

SUSTAINABILITY REPORT 2024

WE REAP WHAT WE SOW



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**OUR GREATEST
STRENGTH IS OUR
PEOPLE. EVERY
ACTION WE MAKE
REFLECTS OUR
COMMITMENT TO
TRANSFORMING THE
LIVES OF MILLIONS
OF AGRICULTURAL
WORKERS IN A WAY
THAT ENCOURAGES
OTHER COMPANIES
TO REPLICATE
OUR SUCCESSFUL
BUSINESS MODEL**



A WORD FROM OUR CEO

At NatureSweet, our purpose is clear, and it is the major driver of our success: we are here to **transform the lives of millions of agricultural workers in North America through a profitable business model that encourages other companies to replicate it. We demonstrate this by putting Associates at the heart of our ethos, emphasizing workplace safety and education, along the opportunity to earn substantially higher pay than what the industry standard, based on each person's commitment to be more productive and deliver quality work. We've never been more committed!**

...and our commitment is unwavering. We not only have the best product because we have the best Associates, we also lead the most meaningful change in the agricultural industry by raising standards, creating opportunities, and improving the quality of life for Associates, their families, and our communities.

2024 WAS A YEAR OF GROWTH, PROGRESS, AND LEARNING FOR OUR COMPANY. WE STRENGTHENED OUR COMMITMENT TO SOCIAL RESPONSIBILITY, FAIR LABOR PRACTICES, AND ENVIRONMENTAL SUSTAINABILITY, ACHIEVING SIGNIFICANT MILESTONES SUCH AS:



Less Turnover:

In 2024, our voluntary turnover rate was 10.5%. This achievement reflects our commitment to offer more than just jobs; we provide stability, dignity, and real opportunities for growth and success in life.



Education for a Better Future:

296 of our Associates earned their elementary and middle school diplomas in Mexico, the highest annual graduates in our company's history! Additionally, **52% of Associates in their final semester of the *Bachelors in Agronomy* Program got promoted to higher responsibility jobs, applying their knowledge to new projects.**



Empowerment and Well-being:

97.4% of our agricultural workers earned a livable wage which comes hand and hand with them earning ~+40% above the median in the industry. We provided more than **50,000 hours of training**, promoting the personal and professional growth of our teams. Our **Corporate Social Responsibility initiatives touched more than 231,000 lives.**



100% of our NatureSweet snacking tomatoes are Fair Trade Certified:

In 2024, NatureSweet expanded the Fair Trade USA certification to include all branded Snacking Tomatoes, directly funding close to \$2M annually in Fair Trade Premiums that go directly to our Associates.

Agricultural workers are vital representatives of the funds invested in their communities, and the Fair Trade Program empowers them to make decisions that bring positive transformation, fostering dignity and lasting impact.



Environmental Sustainability:

We reduced our **carbon intensity by 9.1%**, achieved **6% greater water efficiency**, and **82% of our packaging** now contains recycled materials. Additionally, we expanded our conservation efforts, protecting **50.08 hectares of biodiversity in Jalisco, MX.**



Leading with Purpose:

We take pride in leading the Controlled Environment Agriculture industry with the **highest ESG standards, becoming the largest CEA company to achieve both B Corp and Fair Trade certification.** This milestone strengthens our long-term commitment to operate with integrity, transparency, and accountability toward all our stakeholders. For us, being a B Corp is more than a certification, it is a framework to bring our Purpose to life: **Transforming the lives of millions of agricultural workers in North America through a profitable business model that encourages other companies to replicate.**

These achievements are just the beginning. As our business grows rapidly and our footprint expands, every decision we made and will make in the future will be guided by Our Story, which reflects who we are and how we live our culture. With our commitment to transparency, ethics, and innovation, we know that business success and social responsibility are inseparable in NatureSweet. We believe the more you invest in something, the more you get out of it.

This report reflects our positive impact at every stage of our value chain. **We will continue transforming lives and leading change because our commitment is unwavering.**

Thank you to all our Associates, customers, and partners for being part of this transformation. Together, we are transforming the industry.

“We will continue transforming lives and leading change.”



RODOLFO SPIELMANN
PRESIDENT & CEO
OF NATURESWEET



SOWING IMPACT, REAPING RESULTS





PURPOSE DRIVEN

CHAPTER 1

WHO WE ARE

NatureSweet, a single-source solution for greenhouse-grown vegetables, and the #1 best-selling brand in the snacking tomato category, is committed to transforming the lives of millions of agricultural workers in North America. As the largest vertically integrated, environmentally controlled agriculture company in North America, we guarantee great tasting produce year-round, in both organic and conventionally grown varieties. NatureSweet tomatoes, cucumbers, and sweet peppers are handpicked at the peak of freshness and sold at major retailers and foodservice customers throughout the United States and Mexico.

We hold ourselves accountable for having a positive social, environmental, and economic impact within our communities.

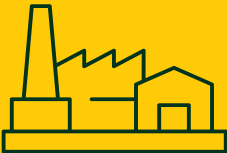
Our profitable business model, combined with our dedication to sustainability, has led us **to become the largest CEA company certified by B Corp, Fair Trade and the Equitable Food Initiative (EFI).**



MORE THAN
6,200
DIRECTLY EMPLOYED
COMPANY ASSOCIATES.



6
PLANTS



OUR
CERTIFICATIONS



At NatureSweet, every decision made reflects our unwavering commitment to **Transforming Lives**. From seed to smile, our mission goes beyond growing the tastiest greenhouse produce; we create a positive impact in agricultural communities across North America that encourages other companies to replicate.



PRESENCE IN
3
COUNTRIES:
MÉXICO/US/CANADA



2
CORPORATE OFFICES
(SAN ANTONIO AND
GUADALAJARA)



BONITA
Arizona



SAN ISIDRO
Tala, Jalisco



ZAPOTLÁN
Ciudad Guzman, Jalisco



TUXCACUESCO
Tuxcacuesco, Jalisco



SAN ANTONIO
San Antonio, Texas



NAYARIT
Tepic, Nayarit



GUADALAJARA
Guadalajara, Jalisco



COLIMA
Villa de Alvarez, Colima

ROADMAP 2025



OUR STORY

Our Story reflects who we are and how we embody our culture, the NatureSweet way.



Our Purpose

To transform the lives of millions of agricultural workers in North America through a profitable business model that encourages other companies to replicate



Our Principles

The beliefs we embrace as a company that guide how we operate.



Our Unleashers

The behaviors expected from each one of us to make our principles a reality

**EVERY DECISION WE MAKE
IS GUIDED BY OUR PRINCIPLES
AND UNLEASHERS.**



PRINCIPLES Giving & Demanding

PROMISE

We reap what we sow
The more you invest in something,
the more you get out of it.

Principles



We reap what we sow
The more you invest in something,
the more you get out of it

ABUNDANCE

We are committed to our Purpose
We never fail for lack of resources,
but for lack of commitment.

Principles




We are committed to our Purpose
We never fail for lack of resources,
but for lack of commitment

UNLEARN

Everything evolves
In life as with our crops, there are cycles.
It is important to reinvent oneself and
adapt to keep moving forward.

Principles



Everything evolves
In life as with our crops, there are
cycles. It is important to reinvent
oneself and adapt to keep moving
forward

FREEDOM

We chose our own destiny
Our wellbeing depends on our
decisions, not our circumstances.

Principles



We choose our own destiny
Our wellbeing depends on our
decisions, not our circumstances

FUN

The joy is in the journey
We enjoy our journey, making
each moment a learning
experience.

Principles




The joy is in the journey
We enjoy our journey, making each
moment a learning experience.

UNLEASHERS Respect & Integrity

I AM ACCOUNTABLE

I own the outcome.

Unleashers




I own the outcome

I AM PASSIONATE

I dare to pursue my dreams.

Unleashers




I dare to push my dreams

I AM HUMBLE

I regard others with the same esteem,
I regard myself, I learn from others
to achieve greater things.

Unleashers




I regard others with the same
esteem as I regard myself,
I learn from others to achieve
greater things

I TALK STRAIGHT

I talk straight, on time, and
with clarity.

Unleashers




I talk straight on time, and
with clarity

I AM POWERFUL PARTNER

I collaborate with others to reach shared
goals, generating trust and synergy.

Unleashers



I collaborate with others
to reach shared goals

OUR PURPOSE-TRANSFORMING LIVES THROUGH ACTION AND ACCOUNTABILITY

The actions we take every day shape the future of thousands of agricultural workers. In 2021, we started systematically measuring key performance indicators (KPIs) that reflect the positive impact we are committed to achieve. These include progress on living wages, access to educational opportunities, adherence to social and environmental standards in our operations, the number of lives touched through our social impact programs, and our continued journey toward becoming a better business through the B Corp movement.

This report highlights the progress made over the past few years and offers a deeper look into the actions that are driving a meaningful and lasting change.

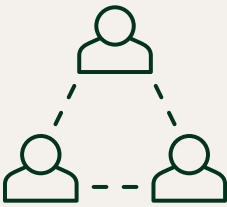
At NatureSweet, Our Purpose is not just an aspirational statement — it is a daily commitment. We hold ourselves accountable to fulfilling Our Purpose. This is embedded in everything we do, from the way we grow our produce to how we invest in our people and communities.

Direct Agricultural Workers are involved directly in agricultural production from seeding to packing	2021	2022	2023	2024 Results
% of full-time direct agricultural Associates earning a living wage*	70.54%	75.03%	85.95%	97.4% ↑
% of full-time direct agricultural Associates earning a transformational wage**	36.67%	40.94%	54.18%	81.66% ↑
Number of Associates that complete their basic education (Middle School and/or High School) after joining NatureSweet	130	140	222	296 ↑
Number of lives impacted by our Social Responsibility programs (Sweet Family, Adopt a School, etc.)	75,581	107,990	202,411	231,503 ↑
Percentage of business under Fair Trade/EFI in our Plants	100%	100%	100%	100% →
Percentage of agricultural products sourced that are certified by a third-party environmental and/or social standard. (EFI, Fair Trade o SMETA)	55%	64%	68%	88.42% ↑

Indirect Agricultural Workers All other functions	2021	2022	2023	2024 Results
Demonstrate our ESG (Environmental, Social, Governance) commitment by obtaining and maintaining a B-Corp Certification which fosters an environment that promotes transformation	N/A	N/A	114 points	121.4 Points Internal Audit ↑

*Living Wage: Salary that enables a worker and their family to afford a decent standard of living, covering basic needs (food, housing, education, healthcare, transport, clothing) plus a small margin for unforeseen expenses.

**Transformational Wages: Salary above living wage that will allow the associate to realize some dreams, vacations, acquire some good (house, car), private education, etc.



SINCE THE LAUNCH OF THE ADULT EDUCATION PROGRAM IN 2005, MORE THAN 2,400 ASSOCIATES GRADUATED AT THE ELEMENTARY, MIDDLE, AND HIGH SCHOOL LEVELS. IN THE LAST FOUR YEARS ALONE, OVER 750 ASSOCIATES ADVANCED IN THEIR STUDIES.



OUR PORTFOLIO

As we cultivate goodness in the world, our Associates handpick NatureSweet produce with dedication and care, ensuring the highest quality. At our packaging centers, specialized teams select the very best, guaranteeing that every product reaches our customers in North America fresh and ready to enjoy.



BRANDED TOMATOES

CHERUBS®

Organic
Conventional
Cherubs To Go®



GLORYS®



COMETS (TM)



TWILIGHTS (TM)



CONSTELLATION®

Spring Medley Tomatoes
Summer Medley Tomatoes
Fall Medley Tomatoes
Winter Medley Tomatoes
Constellation To Go®



D'VINES (TM)

Red grape tomatoes on the vine
Medley grape tomatoes on the vine



ADORA®- HEIRLOOM TOMATOES



TOMATOES

TOMATOES ON THE VINE



ORGANIC GRAPE TOMATOES



BEEFSTEAK TOMATOES



XXL BEEFSTEAK TOMATOES



ROMA TOMATOES



GREENHOUSE VEGGIES

ORGANIC LONG ENGLISH CUCUMBER



ORGANICS MINI CUCUMBERS



ORGANICS BABY CUCUMBERS



ORGANIC MIXED BELL PEPPERS



ORGANICS MINI SWEET PEPPERS



MINI CUCUMBERS

BABY CUCUMBERS

MIXED BELL PEPPERS

MINI SWEET PEPPERS

CONSTELLATION® SEEDLESS MINI PEPPERS



LONG ENGLISH CUCUMBER



WE REAP WHAT WE SOW

CHAPTER 2





BUSINESS ETHICS

NatureSweet maintains a strong ethics strategy and encourages learning, collaboration, and transparency with our Associates, clients, suppliers, and our supply chain.

