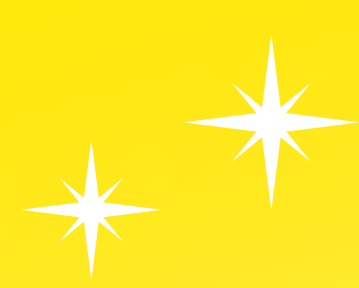




CORPORATE
SUSTAINABILITY
REPORT
2025





INSIDE THIS REPORT



OUR COMPANY

Who We Are	04
How We Grow: From Seed To Smile™	05
Storybox: The Tomato That Broke Every Rule	06
Raised Right: Our Sustainability Commitment	07
Business Ethics and Compliance	08
Our Impact Over Time	10

OUR PRODUCT

What We Grow	12
Growing Food People Can Trust	13
Storybox: Working With Nature to Protect the Crop	14
Packaging With Purpose	15

 **STORYBOXES**

REAL STORIES THAT BRING OUR IMPACT TO LIFE THROUGH THE PEOPLE, CHALLENGES, DECISIONS, AND OUTCOMES BEHIND THE NUMBERS

OUR PROCESS

Precision Water Management	17
Energy Performance	18
Understanding Our Carbon Footprint	19
Waste And Resource Recovery	20
Storybox: From Waste To Shared Value	21
Biodiversity	22

OUR PEOPLE

Our Workforce	24
Compensation: Beyond the Legal Minimum ..	25
Benefits and Well-being	26
Training and Development	28
Education: From Literacy to University	29
Storybox: Harvesting Her Degree	30
Occupational Safety and Health	31

OUR COMMUNITY

Fair Trade: Where Associates Lead	33
Storybox: From Greenhouse Worker to Million-dollar Decision Maker	35
Education Beyond Our Associates	36
NatureSweet Foundation (United States)	38
Food Donation	38
Associates in Action	38

ABOUT THIS REPORT

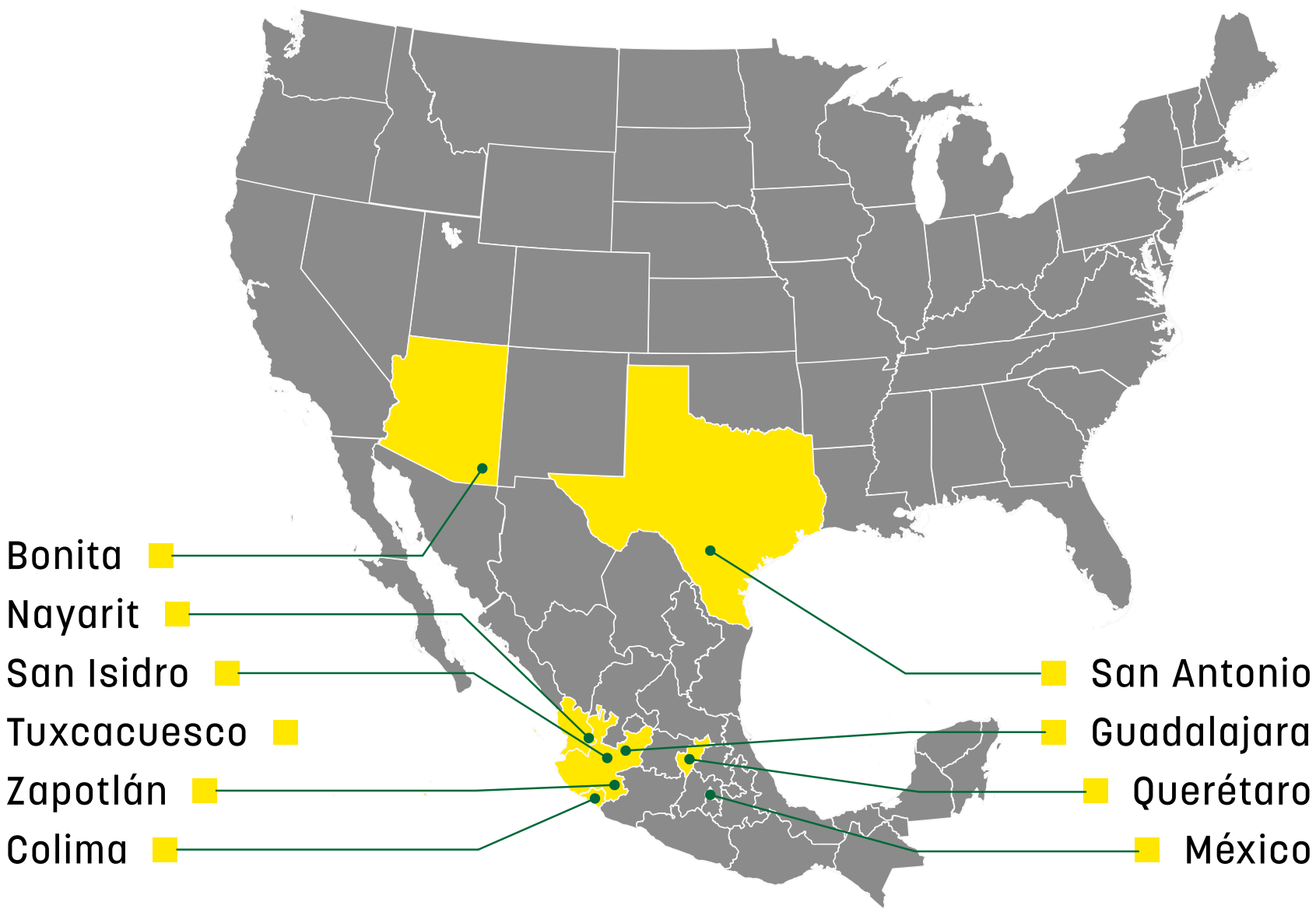
Report Scope & Boundaries	40
How This Report Was Prepared	40
Our Stakeholders	40
Material Topics	40
Contact	41



**OUR
COMPANY**

WHO WE ARE¹

NatureSweet is the largest vertically integrated, controlled environment agriculture (CEA) company in North America and the **#1 brand in snacking tomatoes**. We grow, pack, and deliver premium greenhouse produce year-round from production facilities across Mexico and the United States.



- Presence in three countries: México • USA • Canada
- Production facilities across Mexico and the United States
- Greenhouse operations spanning 1,500+ acres (622 hectares)
- Corporate offices in San Antonio, Querétaro, and Guadalajara
- Our certifications: B Corp™, Fair Trade USA®, SQF, non-GMO



🌱 How We Work

OUR PURPOSE IS TO TRANSFORM THE LIVES OF MILLIONS OF AGRICULTURAL WORKERS IN NORTH AMERICA THROUGH A PROFITABLE BUSINESS MODEL, INSPIRING OTHERS TO REPLICATE.

At NatureSweet, our culture of abundance shapes how we approach challenges, work with one another, and create value. This culture is expressed through our **unleashers**—five behaviors that describe how our Associates are expected to contribute to the business and to one another.

I AM ACCOUNTABLE:	I AM HUMBLE:	I TALK STRAIGHT:	I EARN OUR CUSTOMERS' BUSINESS:	I TAKE PRIDE IN MY WORK:
I TAKE OWNERSHIP OF OUTCOMES AND WORK WITH OTHERS TO DELIVER RESULTS, HOLDING MYSELF AND OTHERS ACCOUNTABLE.	I TREAT OTHERS WITH THE SAME RESPECT I EXPECT FOR MYSELF AND REMAIN OPEN TO LEARNING FROM OTHERS TO ACHIEVE GREATER THINGS.	I SHARE THOUGHTS, CONCERNS, IDEAS, AND FEEDBACK WITH CLARITY AND IN A TIMELY MANNER.	I BUILD CREDIBILITY AND EARN THE TRUST OUR CUSTOMERS PLACE IN US EVERY DAY.	I TAKE RESPONSIBILITY FOR DELIVERING QUALITY PRODUCTS THAT CONSUMERS LOVE AND TRUST.

