



SUSTAINABILITY **REPORT 2021**

CONTENTS



03 MESSAGE FROM THE CEO

04 HIGHLIGHTS

05 PROEZA GROUP

06 OUR COMPANY

08 OUR CULTURE

09 Mission
09 Vision
09 Beliefs
09 Values
09 Strategy

11 GOVERNANCE

12 Ethical management
12 Transparency line
13 Anticorruption
14 Our reputation
14 Awards and recognition



15 SOCIAL

15 Community engagement
16 Responsibly operation and supply chain
18 Health & Safety Operations
21 Our team
22 Wellbeing at work

27 ENVIRONMENT

27 Waste
28 Energy and Emissions
30 Water



<https://www.proeza.com.mx/transparency/>



MESSAGE FROM THE CEO

102-14, 102-15

We are pleased to present our first Sustainability Report, an effort to communicate our initiatives, policies, and activities carried out throughout the year, and our commitment to sustainable development. To crystalize that commitment in 2021, we became signatories of the UN Global Compact, the world's largest sustainability initiative.

2021 was another challenging year. Being an export business, the peso appreciation against the dollar at the beginning of the year impacted the production costs, and the orange juice's low international prices weren't favorable for the industry and businesses. However, with operational discipline, teamwork and leadership we prevailed.

We faced these challenging conditions with a firm commitment to sustainability.

This year, we continued strengthening our organic program, supporting small orange growers, and our efforts to reduce our energy consumption and CO₂ emissions by managing our operations more efficiently.

In addition, our company continues to focus on quality products, and in 2021, we received our USDA Organic Certification and Corporate Responsibility Distinctive.

We have set ambitious targets, and in the coming months, we will carry out our first materiality assessment, which will guide our sustainability strategy and set social and environmental priorities for the years to come.

I want to thank all our stakeholders, particularly our Collaborators, for being part of this sustainability journey.

LUIS LÁZARO VALLES
CEO CITROFRUT



HIGHLIGHTS

Our organic products are USDA certified.

98% of our personnel have taken a cybersecurity course

23,000 hours of staff training

11 Social initiatives

90% of our suppliers are local companies

24% water in our plants is reused

Adhered to the UN Global Compact

48% Reduction of CO₂ emissions since 2019

More than **20%** of our processed fruit comes from our own groves

In 2021, **80%** of the electric energy used came from renewable sources





PROEZA GROUP

102-1, 102-2, 102-3

An international Group headquartered in Monterrey, Nuevo León, Mexico. It is recognized for its continuous improvement, long-term relationships with customers, and its commitment to developing talent.



Two operating units
comprise our Group.



With more than 60 years of experience, Metalsa provides the light and commercial vehicles segments in the automotive industry with chassis and body structural components for pickup trucks, SUVs, Heavy, Trucks, and Buses.



With over 60 years in the market, Citrofrut is a Mexican company dedicated to provide the freshness of citrus and tropical fruits in each of its products. This company is an expert in the citrus processing industry and has achieved complete integration in its supply chain, including nurseries, groves, and processing plants.

And two investment units.



We are a 100% Mexican company belonging to Grupo Proeza, which is focused on our customers' Digital Transformation, through mission critical technology, managed services and innovation



Venture capital company that invests in early-stage startups exclusively in the mobility space.

OUR COMPANY

102-2, 102-6, 102-7

Citrofrut, a Mexican Juice and Fresh Fruit Company, is an agro-industrial business with more than 60 years in the market, characterized by producing quality fruit juice. We produce & deliver fresh and processed fruit products to our customers, offering reliable and innovative solutions through a sustainable grove to market operation.

Our Purpose
Mindfully sowing and harvesting the best of nature for a better world.



