

2024

Sustainability Report



 beliv

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Overview

About this Report



We Present Beliv's Sustainability Report

GRI 2-2, 2-3, 2-4, 2-5, 2-14

The 2024 report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, complies with the principles of the United Nations Global Compact, and aligns with the Sustainable Development Goals (SDGs). In addition to these standards and principles, we have incorporated the Stakeholder Capitalism Metrics (SCM) of the World Economic Forum.

This report presents the results of Beliv's management of environmental, social, and governance (ESG) impacts, including all entities and subsidiaries part of our consolidated financial statements audit.

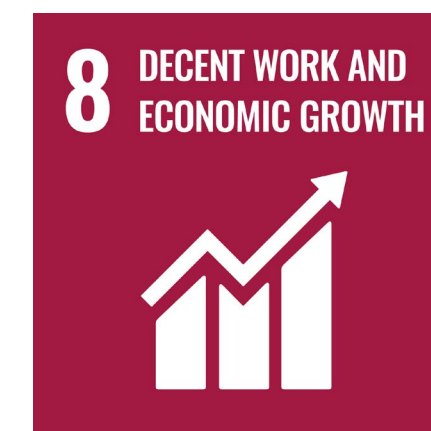
This is Beliv's first standalone annual report. Since Cbc owns Beliv, its information was included in Cbc's sustainability report in previous years. Starting this year, Beliv will publish its own report annually, which contains no restatements of information and has been verified by a third party.

This report has been approved by our Sustainability Committee and validated by Beliv's Senior Management, in line with our commitment to transparency and accountability.

How to Read this Report

Each section begins with the respective codes of the various metrics we used, starting with their corresponding acronyms (e.g., GRI). At the end of the report, a specific index is included for each of the tools used.

For more information about our Sustainability Report, please contact us at: asuntoscorporativos@be-liv.com or visit our website: www.belivcompany.com



Message from Our CEO

GRI 2-22, WEF 1



Reinaldo Padua
CEO Beliv

The year 2024 was a transformational one for Beliv, and I proudly accepted the challenge of becoming CEO of this great company at the end of the year. Leading carries great responsibility, but I am convinced that, with the talent of all our collaborators and the support of our strategic partners, we will continue to fulfill our mission: to bring beverages with the magic of nature to every corner of the planet.

At Beliv we are building a unique ecosystem where collaborators—whom we call entrepreneurs—can thrive, developing purposeful, enduring, and high-value brands. This new phase places the consumer at the center of everything we do, valuing our brands as essential assets, recognizing our people as the engine of growth, and pursuing excellence through innovation and cutting-edge technology.

We are evolving in response to new market demands. We firmly believe that the future of beverages is forged at the intersection of science, taste, culture, and nutrition. For this reason, we will pursue strategic alliances that enable us to expand our capabilities and amplify our impact.

At Beliv, we are committed to fostering the holistic well-being of our consumers, offering beverages that, beyond satisfying their tastes and needs, promote healthy, sustainable, and responsible lifestyles. We will continue to expand our diverse portfolio with high-quality ingredients, creating more options with less added sugar, investing in the development of new and improved natural sweetening alternatives, and the responsible use of natural raw materials. We will offer products that, beyond taste, deliver real functional benefits.

Under our Health and Wellness strategy, by the end of 2024, we achieved the goal of having over 50% of our portfolio use only natural flavors, and more than 90% of our products contain less than 5 g of added sugar per 100 ml. Furthermore, one of our main priorities has been to expand our certified organic beverages focused on digestive health with probiotics and prebiotics, such as BIG EASY POP® and the BIG EASY BUCHA® kombucha. Likewise, we continue to promote natural energy alternatives like OCA®, an organic, vegan energy drink with no added sugar whose primary energy source is tapioca, which also provides other health benefits. We also launched Zero (sugar-free) versions of our 220V® energy line and reduced sugar content with the use of natural flavors across our iconic PETIT® products, among other significant changes we have implemented.

For 2025 and 2026, our portfolio objectives are: (a) seeking to use exclusively natural flavors in more than 70% of our portfolio, (b) using natural colorants or no added colorants in over 50%, and (c) continuing the reduction of added sugars, replacing them with natural, non-caloric sweeteners.

As a consumer-centric company, besides seeking to understand our clients’ needs, we consider it essential for them to understand our products and therefore make informed decisions. For this reason, the information we provide on our labels and platforms must be clear and transparent regarding ingredients, nutrition facts, origin, certifications, quality, and safety, among other details.

Alongside portfolio development, we will continue to expand our horizons by introducing our products to new markets, always focusing on the consumer. In this process, careful selection of our commercial partners—such as distributors and co-packers—is fundamental. We remain focused on forming strategic alliances with those who share our values and vision, who bet on sustainability, and who are committed to circular economy and a responsible environmental footprint.

We owe ourselves to nature, and we protect it. Carbon neutrality, recycling, renewable energy, circular economy, our zero waste to landfill goal, and the conservation of water resources will remain priorities. We are proud to share that more than 30% of Beliv’s portfolio is produced in plants operating exclusively with renewable energy, and we will continue striving to increase this indicator. Along with our commercial partners, we will continue to invest in the sustainability agenda.

Regulatory compliance and the support of initiatives aligned with the principles of the United Nations Global Compact have been, and will continue to be, fundamental pillars of our operation. Our commitment to our stakeholders, shareholders, collaborators, allies, consumers, and society remains intact.

We believe in generating value by being part of the solutions, consistently integrating the three key dimensions—social, environmental, and governance—into every step we take. One beverage at a time, the best is yet to come.

Who Are We?

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

We are Beliv, born in 2009 with a clear vision: to transform the way the world quenches its thirst. We emerged in Central America, a magical, vibrant land, full of color and abundance that inspires us every day with the richness of its fruits and natural resources. From the beginning, we embraced a simple yet powerful idea: to take the best that the earth gives us and create authentic, innovative, and vibrant beverages.

Over the years, we have built a portfolio that fills us with pride and drives us to go ever farther, bringing our Latin flavor and character to the largest markets to compete with the best. We continuously invest in new forms of natural sweetening and in the responsible use of the ingredients we source. We also seek strategic partners around the world who share our passion for developing beverages that will shape the future. Thanks to these alliances, we continue to expand our global presence without losing sight of what makes us unique: the naturalness, differentiation, and authenticity of each of our brands.

Our Mission

To bring the best of our nature to consumers around the world.

Our Vision

To become Latin America’s most valuable global beverage company and a bevtech industry benchmark.

Our Values

Vanguard

We are thirsty for innovation.

Evolution

We adapt and are in constant evolution — we embrace change.

Ownership

We act with accountability.

Talent

We value excellent work.

Integrity

We always do the right thing.

Passion

We love our roots.

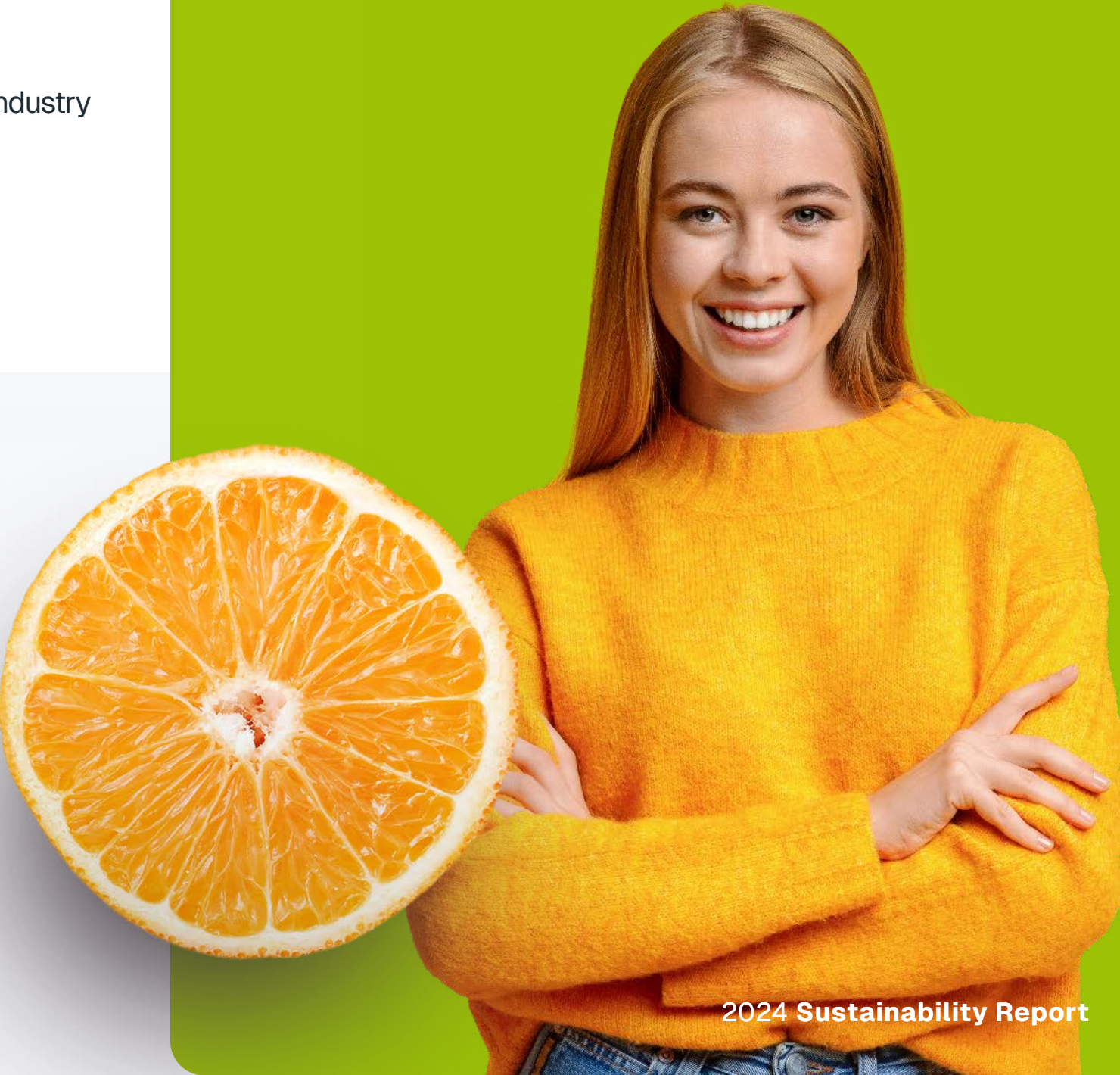
We Are Belivers



Our DNA

We are #Belivers—entrepreneurs and innovators who enjoy what we do. We work as one team, no matter where we are, while maintaining our core values. We have entrepreneurial energy, an innovative mindset, and the freshness that defines us. Guided by nature, every day is an opportunity to grow.

We are always focused on creating products that generate well-being.



Our Purpose

GRI 2-23

Our purpose is to bring the goodness of Latin American nature to the world through healthier products that respond to today’s consumer demands.

We aim to build the best-in-class house of brands, with an empowering culture that attracts top industry talent—leveraging data, artificial intelligence, and open-source R&D to be the preferred choice for consumers in every market and segment where we compete.

We facilitate women’s economic empowerment and respect for human rights across all our operations and throughout the supply chain through policies and processes that ensure compliance.

We offer our consumers a portfolio of food and beverages that meets their expectations and needs, powered by technology and innovation. We evolve toward more natural, functional, and nutritious approaches, promoting informed decision-making through clear and transparent communication.

We have zero tolerance for corruption and promote a culture of ethics and transparency through a management system that takes part in every decision and action. Consequently, we demand integrity from all our business partners.

We contribute to the development of the communities and countries where we operate through local investment, job creation, tax contributions, and collective environmental and social actions that generate shared value.

We deliver the best return to shareholders through effective risk management and by identifying and seizing opportunities, creating value and benefits that are sustainable.

We know the value of the world. That is why we work for a sole purpose: to transform its future by unleashing our full potential.



Beliv Around the World

GRI 2-6

Our commercial presence extends to over 30 countries, and we operate five production plants across three countries.

Operating Data

GRI 2-6

519

Employees.

5

Proprietary production plants in three countries.

32

Co-packers (11 Cbc-owned plants + 21 outsourced plants).

350

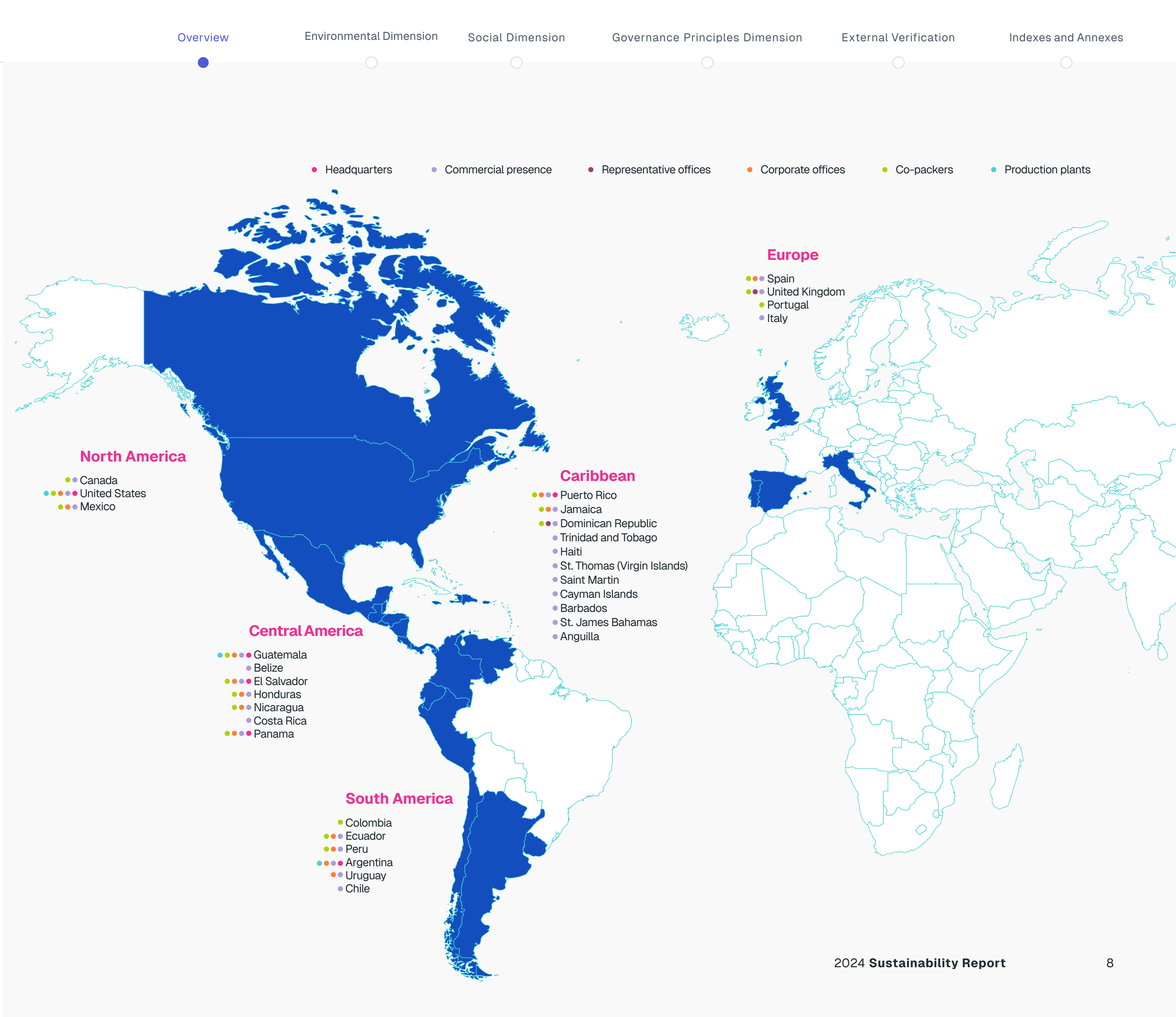
SKUs distributed across key categories.

90 MM

Cases in annual production capacity.

+1MM

Points of sale.



Portfolio for a Better World

GRI 3-3: Impact on consumer well-being, 2-6

We are Beliv, a company focused on the development, production, and commercialization of nutritious, functional beverages made with natural ingredients.

We export our products to over 35 countries around the world. We are also consolidating as one of the fastest-growing companies in the region. We apply all our expertise to innovation and functionality to create products and brands that either innovate existing categories or establish new ones. Our vision is clear: to lead the evolution of beverages that are good for you.



Sustainability Agenda

Our Purpose

GRI 2-23, 2-24

Our growth and value generation reach their highest potential when we evolve and actively contribute to building a better world.

In line with our sustainability strategy and commitment to future generations, we have aligned our business model with relevant global initiatives that guide our actions toward a more just, prosperous, and resilient future.



2013

We joined the UN Global Compact, which promotes 10 universal principles in the areas of human rights, labor, the environment, and anti-corruption, serving as a foundation for sustainable development.



2015

We integrated the Sustainable Development Goals (SDGs), which aim to end poverty, protect the planet, and ensure peace and prosperity for all.



2021

We committed to the Science Based Targets initiative (SBTi). In 2024, our emissions reduction goals were validated by the Technical Committee, aligning with our vision to become a carbon-neutral company.