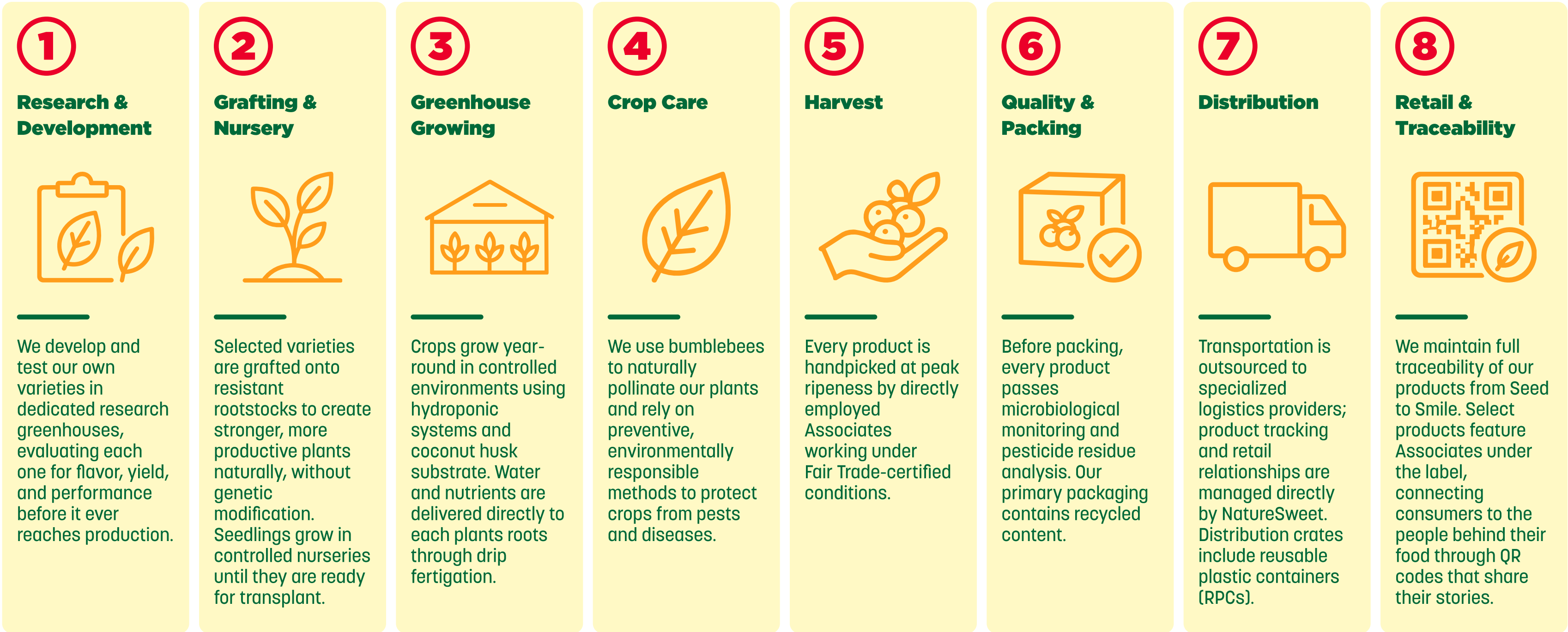
¹ GRI 2-1 Organizational details, GRI 2-6 Activities, value chain, and other business relationships, SASB FB-AG-000.B Number of processing facilities

HOW WE GROW:² FROM SEED TO SMILE™

Unlike open-field farming, controlled environment agriculture grows produce inside greenhouse structures that regulate temperature, humidity, and light. Water and nutrients reach each plant’s roots through drip fertigation, using less water than conventional farming. The greenhouse itself acts as a physical barrier against pests, reducing the need for chemical intervention. This model produces more food per acre, with fewer natural resources, year-round.



OUR VERTICALLY INTEGRATED MODEL MANAGES EVERY STEP OF THE JOURNEY TO DELIVER FLAVOR, FOOD SAFETY, AND COMPLETE TRACEABILITY.



One process. One purpose. The best-tasting tomatoes.

² GRI 2-6 Activities, value chain, and other business relationships



THE TOMATO THAT BROKE EVERY RULE³

How far would NatureSweet go to deliver the best flavor to its consumers?

For years, Luciano and his R&D team evaluated hundreds of experimental varieties inside our research greenhouses, searching for a rare combination: exceptional flavor, natural disease resistance, and strong agronomic performance. The new Glorys variety delivered all three. When it reached Julieta and her sensory team, consumer panels consistently preferred its taste. The next step was commercial production.

Then the phone calls started.

Growers from different sites were seeing the same situation. The plant was pouring its energy into leaves and roots instead of fruit—more plant, less tomato. Rafael, one of our most experienced growing leads, watched techniques refined over decades produce the opposite effect with this crop. Before one problem was solved, another appeared.

The easy path was to go back to what worked before. Nobody took it. Derek, who leads our growing program, pushed the teams to keep going. "We knew what this tomato could be. We just had to figure out how to get there." For Gabriela, monitoring quality on the other end, every field adjustment eventually showed up in her data, and for months, the numbers fell short. "It was about learning how to manage it," she says. "And we did."

Every observation fed the next trial. What the teams discovered surprised even them. Where standard practice called for more water, this plant needed less. Where growers pushed for a conventional start, this crop needed the opposite: a more aggressive approach from the beginning. The breakthroughs came from paying closer attention to what the plant was telling them.

Today, those practices form NatureSweet’s most precise growing blueprint, running across our operations. The same work that protected the eating experience consumers love also improved resource efficiency, contributing to a 13% reduction in irrigation intensity during 2025.

Sustainability doesn't begin with trying to use less. It begins with understanding more.

³ GRI 303-5 Water Consumption, SASB FB-AG-410a.3 Sustainable Agriculture Practices

DEREK SCHUMANN
FARMING | QUERÉTARO



JULIETA RAMÍREZ
R&D | SAN ISIDRO



LUCIANO VAYADOLI
R&D | SAN ISIDRO



GABRIELA LÓPEZ
QUALITY | SAN ISIDRO



RAFAEL JIMÉNEZ
FARMING | ZAPOTLÁN

RAISED RIGHT: OUR SUSTAINABILITY COMMITMENT⁴

How we do business matters as much as what we do. Our business model is built to deliver financial performance and measurable social and environmental impact at the same time, not one at the expense of the other. **One hundred percent** of our revenue comes from growing and delivering fresh produce. We have no financial ties to restricted industries.

We track ESG performance through indicators aligned with B Corp standards, the Global Reporting Initiative (GRI), and SASB's Food and Beverage Agricultural Products standard. Our materiality assessment is updated every three years with input from our key stakeholders (see About This Report).

🏆 Our Certifications



Fair Trade USA

Ethical and sustainable trade. A portion of certified product profits funds community projects managed directly by Associates



B Corp

Independently verified standards for social and environmental performance, transparency, and accountability



Non-GMO

Verified production without genetically modified organisms



SQF (Safe Quality Food)

Globally recognized food safety and quality program



C-TPAT

U.S. Customs and Border Protection partnership for supply chain security



SENASICA

National agricultural health, safety, and quality compliance in Mexico



🔧 **Justice, Equity, Diversity, and Inclusion (JEDI)** ★

☑ **Our Commitment**

NatureSweet is committed to creating safe, respectful, and inclusive environments for Associates, customers, consumers, business partners, and the communities where we operate. Our position is clear: zero tolerance for discrimination, harassment, or exclusion based on race, religion, appearance, sexual orientation, gender, age, social condition, or any other personal characteristic.

🔗 **Our Action Plan**

We are updating our JEDI Plan to define the priorities, governance, and actions that will guide this work in the coming years. The plan moves us from intention to implementation across five focus areas: inclusive communication across all operations, equitable access to opportunity, awareness and training for all Associates, integration of these criteria into our social impact programs, and stronger mechanisms to prevent and address discrimination, harassment, or exclusion.

⚡ **Our Progress**

Women represent **37.27%** of our workforce, and **93.64%** of them hold permanent contracts. In our leadership team, **25% are women; 37.5% identify as Latin American** and **62.5% as Anglo or European American**, a composition that reflects our binational identity. In Mexico, women in managerial and leadership roles have reached pay parity. In the United States, a significant gap remains at the executive level, and it is our primary area of opportunity. Detailed workforce and pay equity data is reported in Our People.

⁴ GRI 2-23 (Policy commitments), GRI 2-28 (Membership associations), GRI 2-26 (Mechanisms for raising concerns), GRI 205-2 (Communication and training about anti-corruption)

BUSINESS ETHICS AND COMPLIANCE⁵

Ethics Committee and Hotline

Transparency begins with the courage to speak. NatureSweet has an Ethics Hotline available to Associates, customers, and suppliers, including anonymous reporting where permitted by law, in English or Spanish, by phone **(844-939-3332 U.S.; 800-461-1614 Mexico)**, or online at **naturesweet.ethicspoint.com**.

Every case submitted in 2025 was reviewed and resolved with a defined course of action.

📄 CASES RECEIVED	🕒 AVERAGE RESOLUTION TIME	✅ RESOLVED CASES
50 in 2025	30 days per case	42 84% of total

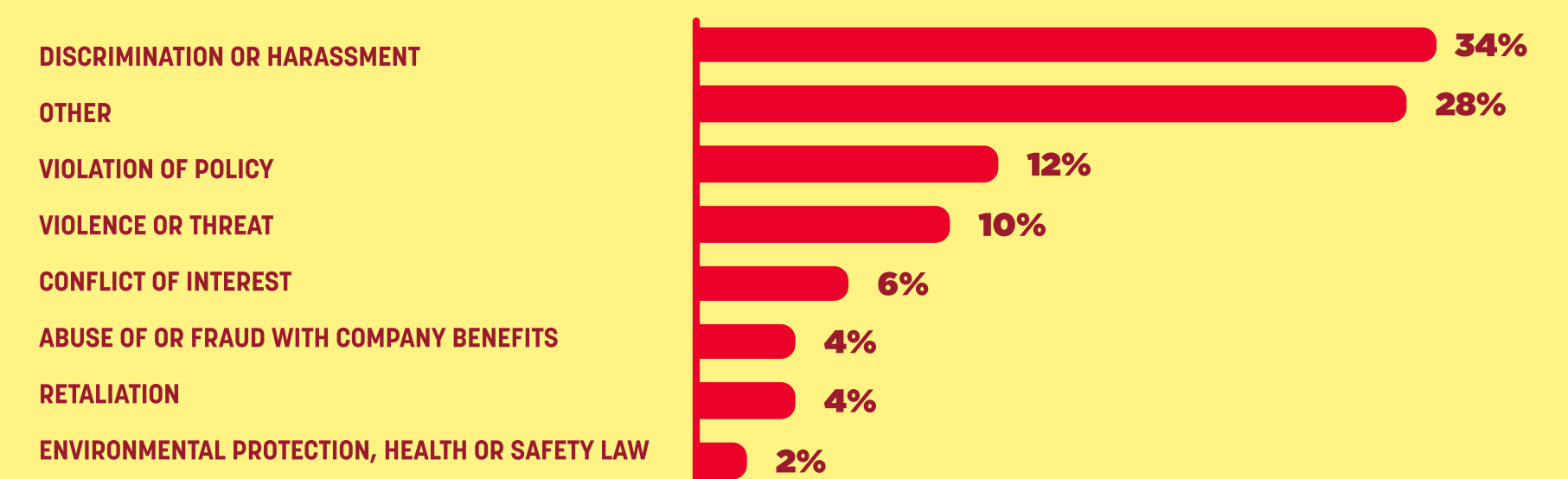
NatureSweet has an Ethics Committee composed of five representatives from multiple areas of the organization. The Committee oversees the intake, review, and investigation of reported concerns, ensuring matters are handled objectively and in accordance with applicable policies and works with management to determine and implement corrective actions. Clear safeguards are in place to prevent conflicts of interest during investigations.