Our policies and practices, and mandatory compliance training, reflect our commitment to our values.

“Ethics and governance are crucial for NatureSweet because they build trust, accountability, and long-term sustainability.”

SKIP HULETT, CHIEF LEGAL
OFFICER AND CHAIR
OF ETHICS COMMITTEE.



DIGNITY AND ASSOCIATE RIGHTS

Our Associates are the backbone of our company. They are why we have a rigorous Code of Conduct, policies, and certifications that maintain and demonstrate our commitment to human rights.

Our NatureSweet Code of Conduct (ethics code) governs our principles and business ethics. We promote mutual respect and non-discrimination; we do not tolerate workplace bullying or sexual harassment in the organization. Any non-compliance can be reported through our Anonymous Ethics Hotline.

In our recruitment process, we provide equal employment opportunities and respect people’s human and labor rights, including non-discrimination based on race, color, national origin, sex, religion, or age. We enforce voluntary hiring and do not use child labor within the company or at our suppliers’ sites. We avoid any risk of incidents of forced or compulsory labor and violations involving the rights of Indigenous people.

All our NatureSweet operations are certified under EFI standards (Equitable Food Initiative) demonstrating that our food is grown equitably through our social and labor practices, quality and management of food production, pest management, and regulatory compliance.

We are also proud participants of EFI's Ethical Charter Implementation Program (ECIP), which is a collaborative initiative that brings together retailers, buyers, grower-shippers, and implementation partners. Through an assessment tool and capacity building resources, ECIP helps measure and strengthen alignment with the principles of the Ethical Charter on Responsible Labor Practices, further demonstrating our commitment to **ensuring that all our fresh produce suppliers implement responsible labor practices**, including safe working conditions, fair treatment, freedom of association, and full legal compliance. The program offers tools for self-assessment, continuous improvement, and alignment with internationally recognized labor standards.



All our NatureSweet facilities are also Fair Trade Certified™ which demonstrates that we grow products that promote sustainable livelihoods for our Associates, protect the environment, and improve the communities of our Associates. In 2024 alone, over \$1.9 MM was raised to be reinvested back into our communities where Associates decided 100% on how the money would benefit their communities.

We respect the right to freedom of association and collective negotiation within the company and with our suppliers. We have four collective agreements for our companies, two in Jalisco, one in Colima, and another in Nayarit, covering 100% of the total union workforce. The salary increase review period is annual and every two years for a comprehensive review, salary plus benefits.

NatureSweet implemented a code of conduct for all our suppliers that establishes compliance with all applicable labor, employment, health and safety, and environmental laws and regulations. We continue reinforcing our processes and policies for all our co-producers.





RAISED RIGHT

Our commitment to ESG principles earned us prestigious certifications, including Fair Trade, B Corp, and EFI.

These certifications are not just badges of honor, they require us to be transparent and to meet and exceed certain benchmarks.

For us, this is more than just business success; it's about creating an industry-wide transformation that improves the lives of agricultural workers and invites other growers to replicate it.

B Corp

The B Corp Certification is a designation awarded to companies that meet high standards of social and environmental performance, transparency, and accountability.



Certified B Corporations, or B Corps, are businesses that balance profit with purpose, demonstrating a commitment to a positive impact on workers, customers, communities, and the environment.

NatureSweet also adopted legal commitments to consider the impact of its decisions on all stakeholders, not just shareholders.

EFI (Equitable Food Initiative)

The Equitable Food Initiative Certification program promotes better labor conditions, food safety, and sustainability in agricultural production. EFI collaborates with growers, workers, retailers, and other supply chain stakeholders to ensure responsible and ethical farming practices.



EFI certification is a signal to consumers that our products were grown under conditions that benefit both Associates and the environment, ensuring safer and more ethically produced food.



Fair Trade USA

The Fair Trade USA (FTUSA) certification for agricultural products ensures that goods are grown and traded ethically and sustainably. **This certification focuses on improving the living and working conditions of agricultural workers, promoting environmentally responsible practices, and fostering community development.** NatureSweet supports the program by placing a portion of the profits from certified products into a fund for allocation to a community through which our Associates can invest in education, healthcare, housing, or other local needs.

This certification empowers consumers to support more equitable and sustainable agricultural practices with every purchase.



Non- GMO

Non-GMO is a certification of accreditation that our products are Non-Genetically Modified Organisms or products; grown without genetically engineered ingredients or genetic modification, meaning their DNA was not artificially changed by inserting genes from other organisms.



ACE (Automated Commercial Environment) and C-TPAT (Customs-Trade Partnership Against Terrorism)

ACE recognizes us as a company that complies with the Customs and Border Protection (CBP) system and efficiency and reliability standards. Companies that participate in C-TPAT must implement strict security measures to protect cargo from tampering, smuggling, and terrorist threats.



SQF Certification (Safe Quality Food) and SENASICA

SQF certification is a globally recognized food safety and quality program that ensures food products meet strict safety and regulatory requirements. It certifies that our production meets the highest standards in food safety and good agricultural practices.



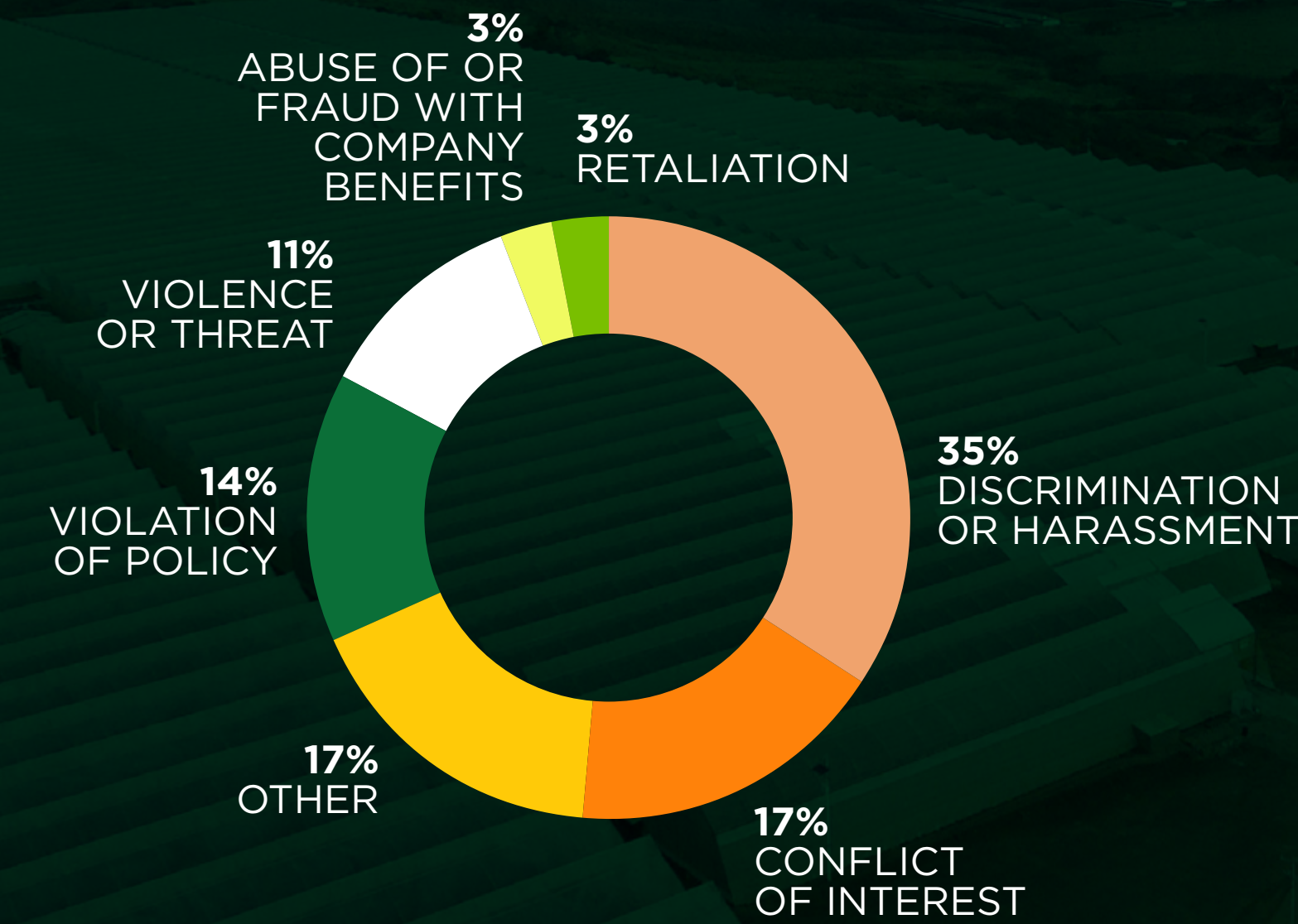
GOVERNANCE AND ETHICS COMMITTEE

As part of NatureSweet’s Business Transparency, we have an Ethics Hotline in which all Associates, clients, or suppliers can file a complaint (which can be anonymous) for any ethical breach. The contact can be in English or Spanish through the phone number 844-939-332 for the US and 800-099-1708 for MX or through the website at naturesweet.ethicspoint.com.

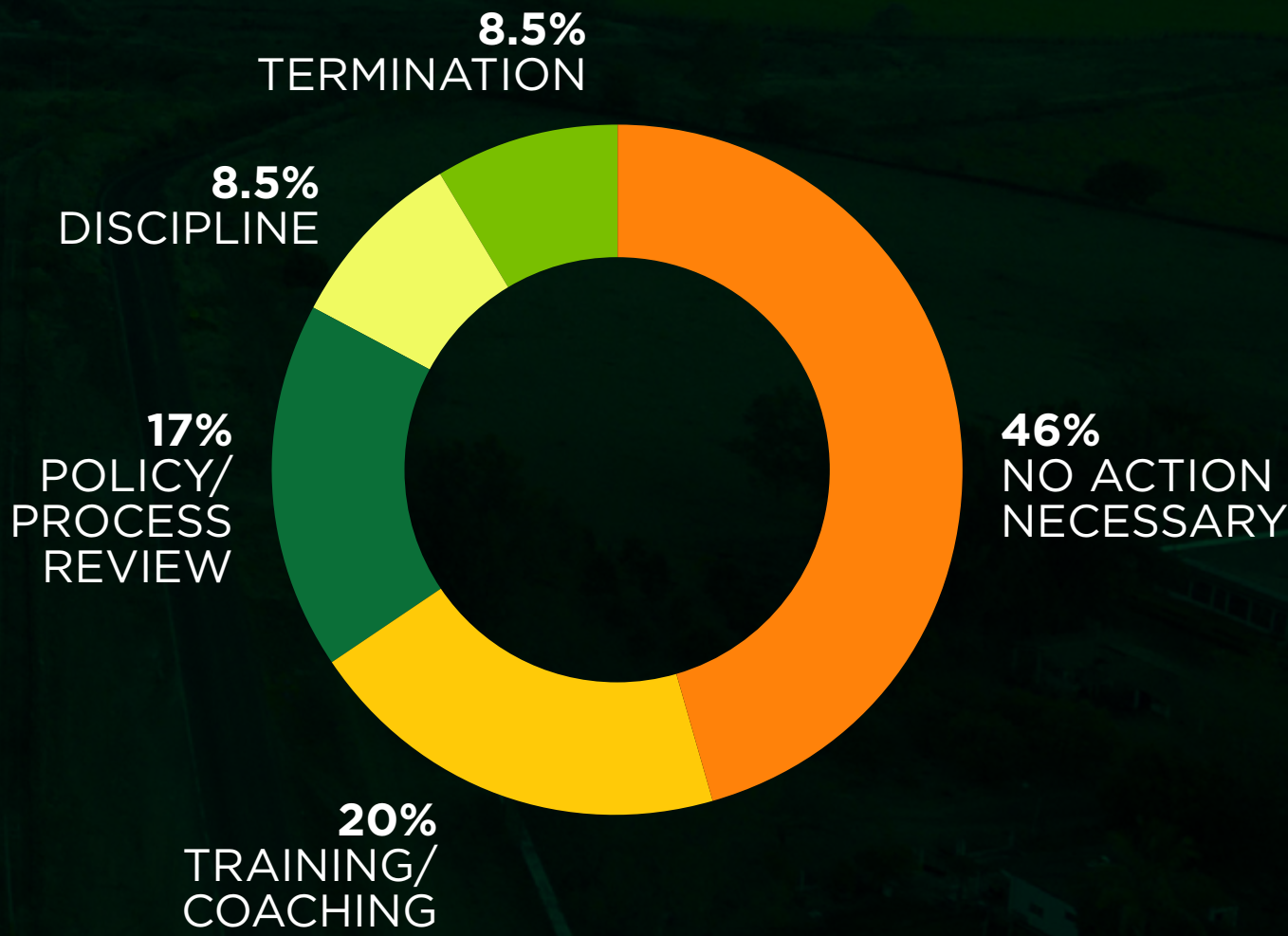
NatureSweet created an Ethics Committee, which is vital to good governance. Five members from different areas live the mission of ensuring ethical conduct and providing a formal framework for ethical standards and controls. **The Ethics Committee is responsible for investigating all ethics complaints and deciding with management if and what corrective action is needed.**

