



**20
24**

SUSTAINABILITY REPORT



Committed to a sustainable future from our roots

INDEX

01. WE ARE FGF TRAPANI 5

About the company
Activities and processes involved
Integrated management system

03. ENVIRONMENTAL PERFORMANCE 29

Environmental management and sustainable agriculture
Biodiversity
Climate change
Circular economy

05. ABOUT THIS REPORT 54

About this report

02. ORGANIZATIONAL MANAGEMENT 17

Governance structure
Integrity and compliance
Sustainability management
Stakeholder management
Materiality analysis

04. SOCIAL PERFORMANCE 39

Our people
Human rights
Occupational health and safety
Community development

06. GRI INDEX 56

Letter from the Board of Directors

GRI 2-22

At FGF Trapani, we believe in the power of teamwork and the ability to turn challenges into opportunities. Our track record, built on mutual trust, excellence, and continuous improvement, shows that progress is measured not only by numbers, but also by the positive impact we have on people, the environment, and the sector.

The international and national contexts have presented significant challenges. Overproduction of fruit in competing countries, the lingering effects of the pandemic, the ongoing war in Ukraine, global and local inflation, geopolitical conflicts, foreign exchange restrictions, and slower global economic growth have complicated export operations. Nevertheless, thanks to our operational strength and relationships built over more than 22 years, we consolidated the situation with our customers in 2024 and further strengthened our ties.

In addition, climate change requires urgent and transformative responses. Therefore, we promote sustainable agricultural practices, the responsible use of water and soil, and the reuse of resources in order to minimize waste.

We have an active Research and Development department that, together with the Commercial area and through strategic partnerships, promotes the diversification of lemon-derived products, expanding our presence in international markets and adding value to our offerings.

This would not be possible without the dedication of our team, whose commitment fuels our corporate culture and drives us forward. We also extend our gratitude to our customers, suppliers, and financial institutions whose trust and collaboration enable us to achieve our goals.

We look to the future with optimism and responsibility. We know that every project is an opportunity to evolve, always with our sights set on building a resilient company that is dedicated to the community and the environment and aligned with the challenges of the world to come.



FABRIZIO TRAPANI
President

Welcome letter

In 2023, we published our first Sustainability Report, marking a new step in our responsible management journey at FGF Trapani. In the report, we summarized our performance in environmental, social, and governance areas.

Building on this experience, we set ourselves the challenge of preparing our second Sustainability Report with reference to the GRI Standards

This goal reflects that continuous improvement is part of our DNA and drives us to address challenges and opportunities comprehensively. In 2024, we set out to engage more employees and other stakeholders, strengthening the structure of the Sustainability area and taking the first steps toward an external assessment of Corporate Governance, conducting an analysis with an ESG (Environmental, Social, and Governance) perspective against the International Standard ISO 37301:2021

The 2024 Report enables us to bridge gaps and strengthen transparency and accountability. It represents another step forward on the path we began a decade ago when we joined the United Nations Global Compact, reinforcing the pillars that underpin our management: respect for and promotion of human rights throughout our value chain, contribution to the communities in our area of influence, regulatory compliance, dialogue with our stakeholders, and inter-institutional coordination as a key tool for generating shared value.

None of this would be possible without the commitment of everyone at FGF Trapani. Thank you for your daily efforts, especially to the Quality Management System team, which has become a key driver in providing reliable and accurate information.



ANA INÉS DOMÍNGUEZ

ESG Leader



01

WE ARE FGF TRAPANI



About the company

GRI 2-1, 2-6, 2-23, 2-24, 2-25

We are a company specialized in citrus fruit that carries a family heritage of four generations, which started with its pioneer, Ignacio Trapani, who migrated to Argentina from his native Sicily in 1908 and established the first citrus plantations in 1937.

Ricardo Trapani, Ignacio's grandson, founded FGF Trapani in 2002, determined to build on the hardworking spirit he had inherited.

Our work culture is based on respect, innovation, and excellence. We are committed to cultivating a positive organizational culture that generates a healthy and productive work environment, stimulates the development of our human capital, and facilitates continuous quality improvement.

By applying technology, knowledge, and sustainability, we have become the largest producer and exporter of organic citrus in the southern hemisphere. We currently have plantations in Argentina and Peru.

The fourth generation of our family is dedicated to this business, and we have built a vision that combines tradition and innovation. We have also incorporated professionals in key areas to strengthen our management and establish FGF Trapani as a leading global brand in the fresh citrus and ingredients market.

FGF TRAPANI IS ONE OF THE MAIN PRODUCERS OF FRESH LEMONS AND THEIR DERIVATIVES IN ARGENTINA.

Business principles

Our mission, vision and values reflect our commitment to excellence, innovation and sustainability.



VISION

To be an international benchmark company in the citrus industry through the production and marketing of high-quality citrus fruits. To offer innovative products that exceed our customers' expectations through responsible and sustainable production methods with our team of collaborators, society, and the environment.



MISSION

We are an agro-export company dedicated to the cultivation, industrialization and export of citrus fruits, mainly lemons. We transmit our work culture and experience of more than 80 years, always committed to the satisfaction of our customers and suppliers, and with the firm objective of generating resources and well-being for those who are part of the company.

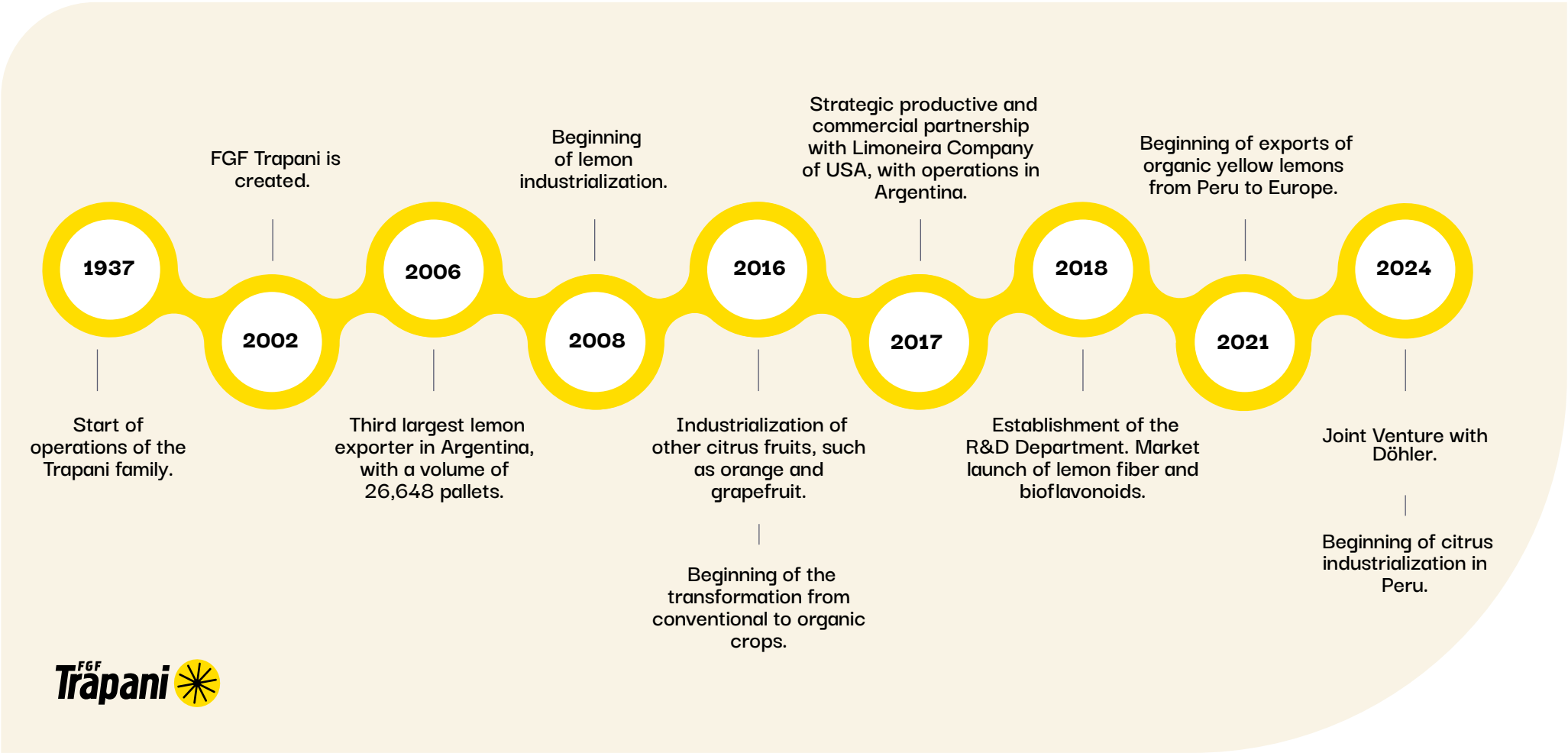


VALUES

- Authentic leadership
- Proactivity and optimism
- Helpful
- Effective communication
- Teamwork
- Gratitude



Milestones in our history



Our presence

We have an industrial plant and a packing house, as well as farms, located in the provinces of Tucumán, Salta, and Jujuy, Argentina.

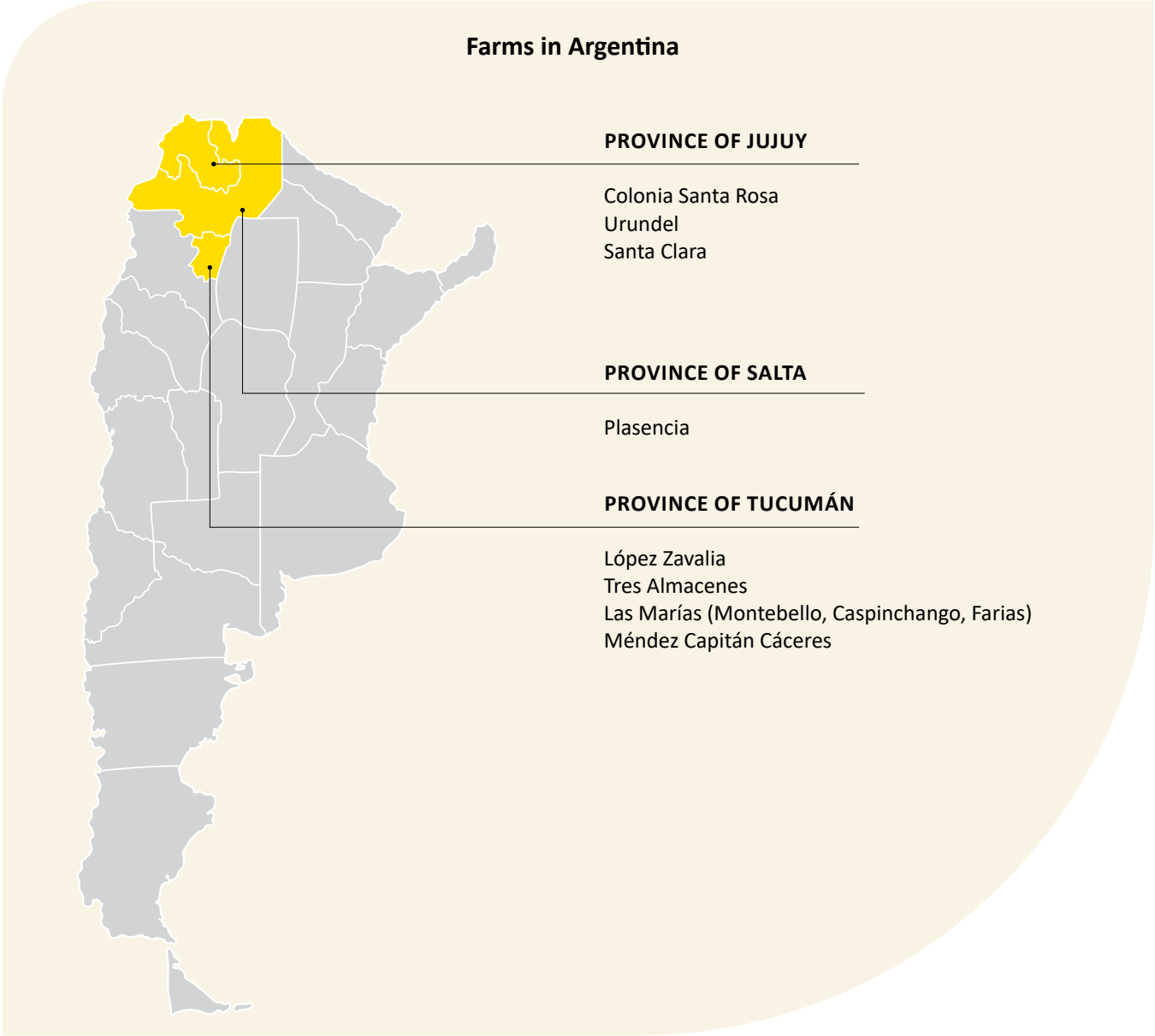
Our industrial branch is a fundamental part of our operation. Currently, we process over 100,000 tons of citrus fruits per year, including lemons, oranges and grapefruit, for the extraction of their derivatives with a wide range of functional products for gastronomy, cosmetics and healthcare.

