aims to **attract, develop and retain our employees**, who generate value for the organization and make direct contributions to our 2030 MEGA.

Our team is made up by competent and committed professionals, who work in a safe, healthy and productive environment.

Sustainability priorities

7 Competent and Committed Human Team

- ▶ Our people
- ▶ Work environment
- ▶ Gender equality
- ▶ Development
- ▶ Training
- ▶ Manuelita University

10 Competitive and Sustainable Suppliers

- ▶ Supply chain
- ▶ Supplier development
- ▶ Small suppliers

8 Care for life

9 Social management with employees and the community

- ▶ Social investment
- ▶ Adult education
- ▶ Health service coverage
- ▶ Access to quality housing
- ▶ Complementary income generation
- ▶ Community wellbeing
- ▶ Manuelita Foundation

Contribution to the following SDGs:



7. Competent and Committed

Human Team

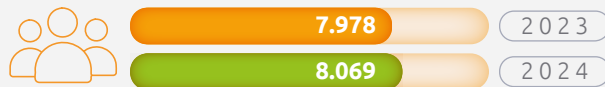
- + Our people
- + Work environment
- + Gender equality
- + Development
- + Training
- + Manuelita University



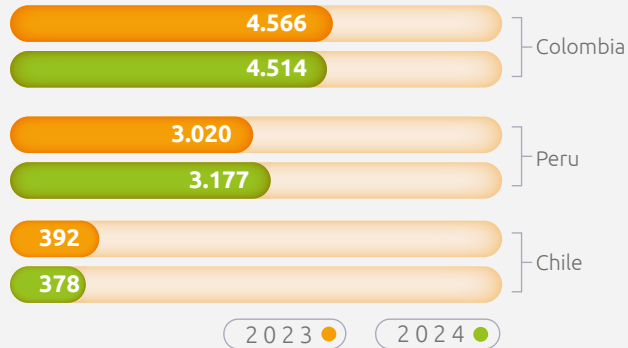
Our People



Total employees*



Total employees per country*



*Average yearly figures; includes temporary workers and contractors.

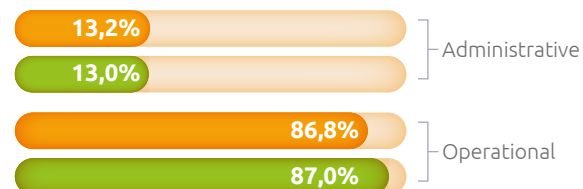
Total direct employees**



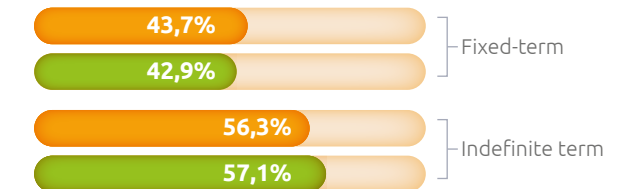
**Does not include temporary workers or contractors.



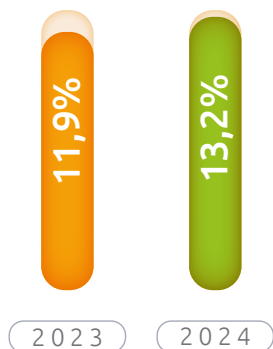
% Employees hired directly per type of position



% Employees hired directly per contract type



Turnover rate

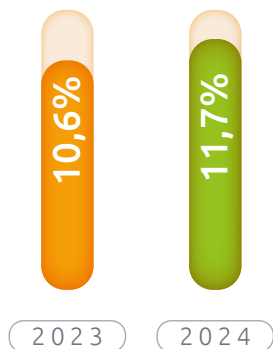


The consolidated turnover rate for 2023 and 2024 was 11.9% and 13.2% respectively.

Monitoring this indicator allows evaluating Manuelita's capacity for retaining talent and identifying potential opportunities within the workplace.

Does not include temporary workers, contractors, nor Manuelita Frutas y Hortalizas temporary workers.

Hiring rate No. of new employees / average employees



Work Environment

In 2024 we carried out our **third work environment survey with GPTW® (Great Place to Work)**, where Manuelita achieved a consolidated Favorability level of **72%**, with participation by **98.5%** of our eligible employees.



**Eligible: Employees who have been in the Organization at least three months. Excludes employees on leave, vacations, and disabilities.*



Credibility, respect and equanimity make up **TRUST**, understood as the most important intangible asset in a great place to work.



Great Place to Work® Model[©]

Variable measurement

- ▶ Credibility
- ▶ Respect
- ▶ Equanimity
- ▶ Partnership
- ▶ Pride

For 2024, **Great Place to Work®** certified Manuelita Corporate's work environment as **Very Outstanding**.

It also **certified Manuelita Azúcar y Energía and Palmar de Altamira** as companies considered as excellent places to work by 95% and 87% of their employees.



Main initiatives implemented in 2023 and 2024 to improve the Work Environment



Wellbeing Plans



Increased coverage of employee **wellbeing plans**, focused on sport, physical and mental health, celebration of special dates, and integration events to strengthen trust.



Participation spaces



Direct communication spaces between the CEO and employees to identify needs and communicate business results.



Recognition



Programs to **recognize employees** according to criteria including seniority, internal promotions, goals achieved, and reduced accident rates.



Volunteering



Volunteer programs to implement **health, environmental and social work** activities with vulnerable communities, among other initiatives.



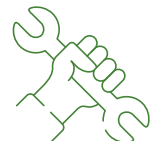
Technical training schools



Implementation of **technical training** schools to close knowledge gaps and promote employee development.



Infrastructure improvements



Ongoing **facility improvement plan** with infrastructure, lighting and design, and other opportunities.

Gender Equality

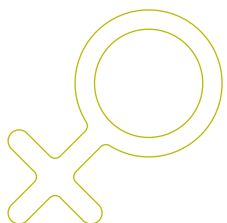
Manuelita's **Gender Equality policy** recognizes that leading actions to close gaps between people of different genders in the countries where it operates, creates equitable opportunities.

Equitable practices with a gender approach are defined in guidelines for the following processes:

1. Recruitment and selection
2. Training, promotion and personal and professional development
3. Compensation
4. Work environment and wellbeing
5. Personal and work-life balance
6. Workplace and sexual harassment
7. Non-sexist communication

Manuelita has been an active member of the INcluye Colombia seal since 2021. This is a space to generate new ideas and best practices in diversity and inclusion.





In order to close gender equality gaps, Manuelita aims to increase **the overall percentage of women** in each of its business units. Between 2023 and 2024 **the overall participation by women increased by 3%.**



% of women's representation 2023-2024

Business Unit	2023			2024		
	Total # of Women	Total Direct Employees*	% Representation	Total # of Women	Total Direct Employees*	% Representation
Manuelita Corporate	9	24	38	11	29	38
Manuelita Azúcar y Energía	140	2.053	7	192	2.270	8
Manuelita Aceites y Energía	97	823	12	144	877	16
Palmar de Altamira	32	358	9	32	340	9
Agroindustrial Laredo	61	1.672	4	66	1.715	4
Manuelita Frutas y Hortalizas	62	220	28	94	280	34
Manuelita Acuicultura	129	298	43	210	405	52
Total	530	5.448	10%	749	5.916	13%

**End-of-year figures; does not include temporary workers, contractors, nor Manuelita Frutas y Hortalizas sojourners.*

% of representation of women in leadership positions by business unit 2023-2024

% Participation by women at levels 1-2-3	2023			2024		
	Total # of Women	Total Direct Employees*	% Representation	Total # of Women	Total Direct Employees*	% Representation
Manuelita Corporate	5	15	29	6	16	38
Manuelita Azúcar y Energía	16	50	33	19	54	35
Manuelita Aceites y Energía	6	34	18	5	34	15
Palmar de Altamira	2	10	18	2	10	20
Agroindustrial Laredo	7	32	22	7	34	21
Manuelita Frutas y Hortalizas	10	27	39	10	28	36
Manuelita Acuicultura	3	11	20	3	12	25
Total	49	179	27%	52	188	28%

It also seeks to increase its percentage of women in leadership levels 1, 2, 3, with a **1% improvement in 2024.**



In 2023, Manuelita participated in ANDI's mentorship program, which promotes **leadership in women in executive roles** in different business units.



Manuelita has decided to **break the gender** paradigms inherent to an agroindustry operation that is made up of positions historically performed by men.

This process began in 2023 with the following actions:

- Identification of **positions historically occupied by men**.
- **Attraction of women** to promote their participation in selection processes.
- **Adaptation and facility improvements** in field bathrooms and common areas to close gaps between men and women.



Number of women in positions historically occupied positions

	2023	2024	Positions held
Manuelita Azúcar y Energía	20	33	Janitorial Semi-trailer driver Tractor driver Logistics operator
Manuelita Aceites y Energía	34	31	Pollinizer Field supervisor Extraction plant supervisor Process technologist Lubrication operator Maintenance operator
Palmar de Altamira	4	7	Field operator Extraction plant operator Extraction plant supervisor
Agroindustrial Laredo	3	11	Agricultural technology engineer General warehouse dispatcher Sampler Cattle farming operator Lab technician Industrial safety controller General warehouse dispatcher Pellet operator
Manuelita Frutas y Hortalizas	2	1	Production supervisor Field supervisor Agricultural maintenance operator
Manuelita Acuicultura	1	0	Electromechanical operator
Total	64	83	

Development

At Manuelita we are committed to our employees' development.

Our **Performance Management System (PMS)** allows us to measure business target fulfillment and the individual objectives defined for each employee. We also identify potential competency gaps and monitor development actions for improvement. Performance monitoring promotes spaces for feedback, with two-way conversations between bosses and employees.

In 2024

71%

of administrative employees were evaluated through the Performance Management System

Number of employees under PMS

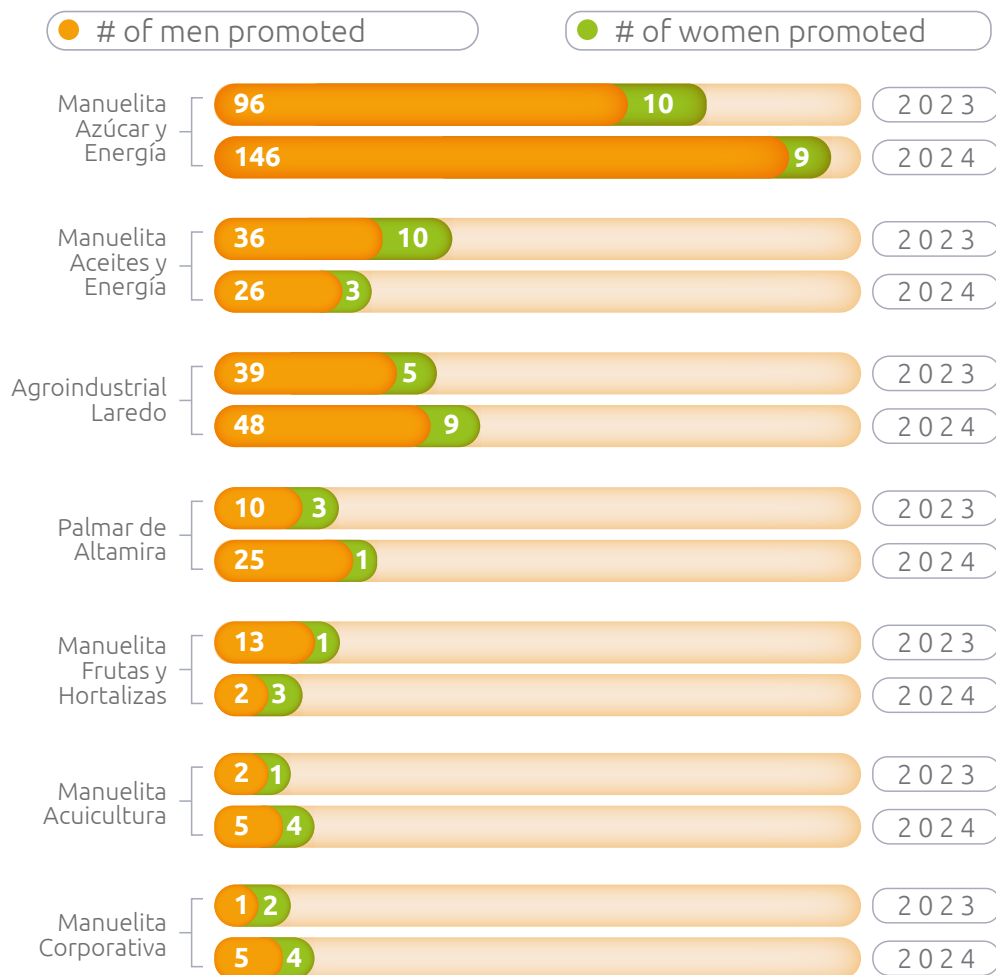
20232024

Manuelita Azúcar y Energía	214	212
Manuelita Aceites y Energía	134	132
Agroindustrial Laredo	117	113
Manuelita Frutas y Hortalizas	61	75
Manuelita Acuicultura	22	23
Palmar de Altamira	54	55
Manuelita Corporativa	25	24
Fundación Manuelita	4	4
Total	631	638

Promotion

At Manuelita we value our team's **professional development** and prioritize our employees to cover internal vacancies.