NatureSweet currently provides reporting parties with a five-business-day window opportunity to submit comments following case closure. While stakeholder satisfaction related to grievance resolution is not yet formally measured, the company is evaluating mechanisms to strengthen feedback collection and further assess the effectiveness of its grievance procedures.

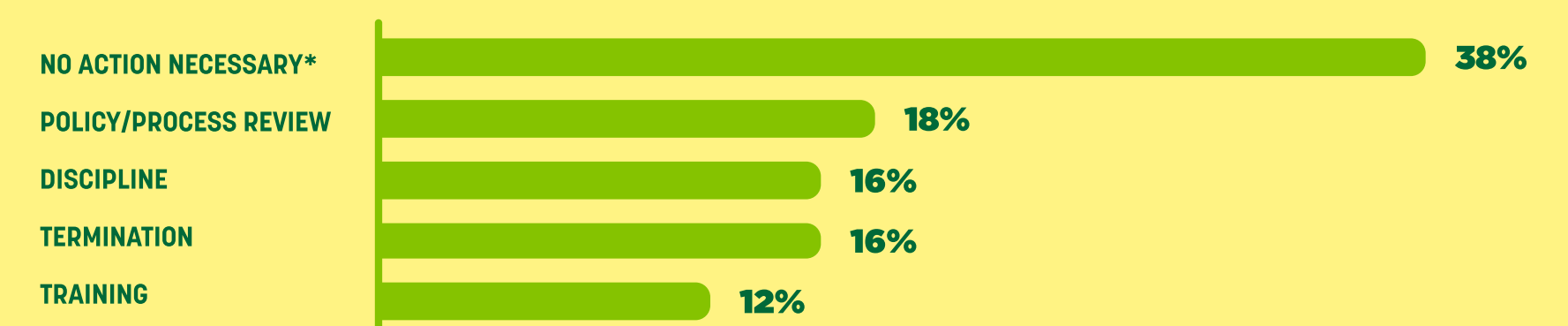
⁵ GRI 2-26 Mechanisms for seeking advice and raising concerns, GRI 205-2 Communication and training about anti-corruption policies and procedures

What Was Reported

MOST FREQUENT REPORT CASES



WHAT WE DID ABOUT IT



*Reported cases closed as "no action necessary" were investigated but not substantiated, either because no policy violation was found, evidence was insufficient, or the matter had already been resolved through existing processes.



Legal Compliance and Training

NatureSweet is committed to conducting business in compliance with all applicable laws, including the U.S. Foreign Corrupt Practices Act (FCPA). We expect everyone associated with the company to comply with the laws of the United States, Mexico, and other applicable jurisdictions and to maintain the highest ethical standards of business conduct. Our FCPA Policy supplements the Code of Conduct's prohibitions against bribery and defines responsibilities under the FCPA and other anti-bribery laws.



Data Security

0

Data security incidents reported in 2025



Ethics & Legal compliance training

100%

Associates who completed the training

Training Topics Covered



Ethics and Code of Conduct



Whistleblowers - Reporting & Retaliation: Managing Complaints



Third Parties: How They Impact Us



Cyber Security



Use of Assets & Technology: Protecting Organizational Assets



Cyber Security: Social Engineering



Diversity & Inclusion: Managing Bias Through the Empowerment Relationship

OUR IMPACT OVER TIME

The actions we take every day shape the future of thousands of agricultural workers. In 2021, we began systematically measuring key performance indicators that reflect our commitment.

INDICATOR	2021	2022	2023	2024	2025
 % OF FULL-TIME DIRECT AGRICULTURAL ASSOCIATES EARNING A LIVING WAGE	78.39%	81.88%	93.53%	95.92%	97.03%
 % EARNING A TRANSFORMATIVE WAGE	46.17%	50.25%	69.58%	76.51%	82.64%
 ASSOCIATES WHO COMPLETED BASIC EDUCATION	130	140	222	296	431
 LIVES IMPACTED THROUGH SOCIAL RESPONSIBILITY PROGRAMS	78,581	107,990	202,411	231,503	269,958
 % OF BUSINESS UNDER FAIR TRADE CERTIFICATION	100%	100%	100%	100%	100%
 % OF AGRICULTURAL PRODUCTS SOURCED UNDER THIRD-PARTY STANDARD	55%	64%	68%	88.42%	92%

RESPONSIBLE LOBBYING AND POLITICAL CONTRIBUTIONS

NatureSweet engages in advocacy and government affairs activities in a responsible, transparent, and ethical manner consistent with applicable laws and our values. We make no financial or in-kind political contributions and remain committed to transparency in this area, in accordance with applicable laws and our internal policies. This position is reviewed annually by the Ethics Committee.





**OUR
PRODUCT**

WHAT WE GROW⁶★

NatureSweet grows, packs, and delivers premium greenhouse vegetables year-round. Our portfolio covers **three categories**: branded snacking tomatoes, tomatoes, and greenhouse vegetables, available in both organic and conventional options.

 BRANDED SNACKING TOMATOES	 TOMATOES	 GREENHOUSE VEGETABLES
 CHERUBS®  GLORYS®  GOLDEN CHERUBS®  CONSTELLATION®  SEASONAL MEDLEYS	 TOMATOES ON-THE-VINE  GRAPE  BEEFSTEAK  ROMA	 CUCUMBERS  BELL PEPPERS  MINI SWEET PEPPERS



Every variety starts in dedicated R&D greenhouses, tested for flavor, yield, and performance before reaching commercial production.



All NatureSweet varieties are **100% non-GMO certified**.



Products that don't meet our internal quality standards are never sold under a branded label.



CHERUBS, THE BEST-SELLING BRANDED TOMATO IN THE WORLD

⁶ GRI 2-6 Activities, value chain and other business relationships



GROWING FOOD PEOPLE CAN TRUST' ★

Every NatureSweet product begins with a commitment to quality, safety, and consistency. From greenhouse to shelf, food safety systems are designed to identify and address potential risks before products reach consumers.

NatureSweet’s food safety program integrates SQF-certified systems, HACCP protocols, microbiological monitoring, pesticide residue testing, internal audits, and continuous associate training. Together, these measures help ensure that products meet the standards expected by consumers, customers, and retail partners across North America.

The effectiveness of these systems is measured through a simple annual objective: maintaining zero product recalls due to food safety reasons. NatureSweet achieved this objective in 2025, extending its all-time record of zero food safety recalls.

Product quality is reinforced through the company’s controlled-environment greenhouse model and Integrated Pest Management (IPM) practices, which prioritize biological controls and reduced reliance on conventional agrochemicals. Since 2022, NatureSweet has continued expanding biological alternatives, and no WHO Category I or II pesticides are used in company operations.

Products that do not meet NatureSweet’s internal quality standards are never sold under a branded label. This consistent quality threshold, combined with complete traceability from Seed to Smile™, helps ensure consumers receive products that meet the company’s expectations for quality, safety, and eating experience.



Consumer feedback also plays an important role in continuous improvement. During 2025, the company maintained a consumer complaint rate of **0.98%**. When opportunities for improvement were identified, particularly around shelf-life performance in mini cucumbers, teams responded with enhanced inventory management, product age controls, and proactive quality interventions.

Through continuous monitoring, preventive controls, and responsible growing practices, NatureSweet works to deliver products that consumers can trust and customers can confidently place on their shelves.

2025 Food Safety Goal (Annual) - Zero product recalls due to food safety reasons

RESULT: ★ **ACHIEVED**

† GRI 416-1 Customer Health and Safety, SASB FB-AG-250a.1 Food Safety



VERÓNICA AUSTRIA
GROWING | BONITA

⁸ GRI 13 Pesticide use

WORKING WITH NATURE TO PROTECT THE CROP⁸

A single whitefly lands on a tomato leaf. Barely two millimeters long, it lays dozens of eggs within days.

The larvae feed on the plant's sap from below, invisible until the damage is done. In greenhouse conditions, a new generation emerges every three weeks. One insect becomes thousands. How a grower responds shapes more than the crop: It shapes the safety of the food, the health of the people working among the plants, and the environmental footprint of the operation.