The industrial plant is located in the Department of Trancas, Tucumán, where we process citrus fruits to produce concentrated juices, essential oils, essences, dehydrated peels and citrus fiber.

The Central Administration, nurseries and packing house are located in Tafi Viejo, Tucumán.

We manage over 1,700 hectares of citrus distributed among our farms in Salta and Jujuy and leased fields in Tucumán, where we primarily grow lemons.

In 2014, we acquired two farms in the Lambayeque region of northern Peru, where we grow 100% organic produce. For these operations, we plan a progressive increase in productive hectares of Eureka Lemon, Tahiti Lime, Subtle Lemon and Star Ruby Grapefruit.



Activities and processes involved

GRI 3-3, 13.23.1, 13.23.2, 13.23.3, 13.23.4, 308-1

Nursery

In our nursery, we grow the plants that will become our lemon trees. We select the best specimens with dedication and care to ensure they grow healthy and strong in the field. This work is essential for achieving good fruit production and maintaining the quality that represent us from the beginning of the process.

Farm

In our farms in Tucumán, Salta and Jujuy, we grow high quality lemons, mainly for the foreign market. We manage more than 100,000 tons of citrus fruit per year, ensuring responsible agricultural practices, such as efficient water use and crop health monitoring. The fruit then reaches our packing house in Taí Viejo and our industrial plant in Choromoro, where it is processed for export to various international markets.

Packing

In our packing house, we mainly focus on lemons. Each batch undergoes quality control to ensure its condition for the foreign market.

Industry

The products we manufacture include essential oils, concentrated juices (cloudy and clarified), NFC (Not From Concentrate) juices and dehydrated peel, which are destined for various industries, such as food and beverage, fragrance, pharmaceutical, cosmetic and nutraceutical (functional ingredients).

Our industrial processes use state-of-the-art technology and adhere to strict quality and safety standards. This enables us to provide excellent products with full traceability and a sustainable production approach.

Commercial value chain

At FGF Trapani, we market our fresh fruit and industrial products in domestic and international markets, serving different types of customers. We market fresh fruit through various channels, including the open market, the central market, and supermarkets, while industrial products, derived from lemons, are used in the food, fragrance, and cosmetics industries.

Currently, our exports have an outstanding global presence:

- Fresh fruit in 24 countries
- Juice in 12 countries
- Oil in 7 countries
- Peel in 5 countries

OUR PRODUCTS REACH VARIOUS REGIONS IN AMERICA, EUROPE, AND ASIA, WHICH CONSOLIDATES OUR INTERNATIONAL PRESENCE AND COMMERCIAL DIVERSIFICATION.

Sustainable innovation: development of citrus fibers, natural antioxidants and other functional ingredients for the food, beverage and cosmetics industries

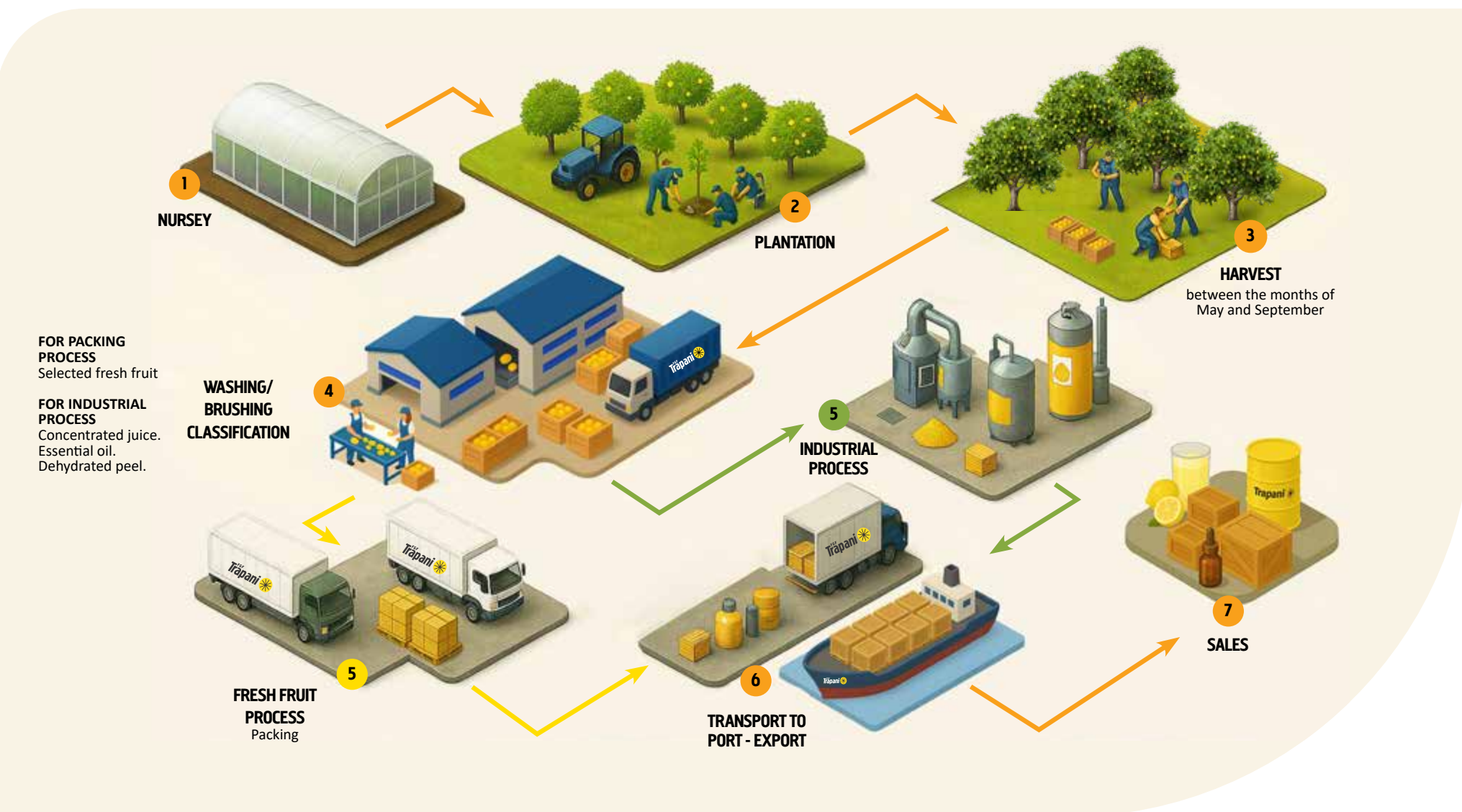
In recent years, our Research and Development Department has worked on the search for alternatives to improve different nutritional profiles, also exploring the use of citrus peel in mass consumption products.

As a result, we have made progress in the development of a portfolio of citrus fibers derived from lemon peel, designed as functional ingredients for various food matrices, for example, in the reduction of animal fats in different foods.

The National Institute of Industrial Technology (INTI, for its acronym in Spanish) is currently cooperating with this innovative project by testing the application of fibers in various foods and beverages.



Lemon production process



Percentage distribution of sales by destination market (domestic vs. international) for all products

Destination		2024	2023
Domestic	Fresh fruit	37 %	22 %
	Juice	3 %	19 %
	Oil	1 %	4 %
	Peel	2 %	7 %
International	Fresh fruit	63 %	78 %
	Juice	97 %	81 %
	Oil	99 %	96 %
	Peel	98 %	93 %

Percentage distribution of sales of industrial products by destination sector

Sector	Industrial product	2024	2023
Food	Juice	100 %	100 %
	Oil	70 %	60 %
	Peel	100 %	100 %
Fragrances and Cosmetics	Oil	30 %	40 %

Number of customers by commercial destination and fresh fruit sales channel

Destination	Channel	2024	2023
Domestic	Supermarket	1	-
	Central market	4	4
	Direct customer	43	35
International	Supermarket	2	5
	Direct customer	19	9
	Agent	23	28
TOTAL		92	81

We recently entered into a joint venture with Döhler. The aim is to provide natural, functional and sustainable ingredients in response to the growing demand from consumers for healthier and more environmentally friendly products.

By making use of citrus processing by-products, our collaboration promotes more responsible production in line with current market trends.



Integrated Management System

Our production and management system is structured around good social and environmental practices, as defined by international standards and frameworks.

We invest in the continuous improvement of our processes and decision-making, through the maintenance of product quality standard certifications, current social management and the implementation of new certification processes, linked to sustainability.

Principles of action of our Integrated Management System:

- We are committed to meeting the needs and expectations of our stakeholders.
- We ensure the quality and safety of our products, complying with current national and international regulations.
- We train our team on quality and sustainability policies and raise awareness of them.
- We maintain fluid and effective communication between all areas of the organization.
- We allocate the necessary resources to achieve the objectives of the Quality Management System.

- We promote a culture of quality and food safety at all our production facilities.
- We foster a suitable working environment, conducive to the personal and professional development of our staff.
- We identify hazards and evaluate risks in order to implement preventive controls in occupational health and safety.
- We promote respect for human rights and the values established in our Code of Ethics throughout the entire production chain.
- We care for the environment by using resources rationally and preventing pollution.
- We actively participate in initiatives aimed at the development of the local community.



Certifications obtained

Each certification supports our compliance with high international standards and provides a practical roadmap for optimizing performance and transitioning towards sustainable management that creates value for all our stakeholders. Each certification has a defined period of validity and requires periodic audits to maintain its validity.