Internal Promotion

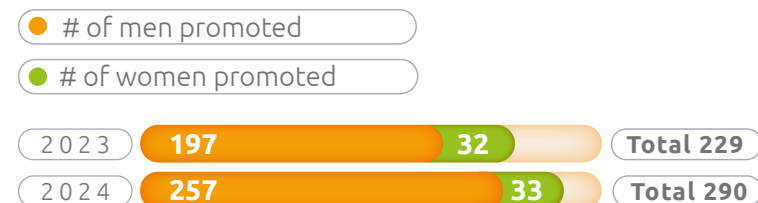


► Between 2023 and 2024, **505 employees were promoted** in Colombia, Peru and Chile.

► **47% and 48% of vacancies in our business units were covered by our internal talent** in 2023 and 2024 respectively.

► In 2023 and 2024, **13.3% and 9.7% of all employees promoted were women.**

Employees promoted



Training



Manuelita has a **training model** that includes job training processes and courses for our administrative and operational employees, **in three areas:**

► **Leadership development**, includes training in organizational values and alignment with our competency model. It includes Leadership Schools and Coaching and Mentoring Processes.

► **Continuity management systems**, includes training to strengthen compliance with rules and standards required by internal and external entities, suppliers and clients.

► **Excellence in operations** aims to deliver the induction and training necessary to develop the technical capabilities required by employees.

	Trained employees*		Total direct employees		Coverage** (%)
	2023	2024	2023	2024	
Operational	4.607	5.056	5.721	5.928	83%
Administrative	893	1.116	870	889	100%
Total	5.500	6.172	6.591	6.817	

**This data includes employees with at least one course per year
 **% of average coverage per year*



Training plan completion

2023

91%



Training plan completion

2024

77%

The reduction in 2024 arises from a change in methodology that records **completed** training activities as those that achieve coverage equal to or greater than 80%

Manuelita University

The **Leadership School** is a Manuelita University program that aims to **develop competent and committed leaders** under a values-based organizational culture and organizational competencies, contributing to the construction of a **Manuelita leadership brand**.

Specific objectives



Empower team leadership skills and the achievement of organizational objectives.



Attract and retain key talent by means of a comprehensive learning process, aligned with its strategy.



Create a greater sense of commitment amongst our leaders through corporate knowledge management.



In 2024 we graduated the **third promotion of our Manuelita Leadership School, reaching 62 employees** graduated since it began in 2015.

We taught this class using a hybrid approach with the participation of business unit CEOs as facilitators of the organization's **strategy** courses.



The main strengths of the third promotion include:

- ▶ Content adapted to the context of each business to apply the concepts learned.
- ▶ The virtual platform facilitated deliverables and the grading process.
- ▶ The creation of contact networks enabled collaboration between different business leaders.
- ▶ The modules' pertinence positioned the program as high-level training.



Students of the third promotion achieved an average grade of **4.7**.

Business Unit	No. of Participants	Hours of training
Manuelita Azúcar y Energía	6	888
Manuelita Aceites y Energía	7	1.036
Agroindustrial Laredo	5	740
Palmar de Altamira	2	296
Manuelita Frutas y Hortalizas	2	296
Corporate Manuelita	2	296
Total	24	3.552



94%
General program
satisfaction

29%

of students from the third promotion have advanced to higher leadership positions or expanded their roles.

8. Care

for life





Cultivamos SEGURIDAD (We plant safety)

Cultivamos Seguridad is an **Occupational Health and Safety** management model to strengthen habits and good practices in leaders and employees.



Safety principles

1. Care for life above all.
2. We must care for each other.
3. I always look for the safest way to do my job.
4. If I detect a safety anomaly, I act immediately, I report it, I don't ignore it.

Priorities for the 2023 and 2024 model focused on:

- Implementation of the **management walks*** by upper management, managers, and area heads.
- Improvement of the **corporate Health and Safety Management governance scheme**.
- **Manuelita's safety principles** declaration.
- Update the **critical risks** matrix and follow-up of action plans.
- Design and execution of plants to reduce accident and severity rates.

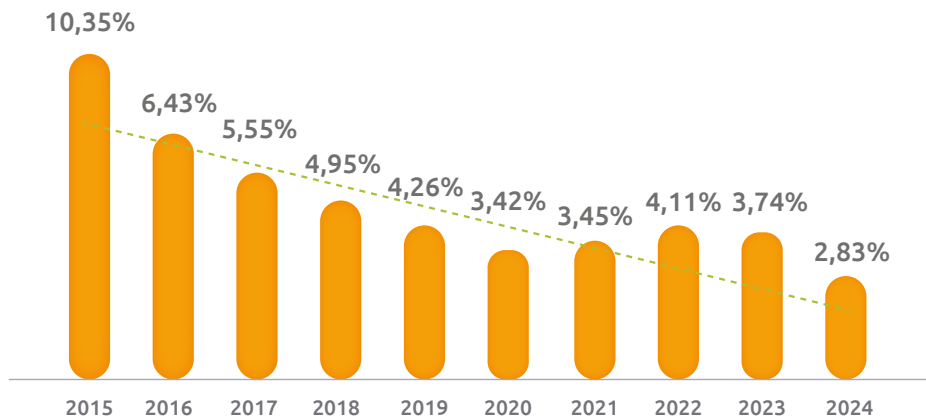
*Management walks:

Periodic walks by the business general manager and area managers to monitor, promote adoption, and connect our employees with our Occupational Health and Safety model.

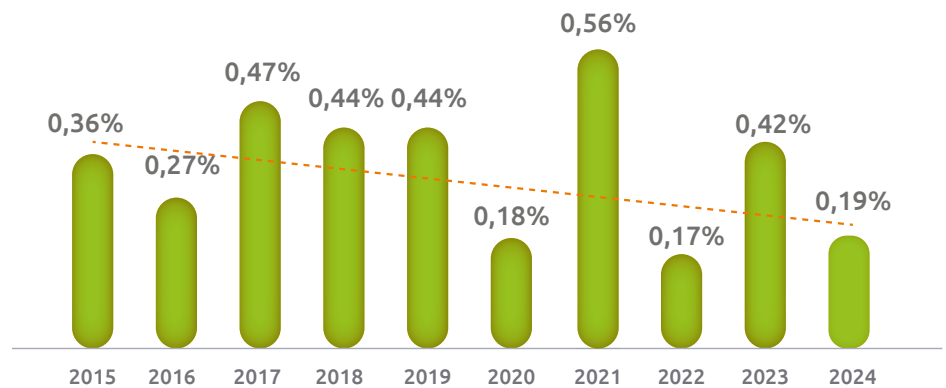
Through this program we contribute to the continuous improvement of **accident and severity** rates of our business units.



Accident Rate



Severity Rate



The severity rate in 2023 was affected by a fatal accident that took place in Manuelita Azúcar y Energía's harvest operations.

Accident and Severity rate 2023 - 2024

Business Units	Accident Rate No. of employees with accidents/Total employees		Severity Rate No. of days lost due to workplace accidents/Total days worked		Absolute Value No. of accidents in absolute value	
	2023	2024	2023	2024	2023	2024
Manuelita Azúcar y Energía	3,46%	1,89%	0,98%	0,12%	76	42
Manuelita Aceites y Energía	7,99%	5,19%	0,47%	0,45%	108	67
Palmar de Altamira	5,07%	5,86%	0,24%	0,21%	31	36
Agroindustrial Laredo	1,92%	2,47%	0,08%	0,15%	32	42
Manuelita Frutas y Hortalizas	0,60%	0,87%	0,01%	0,10%	7	12
Manuelita Acuicultura	5,58%	4,21%	0,23%	0,16%	22	16
Total consolidated for the year	3,74%	2,83%	0,42%	0,19%	276	215

In 2024, Manuelita achieved a

22%
reduction* in accidents.

*Compared to 2023.

Over
40.000

hours of training in
Occupational Health
and Training in 2023
and 2024

Company	Employees	Hours of Training
Manuelita Azúcar y Energía	2.401	15.535
Manuelita Aceites y Energía	1.716	9.642
Agroindustrial Laredo	3.435	16.737
Palmar de Altamira	631	3.309
Manuelita Frutas y Hortalizas	172	845
Total	8.355	46.068

9. Social Management with Employees and the Community

- + Social investment
- + Adult education
- + Health service coverage
- + Access to quality housing
- + Complementary income generation
- + Community wellbeing
- + Manuelita Foundation



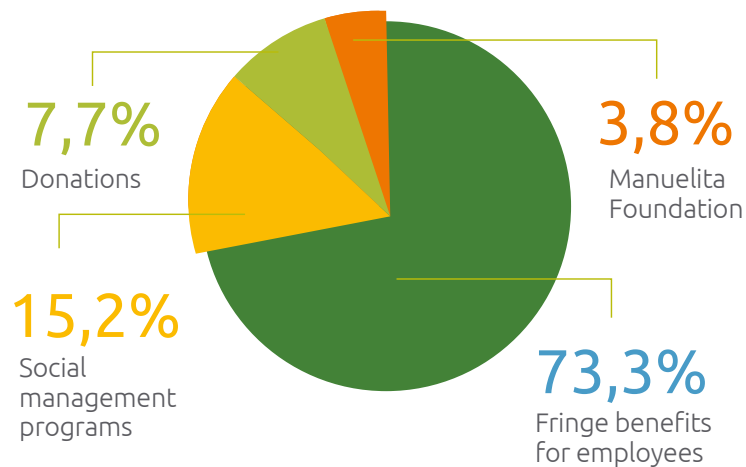
Social investment

Our social management centers around improving the standards of living of our employees, their families and the communities around our operations through programs that close gaps in **education, quality housing, health and complementary income** generation.