But to get to the leaf, the whitefly had to get past the greenhouse walls: mesh barriers designed to keep most pests out. If it made it through, it landed in a space lined with sticky traps that catch insects without chemicals, residues or affecting anyone else inside. Every week, Verónica walks her greenhouse in Bonita, Arizona, reading 20 of those traps by hand.

If her counts are climbing, her first move is ladybugs. She places them on the leaves, where they feed on the pests threatening the fruit. She rotates cards carrying tiny organisms that target whitefly larvae, row by row. If she needs to go further, she reaches for plant-based soaps and natural extracts. Conventional chemistry is available. Verónica rarely needs it.

“My greatest allies,” she says, “will always be these little creatures.”

Building confidence in biological control takes results. Verónica has delivered: Her traps average fewer than five pest insects each. The threshold is 100. No pesticide classified as highly or extremely hazardous by the World Health Organization is used in any NatureSweet facility. Every batch is tested for residues before packing. The company has never recalled a product for food safety reasons.

Sustainable crop protection is not a trade-off between the product, the people, and the environment. It is the refusal to choose between them.

PACKAGING WITH PURPOSE⁹

Packaging keeps produce fresh, extends shelf life, and protects quality across long transportation distances. This prevents food waste. At NatureSweet, packaging plays an important role in how we care for our products, support a more sustainable future, and connect consumers to the people who grow their food.

In 2025, recycled content in primary packaging increased from 82% to 88%, reflecting ongoing efforts to reduce reliance on virgin plastic while maintaining the food safety, durability, and performance standards required throughout the fresh produce supply chain.

To advance these efforts, NatureSweet received a **USDA grant** to evaluate the use of recycled PET (rPET) in larger produce packaging. In partnership with **Clemson University**, the company validated that recycled materials meet the same food safety, quality, and durability standards as conventional alternatives. Following successful validation, larger-format clamshells now incorporate rPET.



Packaging also serves a broader purpose beyond product protection and environmental stewardship.

Through the **Hearts Behind the Harvest** program, QR codes on product labels connect consumers with the stories of NatureSweet Associates, reinforcing the companys purpose of transforming the lives of agricultural workers in North America.



#1 PURPOSE

Protecting freshness and preventing food waste



#2 PURPOSE

Supporting a more sustainable future



#3 PURPOSE

Connecting consumers to Associates

⁹GRI 301-2 Recycled Input Materials Used, GRI 306-2 Management of Significant Waste-related Impacts, GRI 417-1 Requirements for Product and Service Information and Labeling



OUR PROCESS

PRECISION WATER MANAGEMENT¹⁰

At NatureSweet, our production model is designed to grow inside protected greenhouse environments using hydroponic systems and drip irrigation, delivering water and nutrients directly to plant roots in small, controlled doses throughout the day. By reducing evaporation and allowing irrigation to be adjusted based on crop needs and changing weather conditions, controlled-environment agriculture can use approximately **70-90%** less water than traditional open-field farming.

Despite increased production volumes, NatureSweet continued improving water efficiency in 2025.

**7.6 million m³** | Freshwater used in 2025

**7.2%**
Total freshwater used vs 2024

**13%**
Irrigation intensity vs. 2024

Several factors contributed to these results

All water used in our operations comes from on-site wells. As a result, improving water efficiency also helps reduce pressure on groundwater resources shared with surrounding communities. In 2025, NatureSweet completed a water risk assessment across its facilities to help prioritize infrastructure and agronomic investments in the areas where efficient water management can have the greatest impact.

What drove water efficiency improvements in 2025?

**More favorable weather conditions**

Slightly cooler and more stable temperatures reduced irrigation demand.

**Improved crop genetics**

The new Glorys variety delivered strong crop performance with lower water requirements.

**Real-time irrigation management**

Greenhouse monitoring systems allow teams to adjust irrigation based on temperature, radiation, and crop response throughout the day.

As climate conditions continue evolving, maintaining efficient and resilient production systems will require continuous adaptation. By combining efficient irrigation, data-driven decision-making, and continuous agronomic improvement, NatureSweet continues to produce more food with less water.



¹⁰ GRI 303-3 Water withdrawal, GRI 303-5 Water consumption, B-AG-140a.3 Water management risks and strategies



ENERGY PERFORMANCE¹¹

Energy is a critical input in protected agriculture, powering irrigation systems, climate control, and the infrastructure required to grow and deliver fresh produce year-round. Because our facilities are located in regions with abundant natural sunlight, we do not use artificial lighting in greenhouse production, reducing energy demand compared to greenhouse systems in colder climates.

Energy use differs across our production systems. Mid Technology (MT) greenhouses in Mexico rely primarily on electricity to support irrigation and daily operations, while High Technology (HT) production in Arizona requires additional energy for climate control and heating.

Despite these different energy requirements, energy intensity improved 7.2% across both technologies in 2025, while total energy consumption reached 300,688 GJ.

HT Operations (Arizona)

Fuel intensity ↘ 23.7%	Electricity intensity ↘ 12.1%
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MT Operations (Mexico)

Fuel intensity ↘ 7.6%	Electricity intensity ↘ 31.3%
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These improvements were supported by higher crop productivity, greater logistics efficiency, stronger preventive maintenance practices, and continued optimization of irrigation systems and equipment performance. More stable weather conditions during 2025 also reduced variability in irrigation and climate control requirements.

NatureSweet also operates a dedicated solar panel network that generates approximately 29,200 kWh annually, supplying energy for greenhouse Wi-Fi infrastructure and automated operational data systems.

Looking ahead, we will continue integrating energy efficiency practices and evaluating renewable energy opportunities to support operational performance, strengthen resource stewardship, and reduce environmental impacts as our business grows.

MT Operations

⚡ 64.9%	🛢️ 15%	🛢️ 13.8%	🛢️ 6.3%
Electricity	LPG	Diesel	Gasoline

HT Operations

🔥 93.2%	⚡ 6.3%	⚡ 0.5%
Natural Gas	Electricity	Other Fuel

¹¹GRI 302-1 Energy consumption within the organization, GRI 302-3 Energy intensity, GRI 302-4 Reduction of energy consumption, FB-AG-130a.1

UNDERSTANDING OUR CARBON FOOTPRINT¹²

In greenhouse agriculture, heating and artificial lighting are often the largest sources of carbon emissions. By growing in warm regions with abundant natural sunlight, NatureSweet reduces the energy required to produce year-round. This advantage allows our operations to generate up to four times lower CO₂ emissions than greenhouse production in colder climates, even after accounting for transportation across North America.

In 2025, NatureSweet calculated its greenhouse gas inventory following the GHG Protocol methodology across all operations. For the first time, the reporting boundary expanded to include our HT facility in Bonita, Arizona, alongside our five MT sites in Mexico. Inventories for **2021-2024** include MT sites only.

Warm-Climate Production



Natural sunlight reduces the need for supplemental heating. No UV lighting is used.

Verified 2025 Carbon Inventory



First independent verification under ISO 14064-3:2019 by TÜV Rheinland

Expanded Reporting Boundary



2025 is the first year our inventory includes both MT and HT operations.

During 2025, we advanced initiatives that support lower-impact operations, including increasing recycled content in packaging, expanding the reuse of pallets and distribution crates, and growing the use of second-cycle coconut substrate in our greenhouses. Together, these efforts help strengthen resource efficiency while supporting long-term resilience across our value chain. With a verified company-wide inventory now in place, NatureSweet is better positioned to evaluate future emissions reduction opportunities and align improvement efforts with the most material sources of our carbon footprint.

SCOPE / CATEGORY		MT (tCO ₂ E)	HT (tCO ₂ E)	CORPORATE TOTAL (tCO ₂ E)
SCOPE 1 - DIRECT	Total Scope 1	29,264.47	16,334.36	45,598.83
	Stationary combustion	1,044.41	15,145.5	16,189.91
	Mobile combustion	1,406.02	45.71	1,451.73
	Process emissions	26,814.04	1,143.15	27,957.19
SCOPE 2 - PURCHASED ELECTRICITY	Total Scope 2*	8,110.5	1,179.77	9,290.27
SCOPE 3 - VALUE CHAIN	Total Scope 3	-	-	123,148.34
	Purchased goods & services	-	-	41,082.37
	Mobile combustion	-	-	42,110.1
	Process emissions	-	-	39,955.87
TOTAL (VERIFIED)				178,037.44

*Scope 2: Location-based and market-based Scope 2 emissions did not differ in 2025, as NatureSweet did not use contractual instruments affecting purchased electricity emissions.

¹² GRI 305-1 Direct (Scope 1) GHG Emissions, GRI 305-2 Energy Indirect (Scope 2) GHG Emissions, GRI 305-3 Other Indirect (Scope 3) GHG Emissions

WASTE AND RESOURCE RECOVERY¹³

Waste is generated throughout greenhouse production, harvesting, packaging, and distribution activities. The largest share comes from organic materials generated during crop production, while smaller volumes come from packaging materials, greenhouse plastics, maintenance activities, and regulated waste streams. Managing these materials responsibly is an important part of improving resource efficiency across our operations.