Certifications	Description	Scope
BRC (British Retail Consortium Global Standard)	It includes requirements for risk management, cleaning and maintenance of facilities, staff training, and product traceability.	Industry and Packing
HACCP (Hazard Analysis and Critical Control Points)	It focuses on identifying, evaluating, and controlling potential hazards in food production and distribution. This ensures that food products are safe and high-quality.	Industry and Packing
GLOBALG.A.P. (Good Agricultural Practices)	It ensures food safety and environmental protection, as well as the health and well-being of staff.	Farm and Packing - Fresh fruit for export
GRASP (GLOBALG.A.P. Risk Assessment on Social Practice)	Complementary and voluntary module of the GLOBALG.A.P. standard. Its objective is to ensure staff well-being, safety, and health, as well as compliance with national and international labor legislation.	Farm - Fresh fruit for export
<i>Alimentos Argentinos</i> Seal	Sustainable production system that promotes environmental care by strengthening biodiversity and soil biotic activity. This seal is achieved by complying with Good Manufacturing Practices (GMP), a set of standards that ensure quality and hygiene in food production, and the Hazard Analysis and Critical Control Points (HACCP) system, which identifies and controls potential hazards in food production, guaranteeing product safety and traceability. In other words, the company is able to trace food throughout the entire production chain, from raw materials to the final product.	Packing - Fresh fruit for export
USDA Organic Seal	It certifies that the products were produced in accordance with the organic standards established by the United States Department of Agriculture.	Farm - Fresh fruit exported to the United States

Certifications	Description	Scope
Equivalence with Canada Organic Production (Canada Organic Regime – COR)	The equivalence agreement between the United States and Canada recognizes that organic production certified under the USDA standard meets the requirements of the Canada Organic Regime. This allows products to be marketed with the “Canada Organic” seal.	Farm - Fresh fruit exported to Canada
Organic Production for the European Union (EU Regulation 2018/848)	It certifies that the products were produced in accordance with the organic standards established by the European Union. This certification is independent of the USDA and is obtained through bodies authorized by the EU.	Farm - Fresh fruit exported to the European Union
Argentine Organic Production (SENASA – Resolution 374/2016)	It certifies that the products were produced in accordance with the organic production regulations established by the National Service for Agri-food Health and Quality (SENASA, for its acronym in Spanish).	Farm – Fresh fruit intended for the Argentine domestic market or for export as an Argentine organic product
FSA (Farm Sustainability Assessment)	A tool for assessing, improving, and validating sustainability on farms, designed by the Sustainable Agriculture Initiative (SAI).	Farms – Fresh fruit
Kosher	It ensures that a product complies with Jewish dietary laws (Kashrut). This certification ensures not only religious purity, but also higher quality, cleanliness, and safer production.	Industry - Industrial products
Halal	It ensures that a product or service complies with the strict requirements of Islamic law (Sharia). The certification not only ensures religious purity, but also greater hygiene and food safety, according to the standards of the Codex Alimentarius or FSMS (the Codex Alimentarius and FSMS, Food Safety Management System, are food quality and safety management systems), as well as traceability of ingredients.	Industry - Industrial products

Platforms we adhere to

Collaborative platforms are systems designed to evaluate, verify, and improve environmental, social, and economic practices. They offer internationally recognized standards, methodologies, and evaluation systems.

Third-party audits provide credibility to the process, and these platforms function as a globally recognized standard for many purchasing companies.

Platforms	Description
SAI Platform	A reference framework for environmental and social management systems in agriculture that includes monitoring of key indicators.
SEDEX (Supplier Ethical Data Exchange)	It evaluates and shares information on labor practices, human rights, and business ethics.
El SGF IRMA (International Raw Material Association)	It verifies compliance with quality and safety standards in fruit juice production and focuses on transparency and traceability in the supply chain.
Ecovadis	It evaluates companies' performance in environmental practices, labor practices, ethics, and sustainable procurement and provides a score and medals based on the evaluation.

External audits

In addition to certifications, some of our main customer companies conduct periodic audits, mostly annually, to verify our compliance with certain social, environmental, and governance requirements, defined as part of their value chain as suppliers.

Audit	Description	Scope
SMETA (Sedex Members Ethical Trade Audit)	Ethical trade audit, which assesses the labor and health and safety practices of supplier companies within the supply chain.	Integrated management
SGF (Safe Global Fair)	Verification process, which seeks to ensure the quality, safety, and authenticity of food products, especially juices.	Integrated management of juice production
SGP (Supplier Guiding Principles)	These principles, for suppliers of The Coca-Cola Company, include commitments to human rights, labor rights, and the environment.	Integrated industry management
CEPAS	Best practices in pest management.	Farm - Production processes

2025 Commitments

- Maintain BRC and HACCP certifications for industry and packing, **GLOBALG.A.P.**, **GRASP**, **GMP-FSA**, **Halal**, **Kosher**, and **organic**.
- Conduct periodic social audits: **SGP**, **SGP TCCC**, **CEPAS**, **SMETA 4P**¹.
- Maintain the **Alimentos Argentinos** seal.
- Recertify to the **ISO 9001:2015** standard.

¹ SMETA 4P (Supplier Ethical Data Exchange): evaluates the labor, health and safety, environmental, and business ethics practices of a company or supplier in its supply chain.

Supply chain traceability

We constantly seek to strengthen our supply chain and improve our due diligence processes.

In this regard, companies that provide us with services or sell us their products must adhere to our Code of Ethics when registering as suppliers. In doing so, they also commit to training their staff in business ethics practices.

Evaluation of fresh fruit suppliers

100 % of the fresh fruit that we sell or process complies with the highest international certification standards (see the Integrated Management System section), which guarantees full traceability throughout our supply chain.

The traceability of our products extends from the nursery (in the case of our own farms) and from the farm (in the case of leased farms) to the customer.

Fresh fruit suppliers with international certifications, such as GLOBALG.A.P., can demonstrate traceability through their certificates. For suppliers that do not meet international standards, our engineers carry out monitoring and inspection using GMP (Good Manufacturing Practice) parameters.

We evaluate 100 % of fresh fruit suppliers, 66 suppliers in 2024 and 54 in 2023. As a result of this evaluation, each supplier is classified according to the following criteria:

- Organic certified: It complies with certified organic production standards.
- Conventional green: No pesticide residues detected.
- Conventional blue: Residues present within the maximum permitted limits (MRLs) according to current regulations.
- Conventional red: Residues above MRLs or detection of unauthorized pesticides

**WE EVALUATE 100% OF OUR FRESH FRUIT SUPPLIERS.
WE DO NOT PURCHASE RAW MATERIALS THAT
CONTAIN PESTICIDE RESIDUE ABOVE THE PERMITTED
LIMIT OR THAT HAVE BEEN FOUND TO CONTAIN
UNAUTHORIZED PESTICIDES.**

2025 Commitments

Sustain or maintain audits of critical suppliers in relation to compliance with GLOBALG.A.P. criteria.





02

ORGANIZATIONAL MANAGEMENT



Governance Structure

GRI 2-9, 2-13, 2-14, 2-24, 2-28, 205-2



The highest governing body is the Board of Directors, which is responsible for defining strategies and general guidelines for the organization's management. It oversees various departments and areas, including Administration and Finance, Operations, Human Resources, Sales, Production, Logistics, the Sustainability Area, and the Transformation Office, which work in a coordinated manner for the organization's integral development.

Internal Management Committees

We have the following Internal Committees, each focused on key areas for the company's proper functioning:

- **Health and Safety Committee by Area**
(Farm, Packing, and Industry)

This Committee meets monthly to analyze deviations, manage progress, and assign responsibilities according

to established requirements. In addition to conducting inspections and surveys at all company facilities, the Occupational Health and Safety head offers training aimed at ensuring compliance with health and safety regulations.

- **Ethics Committee**

This Committee consists of the Human Resources Manager, the Occupational Health and Safety Manager, and a Board of Directors representative. It meets monthly to address new complaints, suggestions, and other issues raised through designated mailboxes. The Committee's main objective is to ensure compliance with ethical principles within the company.

- **Quality Committee**

This Committee consists of individuals responsible for quality at each of our facilities (Industry, Farms, Packing, and Administration), as well as those in charge of Occupational Health and Safety, Environment, and Human Resources. Our external regulatory advisor also participates in the committee's ongoing activities.

The Quality Management System team regularly discusses new developments, plans internal and external audits, and reviews operating procedures.

All documents related to the Quality Management System are uploaded to an online platform. The platform is regularly reviewed and updated to keep track of new document versions and facilitate access to historical documents.

Affiliations and associations

We have several affiliations and associations with industry institutions and organizations that promote social causes. These relationships enable us to support the development of the citrus sector and regional economic growth, as well as various social and environmental initiatives.

Institution	Objective we support	Type of engagement
Private sector - Sectoral		
Northwest Argentine Citrus Association (ACNOA, for its acronym in Spanish)	To strengthen and protect citrus farming, which is essential for the sustainable economic and social development of the NOA region (Catamarca, Jujuy, Salta, and Tucumán).	Chamber members, representing our industrial and packing activity.
National Institute of Industrial Technology (INTI, for its acronym in Spanish)	To conduct research and technological and industrial development of regional interest and promote knowledge transfer and continuous improvement.	Ongoing institutional relations, to support various R&D projects.
Obispo Colombres Experiment Station (EEAOC, for its acronym in Spanish)	This state agency is managed by producers, financed by sector resources, and backed by advanced scientific knowledge. Its mission is to strengthen the province's agricultural production leadership through technology.	Ongoing institutional links, to provide information on the Citrus Production Carbon Footprint Project.
Public-private sector - Innovation		
National Scientific and Technical Research Council of Argentina (CONICET, for its acronym in Spanish)	To promote and finance scientific and technological research, as well as support activities that promote scientific and technological advancement in the country, the development of the national economy, and the improvement of quality of life.	Institutional links to support research projects.
National Institute of Agricultural Technology (INTA, for its acronym in Spanish)	To promote food sovereignty and security by supporting agroecological production in family, school, and community gardens and farms. To strengthen local production and supply systems by providing training, technical assistance, appropriate technologies, and financing.	We promote and implement the ProHuerta Program.
Public-private sector - Human rights		
Network of Companies Against Child Labor	A space for public-private dialogue that seeks to eradicate child and protect adolescent workers by promoting the full realization of children's and adolescents' rights.	We carry out various activities as part of our public commitment to the Network's objectives.

Institution	Objective we support	Type of engagement
Public-private sector - Human rights		
Tucumán's Provincial Commission for the Prevention and Eradication of Child Labor (COPRETI, for its acronym in Spanish)	To prevent, promote, and cooperate to eradicate child labor and protect the rights of working adolescents. In Tucumán, child labor is considered a complex social problem influenced by political, institutional, cultural, and regional factors of inequality.	We carry out various activities as part of our public commitment to the Commission's objectives.
Non-governmental organizations (NGOs) - Health		
Fundación Boreal	To improve people's lives by promoting health, social awareness, and environmental care.	We promote and implement the Mobile Health Services Program.
Fundación Banco de Alimentos de Tucumán	To contribute to reducing hunger by acting as a transparent and efficient bridge between those in need of food and those who wish to donate, ensuring that donations reach those in greatest need.	We promote and implement the Yellow Tide Program [<i>Programa Marea Amarilla</i>].
Public sector - Education		
National University of Tucumán (UNT, for its acronym in Spanish)	To train high-quality professionals, promote scientific and technological research, and contribute to the social, economic, and cultural development of the province and the region.	We signed a Framework Collaboration Agreement to promote joint projects. One example is the first measurement of our water footprint, conducted in collaboration with the School of Exact Sciences and Technology.
School of Psychology (UNT)	To train professionals with a solid theoretical and practical foundation in psychology, qualified to work in various fields (such as health, education, labor, justice, and community).	We co-developed and implemented the Biannual FGF Trapani Award.