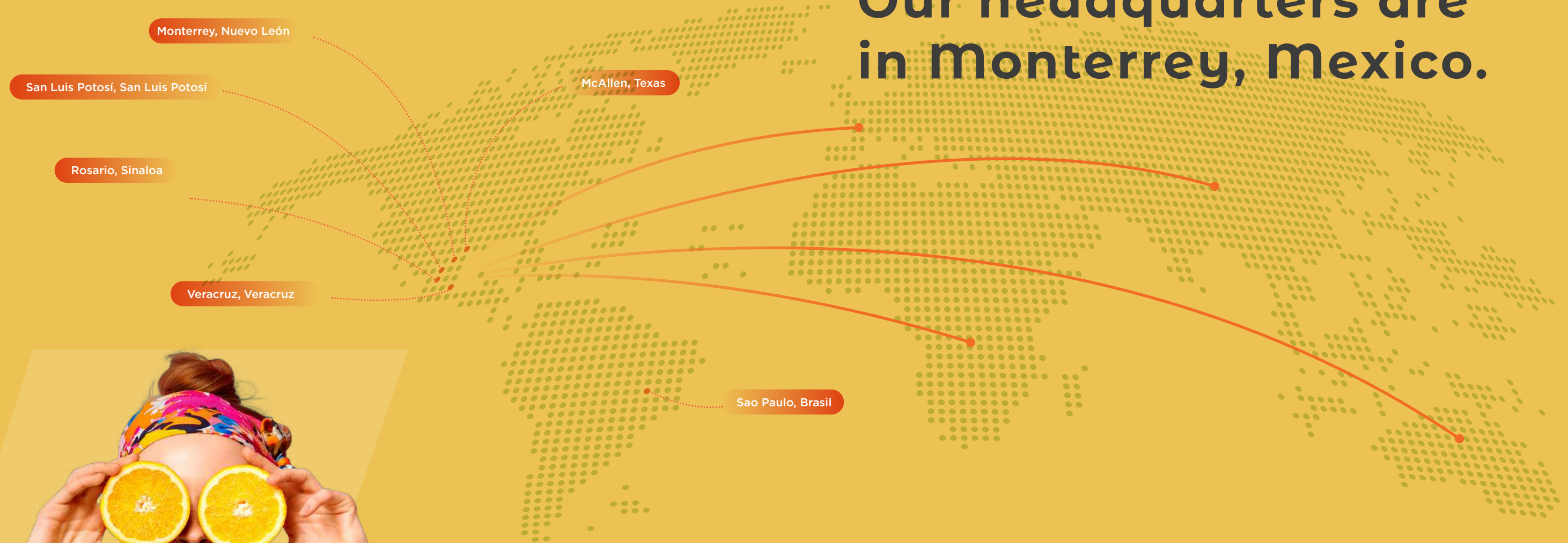
Fresh fruit

We offer a wide variety of fresh fruit throughout the year, from conventional and organic groves.

Juice products

We offer citrus, tropical fruit, and products developed with the best fruit in Mexico. More than 20% of our processed fruit comes from our groves, contributing to our high-quality standards. Both our citrus and juice processes are sustainable, and we reduce waste. We extract juice and pulp as ingredients for the food and beverage industry, particularly fruit juice. We recover essential oils and aromas used in the flavor industry and fragrance, and we transform fruit peel into an animal food ingredient, rich in energy and fiber.

Our headquarters are in Monterrey, Mexico.



OUR PRESENCE

Our company operates five strategically located processing plants. Our locations are certified by the Global Food Safety Initiative (GFSI) and comply with water treatment regulations to ensure sustainable processing practices..

We have a distribution center in McAllen, Texas, to offer efficient and reliable deliveries to our US customers.

Additionally, we have storage and distribution capacity around the world. We export our products to 40 countries in 5 continents. We service diverse industries, such as Food and Beverage, Flavor & Fragrances, and Livestock, supporting key bottlers and distributors that serve retail channels and food service.

OUR CULTURE

As a Juice Company, Citrofrut is founded on a solid humanistic culture, which we live daily through our Model of Identity. At Citrofrut, we have the following beliefs:



All human beings should be treated with dignity and respect.



Integrity is the foundation of long-lasting human relationships.



Human beings can constantly improve.



Work is a means to pursue happiness.





Strategy 102-15

We have placed sustainability at the core of our 2030 vision and strategy.

Our Aspiration

We are leaders innovating in Agribusiness to solve unmet market needs.

