



SUSTAINABILITY REPORT **2023**





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EXPLANATION OF THE INTERACTIVE MEMORY

This Sustainability Report is a digital and interactive document. This format allows the reader to use buttons, access to links, videos and photographs digitally, through icons throughout the document. Thus, the communication of the content of this report is intended to reach the audience in a more dynamic, effective way and with resources that improve the understanding of the sustainable practices of Moderna Alimentos S.A. during the year 2023.





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José Luis Vivar
Gerente General
Moderna Alimentos

PREFACE

(GRI 2-22)

I am pleased to present Moderna Alimentos' tenth Sustainability Report for the year 2023, prepared in accordance with the requirements of the Global Reporting Initiative. I am confident that this document will provide our stakeholders with transparent and comprehensive information on the sustainable performance of our organization. Through the disclosure of relevant policies, objectives, practices, key indicators and results, we will highlight the most relevant aspects of our environmental, social and governance management throughout the year.

2023 was a challenging period in our country's contemporary history. We faced an amalgam of events such as the cross death, early elections, fiscal crisis, collapse of the judicial system, insecurity and blackouts that marked the Ecuadorian landscape. Faced with these challenges, companies, institutions, families and citizens nationwide were driven to demonstrate resilience and adaptability in these new scenarios. Our loyal and committed team worked with passion, effort, determination and perseverance, demonstrating once again their ability to identify opportunities and fulfill our mission of being an integral part of the nourishment and well-being of Ecuadorian families.

Despite these challenges, we significantly expanded our operations nationwide. The acquisition of a majority stake in Industria Panificadora Ecuatoriana (IPEC), the increase in milling capacity in Manta, the reactivation of our plant in Amaguaña, and the expansion of our manufacturing and logistics network in Cuenca are just some of the important projects that demonstrate our firm commitment to the country and its people.

In terms of sustainability, 2023 was a remarkable year for Moderna Alimentos, due to the significant recognitions obtained, including the Socially Responsible Company distinction and the top 10 companies with the best corporate reputation. This not only entails a responsibility, but also the search for greater challenges and impact on our environment. We have therefore adopted a new management strategy that incorporates ESG (environmental, social and governance) principles.

The m.a.s., an acronym that stands for Modern Sustainable Food, is a cross-cutting approach throughout the organization. This is made up of four fundamental pillars: m.a.s Close, m.a.s Clean Operation, m.a.s Governance and m.a.s Noble Food.

With this new vision, throughout this period we played a relevant role in our m.a.s Governance pillar: we incorporated the sustainability committee responsible for ensuring compliance with our sustainable model. Thanks to our policies, codes of ethics and conduct, we did not receive any sanctions for legal non-compliance of any kind; likewise, we did not record a single case of disrespect for human rights.

We strive to be m.a.s Cercanos, generating a culture of respect for diversity, equity and inclusion, and we achieved a 37% share of leadership positions occupied by women. Externally, we are committed to facilitating access to quality education through our Ñukata Kuyay community development center, which benefits more than 90 children per school term.

We work to develop m.a.s Noble Foods that are nutritious and produced under strict quality and safety standards. In 2023, we launched 11 innovative products and ventured into new categories to satisfy the needs of our customers and

consumers. This is clearly reflected in our Net Promoter Score (NPS) indicator, which reveals that 8 out of 10 customers prefer and recommend us.

Aware of current environmental issues, we are committed to the management and reduction of our carbon footprint and the implementation of m.a.s Clean Operation. We now have 3 plants certified as eco-efficient, with a total of 14 Green Points, successfully implemented projects that demonstrate a better use of resources, waste management, energy efficiency, among others.

To learn more details about the results of our management, I invite you to review the different chapters that make up this document. We hope you enjoy reading it as much as we have enjoyed the process of building a more sustainable country.

Sincerely,
José Luis Vivar
Gerente General
Moderna Alimentos





OUR IMPACT IN 2023

m.a.s close

m.a.s clean operation

Internally

847

permanent jobs



81

new employees hired during the year

14 green points

Eco-efficient company certification of our Quito plant and recertification of our Manta and Cajabamba plants, through

76%

of our workforce is native to the localities where we operate

49

objective, equitable and non-discriminatory career promotions



152

tons of recyclable waste delivered to environmental managers



Strengthening our diverse, equitable and inclusive culture (DEI). We have the

37%

of women in leadership positions



1.256

native species planted in reforestation projects in Cayambe and Colta

Externally



190 children

improved academic, artistic and social skills

Implementation of circular economy with our Biocompost Project:

100.886 kg

of organic waste transformed into compost

1.696

tons of domestic wheat purchased, directly benefiting 116 farmers

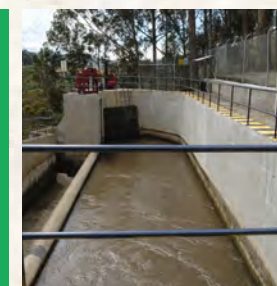
282.942 kg

of food donated, benefiting a total of 106,398 people in vulnerable situations



30%

of our electricity consumption generated at our Cayambe hydroelectric power station





m.a.s noble foods



PaniPlus Flour wins

Superior Taste Award 2022

for its excellent taste, quality, absorption and performance



100%

of GMO-free products, 84% of products with yellow and green traffic light

Launching of



MasterPan

más soluciones, más pan

Semi-finished products to offer solutions to our customers



Launching of

11

product innovations



Log on to

8 and 9 out of 10 customers

recommend our products



m.a.s governance

Zero

cases of legal non-compliance and human rights violations

Creation of the **Sustainability Committee**

18 corporate awards

among which the following stand out:

Top 6 of the Ranking of Food Companies with the Best Corporate Reputation in Ecuador from MERCO study 2023



Our Ñukata Kuyay Community Center:

- Most innovative and sustainable practice
- Good Development Practices Sustainable -Ecuador Global Compact



Triple Impact Company - Ekos Magazine

Jose Luis Vivar, CEO, recognized as "Pioneer for Gender Equity" - Ekos Magazine

Top 20 companies that contribute the most to the Sustainable Development Goals in Ecuador -YPSILOM



Socially Responsible Company ESR Distinction

- CERES Ecuador (third consecutive year)



Somos m.a.s We are Moderna Alimentos Sustainable

CHAPTER I

We are an Ecuadorian food company, committed to the nutrition and wellbeing of the country's families. We produce and market products based on the best wheat with a high content of protein, vitamins, minerals and antioxidants, which meet national and international standards of quality, safety, security, and environmental care. Through an agile, sustainable and innovative business model, we contribute to the country's development by promoting the integral well-being of our stakeholders.



CONTENTS

Our Business

Our Sustainable Management Model

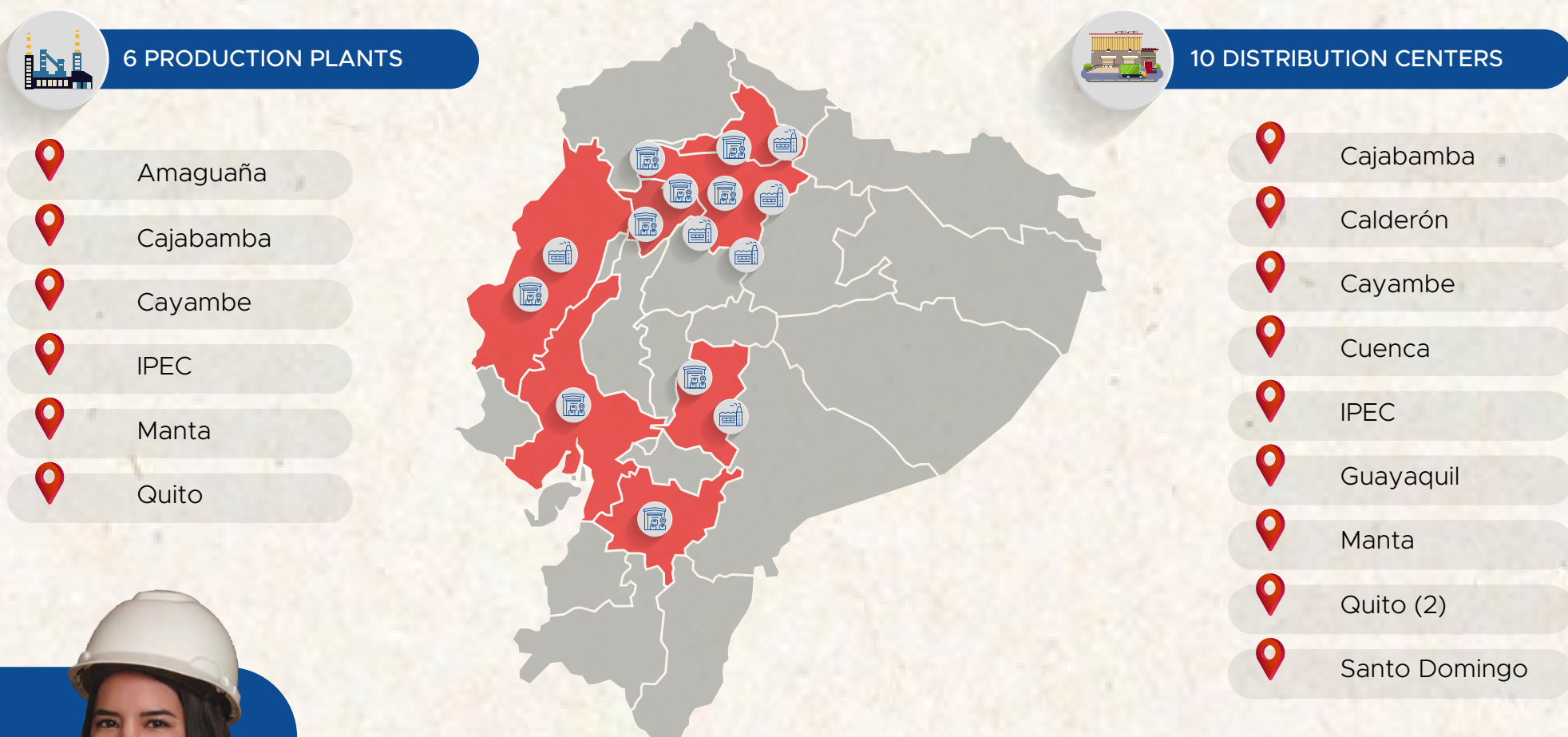


OUR BUSINESS

(GRI 2-1) (GRI 2-6)

Since the founding of Molino Electromoderno in Cajabamba in 1909, and after a trajectory of more than a century, we are now one of the leading companies in the national food industry. In 2008, we consolidated as Moderna Alimentos, by merging Molino Electromoderno, Grupo Moderna (Quito), and Molinos del Ecuador (Guayaquil); then, in 2010, we acquired Molinos La Unión. As a result, in 2018, we positioned ourselves as leaders in the milling industry in Ecuador.

By the end of 2023, we effectively cover the entire national territory with six production plants and ten distribution centers.



With our extensive national network, we serve the following markets through two business segments:

MARKETS SERVED IN 2023

Segment	Geographic Region	
	Coast	Highlands
B2C Business Line – Consumption products	54,8%	45,2%
B2B Business Line – Industrial products	41,6%	58,4%





Our value chain

(GRI 2-6)

In order to produce quality products and deliver them to our customers and consumers in perfect conditions, we rely on a solid and integrated value chain.

To this end, our business model involves all the processes and actors linked to our operations, which are interrelated,

articulately coordinated under a scheme of continuous improvement. The purpose of this integration is to ensure the flow of activities required to supply our markets with the products and services they demand, with the required quality and safety.

INVOLVED WORK TEAM

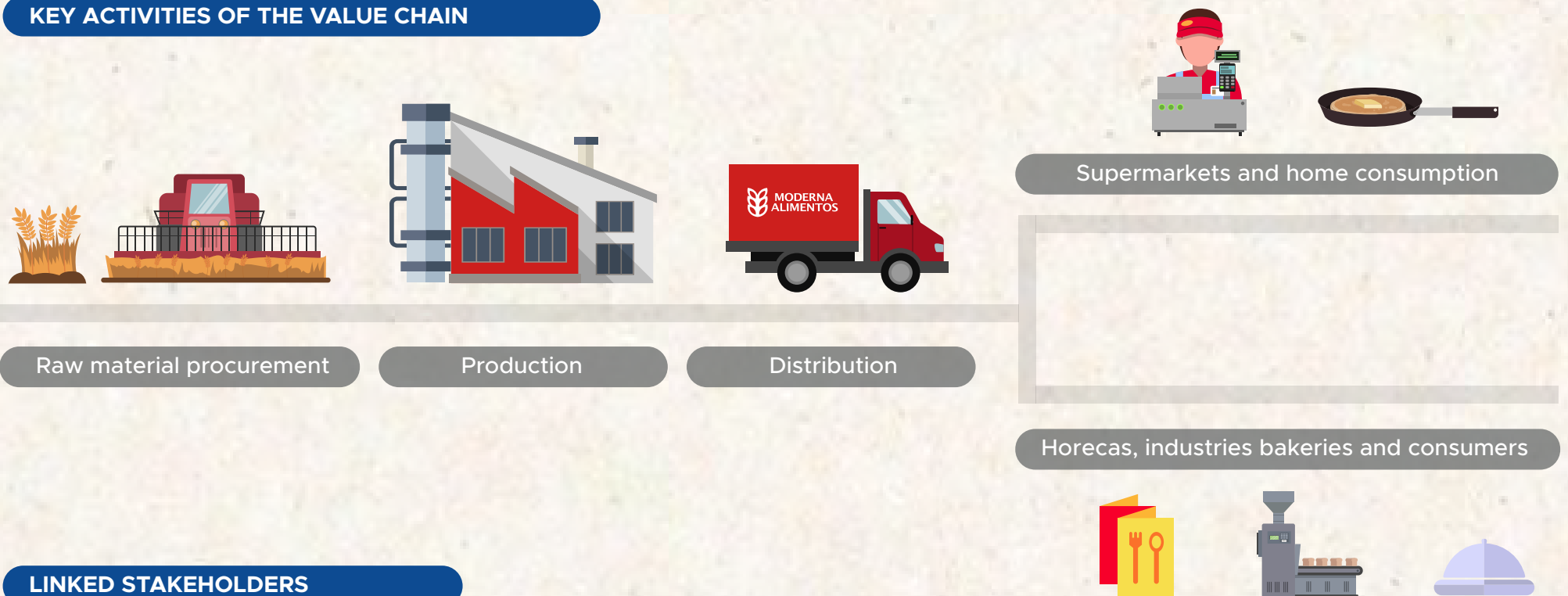
- Operations and supply chain team

- Industrial strategy and development team
- Operations and Supply chain team

- Operations and Supply chain team
- Logistics and distribution team

- B2B and B2C Business Team
- B2C Sales Team

KEY ACTIVITIES OF THE VALUE CHAIN



LINKED STAKEHOLDERS

Employees

- Suppliers
- Contractors
- Authorities

- Suppliers
- Authorities

- Carriers
- Suppliers

- Customers
- Consumers

Our value chain, in addition to the aforementioned teams, is supported by two key cross-cutting areas: Finance, Human Resources and Corporate Affairs.



Our creation of shared value

(GRI 2-6) (GRI 203-1) (GRI 201-1)

We play a relevant role in the country's economic activity and at the local level. Through our investments we generate direct and indirect employment, we purchase and contract goods and services, we develop local suppliers and pay taxes, among others, generating positive economic and social effects throughout our value chain.

During 2023, we substantially expanded our operations upon on a sustainable growth strategy through projects that demonstrate our commitment to the country's development:



Market launch of *MasterPan* semi-finished product solutions by purchasing 80% of the capital stock of Industria Panificadora Ecuatoriana (IPEC), which successfully positioned us in bakeries as an integral solution that complements our portfolio.



Start-up of the M3 mill in Manta as the project's first milestone aimed at increasing this plant's milling capacity.



Reactivation of Amaguaña's plant for the production of *Chocoboom* and *Penque's*.



Expansion of the Manufacturing and Logistics Network in Cuenca by incorporating IPEC and developing the cold chain in Quito and Guayaquil.



Opening of eight Shop in Shop baking points in major pharmacy chains in Quito, Guayaquil, and Cuenca with semi-finished products.



Launching of 38 B2C product distribution routes with the Águila Project through a self-service store-to-store (TAT) scheme that reached 6,000 retail customers in Quito.



Inauguration of new administrative offices in the Omega Building in Quito, with facilities that bring a new way of working: innovative, paperless, based on collaborative work and open spaces.



During the year, we invested more than US\$11.4 million globally as part of our business strategy.

SIGNIFICANT INVESTMENTS IN 2023

Asset category	USD
Buildings & facilities	807.903
Computer & office equipment	163.843
Laboratory equipment	9.829
Vehicles	62.095
Ongoing projects	9.669.873
Other assets	728.361
TOTAL	11.441.905

Value generation & distribution 2023

(GRI 201-1)

In 2023, Moderna Alimentos' direct contribution to the Ecuadorian economic and social system was through economic flows directed to a wide range of stakeholders.



GENERATED, DISTRIBUTED & WITHHELD ECONOMIC VALUE (USD)

Concept	2021	2022	2023
Revenue	182.221.586	198.172.392	186.311.857
Operative expenditures	150.728.765	166.243.209	152.829.793
Employee wages & benefits	19.890.763	19.922.076	21.795.759
Payments to capital suppliers	1.330.315	1.554.879	2.848.453
Payments to governments	4.133.119	2.966.989	2.740.132
Investments in communities	160.197	129.014	198.265
Withheld economic values ¹	6.014.714	7.395.347	5.899.455

¹Según la fórmula «valor económico directo generado» menos «valor económico distribuido»



As part of our responsibility, we punctually and responsibly meet our financial commitments to the country, in its different local and national administrations. In 2023, the value redistributed to society from our payment of taxes and duties reached US\$2.74 million.



In labor matters, we generated direct employment in 2023 with 847 jobs. Through the payment of employee wages, labor benefits, and social benefits, we allocated nearly US\$21.80 million to this group.



Furthermore, we conducted actions to benefit the communities surrounding our work centers, which totaled more than 198 thousand dollars in donations.





Our bet for innovation

At Moderna Alimentos, we are always looking for continuous improvement of our products as well as of the processes we carry out for their production and commercialization. In this improvement, innovation and digitalization play a fundamental role.

Technology has played a key role in the progress of our company since the beginning. In 2023, we have deemed it essential to take a step forward by executing a series of projects. These have promoted an essential dimension to our organization's sustainability.