Institution	Objective we support	Type of engagement
Public sector - Education		
Albergue de Chuscha Secondary School	To provide a comprehensive secondary education that fosters good study habits, discipline, and collaborative work, linking school education with the socio-productive and community environment through social and community projects and practices.	Continuous institutional links to promote collaborative projects aimed at the educational community and students' families.
Ingeniero Pasquini Community Library	To promote reading, culture, and community development in Tañ Viejo through various activities and resources.	Continuous institutional relationship to support various projects that enhance public spaces.

2025 Commitments

We will continue strengthening and expanding our partnerships with Fundación Boreal and Banco de Alimentos.



Integrity and Compliance

We have a Code of Ethics, in which we promote honesty, integrity, and ethical business practices as the foundation of all our business activities, rejecting any type of illegal, fraudulent, or unethical practices.

The Code applies to all managers and work teams and must be followed by consultants, intermediaries, subcontractors, and suppliers in general.

Principles established:

- Do not engage in any activity that you know or believe to be illegal or unethical.
- Do not use any Company property for personal gain.
- Do not engage in any transaction that does not have a legitimate business purpose.
- Ask yourself whether the business or financial practice in question would withstand public scrutiny. Do not do anything that could lead you to lie.
- When in doubt, ask for advice.

The middle management team, the Quality Management system team, and the entire Management team are available to advise and support each employee in making the right decisions in the workplace and business environment.

WE COMMUNICATE OUR ANTI-CORRUPTION POLICIES AND PROCEDURES TO 100 % OF OUR STAFF, INCLUDING MEMBERS OF THE GOVERNING BODY.

Complaints and suggestions channel

We provide the following channels:



Complaints and suggestions mailbox available at each site



Telephone line: +54 38 1322-8787, Extension 587



E-mail: comunicaciones@fgftrapani.com.ar

These channels are designed to safeguard and protect the moral and physical integrity of the staff. Every month, we review the mailboxes at each site and convene the Ethics Committee, which analyzes the situations reported and provides responses according to each case, recording the process in minutes.

2025 Commitments

Complete records of the number of complaints, grievances, and suggestions received in 2025, along with the measures taken in response.



ISO 37301:2021 Standard

We conducted a Gap Analysis with an ESG (Environmental, Social, and Governance) perspective against the International Standard ISO 37301:2021.

The evaluation criteria included both the requirements of the ISO 37301:2021 standard and those specific to the company's Management System documentation.

In the analysis, the special characteristics of the organization's activities, legal requirements, and other applicable requirements were taken into account.

The document analysis involved reviewing 90 documents to evaluate the performance of the Compliance Management System.

In addition, the analysis was extended to consider the integration of an ESG approach into the management model, aligned with CSRD¹ and CSDDD², in response to potential requirements from business partners.

The compliance analysis and the gaps identified will be considered in defining future action plans.

² CSRD: EU Corporate Sustainability Reporting Directive.

³ CSDDD: EU Corporate Sustainability Due Diligence Directive.



2025 Commitments

- Strengthen the leadership of the governing body and Senior Management regarding integrity and compliance matters.
- Promote internal and external commitment to the Code of Ethics among critical suppliers.
- Continue the annual presentation of the Communication on Progress (COP) as part of our commitment to the Ten Principles of the UN Global Compact.

Sustainability Management

GRI 2-29, 3-1, 3-2

Sustainability involves caring for environmental, social, and economic aspects while meeting the needs of the present without compromising the ability of future generations to meet their own needs.

Aware of our responsibility, we have implemented a sustainability strategy that enables us to manage our operational practices in order to contribute to the care of the environment and the well-being of society.

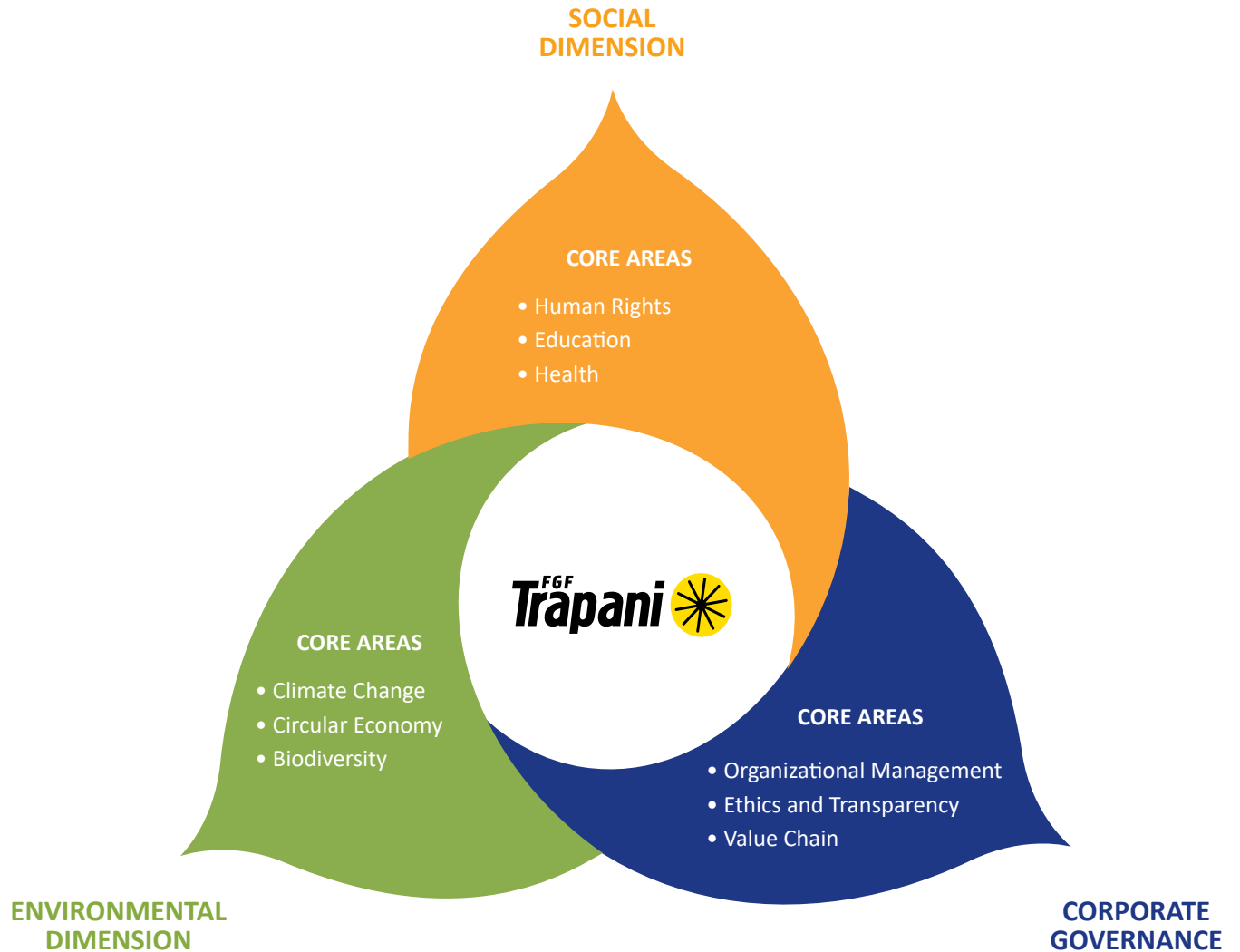
Our strategic sustainability plan aims to generate economic, social, and environmental value, and therefore:

- We continuously improve our processes using innovative technologies to manage impacts, risks, and opportunities, focusing on climate change, biodiversity, and the circular economy.
- We engage with our stakeholders to consider the expectations of our staff, the value chain, and the community when making decisions.
- We strengthen our organizational culture to effectively manage the sustainability impacts, risks, and opportunities most relevant to our sector and organizational context.

2025 Commitments

Continue implementing the ESG approach in our Integrated Management System.

FGF trapani sustainability strategy



We strengthened our sustainability governance structure

To further develop our Sustainability area, we hired a biotechnologist as Head of Environmental Affairs and a certified public accountant as Head of Transformation, Planning, and Budget Control.

These additions enable us to take a comprehensive approach that combines technical knowledge and management tools to continue promoting sustainability with real, measurable impact aligned with the strategic challenges of our business.

THE INTEGRATED MANAGEMENT SYSTEM IS THE MAIN FRAMEWORK THAT GUIDES OUR SUSTAINABILITY MANAGEMENT.

For sustainability management, we complement our Integrated Management System with the following commitments:

United Nations Global Compact

Through this commitment, we formalize our support for and adherence to the Ten Principles of the United Nations Global Compact.



Since joining in November 2014, we have publicly assumed this commitment and have consistently submitted an annual Communication on Progress (COP).



Sustainable Development Goals (SDGs)

Throughout this report, we highlight our contribution to the SDGs. This identification is based on an official GRI document that links the reported standards to the SDG targets (See the GRI index in this Report).



Stakeholder management

Our stakeholders are individuals or organizations that may be affected by, or perceive themselves to be affected by, a decision or activity relevant to our management.

Commitment to stakeholders

Stakeholders	Composition	Commitment
Suppliers	-Productive -General services -Other	We are committed to building strong, sustainable relationships with suppliers who provide quality raw materials, products, and critical services at competitive prices and within agreed-upon timeframes. We are also committed to paying suppliers according to the agreed-upon terms.
Customers	- Domestic and international customers - Supermarket channel customers, central market customers, direct customers, and agents	We are committed to providing our customers with safe, reliable products and services that comply with current regulations and always maintaining the confidentiality of agreements.
Shareholders	- Founding family - Board of Directors	We are committed to maintaining sustainability and maximizing profitability through constant work.
Staff	-Employees and indirect staff -Trade unions -Worker representatives	We are strongly committed to the health and safety of our staff, as well as to maintaining our facilities for their maximum comfort. We pay fair salaries on time, conduct performance evaluations, and maintain cordial and open relations with union representatives.
Neighbors and local community	-Trancas, Tafi Viejo, San Miguel de Tucumán	We are committed to caring for our neighbors, creating jobs and training opportunities, minimizing noise pollution, and always anticipating any causes of conflict.
Other companies in the sector (competitors)	-ACNOA -INTI -Other	We are committed to maintaining ties with other companies in the sector through business networks or associations, ensuring the improvement of links between companies.
Government	-National Government -Government of Tucumán -Government of Salta -Government of Jujuy	We are committed to maintaining ties with various areas of the public sector, participating in programs and initiatives that benefit the community, especially those related to the respect and promotion of human rights.

Materiality Analysis

In order to develop this first Sustainability Report, prepared with reference to the GRI Standards, it was essential to identify and declare those issues representing real or potential impacts of our activities on the economy, the environment, and people, including effects on human rights.

Based on the core aspects of current sustainability management and the ISO 37301:2021 Gap Analysis from an ESG perspective, we identified the relevant GRI Standards, and, in addition considered:

- Good Agricultural Practices recommendations
- Ecovadis risk profile
- SASB sector standards
- Benchmarking with leading companies in the sector

The proposed material topics were reviewed and validated by the head of the Sustainability area to ensure they were aligned with the organization's strategic priorities.