Our Purpose

Mindfully sowing and harvesting the best of nature for a better world

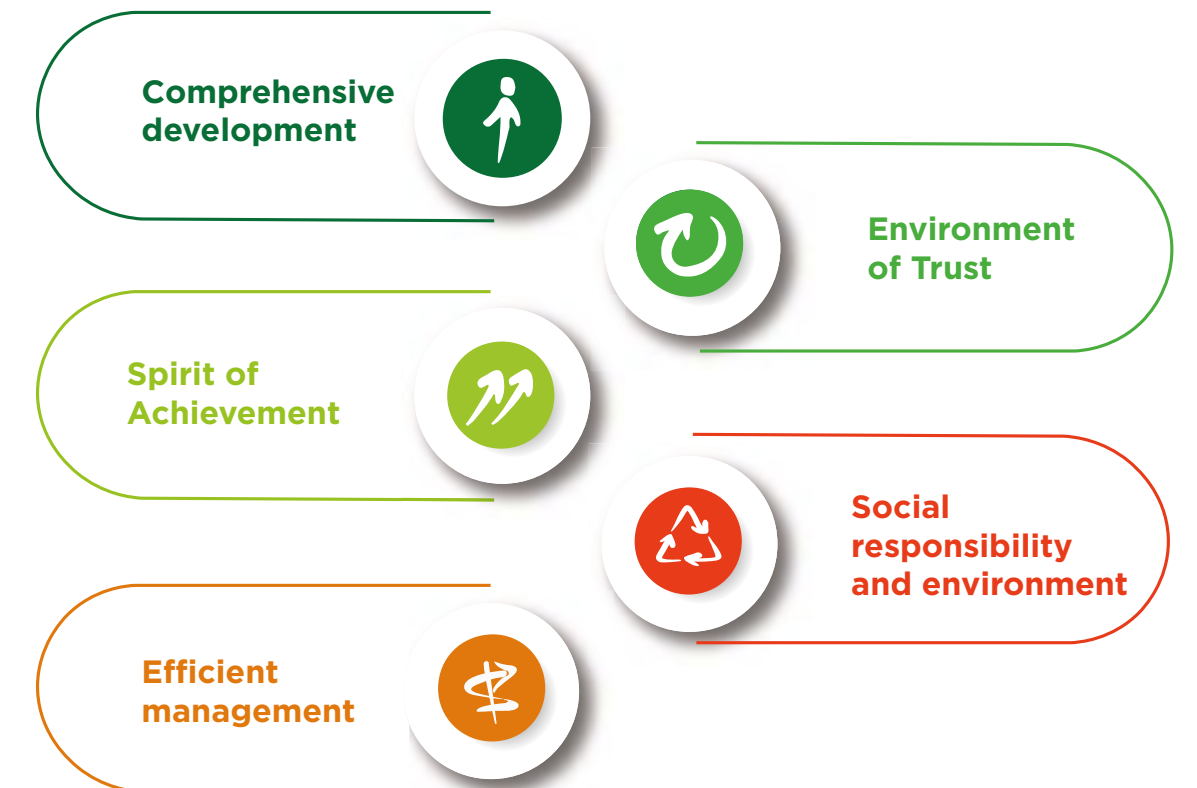
Culture

PROEZA  **WE CARE**  **WE THRIVE**  **WE DARE**

Our Promises

-  We build **meaningful** Brands
-  We Nourish communities with **prosperity**
-  We Grow **sustainably**
-  We Care for our **people and partners**