Development of the Centinela application: the new mobile weighing app that allows us to streamline our cargo monitoring and traceability in order to make data-driven decisions.



Development of a more contemporary, focused and agile marketing structure that will create the basis for our future growth.



Development of the SAP FM Project (Funds Management): A tool for responsible income and expense control of each area in the company.



Protection of personal data: We guarantee the privacy of personal data of employees, customers and suppliers.



BOT MAIA Contrigo Program Benefits and Recognition: support chatbot that allows us to recognize our work team and colleagues for excelling in their activities, as well as to learn about corporate benefits at a national level.

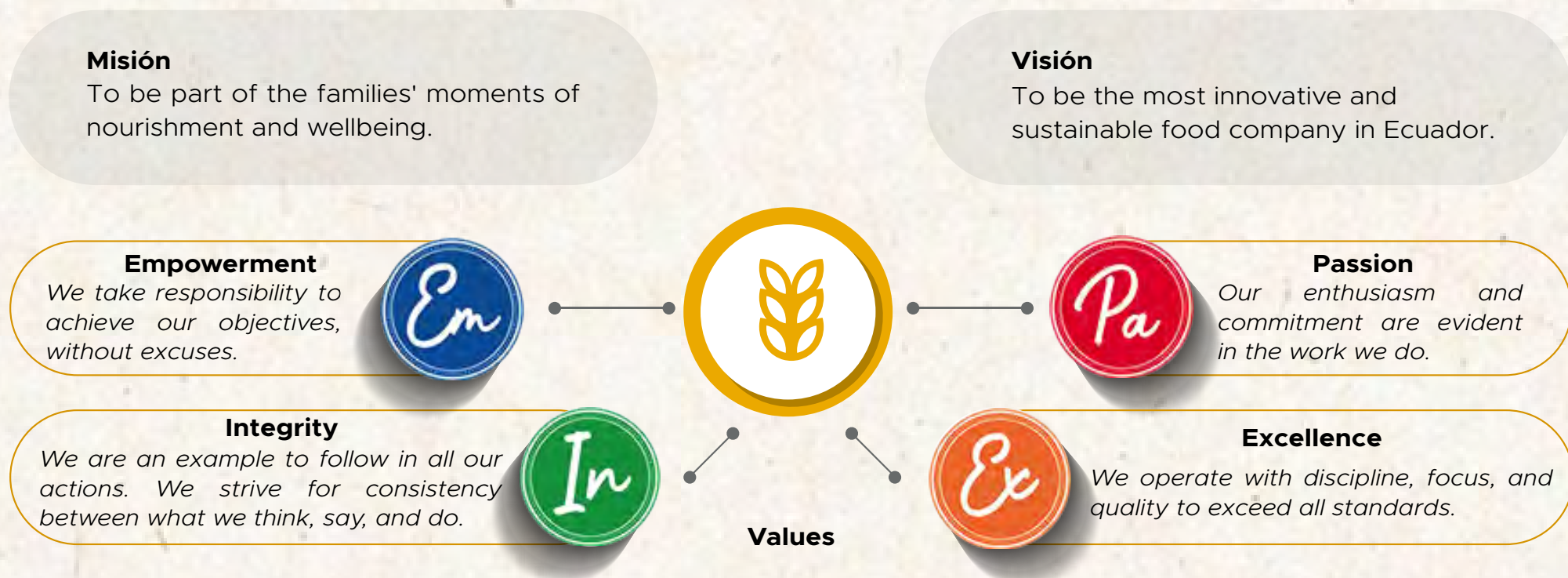


OUR SUSTAINABLE MANAGEMENT MODEL

Our corporate philosophy

(GRI 2-23)

Throughout our more than 10 decades of experience, we have been shaping a strong corporate philosophy.



Our sustainability model

(GRI 2-24)

We strive to make a difference in the food industry by addressing environmental and social concerns through a genuine commitment to sustainability and shared value.

From its origins, Moderna Alimentos was born with a deep-rooted commitment to creating value, not only for its shareholders, but also for society. Knowing the importance of making a positive contribution to the communities in which we operate, we began this journey by incorporating philanthropic practices, ethical business conduct, and the integral care of our personnel into our management.

In 2014, we formally incorporated the area of Social Responsibility as a division of the Senior Management

Committee (SMC) responsible for integrating sustainable practices into our daily operations. With this, we developed three axes of sustainable action based on People, Planet and Product that articulate programs and initiatives around these pillars, ensuring comprehensive attention to our stakeholders.

As stakeholders in a dynamic business environment and our constant search for improvement, in 2023 we adopted a more holistic approach to sustainability. Focused on identifying and managing the impacts and risks of our organization, we implement programs that contribute positively to the environment and our main stakeholders.



This change is driving our transition to a sustainable model that incorporates cross-cutting ESG (Environmental, Social and Governance) principles throughout the organization, to strengthen our relationships with customers, employees, and the community at large.



m.a.s cercanos (closest)

Internally, by 2026, we aim to fill 40% of leadership positions with women by:

- Implement international diversity, equity and inclusion (DEI) practices and standards.
- Adopt the Women's Empowerment Principles (WEPs).

Externally, we seek to positively impact the lives of 300 children in Colta and Manta focused on their education, through:

- The ChanGo teaching model applied in the Ñukata Kuyay Community Center and schools of the Unidos por la Educación network.

m.a.s alimentos nobles (noblefood)

We produce and market nutritious food produced in 100% quality and safety certified facilities. We aim to:

- Retain 80% of our portfolio in yellow and green traffic light, to support our focus on wellness and health.
- Ensure that our packaging is 100% recyclable.

m.a.s producción limpia (clean operation)

We are committed to achieving Carbon Neutrality by 2026, through:

- Incorporate renewable energy sources in the operation of our plants to eliminate greenhouse gas emissions generated by the use of conventional energy.
- Implement the Energy Efficiency System in our plants to optimize the use and consumption of resources, as well as identify and manage opportunities for improvement.

m.a.s gobernanza (governance)

We have an ethical and transparent governance. We are committed to:

- Incorporate ESG criteria in all our policies and procedures.
- Digitize and automate ESG information to allow traceability.
- Involve management teams in the development of sustainability projects.



Our contribution to the SDGs

(GRI 2-24)

At Moderna Alimentos, we have incorporated the SDGs approved by the United Nations in September 2015 to our approach to sustainability and our management system. In this sense, we are committed to promoting and disseminating these goals and contributing to the fulfillment of the 2030 Agenda. Our direct contribution is focused on the following SDGs:



Commitment to people and their rights



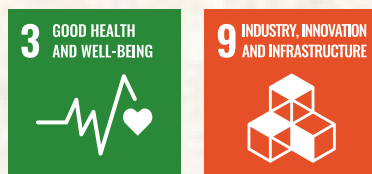
We have a significant impact on job creation at the national level and in the communities in which we operate. We offer quality employment and safe and healthy working conditions, favoring the development and economic growth of our surroundings. We are leaders in the production and marketing of high quality and healthy products.

We have an important portfolio of Noble Foods that are consumed throughout the country.

We have a positive impact on Ecuadorian education through our Ñukata Kuyay Center and our alliance with the Unidos por la Educación network.

We contribute to food security through donations of nutritious food. We support the agricultural sector, strengthening national wheat production, contributing to the dignity of the farmer's work and boosting the sector's economy through our Cultiva program.

Commitment to quality, safety & innovation



Production management in our work centers is carried out following an operational model that guarantees food safety and the maximum quality of our products.

Investment in the continuous improvement of our facilities and infrastructure to include the latest technology and achieve maximum efficiency sustainably.

Commitment to climate & environment



Our facilities and operation centers have implemented concrete actions for the responsible, efficient and rational use of resources, especially energy, water and materials, as well as waste minimization.

We have 3 eco-efficient plants and 14 green points in Cajabamba, Quito and Manta.



Our stakeholders and alliances

(GRI 2-28) (GRI 2-29)

At Moderna Alimentos, we are convinced that permanent and transparent dialogue ensures constructive relationships with our

stakeholders. After having identified, characterized, and mapped the main groups with which we interact, over time we have been creating relationships based on the creation of shared value with each one and generating bonds of trust.

STAKEHOLDERS	RELATIONSHIP GOAL	FRQUENCY
Shareholders 	Accountability for business profitability and achievement of corporate goals.	Permanent
Collaborators 	Understanding the needs and concerns of employees to ensure their safety, well-being, and participation in corporate activities.	Permanent
Final Consumers 	Identification of new market trends, as well as quality requirements, transparency, good environmental practices, impacts, among others.	Permanent
Customers 	Identification of new trends in the market, as well as quality requirements, transparency, good environmental practices, impacts, among others.	Permanent
Suppliers 	Inclusion of sustainability criteria in its operations aligning them with our cross-cutting sustainability strategy in the value chain.	Permanent
Communities 	Assessing the impact of operations to develop social and environmental programs that minimize risks and in turn enable community development.	Permanent

Partnership, teamwork, as well as leadership, are essential to our organization. We believe that, through our participation in networks and associations in the field of sustainable development, we can take action on relevant issues, influence improvements in our environment and learn from our peers. Throughout the year 2023, therefore, we have actively participated in the following spaces:

1. Chamber of Industries & Production (CIP)
2. Ecuadorian-American Chamber of Commerce (AMCHAM)
3. National Association of Food & Beverage Manufacturers (ANFAB)
4. Ecuadorian Millers Association (ASEMOL)
5. Ecuadorian Logistic Association (ASOLOG)
6. Chamber of Industries of Chimborazo (CICH)
7. Ecuadorian Corporation for Social Responsibility & Sustainability – CERES
8. Global Compact
9. Unidos por la Educación.



Our ethics as a company is focused on transparency and integrity in all our actions, always seeking to ensure consistency between what we think, say, and do.

CONTENIDOS

Our Corporate Governance
Integral and Respectful Business Practices
Sustainability in our value chain

TEMAS MATERIALES

TM 2 - Solid business practices
TM 5 - Responsible labor practices
TM 10 - ESG supply chain assessment



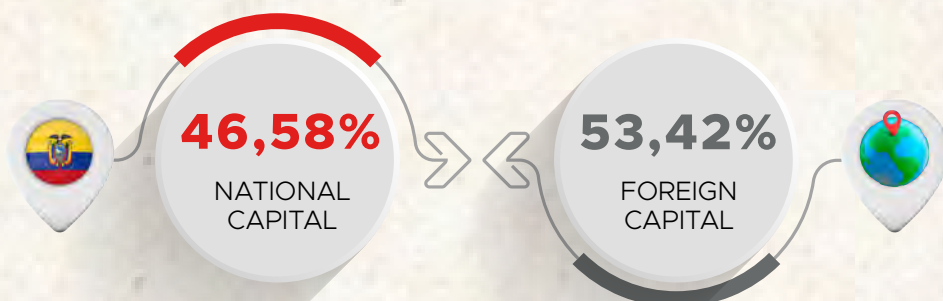
For Moderna Alimentos, ensuring the observance of integrity and responsible standards of conduct is essential. Based on a robust governance structure and an established culture of ethics, we seek to always do the right thing. In our organization, we effectively apply good corporate governance practices, policies, and procedures that ensure responsible business conduct and respect for the rights of all those with whom we interact. It is important that this framework is deployed in our organization and in the different actors of our value chain to ensure its observance.

OUR CORPORATE GOVERNANCE

(GRI 2-1) (GRI 2-9)

Moderna Alimentos is a corporation domiciled in the city of Quito, Ecuador, incorporated under Ecuadorian law.

Our shareholding structure is composed of :



With a participation of both natural and legal persons.

This diverse shareholding strengthens our solvency and experience, in addition to having the support of important international companies, such as:



We leverage well-defined and structured corporate governance to respond ethically, responsibly and effectively to the concerns and expectations of our stakeholders - both internal and external - regarding our activities. In order to ensure the company's sustainability, our governance focuses on identifying and managing the risks associated with our operations, as well as on planning, controlling, and improving processes to achieve our goals.





Our Governance Structure

(GRI 2-9) (GRI 2-10) (GRI 2-11) (GRI 2-18) (GRI 2-19)

We have the participation of the General Shareholders' Meeting, the Board of Directors (BoD), and Senior Management, each with their own respective responsibilities in accordance with the company's bylaws.

Our Board's main role is to make strategic decisions on crucial matters related to the short-, medium- and long-term corporate vision and scope, such as the acquisition of other

companies, the approval of annual business plans, capital investments, or financial statement review and approval. The BoD entrusts the company's management and administration to the Management Alignment Committee-CAD, which is responsible for outlining the strategic plan, vision, mission and values, business plans, capital investments, innovations, and processes, as well as human resource development and sustainability management. The Management Alignment Committee (CAD) is responsible for making executive decisions on economic, environmental, and social issues.

The Management Alignment Committee - CAD

It is made up of eight executives responsible for the organization's various functional areas together with the General Manager, who is also the company's legal representative and leads the approval and monitoring of its strategic development.

General Manager





DAC COMPOSITION AND DIVERSITY

9 directors ²



Gender

7 men

2 women



Origin

7 Ecuadorians

2 expatriates



Age

Between 38 and 68 years old

Based on the organization's structure and needs, CAD members are appointed considering criteria such as qualification, knowledge, technical competencies, and team management skills. Factors such as experience, gender, and other aspects of diversity are also taken into account.

No member of this Committee, including the General Manager, holds any equity interest in the company, thus ensuring its independence and, therefore, safeguarding decision-making from potential conflicts of interest.

Like the rest of the employees, the performance of CAD members is formally assessed on an annual basis through a system lead by Human Resources. This evaluation is based on their level of compliance with the objectives set at the beginning of the year, their competencies, and their alignment with corporate values. With this, the percentage of compliance is recorded, opportunities for improvement are identified, and action plans for their development are established.

As for their remuneration, this is framed within the company's Wage Administration Policy, based on the principle of equal pay for work of equal value. With this, two key aspects are considered: internal equity, which contrasts positions in different areas with similar impacts on the organization, and external competitiveness, which compares our company's positions with those of the market³. Under this scheme, our directors and other management positions are remunerated through a fixed monthly salary and an additional payment at the end of the year called PDA (Annual Management Payment), as long as they comply with the indicators established⁴ in their respective areas.

² GRI 2-11: all DAC members hold executive positions in the organization.

³ To independently establish this aspect, the company hires an external consulting firm to carry out the required market research and sectorial comparative analysis.

⁴ These indicators are related to the work objectives established for each area of the organization, which involve all stakeholders.





CAD's drive for sustainable development

(GRI 2-9) (GRI 2-12) (GRI 2-13) (GRI 2-14) (GRI 2-17)

Every year, under the leadership of the Strategic Planning area, each division director prepares and presents his or her business plan for the following year, which is validated and approved by the CAD in plenary session. Finally, the plan is submitted to its members for final approval. Quarterly progress results are presented to both the CAD and the Board.

The Director of Corporate Affairs, a member of the CAD, is responsible for the Sustainability area and is in charge of outlining the strategic path and sustainable model for the entire company. She works in alignment with the other areas to implement environmental and social projects throughout and across the value chain. This department submits its strategic plan, its management model, and the relevant aspects of sustainability to the General Management, as well as the material issues on which to report to stakeholders and the corresponding Sustainability Report, so that all this is approved prior to its implementation.

On the other hand, each year, within the company's integrated management plan, a section covering the sustainable management to be implemented is incorporated. Progress is presented to the CAD on a monthly basis and to the Sustainability Committee on a quarterly basis.

In order to strengthen their team management skills, in 2023 the CAD received training in leadership, 360° evaluation, individual coaching, group development plan, and team coaching. In parallel, all members of the CAD participated throughout the year in the process of updating the sustainability strategy, which resulted in the adoption by our company of the ESG (Environment, Society and Governance) model. In this context, they received specific training on related topics, thus strengthening their understanding and skills in these areas.

Additionally, the establishment of the Sustainability Committee, made up of four of the nine directors of the CAD, encouraged their participation in the corporate sustainability strategic bureau, which plays a fundamental role in determining the company's material issues.





Our Coordination Mechanisms

(GRI 2-9)

Committees have been formed under the CAD in order to implement our company's strategy with professionalism and proper follow-up. The different committees define the actions to be implemented and the area directors are in charge of implementing the corresponding plans together with their teams. Depending on the frequency of the committees, the actions are reported, and the results are evaluated to take corrective measures, if necessary.

This structure allows us to have a clear direction and a defined focus to achieve business goals.

Crisis Communication Committee (CMC):

It is responsible for evaluating, analyzing, defining and making decisions to contain or counteract emergency situations that could affect the company's reputation.



6



45 years



3 men & 3 women



Nationals

National Emergency Operations Committee (COEN):

It is activated in cases of internal or external emergencies, e.g. natural disasters, social commotion, health crises, among others.

The committee is composed of the CAD, and is responsible for holding daily meetings to receive information from various sources and experts on current issues in order to make responsible and analyzed decisions based on the current situation, with personnel safety as the first decision criterion.

In addition, we have local emergency operation committees formed by: Plant Manager, Maintenance Chief, Production Chief, Quality Chief, Logistics Chief, and HSE Leader, who are responsible for elaborating and activating the contingency plan red folder.



9



7 men & 2 women



Nationals & expatriates



53 years

Sustainability Committee:

It is comprised of the Operations and Supply Chain Director, the Human Resources Director, the Chief Financial Officer, and the Corporate Affairs Director. This committee is in charge of defining the sustainability strategy and its execution. Quarterly meetings



4



45 years



2 men & 2 women



Nationals



SOUND AND RESPECTFUL BUSINESS PRACTICES

(GRI 2-16) (GRI 2-23) (GRI 2-24) (GRI 2-25) (GRI 2-26) (GRI 3-3 (TM 2, TM 5)) (GRI 205-2)

At Moderna Alimentos, every member of our team is aligned with our corporate values as reflected in our Code of Ethics and Conduct, available to all employees. This document, available for every collaborator promotes good behavior and details the general rules and principles that govern the conduct of those who work or act on behalf of the company.

Additionally, we have a Conflict of Interest Management Procedure and Internal Work Regulation that provide specific guidelines for our conduct to reinforce internal controls for an effective management of the respective risks within the company.