Material topics		Preliminary description of the impact
Corporate Governance	Organizational Management	We manage our operations in accordance with various international certifications and standards, striving for operational excellence on our farms, in our packing house, and industry. This includes maintaining ethical and transparent behavior, with zero tolerance for corruption.
	Ethics and Transparency	As a company involved in the entire lemon value chain, and as a leading exporter of Argentine lemons, we must maintain high standards of food safety and security. Likewise, we must maintain integrity in all commercial activities, both locally and abroad, as well as comply with all applicable legal and regulatory requirements.
	Value Chain	We are also committed to open and honest communication with all our stakeholders, and to holding ourselves accountable for our sustainability performance.

Material topics		Preliminary description of the impact
Environmental Dimension	Climate Change	Our goal is to minimize our environmental impact through sustainable practices in all our operations, including our citrus farms, packing plant, and industry.
	Circular Economy	This commitment includes reducing carbon emissions in operations and transportation, water and energy conservation, including renewable energy generation, responsible waste management and biodiversity preservation, especially in areas near protected spaces.
	Biodiversity	We constantly seek opportunities to implement clean technologies and eco-efficient processes that promote planetary health, especially by preventing soil degradation and mitigating climate change.

Material topics		Preliminary description of the impact
Social Dimension	Human Rights	As a major local employer, we recognize our responsibility for the socioeconomic development of the community. We are committed to making a positive impact by building strong, collaborative relationships.
	Education	This commitment involves respecting human rights (land, labor and safety rights), promoting diversity, non-discrimination and equal opportunities, ensuring safe working conditions during operations and transportation (physical, physiological and psychological) and fair working hours, social benefits and remuneration, and advocating for the eradication of child labor, working to achieve the required cultural change, as well as mitigation and remediation of its consequences.
	Health	

2025 Commitments

We are committed to a process of continuous improvement and periodic updates, which will enable us to:

- Align our management with relevant industry topics and global challenges.
- Identify the expectations and priorities of our stakeholders.
- Define the most significant issues to integrate them into our management strategy and sustainability reports.





03

ENVIRONMENTAL PERFORMANCE



Target 6.3



Target 12.4
Target 12.5



Environmental management and sustainable agriculture

GRI 3-3, 13.6.1, 303-3, 13.7.4, 303-4, 13.7.5, 303-5, 13.7.6

At FGF Trapani, we are firmly committed to minimizing the environmental impact of our processes by implementing sustainable practices throughout our operations.

We promote practices that encourage the rational use of water and energy, efficient resource management, responsible waste management, and biodiversity preservation. These practices help reduce emissions and care for the environment.

We are constantly seeking opportunities to implement more efficient processes that mitigate climate change and incorporate clean technologies that minimize environmental impact.

These commitments are outlined in our Biodiversity, Environment, and Sustainable Agriculture Policy and managed by the Sustainability area, which has a person responsible for Environmental Management.

We aim to:

- Promote sustainable and responsible practices within the company.
- Reduce the environmental impact of our operations.
- Foster an environmental culture among staff and the community.

- Ensure compliance with local, national and international environmental regulations.
- Implement and supervise energy efficiency and waste management programs.

The Integrated Management System certifications and platforms related to Environmental Sustainability are:

- » Good Agricultural Practices: GLOBALG.A.P., FSA and SAI Platform
- » Organic Production: USDA Organic Seal, Equivalence with Canada Organic Production (Canada Organic Regime - COR), Organic Production for the European Union (EU Regulation 2018/848) and Argentine Organic Production (SENASA - Resolution 374/2016).



Biodiversity

The preservation and protection of natural resources are fundamental pillars of our organization. Therefore, our internal policy incorporates a commitment to forest conservation and protection from deforestation and illegal logging, as well as the conservation of natural habitats by implementing management practices that promote biodiversity and ecosystem health.

Regarding biodiversity, we have implemented various initiatives to protect and maintain the cycles of nature, providing suitable conditions for the survival and growth of diverse plant and animal species. Among the projects carried out, we achieved the following:

- 185 hectares of eucalyptus plantations in Tafí Viejo
- 175 hectares of reserve in Placencia
- 300 hectares of reserve in Choromoro
- Creation of a native tree nursery for afforestation and/or forest enrichment

WE ARE COMMITTED TO MAINTAINING AND INCREASING THE FLORA RESERVES AND SUSTAINING THE AFFORESTATION OF NATIVE TREES.

Afforestation and environmental awareness actions

Within the framework of International Tree Day, we organized a tree-planting event at our industrial premises.

The initiative brought together employees from all areas to participate in an activity that raised awareness about the importance of environmental stewardship and nature preservation through the planting of native trees.

During the event, we planted 75 carob trees and enjoyed moments of reflection and connection with the earth.



Natural ecosystems

Our activities coexist with natural ecosystems and low-impact production systems.

We are determined to preserve the native ecosystems on our farms and recognize the value of species diversity to our production.

Soil care

The soil guarantees the quality and development of our operational and ecological production. To protect it, we implement alfalfa service crops in the spaces between the rows of citrus plants.

Below, we describe some of the benefits of these cover crops for our fruit trees:

- Reduced compaction and improved water infiltration.
- Increased organic matter and microbial life, due to higher moisture retention.
- Reduced need for external inputs due to a more balanced soil.
- Weed control.

In addition, we eliminated soil tillage to maintain soil structure and biodiversity. This regenerative agricultural practice retains moisture in the soil, reduces dependence on phytosanitary products, and maintains the balance of soil microorganisms, while also reducing water and wind erosion.

Use of phytosanitary products

We promote the responsible and justified use of phytosanitary⁴ products within the framework of Good Agricultural Practices.

We use techniques such as integrated pest management, which combines biological, cultural, and chemical controls. We also seek to reduce dependence on synthetic inputs and prevent residues from exceeding maximum limits.

Based on these principles, we develop technology that reduces the use of phytosanitary products and adopt biological and ecological alternatives that minimize environmental impact while protecting human health and the ecosystem.

We continuously train our team in the safe and responsible use of phytosanitary products in accordance with Good Agricultural Practices (GAP) guidelines. Training covers proper handling during application, correct use of personal protective equipment (PPE), risk identification, and prevention of health and environmental impacts.

In addition, we have implemented specific protocols for the safe storage of agrochemicals and the final disposal of empty containers, in compliance with current regulations and promoting sustainable practices that minimize the risk of contamination.

Thanks to our efforts, we have obtained national certifications, such as *Orgánico Argentina*, as well as international certifications, including those endorsed by the United States Department of Agriculture and the Canadian Food Inspection Agency.

⁴ Phytosanitary products are substances or mixtures used to protect crops from pests, diseases and weeds, as well as to regulate their growth: insecticides (against insects), fungicides (against fungi), herbicides (against weeds), nematicides (against nematodes), growth regulators and adjuvants.

Antagonistic fungi production laboratory

We are always looking for innovations that strengthen our approach to sustainable agriculture. Therefore, we intend to generate science-based solutions by using beneficial fungi, such as *Trichoderma*, in our lemon crops.

In 2020, we started the project in Santa Clara, Jujuy, by developing a laboratory for biological control and bioinput production.

The project currently has:

- 100 m² of operational facilities.
- A work team of three people: an agronomist engineer in charge of project leadership and two assistants, one permanent and one temporary.
- Four defined work areas: substrate formulation, sterilization, sowing, and germination.
- 450 hectares implemented in the pilot stage.

This innovative development will allow us to achieve the following benefits:

- Control of plant diseases.
- Activation of the plants' defensive mechanisms.
- Reduction in the use of fungicides, contributing to the preservation of the environment.
- Replacement of synthetic agrochemicals by beneficial microorganisms, saving production costs.
- Stimulation of the proliferation of beneficial organisms in the soil.
- Improvement of soil structure and pH.
- Safe application with no record of phytotoxic effects.

ORGANIC PRODUCTION CERTIFICATIONS ENHANCE THE VALUE OF OUR PRACTICES AND PROVIDE CONFIDENCE TO CUSTOMERS AND CONSUMERS.

2026 Commitments

Maintain organic status at our primary production and processing facilities.

Water and effluents

We are committed to reducing water consumption throughout our production processes. We track our consumption and constantly seek opportunities to improve our performance.

In 2022, we conducted the first measurement of our water footprint in collaboration with the School of Engineering at the National University of Tucumán and the Cyklos group.

This initial water footprint calculation covered both our farms and our fruit processing operations.

The detailed analysis enabled us to accurately identify the volume of water used at each stage of our value chain, including irrigation, washing, and industrial processes.

This information was key to our sustainable water management strategy, as water is an essential resource for our operations.

Thanks to this work, we were able to:

- Detect opportunities for improving water use.
- Optimize irrigation on our farms.
- Plan operational changes that generate impact.
- Improve transparency with our stakeholders.
- Move towards a more sustainable production, aligned with the Sustainable Development Goals.

We are constantly searching for alternatives to reduce the environmental impact of our activities. As a result of this search, we use a closed water circuit in our industry and packing house, which allows for continuous reuse of the water.

To minimize water requirements in our industry, we implemented an alcohol-based drying process for the peel.

In addition, during our juice concentration process, we generate vegetable water. We use this source to supply boilers and wash machinery in order to minimize our water consumption.

To reduce our consumption of fresh water in the nurseries, we are building a pond to collect rainwater for irrigation. Three of our farms have drip irrigation systems, and we are installing them on other farms. However, Tucumán's climate allows us to efficiently manage the crops using only natural rainfall.

Nevertheless, having this infrastructure provides us with resilience in the face of potential climate variability. This approach is part of our sustainable agricultural practices aimed at conserving soil, using water efficiently, and adapting to climate change. These are key pillars for the continuity and competitiveness of citrus farming in the region.



Water withdrawal, by source (in ML), by period in industry

	2024	2023
Groundwater	689,311	571,470
Produced water	402,638	319,945
TOTAL ML	1,091,949	891,415

Notas:

We do not extract water from areas under water stress.

We do not extract surface water.

Water consumption by source on farms, in the packing house, and in the administrative offices did not represent a significant value in 2023 and 2024.

The variation in consumption is due to increased production in 2024.

Water consumption in relation to the tons produced (intensity)

	2024	2023
Water intensity (m³/t)	65.88	68.89

THANKS TO OUR ONGOING EFFORTS TO REDUCE WATER CONSUMPTION, WE MANAGED TO REDUCE OUR INDUSTRIAL WATER INTENSITY BETWEEN 2023 AND 2024.

Effluent treatment plant

In 2024, we monitored the discharge of 293,067 m³ of effluent destined for the irrigation of non-productive soils.

Our effluent treatment plant processes an average of 80 m³/hour of liquid waste generated from fruit processing activities, such as peel washing and juice extraction.

The plant includes pretreatment (solids separation) and physicochemical treatment (neutralization, etc.) stages.

Treating our industrial effluents enables us to obtain water suitable for fertigation in non-productive areas of the company. In this way, we can irrigate 50 hectares, which stimulates plant regeneration, increases vegetation cover, benefits the ecosystem, and promotes local biodiversity.

We transport water used to wash machinery to settling pools where solids sink and liquid evaporates naturally. Once the season is over and the evaporation process is complete, we remove the accumulated solids for composting.



Climate change

GRI 3-3, 302-1, 302-3, 305-1, 305-2

Climate change has a direct impact on our production system, due to changes in weather patterns (such as rainfall periods and intensities, variation in frost and water body regimes).

At FGF Trapani, we are committed to mitigating climate change by reducing greenhouse gas emissions and adopting technologies and practices that promote carbon sequestration and climate resilience.