2022

We launched our first Sustainability-Linked Bond, aligned with key goals focused on reducing our carbon footprint and strengthening our circular economy agenda.



2022

We adopted the Stakeholder Capitalism Metrics of the World Economic Forum (WEF), which, along with GRI Standards, allow us to align our report with international frameworks.

Our ESG Strategy

Our ESG strategy is divided into five pillars.

GRI 2-23, 2-24

Our sustainability strategy is structured around five fundamental pillars, aligned with the environmental, social, and governance (ESG) dimensions. These pillars guide our decision-making and reflect our commitment to building a better world.

Each of these pillars will be explained in detail throughout this report, along with the strategic relationship we maintain with our main stakeholders.

This union reaffirms our commitment to transparent management, building trust-based relationships, and generating shared value in a sustainable manner.



Environment

We use resources efficiently and with a forward-looking approach. Our commitment is to move decisively toward sustainability, promoting responsible practices that enable us to achieve our goal of becoming a carbon-neutral company and contribute actively to building a more balanced and resilient planet.

As part of this effort, we participate in collective initiatives to protect groundwater recharge areas. We are firmly committed to utilizing 100% renewable energy sources and achieving science-based greenhouse gas (GHG) reduction targets.



Circular Economy

We are committed to ensuring that all our packaging and containers are integrated into circular economy cycles, promoting solutions that reduce environmental impact. As part of our sustainability vision, we are also working to certify all our production plants under the Zero Waste to Landfill standard, reaffirming our purpose to operate responsibly and with a long-term perspective.

Additionally, we support initiatives that foster inclusive recycling, especially those led by cooperatives and local entrepreneurs, thereby strengthening productive ecosystems that generate environmental, economic, and social value in our communities.

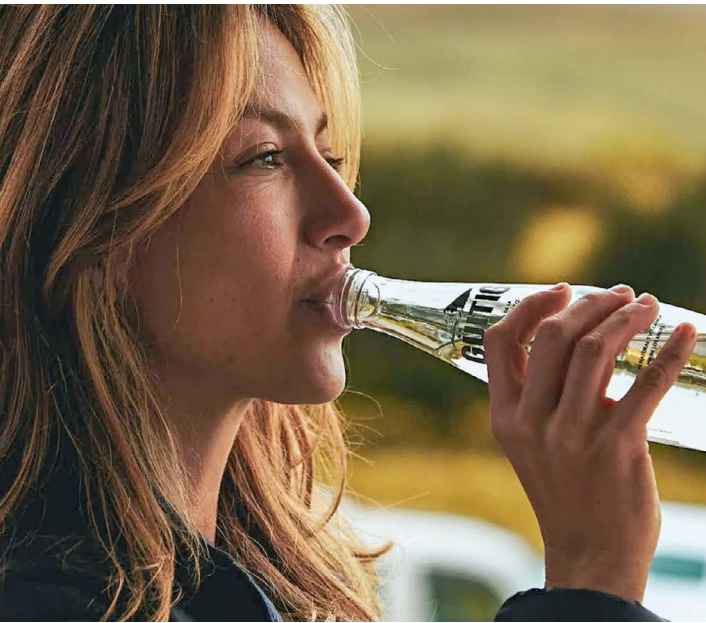


Social Fabric

A key aspect of our purpose is to contribute to the strengthening of the social fabric. In addition to offering training and growth opportunities within the company, we promote the multidimensional well-being of our collaborators and their families.

We also support the progress of our clients, paying special attention to the small neighborhood stores—key drivers of local economies and a direct link to communities.

As part of our commitment to sustainable development, we also promote the economic growth of the countries where we operate by creating quality jobs and contributing to the productive dynamism of the regions in which we are present.



Consumer Well-being

We are committed to the highest quality standards, applying rigorous controls in our production processes and ensuring compliance with international food safety and labeling regulations. As a beverage company with a broad portfolio, we offer options for every moment and lifestyle, integrating innovation criteria, nutritional profile, and consumer preference.

All of this is guided by transparent communication, based on principles of responsibility and traceability, which enables consumers to make informed decisions.



Governance

Our commitment is to build a trustworthy organization, guided by the highest principles of ethics, integrity, and good governance. We act with transparency, promoting a culture of compliance, accountability, and zero tolerance for any form of corruption.

We align with international standards such as the principles of the United Nations Global Compact and the OECD Guidelines for Responsible Business Conduct, ensuring that our decisions and actions reflect respect for the law, human rights, and the values that support ethical and sustainable business practices.

Focus on Material Topics

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

Material topics enable us to identify the most relevant issues for Beliv based on their impact and the stakeholders involved. In this way, we can align our material actions to the complexity of the organizations and their multiple processes, channeling sustainability practices that generate company, societal, and environmental value.

Based on a comprehensive analysis of our operations and a detailed review of relevant policies and procedures, we developed a list of material topics for the company in November 2024. Through socialization exercises and structured dialogue with both internal and external stakeholders, we validated and identified the issues that are truly critical to us, thereby building our double materiality matrix.

For the development of our double materiality matrix, we employed a mixed-methods approach that incorporated industry data (through a comparable company analysis), internal documentation review, collaborator interviews, and consultations with external stakeholders such as suppliers, investors, NGOs, and others, to ensure comprehensive coverage of all critical material issues.

In this process, we considered global best practices, evaluating:



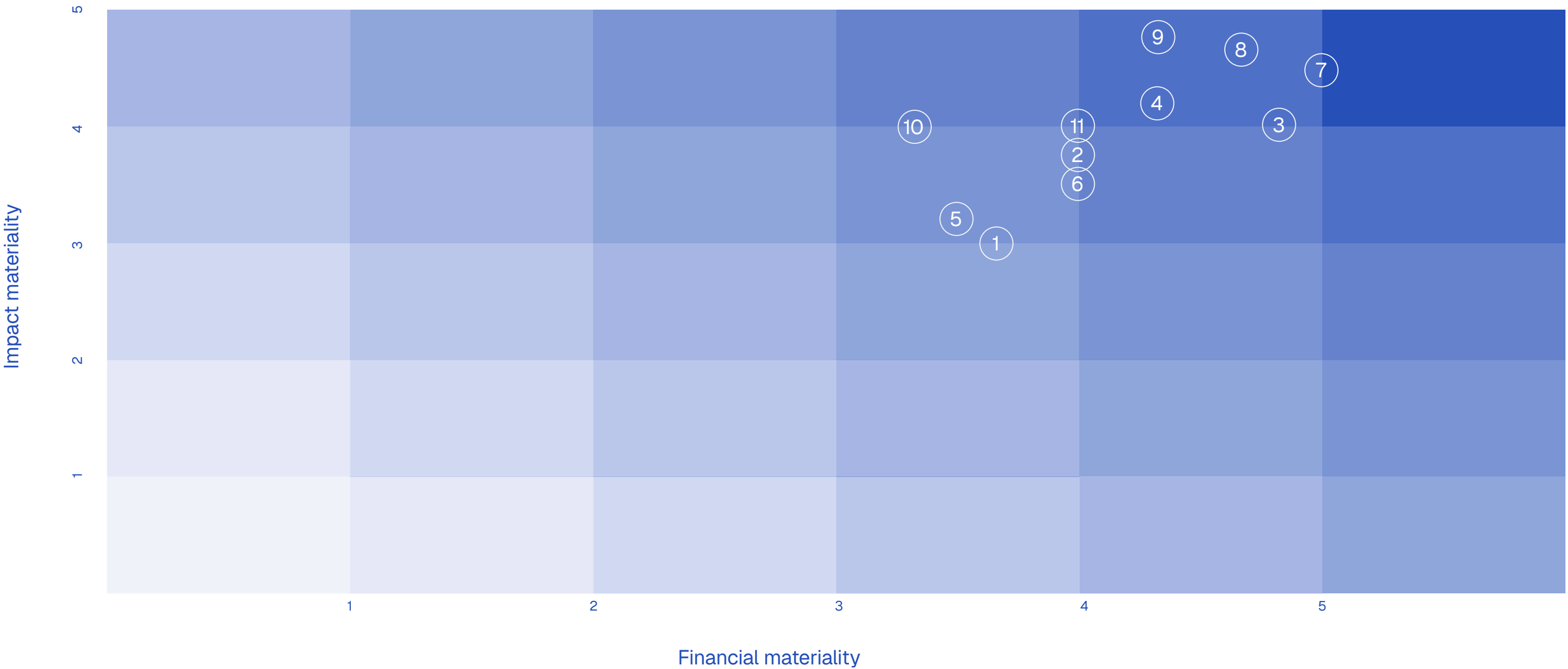
Global sustainability trends for the industry.



Benchmark references from sustainable companies leading international and regional companies in the food and beverage industry



Perspectives and feedback from Beliv stakeholder groups, collected through interviews..



Below are Beliv’s 11 material topics, grouped by ESG dimension. Each was evaluated for its environmental impact and financial relevance to the company. This prioritization enables us to align our sustainability strategy with the interests of stakeholders and our long-term corporate goals.

1. Circular Economy

2. Impact on Consumer Well-being

3. Environmental Management

4. Information Security

5. Supply Chain Management

6. Health and Well-being
7. Food Quality and Safety

8. Human and Labor Rights

9. Ethics and Transparency

10. Corporate Risk Management Systems

11. R&D+i of New Markets and Technologies

To ensure a technical approach aligned with international standards, we developed our double materiality matrix with the methodological support of Deloitte.

Value Chain

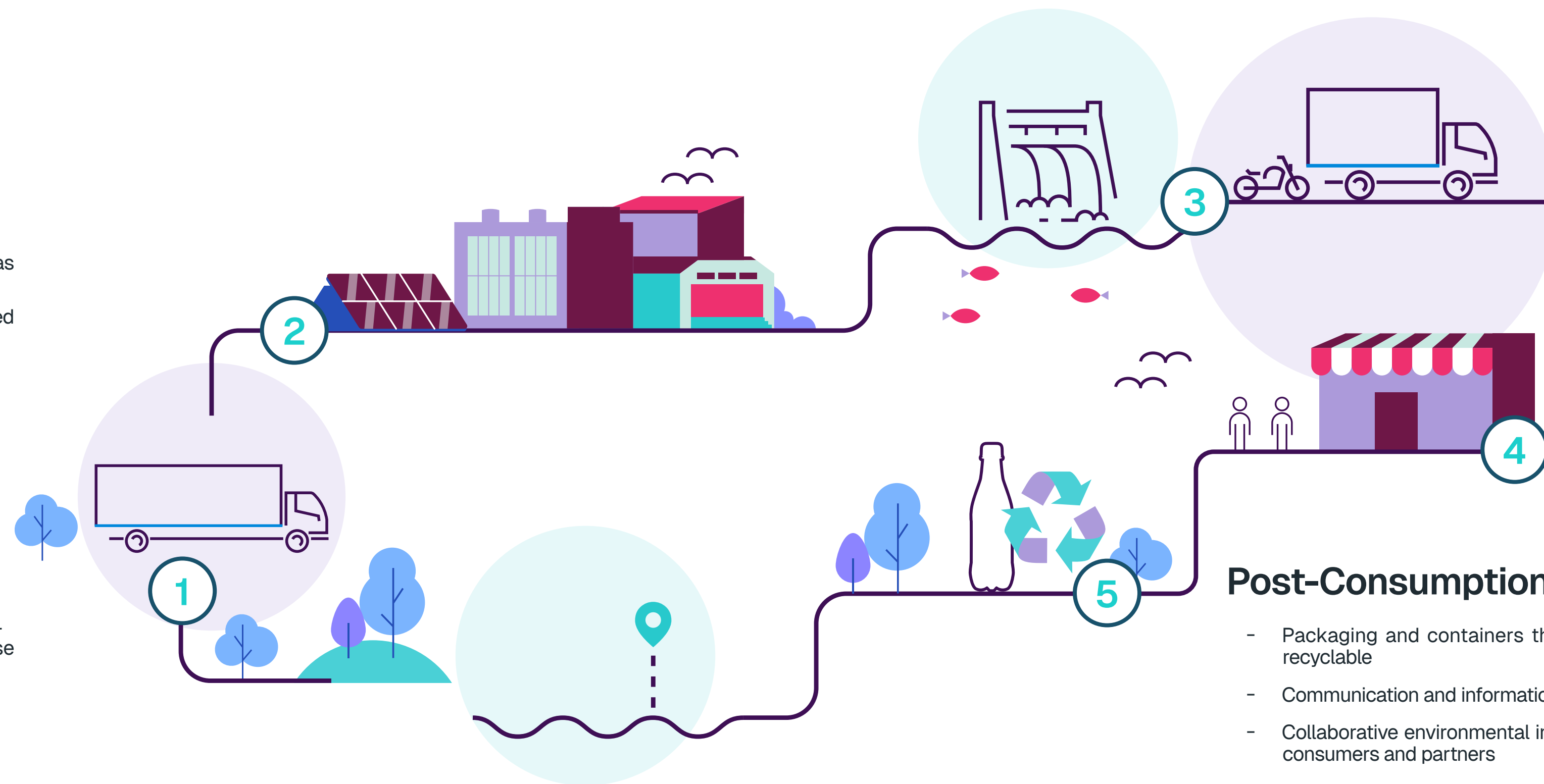
GRI 2-6

Production

- Quality and Food Safety Policy
- Research and innovation
- Occupational Health and Safety Policy
- Sustainability Policy
- Manufacturing excellence program
- Carbon footprint reduction
- Use of renewable energy sources
- Zero Waste to Landfill philosophy
- Protection of groundwater recharge areas through participation in water funds
- Reduction of virgin resin and use of recycled materials
- Brand protection program

Sourcing

- Procurement policy and operational committee
- Development of local suppliers
- Supplier certification and evaluation
- Procurement mechanisms based on fair competition, such as tenders and reverse auctions
- Innovation and development of long-term relationships
- Code of Ethics for procurement processes



Distribution

- Commercial excellence programs
- Dynamic dispatch
- Environmental best practices
- Logistics excellence programs
- Carbon footprint reduction
- Fleet use efficiency

Marketing

- Leading brands portfolio
- Customer segmentation for specialized service
- Consulting for sales and revenue growth (revenue management)
- Trade marketing
- Timely and efficient customer service
- Technology supporting the identification of development opportunities

Post-Consumption

- Packaging and containers that are 100% recyclable
- Communication and information channels
- Collaborative environmental initiatives with consumers and partners
- Purpose-driven loyalty programs that encourage recycling

The Planet:

Environmental Dimension

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Use of Renewable Energy

GRI 3-3 Environmental management, 305-5

The use of renewable energy and the optimization of energy efficiency are key pillars for reducing our scope 2 greenhouse gas (GHG) emissions, in line with our Sustainability Policy, which promotes emission reductions and the transition towards clean energy sources across all our operations.

Currently, Beliv operates three production plants: Chajarí and Tucumán in Argentina, and Big Easy in the United States. We purchase energy from suppliers that generate electricity from renewable sources and acquire International Renewable Energy Certificates, which allow us to demonstrate that our electricity consumption comes from clean energy.

By the end of 2024, 81.97% of the energy used in our production plants came from 100% renewable sources, enabling us to reduce our tCO₂eq emissions significantly.

The production plants currently operating with 100% renewable energy are:

- Chajarí in Argentina
- Tucumán in Argentina

Percentage of renewable energy in our production plants

2024
81.97%

GOAL FOR
2030
98%



Carbon Footprint

Scope 1 and 2

GRI 3-3 Environmental management, 305-2, 305-5, WEF 7

In line with our Sustainability Policy, we are committed to playing an active role in the fight against climate change by reducing our carbon footprint across all operations. To this end, we adhere to the objectives set by the United Nations Framework Convention on Climate Change, the Paris Agreement, and other international and local regulations.



The following table shows our total scope 1 and 2 emissions.

Data are presented in metric tons of CO₂ equivalent (tCO₂eq) for the period from 2019 to 2024.

	Evolution				2024 Results
	2019 (Baseline Year)	2021	2022	2023	2024 (tCO ₂ eq)
Scope 1 GHG Emissions					
Gross Scope 1 GHG Emissions (tCO ₂ eq)	815.00	408.30	336.26	293.87	800.97
Scope 2 GHG Emissions					
Gross Scope 2 GHG Emissions (tCO ₂ eq)	746.00	813.68	879.12	974.80	97.22
Total GHG Emissions (Scope 1 and 2)					
Total GHG Emissions	1,561.00	1,221.98	1,215.38	1,268.67	898.19

The following table shows our scope 1 and 2 emissions broken down by country where Beliv operates production plants. Data are presented in metric tons of CO₂ equivalent (tCO₂eq) for the period from 2019 to 2024.

Country of Operation	2019	2021	2022	2023	2024
Argentina	1,561.00	1,221.98	1,215.38	1,268.67	489.2
USA					408.99
tCO ₂ eq	1,561.00	1,221.98	1,215.38	1,268.67	898.19

Carbon Footprint

Greenhouse Gas Emissions
by Country ¹

The following table presents our scope 1 and 2 Greenhouse Gas (GHG) emissions, broken down by country of operation.

GRI 305-1, 305-2, 305-5

Country of Operation	2019			2021			2022			2023			2024		
	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total
Argentina	815.00	746.00	1561.00	408.30	813.68	1221.98	336.26	879.12	1215.38	293.87	974.80	1268.67	489.20	0.00	489.20
USA													311.77	97.22	408.99
tCO ₂ eq	815.00	746.00	1561.00	408.30	813.68	1221.98	336.26	879.12	1215.38	293.87	974.80	1268.67	800.97	97.22	898.18



As Beliv acquired the Big Easy plant, located in New Orleans, United States, its scope 1 and 2 emissions are included in the 2024 data.