“No action necessary” refers to those cases for which the reporter didn’t provide enough information or details in order to proceed with proper investigation, and/or those that were investigated, but due to lack of evidence no action was necessary.

ETHICS COMPLAINTS BY ISSUE TYPE



ETHICS COMPLAINTS BY ACTION TAKEN



We also implemented a process in our operations whereby our Associates can make suggestions or complaints, participate in surveys, and report any other issue related to services or miscellaneous topics related to their work duties. The resolution of complaints and suggestions is reviewed in the EFI Leadership team meetings in which our Associates lead.

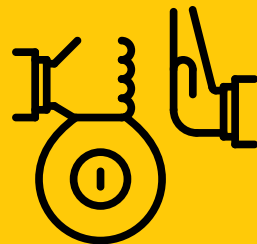
NatureSweet is committed to conducting a successful and responsible business in the global marketplace in compliance with all laws, including the U.S. Foreign Corrupt Practices Act (FCPA). Consistent with this commitment, NatureSweet expects everyone associated with the Company to comply with the laws of the United States, Mexico, and other locally applicable laws and to maintain the highest ethical standards of business conduct. This FCPA Policy supplements the Company Code of Conduct’s prohibitions against bribery and defines responsibilities under the FCPA and other anti-bribery laws.

The audit of our 2023 financial statements was conducted during the first three months of 2024. We did not make any adjustments to our financial statements as a result of the audit.

NO DATA SECURITY INCIDENTS
WERE REPORTED IN 2024 AND
OUR ASSOCIATES RECEIVED
ETHICS COMPLIANCE
TRAINING THAT INCLUDED
THE FOLLOWING TOPICS:



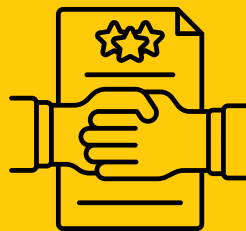
CYBERSECURITY:
VPN USE, RISK IDENTIFICATION,
MFA, STRONG PASSWORDS



BRIBERY AND CORRUPTION:
AVOIDING THE SLIPPERY SLOPE



WORKPLACE HARASSMENT:
CHECKING YOUR BIASES



CODE OF CONDUCT:
CONFLICT OF INTEREST



INFORMATION SECURITY:
CONFIDENTIAL INFORMATION,
DO NOT HELP HACKERS, PHISHING
AND SMISHING, PROTECTING
INTELLECTUAL PROPERTY



Since the department’s creation over 4 years ago, we implemented and enhanced frameworks that guide us to protect ourselves against the growing number of hacker attacks. This past year, we added incident reporting to our service catalog in our ticketing system to help better track them and created a security incident response plan to respond to incidents 50% faster and more efficiently.



CORPORATE SUSTAINABILITY COMMITMENT

In 2024, our sustainability and ESG policy initiatives continued to have a positive impact on society and the environment. Our policies provide us with clarity in terms of sustainability, ESG performance indicators, results, and the process of reporting and communicating to our stakeholders.

NatureSweet measures the ESG KPIs identified as material issues that are more relevant for the industry and our stakeholders using recognized standards such as SASB (Sustainability Accounting Standards Board), GRI (Global Reporting Initiative), B Lab, and several legal and accounting standards in compliance with authorities including MX IFRS **(International Financial Reporting Standards)** and US GAAP **(Generally Accepted Accounting Principles)**.

We grow our produce with the goal of transforming lives. The transformational effect in the produce industry starts with our Associates, transforming

their lives and the lives of all agricultural workers in North America. Our mission begins by providing opportunities for our Associates to earn a transformational wage, and gain access to quality education. Through these endeavors, we aim to foster positive changes in our communities.

NatureSweet’s decisions are guided by our Principles (Giving & Demanding) and Unleashers (Respect & Integrity). We are committed to incorporating sustainable management practices as a fundamental aspect of our business and value creation to responsibly address the impacts we generate with all our stakeholders. We believe that success comes from doing what is right for everyone involved, beginning with Agricultural workers. Our long-term commitment to sustainability has a lasting impact on the lives of our Associates, the communities we operate in, and the working relationships in the agriculture industry. Our decisions affect our environment and enable us to cultivate top-quality products that surpass the highest regulatory standards.

As the world's largest Controlled Environment Agriculture (CEA) company that earned Fair Trade, Equitable Food Initiative (EFI) and B Corp certifications, NatureSweet is committed to doing better for our people, our planet, and providing premium produce. Our certification as a B Corp proves our ESG commitment to leading a positive, purpose-driven business model.

Our purpose is to transform the lives of millions of Agricultural workers by proving that our business model works and can inspire and encourage the \$90 billion fresh produce industry to prioritize the well-being of workers and their communities in their growth strategies. We make a positive impact not only within NatureSweet, but also within our industry by setting the standard for others to replicate.

Our success is attributed to our dedicated and skilled workforce who grow, nurture, and package our great tasting produce.





OUR ASSOCIATES' DEMOGRAPHICS

“Together, we are driving positive change, fostering dignity, and delivering lasting impact—not only for families and communities, but across the entire agricultural sector. By leading with purpose, we are setting a new standard for growing responsibly and transforming an industry from the inside out.”

Alejandra Rodríguez, CHRO

During 2024, NatureSweet employed **6,246 full-time equivalent (FTE) Associates** across all operations.

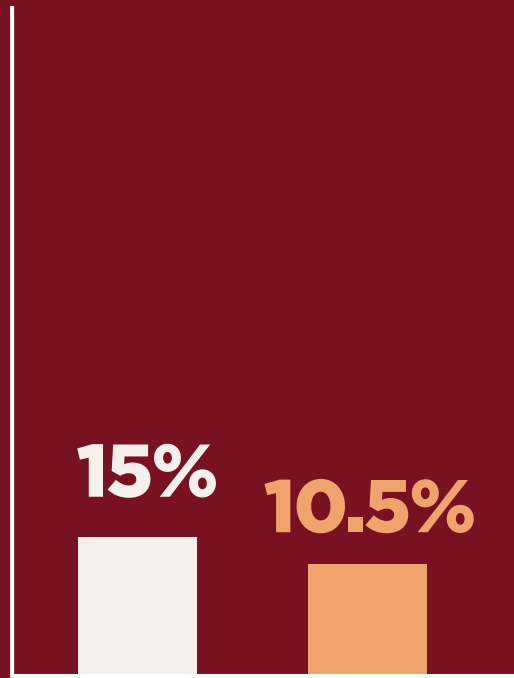
In 2024, our annual voluntary turnover rate was just **10.5%**. This achievement reflects our commitment to offering more than just jobs; we provide stability, dignity, and real opportunities for growth and success in life.