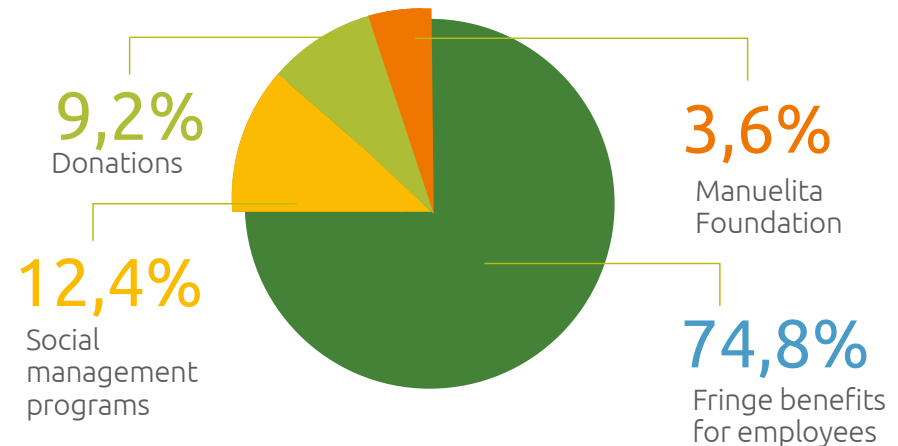
In this manner, we promote the motivation, commitment and loyalty of our human talent, while promoting social and economic development in the communities where we have a presence.



Social investment in 2023 COP \$46,933 MM

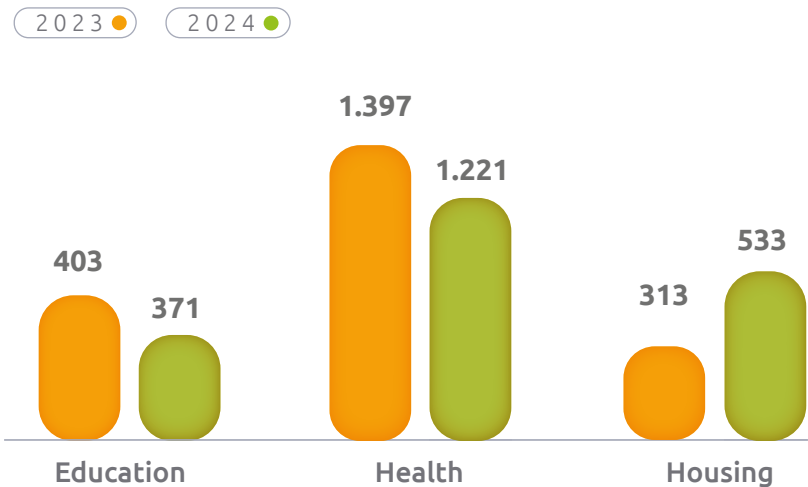


Social investment in 2024 COP \$55,575 MM



The chart shows coverage achieved by our employee and community **education, quality housing and health programs** in 2023 and 2024.

Coverage achieved* between 2023 and 2024



***This figure includes the following coverage:**

- **Direct:** Employees and families.
- **Indirect:** Communities around our operations.



Between 2023 and 2024:

774 adults and older young people completed their basic high school education.

2,618 people were enrolled in social health security systems.

846 families achieved their own quality housing.

Adult Education

Improved education coverage

Committed to promoting access to **quality education**, we supported our lower income employees, their families, and neighboring communities to complete their basic secondary education.

In 2023 and 2024, **774 people** graduated from high school.

	Beneficiaries	Business Unit
Colombia	412	Manuelita Azúcar y Energía
	112	Manuelita Aceites y Energía
	5	Palmar de Altamira
Perú	210	Agroindustrial Laredo
	22	Manuelita Frutas y Hortalizas
Chile	13	Manuelita Acuicultura
Total	774	



Employees

271



Community

503



State Healthcare Coverage

Improved healthcare coverage

We promoted **enrollment in the general healthcare system** for all extended family members that live with our lower income employees, and amongst the communities in our area of influence.

In 2023 and 2024, **2,618** people were enrolled in the healthcare system, in partnership with local governments.

	Beneficiaries	Business Unit
Colombia	1.370	Manuelita Azúcar y Energía
	36	Manuelita Aceites y Energía
Perú	1098	Agroindustrial Laredo
	114	Manuelita Frutas y Hortalizas
Total	2.618	

Extended family members of our:



Access to Quality Housing

We support our lower income employees and neighboring communities to facilitate **access to home ownership** and to **home improvements** for those that already own homes.

In 2023 and 2024, **846 families** achieved their goal of quality home ownership.

[See video](#)

	Beneficiaries	Business Unit
Colombia	165	Manuelita Azúcar y Energía
	95	Manuelita Aceites y Energía
	78	Palmar de Altamira
Perú	482	Agroindustrial Laredo
	23	Manuelita Frutas y Hortalizas
Chile	3	Manuelita Acuicultura
Total	846	



Employees

296



Community

550



Complementary Income Generation

Manuelita Azúcar y Energía

The organization offered **customized training and assistance** in product design, portfolio development and digital marketing for **45** startups and **51** productive units in the commercial, manufacturing, service and food sectors.

In 2023, it supported **WERO**, an initiative for inclusive businesses that focuses on creating jobs for persons living in vulnerable conditions. In 2024 **WERO** was consolidated as an apparel supplier for Manuelita Azúcar y Energía.



Between 2023 and 2024, an average of **COP \$888M** in complementary income were generated per year, benefiting **66** families with an average additional monthly income of **COP\$1,121,329** per family.

[See video 1](#)

[See video 2](#)

Income generation details:

We promoted the creation and strengthening of startups that generate complementary income for households.

An average of

117 
families

were benefited in
2023 and 2024.



Agroindustrial Laredo

The “**An Entrepreneur Like You**” program continues to promote the generation of additional income for families of employees, communities and small sugar cane suppliers, through **training, technical assistance and consulting** to strengthen their startups in the areas of catering, textile manufacturing, and cosmetology.



Between 2023 and 2024, this generated an average of **S/.411** thousand per year in complementary income, benefiting **37 families** with an average additional monthly income of **S/. 926** per family.



Manuelita Aceites y Energía

Continued promoting the **Mujeres El Triunfo** women’s initiative, a startup created by the wives of employees and women from the community, who **design and manufacture industrial uniforms** for **Manuelita Aceites y Energía**. **Local startups** are also developing as the main catering services supplying refreshments and wellbeing activities.



Between 2023 and 2024, this program generated **COP \$205M** in complementary income, benefiting **14 families** with an average monthly additional income of **COP \$1,263,421** per family.

Community Wellbeing

Other community programs Manuelita Azúcar y Energía



Compromiso Valle (Commitment to Valle)

Since it was founded in 2021, Manuelita is part of **"Compromiso Valle"**, a union of citizens, companies and foundations that impacts **77,000 young people** that live in vulnerable conditions, in **8 municipalities** of Valle del Cauca.

Between 2023 and 2024 we have promoted the **"Life Project Transformation"** and "Employability" lines of work, in partnership with Fundación Sidoc.

- During this period, the project impacted **608 young people** in Palmira with training, psycho-social assistance and job guidance.



Compromiso Rural (Rural Commitment)

We drive local economies aligned with the **"Compromiso Rural"** initiative led by Asocaña.

- In 2023 and 2024, our entrepreneurs participated in **11 municipal markets, internal fairs, and outstanding events** like the Petronio Álvarez Festival
- In 2023, **11 productive units** participated in training processes and 3 of them had access to seed capital
- At the end of 2024, the initiative had benefited **732 entrepreneurship** in the region.





Organic Gardens

As part of our commitment to sustainability and community development, during the second half of 2023, the company started **organic community gardens** in Palmira and El Cerrito.

110 kilograms of fresh, varied produce were harvested from these gardens.

Technical assistance was a key part of this process, with **59 training sessions** provided to the

66 participants and their families

promoting agroecology as a strategy for sustainability and food safety.

[See video](#)



Agroindustrial Laredo



In 2023 and 2024 it held a **vaccination campaign** in cooperation with the Laredo District Hospital that benefitted

262 Employees



It also held the 1st and 2nd **Comprehensive Health Campaign** with participation from around

30 Employees

64 Family members

55 Members of the community

This initiative reinforced the company's commitment to the health of its employees and their families, promoting a healthy and conscious workplace.

Eco-school

In 2024, it implemented the **"Eco-school"** project where it provided **environmental education** to two institutions in Laredo and improved green areas and facilities with support from our employees that are part of our volunteer service.

Manuelita Aceites y Energía

Celebrations

Understanding the importance of protecting children's rights and promoting their comprehensive wellbeing, in 2023 and 2024 the company held a **Children's Day Celebration** and a **Sweet Day Celebration**, impacting over

+1.500 boys and girls

These initiatives were implemented in partnership with the Mayor's Offices of Acacias and San Carlos de Guaroa.

Dreams for Life

140 students

benefited from this initiative that provides **support and assistance to young people in 10th and 11th grade** that will leave school soon, stemming from their social reality and limited opportunities.





Manuelita Acuicultura

Food assistance

Reinforcing our commitment to respect and support communities, we provide food aid by delivering supplies and produce to

177 people

in the **Trabun de Terao and Ñancul de Pilpilehue indigenous communities.**

Palmar de Altamira

Beekeeping Project

Committed to driving the local economy, the company provided support to the community of Algarrobo's productive beekeeping project, with its first harvest of organic honey.

11 farming families benefit



from this project, and they have received training to learn best practices and take advantage of this product to generate sustainable and environmentally friendly complementary income.

Recreational Activities

We provided assistance to

+100 seniors

from different communities through **recreational activities, celebrations and logistics support** to promote spaces for integration, recognition, and joy, strengthening the social fabric and helping to improve standards of living for this segment of the population.

Manuelita and El Minuto de Dios strengthen their partnership by inaugurating the Aula Dulce Manuelita



To strengthen its joint commitment to improve the country's social wellbeing and education, Manuelita and El Minuto de Dios inaugurated **Aula Dulce Manuelita** (*Manuelita Sweet Classroom*) in 2023.

[See more](#)

This playful, recreational space can be found in the Sabio Mutis Agricultural Park, which belongs to Corporación Universitaria Minuto de Dios UNIMINUTO.

Manuelita transformed this space to teach visitors to the Agricultural Park **about the history of sugarcane, sugar, and the process for making panela**, a traditional product from the region. This space also tells the history of Manuelita and the contribution made by its founder, Santiago Eder, to the country's industrial development.



Growing Talent



To break cycles of poverty with quality education and to provide more opportunities and development for the region, Manuelita started its **“Cultivando Talentos”** (*Growing Talent*) scholarship program. This initiative provides **21** young people, the children of lower income employees of Manuelita Azúcar y Energía and students that benefit from the Educar Uno a Uno program of the Manuelita foundation, with the possibility to make their dream of accessing higher education come true.

At the end of 2024, the program has

16

active scholarship recipients, 7 of them from the Manuelita Foundation and 9 children of employees.

Scholarship for **90% of tuition fees** for each academic program through graduation.



Fundación Manuelita



Since 2014, Fundación Manuelita has implemented its **Educación Uno a Uno** (*Educate One by One*) program. This is a comprehensive model that aims to transform the lives of students and their families, teachers and school directors, through education.

It benefits the **Antonio Lizarazo** educational institution, at its Rosa Zárate and Central facilities, located in the 1st Commune of Palmira; and the **Paulo VI** school at its Central installations, located in the 5th Commune of Palmira. These territories are home to displaced populations and have high levels of violence and poverty.

