



Environmental, Social and Governance Global Policy



OBJECTIVE

To drive sustainable business growth, ensuring that global operations and practices are environmentally sound, socially responsible, and foster operations' continuity through our Sustainability strategy composed by four pillars of action: Wellbeing, Environment, Health & Nutrition and Shared Value.

POLICY

Additional to the compliance with laws and regulations where we operate, we are committed to continuous improvement of environmental, social, and governance performance.

Long-Term Commitments:

To manage and review the Company's sustainable progress, 15 long-term commitments were defined to be achieved by 2025. These are aligned with the United Nations' Sustainable Development Goals, specifically to No Hunger, Good Health and Well-Being, Quality Education, Gender Equality, Affordable and Clean Energy, Responsible Consumption and Production, Climate Action, and Partnership for the Goals:

- Guarantee quality products for our customers and consumers through our Quality and Food Safety Global Policies.
- Reduce the food waste generated in our operations.
- Provide clear, accessible, and complete information to all our consumers and clients.
- Continue to improve the nutritional quality of our products and create healthier innovative options that meet our consumers' needs.



- Increase the occupational health and safety of our employees by reducing the accident rate through our operations.
- Become a more inclusive company.
- Increase the personal and professional development opportunities for all our employees.
- Promote the participation of our employees in volunteering activities, enhancing the involvement in the communities where we operate.
- Improve responsible water stewardship through operational efficiency.
- Increase the percentage of clean energy consumption in our operations.
- Reduce our carbon footprint in our value chain.
- Create solutions that move us towards a circular economy.
- Increase our food donations through hunger relief organizations.
- Work with our supply chain to ensure that our main purchases are responsibly sourced.
- Strengthen our long-term relationships with stakeholders through an open communication regarding our sustainable efforts.

To ensure the compliance of these goals, we have established in all of our Organizational Units and Business Units KPIs and roadmaps. In addition, aware of the challenges and necessities of the Food & Beverage's industry and our stakeholders, we decided to pay special attention on four transformational objectives that will allow us to create added value to the Company:

- Engage with suppliers to ensure sustainability compliance and benchmark best practices.
- Evolve our direct sources and consumption of energy towards a carbon neutral Company.
- Build a global water stewardship strategy to minimize risks in our facilities.
- Promote circular economy to minimize environmental impact of our products.

Governance:

Our President & CEO oversees and determines major strategic decisions for our Sustainability initiatives and reviews the progress towards our targets.

To ensure the compliance of our long-term goals by 2025, we created a Sustainability Community, sponsored by our Chief Research and Development, Innovation and Sustainability Officer (CRISO), led by the Central Sustainability area, and composed of a multidisciplinary team of more than 260 experts and representatives from each Business



Unit (BU). The Community's role is to encourage Sustainability across the Company, and to support initiatives that will bring us closer to achieve our long-term goals.

Each of our goals is managed by a Global Champion, an executive with ample experience and know-how in the corresponding field. Collectively, these executives contribute in the development of the strategy and management of each commitment. They work to align their actions and support all BUs engaged in implementing and monitoring the goals.

Collaboration between different regions where we are present helps us strengthen the corporate culture and enables us to find and replicate success stories that helps us advance through our journey in becoming a more sustainable Company.

In case any Organizational Unit (OU) requires additional information / report regarding law / norm compliance or specific requirements, the OU responsible shall coordinate with the Central Sustainability area to fulfill such requirement.

Trainings and Awareness

To ensure a sustainable culture in the company, we have activities that promote awareness of the importance and impact of ESG topics. These include the Annual Sustainability Forum where employees learn from experts about different ESG topics, our Sustainability Week or Challenge that allows employees and their families to incorporate sustainable habits in their day to day, and relevant webinars, workshops, and trainings for our members of the Sustainability Community, according to their roles and responsibilities.

Reporting:

Sigma is transparent and fully committed to communicate our efforts towards being a more sustainable Company. Our Annual Sustainability Report is generated through Global Reporting Initiative (GRI) standards and is available in our website.

The Sustainability Community shall evaluate Sigma's progress every four months and share the information to all employees through a Global Forum, and externally via our Sustainability Report.