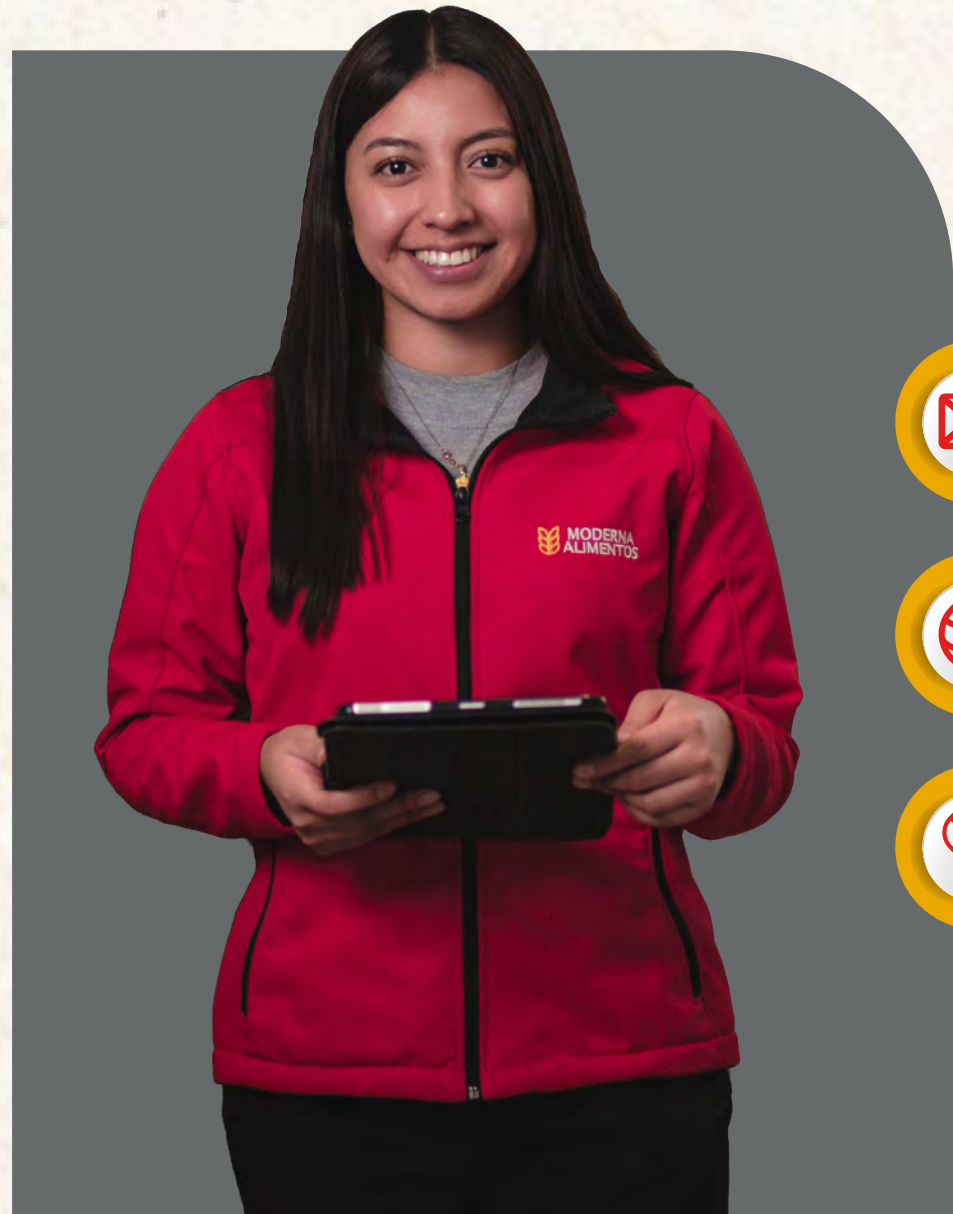
Sensitization Training Commitment

We provide all new hires with our Code of Ethics and Conduct during the induction process and request written confirmation of receipt. We commit all personnel to comply with these principles and to report any indications of criminal or irregular activity in the company's operations.

To keep our team informed and up to date, our employees must follow a mandatory annual training process on our internal training portal Siembra. Related content is also reinforced throughout the year through publications on our internal social network workplace. In this way, we ensure a strong and consistent ethical culture in all our actions.

Counseling and reporting mechanisms

At the national level, we provide our stakeholders with reliable and secure mechanisms to report unethical or illegal conduct, among which the following stand out:



E-mail

You can raise concerns or make complaints to Human Resources anonymously or disclosing your identity by email



Webpage

You can also send us messages through our web page.



Telephone service

We also have a free SOS MODERNA phone line at our disposal 1800 200 300.



Regulatory compliance

(GRI 2-27)

Our principles and policies are oriented to rigorously comply with the legal norms that regulate our various activities and processes. Our corporate integrity, together with strong management support from the legal area, has ensured that, during 2023, we have not been subject to monetary or non-monetary sanctions for non-compliance with applicable laws or regulations.

Combating Corruption

(GRI 3-3(TM 2))

Complying with current legislation is our responsibility. In addition, Moderna Alimentos goes further with our risk management system. In this regard, we are committed not only to prevent bribery, extortion, and other forms of corruption, but also to proactively develop concrete policies and programs to address corruption internally.

Preventing Conflicts of Interest

(GRI 2-15) (GRI 3-3 (TM 2))

Our Conflict of Interest Management Procedure, applicable to all employees, covers all positions and organizational levels and includes the following measures aimed at preventing undesired events from occurring in this matter:



Declaration: according to the company's Code of Ethics and Conduct policies, our employees must annually sign a Declaration Form to avoid a potential conflict of interest; the organization's management positions must comply with this requirement on a quarterly basis.



Prohibitions: No employee may have direct, indirect, family, financial, or other interests with any entity or person that has business and/or commercial relations with Moderna Alimentos or its related companies.



Written approval: This type of relationship requires written approval from the Human Resources Department or, if necessary, from the General Management.



Consequences by omission: if an employee omits relevant information or fails to complete the form, the company reserves the right to apply disciplinary measures, including employment termination.



Anticorruption Practices

GRI 205-1) (GRI 205-3)

In the face of corruption, we strongly repudiate any improper behavior or fraudulent practices, such as bribes, kickbacks, bribery, or actions involving illicit private enrichment. Our conduct is governed by international standards, such as the Foreign Corrupt Practices Act, which aims to prevent, investigate, and punish acts of corruption and bribery of individuals, organizations, and officials in business transactions.

Our Code of Ethics and Conduct outlines the main risk factors regarding corruption to be targeted by our organization:



Handling and confidentiality of company information.



Conflict of interest.



Undue gifts and courtesies.



Prevention and laundering of assets.



Intellectual property confidentiality.



Proper use of assets.

Both the Human Resources Department and our Seaboard Corporation shareholders have identified a list of sensitive positions, i.e. directors, managers, and positions related to government entities, with a higher exposure to corruption risks, which are required to periodically sign an ethics commitment. Likewise, the Internal Control area permanently monitors those positions related to financial processes and third parties.

Despite our efforts, in 2023 we recorded a confirmed case of corruption in our operations, as a result of which an employee was dismissed from our organization in court for lack of probity and breach of trust.

Responsible relations with the public sector

(GRI 201-4) (GRI 415-1)

While Moderna Alimentos believes that it is possible to have a positive impact on public processes and promote the development of a public policy that benefits society in general, we are also aware that, in our environment, this may involve risks related to corruption, bribery, and undue influence, among others.



With this, following our internal policies, we refrain from making direct or indirect financial or in-kind contributions to political organizations or governmental entities.



Likewise, in 2023, Moderna Alimentos did not benefit from any governmental or public financial assistance, such as tax breaks, tax credits, grants, royalty exemptions, financial incentives or similar.



Additionally, no level of government, whether national, provincial or cantonal, participates in our company's share capital.





Loyal relationships with competitors

(GRI 206-1)

For Moderna Alimentos, doing business with integrity is critical. We have several internal and external mechanisms, processes, and legal regulations that foster ethical business conduct.

Externally, Ecuadorian regulations govern us through the Organic Law for the Regulation of Market Power Control, which requires us not to commit acts or practices contrary to honest use or customs in our economic activities.

Internally, our processes include:



Sales Force Monitoring: This involves annual monitoring to evaluate the behavior of the competition in the market.



Annual Business Plan: We evaluate information on the company's market share, focusing on the products marketed by the company.

Consistent with our ethical commitment, we are considering developing a Competency Best Practices Manual. This resource will be intended for the knowledge and application by the main leaders of the organization and will be complemented with training programs aimed at our sales force. These initiatives reinforce our commitment to transparency, fair competition, and respect for current market regulations.



Respect to Human Rights

(GRI 3-3 (TM 5)) (GRI 412-1)

Although we do not have a unified corporate policy that covers our commitment to respect Human Rights, this responsibility is considered in various instruments that make up our internal regulations. These instruments clearly state our strict observance of the set of fundamental human rights and freedoms set forth in the Universal Declaration of Human Rights, as well as in the constitutional principles, regulations, rules, and resolutions in this area.

We attach a central role to people and human development, and base our relationship with our stakeholders on the protection of their rights, freedoms, and human dignity.

Non-discrimination

(GRI 406-1)

Moderna Alimentos promotes respect and equal treatment as essential corporate values and unequivocally rejects any form of discrimination, aggression, or violation of the rights of any person. Likewise, it is understood that the exchange of diverse ideas promotes development and learning in the organization, thus fostering more productive work environments.

With this, we seek to protect all our employees from any discriminatory distinction based on gender, age, social status, religion, sexual orientation, ethnic group, marital status, political opinion, disability, nationality, or any other condition.





On the other hand, our employees have safe channels for counseling and receiving complaints that facilitate identifying acts of discrimination, such as harassment or bullying. In the event of any incident that puts their well-being at risk due to discriminatory behavior, it will be immediately addressed based on our values and principles, through the necessary corrective measures.

There were no cases of discrimination in our organization in 2023.

Freedom of association and collective bargaining

(GRI 407-1)

Although the organization does not currently have labor organizations or collective bargaining processes, it recognizes the freedoms and rights associated with these matters. Through various regulatory instruments, the company is expressly committed to comply with the provisions of the country's Labor Code, which incorporates the fundamental

conventions of the International Labor Organization signed by Ecuador.

Forced or compulsory labor and child labor

(GRI 408-1) (GRI 409-1)

With regard to forced or compulsory labor and child labor, Moderna Alimentos strongly disapproves of these labor practices. Therefore, the organization's recruitment and selection processes make it impossible, on the one hand, to hire minors and, on the other hand, to hire adults under forced conditions that violate their rights, dignity, or integrity.

In accordance with current labor legislation, the organization ensures that pregnant women are not assigned jobs or tasks that endanger their condition. Likewise, the organization complies with the established schedules and breaks provided for in said legislation, and respects the voluntary nature of overtime, which is paid in accordance with the applicable regulatory framework.





SUSTAINABILITY IN OUR VALUE CHAIN

(GRI 3-3 (TM 5, TM 10))

The organizations in our supply chain are essential to produce quality products and reach our customers and consumers in a way that respects people and the environment, under strict ethical standards. That is why we take great care in our relationships with our suppliers in order to ensure that they grow in excellence and have a positive impact on sustainable development together with Moderna Alimentos.

Our **Supply Chain** area is in charge of satisfying our needs and demands for goods and services from third parties. It seeks to ensure the quality of raw materials, inputs, and other products and services used in the production process, as well as their timely and efficient delivery. Decisions on goods procurement and service contracting managed by the teams of this corporate area not only include economic, logistical, quality, and safety aspects, but also ethical, social and environmental issues.

ASG guidelines in the value chain

We have policies and other instruments that establish guidelines for goods procurement and services contracting, among which the following are worth mentioning:

- ✓ Procurement policy.
- ✓ Code of ethics and conduct for suppliers and contractors.
- ✓ Supplier qualification, evaluation, and removal procedure.
- ✓ Basic code of the Ethical Trading Initiative.

The Code of Ethics and Conduct for suppliers and contractors allows us to guide their behavior in accordance with our principles and values regarding responsibility, compliance, integrity, and respect. Individuals, organizations, or companies interested in providing goods or services to our company must

comply with the requirements established in the Code, which is delivered to 100% of our suppliers.

In addition, we have a supplier qualification and evaluation system that identifies a set of internal controls to ensure adequate risk management within our value chain.

Calif Supplier Qualification

Prior to the start of their commercial relationship with the company, new suppliers must meet new suppliers must comply with environmental, labor, safety and human rights standards, environmental, labor, safety and human rights standards. They have to follow our supplier qualification process, for their evaluation. This process consists of the following stages: Documentary Review, On-site Audit, Validation and Certificate Issuance.





Supplier Evaluation

(GRI 407-1) (GRI 408-1) (GRI 409-1) (GRI G4-FP1) (GRI G4-FP2)

In addition, every year we conduct a systematic evaluation of our suppliers' performance in order to identify opportunities for improvement and establish the necessary corrective actions. This process seeks to strengthen our value chain as a whole, both in administrative, commercial, operational, and financial matters, as well as in ESG aspects.




We rely on an external consulting firm to evaluate the level of compliance of our suppliers with the detailed criteria. Their analysis determines whether a supplier is suitable or not to work with our company, and must obtain results above 70%. Similarly, our suppliers are divided into categories and periodic inspections are carried out according to these categories.

Specifically in labor matters, these processes ensured that, in

2023, there were no cases of child labor, forced labor, or violations of the right of workers to exercise their freedom of association or collective bargaining in our supply chain.

In more general terms, our evaluation allowed us to ensure and verify that 100% of the suppliers to whom we purchased goods and services during the year complied with our policy and with our ethical and responsible conduct standards.



At Moderna Alimentos we understand the needs of our customers and consumers. We work tirelessly to live up to their expectations and the latest food and nutritional trends of the market and society. We develop, produce, and commercialize **Alimentos Nobles (Noble Foods)**, **food that respects its essence, its roots, and its flavor**, as a result of rigorous care in all the processes involved in its production, from raw material procurement to the time it reaches the home table.

CONTENTS

- Our Brands & Products
- Quality & Innocuousness of Our Products
- Responsible nutrition and transparent communication
- Responsible customer and consumer management

MATERIAL TOPICS DISCUSSED

- TM 8 - Food safety
- TM 9 - Food innocuousness



Our food's nobility lies in our ability to preserve the essence, origin, and excellent quality of the raw materials we select and incorporate into our products. We always encourage the use of natural and nutritious ingredients. Furthermore, we comply with rigorous production and marketing standards that guarantee our products' safety and innocuousness, through efficient processes and trained personnel. We supplement this varied and innovative offer with the promotion of a balanced diet and healthy lifestyles.

OUR BRANDS AND PRODUCTS

(GRI 2-6)

We seek to satisfy customer and consumer demand with safe, healthy, tasty, and high quality products that keep the sound trust we have built up over the years.

Industrial Brands and Products

We produce a wide range of flours for bakeries, as well as for other industries. We constantly innovate our products to meet each customer's individual needs. Our flours and premixes are enriched with vitamins and minerals, which keeps our portfolio full of healthy and quality products.





Industrial flours

With over a century of experience, we mill the best wheat to produce excellent quality flours for: baking, multipurpose, whole wheat, pastry, biscuit, and pasta.

We have developed a broad portfolio of fortified flours to meet our customers' needs. They contain protein, vitamins B1, B2, B3, folic acid, iron and fiber, all nutrients that meet the needs of a healthy lifestyle.



By-products

We offer semolina, bran, and other wheat products that can be used for multiple purposes in the industrial sector.

Commercialized products

We distribute and commercialize various supplies for bakery, pastry, and confectionery, such as margarine, butter, premixed sugar, baking powder, essences, yeast, creams and toppings, among others.



In 2023, our PaniPlus brand was awarded with the "Superior Taste Award 2022", the most prestigious certification worldwide, granted by the International Taste Institute with headquarters in Brussels (Belgium). This award recognizes the excellent taste, quality, absorption level, and performance of our PaniPlus flour, which makes it the best Ecuadorian flour and the only one with this world-class recognition.



Brands and consumer products

(GRI 2-6)

We offer delicious, nutritious, versatile, quick, and easy-to-use consumer products. Our consumer products include breads, pastas, oatmeal, premixes, and fractionated flour for household use. Recognized for their optimal combination of ingredients and functionality, we keep our portfolio full of healthy and fine products.

MODERNA – PACKED BREAD

We have a variety of 55 breads made with natural ingredients such as oats, flaxseed, corn, bran, sesame, nuts, red fruits, among others. These are components that, in addition to providing flavor, texture, and color, are a source of vitamins and minerals.

PASTA

Our pasta is made with durum wheat semolina, which has a high nutritional value that makes it a healthy food that contains protein and provides energy.



YA – FRACTIONATED FLOURS, PREMIXES, AND OATS

- Our fractionated flours contain minerals, proteins, vitamins, and fiber that turn them into a complete food.
- The premixes, with flour as the main raw material, provide nutritional content, and guarantee uniform results in the products' flavor, consistency, texture, and presentation of the products.
- Our oatmeal comes from carefully selected flakes and is called the king of cereals for its protein, iron, and fiber content.



Brands and semi-finished products

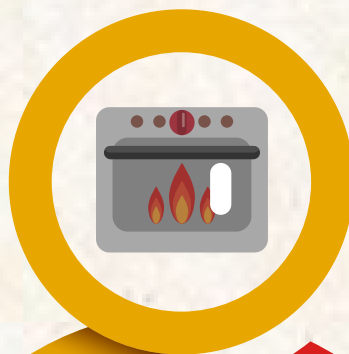
(GRI 2-6)

We offer our customers and consumers a wide range of semi-finished bakery products that differ in the processes they must undergo for consumption: thawing, fermentation, baking, or a combination of these.



TWICE-BAKED

Products that have received a first cooking, but need a second baking to be ready for consumption.



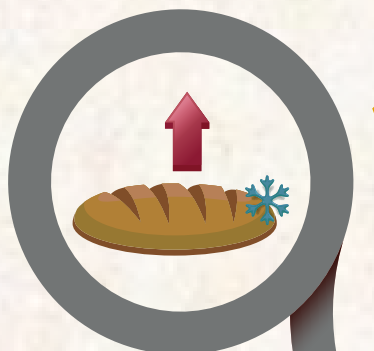
PRONTO

Products that do not need fermentation. However, they are completely raw and need to be fully baked before consumption.



DEEP-FROZEN

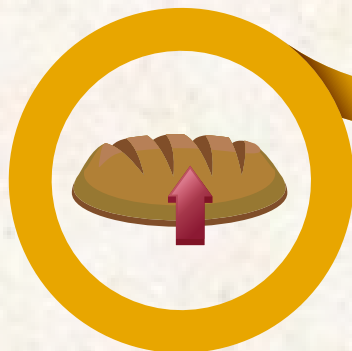
Bread doughs that after being shaped have been frozen without fermenting. This group of products needs fermentation and baking.