Educación Uno a Uno implements its life transformation strategy through three components:



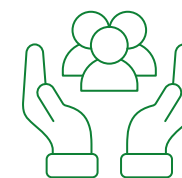
Pedagogical



Technological



Social



Average beneficiaries per year:

1.207

students

982

families

89

staff and teachers



Pedagogical component

- ▶ In 2023, the school achieved an A rating in the Prueba Saber 11 (national school exit exams) for the fourth consecutive year, and in 2024 it **achieved the highest rating (A+)**.
- ▶ In 2024 it was ranked as the second-best public school in Palmira.
- ▶ In 2024 it **expanded its Educar Uno a Uno program to the Paulo VI** school, located in Palmira's fifth commune.
- ▶ Manuelita Foundation **celebrated its 10th anniversary** transforming lives through education with a comprehensive model that strengthens teaching with classroom projects and the use of ICTs, guaranteeing one computer per child.



Technological component



▶ Equipment and infrastructure

In 2023 it replaced

636 laptop computers

to make sure every student was covered. In 2024 it carried out construction work to configure the Manuelita ICT Room at the Paulo VI school's central facilities.

▶ Connectivity:

In 2023-2024, it **maintained its partnership with Celsia** to ensure connectivity at the Antonio Lizarazo school.



Social component

- ▶ The Foundation offered **workshops to strengthen socio-emotional skills** and provided practical tools for the students' wellbeing and personal development.
- ▶ It continued its **"Care for the carer" strategy**: designed to strengthen the personal and professional wellbeing of **100% of the teachers and staff at the Rosa Zárate and Central locations**.
- ▶ Between 2023 and 2024, it held events to **foster healthy family relationships**, resolve conflicts and manage emotions, providing over **300 families** with key tools to support their children's comprehensive development and promote more harmonious and resilient environments.

Alumni

Between 2014 and 2023, of the **346 students that graduated** from Antonio Lizarazo school (Rosa Zárate and Central locations):

79%

entered higher education

32%

university

47%

technical programs

At the end of 2023, **10 alumni** had some kind of contractual relationship with Manuelita and/or the Manuelita Foundation as follows:

6

alumni with full-time employment contracts

4

alumni as internship students

[See Website](#)



10. Competitive and Sustainable Suppliers

- + Supply Chain
- + Supplier Development
- + Small Suppliers

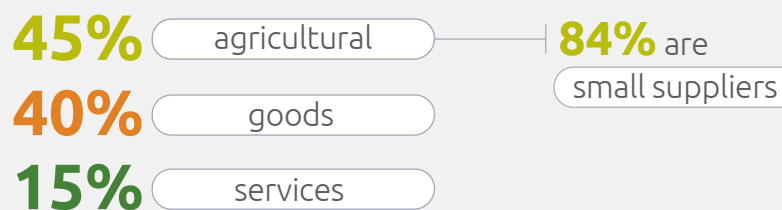


Supply Chain

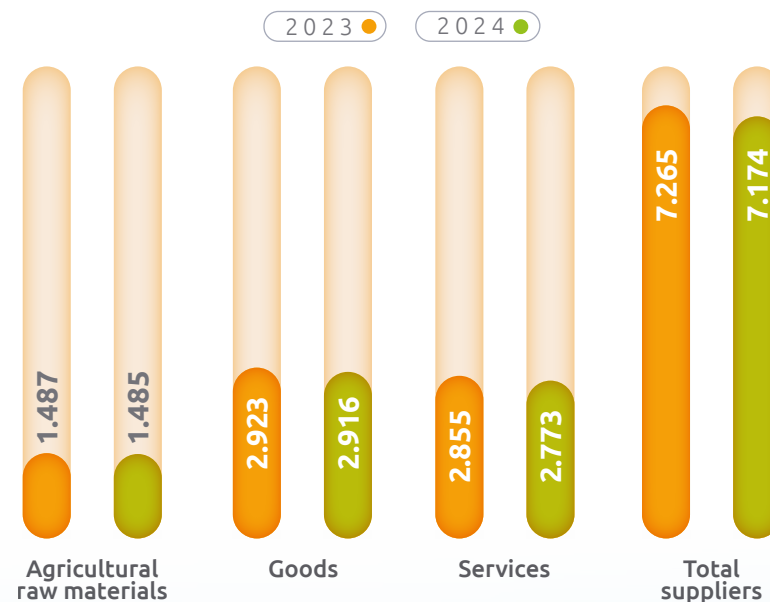


We have a supplier network that **includes large, medium and small companies**, located locally, domestically and internationally.

In 2023 and 2024, **the value of purchases from suppliers** were distributed as follows:



Number of supply chain vendors in the countries where we operate



Supplier Development

Technical Assistance

To **increase the productivity and profitability of our agricultural suppliers** and improve working and living conditions for their employees, we promote initiatives that focus on transferring knowledge and technology in agricultural practices

Activities implemented in 2023 and 2024:

Manuelita Azúcar y Energía



2.419 visits and technical advisories
152 hours of training

Total sugar cane suppliers in 2024:
294

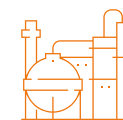
Agroindustrial Laredo



500 visits and technical advisories

Total sugar cane providers in 2024:
984

Manuelita Aceites y Energía



431 visits and technical advisories
144 hours of training

Total FFB* suppliers in 2024:
91

Palmar de Altamira



195 visits and technical advisories
276 hours of training

Total FFB* suppliers in 2024:
28

Manuelita Frutas y Hortalizas



24 technical visits
24 hours of training

Total fruit suppliers in 2024:**
38

*FFB: Fresh Fruit Bunch

**Grapes and avocado





Manuelita Azúcar y Energía

This program aims to identify and **improve the factors that restrict and reduce productivity** of our sugarcane suppliers defining action plans to improve their sustainability.

Areas of Intervention

- ▶ Specialized technical assistance
- ▶ Farming services
- ▶ Financing
- ▶ Environmental certificates
- ▶ Management practices

Advances 2023-2024

- ▶ **22** technical training sessions provided.
- ▶ Establishment of a **small supplier development** program in 2023 that includes technical visits, access to seed, assistance with agricultural work and machinery financing.
- ▶ At the end of 2024 **87 hectares** belonging to small suppliers had benefitted from this program.

Agroindustrial Laredo

For over 22 years, its **Sembrando Progreso (Planting Progress) program** has improved the productivity and standards of living of over **1,000 small farmers** located in the areas of influence of Agroindustrial Laredo. It provides them with financing and technical and legal assistance, among other services.

In 2023, this program was recognized by the **Grupo RPP** media group, in partnership with USAID among others, **thanks to the improvements it makes to the productivity and standards of living** of small sugar cane farmers.

Advances 2023-2024

- ▶ It delivered **certified seed** for approximately **160 hectares** belonging to suppliers, which was used to renew their crops and/or plant new land.
- ▶ The program provided **biological control** services to **627** of its suppliers' hectares.
- ▶ It provided **soil preparation** services for **500 hectares** and **mechanical fertilization** for **90 hectares** each year.

[See video](#)

In 2024, these farmers achieved 50% participation in Agroindustrial Laredo's overall milled sugarcane.





Manuelita Aceites y Energía

Areas of Intervention

- ▶ Technical assistance
- ▶ Logistics support
- ▶ Nursery implementation
- ▶ Management practices

Advances 2023-2024

- ▶ Use of **mucuna as a natural fertilizer** for **1,500 hectares of fruit suppliers**.
- ▶ Implementation of **topography studies** to improve drainage and redesign plantations, covering at least **550 hectares** per year.
- ▶ **Technical agronomic and environmental assistance** with over 200 visits per year.
- ▶ Implementation and development of **nutritional crop plans** that impacted over **2,000 hectares** per year of fruit suppliers.
- ▶ Between 2023 and 2024, it financed the purchase of **69,400 seeds** and the development of a seedling nursery for **488 hectares**.

Palmar de Altamira

Areas of Intervention

- ▶ Logistics for collecting fresh fruit bunches
- ▶ Technical assistance
- ▶ Plantation and drainage design
- ▶ Management assistance

Advances 2023-2024

- ▶ **Transported 198 thousand tons** of supplier fruit using its own equipment between 2023-2024, which represents **48.8% of the total purchased fruit.**
- ▶ **3 fruit suppliers** received the Colombian Sustainable Palm Oil (APS, in Spanish) **certification.**
- ▶ **All suppliers included in** the regional management plan for lethal crop diseases.
- ▶ In 2023 and 2024, it benefitted **2,627 hectares** of crops with plantation design. It also improved drainage on **1,265 hectares.**





Manuelita Frutas y Hortalizas



Areas of Intervention

- ▶ Technical assistance.
- ▶ Sanitary evaluations and internal audits.
- ▶ Assistance with certifications.

Advances 2023-2024

- ▶ Sublicensing of **3** varieties of table grapes for two suppliers.
- ▶ Logistics and transportation coordination for **35** avocado suppliers.
- ▶ Assistance and training for exporting avocado to international markets.

A white egret with a long orange beak is shown in profile, facing left. The background is a blurred green, suggesting a natural habitat. The word "ENVIRONMENTAL" is written in large, white, bold, sans-serif capital letters across the middle of the image. A solid green horizontal bar is positioned below the text.

ENVIRONMENTAL



Manuelita

We demonstrate our commitment to caring for the environment by implementing initiatives that focus on efficient water use, air and soil quality protection, waste use, and greenhouse gas emission reductions.



Sustainability priorities

11 Sustainable water use

- ▶ Irrigation technology
- ▶ Wastewater treatment and reuse
- ▶ Water for life and sustainability fund
- ▶ Water footprint

12 Rational energy use

- ▶ Energy balance

13 Reduced emissions

- ▶ Carbon footprint
- ▶ Particulate emissions
- ▶ Benefits of biofuel use

14 Biodiversity protection and promotion

- ▶ Biological corridors
- ▶ High value conservation areas
- ▶ Reforestation programs
- ▶ Manuelita at the COP-16

15 Soil care

- ▶ Compost and organic residue production and usage

16 Circular economy and residue management

- ▶ Residue transformation
- ▶ Carbon credits
- ▶ Use and final disposal

Contribution to the following SDGs:



11. Sustainable

Water Use

- + Irrigation Technology
- + Wastewater Treatment and Reuse
- + Water for Life and Sustainability Fund
- + Water Footprint



Irrigation Technology

Sugar cane

In 2015, **Manuelita Azúcar y Energía** implemented its **irrigation master plan**, which adopts the best technology for field irrigation, including buried pipe and drip and spray irrigation systems, that improve water use efficiency on its own and on third party crop areas.

At the end of 2024,

7.500

hectares

use the **buried pipe** water conduction system, that reduces water losses.

Between 2023 and 2024 the company installed **irrigation systems** on **769 new hectares** belonging to the company and to its suppliers, for a total of

1.245

accumulated hectares as of 2024



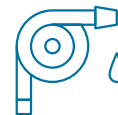
Agroindustrial Laredo is recognized for its pioneering project that turned desert areas into soil suitable for sugar cane production, where it uses **advanced drip irrigation and fertilization technology** on

3.036

hectares



Between 2019 and 2024 it evolved its drip irrigation system to **distribute water more efficiently** on



2.368

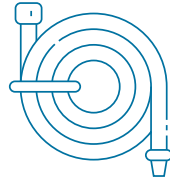
hectares

Fruit and Vegetables

Manuelita Frutas y Hortalizas uses a mechanized drip irrigation system on

618

hectares



Blueberry crop irrigation **is highly automated**. The drip irrigation system manages the amount of water and nutrients required by each plant and is automatically calibrated to adjust to the **optimum conditions** that the crop requires.

of **table grapes, blueberries, asparagus and citrus fruits**.

This **reduces water consumption by up to 50%** compared to conventional methods.