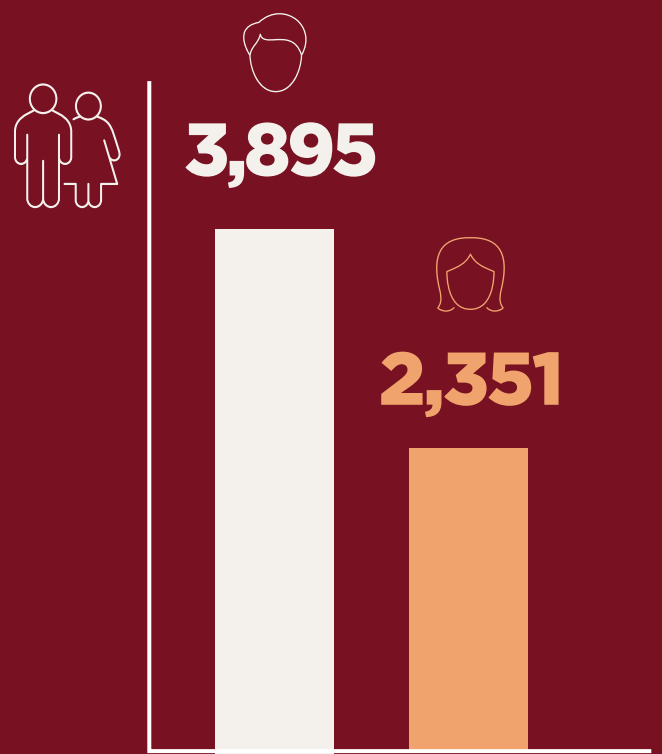
2024

FULL TIME ASSOCIATES

FTE



■ TOTAL TURNOVER
■ VOLUNTARY TURNOVER



■ MEN 62%
■ WOMEN 38%

NATURESWEET EMPLOYED

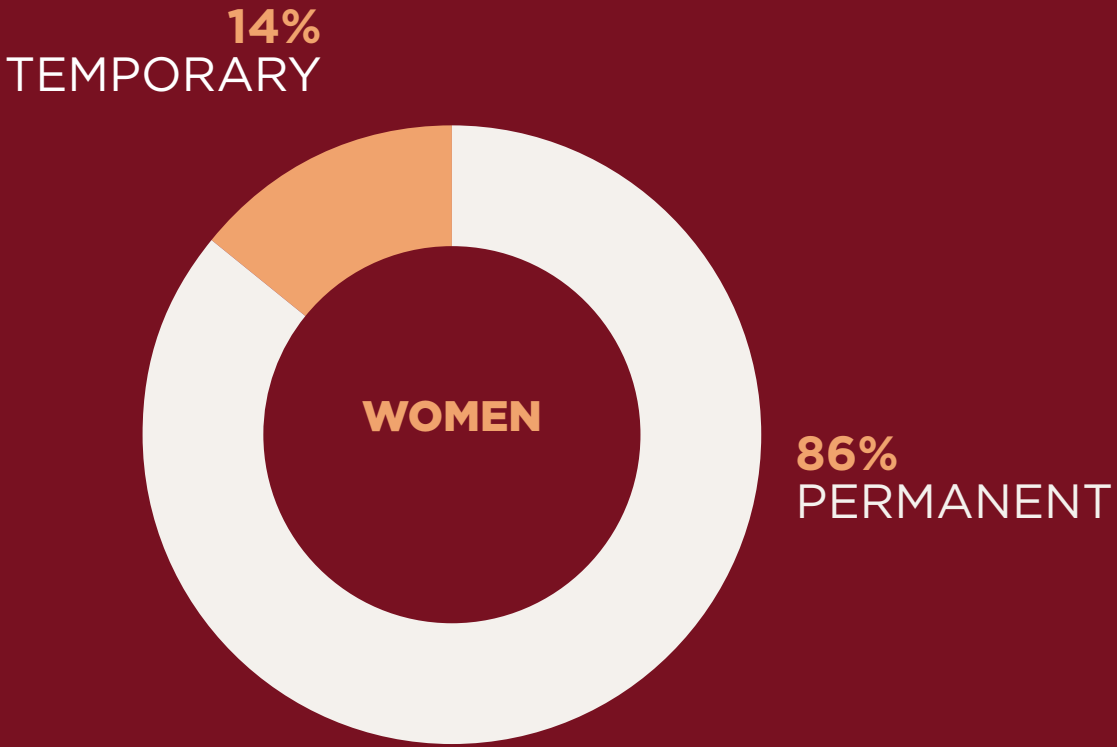
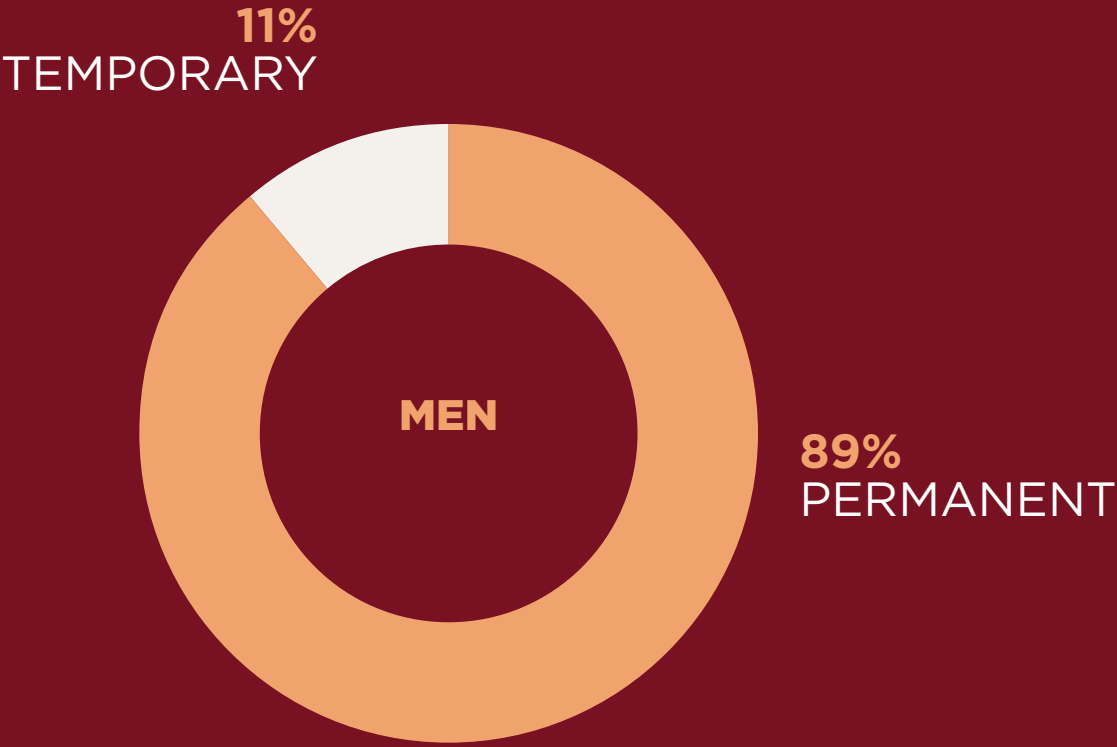
6,246

FULL-TIME EQUIVALENT
(FTE) ASSOCIATES

“Our low turnover rate reflects our commitment to offering more than just jobs—we provide stability, dignity, and real opportunities for growth.”

Sites	Permanent	Temporary	Total
Colima	408	241	649
Guadalajara	128	4	132
Nayarit	488	65	553
San Antonio	85		85
San Isidro	1009	73	1082
Tuxcacuesco	1077	138	1215
Bonita	51		51
Zapotlán	1485	87	1572
Zapotlán Comercializadora	764	143	907
Total			6246

Year	Category	<30		30-50		>50	
		Total	(%)	Total	(%)	Total	(%)
2024	Union	1780	91.2%	3226	85.8%	445	84.7%
	Staff	97	5.0%	215	5.7%	28	5.2%
	Leader	70	3.6%	197	5.2%	12	2.2%
	Manager	4	0.2%	94	2.5%	17	3.2%
	Director	0	0.0%	21	0.6%	16	3.0%
	Vicepresident	0	0.0%	3	0.1%	3	0.6%
	Leadership Team	0	0.0%	2	0.1%	6	1.1%
	Total	3284	100%	3758	100%	537	100%
	Total	6246					
		31%		60%		9%	



NATURESWEET C-SUITE LEADERSHIP TEAM



RODOLFO SPIELMANN

Chief Executive Officer
CEO



FRED STEUNOU

Chief Financial Officer
CFO



ALEJANDRA RODRÍGUEZ

Chief Human Resources Officer
CHRO



Skip Hulett

Chief Legal Officer
CLO



Tobianne Paul

Chief Marketing Officer
CMO



Lauro Rivera

Chief Quality Officer
CQO



Michael Chauvet

Chief Revenue Officer
CRO



Martin Ruebelt

Chief Scientific Officer
CSO

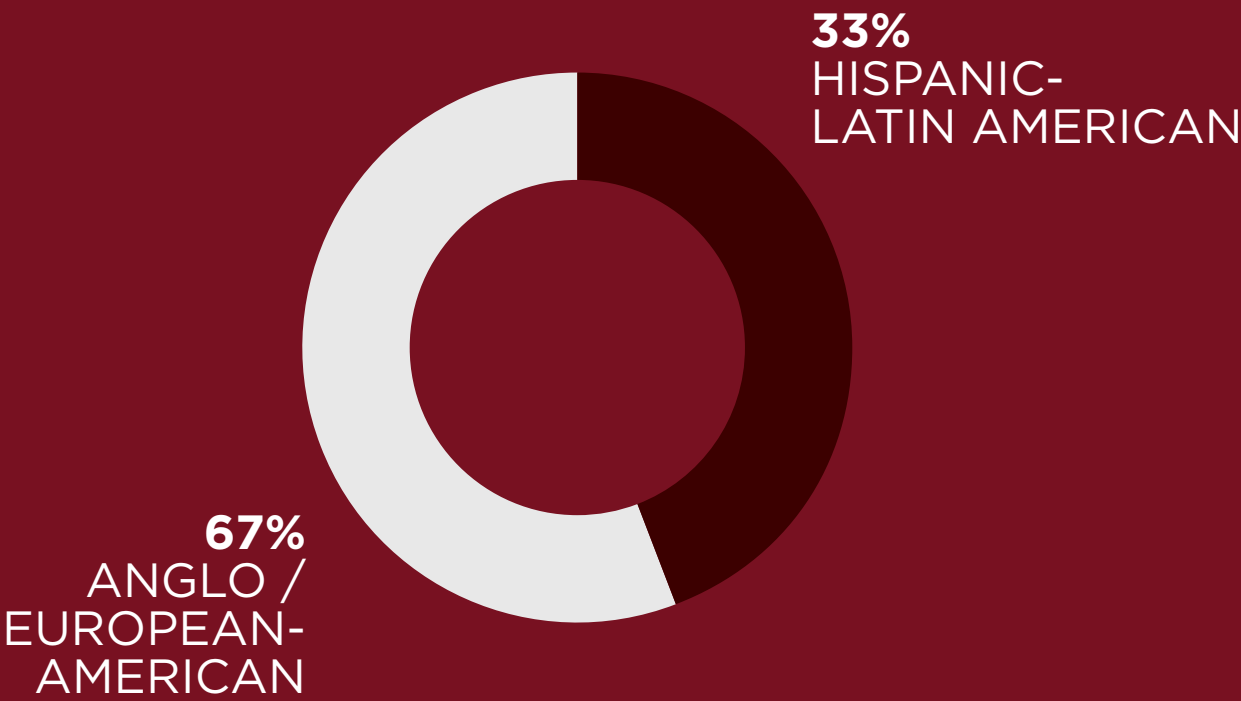
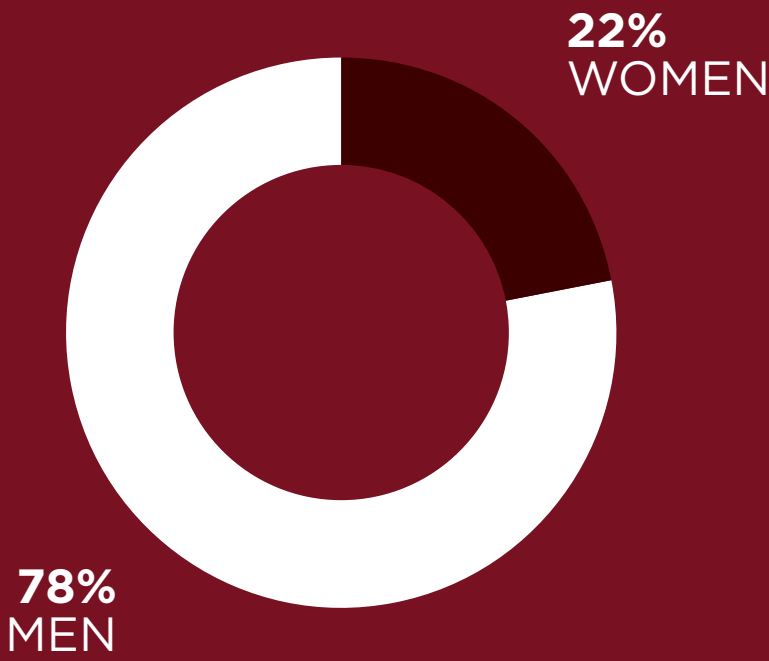


Dean Taylor

Chief of Staff
CoS

*NatureSweet Leadership Team as of July 2025.

DIVERSITY



FAIR WAGES AND BENEFITS COMMITMENT

One of the most common problems in the agriculture industry is that the minimum standards established for agricultural workers are not respected.

Our compensation model proves that we are committed to providing all Associates with the opportunity to earn a higher level of income that allows them, and their families, to thrive in their lives and reflect the effort of their work. That is why all our permanent and temporary Associates earn a total compensation above the minimum wage established by law, along with a series of benefits. We offer not only living wages but also access to transformational wages.



On an annual basis, we calculate the living wage salary using the Anker methodology, which is aligned with the Global Living Wage Coalition (GLWC).

Living Wage:

It is the necessary amount that an average family (4 members) requires to cover their essential expenses, including food, clothing, public education, and housing.

Transformational Wage:

It is the salary that will allow the associate to fulfill some of their dreams, such as vacations, acquiring an asset (e.g., house, car), or private education.

IN 2024, THE PERCENTAGE OF FULL-TIME AGRICULTURAL WORKERS WHO EARNED A

LIVING WAGE WAS:
97.4%

AND THE PERCENTAGE WHO EARNED TRANSFORMATION WAGE WAS 81.66%.



At NatureSweet, we are committed to fostering gender pay equity across all levels of our organization. Our compensation ratio compares average salaries of women to men within each job category. A ratio of 100% means equal pay.

For Associates, the salary and compensation ratio for women and men by employee category was as follows:

Category	Compensation Ratio Women to Men	
	MX	US
Executive (Vicepresident, Sr Director, and Director)	99%	86%
Sr Manager	89%	90%
Manager	111%	96%
Leader	107%	98%
Staff	93%	100%
Base Associates	93%	98%

The data highlights both progress and challenges in gender pay equity within the organization. In Mexico, women in managerial and leadership roles achieved, and in some cases exceeded, pay parity with their male counterparts, suggesting effective pay equity policies.

At NatureSweet we believe that the well-being of our Associates is key to our success. Throughout our operations in Mexico and the United States, we work to offer benefits that promote the health, stability, and growth of our Associates.