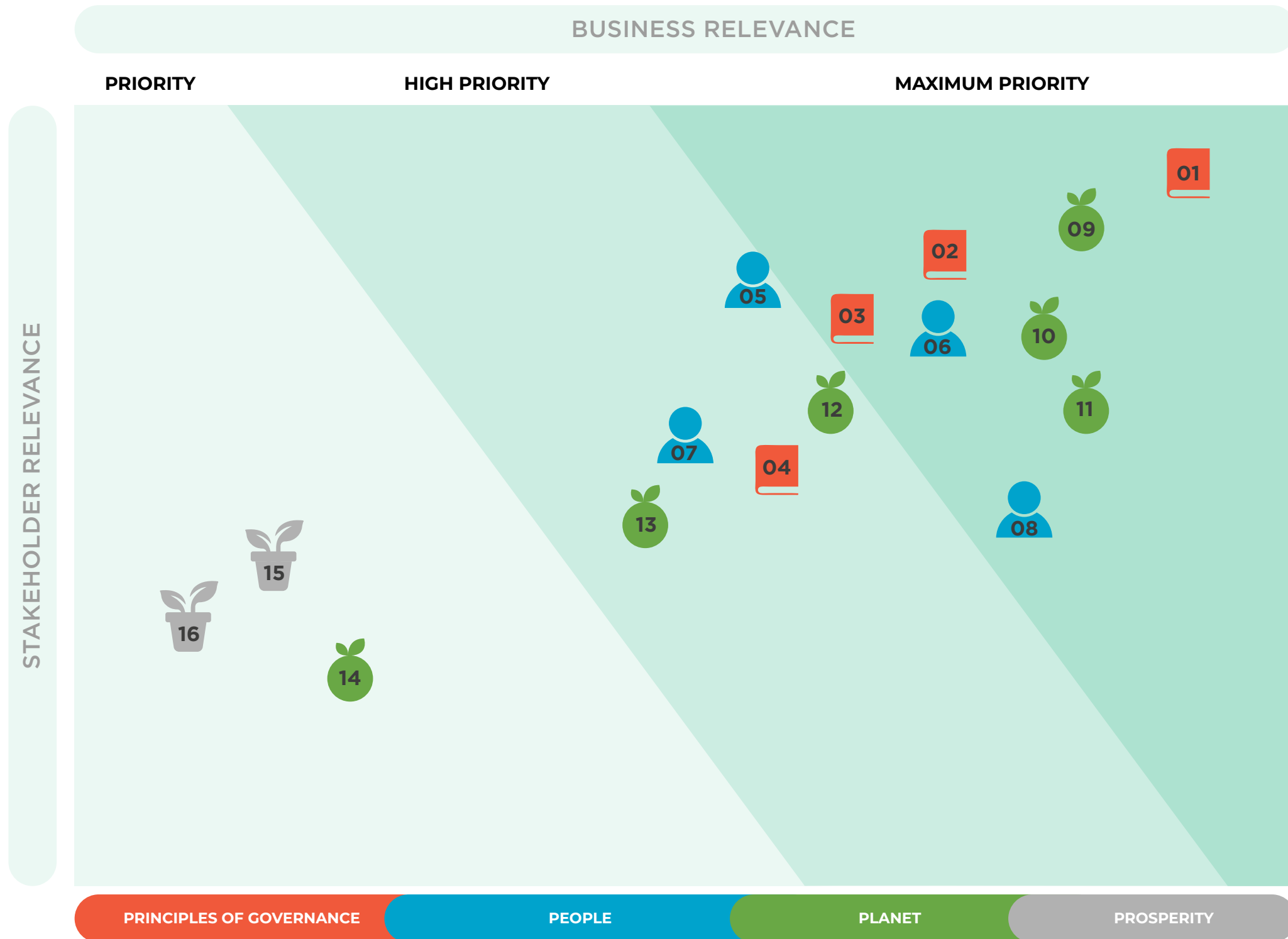
Citrofrut Values 102-16



Sustainability Materiality Matrix

Citrofrut Sustainability Model

A Sustainability Model is the graphic representation of a company's sustainability strategy. It aims to show the relevant pillars concisely. The Model proposed below considers the business philosophy, its Purpose, Values, and Material issues.



PRINCIPLES OF GOVERNANCE

- 01 Business Strategy & Clients
- 02 Governance, Ethics & Compliance
- 03 Sustainable performance
- 04 Sustainable supply chain

PEOPLE

- 05 Well-being quality of life
- 06 Sustainable Leadership
- 07 Career planning, development & training
- 08 Diversity, equity and inclusion

PLANET

- 09 Water management
- 10 Sustainable agriculture
- 11 Climate change & energy efficiency
- 12 Waste responsible management
- 13 Environmental management
- 14 Soil Care & Biodiversity

PROSPERITY

- 15 Community & Social Vitality
- 16 Community & Strategic Multisectorial Alliances

This assessment allowed us to identify the sustainability priorities of our company and stakeholders.