We achieve this through initiatives such as planting various plant species and not using peat in our nursery pots, which helps sequester carbon dioxide from the atmosphere.

Contribution to the study of the carbon footprint of the citrus agro-industry

In 2024, we collaborated with the technical team at the Obispo Colombres Experiment Station (EEAOC) on a study on carbon dioxide capture, providing organic material and relevant information for the research. The geographical location of our farms, spread across different areas of the province, made it possible for us to contribute plants from different regions and ages, thus enriching the representativeness of the analysis.

The EEAOC is an autonomous entity within the Ministry of Productive Development of the Government of Tucumán, whose mission is to provide technological support to the agro-productive leadership of the province.

The main objective of this research is to quantify greenhouse gas (GHG) emissions, which contribute to global warming, and other substances that cause other environmental impacts, generated in the different agro-industrial value chains.



Emissions

We are aware of the effects of climate change and understand the need to mitigate GHG emissions from our operations.

For this first Sustainability Report, we estimated Scope 1 and 2 emissions based on available energy and fuel consumption data from our facilities.

Scope 1 - Direct consumption: Fuel used for operating vehicles and machinery that run on fuel, as well as for heating, including natural gas, diesel, and liquefied petroleum gas.

Scope 2 - Indirect consumption: Electricity purchased for our own use in offices, farms, and other operating sites.

In order to understand where our emissions are actually produced and to design effective reduction strategies, we initiated a formal carbon footprint measurement process with the National Institute of Industrial Technology (INTI). This process will have a double value, as it will mean having the validation of an external institute.

HAVING INFORMATION ABOUT OUR EMISSIONS IS THE FIRST STEP IN UNDERSTANDING AND DESIGNING STRATEGIES TO REDUCE OUR POTENTIAL IMPACTS.

2024 emissions (in TCO₂e) by scope

Type of CO ₂ emission	Total emissions
Scope 1	15,541
Scope 2	2,466
TOTAL TCO₂e	18,007

As part of our efforts to promote more efficient mobility and reduce vehicle emissions, we use a Traffic van to transport 60 employees daily from the administrative offices to the industrial plant. This practice helps to optimize fuel consumption, reduce the use of private vehicles and reduce emissions associated with staff transportation.

Energy

We are committed to using energy efficiently in all our productive activities.

We implement various strategies within our organization to minimize energy consumption.

- 95 % of our lighting fixtures are LED.
- 85 % of our steam and cold service pipes are insulated.
- 100 % of our motors have variable speed drives, which optimize the use of electrical energy.

In the medium term, we intend to extend all these initiatives to the entire organization.

Fossil fuels consumption (in GJ) by period

Fuel Type	2024	2023
Diesel	5	-
Liquefied Petroleum Gas	2,375	2,135
Natural Gas	299,731	213,907
TOTAL GJ	302,111	216,042

Electricity consumption and its relation to tons produced (intensity)

	2024	2023
Electricity consumed (KW)	8,808,743	6,828,850
Energy intensity (KW/T)	801.48	765.56

Note: Consumption from administration, packing, and industry was taken into account.

Circular economy

GRI 3-3, 306-3, 13.8

In an environment accustomed to a linear approach to raw materials, we strive to acquire the habit of developing innovative solutions for resource use.

We seek opportunities to reduce the volume of waste generated and contribute to its use in a circular economy, through recovery, reuse and recycling.

We are committed to readjusting processes, aimed at implementing circular economy practices, through:

- Waste reduction for greater efficiency.
- Inter-institutional recycling agreements.

Waste

We readapted our processes by implementing circular economy practices to reduce waste and increase efficiency.

Likewise, we transform production waste into valuable inputs, through rigorous classification in the packing, industrial and farm processes.

Through the Environmental and Technological Interpretation Center (CIAT, for its acronym in Spanish) in Taíf Viejo, we carry out differentiated disposal of plastics, glass, organic waste, and paper. We also differentiate waste and electrical and electronic equipment (WEEE) from conventional disposal through Electrogreen's recovery program.

OUR WASTE MANAGEMENT PROMOTES THE GENERATION OF JOINT ACTIONS WITH ORGANIZATIONS AND INSTITUTIONS RELATED TO RECYCLING.

In addition, waste and empty container management procedures include employee training and final disposal by authorized agents.



Hazardous waste generated (in L), by period

	2024	2023
Hazardous waste in industry	1,060	1,860
Hazardous waste in packing	1,400	s/d
TOTAL L	2,460	1,860

Note: There are no records available for hazardous packaging waste in 2023.

Valorized and non-valorized waste generated (in tn) in 2024

Valorized waste	
Cardboard and paper	22
DRM in disuse	50
Pallets	101
Plastics	17
SUBTOTAL tn	1,202
Non-valorized waste	
Municipal solid waste	37
SUBTOTAL	37
TOTAL tn	1,239

Note: DRM = Metal drums with a capacity of 200 liters.

Plastic-Free Farms Program

For the past three years, FGF Trapani has participated in the Plastic-Free Farms program, promoting environmental protection in our production areas by collecting, separating, and recycling plastics.

This sustained effort is possible thanks to the commitment and participation of all our employees, and it reflects our commitment to being responsible and respectful of the natural environment of Tukumán.

Internal WEEE Recovery Campaign

In addition to managing our waste electrical and electronic equipment at the corporate level, we extend this initiative to our team members and their families, inviting them to bring their household waste for proper disposal.

To encourage this practice, we gave seedlings of aromatic plants, produced in our organic garden, to those who actively participated in the campaign.

In 2024, we recovered 200 kg of WEEE, in addition to the 660 kg collected in the first edition of the 2022 Campaign, which were accumulated without a recycling channel or adequate treatment.

Cigarette butt collection program

We are committed to reducing the environmental impact of all waste generated at our facilities, including those that often go unnoticed, such as cigarette butts.

To this end, we have implemented a system for collecting cigarette butts using two-liter plastic bottles to avoid disposing of them with other waste.

Although small, cigarette butts are highly hazardous. A single cigarette butt can contaminate up to 1,000 liters of water due to the toxic compounds it contains.

In 2024, we delivered ten two-liter bottles of collected cigarette butts to a research team at the National Council for Scientific and Technical Research (CONICET) dedicated to their biological treatment through mycoremediation. This process uses fungi to degrade the pollutants in cigarette butts and transform them into less environmentally harmful materials.

This action is part of our sustainability and environmental education practices, raising awareness of the impact of waste and promoting innovative, scientifically supported solutions.

THESE INITIATIVES REAFFIRM OUR COMMITMENT TO RESPONSIBLE WASTE MANAGEMENT AND THE PROMOTION OF SUSTAINABLE HABITS IN AND OUT OF THE WORKPLACE.





04

SOCIAL PERFORMANCE

- 2

ZERO HUNGER
- 3

GOOD HEALTH AND WELL-BEING
- 4

QUALITY EDUCATION
- 5

GENDER EQUALITY
- 8

DECENT WORK AND ECONOMIC GROWTH
- 9

INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10

REDUCED INEQUALITIES
- 12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Our people

GRI 2-7, 2-8, 2-30

In a provincial context where challenges persist regarding formal employment, we are committed to promoting registered employment as a means of development. Each formal job guarantees rights, stability, and access to social security, thereby strengthening not only individuals but also the local economic network.

At FGF Trapani, we promote decent work, which involves sustainable production with quality standards, safe conditions, and growth opportunities. From Tafí Viejo, we reaffirm our commitment to citriculture that generates social value and establishes a sense of place.

We comply with the following guidelines and directives, which enable us to monitor, evaluate and improve our social practices continuously:

- Code of Ethics
- Human Rights Policy
- Indigenous Peoples and Land Use Policy
- Occupational Health and Safety

The customer certifications, platforms, and audits related to social sustainability that integrate our Integrated Management System are:

- » Labor, ethical and safe practices: GLOBALG.A.P., GRASP, SEDEX, TCCC's SGP (Guiding Principles for Suppliers)
- » Religious laws: KOSHER, HALAL

From May to August of 2024, we have a team of 558 employees, which is the number of staff required for the high season. This number remains stable throughout the entire period, regardless of individual replacements.

With all this, including our value chain, we are committed to guaranteeing adequate working conditions, prohibiting all types of forced and child labor, avoiding overtime and ensuring freedom of association for our employees.

Work at a citrus company

The lemon production process involves several stages, each with its own specific characteristics and requirements. These stages are developed in three main work areas:

1. Farm – Primary production

The production process begins in our nursery, where lemon tree seedlings are selected. On the farm, crews perform essential tasks such as harvesting by hand, managing the crops (pruning, thinning, and phytosanitary control), and caring for the soil.

The work is seasonal, with higher demand during the harvest season between May and August, depending on the weather and production levels.

2. Packing house - Classification and preparation for export

At the plant, fresh lemons are prepared for marketing, which includes automated tasks of reception and selection of the fruit, washing, drying, waxing and sizing. It also includes automated classification according to size, color, and quality, as well as manual classification.

Packaging is carried out in differentiated boxes, depending on the export destination.

The packing house has a significant proportion of women in the workforce because of their value in terms of precision and attention to detail.

3. Industry – Lemon processing

Production involves developing products for other industries, such as food, beverages, and personal and household hygiene products. Tasks include operating machinery for extraction and processing, performing quality control and traceability checks, maintaining laboratory equipment and facilities, and managing waste and effluents.

This task requires technical expertise and trained operators and is governed by strict quality, food safety, and occupational health and safety standards.

Employees by site, broken down by gender

	2024		2023	
	Women	Men	Women	Men
Industrial plant	15	140	9	133
Packing house	108	120	115	99
Central administration	13	34	7	41
Farms (including nursery)	3	125	3	124
SUBTOTAL	139	419	134	397
TOTAL	558		531	



Note: The data presented correspond to the maximum number of employees, which occurs during the high season.

Commitment to labor continuity

Year after year, the harvesting seasons lead to the hiring of temporary employees dedicated to harvesting, transporting, and processing fruit.

Although some of our activities follow the seasonal cycle typical of lemon production, we work to ensure labor continuity, harvest after harvest.

In this situation, we maintain the work teams and, in cases where new farms are leased with staff included, we guarantee the preservation of employment and the recognition of the seniority of each collaborator. In this way, we promote strong working relationships based on trust and respect.

Employees by site, broken down by type of contract and gender

	2024				2023			
	Permanent employees		Temporary employees		Permanent employees		Temporary employees	
	Women	Men	Women	Men	Women	Men	Women	Men
Industrial plant	4	27	11	113	4	27	5	106
Packing house	1	8	107	112	1	8	114	91
Central administration	13	34	0	0	7	41	0	0
Farms (including nursery)	3	84	0	41	3	84	0	40
SUBTOTAL	21	153	118	266	15	160	119	237
TOTAL	174		384		175		356	

Full-time employees by site, by period, broken down by type of work and gender

	2024		2023	
	Full-time employees		Full-time employees	
	Women	Men	Women	Men
Industrial plant	15	140	9	133
Packing house	108	120	115	99
Central administration	13	34	7	41
Farms (including nursery)	3	125	3	124
SUBTOTAL	139	419	134	397
TOTAL	558		531	

Note: We do not hire employees on a part-time or guaranteed hourly basis.