The reported emissions do not include the plant located in Guatemala, as complete and externally validated data were not available at the end of the reporting period. We are working on implementing measurement and verification systems that will enable its inclusion in future reports.

This reduction was achieved primarily due to increased use of renewable energy in our plants in Argentina and improved energy efficiency in our U.S. operations, as part of our climate strategy established in 2020.

¹The data is presented in gross metric tons of carbon dioxide equivalent (tCO₂eq).

Carbon Footprint

Scope 1:
Carbon Footprint Composition

GRI 305-1, WEF 7

The following table breaks down the scope 1 carbon footprint, detailing the primary sources of direct emissions. These include fossil fuel consumption and other operational sources such as air conditioning systems, wastewater, and extinguishers.

Direct Emission Sources	Total Scope 1 Emissions in 2024 (tCO ₂ eq)	Percentage
Biofuel	409,011.00	77.40%
Natural Gas	98,626.00	18.66%
Wastewater	15,246.80	2.89%
Diesel	5,198.64	0.98%
Gas Leaks in AC Systems	200.88	0.04%
LPG	79.10	0.01%
Extinguishers	50.00	0.01%
Total	528,412.42	100.00%

As shown in the table above, 97.05% of scope 1 emissions come from fuel consumption.

The types of fuels used are as follows:

- Biofuel: used in boilers
- Natural Gas: also used in boiler operations
- Diesel: used in vehicle engines and machinery
- Liquefied Petroleum Gas (LPG): used in thermal processes, especially in boilers

Scope 2: Energy Sources in Production Plants

GRI 302-1, WEF 7

Our production plants have made significant progress in transitioning to renewable energy sources.

The following table lists the plants that currently operate with this type of energy, along with the specific source used. Notable among these is the use of hydroelectric power in the region and wind power in Argentina.

Country	Plant	Type of Energy
Argentina	Planta Tucuman	Eolic
Argentina	Planta Chajarí	Eolic

The following table presents the plants that are not yet operating with renewable energy, indicating the type of source used, which corresponds to the prevailing energy mix in their respective country.

Country	Plant	Type of Energy
United States	Big Easy	Fossil Fuels



Carbon Footprint

Scope 3

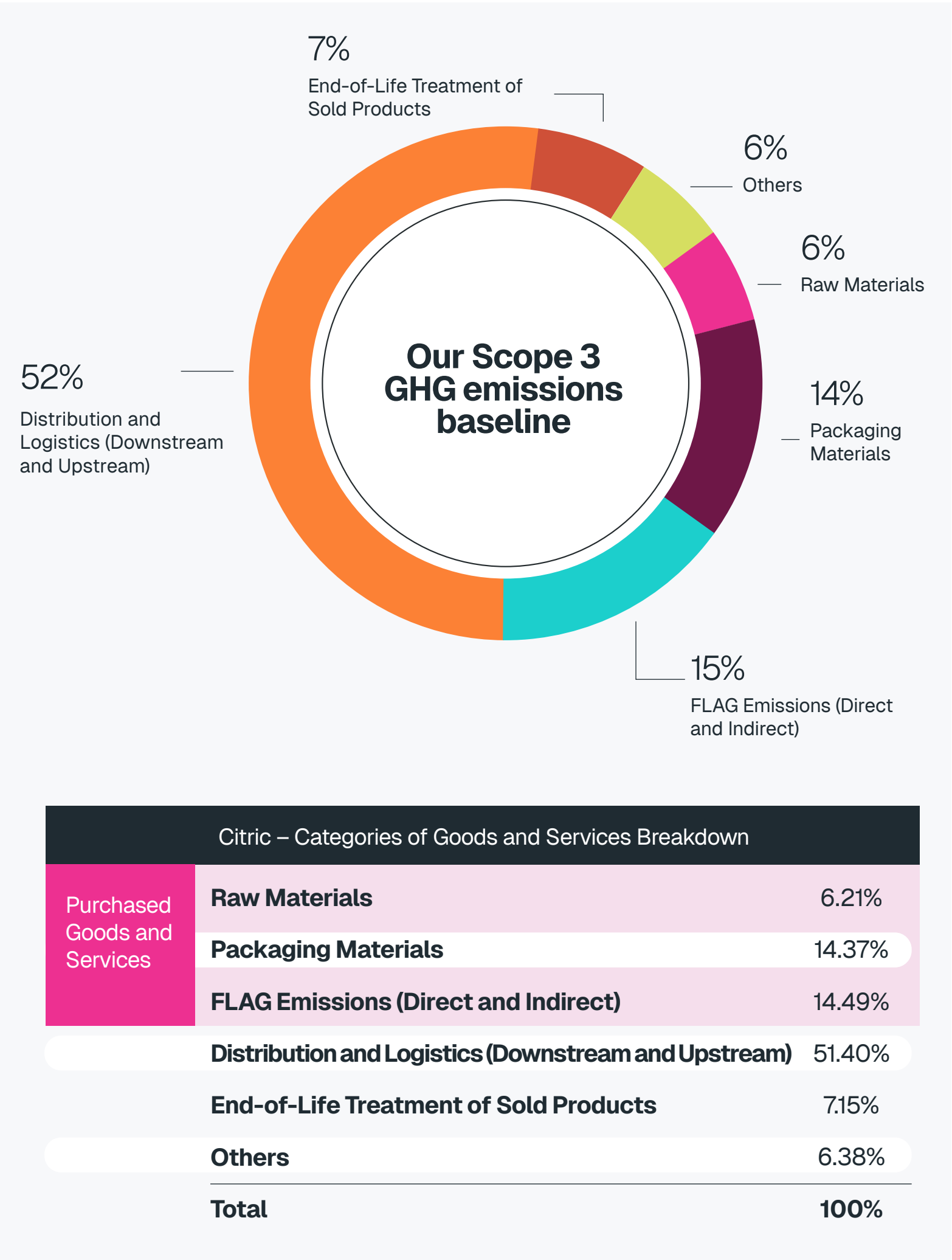
WEF 7, GRI 305-3, 305-5

To prepare our scope 3 emissions inventory, we considered all indirect emissions occurring throughout our value chain, using 2021 as a baseline.

This inventory encompasses a wide range of emission sources associated with raw materials such as concentrates, packaging, and containers, as well as operational and logistics activities. These include the transportation of fuels, transport of raw materials for the production process, electricity distribution, end-of-life disposal of packaging and containers, employee commuting, and corporate travel.

The mapping and quantification of these emissions were carried out in accordance with the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions, ensuring alignment with international standards.

Throughout 2024, with the methodological support of KPMG, we identified opportunities to reduce our scope 3 carbon footprint and prioritized strategic initiatives aligned with international standards and best sustainability practices.



Production Efficiencies



Energy Consumption Efficiency

GRI 3-3 Environmental management, 302-3, 302-4, 302-5

The indicator monitored across all our production plants is calculated by measuring the ratio between electricity consumption and the number of 8-ounce cases produced. This indicator has an annual reduction target, which drives us to adopt new technologies and optimize equipment performance to meet our established goals.

As part of our continuous improvement approach, we conduct periodic measurements of energy consumption at the plants. Although there has been an increase in total energy consumption, this has been offset by improvements in operational efficiency and the implementation of best manufacturing practices.

	2022	2023	2024
Electricity consumption (kWh/8oz case)	0.284	0.287	0.425
Energy consumption in production plants (kWh)	2,159,261	2,394,240	2,544,700

Renewable sources provide 81.97% of the energy.

In line with our sustainability policy, we reaffirm our commitment to implementing practices that promote the efficient use of resources.



Water Consumption Efficiency

GRI 3-3 Environmental management, 303-1

We are committed to managing water resources efficiently and responsibly across all our operations. We monitor water usage through a water efficiency indicator, which creates a correlation between the volume of water extracted and the volume of beverages produced. This approach enables us to identify opportunities for improvement and optimize our manufacturing processes.

All our plants monitor water consumption daily using specific indicators and have Focused Improvement Teams responsible for analyzing this data and proposing actions to progressively meet the established targets.

	2024
Liters of water used per liter of beverage produced	2.421

To improve data precision and in line with Internal Audit recommendations, information is reported to four decimal places.

Wastewater Treatment

GRI 303-2



Wastewater Treated in m³ in 2024

GRI 303-2

All of our production plants are equipped with wastewater treatment systems based on aerobic biological, which combine activated sludge processes with ultrafiltration membranes. This approach ensures efficient treatment in compliance with the required standards for wastewater generated by our operations.

It is essential to mention that we fully comply with all laws and regulations related to wastewater and its treatment.

Water Funds

GRI 3-3 Environmental management, 303-1, 413-2

We are founders and active members of several water funds. These funds serve as collective impact mechanisms that channel resources toward long-term conservation initiatives. Through collaborative governance structures, they bring together key stakeholders involved in the sustainable management of water resources.

Water funds provide a viable solution for governments, businesses, and civil society organizations to protect natural capital effectively. Their approach combines green and gray infrastructure as a comprehensive response to maintaining the water balance of cities and ensuring the long-term sustainability of water sources.



Ecuador

Fondo para la Protección del Agua (FONAG)

A partnership committed to the conservation and restoration of water sources in the Metropolitan District of Quito. Its activities include climate monitoring, hydrological monitoring, recovery and restoration of vegetation cover, micro-basin management, education, and awareness.

Fondo de Agua de Guayaquil (FONDAGUA)

A long-term water conservation model that operates through investments from public and private stakeholders interested in preserving the basin under a partnership framework. It focuses on conserving water for the future, conserving the ecological environment, and promoting the well-being of communities within the Río Daule (Daule River) basin. It has a network of 21 partner organizations working together.

Fondo de Agua para la Conservación de la Cuenca del Río Paute (FONAPA)

It aims to contribute to the conservation, protection, preservation, and recovery of water resources and the ecological environment in the Río Paute (Paute River) basin. This is accomplished by investing the profits generated from the assets of the autonomous trust fund in external contributions to projects and programs that share common goals.

Circular Economy

GRI 3-3 Circular Economy

We believe in the importance of being part of the solution to major global and local challenges by taking an active role in building a more sustainable future. For this reason, we reaffirm our commitment to the circular economy.

We are developing more effective models for the recovery of packaging and containers, with a special emphasis on initiatives that promote the economic empowerment of women and young environmental entrepreneurs. This ensures their recycling and the progressive increase of the incorporation of recycled resins into our processes.

Community Recycling

Among these initiatives, Atitlán Recicla stands out as the first women-led recycling cooperative in Central America. It promotes economic empowerment and income generation for female entrepreneurs.

Awareness Campaigns

We support the development of informational and awareness campaigns to promote recycling, emphasizing proper waste separation at the point of consumption to ensure materials are effectively reintegrated into circular economy cycles.

Collaborative Recycling with Shared Value

Redes con Rostro in Ecuador is a transformative initiative that promotes the recovery of recyclable materials by integrating grassroots recyclers into an inclusive management model, fostering their economic development and strengthening local productive value chains.



Zero Waste in Our Operations

GRI 3-3 Circular Economy, 306-1, 306-2

Our Sustainability Policy promotes the integration of circular economy principles into our operations and value chain, encouraging the rational use of resources and efficient waste management.

At Beliv, we have adopted the Zero Waste to Landfill philosophy, which means that over 99% of our operational waste is recycled, reused, or co-processed for energy generation, and less than 1% is sent to landfills. This management model reflects our commitment to the efficient and sustainable use of resources, maximizing their value throughout their life cycle.

Currently, our production plants are implementing the Zero Waste to Landfill methodology, intending to achieve this certification by 2030. This commitment is part of our vision of moving toward a waste-free operation.

At Beliv, we aim for all our production plants to manage waste in accordance with the Zero Waste to Landfill standard by 2030, reinforcing our vision of achieving waste-free operations.

It is worth noting that our plants in Tucumán and Chajarí, Argentina, are expected to achieve their Zero Waste to Landfill certification by 2028.



Social Dimension and Prosperity

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Beliv People

GRI 3-3: Health and well-being



We value our people as the driving force of our growth. They are active and proactive agents, equipped with intelligence, creativity, and skills that enable them to lead the development of beverages that promote well-being.

Our management, aligned with Beliv's vision, focuses on ensuring the standardized execution of processes, with a constant pursuit of excellence. This allows us to achieve sustainable results and continuously improve by adopting best practices recognized in each area.

Within Gente & Gestión (People & Management), we foster continuous improvement through excellence in our daily execution, promoting a culture of high performance and constant evolution.

We encourage healthy competition that inspires people to excel in their field, and we recognize sustainable excellence in both means and results.

The entrepreneurial energy, innovative outlook, and freshness that represent us are part of our DNA and reflect what it means to be part of Beliv.



External Recruitment

Attract and capture: talent recognition



Organizational Development

Develop: exponential growth of our talent



Management Processes

Recognize: pursuit of excellence



Cultural Commitment

Care: strengthening the heart of the team



Technology

Preserve: intelligence and efficiency

Collaborators

GRI 2-7, 2-8, 405-1, WEF 11

The following is the 2024 data of employees within the company who hold different roles:

Total Employees

519

In 2024, the Beliv team continued to operate with a consolidated base of human talent.

Age Range

60%

60% of Beliv’s team is between 20 and 40 years old

Gender

Male	67%
Female	33%

60%

Administrative Employees

Gender distribution for administrative staff:

45%	55%
Women	Men



40%

Operational Employees

Gender distribution for operational staff:

14%	86%
Women	Men

Beliv Team

GRI 405-1

Beyond numbers, each employee represents a story of commitment, talent, and shared purpose. We are an organization built on the diversity of ideas, skills, and experiences, and precisely that human richness drives our ability to innovate, adapt, and grow sustainably.



Job Distribution

Position	2024
CEO	1
Directors	28
Managers	52
Administrative Managers	18
Supervisors	35
Coordinators	72
Specialists	54
Analysts	28
Technicians	25
Operational Staff	206
Total	519

Age Groups

Age Group	2024
Under 30 years	18%
30 to 50 years	70%
Over 50 years	11%

Percentage of Employees by Country in 2024

Country	2024
Guatemala	33.91%
Argentina	47.21%
El Salvador	3.47%
Puerto Rico	1.54%
USA	8.48%
Ecuador	1.73%
Colombia	0.58%
Uruguay	0.39%
Peru	0.39%
Panama	0.96%
Mexico	0.58%
Dominican Republic	0.19%
Spain	0.19%
United Kingdom	0.19%
Costa Rica	0.19%
Total	100%

Number of Employees Broken Down by Gender and Country in 2024

Country	Men	Women	Total Employees
Argentina	185	60	245
Guatemala	110	65	175
USA	26	18	44
El Salvador	6	12	18
Ecuador	2	7	9
Puerto Rico	6	2	8
Panama	5	0	5
Colombia	2	1	3
Mexico	2	1	3
Dominican Republic	1	1	2
Uruguay	2	0	2
Peru	0	2	2
Costa Rica	0	1	1
Spain	1	0	1
United Kingdom	1	0	1
Total Employees	349	170	519

Beliv Team



At Beliv, all our employees have full-time contracts and are protected by the social security systems established in each country where we operate, in full compliance with local legislation and in alignment with our principles of respect, equity, and responsibility. We are also renewing our efforts to promote the inclusion of people with disabilities.

Total Workforce by Gender and Contract Type

Full-time	Percentage of employees
2024	
Male Employees	100%
Female Employees	100%

Social Protection in 2024 by Gender and Country

Country	Men	Women
Guatemala	100%	100%
El Salvador	100%	100%
Honduras	100%	100%
Nicaragua	100%	100%
Jamaica	100%	100%
Ecuador	100%	100%
Peru	100%	100%
Uruguay	100%	100%

All our employees have comprehensive social protection that covers situations such as illness, accidents, disability, and maternity, ensuring their well-being.



Employee Turnover and New Hires

GRI 3-3: Health and well-being, 401-1

Employee turnover is a key human capital management indicator that measures the proportion of employees who leave the organization within a given period, relative to the total workforce. This indicator is crucial for assessing team stability, the effectiveness of our talent management policies, and the overall organizational climate.

At Beliv, we systematically monitor turnover, broken down by country, business unit, and functional area. Our goal is to identify patterns and understand the underlying causes, both in cases of voluntary and involuntary separation. As part of this process, standardized exit surveys are applied, and direct feedback sessions are conducted with the leaders of the corresponding areas.

The information collected in these interviews is complemented with data obtained from internal surveys on job satisfaction, organizational commitment, and cultural alignment. This integration of sources allows for multivariable analysis to detect critical factors that influence employee retention and loyalty.

Based on these findings, we design and implement strategies to strengthen talent retention, optimizing recruitment and selection processes, and reinforcing an employee value proposition aligned with our culture and long-term goals.

Turnover

Annual Turnover Rate in 2024

8.92%



New Hires

WEF 17

The new hires carried out in 2024 are as follows:

96

Age Distribution

Age	2024
Under 30 years	45%
30 to 50 years	54%
Over 50 years	1%

Gender Distribution of New Talent in 2024

60%

Men

40%

Women



Talent Management Model

GRI 3-3:Health and well-being, 401-2

Through this comprehensive solution, we manage key processes such as talent planning, performance evaluation, and professional development. Our Performance Evaluation tool enables us to measure, in a structured manner, both the achievement of goals and the development of key competencies, providing a clear view of each employee's contribution and potential.