GOVERNANCE

We have a robust governance body and muscular structures to fulfill our mission.



Leadership team 102-18, 102-20

LUIS LÁZARO VALLES
CEO Citrofrut

ALBERTO DE LA FUENTE FUENTES
Institutional Relations Coordinator

RUBEN DE LA GARZA GARZA
Finance and Administration Coordinator

TOMAS EUGENIO GOLDARACENA AZUARA C
Citrofrut Agriculture Coordinator

MINERVA TALIA HERNÁNDEZ NAVARRO
Human Development Coordinator

MARÍA ELVIRA GARCÍA MARTÍNEZ
New Business Coordinator

JOSÉ RODOLFO FARÍAS ALVARADO
Citrus Fresh Fruit Coordinator

Advisory Board 102-26

Proeza Members

JUAN CARLOS ZAMBRANO BENÍTEZ
Family Member

ENRIQUE ZAMBRANO BARRERA
Family Member

EUGENIO MORALES ZAMBRANO
Family Member

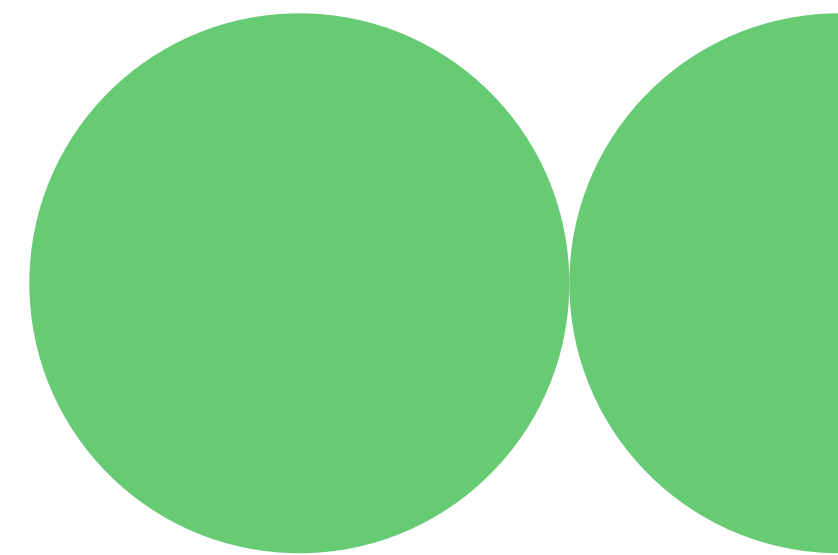
CONSUELO ZAMBRANO MARTÍNEZ
Family Member

LEOPOLDO CEDILLO VILLARREAL
Proeza CEO

LUIS LÁZARO VALLES
Coordinator Agri-business Platform

FERNANDO PÉREZ
Secretary

KARLA BAILLÉRES ZAMBRANO
Family Member



Ethical management

102-17

At Citrofrut, we adhere to the Code of Conduct of our parent company, Proeza Group. We ensure its implementation through the transparency line of the Group.



<https://www.proeza.com.mx/transparency/>



Transparency line

Through this mechanism, our Group manages and follows up on complaints and breaches of the Code of Conduct and the values of our company. We have a protocol establishing the protection instruments for whistleblowers and claimants.

In 2021, we received 56 complaints, all were processed, analyzed and closed by the Ethics & Compliance Committee.



Anticorruption 103-1, 103-2, 103-3, 205-1, 205-2

Our Anticorruption Policy sets the guidelines for transparent behavior and helps us avoid corruption incidents.

We also have robust processes so our stakeholders can report corruption incidents, conflicts of interest, and bribe incidents. In 2021, six corruption cases were reported. They included conflict of interest and theft incidents. All those cases were followed up and closed.

All our staff has been informed about our anti-corruption policy and complaint mechanisms, and more than 80% of the staff completed our anti-corruption training.