 Organic Waste

Organic materials represent the majority of NatureSweet’s waste stream. Throughout the growing cycle, plants are regularly pruned to support crop health and productivity, entire plants are removed at the end of production cycles, and coconut substrate used in hydroponic systems is eventually replaced. In 2025, pruning and whole-plant residues accounted for approximately 80% of total organic waste, while produce waste and spent coconut substrate represented the remaining 20%.

Many of these materials retain value beyond their original use. Part of the coconut substrate used during production is steam-disinfected and prepared for a second production cycle, extending its useful life. Other organic materials, including plant residues and produce waste, are redirected to local agricultural users whenever practical.

Total food waste in 2025 was 9,269 metric tons, of which 2,003 metric tons (21.6%) were donated for human or animal consumption.



 Inorganic Waste

Inorganic waste is generated primarily through greenhouse plastics, packaging materials, maintenance activities, and other operational supplies. Although it represents a much smaller portion of the overall waste stream, these materials often require different handling and recovery pathways.

In 2025, over 60% of inorganic waste was directed to landfill disposal, while more than one-third was managed through recycling or coprocessing in cement kilns, depending on material characteristics and local recovery availability. Smaller volumes were managed through reuse programs and donations.

Efforts to increase recycled content in packaging and expand the reuse of pallets and distribution crates also help reduce material consumption across the value chain (see Packaging with Purpose).

Across both organic and inorganic waste streams, NatureSweet continues to prioritize practical solutions that extend material use, support local agricultural communities, and reduce reliance on disposal whenever possible.

¹³ GRI 306-3 Waste generated, GRI 306-4 Waste diverted from disposal, GRI 306-5 Waste directed to disposal



JUNIOR PICÓN

MAINTENANCE MANAGER, MT FARMING | SAN ISIDRO

FROM WASTE TO SHARED VALUE¹⁴

Inside NatureSweet's greenhouses, plants grow in coconut coir substrate and are tended for months. Workers trim leaves weekly so each plant channels energy into the fruit. At the end of every cycle, the plant is removed and the substrate replaced. These routine steps, repeated across all facilities, produce more than nine out of every 10 tons of the company's total waste, all of it organic, none of it reusable within a hydroponic operation.

Managing that volume requires space, equipment, and continuous oversight. At San Isidro, Maintenance Manager Junior Picón saw that solving this from inside the operation alone would never be enough. So he walked across the fence.

San Isidro sits surrounded by farmland. Junior started spending time with the neighbors, learning what they grew, what they struggled with, what they needed. A farmer whose soil had been depleted by years of conventional agriculture agreed to receive the facility's trimmed leaves and unmarketable fruit. He composted them and spread the result across a plot he had been unable to cultivate. Agave planted on that land grew faster and healthier than on his other fields. Today, he receives all of San Isidro's leaf and fruit residues and has turned a worn-out lot into productive farmland.

"What was a problem for us, they saw as a way to restore their land." Junior says.

Spent substrate found its own path. Used coconut coir still retains moisture and nutrients that make it valuable as a soil amendment. In 2025, Junior's team formalized a donation program, posting signage at the facility and spreading the word through associate networks. Only immediate neighbors were contacted directly. Within months, nurseries were traveling from as far as Tequila, over an hour away, to collect loads. By December, 18 beneficiaries were picking up substrate on a regular schedule.

"This has been a process of mutual learning," Junior says, "of understanding, and of collaboration."

Today, more than half of San Isidro's organic residues reach a second productive use, not through new technology, through neighbors who trust each other enough to share what they have.

¹⁴ GRI 306-3 Waste generated, GRI 306-4 Waste diverted from disposal

BIODIVERSITY¹⁵

Agriculture depends on healthy ecosystems for pollination, pest balance, and water supply. Most conventional farming weakens all three. At NatureSweet, we protect biodiversity inside the greenhouse and in the land around it.

 Inside Our Greenhouses

Our IPM practices do more than protect the crop (see Working With Nature to Protect the Crop). They also protect the ecosystems around our operations. By eliminating highly hazardous pesticides and prioritizing biological controls, we avoid contaminating soil, water, and the beneficial insect populations that surrounding habitats depend on.

Bumblebees (*Bombus impatiens*) are a working part of this system. Colonies are introduced inside every greenhouse to pollinate plants naturally, replacing artificial inputs with a process that mirrors what healthy ecosystems do on their own.



Beyond The Greenhouse: Tuxcacuesco

In Tuxcacuesco, Jalisco, 50.08 hectares (123 acres) adjacent to our greenhouse operation are certified as a State Area Voluntarily Destined for Conservation (SAVDC) by the Government of Jalisco, a corridor between the river valley and the Sierra de Manantlan mountains. Granted in April 2023, it was the first SAVDC certification awarded to a private company in the state.

This land was degraded by cattle grazing and later by agricultural activity connected to our own operations. Today we are giving it space to recover, and it is responding.

50

hectares

(123 acres) voluntarily conserved

146

animal species

Documented (4 new protected species confirmed in 2025)

63

native plant species

The four additional protected species were confirmed in 2025 through footprints, nests, and direct sightings in the field, evidence that the ecosystem is rebuilding on its own. The area also recharges the aquifers our greenhouses draw from; protecting this land is part of how we secure the water our operations need. Over time, we want this corridor to encourage neighboring landowners to do the same.



¹⁵ GRI 101-4 Identification of biodiversity impacts, GRI 101-7 Changes to the state of biodiversity



OUR PEOPLE



★OUR WORKFORCE★¹⁶

Our purpose is to transform the lives of agricultural workers in North America. That purpose is not a program that runs alongside the business. It is how we hire, pay, train, protect, and promote the people who grow our food.

In 2025, NatureSweet employed 6,032 full-time equivalent Associates across Mexico and the United States. From planting to packing, they are the hands behind our harvest.

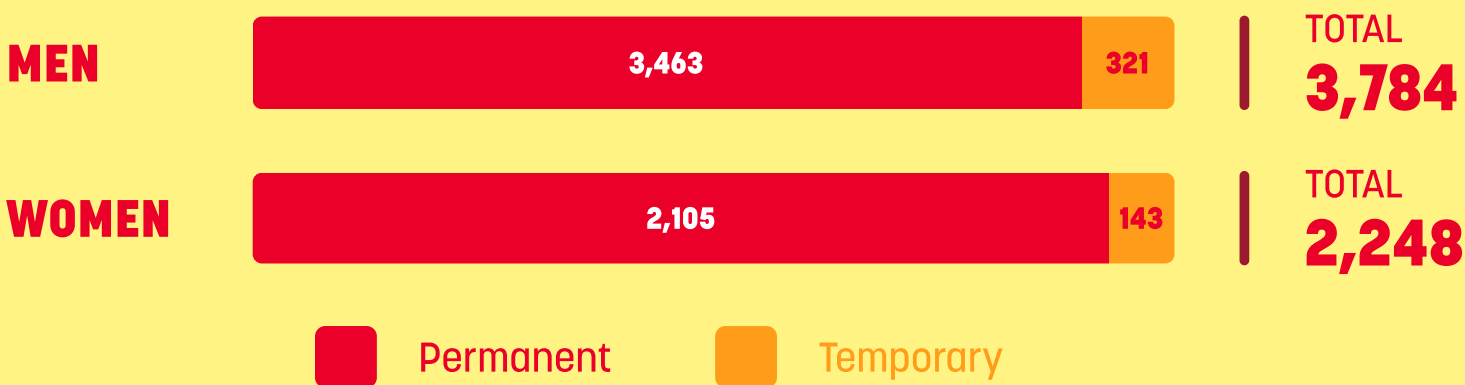
In an industry built on seasonal and temporary labor, 92.3% of our Associates hold permanent contracts. Permanence is what makes everything else in this section possible: a worker cannot build a career, finish a degree, or plan a family budget on a contract that ends with the season.

Women represent **37.27%** of our workforce, and **93.64% of them hold permanent contracts**, a slightly higher rate than the company average.

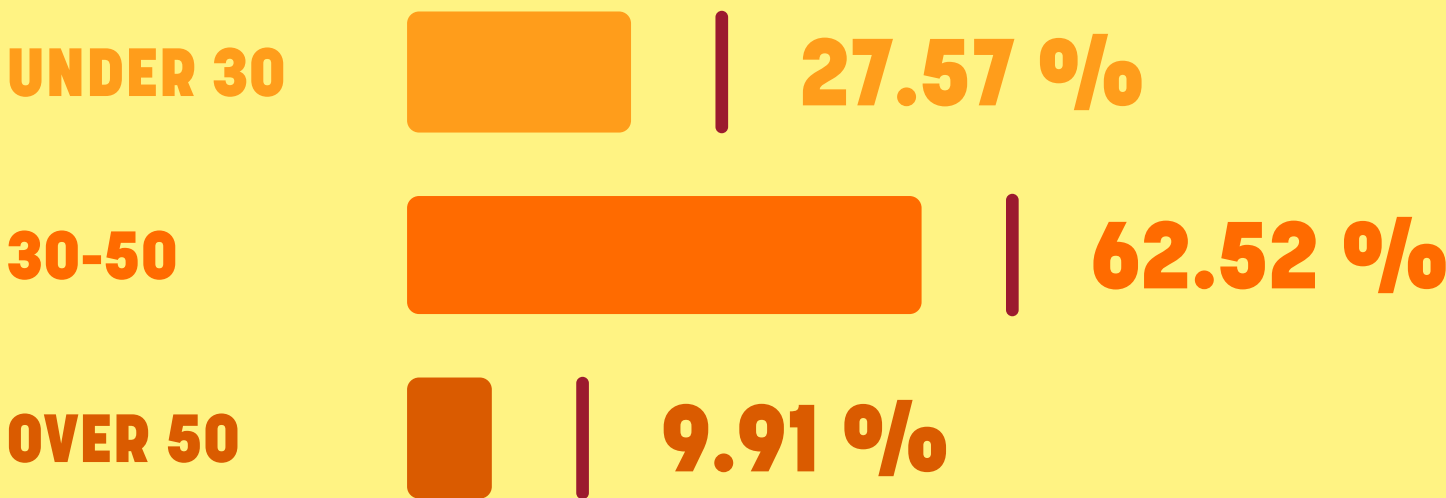
Our workforce spans four generations from Gen Z to Baby Boomers, with the largest concentration (62.52%) in the 30—50 age range, reflecting the rich diversity of experience and perspective that drives NatureSweet forward.