Additionally, the platform allows for the design of personalized training and development plans, as well as the creation of career paths aligned with both individual aspirations and the company's strategic objectives. This is complemented by features that optimize

the employee experience, such as time-off management, vacation requests, and access to additional benefits, fostering a culture of self-management, transparency, and well-being.

This digital ecosystem not only enhances the operational efficiency of our people management but also enables more informed, fair, and strategic decision-making aligned with our sustainable growth vision.



This model comprises seven modules, outlined below:

Goals

Designed to comprehensively manage the annual goal setting, follow-up, and evaluation cycle, aligning individual objectives with the organization's strategic priorities.

Performance

Manages the Performance Evaluation process and the full talent cycle in a structured way, supporting decision-making on development, succession, and career growth within the company.

Employee Central

Securely and centrally manages Beliv employees' personal, employment, and contractual information, ensuring data integrity and efficient human talent administration.

Recruitment

Oversees the entire recruitment and selection process for both internal and external candidates, aiming to attract, assess, and hire top talent aligned with Beliv's culture and strategy.

Successions

Facilitates the identification and mapping of critical positions to ensure business continuity and success, while building a pool of high-potential talent ready to step into strategic roles during internal mobility and succession processes.

Learning

Enables learning management through structured e-learning content, supporting the ongoing development of key competencies and knowledge in accessible formats.

OHI

We hold monthly follow-up meetings to evaluate progress on initiatives derived from the Organizational Health Index survey. These meetings are a core part of our cultural transformation process, enabling us to monitor the progress of implemented actions, identify areas for improvement, and maintain alignment with the goals of our organizational culture.

Beliv Culture

GRI 3-3: Health and well-being, 401-2

At Beliv, we develop and update an annual strategy of key actions to strengthen our organizational culture.

This tool helps our leaders stay close to their teams, identify areas for improvement, and reinforce the principles that guide our corporate values, placing people at the center of the business.

Activities follow a structured agenda, co-designed with each leader, and include talks, audiovisual materials, and collaborative dynamics aimed at solidifying our culture.



(Coffee with the Leader) – A monthly space for connection and inspiration designed to strengthen team bonds and promote a culture of recognition. It provides an opportunity for the CEO and directors to share key achievements, celebrate progress, and generate enthusiasm around results. Each session features a special guest who brings strategic or inspirational perspectives.



(RAP Meetings) – Weekly meetings between the CEO, directors, and managers with their frontline teams, focused on aligning strategic priorities, tracking key topics, and ensuring consistent execution in line with business goals.



(Beliv Dialogues) – A monthly session led by the CEO for its frontline team as a space for inspiration and strategic alignment. Progress toward goals is shared, and organizational culture is reinforced through sharing meaningful experiences. The corporate value of the month is also discussed. This space fosters purpose-driven leadership, a sense of belonging, and a shared vision focused on impact and excellence.



(OHI Meetings) – Monthly follow-ups on action items derived from the Organizational Health Index survey results, forming part of our cultural transformation process. These sessions evaluate progress, identify areas for improvement, and strengthen a culture aligned with our organizational principles.

Organizational Health Survey

GRI 3-3: Health and well-being



As part of our cultural transformation process, Beliv has implemented the Organizational Health Index (OHI) survey as a key tool to systematically assess organizational health and generate action plans to strengthen our internal practices.

This measurement not only helps prioritize performance-boosting initiatives but also focuses on consolidating a strong organizational culture and promoting the holistic development of our employees.

The OHI survey is essential for understanding how culture is experienced within the company, identifying opportunities for improvement, and aligning our collective capabilities with strategic goals. Its value lies in providing objective, actionable information that drives decisions for organizational progress.

To ensure the effective implementation of the resulting plans, we formed committees with representatives from all departments. These committees support execution, monitor progress, and serve as ongoing channels for communication and feedback, strengthening collective commitment to the continuous evolution of our corporate culture.

Objectives

Conduct an in-depth analysis of the survey results to identify the main organizational needs, detect critical points requiring priority attention, and recognize the strengths driving current success, in order to guide effective improvement actions and foster an environment of excellence and continuous growth.

Communicate Results

Transparently and promptly share key findings and defined action plans with both leaders and employees across all departments, ensuring engagement and alignment with the continuous improvement process.

Action Plans

Based on the OHI results, we build specific action plans at the departmental, operational, and corporate levels to address the primary identified needs. At the same time, we reinforce strengths that reflect high organizational health, preserving and replicating them as benchmarks within the company.

Follow-up

We systematically track action plans through a dedicated platform to ensure effective implementation. Progress is communicated continuously and transparently, reinforcing team commitment and alignment with organizational health goals.

OHI Results

Our 2024 results place Beliv among global benchmark levels for organizational health. We achieved an OHI score of 78%, an indicator that reflects significant progress and motivates us to continue raising our standards.

This result reaffirms our leaders’ commitment to promoting a strong organizational culture by implementing best practices that support well-being, collaboration, and effectiveness across all levels of the company.

Beliv Total OHI Score:

78%

OHI Results Table

Company	2024
Beliv US	56%
Citric	77%
Hub Beliv	79%
Lif	84%

The scale reflects the percentage of respondents who selected “agree” or “strongly agree” with the results, and “often” or “almost always” regarding management practices.

Talent Cycle

GRI 405-1

Job Category	2024	
	Women	Men
Analyst	15	11
Coordinator	18	29
Supervisor	12	25
Specialist	23	21
Manager	25	36
CEO/VP/ Directors	5	19
Total by gender	98	141
Total	239	



Technology Platform Use

GRI 404-2

Talent Cycle: The process by which company employees are evaluated through knowledge and results mapping, in accordance with the meritocracy model, so that they can develop a career plan within the company.

IDP (Individual Development Plan): This plan enables the closure of performance evaluation gaps. The graph measures the number of employees evaluated in the people cycle and the number of people who have an IDP.

E-Learning: A platform that allows the management of the creation and assignment of learning content. The graph displays the annual data on the number of courses completed at Beliv.

IDP	2024
Collaborators with Talent Cycle	239
Collaborators with Development Goals	125

E-Learning	2024
Completed	102
In Process	258

Evaluation Process

GRI 404-3

Our evaluation process starts with the cascading of goals and finishes with year-end closing feedback regarding goals, ensuring the sustainability of professional development over time. This methodology is applied across all levels, from CEO to analysts. The evaluation serves as the foundation for designing individual and career development plans, thereby strengthening professional growth and preparing employees to take on new challenges.



Talent Cycle Evaluation Stratification for 2024

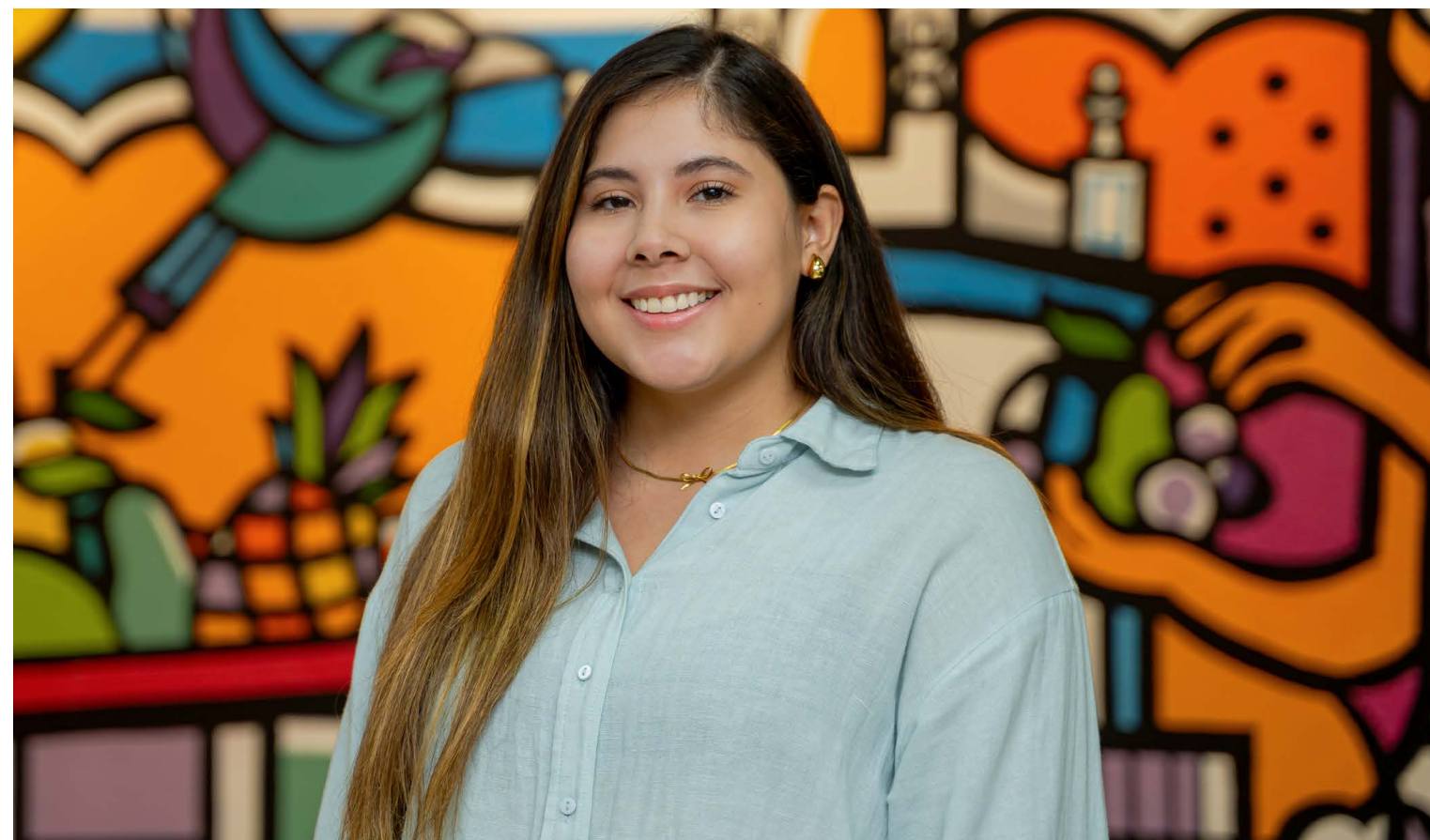
Women	Men	Total
98	141	239

Performance Evaluation

GRI 3-3: Health and well-being

At Beliv, the Ciclo de Gente (Talent Cycle) is our structured performance evaluation process, designed to comprehensively assess the knowledge, competencies, and results of our team members, aligned with a meritocratic model. The process begins with goal cascading and concludes with final feedback, providing a holistic view of performance and ensuring sustainable professional development over time.

This methodology is applied across all levels—from the CEO to analysts—and serves as the foundation for defining individual development and career plans. In 2024, 100% of eligible positions were evaluated under this model, reaffirming our commitment to talent management and organizational excellence.

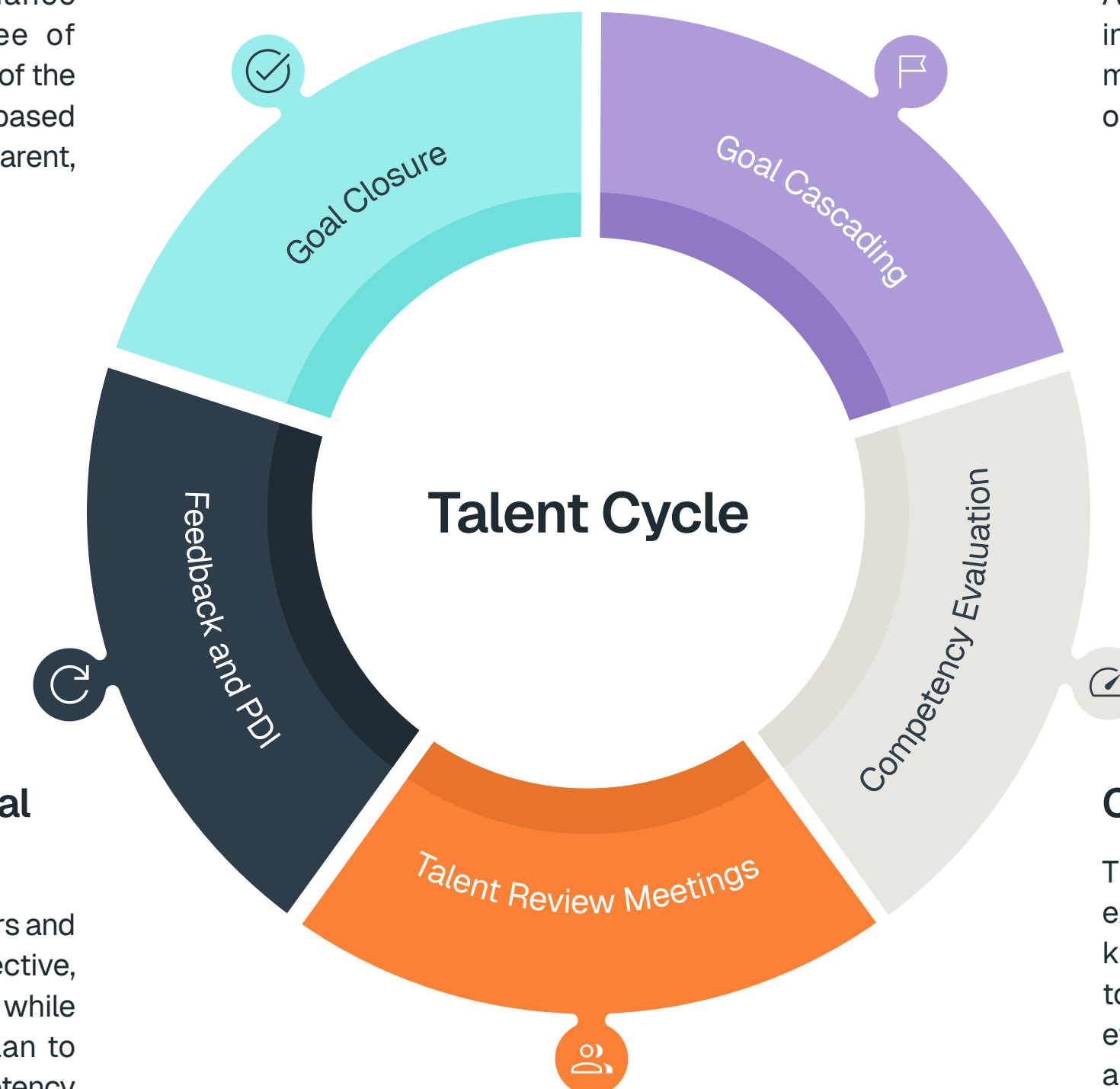


Goal Closure – Cycle or Year-End

This is the final stage of the performance management process, where the degree of achievement of the goals set at the beginning of the period is reviewed, analyzed, and validated based on concrete results, objective data, and transparent, pre-established criteria.

Feedback Meetings and Individual Development Plan (IDP) Creation

These are structured meetings between leaders and team members aimed at providing clear, objective, and constructive feedback on performance, while co-creating a personalized development plan to foster professional growth and address competency gaps.



Talent Review Meetings

(Also known as People Reviews.) They are formal talent management spaces where leaders and department heads meet to analyze, in a structured and objective manner, the performance, competencies, development potential, and challenges of their teams.

Goal Cascading

A strategic process through which collective and individual objectives are translated into specific, measurable, and aligned goals at every level of the organizational structure.

Competency Evaluation

This is a systematic process used to assess the extent to which an individual demonstrates the knowledge, skills, behaviors, and attitudes required to fulfill a role or function within the organization effectively. It follows a 360° multi-source feedback approach.



Inspiring Career Development Stories

Our Inspirational Stories program is designed to showcase employees who have built a solid career within our company, becoming role models of growth based on meritocracy.



Gabriela Silva
Revenue Growth Management Manager

She joined in 2003 as a Trainee at Cabcorp and built a successful career in market intelligence, commercial strategy, and financial management. Her experience at Ambev strengthened her analytical and strategic vision, leading price strategy and financial planning for Central America.

In 2007, she returned to Cabcorp as Market Intelligence Manager, where she turned data into strategic decisions for Marketing, Sales, and New Business. Afterwards, at Livsmart, she led strategic corporate planning and the development of the Strategic Management System, integrating financial and market analysis to promote key decisions at a regional level.

Her comprehensive approach led her to conduct market research and product innovation, evaluating their viability from conception to launch. In 2012, she designed Cabcorp's corporate management system, aligning key performance indicators (KPIs) and operational routines across all functional areas. Between 2014 and 2022, she held strategic roles at Beliv, leading the Pricing area and later serving as a Senior Financial Planning Specialist, where she contributed to the design of the HA 1.0 business model. In 2023, she was promoted to Manager of Revenue Growth Management (RGM), consolidating a strategic framework based on four pillars: pricing strategy, business model and value, continuous value chain planning, and innovation with a financial focus.

Thanks to her leadership, RGM has positioned itself as a key enabler of corporate strategy, connecting business vision with operational execution and promoting sustainable, value-oriented growth.