Among the benefits we offer equally in both countries are maternity and **parental leave**, allowing our Associates to enjoy this important moment of life with peace of mind. We also provide **disability coverage, life insurance, and performance bonuses**. In addition, we provide access to **psychological services**, guaranteeing emotional support for our Associates, and we foster a culture of well-being with additional incentives.





WE ALSO PROMOTE LONG-TERM FINANCIAL SECURITY THROUGH SAVINGS PLANS.



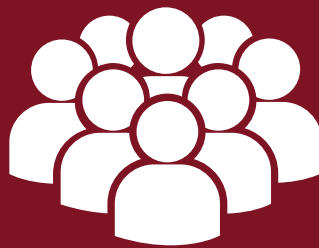
In the United States, we offer a **401k retirement savings plan**, allowing our Associates to plan their financial future with security and peace of mind.



In Mexico, we offer benefits that exceed the legal requirements, identifying the needs of our Associates, such as access to on-site medical services, and providing timely health support. For new parents, we provide **newborn baby kits**, providing support for families from day one.



Additionally, in Mexico we implemented a **transportation system** to facilitate employees' commutes to work, ensuring safety and accessibility. We also provide **food services**, promoting proper nutrition and general well-being.



Through these benefits, we aim to contribute not only to economic development but also to the well-being of our Associates.

We are committed to continually improving our labor practices, ensuring that our produce export processes are efficient and environmentally responsible. With every step we take, we reaffirm our commitment to creating a positive impact both inside and outside the company, in every community where we operate. We take pride in continuing to develop initiatives that positively impact the lives of our Associates and their families, reaffirming our commitment to their well-being and growth in every country where we operate.

DEVELOPMENT AND TRAINING

We are wholeheartedly committed to investing in the education and growth of our Associates, improving their quality of life, and paving the way for prosperity for future generations.

We strongly commit to developing our people, which is why we have various programs that help us unleash their potential and continue to grow both professionally and personally.

IN 2024, WE ACHIEVED:

55,158

HOURS OF TRAINING

(AN AVERAGE OF 6.29 H PER ASSOCIATE)



SOME OF OUR TRAINING PROGRAMS AND TOOLS INCLUDE:



Language Program:

This program aims to promote a bilingual culture by providing our Associates with a platform available 24/7, allowing them to develop a second language (in this case English)



Talent Growth Plans:

The objective is to create a tailor-made plan that outlines the necessary competencies to develop according to the associate's career stage. This plan will help them consistently master their current role or develop new skills to take on new and/or more responsibilities.



Learning:

Learning is the platform that helps us manage NatureSweet's training courses, allowing us to provide in-house content training to all our salaried staff. This platform is available 24/7, promoting self-management.



Webinars on Wellness – Orienta PAE:

This program aims to promote the overall well-being of Associates, covering areas such as emotional, medical, nutritional, veterinary, legal, and personal finance. It includes monthly talks given by specialists. Only available in Mexico.



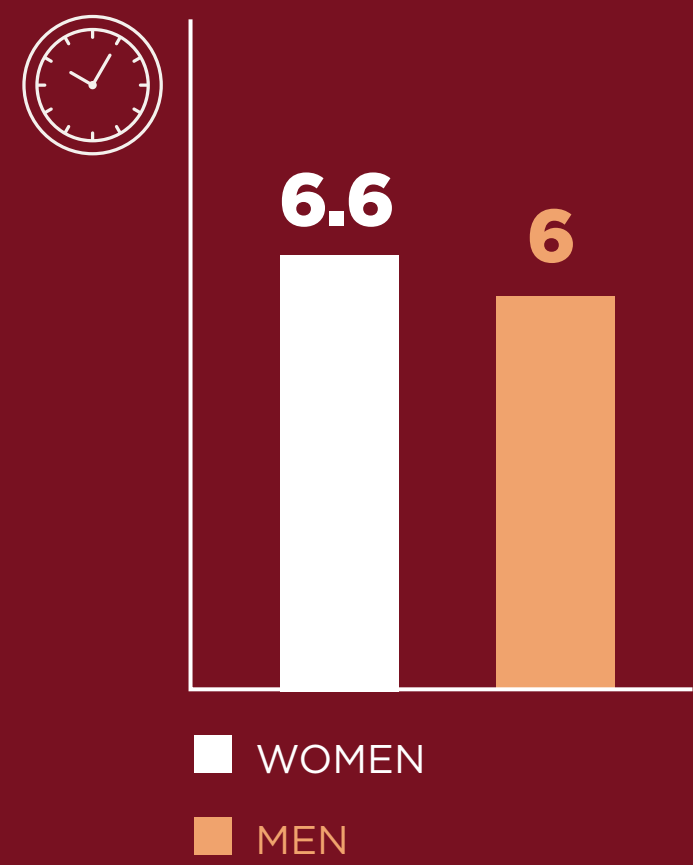
Ethics and Workplace Conduct Training:

We have an annual program that addresses several topics related to ethics and conduct at work. This program ensures a standardized understanding of expected behaviors, guarantees compliance with standards, and promotes a healthy work environment. In 2024, we achieved 100% completion of such trainings.



Training hours are segmented as follows, by gender and by category, as shown in the 2024 training hours breakdown below:

AVERAGE HOURS OF TRAINING PER GENDER



AVERAGE TRAINING HOURS PER CATEGORY AND GENDER

Category	Men	Women
Base Associates	5.4	5.5
Staff	12.0	11.1
Leader	15.5	26.9
Managers	8.4	8.1
Directors	6.6	12.6
Vicepresidents / Leadership Team	5.4	3.5

We believe the better you understand what is expected of your role, the better you can commit and perform.

That is why we set annual objectives (based on SMART Goals methodology) for non-based Associates (salaried Associates). This process helps us to define and clearly understand performance expectations and critical priorities: motivating individual and collective efforts to achieve the organization’s strategic goals.

These SMART goals are reviewed during the Performance Annual Review through **open and constructive** feedback, highlighting the **Associate’s strengths and areas of opportunity** to promote their **professional development and growth**. The results of this exercise have an impact on annual salary raises, annual bonuses, and talent decisions such as internal promotions.

SAFETY, HEALTH, AND WELL-BEING OF OUR ASSOCIATES

Our safety index is eight times better than the world-class standard OSHA (Occupational Safety and Health Administration) for industrial safety and 48 times better than the U.S. Agricultural Industry index. We maintained this outstanding performance for four consecutive years (2021-2024), consistently remaining below the industry standard and demonstrating our long-term commitment to safety and operational excellence.

To achieve these world-class results, we implemented a comprehensive Health and Safety Management System, In NatureSweet referred to internally as our **SISSO (Comprehensive Occupational Health and Safety System)** across all greenhouse facilities, ensuring full coverage for all Associates. Our system is aligned with the international standard ISO 45001:2018, and 100% of our operational sites are certified under this framework.

KEY SUCCESS FACTORS:

Engaged leadership team and workers:
Safety first

Clear and specific strategies: Targeting an 80/20
accident rate reduction

Annual General Managers meeting with Associates
to review and communicate safety results

Disruptive and effective SISSO (Security
communication) strategies, including:
a. New SISSO induction video
b. SISSO daily consultation dashboard
for Associates
c. “Song of the 7 Steps of Safety”

Ensuring daily measurement of strategies execution
across all facilities:
a. Safe Start Processes
b. Fall Prevention and Stilts Safety
c. Safety Critical Processes

NatureSweet developed a mature safety culture that includes risk and hazard identification, evaluation, and control procedures using the William T. Fine analysis methodology. This assessment is conducted annually to implement corrective measures based on a SWOT-style analysis.



HAZARD CONTROL ACCOUNTABILITY:

The following hierarchy is used to eliminate hazards and minimize risks based on feasibility:

#1

Elimination of
the hazard

#2

Substitution
of risk

#3

Engineering
controls

#4

Administrative
controls

#5

Personal protective
equipment

#6

Risk transfer





WE MAINTAIN OUR COMMITMENT THROUGH OUR HEALTH AND SAFETY MANAGEMENT SYSTEM WHICH INCLUDES:

- **A Safety and Hygiene Committee** oversees and guides the program, meeting quarterly, with union leaders among its members. Senior management and ISO 45001:2018 Implementation Committees meet monthly to monitor system performance.
- **A structured training matrix for workplace health and safety ensures every** new Associate receives an introduction to the company and annual specialized training in their field to ensure competency and awareness.
- **Policies covering prevention protocols** against viral contamination and infectious diseases, entry regulations, and safety procedures for high-risk tasks (e.g., high-altitude work, welding, forklift operations, tractor use, fumigation, confined spaces, excavations, and LOTOTO procedures (Lock-out, Tag-out, Try-out))
- **Biannual health campaigns** in collaboration with government health institutions IMSS (**Instituto Mexicano del Seguro Social.**), SSA (**Secretaría de Salubridad y Asistencia**).
- **Daily safety priorities integrated into operational control**, ensure Associates never work in unsafe conditions:
 - a. Safety talks and inspections of safety conditions and equipment.
 - b. Health condition assessments for workers.
 - c. “Safe Start” practice (“Arranque Seguro”), a key process to prevent errors.
 - d. Surveys and suggestion boxes for continuous improvement, with immediate review and response following our No Retaliation Policy.
 - e. Seasonal health and safety awareness campaigns under the Industrial Safety and Occupational Health Integral System (SISSO).
- **Provision of vitamin supplements, nutrition plans, vaccination centers, and preventive care** for high-risk Associates.
- **VICORSAT care program, (Workplace Health Hazard and Accident Prevention and Control)** promoting self-care awareness.
- **Partnerships with private hospitals and emergency services** for all Associates, including external workers.



2024 SISO WEEK: STRENGTHENING OUR SAFETY CULTURE

THE PURPOSE OF THIS WEEK WAS TO:

1

Raise workplace safety and health awareness through specialized talks (e.g., hand safety, working at heights).

2

Enhance protective equipment knowledge with advice and expert guidance placed at strategic sites. (Information boards or kiosks, etc.)

3

Improve physical and mental well-being through activities such as a 3 km run, mental health talks, and vaccination campaigns (e.g., tetanus, pneumococcus, measles, rubella), with support from the Mexican consulate in the U.S.

4

Encourage teamwork and participation with interactive safety games and prizes.

5

Evaluate safety protocols through emergency drills, including evacuations, first aid, chemical spill containment, and fire response.

6

Identify health concerns early with IMSS medical screenings for conditions such as cervical cancer, diabetes, hypertension, and obesity.

2024 SISO WEEK: STRENGTHENING OUR SAFETY CULTURE



IMPACT

5,163

INDIVIDUALS SUCCESSFULLY
EVACUATED DURING THE
MACRO DRILL.

1,351

INDIVIDUALS RECEIVED HEALTH
SERVICES FROM IMSS BIENESTAR
IN OUR OPERATIONS.

467

ATTENDEES PARTICIPATED IN
INDUSTRIAL SAFETY TRAINING.

452

PARTICIPANTS JOINED
THE SISO RACE.





SEASONAL AND OCCUPATIONAL
SAFETY MEASURES:

Rainy Season Precautions (June-September):

Increased safety measures due to slippery and irregular roads, reducing the risk of falls and injuries.

Prevention of Musculoskeletal Injuries:

Training in proper lifting techniques, posture care, pre-shift calisthenics, and micro health pauses in compliance with NOM 036-STPS.

Chemical Safety Measures:

Regular risk analyses of hazardous substances (NOM 05-010 STPS), industrial hygiene studies (vibrations, noise, light pollution), and manual loading assessments following NOM 036 STPS.

Continuous Improvement in Occupational Safety:

We proactively correct all risk-handling issues, achieving a reduction in occupational accident-related injuries this year.

OCCUPATIONAL ACCIDENT-RELATED INJURIES:
COMPARATIVE ANALYSIS

Category	2023	2024
Deaths from occupational accidents	0	0
Severe occupational accident-related injuries (excluding deaths)	0	0
Recorded occupational accident-related injuries	15	6
Main types of occupational accident-related injuries (contusions, fractures)	5	1
Number of hours worked	12,646,483	14,485,158
Work accident rate	0.21%	0.083%

NatureSweet remains dedicated to fostering a safe and healthy workplace, continuously enhancing our safety culture to protect the most valuable for us—our people.