Voluntary turnover was 8.22% and total turnover 11.86%. In a sector defined by attrition, these numbers are the clearest signal that Associates find here what the industry rarely offers: stability, dignity, and a path forward.

WORKFORCE BY GENDER & CONTRACT



WORKFORCE BY AGE



¹⁶ GRI 2-7 Employees, GRI 401-1 New employee hires and employee turnover

COMPENSATION: BEYOND THE LEGAL MINIMUM¹⁷

One of the most persistent problems in agriculture is inconsistent compliance with minimum labor standards. We built our compensation model to solve a different problem: not how to comply, but how far above compliance we can take our people.

All permanent and temporary Associates earn above the legal minimum, enhanced by productivity-based bonuses and a full set of benefits. Direct agricultural Associates earn approximately 40% above the industry median.

Each year, we calculate our benchmarks using the Anker Methodology, aligned with the Global Living Wage Coalition, so our targets reflect real cost-of-living conditions rather than legal floors.

Livable Wage

The income required for an average family of four to cover essential needs such as food, clothing, housing, and education

Transformational Wage

A higher income level that enables Associates to achieve personal goals such as vacations, asset ownership (home, car), or access to private education

INDICATOR		2021	2022	2023	2024	2025
	% EARNING A LIVABLE WAGE	78.39%	81.88%	93.53%	95.92%	97.03%
	% EARNING A TRANSFORMATIVE WAGE	46.17%	50.25%	69.58%	76.51%	82.64%

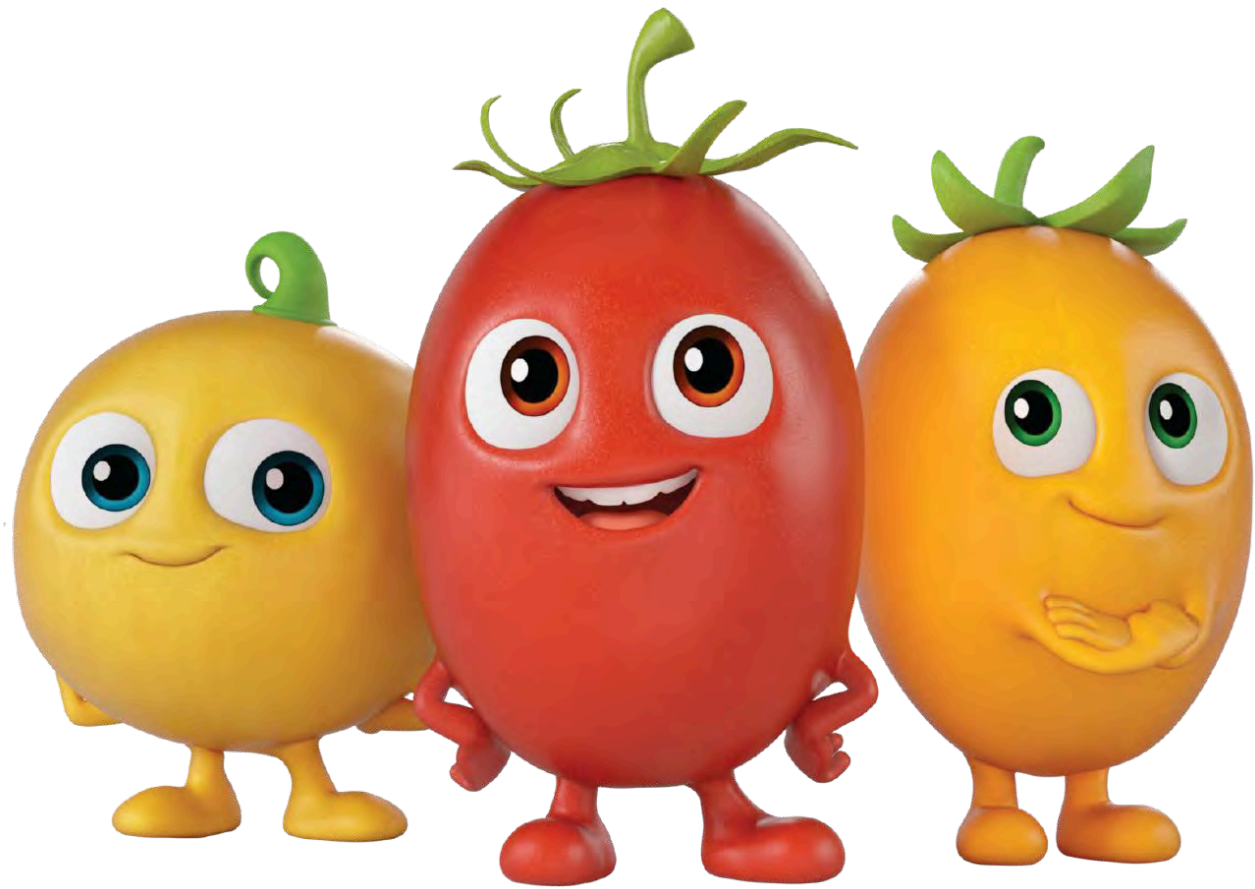
Gender Pay Equity

We track gender pay equity across every job category, comparing the average compensation of women to men. A ratio of 100 means parity; above 100 means women earn more, below 100 means women earn less

CATEGORY	MX	U.S.
EXECUTIVE (VICE-PRESIDENT, SR DIRECTOR, DIRECTOR)	123	79
SR MANAGER	88	109
MANAGER	109	93
LEADER	104	91
STAFF	95	132
BASE ASSOCIATE	94	98

In Mexico, women in managerial and leadership roles have reached parity and, in some cases, exceeded it.

In the United States, a significant gap remains at the executive level. It is our clearest area of opportunity, and we report it because closing it starts with naming it.



¹⁷ GRI 2-21 Annual total compensation ratio, GRI 401-2 Benefits provided to full-time employees, GRI 405-2 Ratio of basic salary and remuneration of women to men

BENEFITS AND WELL-BEING¹⁸

At NatureSweet, our benefits philosophy extends beyond the workplace. We invest in programs that support the physical, emotional, financial, and family well-being of our Associates, helping them build healthier and more prosperous lives.

Across Mexico and the United States, every Associate has access to maternity and parental leave, disability coverage, life insurance, performance-based bonuses, psychological services, and savings plans adapted to each country. Most of these remain uncommon in agriculture.

In the United States, Associates have access to a 401(k) retirement savings plan. **In Mexico**, we offer benefits that go beyond legal requirements and respond to what Associates actually need: on-site medical services, newborn baby kits, transportation systems that make the commute safe and reliable, and food programs that support proper nutrition. Few operations in the sector provide these at scale.



¹⁸ GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees, GRI 401-3 Parental leave, GRI 403-6 Promotion of worker health

Mental Health At Scale

Agriculture has almost no mental health infrastructure. We built ours.



839 

Associates

who received Sweet Life Counseling

 3,215
Lives

reached through Orienta PAE





3,573 

Lives

reached by mental health campaigns

 119
Baby Kits

delivered to new parents





Sweet Life

has provided in-house psychological counseling since 2014. Our own psychologists work inside the operation, so Associates need no referral, no waiting list, and no drive into town to be heard. Each person is assessed and followed individually.

Orienta PAE

extends that support to the whole household in Mexico around the clock. Families reach specialists by phone or online at any hour for psychological, medical, nutritional, legal, and financial guidance, reinforced by webinars and a monthly awareness calendar.



Baby Kits

accompany one of the most demanding moments a family goes through. Every baby born to a NatureSweet family receives the essentials for the first weeks, so parents can spend that time on each other.



Mental Health Campaigns

bring the conversation to the floor, with recurring sessions on anxiety, harassment prevention, workplace relationships, suicide prevention, and psychological first aid. They repeat on purpose: normalizing mental health takes more than one talk a year. In 2025, these sessions delivered **2,632 hours** of training.



TRAINING AND DEVELOPMENT

Developing our people is a strategic priority, not a benefit. In 2025, we delivered 41,436 training hours, an average of 6.87 hours per Associate, across technical skills, leadership, ethics, wellness, and language.