OUR REPUTATION



Distinctive and Certifications

102-12



UN GLOBAL COMPACT

In 2021, we became signatories of the largest sustainability and social responsibility initiative promoted by the UN. With this adhesion, we are committed to working and promoting the ten principles of the Global Compact around Human Rights, Labor Rights, and Environmental Rights.



ESR DISTINCTIVE

For 14 consecutive years, Citrofrut has been recognized as a socially responsible company by the *Centro Mexicano para la Filantropía* (CEMEFI) which assess actions in 5 areas: quality of life, environment, ethics and community.



ISO 14001:2015

All our plants are in the process of being ISO14001 2015 certified. This environmental management system promotes a preventive approach and environmental protection in our operations. In 2022, the Huichiuyan plant will be certified, and later, in 2024, the Rosario plant will do so.



USDA ORGANIC CERTIFICATION

Our orchards have the USDA Organic Certification, which certifies the implementation of organic agricultural standards.



CERTIFICATION SGF

Our products have the SGF certification, which ensures fruit juices' quality and safety throughout the production stages.



SMETA

Our plants are submitted to the world's leading social audit. SMETA (Sedex Members Ethical Trade Audit). is an ethical methodology that encompasses all aspects of responsible business practice.

SOCIAL

103-1, 103-2, 103-3, 413-1

Community engagement

In 2021, Citrofrut invested in Social Programs in the regions where we operated, such as Zaber Foundation, Red Cross, Nuevo León Firefighters, and other charity organizations. In addition, our plants invested in local and social programs.

One of our priorities is to promote sustainable development in the communities where we operate, and thus, we started social impact studies in the communities of Huichihuayan (San Luis Potosí), Paso Largo (Veracruz), Alamo (Veracruz). We established priorities and action plans in each location based on these assessments.



Community

Actions

Huichihuayan	Volunteering-housing improving. Race for health.
Paso Largo	Containers donation to adapt them as school classrooms Hospital beds donation Cleaning and painting volunteering activities Home construction program support
Alamo	In the aftermath of hurricane Grace, assistance with donations and distribution of food, clothing, and other immediate items were provided. Antibacterial gel donations Cleaning and painting volunteering activities Containers donation to adapt them as school classrooms Home construction program support



We invest 90% of our budget in local suppliers

Responsible Operation and supply chain

At Citrofrut, we aim to have a supplier base that meets the highest social and environmental standards. In 2021, a review of 19 key suppliers was carried out, and we are working to establish a more robust evaluation system.

The environmental, sustainability and legal areas verify that suppliers meet the requirements. Some of the activities that allow us to strengthen these processes include:

- Suppliers' tenders.
- Infrastructure evaluations.
- Service evaluation technical meetings.

We train and look after our value chain due to their impact on our business and community development. We buy our fruit from communities in Sinaloa, Nayarit, Veracruz, San Luis Potosí, Hidalgo, Nuevo Leon, and Tamaulipas Mexican states. We have a supplier development program to build long-term relationships with growers

In 2021, we included anti-corruption clauses in all contracts and purchase orders.



ORGANIC PROGRAM

Our Organic program aims to promote organic processes in our suppliers' orchards based on National Organic Products Regulations (LPO as per its Spanish acronym), and international standards, such as The National Organic Program-NOP USDA, Regulation 834/2007-EC and KRAV Standards. We manage this program through the Association of Organic Orange growers (APNO as per its Spanish Acronym), which groups growers from Veracruz, San Luis Potosí, Nuevo Leon and Hidalgo. We support growers with the material and supplies necessary for the organic production processes required for the certifications.

We have established a points system that allows growers to obtain inputs, such as certified nursery plants, molds, and equipment, as well as advice and technical assistance. This loyalty program has contributed to developing a strong and sustainable supplier base, and, in 2021, has benefited 203 suppliers, of which 30% were women.

Supporting small growers

We have a program aiming to bring small growers to our supply chain based on developing close relationships between the company and the growers to ensure better product traceability.