MasterPan
más soluciones, más pan

PREFERMENTS

Products that after being shaped are frozen once fermented. This group of products needs baking.



READY

Products that only need to be thawed before consumption.





Main product launches in 2023

(GRI 2-6)

In line with our diversification and innovation strategy to address new market trends, in 2023 we launched the following products:



Chocoboom



Gourmet carrot & nut cake

Gourmet apple & cinnamon cake



Wholewheat natural toast with fine herbs



Mocaccino & Cocoa Gourmet Panettone



Wholewheat Flor de Oro

White Flor de Oro



Image change of whole wheat bread and sandwich breads



Ecuador flavored premixes: quimbolito and yucca bread



Cornstarch



QUALITY AND SAFETY OF OUR PRODUCTS

(GRI 3-3 (TM 9)) (GRI G4-FP5) (GRI 416-1) (GRI 13.10)

We strive to have quality in each detail of what we do. The first step and the basis for the highest quality products is to always use the best ingredients. The wheat used to produce our white and whole wheat flours, pastas, breads, and other foods is a complete cereal, rich in minerals such as magnesium, phosphorus, silicon, calcium, potassium and manganese, and in vitamins B, C and E that provide energy to consumers.

Since food is fundamental in our industry, guaranteeing food safety is another key aspect of our production process for consumers to fully enjoy our products. All of our products are produced in plants with the following national and international quality and innocuousness certifications:

2023 QUALITY CERTIFICATIONS

Plant	BPM ⁵	FSSC 22000 ⁶	BASC ⁷	SMETA ⁸
Cajabamba				
Cayambe				
Quito				
Manta				
TOTAL	2	3	2	2



⁵ **Good Manufacturing Practices (GMP):** Food management & handling adapted to each process phase in order to ensure both quality and innocuousness.

⁶ **Food Safety Management System (FSSC 22000):** FSSC 22000 is an international standard that details all essential requisites throughout the food supply chain to guarantee delivering optimal products to end consumers. It is an international standard that details the essential requirements throughout the food supply chain to ensure the provision of products in optimal conditions to the final consumer.

⁷ **Business Alliance for Secure Commerce (BASC):** This certification supports an efficient comprehensive supervision of production processes, packaging, shipping, transportation of cargo destined abroad to ensure there is no risk of contamination at all stages up to the final destination.

⁸ **SEDEX Member Ethical Trading Audit (SMETA):** This is an external examination that documents proof of an ethical and socially responsible production in the supply chain. External tangible review that documents the basics of ethical and socially responsible production in the supply chain.



In 2023, we retained a total of 38 INEN Quality Seals, a recognition granted by the Ecuadorian Standardization Service to products that meet quality and safety standards and are manufactured under rigorous quality management systems. These seals not only confirm operational efficiency at each stage of the production process, but also endorse the technical competence of our personnel. They also unquestionably demonstrate the correct implementation of our integrated management system, highlighting our ongoing commitment to the highest standards of quality and excellence in all facets of our operation. This achievement reflects our constant focus on continuous improvement and the assurance that our products comply with the most demanding regulations in terms of quality and safety.

With this, in 2023 our organization did not present any case of non-compliance with current regulations related to impacts on our clients' and consumers' health or safety derived from the use or consumption of our products, and, thus, no fines, sanctions or warnings were issued by the health authorities.

In 2023, there were no cases of non-compliance with current regulations by our organization related to impacts on the health or safety of customers and consumers derived from the use or consumption of the products that resulted in fines, sanctions or warnings by the health authorities.

It is important to mention that in November 2023, the National Agency for Regulation, Control and Health Surveillance (ARCSA) issued an alert regarding the detection in the country of lots of imported ground cinnamon contaminated with lead chromate. Although cinnamon is a low dosage ingredient (between 0.20% and 0.30%) in only three of our products, as a precaution we immediately responded to this situation by withdrawing 1972 units of these products from the market.



Value chain traceability

(GRI 13.23)

We are responsible for all of our products' manufacturing processes, and we have mechanisms that guarantee each batch's traceability, which allows us to identify all the elements involved in production.

Regarding our supply chain, in particular our wheat supply, approximately 99% is imported from the United States, Canada, and Argentina. Our international supplier ensures

delivery conditions and, upon receipt, we act as custodian until the wheat arrives at our plants for processing. For the remaining domestic-produced 1% of wheat, we ensure its quality through our Cultiva Program, which provides farmers with seeds certified by the National Institute of Agricultural Research of Ecuador (Instituto Nacional de Investigaciones Agropecuarias del Ecuador, INIAP).





RESPONSIBLE NUTRITION AND TRANSPARENT COMMUNICATIONS

(GRI 3-3 (TM 8)) (GRI 417-1) (GRI 417-2) (GRI G4-FP6) (GRI G4-FP7) (GRI G4-FP8)

In addition to our transparency with corporate information to our stakeholders as a player in the country's food industry, we have the responsibility to offer truthful, clear, and accurate information about our products. This way we enable a consumer-conscious consumption, by providing them with information on the ingredients and nutritional values of the products.

To ensure that the labeling of our products is accessible and easily understandable, we comply with the rules and

regulations established by the Ecuadorian Standardization Service (INEN) and the National Agency for Regulation, Control and Health Surveillance (ARCSA).

Our packaging incorporates the Traffic Light Graphic System for consumers to easily visualize the amount of sugar, fat, and salt in our products, based on 100-gram servings of processed food. With this, they can make informed decisions for a balanced nutrition and prevent diseases linked to a poor diet⁹.

⁹GRI 417-2: During 2023, we did not receive any fines, penalties or warnings related to the labeling of our products.








We work responsibly, with dedication, and commitment at each stage of production so that our products balance flavor, nutritional contribution, and composition. We strive to meet the demands for increasingly healthy and sustainable products, and reinforce our commitment to people's wellbeing. The following are some of the relevant nutritional elements of the products that make up our portfolio:



FLAVOR, NUTRITIONAL CONTRIBUTION AND COMPOSITION




Products containing vitamins and minerals (%)	24%
Products with significant fiber content (%)	14%
GMO-free products (%)	100%
Products with yellow and green traffic light (%)	84%

PRODUCT TRAFFIC LIGHT

 Products with yellow traffic light	72%
 Total green traffic light products	12%
 Total productos semáforo rojo	16%

We produce and market fine, real, and complete foods, known for their nutrition, practicality, and ease of use. 60% of our products have a medium and low sugar content traffic light, strengthening their nutritional properties. In addition, 99% of our portfolio is in yellow and green traffic light in terms of fat content, while 94% of our products are medium and low in sodium concentration.

SUGAR, FAT, AND SODIUM CONTENT

	High	Medium	Low
 SUGAR	40%	32%	28%
 FAT	1%	98%	1%
 SODIUM	6%	87%	7%



In order to promote our customers' and consumers' knowledge of the ingredients and nutritional values of our products, besides the information shown on each product's labeling, we launched the following responsible product marketing campaigns throughout the year:



TWO PACK (nutritious snack)

Image change of whole wheat bread

Gourmet & Moderna toast

Gourmet cakes (Gourmet carrot & nut cake and Gourmet apple & cinnamon cake) - Snacks Gourmet

Multiplus flour

YA premixes Ecuador flavors (quimbolito and yucca bread)

Cornstarch



In 2023, our Moderna and YA brands have committed to promote healthy eating through programs aimed at nutritionists. These programs seek to promote the consumption of whole-grain bread, and oatmeal, highlighting their nutritional benefits. We seek to educate the community about the importance of incorporating these foods into their daily diet through medical visits and the delivery of product kits.

In addition to our focus on nutrition, we are also committed to promoting healthy lifestyles in a holistic manner. During the year, we have earmarked part of our corporate sponsorships to support initiatives that encourage sports. Some of these events include the 15k Ultimas Noticias race in Quito, the Women's Run in Quito and Manta, and the Fitness Camp in Salinas.



RESPONSIBLE CUSTOMER AND CONSUMER MANAGEMENT

(GRI 2-25) (GRI 2-26)

We pay special attention to what our customers and consumers want to know or let us know about our products. With our Customer Service channel and request, complaints and claims management - PQR -, we guarantee efficient quality services that satisfies their needs and provides them with a different customer service experience.

PQR – SOS Moderna System

Based on a specific procedure, we record and promptly respond to requests, complaints, claims and suggestions from our customers or end consumers.

To this end, we provide you with several channels to submit your inquiries, complaints, suggestions, or claims.



Call Contact Center

1800-200-300, 1800-92-92-92
y 1800-22-92-62

SOS couriers



**Corporate WhatsApp
numbers**

Websites

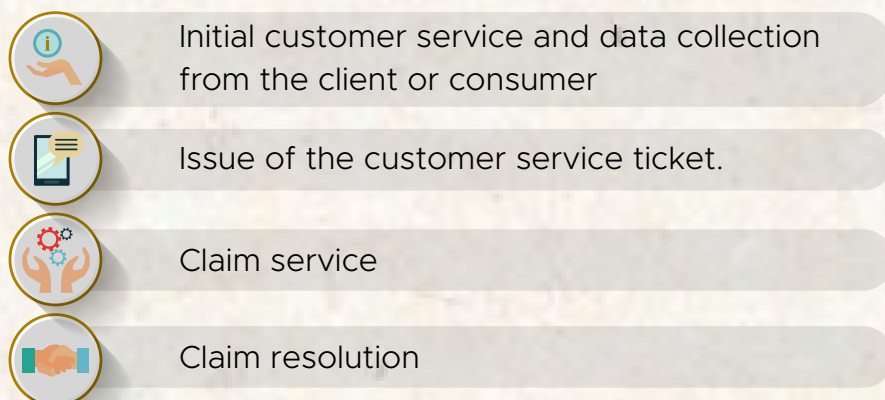


Social networks





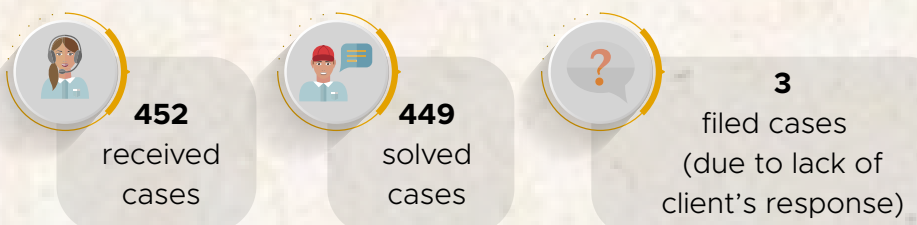
After receiving and registering the request, this system is designed to trigger the pertinent actions of the involved areas to correct the reasons that generated the respective incidents, as the case may be. Our PQR system has the following process flow:



According to the consumer-focused approach, in 2023 we solved 100% of the cases received out of 452 tickets issued during the period. The maximum time for comprehensive case management was 48 hours. The maximum response time for cases requiring a product return was 24 hours.

In order to facilitate the process of contacting our users, we have implemented a chatbot in our corporate Facebook account to receive any request immediately.

2023 MANAGEMENT INDICATORS - PQR SYSTEM



Net Promoter Score – NPS

Net Promoter Score (NPS) is a tool that allows us to measure the loyalty of our customers and consumers based on their recommendations; in 2023, the result was 85.05%. The NPS is an indicator based on a single question: "On a scale of 1 to 10, how highly would you recommend our products? In 2023, we consulted 5,822 customers:



This result reflects that 8 to 9 out of 10 customers recommend our products



Taking care of people at all times and our relationships with them are essential aspects of Moderna Alimentos' management.

Our commitment to people is comprehensive: we look after the well-being of both the human team that carries out our organization's different activities and the communities where we operate.

CONTENTS

Closer to our collaborators
Closer to our communities

MATERIAL TOPICS DISCUSSED

TM 1 - Economic inclusion
TM 5 - Responsible labor practices
TM 6 - Occupational health and safety
TM 7 - Good community practices
TM 8 - Food safety



CLOSER TO OUR COLLABORATORS

The people who make up Moderna Alimentos are crucial to the organization's development and success. Our priority is to offer stable job opportunities and guarantee quality and safe working conditions in an inclusive and equitable environment.

Responsible labor practices

(GRI 3-3 (TM 5))

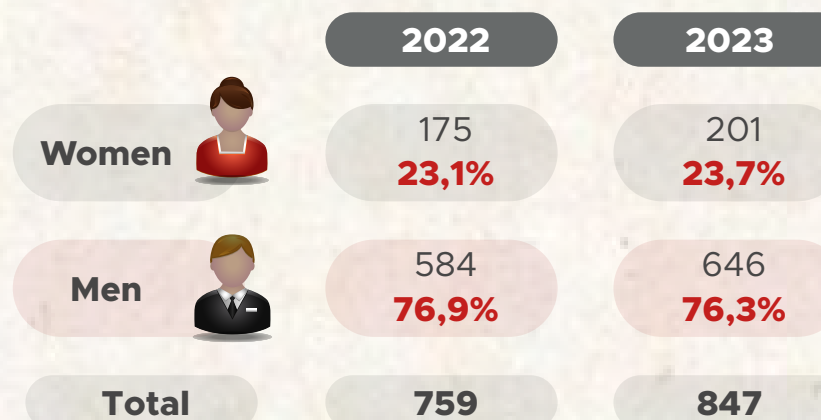
The people who are part of our organization contribute with their professionalism and motivation to the excellence of our company. By the end of 2023, our team consisted of 847 employees committed to Moderna Alimentos' corporate philosophy and involved in our sustainability commitments. This figure represents an increase of 11.6% compared to 2022.

Moderna Alimentos' human team

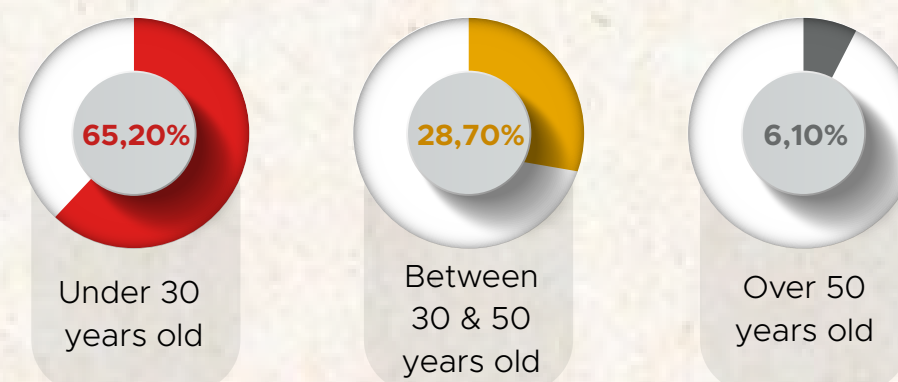
(GRI 2-7) (GRI 2-8)

The following table details the employment promoted by our organization with a geographic, contractual and gender breakdown of the employment impact generated.

GENDER LABOR PROFILE



OUR TEAM'S AGE DISTRIBUTION



OUR TEAM'S GEOGRAPHICAL DISTRIBUTION BY GENDER AND AGE

Location	Women	Men	Under 30 years old	Between 30 & 50 years old	Over 50 years old	TOTAL
Amazonia	1	1	0	2	0	2
Costa	160	56	59	145	12	216
Sierra	485	144	184	405	40	629
TOTAL	646	201	243	552	52	847

Despite the challenging environment, we remain fully committed to our people's job stability by generating 91.6% of permanent jobs through permanent contracts by 2023.



LABOR PROFILE PER TYPE OF CONTRACT AND GENDER

Type of contract	Men	Women	TOTAL
Temporary	0	0	0
Indefinite	589	187	776
Youth	1	3	4
Partial	0	0	0
Emergent	56	11	67
TOTAL	646	201	847

In addition to our own employees, we have personnel provided by food, cleaning, and security companies with whom we have executed complementary service contracts. In these cases, in accordance with current regulations, each company is responsible for all social and legal benefits of its personnel. Nonetheless, at Moderna Alimentos, we ensure that these companies comply with their labor obligations by means of rigorous follow-up.



PERSONNEL BY TYPE OF ANCILLARY SERVICES

Service	Men	Women	Coast	Sierra	TOTAL
 Cleaning	12	4	3	13	16
 Guards	52	2	9	45	54
 Catering	19	9	15	13	28
TOTAL	83	15	27	71	98



Activities worthy of hiring and employment

(GRI 401-1) (GRI 13-20) (GRI 13-21)

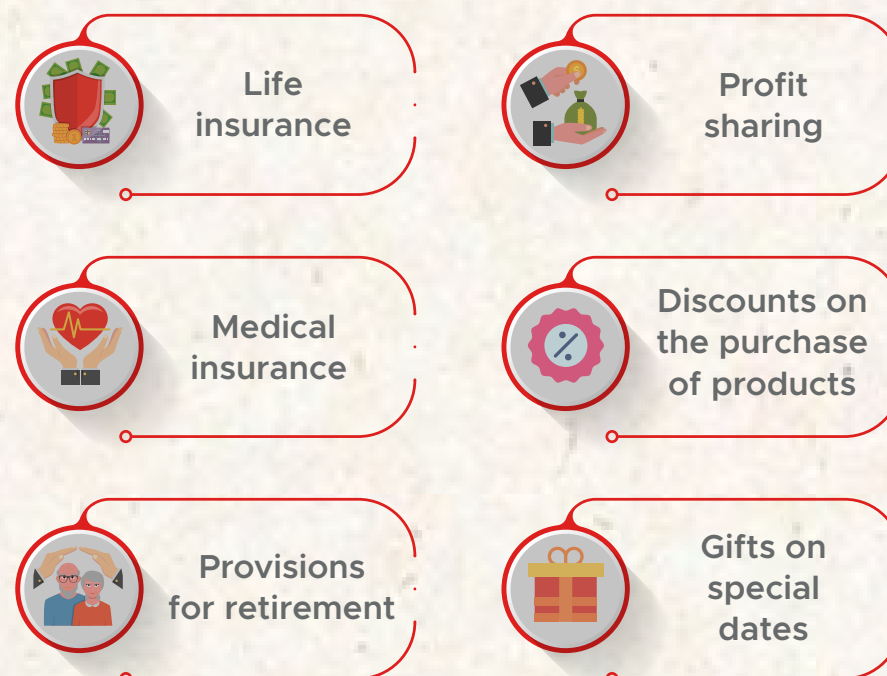
Throughout 2023, 81 new employees were hired, equivalent to a hiring rate of 9.56%.