Adrián Leal
Strategic Partner Development Manager

Adrián Leal began his career at Grupo Mariposa in 2016, joining the Trainee Program where he rotated through various departments. This allowed him to gain first-hand knowledge of key areas of the business and lead process optimization projects. He subsequently took on supervisory and commercial management roles, driving digital transformation through the implementation of Salesforce CRM and the adoption of Lean Six Sigma methodologies to improve operational efficiency. In 2018, he joined Beliv, where he led innovation and co-packing projects in the United Kingdom, the United States, and the Caribbean. From there, he strengthened strategic alliances and optimized the manufacturing network to facilitate the launch of new products. In 2020, his ability to integrate innovation and operations led him to assume the role of Chief of Staff, directly supporting the CEO and Senior Management in corporate initiatives, investment projects, and synergies between business units within the Group. In 2022, he took on the challenge of expanding Beliv's presence in Asia, Europe, and MEA as Business Development & Market Expansion Manager, leading the opening of new markets and consolidating relationships with distributors, retailers, and e-commerce platforms. In 2024, as Franchise Manager Mexico, he led the implementation of the Beliv franchise model, connecting the global strategy with local execution and generating sustainable value alongside key partners.

Since 2025, he has led the Strategic Partner Development team, consolidating and optimizing Beliv's global footprint through strategic alliances with co-packers and bottling companies, ensuring efficiency, scalability, and responsible innovation across the network. Throughout his career at Cbc and Beliv, Adrián has demonstrated collaborative and innovative leadership, integrating cultures, markets, and capabilities to amplify the positive impact of the Group's brands. His management has been characterized by alignment with the principles of sustainability, responsible innovation, and joint development along with communities and strategic allies.

Training

GRI 3-3: Health and well-being, 404-2, WEF 16

Universidad Apex (Apex University), our academic institution of excellence, plays a strategic role in the training and continuous development of our talent.

Through comprehensive and rigorously designed programs, the University not only trains and educates our team members but also accelerates their personal and professional growth. Its model is structured around three essential pillars: functional, methodological, and leadership training. These pillars ensure comprehensive preparation aligned with business challenges.

This structure is supported by a solid foundation: a highly experienced faculty, cutting-edge technology platforms, and the Train the Trainers program, which ensures excellence in knowledge transfer.

Universidad Apex is more than a learning center—it is a key tool for empowering the future of our people and fostering a high-performance culture.

Through the University’s training plan, we have achieved an average of:

6,744 training hours
per month

Indicator	2024
Average training hours per month	6,744
Average training hours per employee	1.75
Percentage of training per administrative staff	72%
Percentage of training per operational staff	28%



Pillars: Learning Ecosystem

Leadership

Transmitting our organizational culture is crucial to fostering authentic leadership that aligns with our values and purpose. At Beliv, developing leaders means preparing those who inspire, mobilize teams, and build the future.

Therefore, we are committed to the ongoing development of current and future leaders, strengthening strategic capabilities, and ensuring a robust succession pipeline. We believe leadership is a catalyst for transformation and a powerful tool to drive collective growth.

Functional

Developing technical and functional skills that empower our team members, enhancing their performance, and generating value for both the organization and their professional development.

Methodological

Providing tools and methodologies that strengthen the management of routines and processes, promoting more agile, effective execution focused on continuous improvement.

Training

GRI 404-2

Through the leadership pillar, we cascade our company’s culture and promote the development of current and future leaders. This pillar focuses on building soft skills in leadership and team management.

This program offers training that equips participants with the technical skills and capabilities necessary to achieve results while fostering both professional and personal growth.

In 2024, a workshop was held with 23 top leaders who were trained on the following topics:

- 1. Inspirational Leadership
- 2. New Ways of Working
- 3. Culture
- 4. Purpose
- 5. The Power of Recognition
- 6. Feedback
- 7. Change Management



Beliv Business School

GRI 404-2

The Beliv Business School is aligned with Universidad Apex.

Through this school, we manage our own training programs by annually identifying learning needs and transforming them into a training plan aimed at closing functional and skills gaps in our talent base.

We use the 70-20-10 model as the foundation for building our training strategy:

10% of learning occurs through formal training.

20% of learning happens through coaching and guidance from the collaborator's directors/managers.

70% of learning occurs informally through employees' own experiences and challenges.

Training Indicators

Training coverage

80%

Participation rate

82%

Total training hours

2,466

Training Plans

GRI 404-2

Topic Delivered	Reach	Duration (min)
Transfer Pricing	9	360
Power BI Analyst Associate	4	1440
Artificial Intelligence	60	120
PDCA	43	480
Intellectual Property	2	1440
E-commerce	60	120
Lean Start Up	10	120
Buyer Persona & Customer Journey	10	120
Paid Media & Digital Channels	10	120
Open Innovation	6	2880
Leadership Factory	23	960
Innovation Process Certification	51	1440
AI: Business Strategies and Applications	2	960



Internship Program

GRI 3-3: Health and well-being, 404-2

Internships Beliv is the internship program for university students, designed to assign strategic projects. These initiatives provide benefits for the company as participants enhance the competencies of the organization, positioning the company in an international context.

Its goal is to identify new talent currently studying at top universities who can add value to the company through unpaid internships by developing projects.

Number of Interns in 2024

4



Administrative Excellence Programs

GRI 3-3: Health and well-being, 404-2, 404-3

Beliv's excellence programs aim to evaluate the performance of administrative processes, seeking continuous improvement, motivating, and guiding operations to achieve and enhance their results.

These programs are developed for the commercial area, known as the Commercial Excellence Program (CEP), and for the People & Management area, referred to as the Programa de Excelencia Gente & Gestión (People & Management Excellence Program).

Teams ensure monthly self-assessments by documenting results, while evaluators conduct an annual audit to verify and certify the outcomes.

Evolution of the People & Management Excellence Program

2024 Score

88.24%



Beliv One

GRI 3-3: I+D+I of new markets and technologies

Beliv One is a digital and interactive communication channel designed to keep our Belivers informed about everything related to our business: vision, launches, brands, news, and much more.



To date, we have launched four editions, each with exclusive content that reflects our commitment to innovation, transparency, and connection with our community.



World-Class Programs

GRI 404-3



Our World-Class and Excellence Programs are key drivers in building a high-performance, collaborative, and continuous improvement culture. Through these programs, we inspire our employees to carry out their work with excellence, measure their results, and consistently surpass their own standards, ensuring the long-term sustainability of our operations.

Evaluations are conducted monthly, through interviews and documented evidence, led by the teams at each plant. This strengthens self-management and a sense of belonging. High-performing teams are publicly recognized and rewarded, reaffirming the value of collective effort and celebrating the impact of well-executed work.

In 2024, recognition was given to the plants that achieved the best results. In this way, we demonstrate that no dream is too big when we put our hearts into making it a reality.

World-Class Manufacturing

First Place – Sustainability: Planta Chajarí, Argentina

First Place – Integration: Planta Naturalísimo, Guatemala

Second Place – Sustainability: Planta Tucumán, Argentina

Second Place – Integration: Planta Glad, Guatemala

The primary goal of this model is to raise our standard of excellence by focusing these programs on generating more ambitious productivity indicators in both processes and outcomes. Through WCM, we aim not only to unlock the potential of each operation to reach world-class levels but also to recognize and celebrate each team’s progress, learnings, and achievements on their path to excellence.

Results from Global Programs in 2024

World Class Manufacturing



62.76



Occupational Health and Safety

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-8, 403-9, 403-10

At Beliv, as part of our Occupational Health and Safety (OHS) strategy, we continuously strengthen the culture of prevention through a comprehensive training plan that prioritizes the proper application of safe work procedures in all operational areas.

All our employees have received specific training on the Occupational Health and Safety Policy, thus reinforcing their knowledge and commitment to the established guidelines. In addition, our collective agreements include clauses that guarantee compliance with safety regulations, integrating these principles as an essential part of the employment relationship.

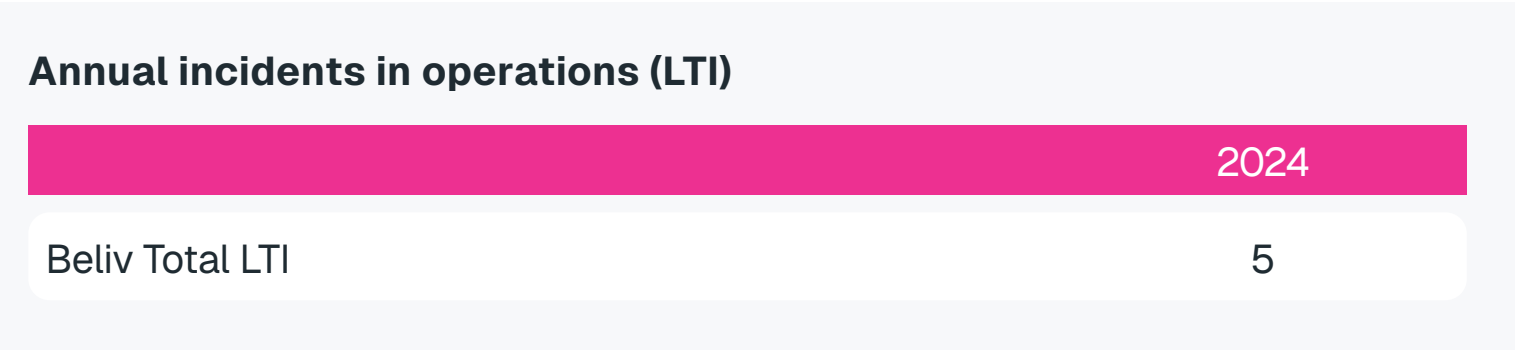
We have technical safety manuals designed to clearly establish safe work rules and practices by area and function. Compliance with these manuals is mandatory for both direct employees and all suppliers of goods and services entering our facilities, ensuring a controlled work environment aligned with Beliv’s internal management standards.

During 2024, both our employees and contractors maintained a Lost Time Incident Rate (LTIR) of zero, as well as the number of workplace accidents resulting in lost days, with no cases reported during the evaluated period. There were also no deaths from occupational injuries or related to work-derived health issues. Regarding the impact on productive time, no lost workdays were reported due to injuries or health conditions related to the work environment. Likewise, no cases of employees with health issues attributable to working conditions were identified. These results reflect the correct implementation of internal prevention and risk control guidelines, as well as Beliv’s ongoing commitment to occupational health and safety.



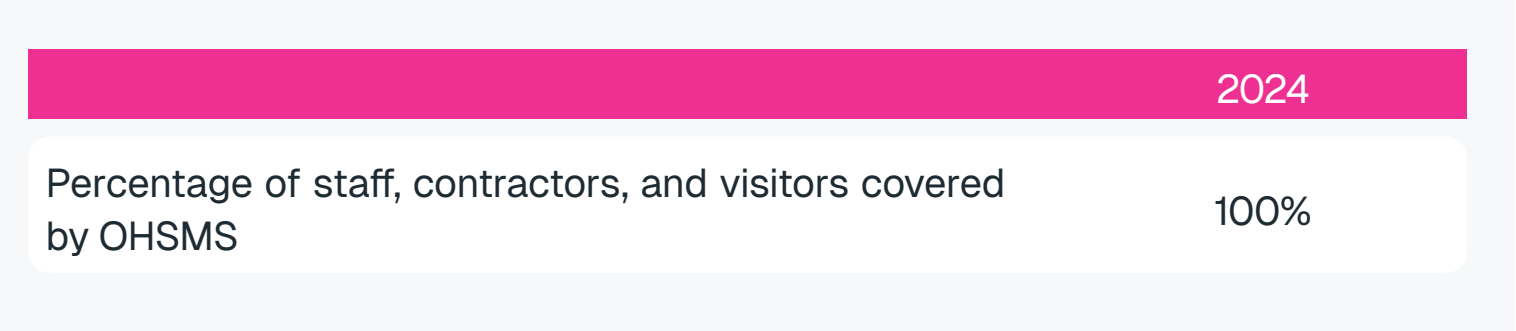
Lost Time Incidents

WEF 15



Coverage of the Occupational Health and Safety Management System (OHSMS)

WEF 15



Preventive Safety Indicators

GRI 3-3 Health and well-being, 403-2, 403-7, WEF 15

Prevention is the cornerstone of effective Occupational Health and Safety management. In line with our Occupational Safety Policy, we promote anticipation, identification, and risk control as the basis for reducing the probability of incidents and fully protecting our employees.

Strict adherence to safe operating procedures, rigorous compliance with area-specific regulations, and disciplined execution of preventive and corrective action plans are shared responsibilities that strengthen our culture of self-care, operational discipline, and continuous improvement.

Within this framework, every employee and leader plays a crucial role in creating safe, sustainable workplaces that align with the highest standards.



OHS Adherence Rate

Monthly measurement of the percentage of adherence to the company's occupational health and safety procedures.

Control KPIs

42%



Growing Together

GRI 3-3: Human and labor rights, 413-1



At Beliv, we firmly believe that the private sector has both the responsibility and potential to generate virtuous cycles of development, promoting joint growth with our collaborators, clients, and suppliers. We are committed to creating conditions that foster entrepreneurship, innovation, and sustainable well-being in our communities.

As an organization, we have chosen to start from within, transforming our immediate environment to have a positive impact on the social fabric.

Creciendo Juntos (Growing Together) is our action platform for contributing to the progressive eradication of multidimensional poverty and enabling truly inclusive growth in the region. This initiative is born from the recognition that well-being extends beyond income; it encompasses access to basic services, education, health, suitable housing, and opportunities for holistic development.

At Beliv, we guarantee that our collaborators receive highly competitive compensation within the industry. However, we also understand that many of them and their families continue to face deprivations due to structural conditions in their surroundings, including the lack of basic infrastructure and essential services. Therefore, we believe we must take an active role in working together to help improve these realities.

Through Creciendo Juntos, in partnership with Wise Responder from the University of Oxford, we measure the multidimensional well-being of our collaborators and their families in a technical and rigorous manner.

This information enables us to focus efforts, generate opportunities, and create solutions that tangibly improve their quality of life. Our commitment is clear: to drive shared prosperity from within our organization into the communities around us.

The survey measures and evaluates four indicators:

Education: Level of education

Health: Access to healthcare services and medical insurance

Employment: Past work experience and family responsibilities

Household / Basic Services: Access to technology, drinking water, and housing conditions, among others



The Survey

The Wise Responder survey is based on the multidimensional measures of well-being of the Oxford Poverty and Human Development Initiative (OPHI).

Design

An expert team advises on the measurement process, data interpretation, the design of the management model, and initiatives to ensure successful implementation.

Implementation and Follow-up

A technological platform provides access to the Multidimensional Poverty Index (MPI) survey, KPI dashboards, best practices, and resources for volunteer management.

Growing Together



At Beliv, we inspire and bring together people with a vocation for service, committed to the development of their communities—people who not only want to be part of the solution but are determined to generate real and positive change in the lives of families in their country.

Our volunteer program stands out for its strategic, impact-oriented approach. The actions are based on the real needs of our employees, identified through the Multidimensional Poverty Index (MPI) methodology, developed by the University of Oxford.


This tool allows us to rigorously measure the different dimensions of well-being, such as


health, education, housing, and access to essential services. Based on that diagnosis, we design relevant and sustainable interventions.


Our volunteers dedicate their time, skills, and experience to lead and execute transformative programs that directly improve the multidimensional well-being of our teams and their families.


They can join any of our five volunteer well-being pillars, each focused on addressing specific dimensions that affect quality of life.


Well-being Pillars

 **Finance:** We offer guidance and resources to enhance the financial well-being of employees and their families.

 **Housing:** We promote comprehensive housing solutions that give our collaborators the peace of mind of knowing their families live in safe, dignified environments that encourage their development.

 **Health:** We aim to improve quality of life through preventive health programs.

 **Education:** We support educational processes that close gaps in access and quality, enabling real opportunities for learning and skills development.

 **Entrepreneurship:** Our goal is to sustainably increase household income for our employees by enhancing their employability, developing their skills, and promoting productive entrepreneurship.

Thanks to their dedication and commitment, volunteering at Beliv becomes a powerful force for building shared prosperity from the inside out, promoting a culture of purpose-driven impact.

Growing Together

In 2024, thanks to the commitment and active collaboration of our volunteers, their families, and our teams, we implemented more than 10 transformative initiatives, led by 26 volunteers who participated in community work. Each action reflects our shared purpose and strengthens our path toward collective well-being.

Each year, we renew our determination, setting new goals that inspire us to go further, always hand in hand with those who believe that change is possible when built together.

Achievements Reached by Beliv

In 2024, the survey to measure the Multidimensional Poverty Index was implemented for the first time at Beliv – LIF, in Guatemala.

Employee participation

100%

All employees participated in the 2024 survey.

Initiatives created

10

Initiatives were developed to respond to the identified needs.

Volunteers recruited

26

Employees joined as volunteers, actively participating in the program.

Projected Goals for Beliv in 2025

For 2025, LIF is committed to generating the following impact:

Individuals facing hardships

200

Employees and family members who will benefit from the program.

Initiatives created

11

Households targeted to be lifted out of poverty.