Freedom of Association and Collective Bargaining Agreements (CBAs)

82 % of our employees are covered by a CBA at the packing house, industry and farm levels, through the following:

- Collective Bargaining Agreement for employees involved in the harvesting and packing of citrus fruits in the province of Tucumán, No. 271/96
- Collective Bargaining Agreement for employees involved in the lemon juice and derivatives industry, No. 447/06
- Collective Bargaining Agreement for employees involved in the lemon juice and derivatives industry, No. 244/94
- Agricultural Labor Regime, Law N°. 26,727

Each agreement establishes working conditions, salary scales, and specific benefits for employees in the sector.

Employees covered by Collective Bargaining Agreement, by period

	2024	2023
Employees covered by CBA 271-96	38 %	37 %
Employees covered by CBA 244-94	21 %	20 %
Employees covered by CBA CCT 447	1 %	2 %
Employees covered by the Agricultural Regime	22 %	24 %
TOTAL	82 %	83 %

Employees who are not covered by the agreement are those who work in the areas of Administration, Middle Management and Senior Staff.

At the beginning of each season, we provide an introduction to CBA. Each new employee receives information on the applicable Agreement, the address of the administrative headquarters, and other contact information. This information is recorded in a written communication that is signed to confirm receipt and kept in the employee's file.

For employees not covered by an agreement, the Labor Contract Law No. 20744 applies. In these cases, we determine salary levels by job category based on reference surveys and the consumer price index.



Human Rights

GRI 3-3, 405-1, 13.15.2, 406-1, 13.15.4, 408-1

We recognize Human and Labor Rights as fundamental values. They constitute a set of prerogatives based on human dignity, whose effective realization is essential for the integral development of people.

We respect all Human Rights recognized internationally and enshrined in the International Bill of Human Rights and the Conventions of the International Labour Organization (ILO). This commitment is defined in our Human Rights Policy, which applies to our staff and the surrounding community.

In addition, we have established a Native Peoples and Land Use Policy, aware of our commitment to environmental protection and the preservation of biodiversity in the ecosystems, landscapes, and species of the areas where we operate. Through this policy, we recognize and adhere to the provisions of ILO Convention 169 on Indigenous and Tribal Peoples.

UNIVERSIDAD NACIONAL DE TUCUMÁN FACULTAD DE PSICOLOGÍA

JORNADA DE EXTENSIÓN

MESA PANEL

"Aspectos normativos y éticos en el abordaje de la problemática del Trabajo infantil y adolescente desde el rol del profesional de la psicología."

TRABAJO

17 Noviembre

AULA 9

8:00 a 16:00 h

Dirigido a estudiantes y público en gral.

SE PRESENTARÁN LOS TRABAJOS (TPI 5)
SELECCIONADOS DE LOS ALUMNOS QUE CURSAN LA MATERIA.

PANELISTAS

MINISTERIO DE INTERIOR GOBIERNO DE TUCUMÁN

Trapani *judicium el otro* DYA DESARROLLO Y AUTOGESTIÓN

• Lic. Alfonso Chazzereta • Dra. Silvana Hatem Torres • Antp. Maro Guerrero
• Psic. María Figueroa • Psic. Betina Castro

Organiza e invita:

CÁTEDRA DE DEONTOLOGÍA Y ÉTICA PROFESIONAL.



Inclusion, equal opportunity and non-discrimination

We actively work to increase women's participation in our operations by progressively and sustainably increasing our staff.

IN 2024, WE INCREASED THE PARTICIPATION OF WOMEN IN DECISION-MAKING POSITIONS AND IN THE AREAS OF ADMINISTRATION AND FOREIGN TRADE BY 50%.

Composition of the highest governance body by gender and age group

2024		
	Number	%
By gender		
Women	1	12.5
Men	7	97.5
TOTAL	8	100
By age group		
30-50	4	50
>50	4	50
TOTAL	8	100

Note: The composition of the governing body was the same in 2023.

Composition of employees by job category and gender

2024				
	Men		Women	
	Number	%	Number	%
Senior Management Team	7	1	1	0
Management Team	12	2	1	0
Head Offices	12	2	3	1
Administration	51	9	12	2
Operation	345	61	122	21
TOTAL	427	75	139	25

Note: The values in the table have been rounded to simplify the presentation, so the totals do not represent the arithmetic sum of the parts.



Composition of employees by job category and age group

	2024					
	<30		30-50		>50	
	Number	%	Number	%	Number	%
Senior Management Team	0	0	4	1	4	1
Management Team	0	0	7	1	6	1
Head Offices	0	0	8	1	7	1
Administration	0	0	62	11	1	0
Operation	200	35	189	33	78	14
TOTAL	200	35	270	47	96	18

Note: The values in the table have been rounded to simplify the presentation, so the totals do not represent the arithmetic sum of the parts.

We also strive to create a work environment that is free of discrimination based on age, religion, sexual orientation, ethnicity, health, origin, or social status. To this end, we have set up a hotline for our employees to report or make inquiries in case of discrimination.

In collaboration with the National University of Tucumán, we have held workshops on preventing violence and discrimination at all company sites.

We have not received any discrimination complaint.



Prevention of child labor

Our Human Rights Policy refers to the International Bill of Human Rights and the ILO Fundamental Conventions, and includes a commitment to preventing child labor.

WE ADHERE TO ARGENTINA'S 10 COMMITMENTS TO CONTRIBUTE TO THE FIGHT AGAINST CHILD LABOR, AN INITIATIVE PROMOTED BY THE ILO.

Through this initiative, we are committed to working on this issue, based on three fundamental pillars: to act, moving from commitment to action; to inspire, sharing experiences; and to expand, replicating the results with other agents of change.

In response to this commitment, we developed the "Children and Adolescents Well-being Award".

FGF Trapani Award against child labor

In collaboration with the School of Psychology at the National University of Tucumán (UNT), we created this award to raise awareness of an issue that presents significant challenges and dilemmas within our community.

For the fourth edition, we invited students and the teaching and non-teaching staff from the UNT School of Psychology to promote "reflections on child and adolescent labor" by developing an artistic or literary work

Edition	Award	Objective	Target audience	Winners
2022-2023	"Training and transfer of child and adolescent labor issues as a strategy for institutional and community development"	Create didactic material for the training of students on the problem of the impact of child and adolescent labor on health.	Trainee professors of the UNT School of Psychology.	Lic. Sofia Villa.
		To grant scholarships to support the training of students in their final year of Medical School at UNT.	Students in their final year at the UNT Medical School.	-Heredia, Romina Paola (Risk factors for growth and development in children), -Hernández, Solana (Symbolic violence among adolescents), -Pérez de Nucci, Florencia (User satisfaction in the care of children and adolescents with disabilities), -Tolosa, Rita Susana (Child neurodevelopmental disorders).
2021	"Child and adolescent labor from a teaching, research and extension perspective"	To include the implications of child and adolescent labor on health in academic training.	Chairs of the UNT School of Psychology.	Chair of Ethics and Deontology, Lic. Anabel Nayle Murhell.
2019	"Well-being of children and adolescents in rural areas"	To encourage the development of ideas or projects to help eradicate child labor and protect adolescent labor.	NGOs.	Agrupación Barquitos de Papel.
			Students of the UNT School of Psychology.	Juan Daniel Ammar.

Our link with the UNT enables us to sustain and expand our actions to prevent child labor, such as, for example, the activities developed at Chuscha Secondary School, where we discuss life projects and gender violence.

Likewise, every year in June, we dedicate our efforts to make visible and raise awareness about the child labor issue.

Campaigns for the elimination of child labor

We joined the ILO's Global Campaign 2024, called "Red Card to Child Labor", which uses the sports symbol of the red card to reject this practice and highlight its negative impact on child development.

As part of this initiative, we invited our two soccer teams to participate in informative talks and discussion groups to reflect on the issue, share experiences, and address concerns.

In addition, Rotaract Tafí Viejo invited us to participate in a dialogue and reflection space on child labor with soccer and field hockey instructors from Villa Mitre Club.

**THESE COLLABORATIONS STRENGTHEN OUR
COMMUNITY COMMITMENT TO THE PROMOTION
OF THE RIGHTS OF CHILDREN AND ADOLESCENTS.**



Occupational health and safety

GRI 3-3, 403-3, 403-5, 403-6, 13.19.1, 13.19.4, 13.19.6, 13.19.7

We have an Occupational Health and Safety Policy that protects the health and safety of our staff, ensures compliance with current legal requirements, training and improvement of working conditions, in order to contribute to personal and collective development.

All work teams adhere to this policy. It includes providing personal protective equipment, conducting occupational risk surveys, offering training, and implementing a preventive health program. Staff training focuses on the specific risks of each task to prevent work-related incidents and occupational diseases.

We use the ISO 45001 International Standard as a guide for management.

In 2024, we provided an average of 22 hours of training and implemented 172 health and safety trainings, addressing core topics such as:

- Prevention of occupational risks
- Safe use of agricultural machinery
- Road safety
- Safe handling of chemical substances

Risk assessment with a preventive approach

We apply the HIRAC matrix (Hazard Identification, Risk Assessment and Controls) as a key tool for managing safety at every stage of the production process. This annually updated methodology helps us identify hazards, evaluate their risk level, and define concrete preventive and

corrective measures on farms, in the packing house, and throughout the industry.

This approach strengthens our safe work culture and protects the health and well-being of our team.

We have a tripartite Health and Safety Committee and an Emergency Brigade, and we conduct annual drills with firefighters and security forces.

We provide ongoing health and safety training to all our staff. In 2024, 3,220 people participated.

Committed to road safety

With the aim of reducing the rate of commuting accidents, we launched a comprehensive road safety program, focused on the care of people.

Since 90 % of our employees commute by motorcycle, we developed this initiative based on three main pillars:

- Training in safe driving and accident prevention, with a focus on awareness and respect for traffic regulations.
- Delivery of reflective clothing to improve employee's visibility on public roads and reinforce their protection.
- Placement of informative and preventive signage throughout our facilities to reinforce key road safety messages.

Since 2022, 585 people have participated in road safety training activities. In 2024, the total number of participants was 245.

THIS PROGRAM DEMONSTRATES OUR COMMITMENT TO THE OVERALL WELL-BEING OF OUR TEAM BY PROMOTING SAFER AND MORE RESPONSIBLE MOBILITY INSIDE AND OUTSIDE THE WORKPLACE.



Medical service

Our staff is covered by an external medical service that can be accessed 24 hours a day, with the possibility of receiving assistance for non-work-related illnesses.

Wellness Program

We periodically give talks and workshops to our employees and their families on topics such as cardiovascular disease and breast cancer prevention, fostering good interpersonal relationships, and overcoming smoking and other addictions.

We also offer vaccination programs against seasonal diseases, such as the flu in winter and dengue fever in summer.

OUR FACILITIES ARE CERTIFIED AS SMOKE-FREE SPACES.

We also encourage participation in sports competitions such as athletics, mountain biking and soccer, and we contribute with a gymnasium fee for all employees and their immediate families who wish to engage in physical activity.

Breast cancer awareness and prevention

In October, we organized breast cancer awareness and prevention initiatives. In 2024, we organized a training and reflection day for health professionals, in which women from all areas of the company participated. This edition featured a guest speaker who shared her experience with the disease.

We emphasize that this space provided an opportunity to share valuable information on key issues of early detection and brought people together through empathy, inspiring care and solidarity, with an impact that continues to multiply in the lives of the participants and their families.



Sportivo FGF

Sports are essential to maintaining a healthy, active lifestyle. Participating in team sports improves physical health and enhances social, mental, and emotional skills.

This is what we experience with our men's and women's soccer teams.