Wastewater Treatment and Reuse



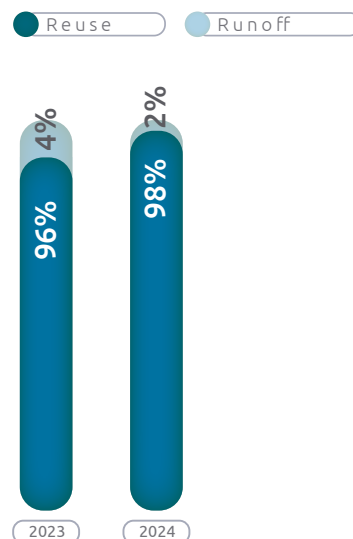
Manuelita's sugar cane and palm platforms reuse

98%

of their industrial effluents

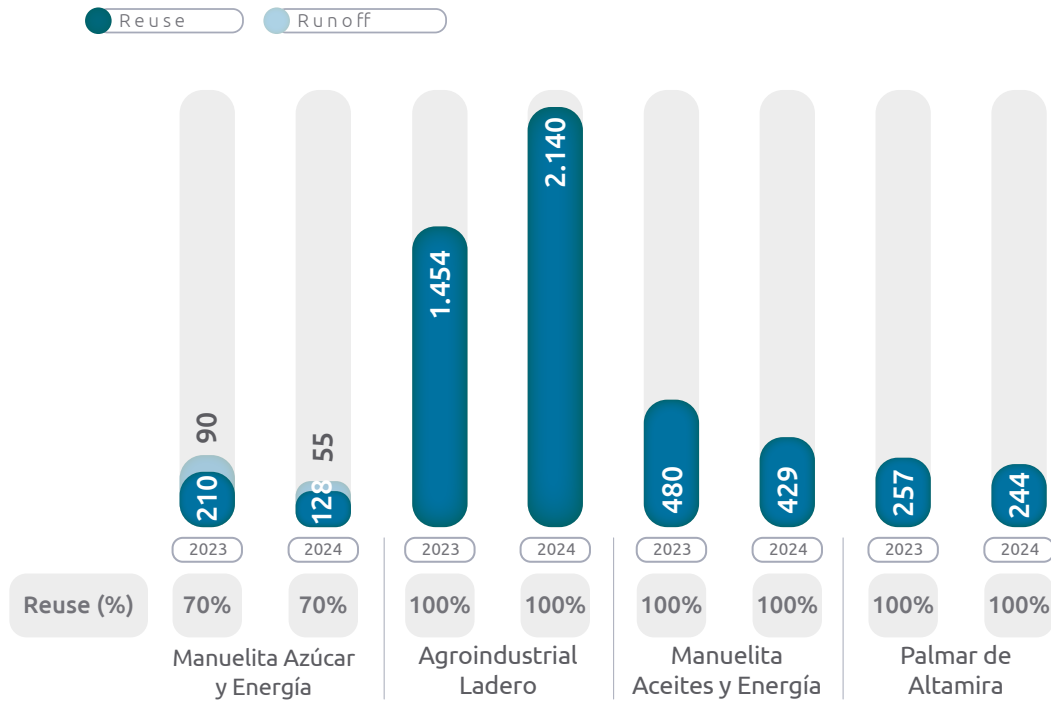
for crop irrigation, reducing their runoff by **2%** between 2023 and 2024.

Wastewater treatment and reuse



Wastewater Treatment and Reuse

Thousands of m³/year



- ↓ In 2024, **Manuelita Azúcar y Energía** normalized its treated water runoff that had increased in 2023 due to increased factory maintenance.
- ↑ **Agroindustrial Laredo** increased its reused industrial effluents due to increased sugar cane processing.
- ↓ **Manuelita Aceites y Energía** reduced its industrial effluents as it processed less palm fruit in 2024.

Agroindustrial Laredo, Manuelita Aceites y Energía and Palmar de Altamira, reuse 100% of their effluents in their fertilization and irrigation system.

Water for Life and Sustainability Fund



Fondo Agua
Por la Vida y la
Sostenibilidad

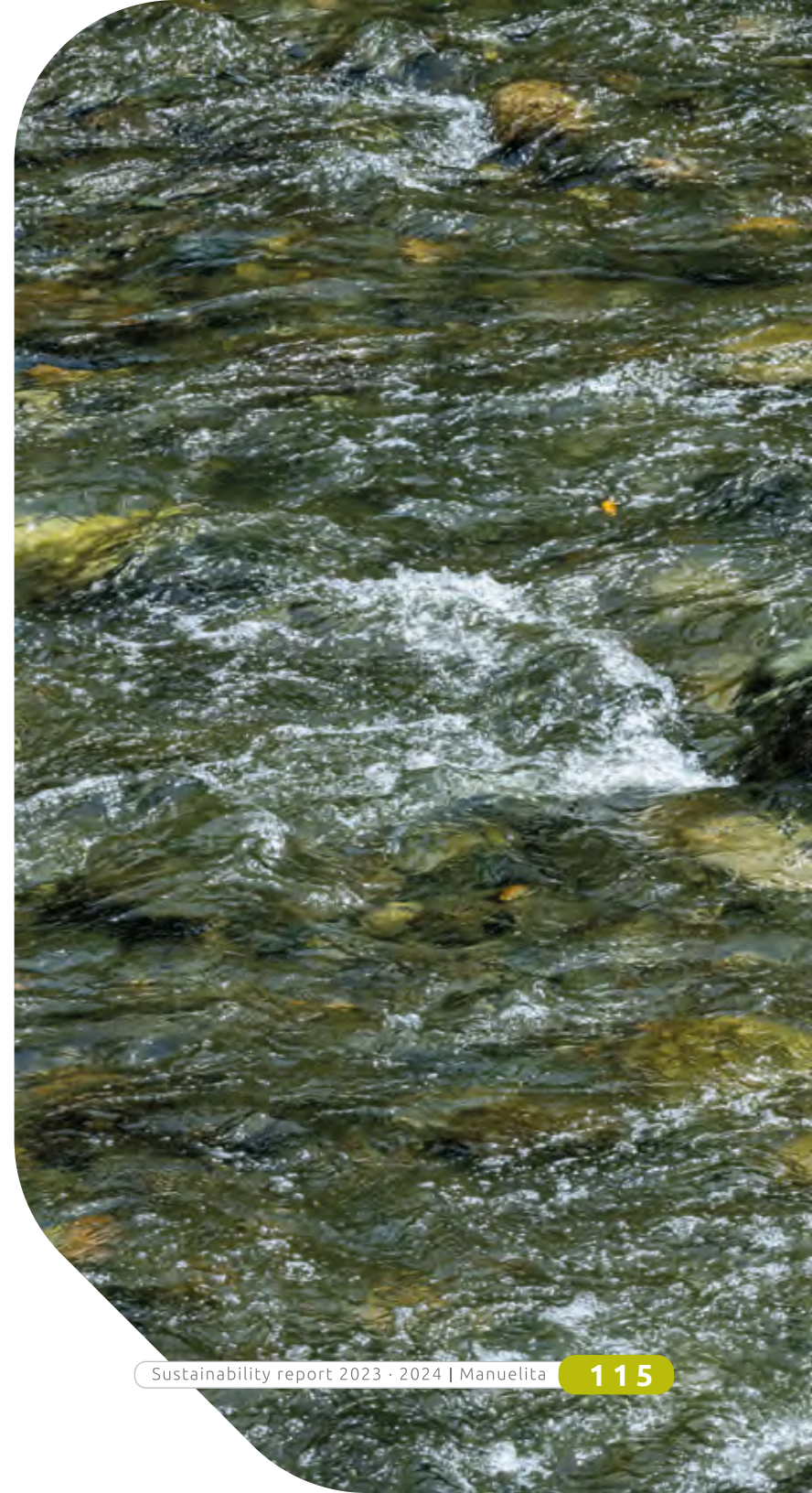
Manuelita Azúcar y Energía participates in the Water for Life and Sustainability Fund, a social and environmental initiative implemented by the sugar cane agroindustry in cooperation with public and private actors.

With this program, it supports conservation and restoration efforts in tributary basins of the Cauca River.

Advances 2023-2024:

- ▶ Intervened **886** hectares and **26** basins in 38 municipalities.
- ▶ Established **45%** of hectares (397.6 hectares) as **isolation areas** for ecosystem protection and recovery.
- ▶ Implemented over **162** food security modules to benefit over 200 families.
- ▶ Planted **87,648** native trees.
- ▶ Implemented **22** hectares of agroforestry systems for food production.
- ▶ Installed and strengthened **83** systems for efficient water use.
- ▶ Automated water information and monitoring systems with **6** water-level stations and **18** digital rain gauges.
- ▶ Developed alliances with **54** organizations.

Manuelita contributes with financial resources to cover 13% of all fund initiatives.

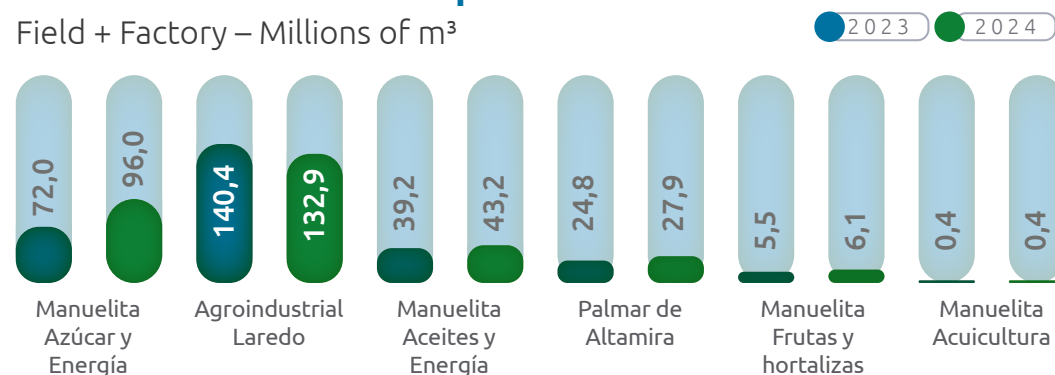


Efficient water use

To ensure sustainable water use, we measure and control **water consumption** at all our business units.

Total freshwater consumption

Field + Factory – Millions of m³



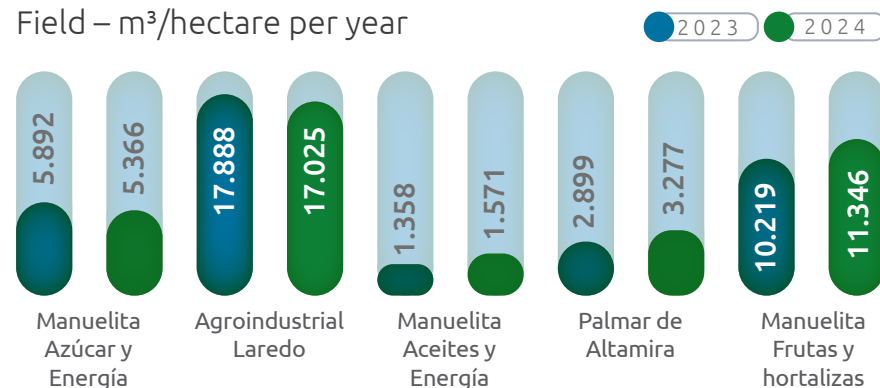
Factory freshwater consumption for all of Manuelita's business units was 1.5% and 1.3% respectively for 2023 and 2024

Water consumption: Consumption is defined as the overall volume of water collected or removed from different bodies of water (surface or groundwater) to be used for productive processes (agricultural, industrial, domestic).