Our organization's hiring is framed in our **Basic Code of Ethical Business Initiative**, which ensures recruitment and employment practices based on labor relations established in the applicable legislation and in the internal work regulations.

Similarly, in terms of remuneration, the company complies with paying all its employees decent wages, as required and regulated by the competent national authorities. Wage deductions as a disciplinary measure are forbidden.

In addition to a decent and fair wage, we offer all our employees, regardless of their workday, benefits that seek to ensure their well-being and development during their time in

our organization. The most relevant benefits granted during the period are highlighted below:



Period turnover

(GRI 401-1)

We recorded a personnel turnover rate of 31.88% during the year 2023, mainly due to better job offers and studies. This percentage does not include emerging positions and includes both voluntary and involuntary termination.

PERSONNEL TURNOVER RATE

Year	# Admissions	# Departures	# Collaborators to January	# Collaborators to December	Turnover rate
2022	204	193	752	759	26,96%
2023	300	212	759	847	31,88%



Labor relations

(GRI 2-30) (GRI 402-1)

Although Moderna Alimentos does not have worker unions nor, thus, collective bargaining processes, we do have different mechanisms to promote good labor relations¹⁰ based on social dialogue.

One of the main tools we have is the annual labor environment survey, which allows us to know the working conditions and working environment of the company at a national level. With an anonymous survey completed by more than 90 % of our

employees, including focus groups, we meet the needs of our employees in relation to the work environment and the organization in general. Using the results of this survey, the Human Resources Department organizes meetings with each area to identify opportunities to improve the work environment, which are translated into action plans that are implemented in the corresponding areas.

On the other hand, in the event of significant operational changes that could affect our employees, we have a protocol that ensures transparent and timely communication to all persons involved.

Diversity, Equity & Inclusion

(GRI 3-3 (TM 5)) (GRI 405-1)

Our company is known for being diverse and inclusive, as we always seek to promote equal opportunities and offer equal treatment to all people. At Moderna Alimentos, we value professionalism and individual skills; and we take advantage of diversity to enrich our company.

DISTRIBUTION OF OUR TEAM BY GENDER, TITLES & AGE

Title	Women	Men	Under 30 years old	Between 30 & 50 years old	Above 50 years old	TOTAL
Analist	29	14	21	22	0	43
Assistant	18	56	30	41	3	74
Coordinator	43	44	23	64	0	87
Director	2	6	0	3	5	8
Specialist	15	12	8	19	0	27
Manager	20	24	0	33	11	44
Chief	21	30	8	42	1	51
Operator	15	237	111	135	6	252
Supervisor	11	23	5	26	3	34
Technician	7	125	19	100	13	132
Vendor	20	75	18	67	10	95
Total	201	646	243	552	52	847

¹⁰ GRI FP3: In 2023, there were no labor disputes at any of the organization's plants that culminated in strikes or workplace closures.



By implementing internal policies, we have succeeded in generating more inclusive processes. In 2023, we focused our efforts on ensuring effective equal opportunities, through the following measures and actions:



Conciliation of personal, work and family life

Our nationwide work is based on the Wheel of Wellbeing that involves employees and their families



Recruitment & selection

We update and implement policies and procedures focused on ensuring selection processes free of discrimination.



Promotion & professional development

We design and implement formal and documented procedures to promote and develop our personnel professionally based on objective and equitable criteria free of discrimination.



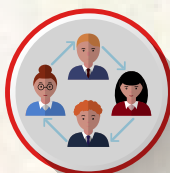
Training

We design and implement up-to-date training programs for women and men.



Compensation & wages

We have adopted a compensation policy that provides that men and women receive the same compensation for work of equal value or in equal job functions.



Work, health environment & quality of life

We manage an action plan to correct the issues with the lowest scores in the work environment survey.



Workplace and sexual harassment in the workplace

We updated and disseminated our gender-based workplace harassment protocol for the prevention, detection, and handling of complaints or reports in this matter.





Safe and healthy workplace

(GRI 2-23) (GRI 3-3 (TM 6)) (GRI 403-1)
(GRI 403-2) (GRI 403-7) (GRI 403-8)

Promoting safe and healthy workplaces is one of our main commitments to people. We consider prevention, training, supervision and continuous monitoring of our risk management system a fundamental pillar of occupational health and safety.

Our management is based on article 326, paragraph 5 of the Constitution of Ecuador, Andean Community Standards, international conventions of the International Labor Organization, the Labor Code, the Regulations for Worker Safety and Health and Improvement of the Working Environment, executive decrees, and ministerial agreements.

In order to permanently guarantee safe working conditions for 100% of our employees in their daily activities, we plan and innovate in the search for solutions that contribute to their health and safety. In this sense, we identify, evaluate, measure, and control the risks involved in their work activities using internationally endorsed methodologies accepted by the Ministry of Labor - a Hazard Identification and Risk Evaluation Matrix (IPER).

In addition, we take co-responsibility for the occupational health and safety of our suppliers by ensuring they comply with the requirements of their respective work permits, which identify the hazards to which they are exposed during their work and the preventive measures to reduce the corresponding risks. In addition, prior to their entry into Moderna Alimentos plants, suppliers must earn an induction diploma in health and safety after taking a course on our *Siembra* virtual academic platform.

Management in 2023

(GRI 403-5)

To achieve a culture of zero accidents, during 2023 we continued to consolidate everyone's motivation around the values of safety and health. We deployed training programs in

various areas, such as occupational hazards, chemical handling prevention, working at heights and in confined spaces, emergency plans, current legal environmental regulations, and the use and maintenance of personal protective equipment.

Equal participation

(GRI 403-4)

In accordance with current legislation, we have a Central Occupational Health and Safety Committee and Equality Subcommittees, and, depending on the number of employees, delegates at each of our work centers. These representatives are elected annually at a general assembly and are registered with the Ministry of Labor. They are composed on an equal basis as established in the regulations, with an equal number of employee and employer representatives, and meet once a month.

Their main functions are detailed below:



Ensure worker welfare and safety at Moderna Alimentos.



Identify and propose opportunities to improve working conditions.



Address safety issues, prevent accidents, and propose preventive measures.





Health Surveillance Program

(GRI 403-3) (GRI 403-6)

In accordance with the applicable regulations, we provide our personnel with a legally approved medical dispensary at our plants and work centers. Based on a preventive health approach, we offer ergonomics programs, physiotherapy and occupational examinations according to the identified occupational risks.

Main indicators

(GRI 403-9) (GRI 403-10)

Each year, we also report any occupational accidents to the relevant authorities. Fortunately, in 2023, we had no fatalities in our operations. We recorded 32 accidents within our facilities that resulted in a total of 373 days lost due to medical leave, as detailed below.:

2023 OCCUPATIONAL SAFETY INDICATORS

Plant	Reported accidents	Days lost	Frequency ratio	Severity ratio
Manta	3	47	2,23	34,35
Cayambe	8	113	6,38	89,76
Cajabamba	2	6	2,21	6,62
Quito	16	196	3,60	44,33
Guayaquil	3	11	2,54	9,06
IPEC	0	0	0,00	0,00
Total	32	373	2,12	23,02

In 2023, the frequency rate rose due to an increase in accidents in itinere, mainly traffic accidents involving motorcycle crashes or falls from or to work or home. In addition, there was an increase in the severity ratio, from 9.17 in 2022 to 23.02 in 2023, because one of the few accidents recorded at our facilities in the year resulted in an extended rest.

In itinere	Occupational accidents	Total
17	15	32

Occupational Health Indicators

Number of deaths resulting from occupational disease

Employees

0

Contractual Workers

0

Number of recordable cases of occupational diseases

1

0

Main types of occupational diseases

Tendinitis

N/A

All accidents that occurred inside and outside the facilities were treated by in-house or external medical personnel, depending on the case. Likewise, each employee's progress was monitored to ensure his or her optimum health. The accidents were reported to Occupational Risks in accordance with current regulations.



M.A.S CLOSER TO OUR COMMUNITIES

We feel very close to our communities and make significant efforts to contribute to their progress and development, seeking to boost their economy as well as their productive and social network.

Our approach seeks positive impacts, mainly in the places where we are present with our plants. Our intention is to become a true agent of change in these communities, to boost the local economy and entrepreneurship, while deploying sustainable social and environmental projects.



**MODERNA
ALIMENTOS**

TO BE AGENTS OF CHANGE

for the community by contributing to its integral development



Economic



Social



Environmental





Economic inclusion

(GRI 3-3 (TM1))

We understand economic inclusion as our ability to promote access to economic opportunities for the local communities where we operate.

This approach is materialized in hiring people from local areas due to their proximity to the work centers. We thus favor our employees' conciliation and loyalty, while contributing to minimize the environmental impact of their commuting and to boost local economies. We apply the same criteria when prioritizing local suppliers, which reflects the same benefits previously mentioned.

All information on economic inclusion has been obtained from staff and supplier payrolls, tax collection, investment in environmental social programs, and local entrepreneurship.

Local labor hiring

(GRI 202-2) (GRI 413-1)

Our labor hiring practices promote local development. In 2023, 88.89% of the company's senior executives came from the areas in which we operate.

Local redistribution of the generated economic value

(GRI 201-1) (GRI 203-2)

Annually, we redistribute part of the economic value generated through the local tax collection system. These contributions are paid to the various Decentralized Autonomous Governments (GAD) of the territories where our plants are located. In 2023, this value reached approximately USD 200 thousand and was distributed as follows:



CAYAMBE

63 years on the scene

USD 62.983 taxes to the
Cayambe GAD

67 out of 91 employees, that is,
74% of our local payroll, are natives
of the Cayambe canton.

QUITO

69 years on the scene

USD 77.428 taxes to the
Quito GAD

262 out of 353 employees, that is,
74% of our local payroll, are natives
of the Quito canton.

MANTA

26 years on the scene

USD 39.659 taxes to the
Montecristi GAD

96 out of 111 employees, that is,
87% of our local payroll, are natives
of Montecristi y Manta.

CAJABAMBA

114 years on the scene

USD 19.506 taxes to the
Colta GAD

31 out of 70 employees, that is,
44% of our local payroll, are
natives of the Colta canton.

IPEC

7 de 7 employees, that is, **100%** of our
local payroll, are natives of the
Azogues canton.

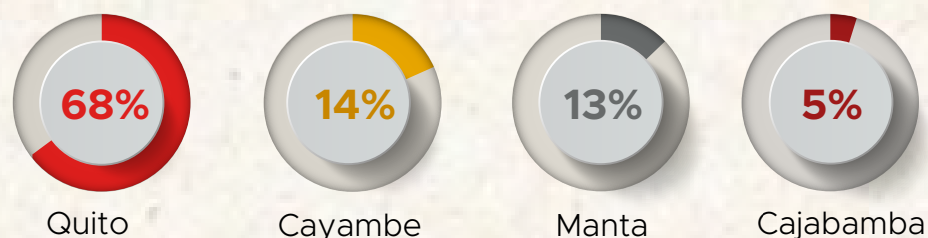


Boosting local goods and services purchasing and contracting

(GRI 2-6) (GRI 204-1)

We build our business relationships with suppliers and contractors on the basis of transparency and equal opportunities, with no discrimination whatsoever. Under this approach, we seek to provide business opportunities to micro, small, and medium-sized enterprises and local suppliers in the areas of influence of our operations, by promoting good organizational practices to meet the standards set forth in our policies.

In 2023, 83% of our purchases, excluding wheat, were made in the country for a value of USD 43,334,434. The geographic distribution of this amount is as follows:



Our Cultiva Program

(GRI 13.22.1)

“We seek to promote domestic wheat production by generating a profitable agricultural business model that contributes to improving the quality of life of the farmer and his family.”



Due to climatic and geographic conditions that make large-scale production difficult, wheat harvest in Ecuador is limited compared to other crops. The country is therefore dependent on imports from countries including the United States, Canada, Argentina, and others, to meet the domestic demand for wheat and wheat products.

Since Moderna Alimentos strives to consume local raw materials, in 2010 we decided to implement Cultiva, a program whereby we work with farmers in our main areas of influence in Chimborazo, Carchi, Bolivar, Pichincha, and Imbabura.

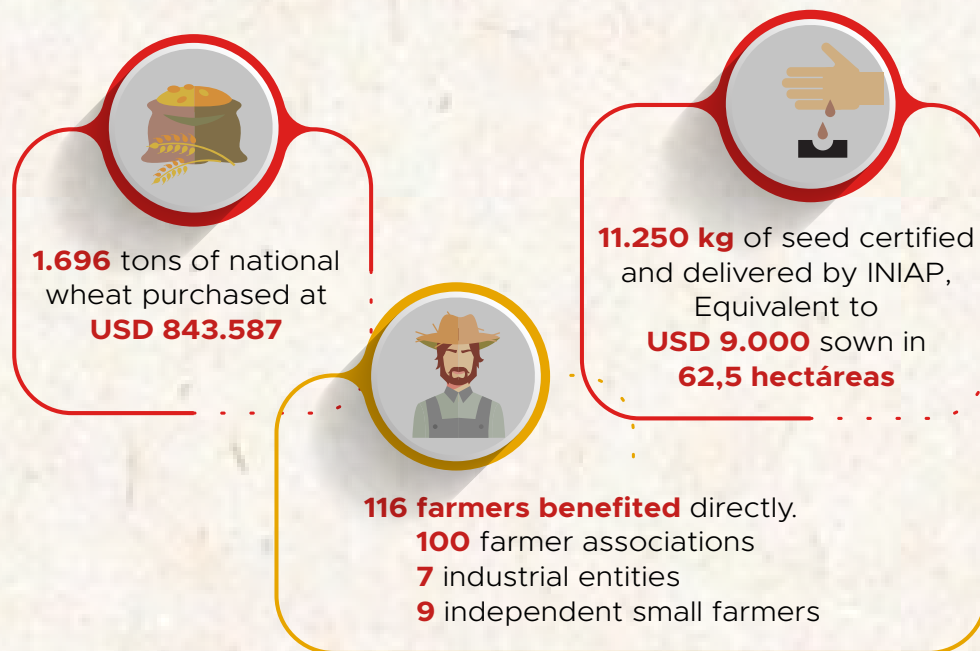




Our support to this agricultural sector in the northern and central highlands of the country is channeled through the following lines of action:

- Land inspection
- Delivery of certified seed by National Agricultural Research Institute (INIAP)
- Technical assistance
- 100% crop purchase guarantee

During 2023, we purchased 1,696 tons of domestic wheat through the Cultiva program, which directly benefited 116 farmers.



Another mechanism we use to promote economic inclusion focuses on supporting our clients, especially neighborhood bakeries or small stores and micro markets. These clients are generally small businesses created by personal, family, or community entrepreneurship, with limited access to sources of financing. Moderna Alimentos seeks to offer them financial opportunities through commercial loans with the following advantages:

- They are easier and faster to get than bank credit and, in addition, they are free of charge.
- They promote small business expansion and growth by providing additional resources.
- They allow covering operating expenses or investments in the business.
- Improve cash flow through flexible payment terms.
- Strengthen our company's commercial relationships with them.
- Facilitate larger purchase quantities, thus benefiting from volume discounts.

In 2023, these loans reached a total of 4,678 clients.



COMMERCIAL CREDIT 2023

Channel	Number of clients	Number of granted loans
Bakeries	3.603	66.388
Traditional	1.075	25.636
Total	4.676	92.024



Good community practices

(GRI 3-3 (TM 7) (GRI 411-1) (GRI 13.13) (GRI 13.14)




We manage community relations in our operations' areas of influence through a centralized team that travels to our different production plants according to an annual work plan and each location's needs.

Based on transparent communication with the communities, we have mechanisms in place to learn about and manage their concerns regarding the company's operations and their respective impacts. It should be noted that none of our operations affect or impact the land and natural resource rights of neighboring communities, and thus, to date, there have been no impacts or violations of these rights.

Of all our operations, two of our plants - Cayambe and Cajabamba - are located near indigenous communities. They

have been operating for more than 60 and 100 years, respectively, in these locations, and have become an essential part of these communities, living in harmony with their members.

In a complementary way, under a good neighbor approach, our teams are in constant contact with the neighboring communities:

-  Informing them of changes in production processes that could affect them.
-  Training them on Environmental Management Plans to preserve and care for the environment.
-  Addressing their suggestions, needs, and requests in a timely manner.

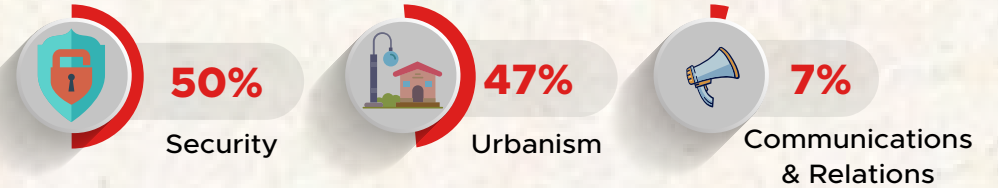


At Moderna Alimentos we aim to be a corporate neighbor, a friend and influencer that generates spaces suitable for good coexistence from three approaches:

1. **Security** (lighting, physical security & patrolling)
2. **Urbanism** (aesthetics & noise)
3. **Communications & Relations**

In 2023 we processed 14 PQR (petitions, complaints or claims)

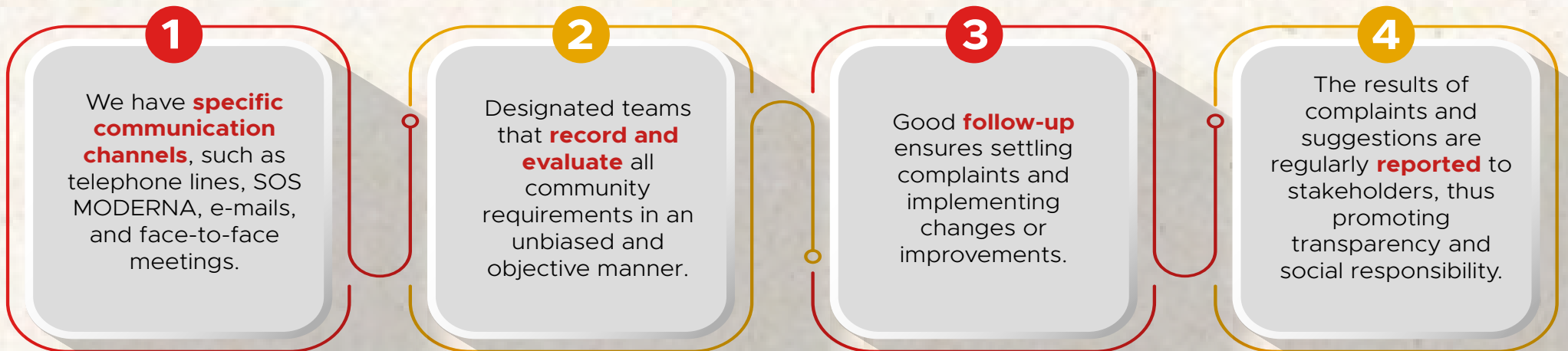
in the communities of Cayambe, Cajabamba, Manta, and Quito, of which 12 are closed and two will be processed in 2024. 100% of the total number of closed PQRs:



Management of suggestions, complaints and claims from the community

(GRI 2-25) (GRI 2-26) (GRI 413-1) (GRI 413-2)

Through our *Community Complaints and Suggestions Policy*, we keep effective guidelines to address community requests that arise from concerns, worries and requests, to complaints and reports.