Our Core Programs

 **Ethics and Workplace Conduct Training**

Annual, mandatory, and reinforced through real workplace scenarios, achieving a 99% completion rate in 2025

 **Talent Growth Plans**

Individualized development roadmaps aligned to each Associates career stage

 **Learning Platform**

A single place where all NatureSweet training and educational content is available any time

 **Wellness Webinars**

Sessions led by specialists in emotional health, medical guidance, nutrition, legal counseling, and personal finance

Average Training Hours by Category

UNION	NONUNION	MEN	WOMEN
5.11 H	17.59 H	6.67 H	7.21 H

Women receive more training hours than men at the base Associate level, where most of our workforce sits, and reach near parity through the management line.

Average Training Hours by Category & Gender

CATEGORY	MEN	WOMEN
BASE ASSOCIATES	4.9H	5.4H
STAFF	12H	11.6H
LEADERS	24.9H	24.3H
MANAGERS	20.3H	18H
DIRECTORS	19.9H	11.9H
VICE-PRESIDENTS	14.2H	13.7H

All salaried Associates set annual goals using the SMART methodology, and progress is reviewed through the Annual Performance Review. Those conversations are not a formality: They inform compensation adjustments, incentive programs, and internal promotions.¹⁹

¹⁹ GRI 404-1 Average hours of training per year per employee, GRI 404-2 Programs for upgrading employee skills and transition assistance programs

EDUCATION: FROM LITERACY TO UNIVERSITY²⁰

In agriculture, the people who know the crop best usually stay exactly where they started. There are no degrees for field workers and no universities that fit a harvest schedule. We decided to build both.

We offer education during working hours for base Associates in Mexico, at our own facilities, from reading and writing classes through elementary, middle school and bachelor's degrees.

In 2025, 431 base Associates completed their basic, middle, or high school diplomas in Mexico, the highest number of annual graduates in our history.

2021	2022	2023	2024	2025
130	140	222	296	431

To date, 2,846 Associates have completed some level of education through these programs, contributing to a 3.08% reduction in the educational gap across our operations.



University Program ★

Built in collaboration with Fair Trade Committees, our University Program expanded in 2025 with four additional groups and a new degree in Industrial Engineering. It now reaches four facilities in Mexico (Zapotlán, Tuxcacuesco, Colima, and San Isidro), with **152 unionized Associates currently enrolled**, a scale comparable to a small private university. Classes are held on Saturdays so Associates can study without leaving their roles.

Cohorts now span early to advanced semesters, and the Industrial Engineering group is already in its third term. In 2026, the program expands to Nayarit with **30 new participants**.

The program is designed to move people, not just certify them. In 2025, 10.79% of Associates in their final Agronomy semesters were promoted into roles with greater responsibility. Our goal is that at least 50% of Associates who complete a professional degree find a new opportunity within NatureSweet.



431

Graduates

in 2025, a company record



2,846

Associates

educated to date



152

Associates

Currently enrolled in University

²⁰ GRI 404-2 Programs for upgrading employee skills and transition assistance programs.



MAGALY ALFARO ÁVALOS
MT FARMING | ZAPOTLÁN

HARVESTING HER DEGREE²¹

Magaly Alfaro Ávalos was 19 when she first stepped into a NatureSweet greenhouse. Her job was picking tomatoes. She had no agronomy background or technical training, just her hands and the need to provide for a family that would eventually grow to include three children.

Seventeen years later, she can tell by touch which clusters are ready and spot trouble in a plant hours before it shows. That kind of knowledge takes years to build. In agriculture, it almost never leads anywhere. The industry offers no degrees for field workers, no universities that fit a harvest schedule. So the people who know the crop best stay exactly where they started.

NatureSweet’s University Program changed the math. Offered across four facilities in Mexico, it lets Associates study Agronomy Engineering and Industrial Engineering on Saturdays while keeping their roles during the week. Magaly enrolled, and her classmates elected her leader of the first generation.

“They gave me the opportunity, and I’m giving it everything I have.”

For NatureSweet, the return is concrete. Associates who pair deep field experience with formal training make sharper calls on irrigation, plant health, and yield. The company doesn’t just retain talent. It turns experience into expertise.

Today, 152 Associates are enrolled in the University Program. Across NatureSweet’s broader education portfolio, 2,846 Associates have completed programs to date. Nine out of 10 Associates who enroll in the programs stay with the company, strengthening the technical and leadership capabilities that drive the business.

Magaly graduates in 2027. She brought years of field experience and will leave with the technical skills to turn that experience into greater impact.

²¹ GRI 404-2 Programs for upgrading employee skills, GRI 401-1 New hires and turnover

OCCUPATIONAL SAFETY AND HEALTH²²

Agriculture is one of the most dangerous industries in the world, and one of the least likely to offer workers access to healthcare. We treat both facts as the same problem.

In 2025, across 14.3 million hours worked, no Associate died, and no one was seriously injured. Seven recorded injuries occurred, all minor. That gives us an injury rate eight times better than the world-class benchmark for industrial safety set by OSHA and 46 times better than the average for U.S. agriculture. We have stayed at that level for four consecutive years.

OCCUPATIONAL INJURIES	2024	2025
DEATHS FROM OCCUPATIONAL ACCIDENTS	0	0
SEVERE INJURIES (EXCLUDING DEATHS)	0	0
RECORDED INJURIES	6	7
HOURS WORKED	14,485,158	14,268,937
INJURY RATE	0.083%	0.098%

Results like these are not luck, and we do not ask anyone to take our word for them. Our health and safety management system is certified to ISO 45001:2018 by an independent auditor and covers 100% of our Associates at every facility in both countries.

Two choices make it work. We prevent rather than react: Hazards are eliminated at the source wherever possible instead of managed with protective equipment, and protocols anticipate seasonal risks like heat and rain before they arrive. And we do not govern safety without the people it protects. Union leaders sit on our safety committee, and a No Retaliation policy means any Associate can report a risk without putting their job at stake.

Safety keeps people from getting hurt. It does not keep them healthy. So we go further, partnering with public health services, private hospitals, and emergency providers to give Associates and their families preventive care, including annual screening for cervical cancer, diabetes, hypertension, and obesity. For many, it is the only medical check they receive all year.



2,638 +

Received health services through our screening program



5,965 🏠

Took part in emergency preparedness drills



618 🛡️

Completed safety training

²² GRI 403-1 Occupational health and safety management system, GRI 403-3 Occupational health services, GRI 403-9 Work-related injuries, SASB: FB-AG-320a.1 Workforce health & safety



OUR COMMUNITY



FAIR TRADE: WHERE ASSOCIATES LEAD²³

One hundred percent of NatureSweet-branded snacking tomatoes are Fair Trade Certified, and every one of our facilities has held that certification since 2021.

Fair Trade at NatureSweet is more than a label on a package. It is a governance model. Associates elect their own committees, assess community needs, and decide how the money is spent. In 2025, Associates decided 100% of the fund allocation across all facilities.

In 2025, 11 certified growers participated in the program, including NatureSweet operations and external snacking tomato producers. The model now extends past our own greenhouses and into the broader value chain, so more communities can invest in their own priorities.

During the year, more than US\$2.7 million in Fair Trade Premiums were generated. Of that, US\$2.2 million was deposited across NatureSweet facilities in Mexico and the United States, with the remainder directed to participating growers. Together, these funds benefited more than 6,900 lives.

2.7M US\$

Premiums generated in 2025

11 🌱

Certified growers participating

6,900 👤

Lives directly benefited

100%

Of allocation decided by Associates



²³ GRI 413-1 Operations with local community engagement, impact assessments, and development programs

In 2025, US\$1,375,735 in Fair Trade Premiums were invested in priorities defined entirely by associate committees. Education took the largest share, which is consistent with what Associates have chosen year after year: learning first.

FOCUS AREA	SHARE OF INVESTMENT
EDUCATION	47.5%
HOUSING	20.2%
HEALTH AND WELL-BEING	16.5%
SANITATION AND INFRASTRUCTURE	15.8%

2025 represented a pivotal year for consolidating our education-focused strategy and deepening community impact. NatureSweet strengthened not only the investment of Fair Trade Premiums but also the governance of Fair TradeCommittees, reinforcing a model where communities lead their own development and Associates are active agents of change, not simply beneficiaries.



Education

In Colima, Zapotlán, and San Isidro, Associates and their families received financial support to continue high school and university education, reducing educational lag and expanding access to formal learning. In Nayarit, more than 80 children in the community of Santa María del Oro gained access to safe school transportation, replacing daily walks of 30 to 35 minutes in extreme heat that put their well-being and school attendance at risk.

Health & Well-Being

In San Isidro, Zapotlán, and Tuxcacuesco, practical skills workshops (masonry, electrical work, plumbing, baking) provided tools for employability and complementary income generation for Associates and their families.



Housing

In Nayarit and San Isidro, housing improvement projects addressed conditions directly impacting health and quality of life, including water tanks, solar water heaters, and essential infrastructure. In Tuxcacuesco and Zapotlán, more than 100 Associates received financial support for home repairs, enabling them to create safer and more functional living spaces.

Community Infrastructure

In Tuxcacuesco and Zapotlán, community dining halls were built to provide dignified meal spaces for children in rural communities. In Tuxcacuesco, a water infrastructure project was implemented to guarantee access to clean drinking water, improving health conditions and quality of life for surrounding families.



FROM GREENHOUSE WORKER TO MILLION-DOLLAR DECISION MAKER²⁴

Cruz had worked for 12 years in NatureSweet’s greenhouses. When Planta Colima opened a call for Associates to join the Fair Trade committee, she raised her hand. She wanted to learn and contribute. Soon after, her peers elected her to represent them.