Our Clients

GRI 3-3: Impact on consumer well-being

We are Beliv! We proudly present ourselves as a leading bevtech company, committed to transforming how the world hydrates and nourishes. Our heart beats to the rhythm of a clear purpose: offering a multi-label portfolio of better-for-you brands, designed for those who seek well-being and delicious options. Each of our brands is a “local gem” with a rich history and heritage, allowing us to build an authentic and deep connection with our customers, rooted in the trust and flavor they know and love.

At Beliv, innovation is the driving force that propels us. We continually seek to expand into new categories and business models, anticipating the evolving needs of our consumers. Our projected growth in EBITDA and sales volume between 2022 and 2024 is a testament to our agility and vision. We strive to diversify our portfolio with products in areas such as healthy beverages, plant-based energy, nature-inspired options, and powerful hydration solutions, ensuring that our consumers always find the perfect option within our universe of brands.

At the center of everything we do is our consumer-centered portfolio. We consider both the present and the future, developing products that not only meet current demands but also anticipate and shape emerging trends. From healthy bubbles to advanced hydration solutions, our goal is to empower our customers to make conscious decisions about what they consume. At Beliv, we are creating more than beverages; we are building new consumer experiences, innovative categories, and finding unexplored territories, inviting them to be part of this exciting revolution.

Our vision has no borders. We are proud to say that we operate in more than 30 countries, with a solid presence in Central America, South America, the Caribbean, the USA, Mexico, and Europe. This global expansion reflects our commitment to understanding and celebrating the diversity of our consumers. We tailor our strategies and products to resonate with the cultural preferences and consumption habits of each region, creating lasting and meaningful relationships that transcend geographic boundaries.



Consumer Well-being

GRI 3-3: Impact on consumer well-being, food quality and safety

At Beliv, we aspire to accompany our consumers at every stage and moment of their lives, offering an ideal beverage for every occasion and lifestyle. We have a broad, diverse, and constantly evolving portfolio designed to adapt to different preferences, needs, and consumption contexts. Whether to hydrate, nourish, refresh, celebrate, or share, we always have an option tailored to each individual and their unique experience.

Labeling

GRI 3-3 Impact on consumer well-being, 417-1

At Beliv, we comply with all requirements and regulations established by the authorities of each country regarding product labeling. Moreover, where local legislation allows, we voluntarily include additional information to provide greater clarity and transparency. This practice aligns with our vision of empowering consumers by providing them with the necessary tools to make informed decisions about the products they choose.

Innovation

GRI 3-3: I+D+I of new markets and technologies

We work together with our strategic partners, PepsiCo and Cbc, who lead innovation in beverage development at both regional and global levels. This constant evolution in their portfolios enables us, as bottlers and distributors, to offer our consumers a wide variety of options that respond to their needs and lifestyles.



As a result of this process, 22% of the drinks we commercialize contain 100 calories or fewer per serving, meeting consumer needs and responding to global recommendations from organizations like the WHO to moderate the intake of specific macronutrients.

Data Protection

GRI 3-3 Information Security 418-1

We have a robust personal data protection policy that applies to all our commercial and marketing campaigns, ensuring the ethical, secure, and transparent treatment of client and consumer information. This policy is aligned with international privacy principles and other applicable regulations in the countries where we operate. We also strictly respect copyright laws, ensure the responsible use of creative content and materials, and follow specific protocols to protect the rights of children and adolescents, avoiding unauthorized exposure in advertising or promotional activities. This approach reflects our commitment to integrity, digital responsibility, and respect for fundamental rights.

Marketing Campaigns

GRI 417-2, 417-3

At Beliv, we adhere to the principles of responsible marketing, guided by international standards such as those established by the International Chamber of Commerce (ICC), as well as other sector best practices. Our campaigns are developed with transparency, truthfulness, and respect for consumers.

We recognize that the nutrition of children and adolescents is the responsibility of their parents or legal guardians. For this reason, our commercial campaigns are designed to avoid directly targeting minors, promoting instead an approach that respects the role of adults in making informed decisions about their children’s nutrition. This commitment reflects our responsibility as a company and our respect for consumer rights, in line with ethical principles and globally recognized self-regulation frameworks. Additionally, we strive for our communication to be inclusive, culturally respectful, and socially responsible, reflecting our dedication to an ethical, respectful, and lasting relationship with consumers.

During the 2024 period, no cases of non-compliance with product labeling regulations were recorded in any of the countries where we operate. Furthermore, no cases of non-compliance with regulations or voluntary codes related to our marketing communications, advertising, and promotion practices were identified.

Quality Process

GRI 3-3: Impact on consumer well-being, food quality and safety , GRI 416-1, 416-2

At Beliv, we take full responsibility for guaranteeing the quality and safety of all our products at every stage of the process, from production to final delivery to the consumer. This commitment is non-negotiable and is a fundamental pillar of our operations.

The Beliv Brand Protection Program is already a reality in each of the plants that manufacture products from our portfolio. It is an essential requirement to ensure the quality and safety of our products. In addition, we have implemented Market Sampling, an additional control measure that enables us to monitor the conditions under which products reach the final consumer and identify improvement opportunities more effectively.

Our management systems are based on a preventive and structured approach, with rigorous controls designed to identify, mitigate, and eliminate potential hazards throughout all phases of manufacturing and support.

We ensure total traceability of our products, enabling us to act quickly and effectively in the event of any eventuality that could pose a risk.

Continuous improvement is an essential principle that guides our food safety and quality management. We establish specific and measurable objectives that are implemented across our entire value chain. We systematically verify the effectiveness of our systems through internal and external audits.

All our leaders and collaborators share the responsibility of applying food safety principles in their daily processes. Each area of the business must operate in strict compliance with our management system, as well as all applicable legal and regulatory requirements in the countries where we operate, as well as those of our strategic partners.

During 2024, the management systems implemented ensured ongoing compliance with quality and safety standards. No corrective action protocols were necessary.

All our packaging includes telephone numbers for customer and consumer inquiries, comments, or suggestions. This direct channel serves as an effective tool to strengthen communication and provide timely follow-up on any concerns or issues that may arise.



Suppliers

GRI 3-3: Supply chain management, 308-1, 308-2, 414-1, 414-2

At Beliv, our business relationships with suppliers are guided by the principles set out in our Procurement Policy, which requires strict compliance with the law, the prevention of conflicts of interest, and the promotion of a culture of transparency, integrity, ethics, and equal opportunity. This regulatory framework aims to ensure fair and responsible processes that facilitate objective and sustainable decision-making.

Our goal is to establish long-term partnerships based on shared value and continuous improvement, working closely with our suppliers to reduce environmental and social impacts and raise performance standards across the supply chain.

Supplier Evaluation and Certification

We have a structured supplier evaluation process focused on measuring performance in terms of value, innovation, operational efficiency, risk mitigation, and technical compliance. In addition to the initial assessment, critical and cross-functional suppliers are invited to a Supplier Performance Review to discuss their performance. This evaluation allows us to identify best practices while also establishing tailored action plans for suppliers with identified gaps, promoting a continuous improvement cycle.

Additionally, we have developed a Supplier Certification process to ensure we work with strategic partners committed to the highest standards in technical, financial, quality, safety, and sustainability matters. This certification is based on pillars that promote not only operational excellence but also comprehensive responsibility throughout the supply chain.

The certification process is based on the following pillars:

- Evaluation 1: Controlled Materials
- Evaluation 2: Financial / Legal
- Evaluation 3: Quality / Safety
- Evaluation 4: Responsible Sourcing

The supplier certification process is carried out with a strategic focus, prioritizing those considered high impact based on the criticality of the product or service supplied for the continuity of operations. We use an impact matrix to classify and determine evaluation priority according to the relevance of the good or service within the company’s key activities.

As part of our commitment to a responsible supply chain, audits and assessments are conducted to ensure compliance with labor standards, human rights, business ethics, workplace health and safety, and social and environmental sustainability.

Suppliers with the most significant impact on the company must comply with the SMETA¹ audit. These evaluations include a self-assessment questionnaire (SAQ) and an on-site visit to the supplier’s facilities to verify compliance with the above-mentioned principles. Suppliers with relatively lower impact must undergo a customized audit or screening while complying with the same principles.

This process has significantly reduced supply chain risks, strengthening traceability and preventive impact management. Overall, approximately 800 suppliers are subject to this certification process, representing 100% of those classified as high impact.

During the reporting period, 85% of supplier evaluations indicated a medium to low risk level. In the remaining cases, areas of opportunity were identified and are being addressed through joint action plans with suppliers to strengthen their capabilities and align practices with our standards. These findings did not entail suspension of contractual relationships but created opportunities to achieve sustainable improvements in the value chain.

At Beliv, we strive to establish long-term, trust-based relationships with our suppliers, founded on ethics, transparency, and mutual commitment.

Our global policies—Procurement, Anti-Corruption, and Code of Ethics—enable us to ensure responsible and efficient processes, aligned with the highest standards, to generate shared value and contribute to the development of an ethical and sustainable supply chain.

¹SMETA (Sedex Members Ethical Trade Audit) is an audit methodology developed by Sedex, a global nonprofit organization focused on improving ethical and sustainable practices in supply chains.

Compliance with the Code of Ethics

GRI 3-3: Ethics and transparency

At Beliv, we promote responsible relationships with our suppliers, ensuring that their practices align with the principles and values established in our Code of Ethics. All suppliers are required to adhere to this code or have their own, provided it aligns with our ethical standards and vision.

Among the fundamental principles they must observe are respect for human rights, a strict prohibition of child labor, and rigorous compliance with current legislation in the countries where they operate. They must also ensure adequate conditions of occupational safety, health, and hygiene, as well as protect the environment, and guarantee the safety of their services, especially when these are provided within Beliv facilities.

Likewise, all goods and services contracts entered into by Beliv include commitment clauses that must be signed by our suppliers, reinforcing the fulfillment of key principles regarding sustainability and business conduct.

These contractual provisions expressly establish the obligation to respect human rights, labor rights, applicable laws and regulations, as well as to act with ethics, integrity, and transparency, preventing any form of corruption, bribery, or improper practices. This contractual approach reflects our commitment to a responsible supply chain and high standards of corporate governance.

Supplier Audits

GRI 407-1, 408-1, 409-1, WEF 14

Through a specific clause included in the contracts we sign with our suppliers, they expressly grant their consent for us to audit and verify compliance with applicable labor legislation, as well as with other relevant aspects defined by us. These audits may be carried out directly by our team or by specialized third parties, as required. This contractual provision reinforces our regulatory compliance and ensures alignment with the principles of integrity, transparency, and responsibility outlined in our Code of Ethics. As part of this commitment, suppliers assume the following obligations:

Maintain the warranties and representations of the contract intact.

Respond to any oral or written questionnaire submitted by Beliv and allow interviews with their employees during reasonable hours.

Compliance Requirements Manual

At Beliv, we reaffirm our commitment to respecting human and labor rights throughout our supply chain. To this end, we have developed a Labor Compliance Requirements Manual, which establishes the principles and obligations that our goods and services suppliers meet in this regard. This document includes a knowledge transfer tool that facilitates the understanding and application of these standards, promoting a clear and effective alignment with the commitments assumed by Beliv, as well as with the core conventions of the International Labour Organization (ILO).

During the reporting period, no risks related to child labor, forced labor, or restrictions on freedom of association were identified.



Labor Compliance

At Beliv, we believe that operational excellence must go hand in hand with respect for labor rights and the well-being of all individuals involved in our distribution chain. In several countries, we work with external logistics operators to deliver our products. As part of our commitment to responsible management, we periodically conduct training and specialized audits on labor regulations and occupational health and safety. These evaluations not only verify compliance with applicable standards but also serve as a basis for the design and implementation of continuous improvement plans, ensuring safe working conditions aligned with our corporate values and principles.

Governance Principles Dimension

- 54 Corporate Governance
- 55 Policies
- 56 Ethical Business Practices
- 59 Strategic Risk Management
- 60 Respect for Human Rights
- 61 Collective Bargaining

Corporate Governance

GRI 3-3: Ethics and transparency, 2-9, 2-10, 2-12, 2-13, 2-18
WEF 1, 2



Our Corporate Governance Policy aims to establish a robust framework that ensures the ethical, transparent, and efficient management of the company. It focuses on protecting the interests of shareholders and other stakeholders, defining the principles and standards that guide decision-making. This fosters a culture of corporate responsibility focused on the sustained creation of long-term value.

The Board of Directors is the highest governance body. It consists of nine members: four representatives from GEMCORP¹, two representatives from PepsiCo, and three external members with full voting rights who are elected based on their knowledge, experience, and professional background. Among the nine members, one is a woman.

The three external members are selected through an evaluation process based on international standards, conducted by a recognized global talent search firm. Independent members are evaluated annually.

Executive Committees are governance bodies that must be formally constituted through bylaws approved by the Board of Directors, to which they report directly. Their purpose is to ensure alignment with the company's strategic objectives, supervise performance, and address issues requiring a global and strategic perspective.

Established Executive Committees include:

- M&A Committee (Mergers and Acquisitions)
- Risk & Finance Committee
- Internal Audit Committee

Operational Committees are governance bodies focused on the tactical and operational management of daily processes and activities. They focus on executing, problem-solving, and optimizing internal operations. Like the Executive Committees, these are

formalized through bylaws approved by the Board of Directors and report directly to the CEO. These are:

- Talent and Compensation Committee
- Tax Committee
- Ethics Committee
- Sustainability Committee

Additionally, other committees exist to support specific operational areas such as CapEx and procurement, in accordance with the Corporate Governance Policy.

As part of its responsibilities, the Board of Directors defines the company's sustainability strategy, which is then implemented in coordination with the Sustainability Committee and the directors and managers of the company's functional areas. It is also responsible for approving the annual sustainability report and overseeing its alignment with corporate strategic objectives.

The management of the company's economic, social, and environmental impacts is delegated to department leaders, who are responsible for integrating ESG (Environmental, Social, and Governance) criteria into the strategic and operational management of the organization.

The sustainability report is subject to external audit and verification to ensure the integrity, traceability, and reliability of the information reported, in accordance with recognized international standards.

Financial statements consolidate the information from all companies that are part of Beliv. The enterprise management system standardizes processes and performance indicators.

Beliv Global LLC is part of The Central America Bottling Corporation.

[Information regarding the structure and professional background of the Board of Directors is available on the website: \[belivcompany.com\]\(https://belivcompany.com\)](#)

¹ GEMCORP: An asset manager focused on investing in high-quality growth opportunities in emerging markets.

Corporate Governance

Policies

GRI 3-3: Ethics and transparency, 205-2, 2-23, WEF 2



Our Global Policies are a fundamental pillar of our corporate governance system, as they establish guiding principles that direct strategic decision-making and ensure integrity, transparency, and accountability throughout our organization. These policies address key areas for business sustainability and actively contribute to our long-term, responsible growth.

The Board of Directors delegates authority to the Policy Committee to appoint the Centers of Excellence, which are responsible for proposing, supporting the implementation of, and updating corporate policies and procedures. This committee ensures that the institutional regulatory framework, particularly the Global Policies, reflects the values and principles that underpin corporate governance and remains aligned with the Group’s strategic objectives.

The Policy Committee plays a strategic role within the governance system. Its function is essential to ensuring that strategic decisions are made in coherence with internal regulatory frameworks, the interests of shareholders and other stakeholders, thereby strengthening operational sustainability and long-term value creation.

The Global Policies include guidelines on Corporate Governance, Delegation of Authority, Anti-Corruption, Risk Management, Quality and Safety, Business Continuity, Human Rights, Information Security, Health and Safety, and Sustainability. Each of these areas addresses strategic issues that allow for risk mitigation, reinforce institutional resilience, and ensure compliance with international standards.

The Policy Committee also ensures that policies establish clear guidelines to achieve corporate objectives and proactively manage critical risks. The Audit Committee analyzes any regulatory modification that may have a material or strategic impact to strengthen the overall governance of the corporate regulatory system.



Corporate Governance Policy



Delegation of Authority Policy



Anti-Corruption Policy



Money Laundering Prevention Policy



Risk Management Policy



Business Continuity Policy



Quality and Safety Policy



Human Rights Policy



Information Security Policy



Health and Safety Policy



Sustainability Policy

In 2024, all Beliv employees received training on the Global Policies through the e-learning platform, which included comprehension assessments. All employees were certified in these policies.

Ethical Business Practices

GRI 3-3: Ethics and transparency, WEF 4

At Beliv, we act with integrity, transparency, and ethics as fundamental principles that guide every decision and relationship. As part of this commitment, we have implemented an Anti-Corruption Policy that establishes a solid framework to prevent, detect, and respond to any misconduct, thereby strengthening a values-based organizational culture.

This policy aims to:

- Promote an ethical, values-driven culture focused on preventing, identifying, investigating, and mitigating corruption-related risks.
- Complement the Anti-Bribery Management System, which covers risks such as bribery, fraud, extortion, embezzlement, and corruption in all its forms and at all operational levels.
- Provide a clear reference framework for establishing, monitoring, and complying with anti-corruption objectives in line with international best practices.
- Clearly define the concepts, scope, responsibilities, and consequences associated with policy compliance or non-compliance.
- Establish robust financial controls to ensure that accounting records and financial statements accurately and transparently reflect all company transactions.

The Anti-Corruption Policy applies broadly and is mandatory for all employees, officers, senior management, and members of Beliv’s administrative and supervisory bodies. It also extends to business partners and third parties, including subsidiaries and affiliated companies, ensuring a consistent and coherent approach to corruption prevention throughout the organization.