ProHuerta Program: A commitment to the healthy nutrition of our people

From 2021 to 2024, we promoted the ProHuerta Program, an initiative of the National Agricultural Technology Institute (INTA), by delivering planting kits to our employees interested in starting their own vegetable gardens. Some planted in gardens, while others planted in pots in their apartments.

Although the program was discontinued at the national level, our company's vegetable garden remains active.

Organic vegetable garden: Cultivating well-being in the company

Since 2020, we have had an organic garden in our facilities, where we grow vegetables, greens and aromatic plants. The production is distributed weekly among our teams, through raffles by area, promoting healthy eating and connection with the earth.

Strategic alliance for the well-being of our staff

Fundación Boreal is our great ally in initiatives related to the health and well-being of our employees. On different occasions, they were present with oral health trailers and provided general clinical and ophthalmological checkups.

The first intervention consisted of a visit from the oral health trailer and a recreational space for the children of our industry staff.

The second intervention involved the ophthalmological trailer visiting our team at Finca Santa Clara in Jujuy. After professional evaluations, the company covered the full cost of providing eyeglasses to those who needed them.

2025 Commitments

Expand production to include native species and promote afforestation actions that contribute to environmental protection and the well-being of our community.

2025 Commitments

Implementing the third edition of joint activities with Fundación Boreal.



Community development

GRI 413-1, 13.12.1, 13.12.2

At FGF Trapani, we consider ourselves an active member of the community. We collaborate with local institutions, NGOs, educational institutions, and other organizations in our sector to enhance initiatives and broaden the scope of our impact in health and education.

Inter-institutional Program with Chuscha Secondary School, Department of Trancas

As part of this commitment, we engage in ongoing dialogue with the educational community to identify needs and expectations and design solutions together. This approach enables us to generate a real impact by strengthening the available tools and promoting collaboration and learning among all participants.

Throughout more than ten years of working together, we have promoted several initiatives, among which we highlight:

- **Bridging the digital divide:** Ten years ago, we took a significant step toward reducing the digital divide in one of the most remote areas of Tucumán: the rural community of Chuscha. We installed an antenna that allowed the school, surrounded by fields and miles away from urban centers, to connect to the Internet for the first time.

This advancement transformed the educational experience of students who live in small villages or towns engaged in agricultural activities and the educational community in general by providing them with access to digital tools, online content, and learning opportunities that were previously unimaginable in a rural context where connectivity is a daily challenge.

- **Strengthening skills for employment and professional practice:** In partnership with the School of Psychology, we co-designed and implemented the *Life Project* program for 5th and 6th year secondary school students. During the program, students participate in orientation talks to guide them through the process of choosing a career and help them reflect on their interests, skills, and future goals.

This project generates a double benefit: the students of the school receive tools to plan their future and the teachers and university students of psychology find an opportunity to apply their knowledge in a real context, enrich their professional practice and strengthen the link with the community.

In 2024, the FGF Trapani team, together with 6 university students and 4 teachers from the Social Psychology Department, led the implementation of the proposal. On the part of the school, 45 students of the last years received direct support, but indirectly, the entire educational community (184 people, including students of all years and their teachers) benefited indirectly.

This approach benefits everyone involved, enhancing learning and mutual growth.

- **Promotion of healthy eating:** At FGF Trapani, we believe that proper nutrition is essential for young children's healthy development. Together with Lic. Adrián Ríos, we designed a proposal to improve the quality of food served in the school cafeteria, ensuring that each dish is more nutritious.

We also enhanced the school garden, a living space where students learn to grow their own food. We consulted with the teacher in charge, addressed their needs, and provided materials to improve the garden with the technical support of one of our agronomists.

Ingeniero Pasquini Community Library

We support the Library's Management in their valuable efforts to enhance this important cultural space in Taí Viejo.

As part of this work, in 2024, we surveyed and replaced the signage and the evacuation plans in case of fire, a task that was in charge of our Health and Safety Manager. In addition, we provided new fire extinguishers, ensuring coverage of the entire building and reinforcing prevention measures.

Commitment to health and food – Yellow Tide Program

We participate in this Fundación Banco de Alimentos de Tucumán initiative, strengthening our commitment to food security.

Every year, we increase our contribution by donating lemons, which are distributed in dining halls throughout the province and sent to food banks across the country. We understand the importance of making the most of food to avoid waste.

WE CONTRIBUTE TO FOOD SECURITY AND NUTRITION BY DONATING EXPORT-QUALITY LEMONS, A COMMERCIALY VALUABLE RESOURCE.



In 2024, we collaborated with the Argentine Food Bank Network and several companies to rescue and distribute 318 tons of lemons, which reached 19 food banks throughout the country, helping to improve the nutrition of 1,105,000 people in situations of social vulnerability.

In addition, we integrated our value chain to support the cause, with companies that collaborated by donating lemons, their logistics, and IFCO SYSTEMS, donating 14,000 reusable containers.

	2024	2023
Tons donated	20	7

Also, together with Fundación Banco de Alimentos, we held a corporate volunteer day in which 25 employees participated, helping to assemble Christmas boxes.

2025 Commitments

Continue strengthening the alliance with this Program by donating fresh, export-quality lemons.

We would like to emphasize that the Yellow Tide Campaign was selected as a finalist in the “Outstanding Partnership” category of the 2024 Food Bank Excellence and Innovation Awards, which highlights significant collaborations between organizations and food banks worldwide.

This initiative represents a clear example of our approach to community work. By collaborating with educational institutions, volunteer firefighters, public libraries, and communities and municipalities in our area, we create synergies that have a positive impact on our society.





05

ABOUT THIS REPORT

About this Report

GRI 2-2, 2-3, 2-5

The FGF Trapani Sustainability Report was developed and coordinated by the Quality Management System (QMS) team, with the support of the Board of Directors and the collaboration of all areas of the Company. It also had the external assistance of AG Sustentable.

The Board of Directors, the ESG Leader and the Quality Management System (QMS) team were responsible for reviewing and approving the contents of this Report, including the definition of the material topics.

This is our first Sustainability Report, prepared with reference to the GRI Standards, through which we are committed to communicating our progress on an annual basis. This edition reports the results obtained from January 1 to December 31, 2024, in line with the organization's accounting and financial cycle.

The consolidated financial statements of FGF Trapani SA were prepared in accordance with International Financial

Reporting Standards (IFRS). In this Report, we present information on governance, ethics and environmental and social performance achieved in our operations in Argentina.

Through this Report, we also fulfill our commitment to the United Nations Global Compact and its Ten Principles and present our alignment with the Sustainable Development Goals of the 2030 Agenda.

This Sustainability Report has not been externally assured.

Publication date: September 2025.

Contact point for comments on the Report:
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06

GRI INDEX

FGF Trapani prepared the report with reference to the GRI Standards for the period from January 1 to December 31, 2024.

GRI 1: Foundation 2021 | **GRI 13:** Agriculture, Aquaculture and Fishing Sectors 2022.

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR GRI	2030 AGENDA		UNGC
				SDG	TARGET	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	1. THE ORGANIZATION AND ITS REPORTING PRACTICES					
	2-1 Organizational details	6				
	2-2 Entities included in the organization’s sustainability reporting	55				
	2-3 Reporting period, frequency and contact point	55				
	2-5 External assurance	55				10
	2. ACTIVITIES AND WORKERS					
	2-6 Activities, value chain and other business relationships	6,9				
	2-7 Employees	40		8, 10	8.5 - 10.3	
	2-8 Workers who are not employees	40		8	8,5	
	3. GOVERNANCE					
	2-9 Governance structure and composition	18		5.5 - 16.7	5.5 - 16.7	1, 6, 7, 10
	2-13 Delegation of responsibility for managing impacts	18				1, 7, 10
	2-14 Role of the highest governance body in sustainability reporting	18				1, 7
	4. STRATEGY, POLICIES AND PRACTICES					
	2-22 Statement on sustainable development strategy	3				
	2-23 Policy commitments	6		16	16,3	1, 2, 3, 4, 5, 6, 7, 8, 10
	2-24 Embedding policy commitments	6 - 18				1, 7
	2-25 Processes to remediate negative impacts	6				1, 7, 10
	2-28 Membership associations	18				
	5. STAKEHOLDER ENGAGEMENT					
	2-29 Approach to stakeholder engagement	24				
	2-30 Collective bargaining agreements	40		8	8,8	3

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR GRI	2030 AGENDA		UNGC
				SDG	TARGET	
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	24				1, 2, 3, 4, 5, 6, 7, 8, 10
	3-2 List of material topics	24				1, 2
Activities and processes involved						
GRI 3: Material Topics 2021	3-3 Management of material topics	9	13.23.1			1, 2, 7, 8, 9, 10
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	9				
Governance structure						
GRI 205: ANTI-CORRUPTION 2016	205-2 Communication and training about anti-corruption policies and procedures	18	13.26.3	16	16,5	10
Environmental management and sustainable agriculture						
GRI 3: Material Topics 2021	3-3 Management of material topics	30	13.7.1			1, 2, 7, 8, 9, 10
GRI 303: WATER AND EFFLUENTS 2018	303-3 Water withdrawal	30	13.7.4	6	6,4	7, 8, 9
	303-4 Water discharge	30	13.7.5	6	6,3	
	303-5 Water consumption	30	13.7.6	6	6,4	
Climate change						
GRI 3: Material Topics 2021	3-3 Management of material topics	35	13.1.1			1, 2, 7, 8, 9, 10
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	35		7, 8, 12, 13	7.2, 7.3, 8.4, 12.2, 13.1	7, 8, 9
	302-3 Energy intensity	35		7, 8, 12, 13	7.3 - 8.4 - 12.2 - 13.1	
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	35	13.1.2	3, 12, 13, 14, 15	3.9, 12.4, 13.1, 14.3, 15.2	7, 8
	305-2 Energy indirect (Scope 2) GHG emissions	35	13.1.3	3, 12, 13, 14, 15	3.9, 12.4, 13.1, 14.3, 15.2	7, 8
Circular Economy						
GRI 3: Material Topics 2021	3-3 Management of material topics	37	13.8.1			1, 2, 7, 8, 9, 10
GRI 306: WASTE 2020	306-3 Waste generated	37	13.8.3	3, 6, 11, 12, 15	3.9, 6.6, 11.6, 12.4, 12.5, 15.1	7, 8
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	44	13.15.1 - 13.17.1			1, 2, 3, 4, 5, 6, 7, 8, 9, 10
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	44	13.15.2	5, 8	5.1, 5.5, 8.5	1, 6
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	44	13.15.4	5, 8	5.1, 8.8	

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR GRI	2030 AGENDA		UNGC
				SDG	TARGET	
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	44	13.17.2	5, 8, 16	5.2, 8.7, 16.2	
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	49	13.19.1			1, 2, 3, 4, 5, 6, 7, 8, 9, 10
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-3 Occupational health services	49	13.19.4	8	8,8	
	403-5 Worker training on occupational health and safety	49	13.19.6	8	8,8	
	403-6 Promotion of worker health	49	13.19.7	3	3.3, 3.5, 3.7, 3.8	
Community development						
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	52	13.12.2			
Additional sector information						
GRI Topic 13. 6	13.6.1 Pesticide use	30				
GRI Topic 13.12	13.12.1 Local communities	52				
GRI Topic 13. 23	13.23.2 Supply chain traceability	10				
	13.23.3 Supply chain traceability	10				
	13.23.4 Supply chain traceability	9				



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SUSTAINABILITY REPORT 2024

INTERNAL REPRESENTATIVE

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