In addition to the relationship processes, Moderna Alimentos has been working in collaboration with the surrounding communities and other relevant local stakeholders with the aim of having a significant impact on their environment and wellbeing. In 2023, this work was reflected in various initiatives such as bakery/pastry workshops and training in environmental and waste management plans, all aligned with our vision of closeness and good neighborliness.

Our environmental actions

(GRI 413-1)

Our commitment to environmental care goes beyond the responsible management of our operations. Hand in hand with local communities and stakeholders, we seek to contribute to the recovery and restoration of deforested areas, generate a positive impact on the environment, and promote collective environmental awareness and action.

Planeta Cayambe: an action for the climate

Through our Cayambe Noodles brand, we have created the Planeta Cayambe Program to improve climate change education and awareness.

As part of this program, we organized **Sembratón 2023**, a volunteer day in which more than 400 participants, including employees, community members, representatives of the public sector and non-governmental organizations, joined forces to restore a deforested area in the parish of Cangahua in the Cayambe canton. During this activity, 1,000 native species of Cedar, Cholan, Arrayan, and Pumamaqui were planted, thus contributing to the preservation of local biodiversity and climate balance by absorbing 15,000 kg of CO₂ per year.

Intervention of the Colta Lagoon

With the same objectives and following the same dynamics, we promoted a volunteer day at the Colta Lagoon, where 42 people, including company personnel and the public sector, participated in planting 256 native and ornamental species such as alders, poplars, linden, capuli, daisies, and Sabah snake grass.



Promoting education in Colta

(GRI 413-1)

Our more than 100 years presence in the Colta canton has made us a true pillar of local development, providing us with a unique and close knowledge of the problems that affect the community, especially in the field of education.

After conducting an in-depth analysis of the educational situation in the area, in 2018 we decided to launch a program, "Creciendo Juntos" (Growing Together), which, over time, has become Moderna Alimentos' largest social responsibility program.

With this program, we created our Ñukata Kuyay Community Center ('Who loves you, Who takes care of you'), which offers the children of the Colta canton a space for integral growth through the **development of academic, intellectual, artistic, social, and emotional competencies.**

Through classes that encompass playful, artistic, and technical activities that promote critical thinking and encourage the adoption of values, we contribute directly to the growth of children, providing them with the necessary tools to achieve long-term success. Furthermore, our approach helps to overcome the barriers of social exclusion while building a solid and sustainable life project for them.



Language: 92 students significantly improved their oral and written communication skills by participating in enriching workshops tailored to enhance their expression.



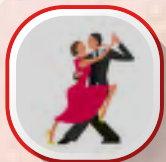
Mathematics: 92 students strengthened their logical-mathematical thinking, and this had a direct impact on their cognitive skills development and school performance.



Music: 35 students explored and perfected their guitar, piano, and violin skills, after learning about the differences between these instruments and recognizing their own musical capabilities.



Drawing & painting: 35 students strengthened their creativity through drawing and painting workshops, where they not only learned new techniques, but were also able to create their own designs and sculpt their own works, thus fostering their unique artistic expression.



Dancing: 23 students improved their body control, coordination, balance, reflexes, and artistic expression, and earned an integral experience in the fields of physical activity and creative expression.



Robotics: 25 students awakened their scientific intuition and computational thinking through robotics lessons, where they acquired problem-solving skills and developed their innovative abilities.



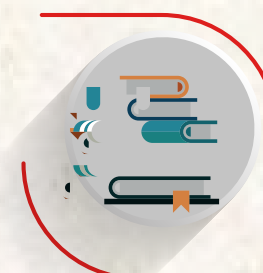
Recreational activities: 28 students enhanced their creativity, patience, concentration, and psychomotor skills in an entertaining and educational way.



Chess: 16 students enhanced their logical reasoning, thus developing strategies and tactical thinking.



In 2023, our Creciendo Juntos Program joined the network Unidos por la Educación to maximize the children's academic potential through a comprehensive intervention that encompasses three key dimensions: pedagogy, equipment, and community outreach.



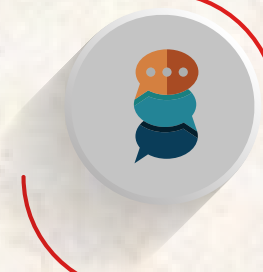
Pedagogy

Definition of educational strategies and methods used to guide the teaching and learning processes, designed to optimize the children's academic and personal development.



Equipment

Investment in educational resources, tools, and materials used in teaching and learning to enrich the children's educational experience.



Outreach

Collaboration and active connection of the Ñukata Kuyay Community Center with a network of institutions and organizations committed to improve education in order to maximize the children's academic potential and ensure an enriched learning environment.

Our contribution to food safety

(GRI 3-3 (TM 8)) (GRI G4-FP4)

Fully aligned with our line of business, we seek to contribute to the global issues of the fight against hunger, malnutrition, and food waste that also affect our country in an interrelated manner.

According to the 2021 Food Waste Index, published by the United Nations Environment Programme (UNEP), nearly one-fifth of all the world's food ends up in the trash, i.e., about 931 million tons each year.

In Ecuador, this value in 2021 reached 1.26 million tons, i.e., an average waste of 72 kilograms of food per capita that year. This reality is even more alarming considering that, according to statistics from the United Nations Children's Fund (UNICEF), Ecuador records the second highest rate of chronic child malnutrition in Latin America and the Caribbean.



Our struggle against hunger and food waste

(GRI G4-FP4) (GRI 13.9)

In 2023, through our brand Panes Moderna and its **Compartiendo Sonrisas** (Sharing Smiles) program, we joined the World Wildlife Fund (WWF) initiative called Earth Hour as partners in the Ecuador Zero Waste project.

In this context, we held culinary workshops at Mall del Pacifico in Manta and Quicentro Garden in Quito, where we conveyed key messages about food waste in Ecuador and promoted responsible cooking practices. The events were widely disseminated on social networks, and created a multiplier effect by raising awareness among more than 2 million people.

Committed to food security and to meeting the Sustainable Development Goal 2 of the United Nations' 2030 Agenda "Zero Hunger", we also work in partnership with various foundations to deliver food products to underserved groups in the country. In 2023, we donated 282,942 kg of food products that benefited 106,398 vulnerable people in Ecuador.

Our main allies in this food aid work are Fundación Jonathan, Banco de Alimentos Quito, Centro del Muchacho Trabajador, Rotary Club, Centro de Promoción Integral de la Mujer, REMAR Ecuador, Tierra Nueva, Hilando Sueños, Maria Madre de la Unidad, and Mater Unitatis.

Confronting Chronic Childhood Undernutrition

Chronic Childhood Undernutrition (CCU) is a serious and multifaceted concern that not only affects the individual health of children, but also a society's long-term development. In Ecuador, according to data from the National Health and Nutrition Survey of Ecuador conducted in 2018, two out of every three children under two years old suffer from this condition¹¹.

At Moderna Alimentos we intend to contribute to eradicate this problem, which is a significant challenge for our country, by approaching it from three different points of view:



Promotion of proper nutrition: Focused on promoting the nutritional value of the products manufactured by Moderna Alimentos and providing clear and accessible information on the principles of a balanced diet.



Teenage pregnancy prevention: Empowering girls and adolescents to make informed and healthy decisions about their sexuality, thereby reducing unplanned pregnancy rates and promoting their overall well-being.



Education on hygiene practices: Promotes hygienic practices, such as proper hand washing, to help prevent diseases that affect children's health and growth.

Tackling CCU demands a coordinated effort from the public sector, communities, and private companies. Under this approach, in 2023 we deployed multiple actions in several areas around the country:



¹¹ National Health and Nutrition Survey - ENSANUT ECU. Ecuador, 2018. National Institute of Statistics and Census and Ministry of Public Health of Ecuador.



"Club del Saber"

One of the causes of CCU is adolescent pregnancy, and Ecuador is the second Andean country with the highest incidence, with two out of every ten births involving girls and adolescents.



After years of participation in the intersectoral roundtables of the Colta canton, led by the "Ecuador Grows Without Chronic Childhood Malnutrition Technical Secretariat", networks, coalitions, and public-private alliances, we decided to create a youth group called the Club of Knowledge, Club del Saber; with the purpose of preventing teenage pregnancy, gender violence, and promoting a healthy and safe sexuality, this club provides children and young people in the area access to healthy recreational practices, volunteering, entrepreneurship and training in sexual and reproductive rights.

During 2023, 17 informative and communicational sessions and workshops were organized with the participation of key actors with adolescent management skills in over 34 hours of training on various topics. An alliance was also established with the Colta Health Center to promote comprehensive care for adolescents under an agreement.



"El bienestar nos une YA" which means "well-being unites us now" is a program led by our oats brand "Avena YA" that seeks to contribute to the welfare of vulnerable populations in the country, especially children and mothers in the areas of Colta and Manta.

In 2023, our program was implemented at the August 15 Educational Unit in Gatazo Chico (Colta) and at the Kiwanis Foundation in Manta, through interventions focused on health, nutrition, and recreation. A total of 142 children of both locations benefited from laboratory tests, medical assessment and treatment, workshops on good eating practices, nutritious breakfasts and food kits.





We are continuously working to make our operation cleaner and more environmentally friendly.

Our commitment to society involves producing food in a sustainable manner, ensuring the well-being of future generations. To fulfill this purpose, we have a management system that ensures not only the quality and safety of our products, but also integrates environmental care and rigorous management of our impact on the natural environment.

CONTENTS

Cleaner production
Toward carbon neutrality in our operations

MATERIAL TOPICS DISCUSSED

TM 3 - Carbon footprint management
TM 4 - Good environmental practices



M.A.S CLEANER PRODUCTION

(GRI 3-3 (TM 4))

The production of our products is intrinsically linked to a healthy natural environment, from which we can get quality raw materials and resources. Moderna Alimentos, thus, has an environmental strategy in place whereby we focus our objectives on minimizing the impact derived from the activities we undertake daily in our production plants.

ENVIRONMENTAL STRATEGY



We manage our environmental impact in **compliance** with the current national and local environmental regulations.



We implement **cleaner production** products based on a **circular economy model** and by promoting a **culture of environmental responsibility**.



We quantify and work to mitigate our corporate **carbon footprint** in order to reach **Carbon Neutrality** in 2026.

Responsible use of resources

Within our Environmental Management System, we work to improve our environmental performance by optimizing the natural resources we use.



Responsible water consumption

(GRI 303-1) (GRI 303-3) (GRI 303-5)

Water is an essential resource for life, and it is currently subject to limitations associated with climate change. For this reason, we are constantly seeking to implement measures to ensure that its use is as efficient as possible and that no waste is generated.

One of our water-requiring processes is wheat conditioning in our mills. We also use water as an ingredient in the process of transforming raw materials into bread dough and semolina for pasta. No effluents are generated in any of these processes since the water is completely absorbed, i.e. our processes are dry.

For our water supply, we use both public service water and water extracted from a natural spring on our land in Cayambe. We experienced a significant increase in water supply due to

both the increase in manufacturing levels and the addition of the Amaguaña and IPEC plants. Also, there was a meter failure in the pasta factory area, which has been corrected.



WATER CONSUMPTION (M³)

Location	2022	2023
1 Amaguaña	N/A	2.904
2 Cajabamba	1.289	1.602
3 Cayambe Molino	3.283	3.203
4 Cayambe Pastificio	1.538	15.189
5 IPEC	N/A	108
6 Manta	5.419	7.558
7 Quito	10.408	12.000





Efficient consumption of raw matter and materials

(GRI 301-1) (GRI 301-2) (GRI 301-3)

To produce our products, we need agricultural raw materials, mainly cereals, with wheat being the main ingredient in the preparation of our flours, semolina, breads and pastas.

Raw material consumption (tons)		
Plant	Raw material	Amounts consumed in 2023
Amaguaña	Dough	38
Cajabamba	Wheat, oats, corn starch	40.818
Cayambe Molino	Wheat	47.991
Cayambe Pastificio	Semolina	11.178
IPEC	Dough	44
Manta	Wheat	112.366
Quito	Dough	10.755
TOTAL		223.190

To avoid wasting raw materials and ingredients, we carry out a rigorous process of reviewing our plants' production capacity, which is based on a monthly analysis of the demand for our products and the availability of raw materials and other inputs. Weekly reviews and updates of this consumption are carried out in order to meet production requirements effectively, thus avoiding leftover generation.

In addition to the ingredients needed to manufacture our products, we also use materials, mainly for packing and bottling. It is important to emphasize that the agri-food sector in general makes a particularly significant use of packaging in order to transport and deliver products in optimal safety, hygiene and preservation conditions.

For the B2B (flour) product line packaging, we essentially use polypropylene bags and sheets, stretch plastic and thread. Plastic bags and cardboard are used for the B2C line (fractioned flour, bread and pasta). However, through careful

studies, we have progressively managed to reduce the volume of supplies used in our processes.

CONSUMPTION OF PACKING AND CRATING MATERIALS (TONS)	
Plant	Amounts consumed in 2023
Amaguaña	6
Cajabamba	129
Cayambe Molino	145
Cayambe Pastificio	176
IPEC	0,08
Manta	234
Quito	249
TOTAL	939



Due to the importance of guaranteeing our products' safety and innocuousness, using recycled inputs or reclaimed packaging materials is particularly complex. However, together with our suppliers, we promote initiatives that impact the use and revaluation of materials without affecting the quality of the food we produce. In 2023, the following actions were noteworthy:



We transformed organic waste into biocompost.



We increased the useful life of the molds we use by changing the coating material.

Our environmental pollution management

(GRI 2-23)

In our operations, we apply the principle of precaution as part of our approach to minimize and mitigate impacts on the environment, by taking measures to prevent pollution and promoting a responsible use of resources. In this way, the environmental impacts associated with our operations are reduced, controlled, and mitigated by implementing environmental management programs and projects that include technological innovation, training, and continuous improvement.

All of our production plants have environmental operating permits and, periodically, we submit compliance reports to the competent control authority on the activities scheduled and approved in the Environmental Management Plan, thus ensuring that our operations are carried out in a responsible and sustainable manner.





Our comprehensive waste management

(GRI 306-1) (GRI 306-2) (GRI 306-3) (GRI 306-4) (GRI 306-5)

As a result of our activities, we generate both hazardous and non-hazardous waste. Among those categorized as non-hazardous are wastes such as cardboard, plastic or scrap, non-conforming product wastes and organic wastes.

On the other hand, the hazardous waste we generate must be managed correctly so as to minimize its environmental impact. Therefore, the process begins with their segregation and safe storage in our own facilities. It is then collected by the corresponding authorized waste managers, who are required to certify its correct disposal in accordance with regulations, as well as to monitor its volume and the effectiveness of the measures applied to reduce it.

Throughout 2023, we generated 5,89 tons of hazardous waste at our various plants, all of which was delivered to qualified environmental managers. With this, we reduced our hazardous waste generation by 28% compared to 2022, thanks to improvements implemented in our processes, as well as equipment maintenance and fuel use optimization.

As for the 152 tons of recyclable waste we generated in 2023, these were also delivered to authorized environmental managers by promoting their classification at source.

WASTE GENERATION IN 2023 (TONS)

Hazardous



5,89

Non Hazardous



152

In order to minimize food waste and its environmental, social, and economic impact, we have developed a circular economy project at our bread plant in Quito. Through this project, we transform the organic waste generated, mainly bread unfit for

human consumption, to turn it into by-products rather than waste, delivering it to a manager who converts it into compost. We currently deliver this compost to the National Agricultural Research Institute of Ecuador (INIAP) for testing and to determine the optimum quantities for efficient use. We plan to subsequently deliver it to farmers who participate in our Cultiva Program.

In 2023, we handed over 10.886 kg of organic waste to the manager, which was transformed to obtain 4.035 kg of biocompost. We made a first delivery of 35 bags of 25 kg each to INIAP and 50 bags to farmers in the Cultiva program in order to carry out the respective quality tests.





Effluent quality

(GRI 303-1) (GRI 303-2) (GRI 303-4)

The vast majority of our production processes are dry, so we do not generate industrial effluents. Consequently, we do not recycle or reuse water in our operations. Only our bread dispatch process, which takes place at our Quito plant, generates wastewater due to tray washing. During 2023, 3.58 m3 of effluents were generated which, despite complying with the maximum permissible limits for discharge into the sewage system, were disposed of with a qualified environmental manager, to ensure compliance with the parameters required by current environmental regulations and thus avoid any type of impact on the environment.



Air Quality

(GRI 305-7)

As for our air quality management, we conduct annual monitoring with accredited external laboratories, in accordance with environmental regulations. In 2023, we invested close to USD 13.937 to monitor our ambient air emissions and stationary sources. The results obtained showed values below the maximum permissible limits established in the Secondary Environmental Legislation Text of the Ministry of the Environment (TULSMA acronym in Spanish), specifically in the Ambient Air Quality Standard, thus mitigating our impact on our operations' surroundings.

AMBIENT AIR QUALITY PROFILE 2023						
Parameters	CO	NO2	SO ₂	O ₃	PM 10	PM 2.5
Unit	ppb	ppb	ppb	ppb	ug/m ³	ug/m ³
Cajabamba	690	4,1	4	14,7	37	30
Cayambe	784	7	9	34	23	18
Manta	1.540	8,7	6,7	5,8	51	27
Maximum permissible limits	10.000	200	125	100	100	50



TOWARDS CARBON NEUTRALITY IN OUR OPERATIONS

(GRI 3-3 (TM 3)) (GRI 201-2)

At Moderna Alimentos, we are aware that climate change is one of the main challenges facing our society, and that we can contribute to slowing down this global issue and moving towards the decarbonization of the Ecuadorian economy.