Code of Ethics

GRI 2-25, 2- 26, WEF 5

Beliv’s Code of Ethics outlines the principles, values, and standards of conduct that must guide the behavior of all employees, executives, partners, and related third parties. Its purpose is to ensure that all decisions and actions within the company are carried out with integrity, respect, transparency, and responsibility, in full compliance with the law and in alignment with Beliv’s ethical commitments.

Training and Education

GRI 205-2, WEF 5

We recognize the importance of ethical training for all our employees, executives, partners, and related third parties, as well as the need to provide the necessary tools to ensure the effectiveness of our Anti-Bribery Management System. We offer anti-corruption training in both in-person and online formats through our e-learning platform.

These training programs are offered to all employees and are also included in the onboarding process for new hires. They cover the content of the Code of Ethics, the Anti-Bribery Management System standards, and the Anti-Corruption Policy. They also include the analysis of practical case analysis and exercises designed to identify potential risks. This seeks to strengthen a culture of integrity and compliance within the organization.

Anti-corruption and ethical compliance training was completed by all Beliv employees in 2024, including all hierarchical levels—from operational staff to the administrative bodies and corporate governance. The reach of this training aligns with international best practices, ensuring that each collaborator understands their responsibilities in identifying, preventing, and managing risks related to corrupt or improper practices.

Ethics Hotline

GRI 2-25, 2- 26, WEF 5

Our Ethics Hotline is managed by an independent provider operating under strict standards of confidentiality, impartiality, and professional ethics. This ensures a safe and reliable channel for reporting violations. Reporting options include local phone numbers in each country where we operate, as well as email and a web platform, all of which are detailed in our Code of Ethics.

Any individual who, in good faith, reports misconduct or participates in an investigation related to potential violations of our Code of Ethics, internal policies, or applicable laws is protected by our zero-tolerance policy against retaliation.

At Beliv, we prohibit and penalize any retaliatory acts. Disciplinary measures, including termination of employment, may be applied if actions against whistleblowers or investigative participants are confirmed. Any sanctions will be applied in accordance with our Code of Ethics, Individual Employment Contract, Internal Work Regulations, and applicable local laws.



Ethical Business Practices

Ethics Committee

GRI 205-1 , 205-3, WEF 4

We have an Ethics Committee that reports directly to the Board of Directors through the Audit Committee and is overseen by our Compliance Officer. This committee consists of five professionals from various areas of the company, as well as the CEO, ensuring a multidisciplinary and independent perspective in decision-making.

Its primary responsibilities include managing, analyzing, and monitoring all complaints received through the Ethics Hotline, ensuring they are handled with objectivity, confidentiality, and without conflicts of interest. Control mechanisms are implemented to ensure that no committee member participates in evaluating cases where a direct link or personal interest may exist, thereby safeguarding the impartiality of the process.

The Committee also ensures compliance with and effective communication of the Code of Ethics, making sure that all employees receive training on ethics and integrity. It also oversees the proper functioning of the Ethics Hotline as a channel for reporting any violations of the Code or internal company policies.

The Audit Committee reports quarterly to the Board of Directors on matters within its scope of responsibility, including oversight of the Ethics Committee's activities. This report covers, among other aspects, the number and nature of complaints received through the established channels, the outcomes of the corresponding investigations, and the corrective and preventive measures adopted. This periodic reporting reinforces independent oversight and ensures compliance with the organization's ethical and regulatory framework.

During the 2024 reporting period, a total of seven (7) complaints were received through the designated channels. After the analyses and investigations conducted in accordance with the relevant protocols, no confirmed cases of corruption were identified. Therefore, it was not necessary to take legal action, carry out dismissals associated with these causes, nor were there any public legal proceedings related to these complaints. This reflects the proper functioning of the integrity system and the effectiveness of internal controls in preventing misconduct.

Conflicts of Interest

GRI 2-15, 2-16

At Beliv, we do not accept any form of conflict of interest that may compromise objectivity, impartiality, or integrity in decision-making. All our employees, executives, suppliers, and business partners are required to identify, disclose, and refrain from participating in situations where there is or may appear to be a conflict between their personal interests and those of the company. This principle is clearly established in our Code of Ethics and corporate policies and is an essential part of our commitment to a culture of transparency, trust, and accountability.

Facilitation Payments Are Prohibited

At Beliv, we explicitly prohibit facilitation payments, defined as any transfer of money, benefit, gift, or promise thereof made to expedite or secure the performance of administrative procedures, services, or decisions by public officials or third parties in positions of influence. This prohibition applies to our employees, contractors, intermediaries, and business partners, and is clearly stipulated in our Anti-Corruption Policy. We consider such payments, even if of low value or culturally tolerated, as a form of corruption, subject to disciplinary and legal action in accordance with applicable regulations.

Due Diligence Process for Touch Point Vendors (TPVs) or High-Risk Suppliers

Given their interaction with public entities, TPVs are subject to a mandatory Due Diligence process managed by the Compliance area, which includes a thorough evaluation of their legal, reputational, and commercial background before being authorized in the supplier system.

It is prohibited to contract or make payments to TPVs without formal approval resulting from this process. Additionally, the Compliance area identifies and analyzes possible red flags or signs of alert, which, if present, require the implementation of additional control, monitoring, and investigation measures before authorizing the commercial relationship to mitigate risks.

Prohibition of Contributions to Political Parties

Our Anti-Corruption Policy strictly prohibits donations, gifts, courtesies, loans, provision of furniture, equipment, transportation, or any other form of benefit, contribution, or support—direct or indirect—to political parties, candidates for public office, or individuals holding positions within political organizations.

This provision aims to prevent any form of undue influence or conflict of interest, reaffirming our commitment to political neutrality and institutional integrity.

Zero Tolerance for Acts of Corruption

We maintain a zero-tolerance policy toward any act of bribery, fraud, extortion, embezzlement, and/or any other form of corruption. This means that any incident, complaint, or well-founded suspicion of corrupt acts will be thoroughly investigated, and the responsible parties will be sanctioned. There will be no exceptions, regardless of the person's role, position within the company, or any other circumstance.



Ethical Business Practices

Compliance Portal

GRI 3-3 Ethics and transparency, 2-26

This platform is available to employees for submitting inquiries related to the Code of Ethics and the Anti-Corruption Policy. Requests that can be made and documented include:

Donations: Donations may be granted, provided they are aimed at promoting community well-being or humanitarian purposes and comply with the established procedure, with supporting documentation. Product donations may be made in cases of natural disasters to public entities responsible for addressing such situations.

Contracts with public entities.

Existing and potential conflicts of interest.

Questions about the Code of Ethics and the Anti-Corruption Policy.

Authorization for invitations and trips to seminars, trade fairs, and business meetings.

Questions related to antitrust or competition practices.

Notifications of new business practices and compliance with antitrust or competition regulations.

The Anti-Corruption Policy states that no donation, gift, courtesy, or other type of support may be given to any public official whose entity is currently responsible for managing permits, licenses, or any authorization that directly or indirectly affects Beliv, including family members or close associates of the official.

Prevention of Money Laundering and Terrorist Financing

GRI 3-3 Ethics and transparency, GRI 2-27, WEF 4

At Beliv, we strictly comply with all applicable local laws and regulations in each country where we operate and align our practices with internationally recognized compliance standards. As part of our commitment to integrity and transparency, we implement preventive controls and mechanisms designed to identify, assess, and mitigate risks associated with money laundering and terrorist financing (ML/TF).

During this period, we did not record any sanctions related to compliance matters.

Free Competition or Antitrust

GRI 2-27

At Beliv, we regularly conduct specialized training on free competition (antitrust) to strengthen our employees’ technical capabilities and ensure strict compliance with competition law principles. These actions are a fundamental part of our commitment to a corporate culture grounded in integrity, equity, and respect for market rules.

We comply with applicable laws in all countries where we operate and categorically reject any conduct that may constitute a violation of competition law, such as collusive agreements, price fixing, market allocation, or abuse of dominant position. At Beliv, we do not promote or tolerate practices that could lead to unfair competition or market distortions.

We have internal policies, controls, and oversight mechanisms designed to identify and mitigate non-compliance risks in this area, thereby fostering an ethical and transparent business environment that fully adheres to national and international antitrust regulatory frameworks.



Anti-Corruption ISO 37001:2016

GRI 3-3 Ethics and transparency, 205-1

At Beliv, we are committed to an organizational culture founded on ethics, integrity, and a zero-tolerance approach to any form of corruption. Our Anti-Bribery Management System (ABMS) is implemented in accordance with the principles and requirements established by the ISO 37001:2016 international standard. It is part of a corporate strategy aimed at preventing, detecting, and effectively responding to bribery risks across all our operations.

These certifications independently validate and support the effectiveness of our procedures, controls, and implemented policies. Although this operation has not yet obtained ISO 37001 certification, we use its guidelines as a benchmark to ensure the correct application of our ABMS. This approach is part of a progressive verification process that comprises all our operations. Certification is not a condition for compliance with the principles and criteria established in our system.

As part of the system’s continuous improvement, and in coordination with the Risk and Compliance areas, we have strengthened the Risk Matrix and the controls established in the Anti-Corruption Matrix. These actions reinforce our efforts to maintain a strong and effective system that ensures the consistent application of integrity policies, regardless of the certification status of each operation, promoting ethical, preventive management aligned with international best practices.

Strategic Risk Management

GRI 3-3: Corporate risk management systems, WEF 6

At Beliv, we have a Risk Management Policy that establishes this process as a strategic pillar to ensure the long-term sustainability of the business, operational resilience, and the protection of our stakeholders.

Our approach integrates strategic and operational risks, both internal and external, including those related to structural changes in the environment.

We manage risks through a comprehensive framework that includes identification, assessment, mitigation, monitoring, and communication. This approach enables us to anticipate and evaluate potential risks using technological tools, internal controls, and periodic review processes.

Systematic Evaluation and Emerging Risks

We conduct systematic evaluations that combine both qualitative and quantitative analysis, utilizing internal indicators, benchmarking, and forward-looking scenarios. This systematization allows us to map our potential exposure to emerging risks.

We emphasize risks arising from trends such as:

- Global geopolitics: trade scenarios, regulatory restrictions, and logistical issues.
- Climate change: extreme weather events, energy transition, and emerging regulations.
- Technological transformation: digital disruptions, cybersecurity, artificial intelligence, and automation.

These trends, while representing risks, also represent strategic opportunities that we must proactively manage to maintain competitiveness.

Governance and Oversight

Risk management is a shared responsibility across the organization. The Corporate Risk Director leads the design and implementation of this system, while Internal Control and Internal Audit evaluate the effectiveness of controls and action plans.

The results of the Risk Management process are presented to the Finance and Risk Committee, and the evaluation outcomes are also communicated to the Board of Directors, who use them as a basis for strategic decision-making that strengthens organizational resilience.

Risk Classification

According to the Risk Management Policy, risks are generally classified as follows:

- Strategic Risks: Those that can have a material impact on the business's strategic objectives due to internal or external factors.
- Operational Risks: Risks inherent to business operations caused by failures or deficiencies in processes, people, internal systems, and technology.

Risk management is complemented by our Business Continuity Policy, which aims to ensure operational stability in critical events, prioritizing the safety of people, regulatory compliance, and the long-term successful sustainability of the business.

This approach ensures business continuity, minimizes disruptions, and accelerates recovery from any event.

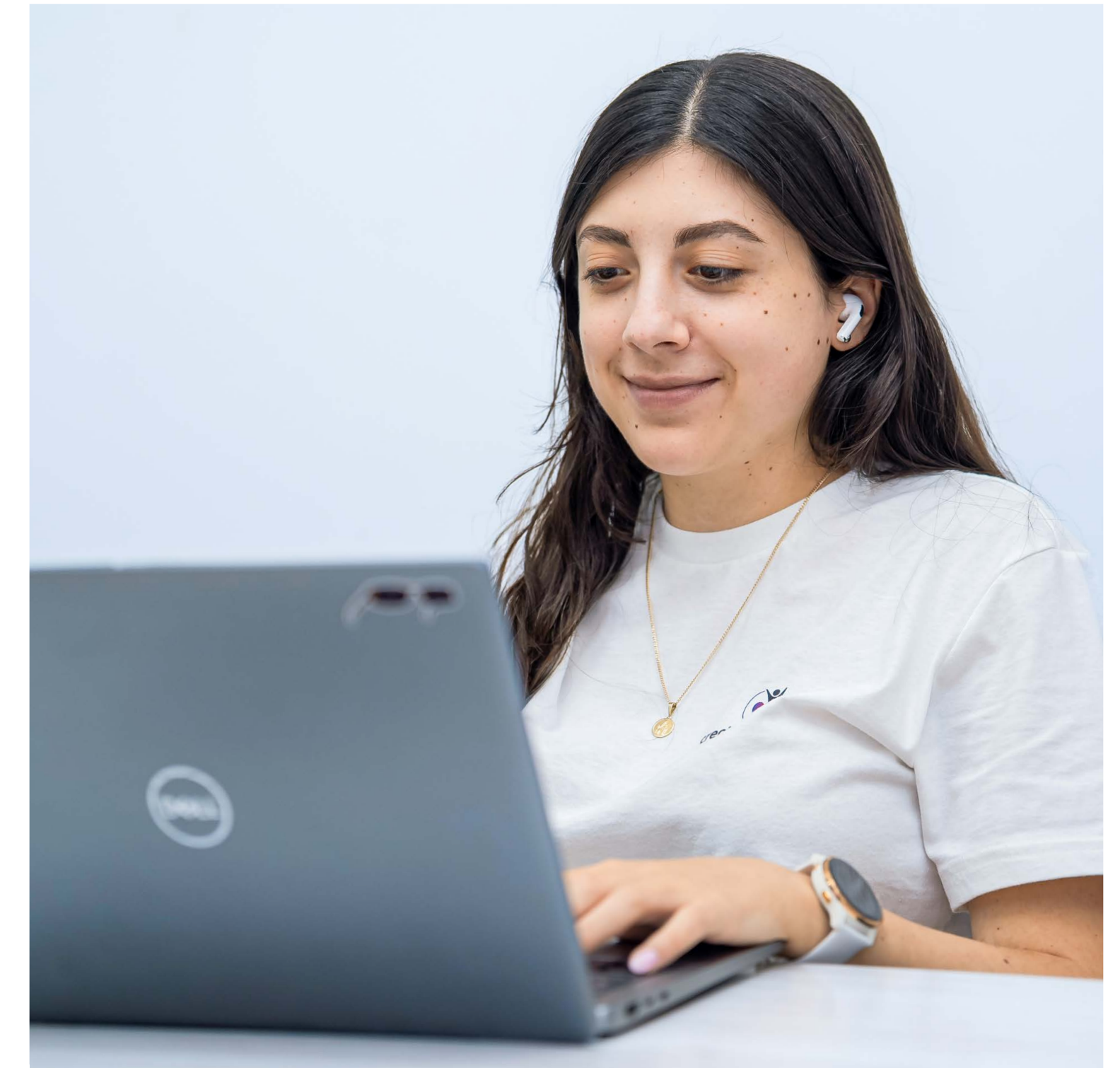
Integrated Management Culture

We recognize that effective risk management requires the participation of all areas, levels, and countries where we operate. Our Risk Management framework enables us to develop specific mitigation plans that strengthen our preventive and response capabilities.

The leadership of senior management, known as Tone at the Top, is a fundamental pillar of our culture, as it clearly defines the values, ethical principles, and strategic

priorities that guide our actions, promoting an environment of integrity, transparency, and accountability. This commitment is reflected in clear policies and sustainability-aligned objectives that inspire and guide the entire organization toward responsible and sustainable performance.

Risk management is not only a technical process but also an institutional cultural component aimed at promoting anticipation, organizational learning, and continuous improvement. We foster an organizational culture where risk identification and mitigation are collective habits and shared responsibilities.



Respect for Human Rights

GRI 3-3 Human and labor rights, 2-23, 2-24, 406-1, 407-1, 408-1, 409-1 413-2, WEF 14

At Beliv, in line with our Human Rights Policy, we respect and promote internationally recognized human rights, as established in fundamental instruments of international law, including:

- The International Bill of Human Rights, comprising the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social, and Cultural Rights.
- The American Convention on Human Rights.
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the eight ILO Fundamental Conventions, addressing freedom of association, eradication of forced labor, abolition of child labor, and elimination of employment discrimination.
- The United Nations Guiding Principles on Business and Human Rights, which guide corporate responsibility to respect human rights throughout operations and across the value chain.

Since 2013, we have been a signatory to the United Nations Global Compact, reaffirming our commitment to its Ten Principles, which encompass human rights, labor standards, environment, and anti-corruption. This commitment guides our corporate conduct and is integrated transversally into our policies, processes, and relationships with all stakeholders.

Aligned with our commitment to Human and Labor Rights, Beliv's Code of Ethics explicitly incorporates respect for these principles throughout all company operations and our entire value chain. We promote a work environment free from harassment or discrimination, guaranteeing dignified and equitable working conditions for all employees.

Also, our Recruitment and Selection processes ensure that hiring decisions are based on merit, competence, and professional criteria, without distinction by gender, race, age, religion, or other personal characteristics.

We strictly prohibit child labor, forced labor, and human trafficking, and always require compliance with applicable laws concerning human rights, labor conditions, non-discrimination, and harassment prevention.