- ↑ Water consumption at **Manuelita Azúcar y Energía** increased in 2024 due to reduced rainfall and higher evaporation levels in the field.
- ↑ In 2024 **Manuelita Aceites y Energía** increased its water consumption due to reduced rainfall.
- ↑ Water consumption at **Palmar de Altamira** increased due to expanded irrigation areas.
- ↑ Increases at **Manuelita Frutas y Hortalizas** were due to the expansion of the blueberry crop areas.

Total freshwater consumption

Field – m³/hectare per year

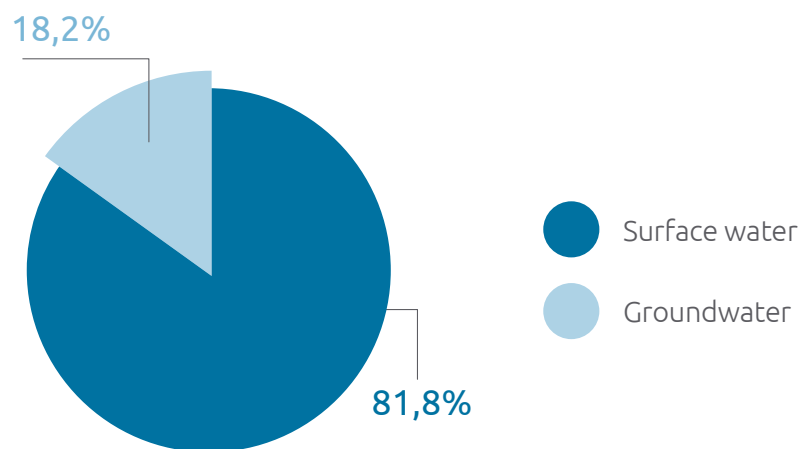


Our business units in Perú, Agroindustrial Laredo and Manuelita Frutas y Hortalizas, have a higher level of water consumption due to the lack of rainfall in the regions of the country where they operate.

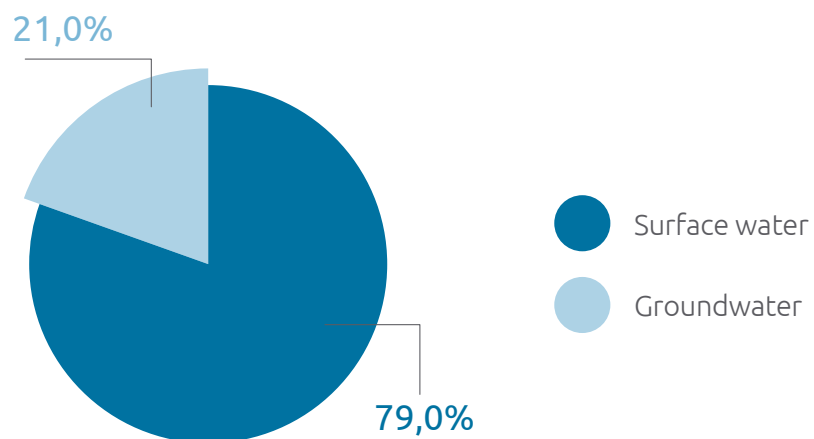
- ↓ **Agroindustrial Laredo** reduced its water consumption in the field due to less water evaporation.

Water uptake for our operations comes from **surface and groundwater sources**, distributed as follows:

Freshwater removal by source 2023



Freshwater removal by source 2024





Water footprint

Since 2021, Manuelita adopted the ISO 14046 water footprint methodology for its Sugar Cane and Palm platforms, which considers:

Scope:

1

Water volume removed and/or extracted, **required for production processes.**

2

Water consumption associated with **electrical energy purchases.**

3

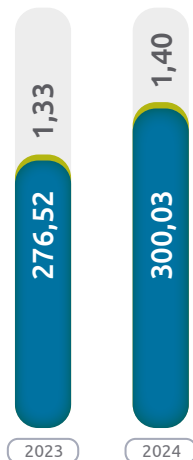
Water consumption in the **supply chain**, required to produce the required goods (raw materials and inputs) and services, including transportation to the productive process.

Scope 1 & 2 water footprint reports the freshwater consumption required by field and factory operations and indirect water consumption associated with electrical energy purchased in 2023 and 2024.

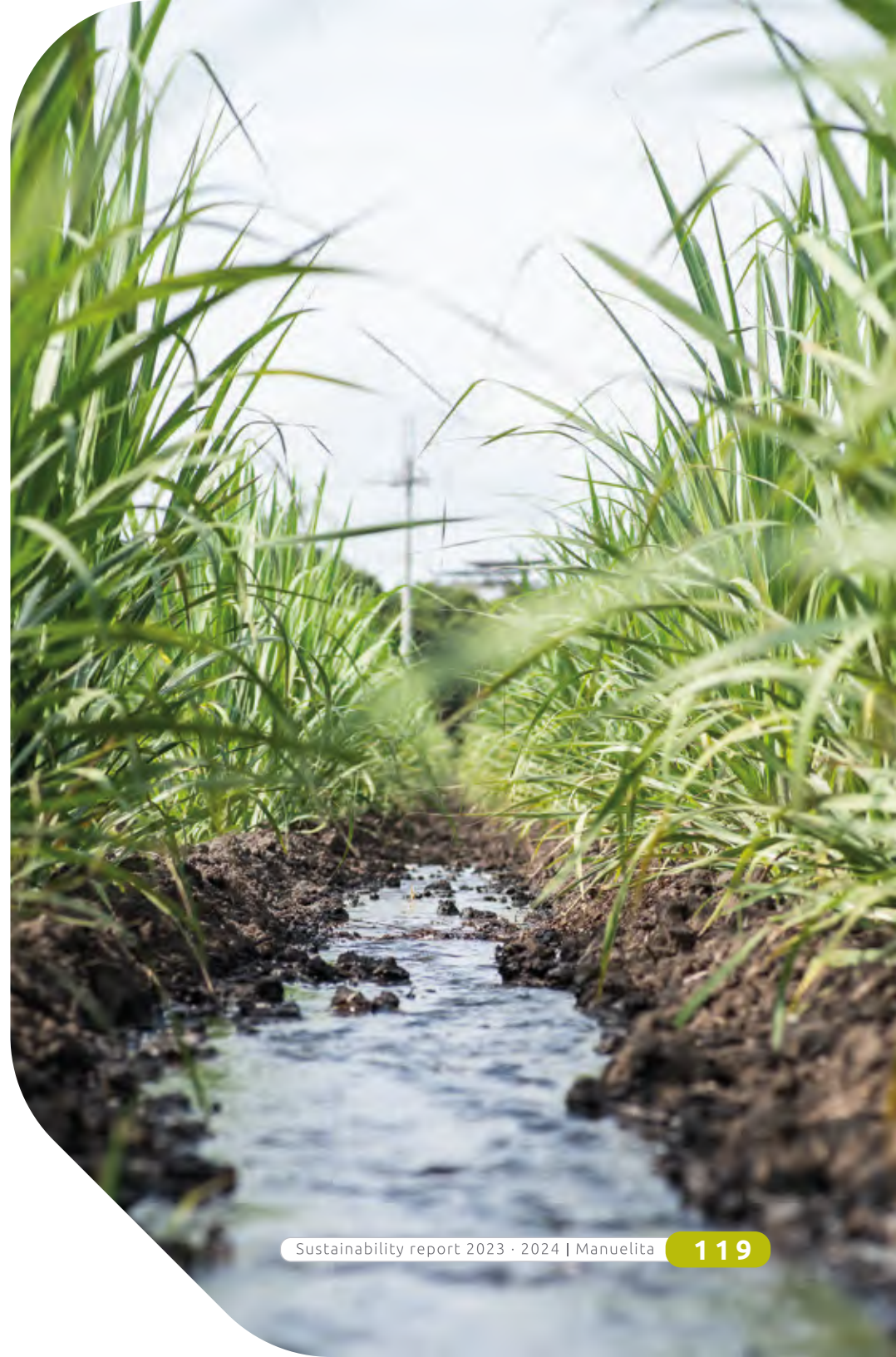
Water footprint (Scope 1 & 2) Millions of m³/year

● Scope 1 ● Scope 2

277,84 301,43



↑ The company's Scope 1 & 2 water footprint increased due to increased **water consumption** in the field related to reduced rainfall.



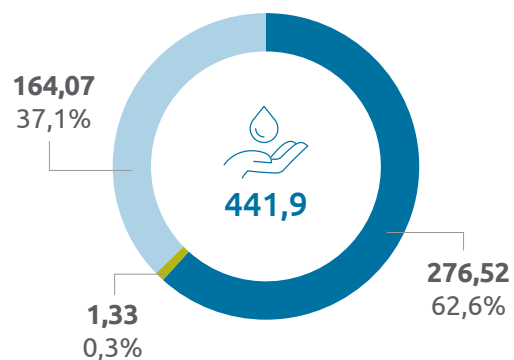
Manuelita's **water footprint (inventory)** consolidates the direct and indirect freshwater consumption of its sugar cane and oil palm operations.

The Scope 1, 2 & 3 water reported by Manuelita is distributed as follows:

● Scope1
 ● Scope2
 ● Scope3

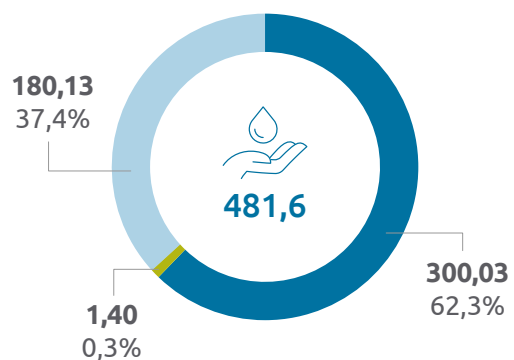
Water footprint (Inventory)

Total Manuelita 2023
MM m3



Water footprint (Inventory)

Total Manuelita 2024
MM m3

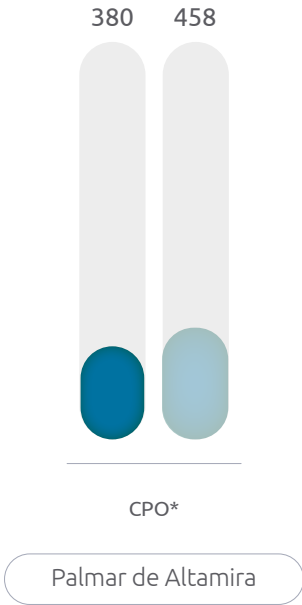
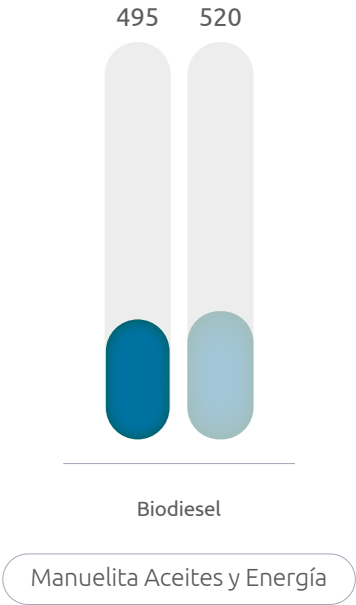
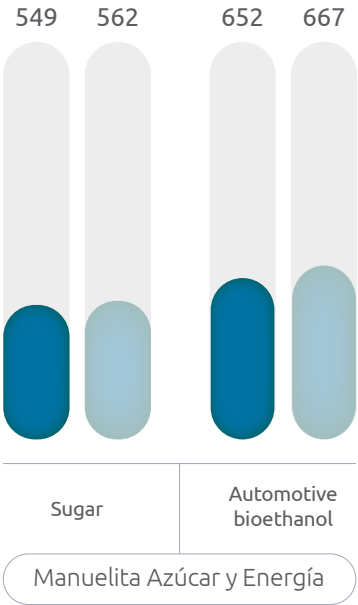