One of the main focuses of our environmental strategy is to minimize the company's carbon footprint. As a first step towards progress in this direction, since 2019 we have been calculating our greenhouse gas (GHG) inventory. This allows us to track its evolution and identify areas for improvement, enabling us to implement measures aimed at achieving our goal of carbon neutrality in scopes 1 and 2 by 2026.

Our energy management

(GRI 302-1) (GRI 302-4)

In recent years, there have been multiple changes in the energy sector, in terms of technology, economics, and regulations, both in Ecuador and worldwide.

Currently, we use various energy sources to comply with our operational processes, including fossil fuels and electricity. In order to be more efficient, we have implemented and continue to develop several initiatives that will allow us to improve our energy performance.

Considering fuel energy, in 2023 we will consume 41,7 TJ, resulting from the combustion of liquefied petroleum gas (LPG), gasoline, and diesel.

In our bakery in the city of Quito and Amaguaña we use LPG to operate our ovens. In the rest of the locations, we use it to a lesser extent as fuel for forklifts.

Due to the increase in production at the Quito plant in 2023, our LPG consumption increased by 13,7% as compared to 2022.



TOTAL LPG CONSUMPTION (TJ)

Plant	2021	2022	2023
Amaguaña	N/A	N/A	0,11
Cajabamba	0,63	0,02	0,06
Cayambe	0,09	0,09	0,08
CD Guayaquil	N/A	N/A	0,07
Manta	0,67	0,15	0,15
Quito	14,19	16,94	19,09
TOTAL	15,58	17,20	19,56

To calculate the energy, we use the calorific value of LPG: 45,343.044 J/kg.

In 2023, we launched the Aguila project, which aims to distribute our B2C Store-to-Store (TAT) products. To accomplish this task, we use small gasoline-powered van-type vehicles.



TOTAL GASOLINE CONSUMPTION (TJ)

Consumption	2021	2022	2023
TAT- Quito	N/A	N/A	1,87

To calculate the energy, we use the following conversion factor: 0.0000310 TJ/l.



Diesel is a significant source of energy in our activities. It is used in boiler systems in our pasta and bread plants. In addition, this fuel is used to power electric generators in the event of power outages and as fuel for our own vehicles.

In 2023, diesel consumption was slightly reduced by implementing a green point at the Quito plant, which enabled us to optimize diesel consumption by improving the steam boiler system.



TOTAL DIESEL CONSUMPTION (TJ)

Plant	2021	2022	2023
Amaguaña	N/A	N/A	0,03
Cajabamba	N/A	N/A	0,20
Cayambe	13,13	13,16	13,76
IPEC	N/A	N/A	0,04
Manta	1,36	0,29	0,56
Quito	4,69	7,03	5,69
TOTAL	19,18	20,48	20,28

To calculate the energy, we use the calorific value of diesel: 146,520,000 J/gal

About 30% of our electricity consumption is generated by our 1,57 MW hydroelectric power plant located in Cayambe. With this, we reduce our dependence on the National Interconnected System and reduce our greenhouse gas (GHG) emissions by using a cleaner energy source.

In 2023, our electricity consumption stood at 19.302,4 MWh, equivalent to 69,49 TJ, which is 5,6% higher than in 2022, due to the implementation of new production processes and the upgrading of some of our plants.



TOTAL ELECTRIC CONSUMPTION (TJ)

Plant	2022		2023	
	ours	external	ours	external
Amaguaña	N/A	N/A	-	0,22
Cajabamba	-	10,93	-	9,14
Cayambe Molino	8,74	5,81	10,90	4,35
Cayambe Pastificio	6,98	-	8,34	-
IPEC	N/A	N/A	-	0,28
Manta	-	28,52	-	30,10
Quito	-	4,79	-	6,11
TOTAL	15,72	50,05	19,24	50,20

To convert between units of measurement of the same physical quantity, in this case, energy, only the conversion factor between 1 W.s = 1 J, or its equivalent 1kWh = 3.6 x 10⁶ J, was used. Additional 1TJ = 1x10¹² J.



Energy intensity

(GRI 302-3)

We calculate our operations' energy intensity by relating total energy consumption, expressed in terajoules (TJ), to the amount of raw material processed at each plant, measured in tons (t).

ENERGY INTENSITY (X 10 ⁻⁴ TJ/t)		
Plant	2022	2023
Amaguaña	N/A	56,72
Cajabamba	2,43	2,39
Cayambe Pastificio	7,15	7,46
Cayambe Molino	2,31	3,18
IPEC	N/A	64,60
Manta	2,76	2,68
Quito	4,01	5,68
TOTAL	18,65	142,72

In 2023, there is a significant increase in our energy intensity attributable to the integration of the Amaguaña and IPEC

plants' operations, given that their processes incorporate refrigeration systems and electric furnaces. In addition, their production level in relation to other plants is highly significant, with much higher intensity records.

Evolution of our carbon footprint

(GRI 3-3 (TM 3)) (GRI 305-1) (GRI 305-2) (GRI 305-3) (GRI 305-4) (GRI 305-5)

We calculate our carbon footprint following the guidelines of the Greenhouse Gas Protocol (GHP) Corporate Accounting and Reporting Standard (ECCR) and the ISO 14064-1 Standard, which establishes specifications and guidelines for the quantification and reporting of GHG emissions and removals at the organizational level.

For the calculation of direct Scope 1 emissions, we consider the consumption of fuels (LPG, diesel, gasoline) in the activities of the production plants, using the emission factors provided by the Intergovernmental Panel on Climate Change (IPCC).

As for indirect Scope 2 emissions, we considered the data on the consumption of electricity purchased by each plant. Since this is energy from the public grid, we applied the CO₂ emission factor of the National Interconnected System, as established by the Ministry of Environment, Water and Ecological Transition for the electricity sector in Ecuador in 2022.





GREENHOUSE GAS EMISSIONS (tCO_{2eq})

Plant	2022		2023	
	Scope 1	Scope 2	Scope 1	Scope 2
Amaguaña	N/A	N/A	9,32	5,72
Cajabamba	1,26	1.378,65	18,72	233,51
Cayambe Molino	5,68	288,25	0,00	111,10
Cayambe Pastificio	975,20	0,00	1.024,30	0,00
IPEC	N/A	N/A	2,57	8,53
Manta	30,96	3.596,88	51,19	769,16
Quito	1.589,88	603,56	1.626,44	156,08
TOTAL	2.602,98	5.867,34	2.732,54	1.284,10

Notas:

CO₂ Emission Factor of the National Interconnected System of 2019 al 2021 = 0,45 [tCO₂/MWh]

CO₂ Emission Factor of the National Interconnected System of 2022 = 0,092 [tCO₂/MWh]

The decrease recorded in the amount of our Scope 2 emissions in 2023 is mainly due to the reduction of the CO₂ emission factor of the National Interconnected System.

Regarding indirect Scope 3 emissions, taking into account that the GHG Protocol and ISO 14064 establish that their reporting is recommended but not mandatory, we have decided not to include them.






In terms of our emissions intensity, i.e. the amount of Scope 1 and 2 emissions generated per ton of production, this ratio reached a value of 0.0180 tCO_{2eq}/t in 2023.

In line with reducing our carbon footprint, we implemented a series of cleaner production initiatives throughout the year. In 2023, Ecuador's Ministry of Environment, Water, and Ecological Transition recognized some of these initiatives as cleaner production projects by awarding the Ecuadorian Environmental Certification Green Dot, with special mention of Eco-efficient Company, to our Quito plant.





CERTIFIED GREEN POINTS AT QUITO PLANT

Location	Reduction reached	Project
 <p>QUITO</p>	 <p>23,09%</p>	Reduction in diesel fuel consumption (gal diesel/ t produced) due to improvements in the steam boiler system.
	 <p>92,70%</p>	Reduction in the consumption of release oil (kg of oil/ton of bread) due to a change in the mold material.
	 <p>393.726,95 kg</p>	Use of 393,726.95 kg of organic waste for the production of 663 bags of compost for the period June 2021 to July 2023.
	 <p>69,23%</p>	Reduction in energy consumption (lighting) by changing from fluorescent tubes to LEDs.

In addition, we recertified our Manta and Cajabamba plants as Eco efficient Companies with the following projects:

MANTA

74,90% reduction in electric power consumption in the baghouse and wheat reception area due to the implementation of the YASKAWA electric speed variator in the baghouse motor.

94,20% reduction in the consumption of LPG tanks in the logistics area due to the implementation of electric forklifts.

3,02% reduction in the consumption of polypropylene bags for flour packaging due to the implementation of bulk dispatch lines.

Reduction of 16.49% in the consumption of polypropylene bags for wheat bran by-product due to the implementation of a compacting equipment in the wheat milling area.

Recovery of 14.652,58 kg of wheat dust due to the implementation of a bag filter in the wheat reception area.

CAJABAMBA

32,41% reduction in electrical energy consumption due to the replacement of fluorescent tubes with LEDs.

0,96% reduction in electricity consumption due to efficiency in the wheat unloading process.

Recovery of 10,3% of the waste generated in wheat pre-cleaning, due to the implementation of a new reception system.

Reduction of 21,20% of plastics and 24,97% of cardboard due to the efficient use of raw materials (enzymes) in the production process.

20,34% reduction of inputs (threads) in the bagging process due to the implementation of efficient machinery.



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PROFILE OF OUR REPORT

(GRI 2-2) (GRI 2-3) (GRI 2-4)

Based on our firm commitment to transparency and accountability, we are publishing our Sustainability Report for the tenth consecutive year, in order to inform about our challenges and progress in economic, environmental, social, and governance matters. Throughout its pages, we review the main milestones that have been achieved in the 2023 financial year, while we report relevant information related to our material topics.

This document is thus a key tool for our stakeholders to learn about our initiatives and results since the previous year.

Coverage & Scope

This Report has been drafted in accordance with the GRI 2021 Standards, as well as the relevant elements of the GRI 13 Sectoral Standard: Agriculture, Aquaculture, and Fisheries Sectors 2022. The report covers the period from January 1 to December 31, 2023 and, like our Financial Statements, covers the activities of Moderna Alimentos S.A. and Industria Panificadora Ecuatoriana IPEC S.A.S., 80% of whose share capital was acquired by Moderna Alimentos in 2023.

The exposed financial information has been drawn from both companies' 2023 consolidated Financial Statements, audited by an independent external firm, while the non-financial information comes from our information management systems, which meet the criteria of integrity, transparency, and reliability.

¹² **GRI 2-3:** Moderna Alimentos has published consecutive annual sustainability reports for the last 10 years.

¹² **GRI 2-4:** during 2022, no errors have been detected or changes have been generated in relation to the information presented in previous reports that are significant enough to provide an update in this Report.

¹³ **GRI:** Global Reporting Initiative.





Drafting Principles

To ensure the information's quality and correct presentation, we have applied the eight principles established by the GRI for this purpose:



Precision



Balance



Clarity



Comparability



Completeness



Context of sustainability



Timeliness



Verifiability

Information verification & traceability

(GRI 2-3) (GRI 2-5)

Moderna Alimentos has not commissioned a specific process of external verification of this document to an independent third party in relation to the application and use of the GRI Standards. However, most of the reported economic, environmental, and/or social contents have been verified externally and independently within the assurance processes to which we are subject to annually.

Questions & Additional Information

For more information on our company or this document, please visit our webpage:



www.modernaalimentos.com.ec



Your concerns and comments are important. To this end, you can also contact:

Carolina Yela Guevara - Head of Sustainability -
+593 986019135 - cyela@moderna.com.ec



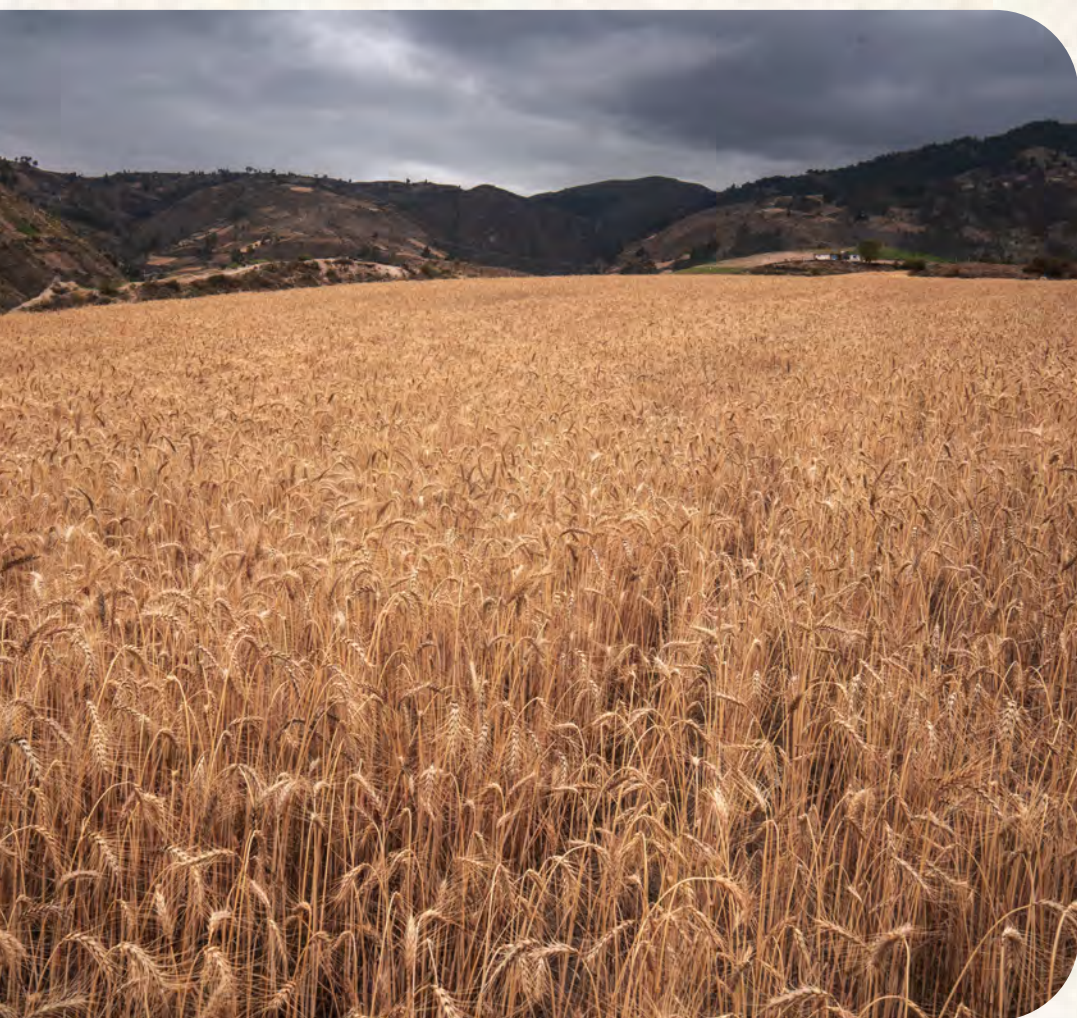


REVIEW AND UPDATE OF OUR MATERIAL TOPICS

(GRI 3-1) (GRI 3-2 (b))

For our 2023 Sustainability Report, we have commissioned a specialized consulting firm to undertake, externally and independently, a process of reviewing and updating our material topics in accordance with the guidance provided for this purpose in the GRI 2021 Standards.

This update was based on our previous materiality analysis developed in 2022. The steps followed and main results obtained throughout this process are presented below:



1

CONTEXTUALIZATION

Firstly, we analyzed our organization's activities and main business and commercial relationships, as well as the sustainability context in which they take place. In addition, we examined relevant documentation on our sustainability management, including our relationships with our stakeholders, and reviewed in detail our previous materiality analysis.

2

REVIEW OF IMPACTS ON SUSTAINABLE DEVELOPMENT

Subsequently, the main actual and potential impacts of our organization on the economy, the environment, and people were reviewed, including the impacts on human rights arising both from our own activities and from our business relationships.

For this purpose, since the sectoral GRI Standard that encompasses part of our activities, **GRI 13: Agriculture, Aquaculture, and Fisheries Sectors 2022**, is available, the topics described were reviewed to determine their materiality in the case of our company and the applicable ones were selected following analysis¹⁴.

Since our Core is involved in the processing of agricultural raw materials and other inputs for food production, the initial exploratory analysis of GRI 13 was complemented with a review of other sectoral analyses developed by the GRI itself, prior to the publication of the Standards, such as *GRI G4 Food Processing Sector Disclosures* and *GRI - Sustainability Topics for Sectors: What do stakeholders want to know? - Food and Beverage Processing*. In addition, information on the current context of our organization was added.

The results of this review were compared with the topics of our previous materiality analysis, thus identifying variations or changes between both processes¹⁵.

¹⁴ **NOTE:** In accordance with Requirement 3: Determine material topics and Requirement 7: Publish a GRI content index of GRI Standard 1: Fundamentals 2021, the topics included in GRI 13 that have been considered as non-material are listed in the GRI Content Index of this Sustainability Report, together with the respective explanations as to why they are not material.

¹⁵ **GRI 3-2 (b):** This process of reviewing material issues has not involved more than a minimum level of change in the structure and contents to be reported in this Sustainability Report, with respect to the reports previously published by Moderna Alimentos. These changes have not entailed a profound alteration of the reporting exercise as such, nor a re-expression of the information to be reported.



3

SUSTAINABLE DEVELOPMENT IMPACT ASSESSMENT

Third, the level of importance of the impacts was established through a multivariate analysis, taking into account the following factors:

The objective evaluation of the significance and probability of impacts occurring, according to the documentary review undertaken and the criteria set forth by the members of our organization's Sustainability Committee;

The valuations of the topics given by our stakeholders and by a selection of experts in the field that were established in a specific consultation process, with the participation of employees, customers, end consumers, suppliers, community members, authorities, media, key informants, and experts.

The outcome of this evaluation process allowed us to determine the impact relevance level according to four levels of importance: high, medium, low, and none.

4

PRIORITIZATION OF IMPACTS ON SUSTAINABLE DEVELOPMENT

Finally, the identified and evaluated topics were prioritized to determine which should be the focus of our company's 2023 Sustainability Report.

Firstly, the impacts were regrouped under broader categories based on related and common issues, thus reducing their number and simplifying the understanding and visualization of materiality.

Secondly, after analyzing the results of the different evaluation processes carried out, each and every one of the issues turned out to be significant, so a threshold or cut-off point was not considered appropriate at this stage.

