



Sustainability

Global Policy

OBJECTIVE

Drive sustainable business growth, ensuring that global operations and practices are environmentally sound, socially responsible and cost-beneficial across the value chain.

DEFINITIONS

Global Sustainability Community:

Group of people from different Organizational Units (OUs) and Business Units (BUs) that work together in a global sustainability strategy.

POLICY

Sustainability Strategy:

To ensure a sustainable development embedded in our activities, brands, and products, and to continue offering added value to all our stakeholders and our world, Sigma developed a sustainability strategy.

The first step towards creating Sigma's sustainability strategy was defining the material aspects. With the support of a sustainability consultant, Sigma developed a materiality analysis, comparing relevant matters in the food industry, including suppliers and customers, against the relevant matters for the company. This was achieved through research and surveys in all Organizational Units.

The analysis resulted in the following material topics:



- Food quality and safety
- Healthy and nutritious food
- Occupational health and safety
- Organizational culture and work environment
- Compliance
- Water
- Air emissions
- Waste
- Value chain management
- Customer satisfaction and consumer choices
- Energy
- Economic performance

These material topics were grouped to form the four sustainability pillars:

1. Health and Nutrition – We promote healthy diet and lifestyles through our brands, offering innovative, safe, and high-quality products that are preferred by our consumers.
2. Wellbeing – We ensure working conditions drive collaborators' professional growth, increase engagement, work-life balance and active community participation.
3. Environment – We aim to reduce our environmental impact by using natural resources efficiently and minimizing our footprint.
4. Shared Value – We drive financial growth through long-term strategic planning across the value chain.

The Central Sustainability area shall:

- Define and communicate the Global Sustainability Strategy, Policies, and guidelines.
- Sponsor the creation and coordinate the implementation of multidisciplinary and global committees by pillar, which will in turn establish the central strategy to be applied per OU and BU.

For each of the pillars established, the Central Sustainability area shall also:

- Appoint a Leader and co-identify opportunities by benchmarking Key Performance Indicators among OUs / BUs to promote continuous improvement.
- Support and advice OUs and BUs in the development and follow-up of roadmaps and master plans.
- Establish a Global Sustainability Key Performance Indicators system, including the necessary tools to create reports and communicate them to Organizational Units
- Develop short, medium, and long-term sustainability commitments, in collaboration with the respective central areas, that consider the company's strategic plan, industry benchmarks, innovative practices, technologies or processes, changes in regulations and internal competencies and capabilities.



- Work closely with Alfa and its subsidiaries to create corporate strategies and develop a unique sustainability front that looks to reduce risk and increase overall business profitability.
- Foster and facilitate the creation of value across Sigma through the planning and organization of a recurring sustainability event, in which Organizational Units' representatives will gather to share practices and transfer knowledge.
- Collect information from sites, design and publish the Annual Sustainability Report and other types of internal and external communication.

All OUs shall:

- Adhere to the Global Sustainability Strategy, Policies and guidelines.
- Follow up on KPIs, reports, and established commitments to ensure operations and practices are aligned with goals that strengthen the Sigma brand.
- Facilitate the Central Sustainability area to use amenities, services, people and/or, sites to perform new trials, pilot tests or analyses.
- Comply with all regulations and norms applicable, including but not limited to food and safety certifications, export requirements, environmental laws, social and human rights mandates, and occupational safety guidelines.
- Assign a team to participate in the Sustainability Committee (as part of the Global Sustainability Community) responsible for interacting and giving support to the Central Sustainability area with the following responsibilities:
 - Define the sustainability objectives inside the OU.
 - Implement best practices inside the OU.
 - Upload and update all necessary and required information.
 - Allow an efficient flow of communication and project monitoring.
 - Report the KPIs in a monthly basis to the Central Sustainability area.
 - Facilitate logistics, information sharing and resource availability.
- Formally communicate any event which impacts the sustainability strategy such as:
 - Regulatory changes: local and international.
 - Roadmap updates.
 - Implementation of new processes, technologies or practices.
 - Unmanaged social, environmental or economic impacts derived from our operations.
 - Any major changes in the status of suppliers, clients or any other stakeholder across the value chain (mergers, acquisitions, new players, out of business, among others).
 - Any other identified risk.