Product water footprint m³/ton de produced

2023

2024

The **product water footprint** consolidates the total water used to **produce the main products** of the sugar cane and oil palm platforms:



*CPO: Crude palm oil



12. Rational Energy Use

+ Energy Balance



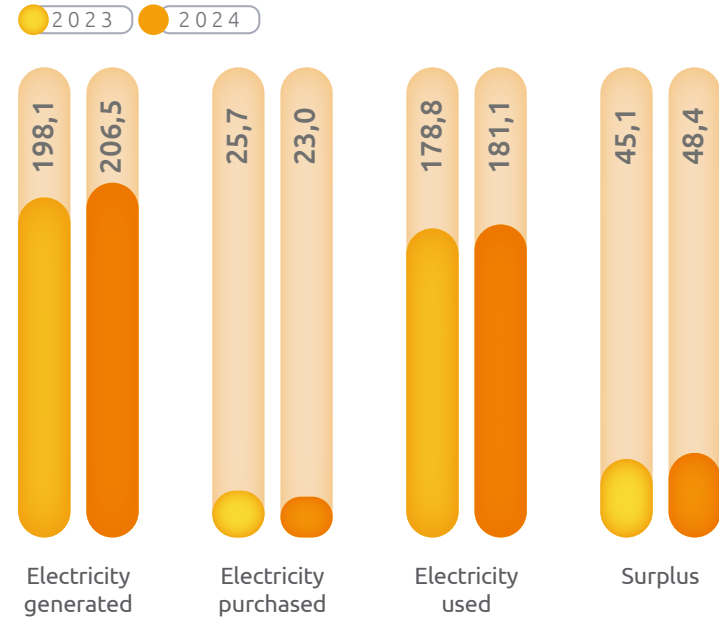
Energy Balance

Manuelita **co-generates electricity from renewable sources** at its sugar cane and palm oil operations.

It **generates** surplus electricity to supply **the domestic market** through local distributors.

Manuelita's electrical energy balance

Thousands of MWh/Year



13. Reduced emissions

- + Carbon footprint
- + Particulate emissions
- + Benefits of biofuel use



Carbon Footprint

Our goal is to **reduce greenhouse gas and particulate matter emissions** by using clean technologies in our production plants, increasing natural energy sources and reducing agricultural biomass burning for harvesting.

Manuelita calculated its carbon footprint for its sugar cane and palm oil platforms under the GHG Protocol and ISO 14067:2018 international standards, to measure, control and contribute to climate change mitigation.

Emissions classified by scope:

1

Direct emissions

generated by operations.

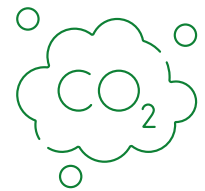
2

Indirect emissions

generated by **electrical energy purchases**.

3

Indirect emissions related to **purchased goods** (raw materials and inputs).



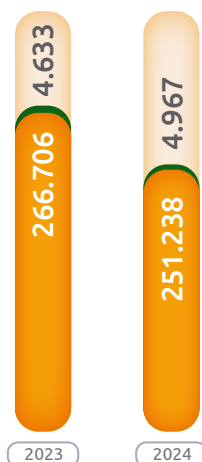
The organization's **Scope 1 & 2 carbon footprint** reflects direct emissions generated by its field and factory operations and its indirect emissions associated with electrical energy purchases, respectively, during 2023 and 2024:

Carbon footprint (Scope 1 & 2)

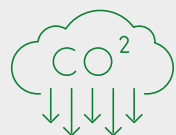
Ton. CO₂ (eq)/Year

● Scope 1 ● Scope 2

271.339 256.205



↓ Manuelita **reduced its Scope 1 & 2 carbon footprint by 6%** between 2023 and 2024, due to increased use of renewable energy to replace fossil fuels like coal and natural gas.



In 2024, Manuelita committed to a **70% reduction** in its Scope 1 & 2 emissions by 2030, intending to make its Palm Oil and Sugar Cane platforms **carbon neutral by 2040**.



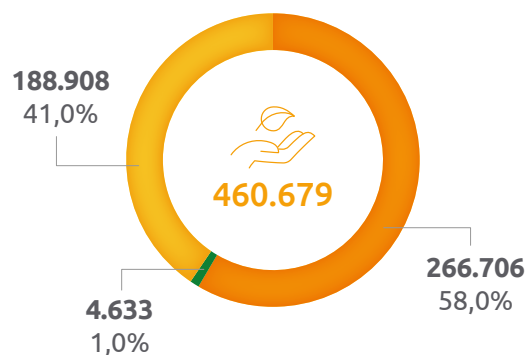
Manuelita's **carbon footprint (inventory)** is configured by Scope 1, 2 & 3 greenhouse gas emissions produced directly and indirectly by its sugar cane and palm oil operations.

The Scope 1, 2 & 3 emissions reported by Manuelita are distributed as follows:

● Scope 1
 ● Scope 2
 ● Scope 3

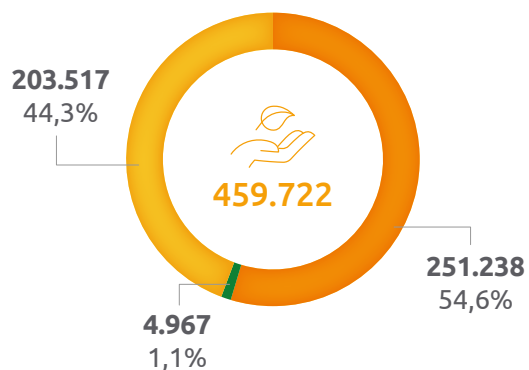
Carbon footprint (Inventory)

Total Manuelita 2023
Ton CO₂eq



Carbon footprint (Inventory)

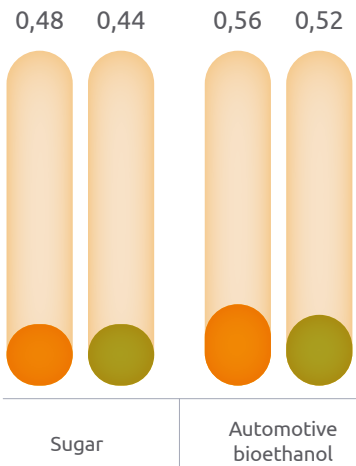
Total Manuelita 2024
Ton CO₂eq



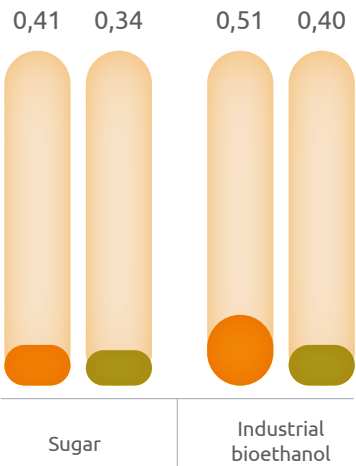
Product carbon footprint Ton CO2 eq /ton.Produced

● 2023 ● 2024

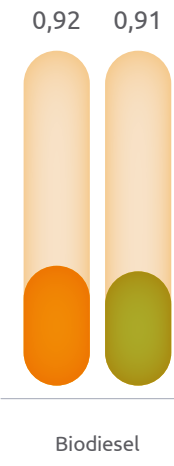
The **product carbon footprint** consolidates the total emissions generated to produce the main products of the sugar cane and oil palm platforms:



Manuelita Azúcar y Energía



Agroindustrial Laredo



Manuelita Aceites y Energía



Palmar de Altamira

*CPO: Crude palm oil



Particulate Emissions

Green harvesting (Colombia and Peru)

In its sugar cane platform, Manuelita has committed to reducing its greenhouse gas emissions in the field, increasing the number of green hectares harvested (without biomass burning for harvesting purposes).

Since 2021, **Manuelita Azúcar y Energía green harvests 100% of its crops.** Any gaps are due to accidental fires that occurred during dry spells.

Agroindustrial Laredo continues complying with the Environmental Adaptation and Management Plan ("PAMA", in Spanish) that it implemented in 2015, reducing burning for harvesting on **1,933** hectares between 2023 and 2024 in fields nearby urban areas.

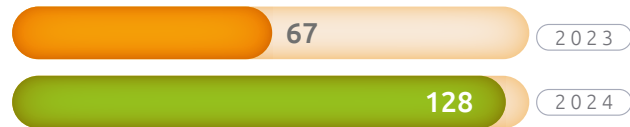
	Green Harvesting (%)			
	2021	2022	2023	2024
Manuelita Azúcar y Energía	87%	92%	95%	93%
Agroindustrial Laredo	16%	17%	18%	18%



Particulate Emission

Mg/M3

Manuelita Azúcar y Energía



Agroindustrial Laredo



Manuelita Aceites y Energía



Palmar de Altamira

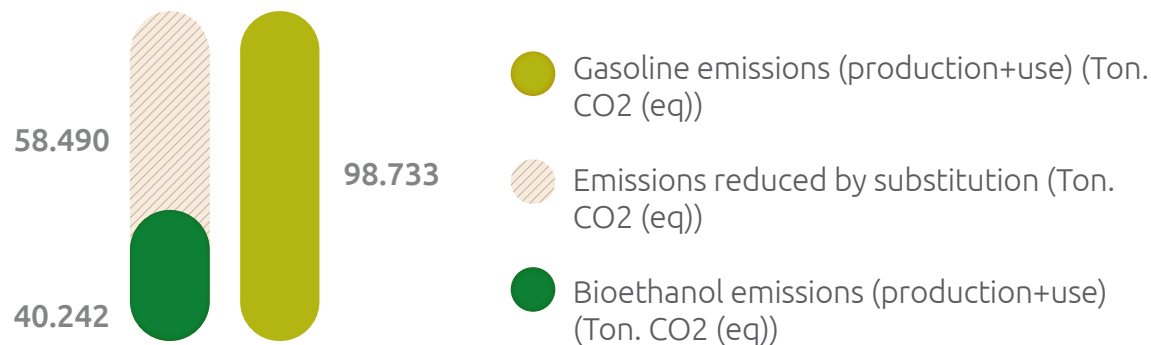


↑ **Manuelita Azúcar y Energía** increased its emissions in 2024 due to adjustments to the control system of one of its boilers during the second half of the year. Nonetheless, it remained below legal environmental standards.

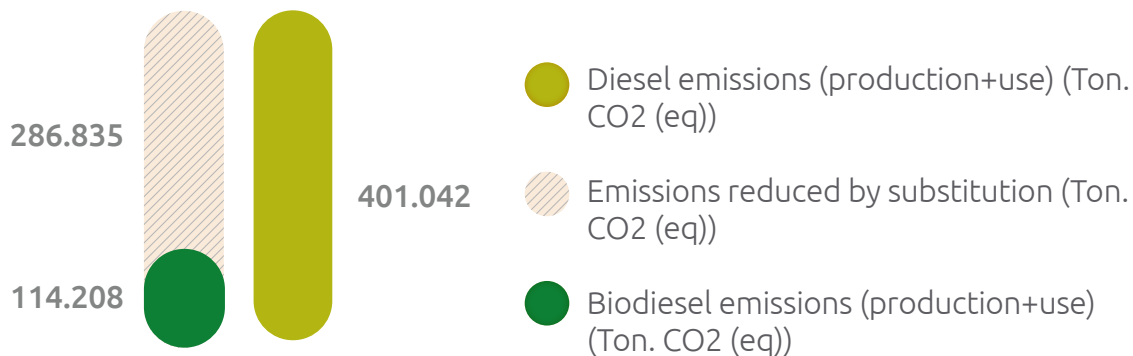


Benefits of biofuel use

Benefits of the use of bioethanol by Manuelita Azúcar y Energía in 2024*



Benefits of the use of biodiesel by Manuelita Aceites y Energía in 2024**



The charts represent the benefit accrued from biofuel production and use compared to fossil fuels like gasoline and diesel.