We lead a best-in-class safety index with a rate of 0.083% in 2024.

Our result of 0.083 demonstrates an exceptionally strong safety performance. Using the OSHA methodology, this means that standardized to the benchmark of 200,000 hours, we experienced less than 0.1 recordable incidents per 100 full-time employees in a year. This result is well below the average rates in the agricultural sector and reflects our robust safety systems, preventive culture, and our commitment to making Associates’ safety our number one priority



SOCIAL IMPACT STRATEGY

“We are deeply inspired and committed to our Purpose, grounded in the belief that education is the catalyst for meaningful transformation. By empowering our Associates and their families with the knowledge and tools they need, they decide to unleash their power, and their ability to lead and shape their futures”

FERNANDA SUAREZ
SUSTAINABILITY AND SOCIAL
IMPACT DIRECTOR.

LOOKING AHEAD, OUR COMMITMENT TO TRANSFORMING LIVES THROUGH EDUCATION

Our Social Impact Strategy for the upcoming years focuses on empowering our Associates, their children, and spouses by expanding access to education. We believe that by investing in their development, we are planting the seeds of lasting change and building a tomorrow in which its people have a higher level of education.

IN 2024, OUR VARIOUS PROGRAMS
AND VOLUNTEER ACTIVITIES
POSITIVELY IMPACTED THE LIVES OF

231,503 INDIVIDUALS



UNIVERSAL ACCESS TO EDUCATION

EDUCATION: PLANTING THE SEEDS OF KNOWLEDGE FOR A STRONGER FUTURE

We genuinely believe in making learning accessible, which is why we offer a wide range of educational opportunities during working hours for our base Associates in Mexico—from reading and writing classes to elementary, middle school, high school, and even bachelor's degrees—all provided at our facilities. By investing in our team's education, we are planting seeds for their future success, growth, and lasting prosperity. We are developing our future agricultural leaders.

In 2024, our company broke a record when **296 base Associates completed their elementary and middle school diplomas** in Mexico, the highest number of annual graduates in our company's history.

Since 2005, 2,415 base Associates have graduated from this program. The youngest Associate in the education program is 21 years old, and the oldest is 63.

ACADEMIC EXCELLENCE PROGRAM

We expanded our commitment to the education of our Associates' children by recognizing their outstanding school performance and rewarding them for staying in the program, which lasts 9 years and includes Elementary and middle school students.

We strongly believe that education can transform lives and open doors to opportunities for future generations. We understand that raising children is a complex task, and supporting their education is a top priority. We continued our Academic Excellence Program through which children spent an entire day with us, exploring our greenhouses, and participating in cultural and interactive activities, some experienced a movie theater for the first time and received a unique award for each consecutive year of achievement.

At NatureSweet, we inspire and encourage elementary and middle school students to strive for academic excellence. Through their dedication, we help foster a promising future, transforming their lives by empowering their education.



IN 2024,

1,247

ASSOCIATES' CHILDREN WERE
RECOGNIZED FOR ACADEMIC
EXCELLENCE.





SWEET FAMILY: HARVESTING STRONG AND HEALTHY RELATIONSHIPS

Our Sweet Family program is an in-house dynamic course designed to enhance mental well-being and foster healthy relationships. The program requires commitment to attending four engaging modules, each consisting of three sessions. Over the course of three months, Associates gain valuable tools to strengthen their self-perception and self-esteem, improve family dynamics, enhance communication, and support emotional well-being. This helps our Associates create genuine, healthy relationships and build a harmonious family foundation.

IN 2024,

726

LIVES WERE TOUCHED.

Since we started the program, it has positively impacted 3,338 individuals by providing tools to improve their lives.

Note: These programs are available in all our operations in Mexico



SWEET LIFE: CULTIVATING WELLBEING INSIDE AND OUTSIDE THE FIELD

Our Sweet Life program offers internal counseling services to our Associates through a dedicated team of in-house psychologists. Associates can access up to eight one-hour sessions during working hours, receiving personalized support tailored to their needs. Additionally, Associates and their families have 24/7 access to online resources for support outside of work hours.

Each case is carefully assessed to ensure the right level of care, whether low, medium, or high impact. We are committed to creating a supportive environment for our Associates in the workplace and beyond.

Since the program began in 2014, we have positively touched 6,306 lives; in 2024, 2,761 lives were touched.



ORIENTA PAE

Our Orienta PAE program provides 24/7 support to all NatureSweet Associates and their families, offering psychological counseling, nutrition services, legal and financial guidance, and personal wellness resources. Designed to provide comprehensive and continuous support, the program helps Associates navigate challenges in their personal and professional lives. In 2024, **2,639 lives were impacted.**

In October, as part of the program, NatureSweet hosted a conference focused on the emotional impact of breast cancer. This initiative aimed to provide educational resources to Associates, helping them understand the emotional, psychological, and social challenges associated with this disease. The session covered strategies for managing emotions, developing coping mechanisms, and accessing comprehensive support systems. With the participation of 174 Associates, this session reinforced the importance of health education, providing individuals with the information and resources needed to support themselves and their loved ones through the challenges of illness while fostering a culture that values empathy, mental well-being, and emotional resilience.

PROFESSIONALIZING AGRICULTURAL CAREERS

In 2024, NatureSweet launched the second bachelor's degree in agriculture, expanding the program to two of our facilities: Tuxcacuesco and Zapotlan, in Mexico. Currently, more than 50 unionized base Associates are enrolled. One group is in their third year and the other is in their first year. By 2025, we will expand the program to our San Isidro and Colima facility.

During 2024, 52% of the Associates who are studying 6th semester of the Bachelor in Agronomy were promoted and are committed to contributing all the knowledge acquired in new projects.

The benefits of the education program are the development of internal talent so that they can hold positions in different areas within the company. By obtaining better academic preparation, the associate will be able to easily face changes, better understand his or her role and develop ideas for improvement for the company, unifying knowledge criteria, and above all, be aware of what the individual can contribute to making a notable change in his personal life and improve his efficiency at work.



ASSOCIATES IN ACTION: LEADING CHANGE BEYOND THE GREENHOUSE

By empowering our Associates with education and leadership skills in social and community development, we cultivate strong networks that drive meaningful change within their communities through our Social Impact initiatives and the FairTrade Program.

NatureSweet encourages and supports all its Associates to volunteer for at least two days a year. Through our volunteer program, we positively reached more than **47 communities** near our operations, supporting **113 civil associations**, such as homes, nursing homes, senior citizen clubs, community kitchens, foster homes, schools, and Multiple Care Centers (CAM) in vulnerable communities.

DURING 2024 WE INVESTED

8,189

**HOURS OF VOLUNTEER
WORK IN COMMUNITIES.**



OUR SOCIAL IMPACT COMMITTEE IN OPERATIONS IN MEXICO

During 2024, we have impacted 202 lives, addressing proprietary needs of our Associates and nearby communities to our operations. This committee is integrated by some Associates and leaders in each facility where applications are received, and they prioritize the need considering the most urgent needs, such as food, water, housing, education, and health, ensuring that support reaches those who need it most, favoring their well-being and development.

Thanks to this initiative, we provided essential support such as wheelchairs, walkers, medicines, alternating pressure mattresses, wet towels, diapers, scholarships for high school, and materials to improve the infrastructure of the Los Camichines kindergarten that is located near NatureSweet's

Tuxcacuesco Plant. Our annual “Donatón Drive” collects toys, non-perishable food, and cleaning products to be distributed throughout the year through our **volunteer program**, supporting those in need. In 2024, our Associates donated **2,887 toys, and NatureSweet as it does every year doubles the number of toys**, which means **5,774 toys** were distributed to vulnerable communities where we operate. We recognize the importance of play and recreation in children's development. Through these donations, we seek to promote creativity, social interaction, and emotional well-being in the communities we support.

OUR ASSOCIATES
DONATED MORE THAN

7,212
PRODUCTS



BARTER MARKET

We reuse our resources that are no longer useful in operations, providing an opportunity to have a second use to cover associate's needs. This program is an exchange that allows Associates to trade rice and beans in exchange for products that are no longer being used within our facilities. Together we collected more than 2,678 pounds of food through this program that were donated to food banks and different vulnerable communities

FOOD DONATION: FROM OUR GREENHOUSE TO YOUR TABLE

Each year, NatureSweet proudly donates millions of pounds of fresh produce to communities in need. We partner with over 55 nonprofit organizations, including food banks and local food pantries, to help fight hunger and make a positive impact. In 2024, NatureSweet donated 3.5 million pounds of fresh produce to food banks across North America and provided more than 2.9 million meals.





DURING THE YEAR WE PARTNERED WITH DIFFERENT ORGANIZATIONS THAT SHARED THE SAME CAUSES AS FOLLOWS:



ESCUELAS POR LA TIERRA (SCHOOL IN PRO OF EARTH) = IN ALLIANCE WITH FUNDACIÓN EDUCACIÓN MEXICO A.C

In 2024, NatureSweet continued its alliance with Fundación EDUCACIÓN México A.C. Since the program started more than 3,600 elementary and secondary students benefited from strengthening the School Gardens program. The program also aided teachers and communities from six schools in Jalisco, Colima, and Nayarit.

In July, seedling workshops were held for students and families. Students and teachers shared educational projects with NatureSweet Associates, performing activities in Harvests, and cleaning of cultivation beds. A local Fair was also carried out.

In September 2024, the activities focused on maintenance at school gardens. These included weeding, painting, cleaning, adding organic fertilizer, sanding, and waterproofing grow containers. School gardens were assessed, and technical recommendations were provided on container care, space distribution, water management, pest control, safety measures, and vegetative reproduction strategies. These actions ensured fundamental spaces to promote environmental and climate education in school communities, developing the necessary skills for students, teachers, and families to become agents of change and promoters of food security and sustainable development.



PARTNERING WITH BANCO DE TAPITAS AC, BY COLLECTING PLASTIC CAPS TO SUPPORT HEALTH INITIATIVES.

We donated 369 kg of plastic caps to the nonprofit Banco de Tapitas A.C., which supports children diagnosed with cancer. This effort allowed the provision of chemotherapy treatments, nutritional supplements, basic food supplies, lodging for patients undergoing treatment, and transportation to hospitals.

Banco de Tapitas A.C. promotes early cancer detection and care programs free of cost for patients ranging from infants to 21 years old who received a cancer diagnosis. The costs are covered through the collection, storage, and recycling of all types of plastic lids.

Beyond medical support, this initiative promotes an educational culture of sustainability and social engagement by promoting responsible recycling practices. It exemplifies our dedication to creating meaningful change, proving that small actions (such as collecting plastic caps) can create a lasting positive impact on both people and the planet.



Thanks to this donation, we were able to touch the lives of more than 500 patients and their respective families in different areas of Mexico.



ALLIANCE WITH PAS FOUNDATION (SEXUAL ABUSE PREVENTION)

Our alliance with Fundación PAS reflects our commitment to education as a tool for preventing sexual violence targeted at children and creating safe environments for children and adolescents. This collaboration was developed through volunteer days, through which NatureSweet Associates made solidarity and in-kind contributions to support the Foundation's work. These funds were allocated to education, awareness, care, and community campaigns that provide support resources for victims. Additionally, Fundación PAS facilitated educational workshops in all our plants, training our Associates in violence prevention strategies, including topics such as sexual abuse, digital violence, consent, and reporting mechanisms.

By promoting these learning spaces, we empower our Associates with the knowledge and tools to identify, prevent, and address risks, fostering a culture of awareness, safety, and protection in both professional and personal environments.



BREAST CANCER PREVENTION - ALLIANCE WITH EIRA A.C.

We joined forces with EIRA A.C. and Krispy Kreme to support the prevention and early detection of breast and cervical cancer in rural and Indigenous communities. Through a Krispy Kreme donut sale, we raised funds to finance EIRA A.C.'s health education programs, allowing 400 people to benefit from preventive care and medical services.