Our Human Rights Due Diligence process aligns with the UN Guiding Principles on Business and Human Rights as well as our Risk Management and Sustainability Policies. In this context, we identify and assess actual or potential adverse impacts related to our activities, business partners, or local communities, and we implement early actions to mitigate risks and foster trust.

Following a preventive, proactive, and risk-based approach, we seek to identify, assess, prevent, mitigate, and, where appropriate, remediate actual or potential adverse human rights impacts in our operations, business relationships, and communities where we operate.

This process strengthens compliance with regulatory frameworks and international standards, enabling us to transform risks into opportunities for continuous improvement and generate shared value in the communities where we operate.

No actual or potential human rights impacts were identified during the reporting period.

To promptly address complaints regarding potential human rights impacts, effective institutional mechanisms such as the Ethics Hotline are available. This channel is available to employees and third parties, including local communities, and allows for the confidential and secure reporting of any situation that may violate human rights.

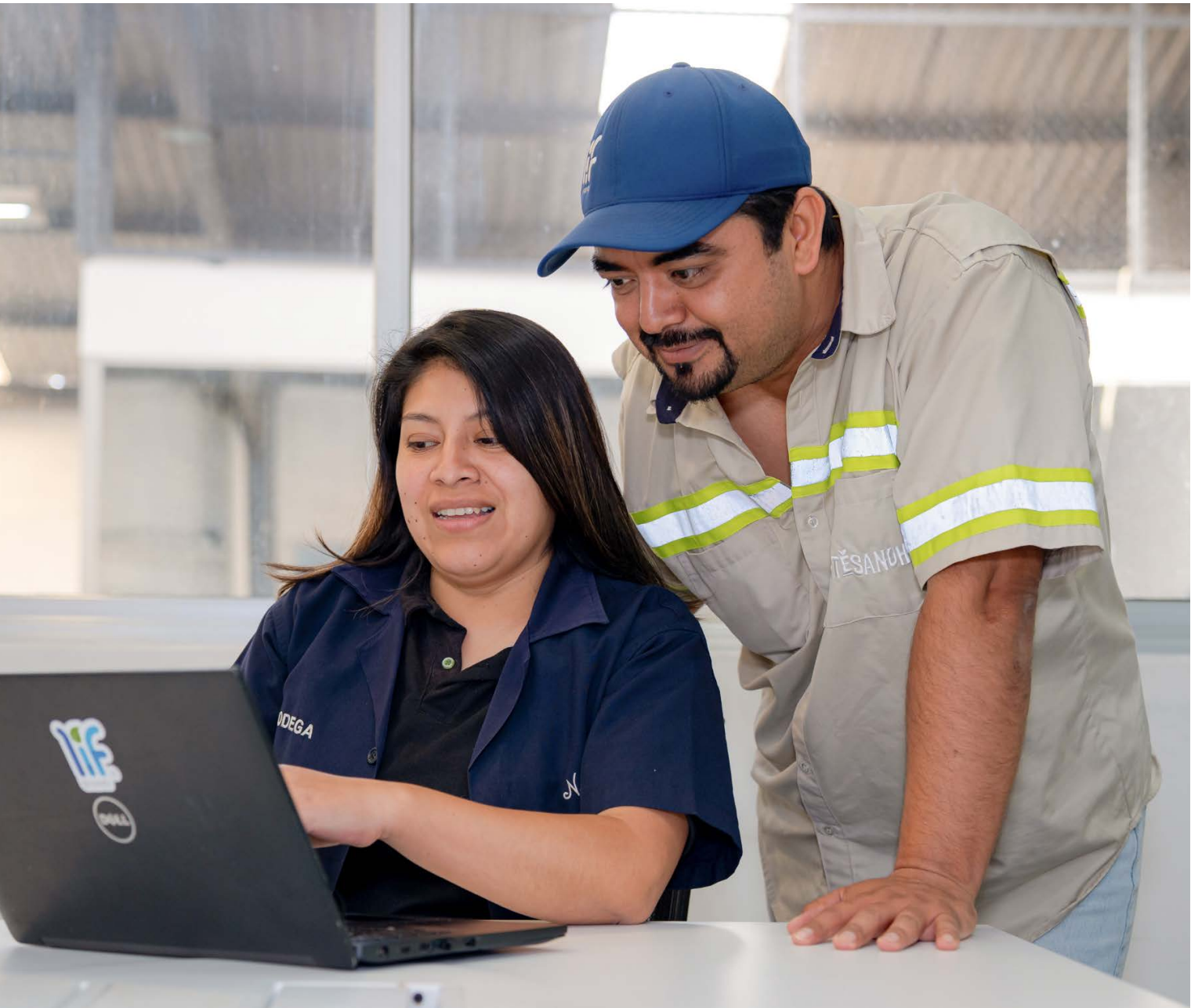


Collective Bargaining

GRI 2-30

At Beliv, we fully promote and respect freedom of association, union freedom, and collective bargaining as fundamental rights of our employees. These principles are established in Article 23 of the Universal Declaration of Human Rights and the International Labour Organization (ILO) Conventions.

Currently, in our operations, we maintain active channels of dialogue and collective bargaining with two trade unions, in accordance with local laws and regulations. This relationship is based on mutual respect and the ongoing pursuit of fair and sustainable labor conditions.



Employee Percentage

Country		2024
Argentina		
• Sindicato de Empleados de Industria de la Alimentación		50.2%
• Sindicato de Empleados de Comercio CTT		9%



External Verification



Auditor’s Letter



Independent Verification Statement of Beliv’s 2024 Sustainability Report

July 25, 2025

The company ESG Consultants by Personaz USA LLC, through its President, Milagros Zamudio, at the request of Beliv, has conducted an independent verification of its 2024 Sustainability Report in accordance with the following:

- The Global Reporting Initiative (GRI) Standards
- The United Nations Global Compact Communication on Progress, Advanced level

Scope

We applied external verification procedures to the “Beliv 2024 Sustainability Report” to ensure the accuracy of the statements and data related to its ESG performance and the material topics it encompasses, based on the double materiality assessment.

It is important to note that Beliv is responsible for preparing the report and the supporting information. This responsibility includes the design, implementation, and maintenance of internal controls relevant to the preparation of a sustainability report in full compliance with the aforementioned standards and guidelines.

Our responsibility is to issue an independent verification statement based on the procedures applied in our review.

Assurance Criteria

Our verification work is based on the following criteria, which we consider appropriate for our assurance engagement:

- AA1000 Standard
- ISO 19011 Standard
- UN Guiding Principles on Business and Human Rights

Procedures Performed

The purpose of our procedures was to:

- Determine that the Beliv 2024 Sustainability Report has been prepared in accordance with the previously mentioned standards and frameworks.
- Ensure that the information presented in the Beliv 2024 Sustainability Report is properly supported by appropriate evidence for each case.

The main verification actions performed were:

- Review of the entire report, including both quantitative and qualitative information.

- Verification of alignment with the Sustainable Development Goals (SDGs).
- Verification of the principles of the United Nations Global Compact.
- Request and review of documented evidence supporting the information disclosed in the report.

Conclusions

Based on the procedures performed and in accordance with the assurance engagement criteria, we present the following conclusions regarding Beliv’s 2024 Sustainability Report: The sustainability report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the advanced level of the United Nations Global Compact Communication on Progress. In this regard, we declare that nothing has come to our attention to suggest that the information and data published in Beliv’s 2024 Sustainability Report are not fairly presented.

Recommendations

In its first sustainability report, Beliv has demonstrated a solid commitment to responsible management, aligned with international standards. By assuming significant commitments and making progress in its strategic approach, as well as in its advancements in this field, Beliv continues to demonstrate its determination. In this context, we recommend that Beliv continues strengthening the integration of quantitative information, which will enable further progress in the accuracy and reliability of the report. Achieving Zero Waste to Landfill certification by 2028 represents a valuable opportunity to consolidate and further improve continuous improvement processes and transparency for stakeholders.

Cordially,



Milagros Zamudio Romero
President
ESG Consultants by Personaz USA LLC

Indexes and Annexes

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GRI Content Index

Beliv has prepared this report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

GRI Standard		GRI Content	Location	Omission		
General Disclosures				Omission Requirements	Reason	Omission
GRI 2: General Disclosures 2022	2-1	Organizational details	6			
	2-2	Entities included in the organization’s sustainability reporting	4			
	2-3	Reporting period, frequency and contact point	4			
	2-4	Restatements of information	4			
	2-5	External assurance	4			
	2-6	Activities, value chain and other business relationships	6, 8, 9, 13			
	2-7	Employees	26			
	2-8	Workers who are not employees	-	Total	Information not available	We do not have this information available at the moment.
	2-9	Governance structure and composition	54	Partial Omission: ii. Independence iii. Tenure of members in the governing body	Confidentiality	We cannot provide this information for confidentiality reasons.
	2-10	Nomination and selection of the highest governance body	54			
	2-11	Chair of the highest governance body	-	Total	Confidentiality	We are unable to provide this information for confidentiality reasons.
	2-12	Role of the highest governance body in overseeing the management of impacts	54			
	2-13	Delegation of responsibility for managing impacts	54			
	2-14	Role of the highest governance body in sustainability reporting	4			
	2-15	Conflicts of interest	57			

GRI Content Index

GRI Standard		GRI Content	Location	Omission		
General Disclosures				Omission Requirements	Reason	Omission
GRI 2: General Disclosures 2022	2-16	Communication of critical concerns	57			
	2-17	Collective knowledge of the highest governing body in sustainable development.	-			
	2-18	Evaluation of the performance of the highest governance body	54			
	2-19	Remuneration policies	-	Total	Confidentiality	We are unable to provide this information for confidentiality reasons.
	2-20	Process to determine remuneration	-	Total	Confidentiality	We are unable to provide this information for confidentiality reasons.
	2-21	Annual total compensation ratio	-	Total	Confidentiality	We are unable to provide this information for confidentiality reasons.
	2-22	Statement on sustainable development strategy	5			
	2-23	Policy commitments related to responsible conduct, such as commitments to human rights, climate change impacts, and other similar areas.	6, 7, 10, 11, 55, 60			
	2-24	How policy commitments related to responsible conduct are integrated.	6, 10, 11, 60			
	2-25	2-25 Processes to remediate negative impacts	56, 58			
	2-26	Mechanisms for seeking advice in developing policies and procedures towards responsible conduct aligned with business concerns.	56			
	2-27	Compliance with laws and regulations	58			
	2-28	Membership associations	-	Total	Information not available	We do not have this information available at the moment.
	2-29	Stakeholder engagement approach	-	Total	Information not available	We do not have this information available at the moment.
	2-30	Collective bargaining agreements	61			

GRI Content Index

GRI Standard		GRI Content	Location	Omission		
General Disclosures				Omission Requirements	Reason	Omission
GRI 3: Material Topics 2021	3-1	Process to determine material topics	12			
	3-2	List of material topics	12			
Circular Economy						
GRI 3: Material Topics 2021	3-3	Management of material topics	22, 23			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	-	Total	Information not available	We do not have this information available at the moment.
	301-2	Recycled inputs used	-	Total	Information not available	We do not have this information available at the moment.
	301-3	Products reused and packaging materials	-	Total	Information not available	We do not have this information available at the moment.
GRI 306: Waste 2020	306-1	Generation of waste and significant waste-related impacts	23			
	306-2	Management of significant waste-related impacts	-	Total	Information not available	
	306-3	Waste generated	-	Total	Information not available	In the process of implementing the Zero Waste to Landfill system, which does not yet allow for consolidated information on waste generation and associated impacts. Reporting is expected in the medium term, estimated for 2029, following the corresponding certification.
	306-4	Waste not intended for disposal	-	Total	Information not available	
	306-5	Waste intended for disposal	-	Total	Information not available	

GRI Content Index

GRI Standard		GRI Content	Location	Omission		
Impact on consumer well-being / food quality and safety				Omission Requirements	Reason	Omission
GRI 3: Material Topics 2021	3-3	Management of material topics	9, 22, 48, 49, 50			
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	50			
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	50			
GRI 417: Marketing y Etiquetado 2016	417-1	Requirements for product and service information and labeling	49			
	417-2	Incidents of non-compliance concerning product and service information and labeling	49			
	417-3	Incidents of non-compliance concerning marketing communications	49			
Environmental management						
GRI 3: Material Topics 2021	3-3	Management of material topics	15			
GRI 302: Energy 2016	302-1	Energy consumption within the organization	18	Partial: e. The total energy consumption within the organization, in joules or multiples.	Information not available	At the moment, we do not have this information expressed in GJ; however, the corresponding consumption has been measured and reported as part of our Scope 1 Carbon Footprint.
	302-2	Energy consumption outside the organization	-	Total	Information not available	We do not have this information available at the moment.
	302-3	Energy intensity	20	Partial: c. The types of energy included in the intensity ratio (fuel, electricity, heating, cooling, steam, or all).	Information not available	The energy intensity ratio has been calculated solely on the basis of electricity consumption (Scope 2), since consolidated information on total energy consumption expressed in GJ is not currently available. Progress is expected toward the full integration of this information in upcoming reporting cycles.
	302-4	Reduction of energy consumption	20			
	302-5	Reductions in energy requirements of products and services	20			

GRI Content Index

GRI Standard		GRI Content	Location	Omission		
Environmental management				Omission Requirements	Reason	Omission
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	20, 21			
	303-2	Management of water discharge-related impacts	20			
	303-3	Water withdrawal	-	Total	Information not available	Management focuses on internal monitoring through water efficiency indicators and continuous improvement processes at the plant. However, this information is not available for public disclosure.
	303-4	Water discharge	-	Total	Information not available	
	303-5	Water consumption	-	Total	Information not available	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	17, 18			
	305-2	Energy indirect (Scope 2) GHG emissions	16, 17			
	305-3	Other indirect (Scope 3) GHG emissions	19	Partial	Information not available	We have carried out the Scope 3 emissions inventory, estimated in accordance with the GHG Protocol Technical Guidance, approved by the SBTi Technical Committee in March 2024. Based on this baseline, we have defined targets and management strategies, whose progress will be measurable as our measurement system is consolidated.
	305-4	GHG emissions intensity	-	Total	Information not available	
	305-5	Reduction of GHG emissions	15, 16, 17, 19			
	305-6	Emissions of ozone-depleting substances (ODS)	-	Total	Information not available	We do not have this information available at the moment.
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	Total	Information not available	We do not have this information available at the moment.
Supply chain management						
GRI 3: Material Topics 2021	3-3	Management of material topics	51			

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GRI Standard		GRI Content	Location	Omission		
Supply chain management				Omission Requirements	Reason	Omission
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	51			
	308-2	Negative environmental impacts in the supply chain and actions taken	51			
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	51			
	414-2	Negative social impacts in the supply chain and actions taken	51			
Health and well-being						
GRI 3: Material Topics 2021	3-3	Management of material topics	25, 29, 30, 31, 32, 34, 36, 39, 40			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	29	Partial	Information not available	We do not currently have turnover and new hire rates available.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	30, 31			
	401-3	Parental leave	-	Total	Information not available	We do not have this information available at the moment.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	43			
	403-2	Hazard identification, risk assessment, and incident investigation	43, 44			
	403-3	Occupational health services	43			
	403-4	Worker participation, consultation, and communication on occupational health and safety	43			
	403-5	Worker training on occupational health and safety	43			
	403-6	Promotion of worker health	43			

GRI Content Index

GRI Standard		GRI Content	Location	Omission		
Health and well-being				Omission Requirements	Reason	Omission
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	43			
	403-8	Workers covered by an occupational health and safety management system	43			
	403-9	Work-related injuries	43			
	403-10	Work-related ill health	43			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	-	Partial	Information not available	We do not currently have information broken down by gender and job category.
	404-2	Programs for upgrading employee skills and transition assistance programs	33, 36, 37, 38, 39, 40			
	404-3	Percentage of employees receiving regular performance and career development reviews	33, 40, 41			
Human and labor rights						
GRI 3: Material Topics 2021	3-3	Management of material topics	45, 60			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	26, 27, 33			
	405-2	Ratio of basic salary and remuneration of women to men	-	Total	Confidentiality	We cannot provide this information due to confidentiality reasons.
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	60			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	52, 60			

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GRI Standard		GRI Content	Location	Omission	
Human and labor rights				Omission Requirements	Reason
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	52, 60		
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	52, 60		
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	45		
	413-2	Operations with significant actual and potential negative impacts on local communities	21, 60		
Ethics and transparency					
GRI 3: Material Topics 2021	3-3	Management of material topics	52, 54, 55, 56, 57, 58		
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	57, 58		
	205-2	Communication and training about anti-corruption policies and procedures	55, 56		
	205-3	Confirmed incidents of corruption and actions taken	57		
Corporate risk management systems					
GRI 3: Material Topics 2021	3-3	Management of material topics	49		

GRI Content Index

GRI Standard		GRI Content	Location	Omission	
Information security				Omission Requirements	Omission
GRI 3: Material Topics 2021	3-3	Management of material topics	49		
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	49		
R&D&I Of new markets and technologies					
GRI 3: Material Topics 2021	3-3	Management of material topics	41, 49		
Food quality and safety					
GRI 3: Material Topics 2021	3-3	Management of material topics	49, 50		
Corporate risk management systems					
GRI 3: Material Topics 2021	3-3	Management of material topics	59		



GRI 2-1, 2-3

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