Biofuel production and use can reduce CO2 emissions by up to **59%** for automotive bioethanol and **72%** for biodiesel

**Calculation performed by Manuelita Azúcar y Energía based on the "Verification Statement for the Greenhouse Gas Inventory Report" validated and verified by the Standardization and Certification Association (ANCE, in Spanish).*

***Calculation performed by Manuelita Aceites y Energía using the ISCC methodology validated by SCS Global Services.*

14. Biodiversity Protection and Promotion

- + Biological Corridors
- + High Value Conservation Areas
- + Reforestation Programs
- + Manuelita at the COP-16



Biological Corridors

We are committed to environmental sustainability and **biodiversity conservation** in all our operations.

Sugar cane

Manuelita Azúcar y Energía protects biological corridors and watersheds in Valle del Cauca through ecosystem reforestation, maintenance and protection activities.

In 2023 and 2024 it planted **2,695** trees in nearby river basins, for a total of **7,862** trees planted along **14.3** protected kilometers.

Manuelita Azúcar y Energía received a grant from the **Bonsucro Impact Fund** to restore natural ecosystems and improve the flow of native species in Valle del Cauca.

This is an inter-institutional coordination and cooperation project in partnership with **Cenicaña, RG y CIA, Asoamaime and Asobolo**. It has four main purposes:

- ▶ Establish ecological connectivity corridors to foster biodiversity flows.
- ▶ Implement a water monitoring network.
- ▶ Build and strengthen nurseries to propagate and recover native species in the Amaime and Bolo river basins.
- ▶ Efficient water use for irrigation.

High Conservation Value Areas

Palm oil

In its Palm Oil operations in Meta and Casanare, Manuelita preserves and protects a total of **1,256** hectares known as High Value Conservation Areas (HVCs), where extraction activities, crops, hunting and fishing are forbidden.

- ▶ In 2024, **Manuelita Aceites y Energía** carried out sensitization events for its employees and communities in its area of influence, and began monitoring rare, threatened or endangered species in the **848 hectares of HVCs** that it protects.
- ▶ In turn, **Palmar de Altamira** implements a conservation plan for **407.9 hectares of HVCs**, promoting plant and soil recovery and sensitizing employees and communities nearby the plantation.



Reforestation Programs



Sugar cane

- ▶ In 2023, **Manuelita Azúcar y Energía** inaugurated the La Rita Forestry Nursery, with a production capacity of 38,000 native seedlings for tropical dry forest reforestation activities. In 2024 it carried out seed collection and germination events, producing **23,000** seedlings.

[See video](#)

- ▶ In 2023, **Agroindustrial Laredo** implemented a reforestation program to strengthen biodiversity protection at its crop areas, planting **1,430** trees in the Laredo and Arena Dulce areas.

In 2024, it planted **540** trees throughout different crop areas.

Palm oil

- ▶ As of 2024, **Manuelita Aceites y Energía** has planted **65,780** plants on **59.8** hectares set aside for reforestation.
- ▶ In turn, in 2024, **Palmar de Altamira** planted **2,689** trees on **136.6** reforestation hectares that border onto High Value Conservation Areas.

Manuelita at COP-16

Within the framework of COP-16, held in Cali, Colombia, in October 2024, **Manuelita shared its progress in environmentally sustainable agroindustry**, focusing on circular economy and biodiversity integration within its business model.

- ▶ Participation on 4 panels aimed at different stakeholder groups.
- ▶ Participation with a stand in the green zone that offered experiential workshops in **urban and residential gardens**, in cooperation with Universidad ICESI.

This initiative was an opportunity to interact with the community and **share the community gardens project**.



[See more](#)



15. Soil care

- + Compost and organic residue production and application



Compost and Organic Residue Production and Application

We use **organic fertilizers** and irrigation systems that **protect the soil**.

We have also adopted technologies to prevent soil compacting, which limits air and water circulation and reduces crop yields.



Sugar cane

Manuelita Azúcar y Energía and Agroindustrial Laredo produce compost from the organic residue of its production processes.

- ▶ Between 2023 and 2024, **Manuelita Azúcar y Energía** applied compost to **1,250** hectares of organic sugar cane.

[See video](#)

- ▶ Between 2023 and 2024, **Agroindustrial Laredo** increased the organic matter content of desert soils and its organic fields, applying compost to **1,373** hectares.

Palm oil

- ▶ At the close of 2024, **Manuelita Aceites y Energía** had applied compost to **1,300** hectares of crops, replacing chemical fertilizers on **270.7** hectares.
- ▶ **Palmar de Altamira** applied rachis, a subproduct of palm oil extraction, to fertilize **796** hectares of crops.

Circular 16. Economy

and Residue Management

- + Residue Transformation
- + Carbon Credits
- + Use and Final Disposal



Residue Transformation

At Manuelita we use the **residues from our agroindustry processes** in our circular economy processes.



Biomass for energy production

Sugar cane bagasse and palm fiber, husks, and rachis, constitute biomass obtained from sugar cane milling and palm oil extraction. We use this to **produce electrical energy**.

Biomass offers several environmental advantages, including **greenhouse gas emission reductions** and lower dependence on fossil fuels.



Industrial effluents for fertilization and irrigation

We use **industrial effluents** generated by crude palm oil extraction **to fertilize and irrigate our crop, eliminating wastewater runoff** into surface bodies of water and reducing the use of chemical fertilizers.



Organic residue in compost

We produce compost from the organic residue of our productive processes, including cane sludge, ash, among others, **to use for organic crop fertilization.**



Pellet production from bagasse

Agroindustrial Laredo produces pellets that are used for heating, energy production and animal feed. As a naturally sourced product, it is ecological and sustainable and replaces the use of fossil fuels like coal.

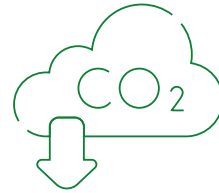


Bales for compost and renewable electrical energy production

Agroindustrial Laredo compacts biomass into bales that are used to produce compost and generate renewable electrical energy.



Carbon Credits



Committed to **reducing the environmental impact** of our operations, we generated value-added products using a **circular economy** approach.

Leveraged by that business model, we have produced **carbon credits** that we trade on voluntary emissions offset markets.

► In 2023, **Manuelita Aceites y Energía** certified **189,301 carbon credits**, granted for the 2021-2022 period, due to its CO2 emissions reduction initiatives.

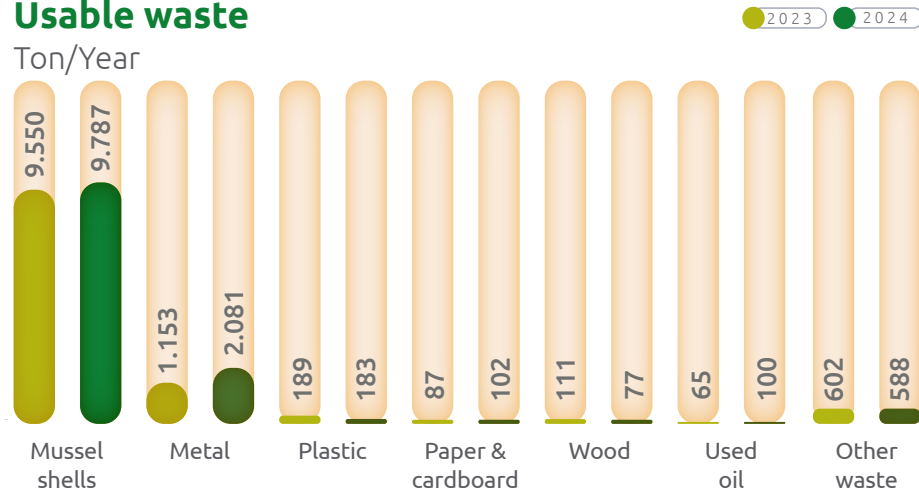
► In 2024, **Manuelita Azúcar y Energía** certified **170,308 carbon credits**, granted for the 2018-2021 period, due to its CO2 emissions reduction initiatives.

Each carbon credit granted is equivalent to one ton of CO2 that is not emitted into the atmosphere.

Use and Final Disposal

Usable waste

Ton/Year

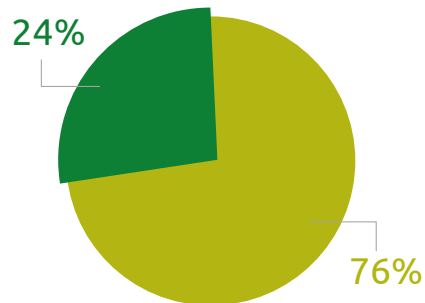


Type of use (recyclables or reuse):

- ▶ Agricultural lime
- ▶ Raw materials for steelmaking Wood reuse
- ▶ Recycled paper, plastic and cardboard Construction waste appraisal plant Use of lead
- ▶ Tire reuse
- ▶ Canister reuse
- ▶ Battery recovery
- ▶ Commercialization

15,442
Waste 2023

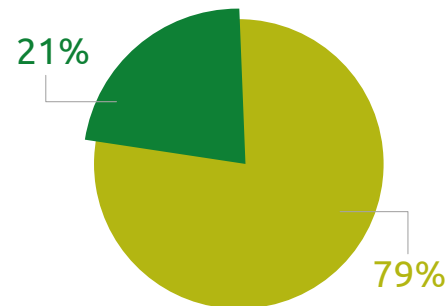
Ton/Año



- Usable waste Tons/Year
- Non-usable waste Tons/Year

16,399
Waste 2024

Ton/Año

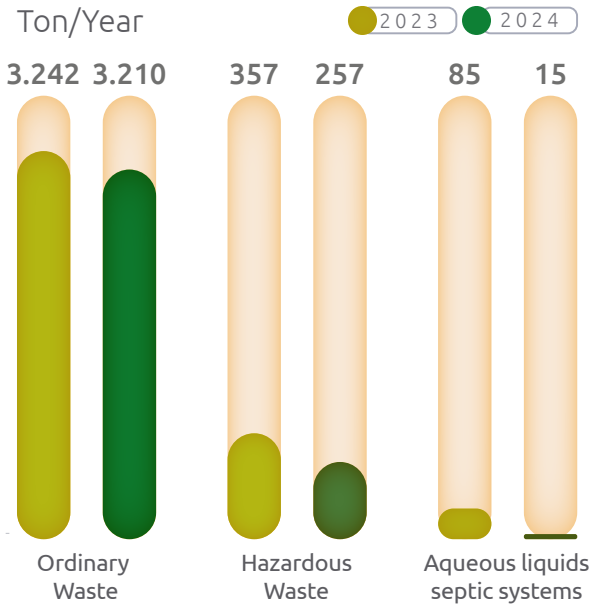


- Usable waste Tons/Year
- Non-usable waste Tons/Year



In 2024, Manuelita managed to increase its waste usage by **3%** through recycling transformation and reuse initiatives.

Non-usable waste



Disposal methods for non-usable waste

- ▶ Landfills
- ▶ Safety cell/incineration
- ▶ Physical-chemical treatment (UTA)





 Manuelita