By linking this initiative to education, we emphasize the importance of preventive health literacy, ensuring that communities (especially those with limited access to medical services) are equipped with knowledge about self-examinations, early warning signs, and the benefits of timely medical check-ups. This approach not only promotes physical health but also empowers individuals to take control of their well-being through informed decision-making.





SUPPORT FOR CHILDREN AND ADOLESCENTS WITH AUTISM SPECTRUM DISORDER (ASD) – ALLIANCE WITH TINA A.C.

Continuing our focus on universal education and inclusion, we partnered with TINA A.C. and Krispy Kreme to support children and adolescents with autism spectrum disorder (ASD). This initiative aimed to raise funds for the opening of a therapy center for specialized care through group and individual therapies in Ciudad Guzmán, where one of our biggest operations is established. The center will serve as a learning space where children and adolescents with ASD receive personalized support to enhance their social, family, and school integration. Through this alliance, we contribute to a more inclusive educational model, where neurodivergent individuals can develop essential life skills, build independence, and participate fully in their communities. NatureSweet Associates played an active role as volunteers in this initiative, reinforcing our belief that education is a powerful tool for inclusion and social impact.





NATURESWEET FOUNDATION COMMUNITY IMPACT (US ONLY)

In 2024, the NatureSweet Foundation supported a wide range of community initiatives that directly impacted **709** lives and indirectly reached an additional **2,552** individuals. Of these, NatureSweet-led Foundation activities were responsible for **506** direct and **1,821** indirect impacts.

Through our dedicated events, NatureSweet Associates engaged in firsthand efforts like the Pre-K Academy Garden project, Kinetic Kids adaptive sports support, Sam Ministries back-to-school drive, and more. These initiatives focused on core pillars of Nutrition, Education, and Community Development.

Additionally, NatureSweet Associates voluntarily participated in external activities such as Habitat for Humanity construction, refugee support, and holiday donation drives during their personal time, reflecting our company's strong culture of compassion and community service.

**These efforts underscore our purpose to transforming lives
and communities both within and beyond our workplace.**





A SNAPSHOT OF OUR FAIR TRADE IMPACT

EMPOWERING ASSOCIATES WITH LEADERSHIP SKILLS IN SOCIAL
AND COMMUNITY DEVELOPMENT

100% OF NATURESWEET BRANDED SNACKING TOMATOES ARE FAIR TRADE CERTIFIED. WE BELIEVE THAT EVERY TOMATO COUNTS BECAUSE BEHIND EACH ONE LIES A STORY OF TRANSFORMATION, EMPOWERMENT, AND PURPOSE.

LET'S TAKE A CLOSER LOOK AT HOW PURPOSE TOOK ROOT AND FLOURISHED THROUGHOUT THE YEAR.



SINCE THE PROGRAM'S INCEPTION IN 2021,

Over \$4 million

USD WAS GENERATED IN FAIR TRADE COMMUNITY DEVELOPMENT FUNDS.



SINCE 2021, THE PROJECTS POSITIVELY IMPACTED MORE THAN

14,000 LIVES



In 2024 \$1.9 million USD

IN FAIR TRADE PREMIUMS WENT DIRECTLY TO OUR ASSOCIATES. THESE FUNDS TRANSLATE INTO REAL IMPACT: EDUCATIONAL OPPORTUNITIES, ACCESS TO HEALTHCARE, HOUSING INFRASTRUCTURE, AND BRIGHTER FUTURES.

WE POSITIVELY IMPACTED 4,665 NATURESWEET ASSOCIATES AND THEIR FAMILIES.





EDUCATION

IN COLIMA,
35

**STUDENTS RANGING FROM MIDDLE
HIGH SCHOOL,**
and undergraduate levels received either
free or partially free of charge coverage
for tuition.

HOUSING

IN SAN ISIDRO,
647

**ASSOCIATES WERE PROVIDED WITH
BATHROOM SETS, CISTERNS FOR DRINKING
WATER STORAGE, AND HYDROELECTRIC
PUMPS.**



HEALTH AND WELL-BEING

IN ZAPOTLAN,
1133

**ASSOCIATES AND
THEIR FAMILIES BENEFITED THROUGH
A VISUAL HEALTH CAMPAIGN,**
receiving treatments to prevent partial
or total vision impairment.

IN TUXCACUESCO,
822

**ASSOCIATES BENEFITED
FROM HEALTH PROMOTION
CAMPAIGNS AND MEDICAL CARE**
from doctors specializing in general medicine,
internal medicine, gynecology, and nutrition.



BETWEEN TUXCACUESCO
Y SAN ISIDRO,
1572

**ASSOCIATES RECEIVED
A COMPLETE FIRST AID KIT, WITH
BASIC FIRST AID MEDICINES.**

IN NAYARIT,
412

**PERSONS INCLUDING ASSOCIATES, THEIR
FAMILIES, AND COMMUNITIES BENEFITED
THROUGH A HEALTH CAMPAIGN CARE**
“Feria de la salud y “Bienestar” (“Health Fair” and
“Well-being”). This fair consisted of 10 informative
and didactic modules, where they could learn about
nutrition, first aid, oral hygiene, etc.

FAIR TRADE COMMUNITY DEVELOPMENT FUNDS

NatureSweet is taking its commitment to Fair Trade to the next level by expanding the program with key industry partners. In 2024, eleven external growers joined the Fair Trade tomato supply chain, certifying their operations and gaining access to premiums that will fuel transformative projects in their communities. With this expansion, the program is set to make a meaningful difference in the lives of more than 9,000 agricultural workers, empowering them and their families for a brighter future.

NatureSweet's commitment to Fair Trade continues to create a lasting impact, empowering workers and transforming communities. Since the program's inception in 2021, **over \$4 million USD generated in Fair Trade Community Development Funds.**

Together, we are solving needs and building a more equitable future. Since 2021, the projects positively impacted more than **14,000 lives.** They invested in projects such as dental care, eye care, nutritional counseling, housing improvements, and education.



In 2024, we proudly achieved a new milestone: our Arizona facility became Fair Trade certified—making NatureSweet one of the few companies with 100% of its sites Fair Trade certified. This achievement reflects our deep commitment to improving the lives of our Associates across every location.

As we move into 2025, the Arizona team is already laying the groundwork to bring this commitment to life—**beginning with the identification of community needs and the design of impactful, purpose-driven projects.**

We believe that every tomato counts—because behind each one lies a story of transformation, empowerment, and purpose. In 2024, NatureSweet funded **\$1.9 million USD** in Fair Trade premiums. These funds translate into real impact: educational opportunities, access to healthcare, housing infrastructure, and brighter futures. **We positively impacted 4,665 NatureSweet Associates and their families.**





QUALITY AND FOOD SAFETY

CHAPTER 5



HIGHEST QUALITY & FOOD SAFETY

We are committed to delivering **safe, delicious, and reliable products** that consumers can trust every day. In 2024, our strong quality and food safety systems kept our products safe and our customers confident. Behind every tomato and every greenhouse-grown vegetable is the dedication of our team, working with passion and care from farm to table. Excellence for us isn't a target — it's a standard. We continue to raise the bar, listening to consumers, improving processes, and innovating to ensure our products meet the highest expectations.

Commitment to Quality & Food Safety

In 2024, we saw strong growth in our greenhouse-grown vegetables, supported by our ongoing commitment to **freshness, safety, and consumer trust**. Positive consumer feedback confirmed that our focus on communicating quality and care is resonating in the market.

We also faced challenges, such as ensuring the optimal freshness of mini cucumbers, which prompted process improvements to strengthen shelf life and maintain consumer satisfaction.

Most importantly, we proudly maintained a record of **zero product recalls**, thanks to our robust food safety systems. These include preventive controls, regular monitoring, and continuous employee training. Our teams work with discipline and passion to identify risks early and safeguard the integrity of every product.

As part of our commitment to sustainability, we continue to reduce the use of traditional agrochemicals by exploring biological alternatives. Every product that reaches consumers is backed by rigorous safety validations, regulatory compliance, and a culture of continuous improvement.

Our promise is clear: to deliver safe, high-quality, and responsibly grown products that families can trust.





2024 QUALITY & FOOD SAFETY SNAPSHOT



Strong growth
in greenhouse vegetables.



Zero product recalls
– safety systems at work.



Improved freshness
processes for cucumbers.



Reduced agrochemical use,
moving toward sustainable
solutions.



Continuous improvement culture
driving consumer trust.



“The most significant achievement of 2024 was the continued zero product recalls due to food safety reasons, a direct result of our extensive food safety systems and rigorous protocols”.

**LAURO RIVERA,
CQO**





ECO- RESPONSIBILITY

CHAPTER 6



ENVIRONMENT

ENVIRONMENTAL & SOCIAL IMPACTS ON SUPPLY CHAIN

With our commitment to offering high-quality produce to our consumers, NatureSweet is committed to maintaining sustainable supply through a responsive system of governance. NatureSweet's ESG program involves suppliers who support the delivery of materials and services in accordance with NatureSweet's framework.

Suppliers must meet local, national, and international regulations. Moreover, suppliers must meet NatureSweet standards, which is why NatureSweet monitors compliance with the guidelines established in our Supplier Code of Conduct, a non-negotiable requirement to be part of our catalog of suppliers and business partners, as well as compliance with applicable labor, employment, health and safety, environmental protection and business ethics standards, among others.

Our commitment to social and environmental compliance through programs such as Fair Trade and B Corp, means we seek the same commitment from our suppliers for having certifications, such as Equitable Food Initiative (EFI), Fair Trade USA, SMETA, B Corp, etc.

NatureSweet verifies that 100% of suppliers of any product or material related to food safety and innocuity meet specific requirements and standards, such as quality, delivery, social, and environmental practices.





In 2024, we reduced irrigation intensity by 6% compared to the previous year, using less water to grow each pound of produce despite an increase in total production. This improvement is the result of targeted actions:

1. Selecting new tomato varieties with lower water needs
2. Adjusting irrigation schedules based on crop cycles, and
3. Reinforcing preventive maintenance to reduce leaks and system inefficiencies

While we are proud of the progress made, our journey does not stop here. We are actively working on new initiatives to further enhance water efficiency and produce with care for the planet and our communities. Water is life, and we treat it that way.

WATER: PRECISION AND RESPONSIBILITY

Water scarcity is one of the most pressing challenges of our time, and agriculture plays a critical role in addressing it. At NatureSweet, we embrace this responsibility by using advanced water management practices to deliver water only where it is truly needed.

Our efficiency in water use is driven by Controlled Environment Agriculture (CEA), where precise technology meets expert agricultural knowledge. We use fertigation systems to deliver water and nutrients directly to the roots via modern drip irrigation, ensuring plants receive exactly what they need when they need it. Additionally, our natural coconut husk growing medium retains moisture longer than traditional soil, extending irrigation intervals and boosting water productivity. This allows us to use substantially less water than open field agriculture, **80% less**.

ENERGY: PRODUCING MORE WITH LESS

In 2024, we continued advancing our commitment to reducing environmental impact by optimizing both electricity and fuel consumption. Unlike greenhouses in colder climates, NatureSweet benefits from producing in regions with natural sunlight and warm temperatures, significantly reducing the need for artificial lighting and heating, two major drivers of energy consumption and emissions in protected agriculture. This strategic advantage allows us to minimize our energy demand while operating more sustainably.

Our efforts yielded measurable results, with a 4.2% reduction in overall electricity intensity compared to 2023, reflecting the impact of continuous improvements across all facilities. Investments in energy-efficient technologies drove substantial savings, including the transition to LED lighting at most of our sites, which not only reduced consumption but also improved lighting quality. Our hydroponic systems further enhanced efficiency by aligning irrigation cycles with natural daylight, minimizing reliance on artificial lighting. Additionally, upgrades to more efficient washing equipment optimized energy use during key processes, further lowering electricity demand.

Simultaneously, we made significant strides in reducing fuel consumption, achieving an 8.3% decrease in fuel intensity from 2023. This reduction was primarily driven by the more efficient use of Liquefied petroleum gas for substrate sterilization. Further gains came from optimizing fuel use in agricultural machinery by streamlining internal transport routes and enhancing operational efficiency.