“I didn’t know all the responsibility and challenges that would come with it. But I was convinced it would benefit the workers, their families, and the community,” Cruz says.

Under Fair Trade certification, a premium accumulates with every purchase of certified products. That money belongs to the Associates, and they decide how to invest it. When the committee sat down to review the premium fund for the first time, the number on the screen did not make sense.

Within the first year, the premium had exceeded half a million dollars. There were eyes on the funds and questions about why the balance kept growing without an outflow. But inside the committee, there were Associates making decisions about sums that had no equivalent in their daily experience. Early projects stayed small not because the needs were small, but because spending felt like a risk. “It wasn’t a few pesos,” Cruz says. “It was millions. I never imagined the magnitude of what was ahead.”

The committee was trained in resource management and project planning. Gradually, something shifted. The decisions grew. Food programs expanded. Education initiatives launched. A health program provided Associates and their families with treatment for conditions that had gone unaddressed for years.

“I don’t have the right words for what you feel when someone says ‘thank you’” Cruz says. “The decisions we make can transform the lives of our people and the community.”

Today, Fair Trade premiums at NatureSweet total \$2.7 million, with Associate-led committees directing investments that reach more than 6,900 lives. Every dollar is allocated by Associates; not reviewed, not approved after a corporate recommendation, but decided, prioritized, and executed by the people closest to the need.

Cruz still works in the greenhouse. She also sits in rooms where budgets are reviewed and projects take shape. “Now I know I’m capable of whatever I set my mind to,” she says.

At NatureSweet, the most important investments in community come from the people the investment is for.

²⁴ GRI 203-2 Significant indirect economic impacts, GRI 404-2 Programs for upgrading employee skills and transition assistance programs



**CRUZ ESMERALDA
FRANCISCO PRECIADO**

MT FARMING | COLIMA

EDUCATION BEYOND OUR ASSOCIATES²⁵

Education is where our Associates put most of their Fair Trade money, and it is where we put ours. Inside the company, that means degrees for Associates (see Our People). Outside it, it means their children, their families, and the schools around our greenhouses.

Academic Excellence

We recognize the school performance of Associates’ children through a program that follows them for nine years, across elementary and middle school. In 2025, 1,144 children received academic excellence awards. They spent a full day with us, visiting the greenhouses and taking part in cultural activities. For some of them, it was the first time they had been inside a movie theater.

Sweet Family

Sweet Family started from a simple idea: well-being does not begin or end at the greenhouse door. Across four modules and eight hours of guided learning, participants build practical tools for managing emotions, communicating clearly, strengthening self-esteem, and navigating family life. In 2025, the program expanded beyond frontline Associates to reach three groups: Associates, leaders, and families in the community. It reached 777 people and celebrated 299 graduates, a record. Since launch, Sweet Family has touched 4,064 lives.

School Gardens

The best classroom is sometimes the ground beneath your feet. Through Escuelas por la Tierra, developed with Fundación EDUCA México A.C., we completed the implementation phase across six schools in Jalisco, Colima, and Nayarit. Students prepared seedbeds, transplanted seedlings, and maintained gardens while exploring biodiversity, nutrition, pollinators, water care, and recycling. The gardens became working classrooms. The initiative engaged 876 students and 57 teachers directly, with more than 2,000 family members connected indirectly. Between April and July, 14 NatureSweet volunteers contributed their technical expertise by evaluating 67 environmental projects.



²⁵ GRI 413-1 Operations with local community engagement, impact assessments, and development programs.



Educación

Educación began as a donation drive and became something larger: a campaign to equip the schools near our operations with school supplies, educational materials, recreational items, and cleaning products. Associates collected 7,304 products and beat the goal. NatureSweet matched every single donation, bringing the total to 14,608 products distributed through volunteer activities in local schools across all our operations.

Barter Market

Materials our operations no longer need get a second life through an exchange we pointed squarely at education in 2025. Associates traded discarded materials for school supplies, collecting 4,094 items that went straight to children in our communities.

1,144 ✂
Children
recognized for academic excellence

299 🎓
Graduates
with Sweet Family in 2025

14,608 📦
Products
donated through Educación

876 📖
Students
reached through School Gardens

NATURESWEET FOUNDATION (UNITED STATES)

Through the NatureSweet Foundation, Associates direct their own generosity toward education and community well-being in the United States.

In 2025, the Foundation supported the nonprofit, **Kinetic Kids**, an organization that helps children with special needs to participate in activities like sports, dance, and recreation. Their annual pickleball tournament helped raise thousands of dollars to support the program, and approximately **4,000 children with special needs benefited**. Our Associates also donated toys through the **San Antonio Police Department’s Blue Santa program** and the **South Texas Alliance for Orphans**, which collected toys for underserved children, bringing joy and support to nearly **10,000 children** across the region.

In total, the NatureSweet Foundation touched **13,034 lives** in 2025, a testament to the generosity of our people and our shared belief that stronger communities begin with us. Increasingly aligned with our broader focus **on education**, our efforts helped create opportunities for learning, access to resources, and community development for children and families.

Food Donation

What we grow is meant to nourish. In 2025, NatureSweet donated **6,883,758 pounds of fresh produce** across North America: **4,434,530 pounds in Mexico** and **2,449,228 pounds in the United States**.

We work with five food banks in the United States and, in Mexico, with **BAMX** and a wide network of local allies including food banks, civil associations, DIF, and municipal organizations. In Mexico, BAMX reported **189,172 kilograms of rescued food** supporting **21,019 people** over six months.



Associates in Action²⁶

At NatureSweet, we encourage and support our Associates to volunteer their time and talent in the communities near our operations.

In 2025, **4,068 NatureSweet volunteers** contributed **13,393 hours** to more than **154 organizations** near our operations, including 46 schools, 22 civil associations, and 17 children’s homes.

Most of that effort went to schools, and its clearest expression is **Escuelas por la Tierra**, our school garden program developed with Fundación EDUCA México A.C. During the 2025 school period, we completed the implementation phase across six schools in Jalisco, Colima, and Nayarit.

The idea is simple: the best classroom is sometimes the ground beneath your feet. Students prepared seedbeds, transplanted seedlings, and cared for their gardens while learning about pollinators, plant nutrition, biodiversity, and water. The gardens became working classrooms, and the children who tend them are learning the same principles our Associates apply in the greenhouse.

The program reached **876 students and 57 teachers** directly, with more than **2,000 family members** connected through the work their children brought home.

²⁶ GRI 413-1 Operations with local community engagement, impact assessments, and development programs

ABOUT THIS REPORT



This Sustainability and ESG Report offers a window into who NatureSweet is, not just what we do. It outlines our purpose-driven business model and reaffirms our commitment to environmental, social, and governance excellence across everything we grow, build, and stand for.

Report Scope & Boundaries

The reporting scope includes all subsidiaries and affiliates over which NatureSweet exercises operational control, with NS Brands, Ltd. serving as the parent holding company. The data and performance presented here cover the period from January 1 to December 31, 2025, and reflect qualitative and quantitative information related exclusively to NatureSweet.

Unless otherwise noted, all data and disclosures presented in this report reflect the combined operations of the entities listed below.

- NatureSweet Comercializadora S de RL de CV
- NatureSweet Talento S de RL de CV
- NatureSweet Invernaderos S de RL de CV, (mid-technology operation) including the following production sites:
 - NatureSweet Planta Nayarit
 - NatureSweet Planta Colima
 - NatureSweet Planta San Isidro
 - NatureSweet Planta Tuxcacuesco
 - NatureSweet Planta Zapotlan
- NatureSweet USA, Ltd., including the following production site:
 - NatureSweet Planta Bonita (high-technology operation)

How This Report Was Prepared

NatureSweet formed a dedicated ESG team responsible for collecting, analyzing, and reporting key information and data across environmental, social, and governance topics. This report was prepared in alignment with our internal ESG process and policy, with transparency and purpose guiding every step.

Our Stakeholders

We recognize that our impact extends far beyond our greenhouses. This report speaks to and for the people and organizations whose lives intersect with ours:

- Workers and employees of the Company and its subsidiaries
- Suppliers, growers, and business partners
- Customers
- End consumers
- Investors
- Communities where the Company, its subsidiaries, suppliers, or investments operate
- The local and global environment

Material Topics²⁷

Our double materiality assessment identifies the ESG topics most relevant to our stakeholders, the agricultural sector, and our business. The assessment is updated every three years and evaluates both the impacts of our activities on people and the environment and the risks and opportunities that ESG topics may present to our business. The process includes identifying and assessing impacts, risks, and opportunities across our operations and value chain, engaging stakeholders through surveys and consultations, prioritizing topics based on impact and financial materiality, and validating the results with company leadership. Stakeholders engaged in the process included members of the Board of Directors, leadership team, Associates, growers, suppliers, customers, and community representatives.

The assessment identified the following material topics:

- Waste management
- Water and effluent management
- Packaging circularity
- Quality, freshness, and food safety
- Human rights and labor dignity
- Business ethics
- Occupational health and safety
- Fair wages and economic inclusion
- Biodiversity
- Climate action

²⁷ GRI 3-1 (Process to determine material topics), GRI 3-2 (List of material topics)

THANK YOU!



 CONTACT

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