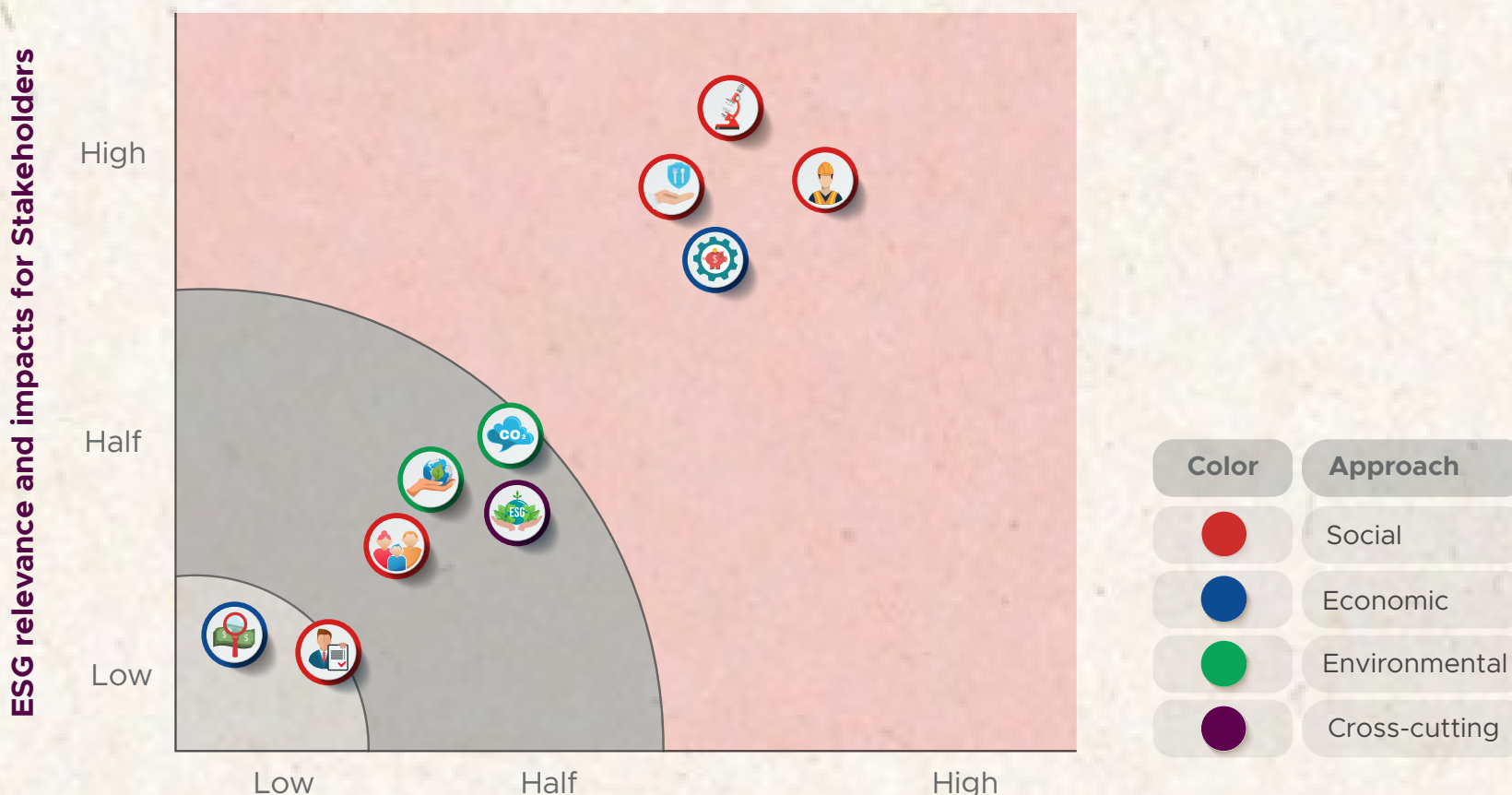
Finally, the issues were ranked from most to least significant according to their importance, from highest to lowest relative priority.





In order to better visualize this process, the following chart shows the material topics ordering, as suggested by the GRI.

MATERIALITY MATRIX							
N°	Icon	Identified material topics	Relevance	Approach	Impacts		Management approach
1		Food innocuousness	High	Social	Potential	Direct	Prevention and mitigation
2		Food safety	High	Social	Real	Direct	Promotion
3		Occupational health and safety	High	Social	Potential	Direct	Prevention and mitigation
4		Economic inclusion	High	Economic	Real	Direct	Promotion
5		Carbon footprint management	Half	Environmental	Real	Direct	Minimization
6		Good environmental practices	Half	Environmental	Potential	Direct	Prevention and mitigation
7		ESG supply chain assessment	Half	Cross-cutting	Potential	Indirect	Prevention and mitigation
8		Good community practices	Half	Social	Potential	Direct	Prevention and mitigation
9		Integral business practices	Low	Economic	Potential	Direct	Prevention and mitigation
10		Responsible labor practices	Low	Social	Potential	Direct	Prevention and mitigation



Importance of ESG impacts for Moderna Alimentos S.A.



Scope of our material topics



Economic inclusion

Our company's ability to redistribute part of the economic value generated to local communities by promoting their access to employment or other economic opportunities, for example, through purchasing goods and services from small local suppliers.



Integral business practices

In general terms, within the context of the country in which we operate, our company's ability to deal with the impact of corruption, unfair competition, or malpractice in the area of public policy intervention.



Carbon Footprint Management

Our company's ability to reduce, mitigate, or offset the generation of greenhouse gas emissions (and other related emissions) in the different operations and processes, in order to contribute to the global fight against climate change.



Good environmental practices

Our company's ability to prevent, reduce, mitigate, or offset the potential environmental impacts of operations and processes through responsible environmental management that respects the natural environment.



Responsible labor practices

Our company's ability to prevent workers' fundamental principles and rights from being infringed due to abusive or unethical labor practices.



Occupational health & security

Our company's ability to prevent and minimize physical and psychosocial risks that could endanger the safety or health of workers.



Good community practices

Our company's ability to prevent and minimize our activities' potential impacts on the immediate surroundings in terms of environmental, socioeconomic, cultural, health, and human rights of local communities.



Food safety

Our company's ability to contribute to the fight against hunger and malnutrition through measures to prevent food waste, food aid programs, and the promotion of healthy eating.



Food innocuousness

Our company's ability to prevent or mitigate the potential contamination of the food it produces and foodborne diseases that could affect the health and safety of its consumers.



ESG evaluation of the supply chain

Our company's ability to prevent or mitigate the potential economic, environmental, social, and corporate governance impacts of our suppliers through control, supervision, and/or collaboration processes



GRI TABLE OF CONTENT

The GRI Content Index format to be used and published in the 2023 Sustainability Report is constructed below, in accordance with the provisions of "Requirement 7: Publish a GRI content index" of GRI Standard 1: 2021 Fundamentals and based on "Annex 1. Compliance GRI Content Index" of the same Standard.

Declaration of use

Moderna Alimentos has prepared the report in accordance with the GRI Standards for the period from January 1 to December 31, 2023.

Used GRI 1

GRI 1: Fundamentals 2021

Applicable GRI Sectoral Standards

GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022

GRI STANDARD	CONTENTS	LOCATION	OMISSION			GRI SECTORIAL STANDARD REF No.
			REQUIREMENTS OMISSION:	MOTIVE	EXPLANATION	
General content						
GRI 2: General Content 2021	2-1 Organizational details	p. 8 y 19				
	2-2 Entities included in the submittal of sustainability reports	p. 79				
	2-3 Reporting period, frequency and contact point	p. 79 y 80				
	2-4 Information update	p. 79				
	2-5 External verification	p. 80				
	2-6 Activities, value chain and other commercial relations	p. 8-10, 33-37 y 57				
	2-7 Employees	p. 47 y 48				
	2-8 Non-employee workers	p. 48				
	2-9 Governance structure and composition	p. 19-23				
	2-10 Appointment and selection of the highest governance body	p. 21				
	2-11 President of the highest government body	p. 21				
	2-12 Role of the highest governance body in overseeing impact management	p. 22				
	2-13 Delegation of responsibility for impact management	p. 22				
	2-14 Role of the highest governance body in sustainability reporting	p. 22				
	2-15 Conflicts of interest	p. 25				
	2-16 Communication of critical concerns	p. 24				
	2-17 Collective knowledge of the highest governance body	p. 22				



GRI STANDARD	CONTENTS	LOCATION	OMISSION			GRI SECTORIAL STANDARD REF No.
			REQUIREMENTS OMISSION:	MOTIVE	EXPLANATION	
Contenidos generales						
GRI 2: Contenidos Generales 2021	2-18 Performance evaluation of the highest governance body	p. 21				
	2-19 Remuneration policies	p. 21				
	2-20 Remuneration establishment proocess	p. 21				
	2-21 Total annual compensation ratio		a, b y c	Confidentiality restrictions	Moderna Alimentos considers this information confidential	
	2-22 Sustainable Development Strategy Statement	p. 3 y 4				
	2-23 Commitments and policies	p. 14, 24, 52 y 70				
	2-24 Incorporation of commitments and policies	p. 14-16 y 24				
	2-25 Processes to remediate negative impacts	p. 24, 44, 45 y 60				
	2-26 Mechanisms for seeking advice and raising concerns	p. 24, 44, 45 y 60				
	2-27 Compliance with laws and regulations	p. 25				
	2-28 Affiliation to associations	p. 17				
	2-29 Approach to stakeholder engagement	p. 17				
	2-30 Collective bargaining agreements	p. 50				
Material topics						
GRI 3: Material topics 2021	3-1 Process for determining material topics	p. 81 y 82				
	3-2 List of material topics	p. 81 y 83				
	3-3 Management of material issues	p. 83				
Tema material 1: Inclusión económica						
GRI 3: Material topics 2021	3-3 Material topic management	p. 55				13.22.1
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	p. 11, 12 y 55				13.22.2
GRI 203: Indirect economic consequences 2016	203-1 Infrastructure investments and services supported	p. 10				13.22.3
	203-2 Significant indirect economic impacts	p. 55				13.22.4


Material topic 2: Sound business practices

GRI 3: Material topics 2021	3-3 Material topic management	p. 24 y 25				13.24.1
						13.25.1
						13.26.1
GRI 415: Public policy 2016	415-1 Contributions to political parties and/or representatives	p.26				13.24.2
GRI 206: Unfair competition 2016	206-1 Legal actions related to unfair competition and monopolistic practices and against free competition	p.27				13.25.2
GRI 205: Anti Corruption 2016	205-1 Operations assessed for corruption-related risks	p.26				13.26.2
	205-2 Communication and training on anti-corruption policies and procedures	p.24				13.26.3
	205-3 Confirmed corruption incidents and actions taken	p.26				13.26.4

Material topic 3: Carbon footprint management

GRI 3: Material Topics 2021	3-3 Material topic management	p. 73 y 75				13.1.1	
						13.2.1	
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	p. 76				13.1.2	
	305-2 Indirect GHG emissions (Scope 1) related to energy (Scope 2)	p. 76				13.1.3	
	305-3 Other indirect GHG emissions (Scope 3)	p. 76				13.1.4	
	305-4 GHG emission intensity	p. 76				13.1.5	
	305-5 GHG emission reduction	p. 77				13.1.6	
	305-6 Emissions of Ozone Depleting Substances (ODS)			a, b, c y d	Not applicable	Modern Alimentos does not generate emissions of ozone-depleting substances.	13.1.7
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p. 72					13.1.8
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities from climate change	p. 73				13.2.1	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 73 y 74					
	302-2 Energy consumption outside the organization			a, b y c	No information available	Moderna Alimentos does not measure the energy consumption of the organization.	
	302-3 Energy intensity	p. 75					
	302-4 Energy consumption reduction	p. 73 y 74					
	302-5 Reduction of energy requirements of products and services			a, b y c	No information available	Moderna Alimentos does not measure the energy requirements of its products or services.	



Material topic 4: Good environmental practices

GRI 3: Material topics 2021	3-3 Material topic management	p. 67				13.7.1
						13.8.1
GRI 303: Water and effluents 2018	303-1 Interaction with water as a shared resource	p. 68 y 72				13.7.2
	303-2 Management of impacts related to water discharges	p. 72				13.7.3
	303-3 Water extraction	p. 68				13.7.4
	303-4 Water discharge	p. 72				13.7.5
	303-5 Water consumption	p. 68				13.7.6
GRI 306: Waste 2020	306-1 Generation of waste and significant waste-related impacts	p. 71				13.8.2
	306-2 Management of significant waste-related impacts	p. 71				13.8.3
	306-3 Generated waste	p. 71				13.8.4
	306-4 Waste not destined for disposal	p. 71				13.8.5
	306-5 Waste destined for disposal	p. 71				13.8.6
GRI 301: Materials 2016	301-1 Materials used per weight or volume	p. 69				
	301-2 Recycled inputs used	p. 70				
	301-3 Recovered products and packaging materials	p. 70				

Material topic 5: Responsible labor practices

GRI 3: Material topics 2021	3-3 Material topic management	p. 24, 28, 30, 47 y 50				13.15.1
						13.16.1
						13.17.1
						13.18.1
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governing bodies and employees	p. 21 y 50				13.15.2
	405-2 Ratio between basic salary and remuneration of women and men		a y b	Confidentiality restrictions	Moderna Alimentos considers this information confidential	13.15.3
GRI 406: No Discrimination 2016	406-1 Cases of discrimination and corrective actions taken	p. 29				13.15.4
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers with significant risk of cases of forced or compulsory labor	p. 29 y 31				13.16.2


Tema material 5: Prácticas laborales responsables

GRI 408: Child labor 2016	408-1 Operations and suppliers with significant risk of child labor cases	p. 29 y 31				13.17.2
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers whose right to freedom of association and collective bargaining may be at risk	p. 29 y 31				13.18.2
GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022	13.20 Employment practices	p. 49				13.20.1
	13.21 Living income and living wage	p. 49				13.21.1
						13.21.2
						13.21.3

Material topic 6: Occupational health and safety

GRI 3: Material topics 2021	3-3 Material topic management	p. 52				13.19.1
GRI 403: Occupational Health & Safety 2018	403-1 Occupational health and safety management system	p. 52				13.19.2
	403-2 Hazard identification, risk assessment and incident investigation	p. 52				13.19.3
	403-3 Occupational health services	p. 53				13.19.4
	403-4 Worker participation, consultation and communication on occupational health and safety	p. 52				13.19.5
	403-5 Occupational health and safety training for workers	p. 52				13.19.6
	403-6 Worker health promotion	p. 53				13.19.7
	403-7 Prevention and mitigation of impacts on the health and safety of workers directly linked to commercial relations	p. 52				13.19.8
	403-8 Coverage of the occupational health and safety management system	p. 52				13.19.9
	403-9 Work-related injuries	p. 53				13.19.10
	403-10 Occupational diseases and illnesses	p. 53				13.19.11



Material topic 7: Good community practices

GRI 3: Material topics 2021	3-3 Material topic management	p. 59				13.12.1
						13.13.1
						13.14.1
GRI 413: Local communities 2016	413-1 Operations with local community participation, impact assessments and development programs	p. 55 y 60-62				13.12.2
	413-2 Operations with significant negative impacts - actual or potential - on local communities	p. 60				13.12.3
GRI 202 Market presence 2016	202-2 Proportion of senior executives recruited from the local community	p. 55				
GRI 204 Sourcing practices 2016	204-1 Proportion of spending on local suppliers	p. 57				
GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022	13.13 Land and resource rights	p. 59				13.13.2
						13.13.3
GRI 411: Rights of indigenous peoples 2016	411-1 Cases of violations of the rights of indigenous peoples	p. 59				13.14.2
GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022	13.14 Rights of indigenous peoples	p. 59				13.14.3
						13.14.4

Material topic 8: Food safety

GRI 3: Material topics 2021	3-3 Material topic management	p. 41 y 63				13.9.1
GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022	13.9 Food safety	p. 64				13.9.2


Material topic 8: Food safety

G4 Food Processing Sector Disclosures 2014	FP4 Nature, scope and effectiveness of programs and practices that promote access to healthy lifestyles, prevention of chronic diseases, access to healthy, nutritious and affordable foods, and improved well-being for communities.	p. 43 y 63-65				
	FP8 Policies and practices on communicating to consumers about ingredients and nutrition information beyond legal requirements	p. 43				
GRI 417 Marketing y etiquetado 2016	417-1 Requirements for information and labeling of products and services	p. 41				
	417-2 Non-compliance cases related to product and service information and labeling	p. 41				

Material topic 9: Food safety

GRI 3: Material topics 2021	3-3 Material topic management	p. 38				13.10.1
						13.23.1
GRI 416: Customer health and safety 2016	416-1 Health and safety impact assessment of product or service categories	p. 38				13.10.2
	416-2 Non-compliance cases related to health and safety impacts of product and service categories.	p. 39				13.10.3
GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022	13.10 Food safety	p. 38 y 39				13.10.4
						13.10.5
G4 Food Processing Sector Disclosures 2014	FP5 Percentage of production volume manufactured at sites certified by an independent third party in accordance with internationally recognized food safety standards.	p. 38				
	G4-FP6 Percentage of total sales volume of consumer products low in saturated fats, trans fats, products low in saturated fats, trans fats, sodium and added sugars	p. 42				
	G4-FP7 Percentage of total sales volume of consumer products containing added nutritional ingredients such as fiber, vitamins, minerals, phytochemicals or functional food additives.	p. 42				



Material topic 9: Food safety

GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022	13.23 Supply chain traceability	p. 40				13.23.2
						13.23.3
						13.23.4

Material topic 10: ESG supply chain evaluation

GRI 3: Material topics 2021	3-3 Material topic management	p. 30				
G4 Food Processing Sector Disclosures 2014	G4-FP1 Percentage of volume purchased from suppliers that comply with the company's sourcing policy.	p. 31				
	G4-FP2 Percentage of purchased volume that has been verified against internationally recognized responsible production standards.	p. 31				

Applicable GRI Sector Standard topics considered non-material

TOPIC

EXPLANATION

GRI 13: Agriculture, Aquaculture & Fishing Sectors 2022

Tema 13.3 Biodiversity	These topics are clearly focused on farming activities in the field of agriculture, to which Moderna Alimentos is not directly dedicated.
Tema 13.4 Conversion of natural ecosystems	
Tema 13.5 Soil health	
Tema 13.6 Use of pesticides	
Tema 13.11 Animal health and welfare	This topic is clearly focused on livestock farming, an activity to which Moderna Alimento is not at all dedicated.



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