Together, these electricity and fuel reductions highlight the success of our sustainability initiatives. Our ability to leverage natural climate advantages, adopt innovative technologies, and optimize operations reduced our energy footprint while improving efficiency. Moving forward, NatureSweet remains committed to integrating sustainable practices that drive long-term impact.





GREENHOUSE GAS EMISSIONS

Growing warm-weather crops in warm climates is a key factor in reducing carbon emissions. By leveraging natural sunlight and warmth, we replace energy-intensive heating systems, achieving a much lower carbon footprint compared to producers in cold climates who rely on fossil fuels for greenhouse heating.

In our 2024 carbon footprint assessment, we identified a reduction in carbon intensity by 9.1% (Scope 1 and 2 per pound of produce), driven by higher yields and smarter resource use. Notable improvements include:

Fewer fertilizers, same great taste: Optimizing nutrient delivery and reducing electrical conductivity (EC), cutting down on fertilizer-related emissions by over 60% while maintaining crop quality.

Smarter substrate management: Reusing coconut husk substrate reduced waste, slightly increasing emissions but contributing to long-term efficiency gains.

Scope 1 emissions are mainly from biomass decomposition, which we are addressing through circular solutions like repurposing coconut husk. Our Scope 2 emissions stay low due to energy-efficient operations and the natural benefits of growing in warm regions, reducing the need for climate control.

Scope 3 emissions are primarily impacted by the U.S. distribution network which accounts for 73% of our transportation-related emissions. However, our total footprint remains lower than producers in cold climates, where heating greenhouses greatly increases emissions.

By prioritizing climate-smart agriculture, we grow more produce with fewer resources, reducing emissions and delivering fresh, flavorful crops to our customers and consumers. Moving forward, we will continue refining operations, optimizing logistics, and embracing circular solutions.



WASTE

At NatureSweet, we are dedicated to advancing sustainability by integrating circularity into our waste management practices across all operations. Our approach focuses on reducing, reusing, and repurposing materials to minimize environmental impact and support sustainable practices.

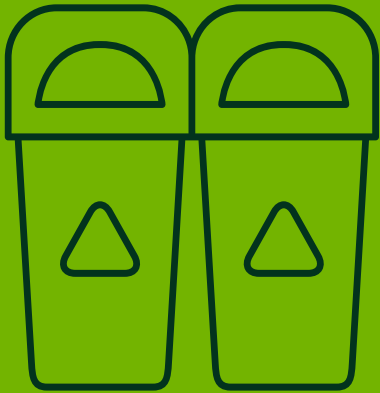
A key example of our circular approach is the reuse of coconut substrate. After sanitizing, the substrate is repurposed for a second cultivation cycle, reducing waste and operational costs. Once it reaches the end of its lifecycle, it is donated to local nurseries, extending its utility and benefiting the community. Additionally, we increased the durability of our ground covers, which reduces replacement cycles and helps minimize plastic waste in our operations.



In our efforts to reduce packaging waste, **82% of the materials used in our product packaging are made with recycled content, this is up 0.3 bps compared to 2023** (primarily PET clamshells for snacking tomatoes). While plastic bags remain non-recyclable, we are actively seeking alternative solutions to meet customer sustainability expectations.

Through these initiatives, we continue to build a circular system that reduces waste, conserves resources, and drives sustainability throughout our operations.

82%
**OF THE MATERIALS
USED IN OUR PRODUCT
PACKAGING ARE MADE WITH
RECYCLED CONTENT.**



BIODIVERSITY CONSERVATION

Biodiversity is essential for healthy ecosystems, which in turn are vital for sustainable agriculture. Our commitment to biodiversity conservation is evident in our efforts to protect natural habitats by implementing Integrated Pest Management (IPM) practices, combining biological, cultural, physical, and chemical methods to manage pests effectively while minimizing environmental impact. By reducing reliance on chemical pesticides, IPM helps protect beneficial insects, including pollinators, thereby supporting ecosystem health. In 2024, we focused on restoring and conserving key areas within our operations.

At our Tuxcacuesco site in Jalisco, MX, we established a 50.08-hectare area which is critical for aquifer recharge and biodiversity. In April 2023, this land was certified by the Government of Jalisco as a State Area Voluntarily Destined for Conservation (SAVDC), making it the first such certification granted to a private company in the state. The area is enclosed to protect it from external disturbances, allowing native species to regenerate naturally.

Additionally, we preserve 10 hectares of natural vegetation at our Nayarit site. While not formally protected, this area contributes to regional biodiversity, featuring a permanent stream that supports local flora and fauna.

NatureSweet's conservation strategy prioritizes natural regeneration and minimal intervention, aiming to inspire others to invest in ecosystem restoration. By integrating conservation into our business model, we strive to ensure a sustainable future for both nature and agriculture.

At NatureSweet, conservation is an integral part of our responsibility to the land we inhabit and the communities we serve.



FINAL MESSAGE

At NatureSweet, by placing education at the center of our efforts, we are creating lasting opportunities for agricultural workers, their families, and entire communities. It shows that our model can be replicated to uplift millions more across North America.

2024 was a year of significant progress in education, well-being, sustainability, and community development. Every initiative, every achievement, and every transformation reflects our unwavering commitment to creating a real and lasting impact.

But our work does not stop here. We continue leading changes in agriculture with a business model that proves that profitability and social responsibility can and must go hand in hand.

We are grateful to our Associates, customers, partners, and communities who make this transformation possible. Together, we will keep innovating, evolving, and working with passion to ensure that every decision we make brings us closer to Our Purpose:

To transform the lives of millions of agricultural workers in North America through a profitable business model that encourages other companies to replicate.



ABOUT THE REPORT

This Sustainability and ESG Report outlines NatureSweet's unique, purpose-driven business model and reaffirms our commitment to environmental, social, and governance excellence.

The report covers the data and performance of the period from January 1 to December 31, 2024, and presents qualitative and quantitative information related exclusively to NatureSweet.

***NatureSweet Leadership Team reported as of July 2025**

As a purpose-driven company, we have an unwavering commitment to *Lasting Change: Transforming Lives and Leading Change*. This report reflects that journey—one grounded in dignity, guided by our Purpose, and driven by the belief that meaningful transformation begins when people are placed at the center of everything we do.

FOR QUESTIONS OR ADDITIONAL INFORMATION, PLEASE CONTACT:

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Sustainability and Social Impact Director

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METHODOLOGY

THIS REPORT WAS PREPARED IN LINE WITH OUR ESG PROCESS AND POLICY.

At NatureSweet, we formed an ESG team to develop this report and effectively manage all related matters. This team collects, analyzes, and reports key information and data. The report was prepared with the support and expert guidance of specialists in environmental, social, and governance topics, who were involved in data collection, evaluation, and drafting. The report was reviewed and approved by the CEO, CHRO, and CLO.



STAKEHOLDERS



MATERIALITY MATRIX

Our materiality analysis helps us focus on the issues that truly matter to our stakeholders and the agricultural sector. We update this analysis every two years, with the next edition published at the end of 2025.

RELEVANT MATERIAL TOPICS FOR OUR STAKEHOLDERS / NATURESWEET

1.

QFS Quality, Freshness and Safe to eat
2.

EB Ethics in business
3.

HR Human Rights
4.

WHW&S Workforce health, wellness, and safety
5.

CS&S Corporate Strategy and Sustainability
6.

T&CI Transparency and Customer information
7.

FW&WB Fair wages and worker benefits
8.

CSR Corporate Social Responsibility
9.

WP Working practices
10.

CW Consumer Welfare
11.

B&R Brand and reputation
12.

PM Packaging materials
13.

AI Agricultural inputs
14.

SA Sustainable agriculture
15.

WC Water conservation
16.

E&E Energy and emissions
17.

E&SI Environmental & social impacts of agricultural inputs in the supply chain
18.

CC&GHG Climate change and GHG emissions
19.

DEI Diversity, equity and inclusion
20.

E&T Innovation
21.

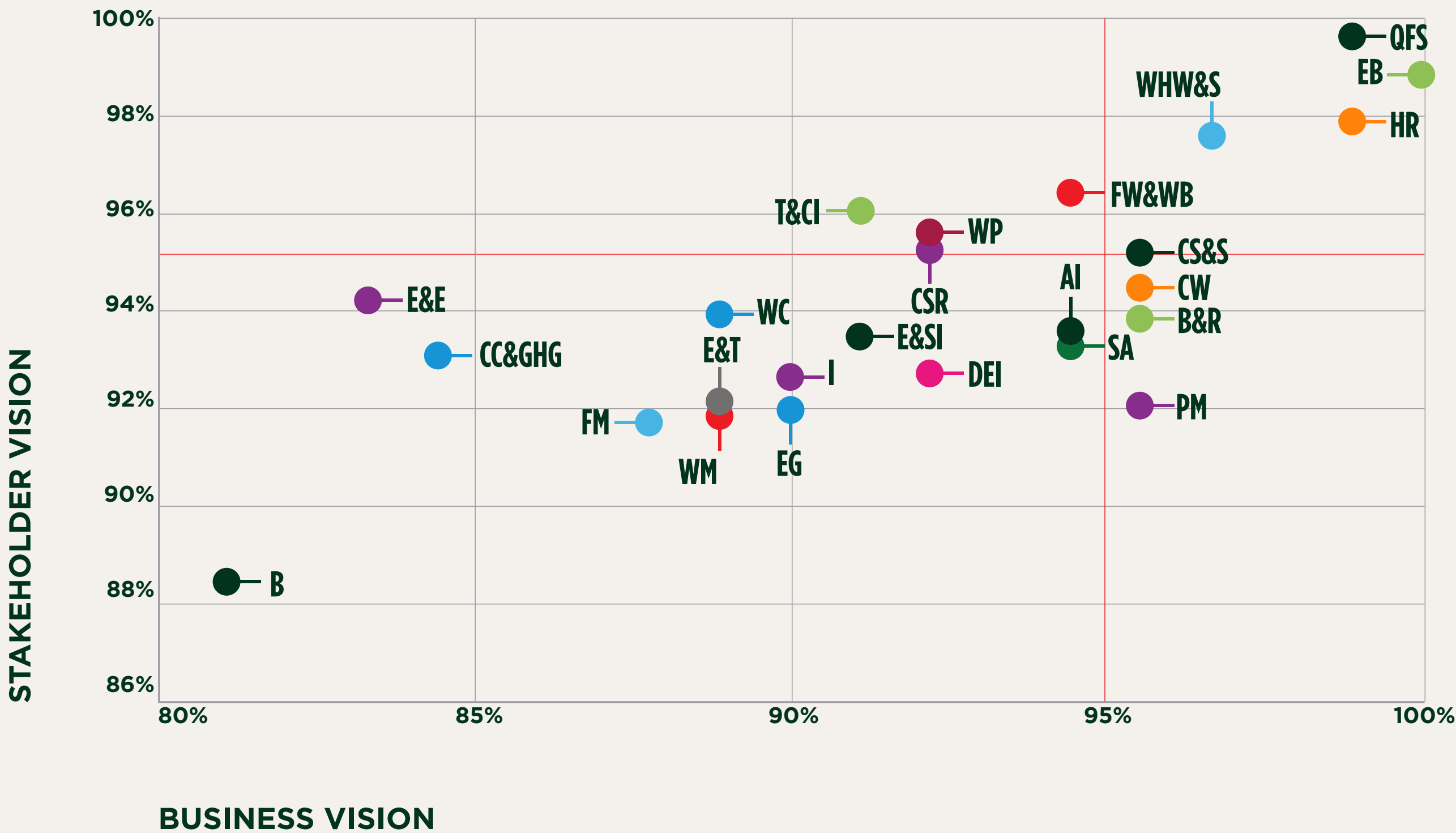
E&T Education and Training
22.

EG Economic growth
23.

WM Waste management
24.

FM Fertilizer Management
25.

B Biodiversity



GRI AND SASB CONTENT INDEX.

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	303-2		Management of water discharge-related impacts	Page 58
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SUSTAINABILITY REPORT 2024

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