In this reporting period, we have provided the training for our SMEs* suppliers, including:

-  SUSTAINABLE AGRICULTURE WITH ORGANIC HERBICIDES
-  REGENERATIVE AGRICULTURE

Training program for growers

103-1, 103-2, 103-3, 404-1, 404-2

Through Citrofrut University, we developed a training program for our producers comprised of three training modules, including topics such as agrochemical management, citrus fruit harvest, organic certification, soil analysis, weed control, and disease management.



-  HARVEST PLANNING AND FORECAST
-  PRE-SEASON PURCHASE
-  SEASON PURCHASE

41 growers participated in our development program.

* Small and medium enterprise



Responsible for operation 2022 goals

-  Define and establish an environmental & social supplier assessment process.
-  Increase the number of small growers participants in the training program.

Health & Safety Operations

103-1, 103-2, 103.3, 403-2

We work every day to ensure our employees' health and safety, and to have a strategy based on three pillars:



Regular medical examinations are carried out for our staff, and based on the results, a health index is carried out, and four health pieces of training are implemented annually.



Culture of Health Various awareness campaigns are carried out with a prevention approach to promote the best health practices. Sports activities are also organized for our team.



It includes corrective plans based on the studies and the results submitted by the Ministry of Labor and Social Welfare to reduce and eliminate occupational risks.

Our company has policies and processes for eliminating occupational risks, including job and task risks, safety inspections, determining the degree of risk, and correcting unsafe conditions. In addition, our plant in Paso Largo, Veracruz, Mexico, is implementing a health system based on the international standard ISO 45001:2018.

**In 2021,
74 risk
assessments
were
performed**

18



Behaviour Based Safety Program

We have a program based on the treatment of five risky behaviors: stress, tiredness, haste, overconfidence, distraction, and five environmental risks: Blind spot, tools and equipment, line of fire, posture, order, and cleanliness.



Healthy and quality products 103-1, 103-2, 103-3, 416-1

Our company provides high-quality products, made with the best raw material. For our customers' safety, we evaluate and comply with the standard of the following products.

- Frozen citrus juice concentrates.
- Pasteurized, aseptic, and unpasteurized citrus fruit juices.
- Aseptic, pasteurized citrus fruit pulps.
- Essential oils, aromas, Essences, and Citrus fruit-terpenes.
- D-Limonen from citrus fruits.
- Washed orange and lemon peel.
- Concentrated aseptic mango puree.
- Simple aseptic mango puree.

The criteria we use are based on international standards and include analysis and information on:

- Physicochemical, microbiological, and organoleptic specifications.
- Foreign matter tolerances.
- Pesticides content.
- Packaging.
- Shelf life.



TANK FARM PASO LARGO

A storage unit that allows providing juice to our clients throughout the year stores 8 million gallons. With this project, we contribute to the economic development of the communities and improve the efficiency of our processes.



Certifications and Standards

At Citrofrut, we seek that our products are aligned with the highest quality and safety standards. Therefore, we have the following certifications.

Facility	USDA organic	Kosher	SGF	FSSC22000
	Guarantees production processes aligned to organic methods NOP (USA), COR (Canadian), EU (Europe), LPO (Mexico)	Guarantees compliance with kosher production standards	Self-certification of authenticity in labeling and traceability	Food safety system
Paso Largo	✓	✓	✓	✓
Huichihuayán	✓	✓	✓	✓
El Rosario	✓	✓	✓	✓
Álamo		✓	✓	✓

Our team 102-8

Total employees
Citrofrut

2,200

Workforce by gender¹:

Men: 75% | Woman: 25%

Turnover rate¹

4.8%

¹ Permanent workers



Wellbeing at work

103-1, 103-2

Psychosocial wellbeing

By Mexican standards, in 2021, Citrofrut implemented an employee survey to assess wellbeing and determine psychosocial risks. The leadership and work-life balance areas obtained the highest score, while interpersonal relations and sense of belonging were the lowest rated areas.



Mental health and psychosocial 035 Standard

At Citrofrut, we comply with the Mexican Official Standard 035, which allows companies to identify and prevent psychosocial risks arising from their work activities.

Under this Standard, the following obligations for employers and workers are established:

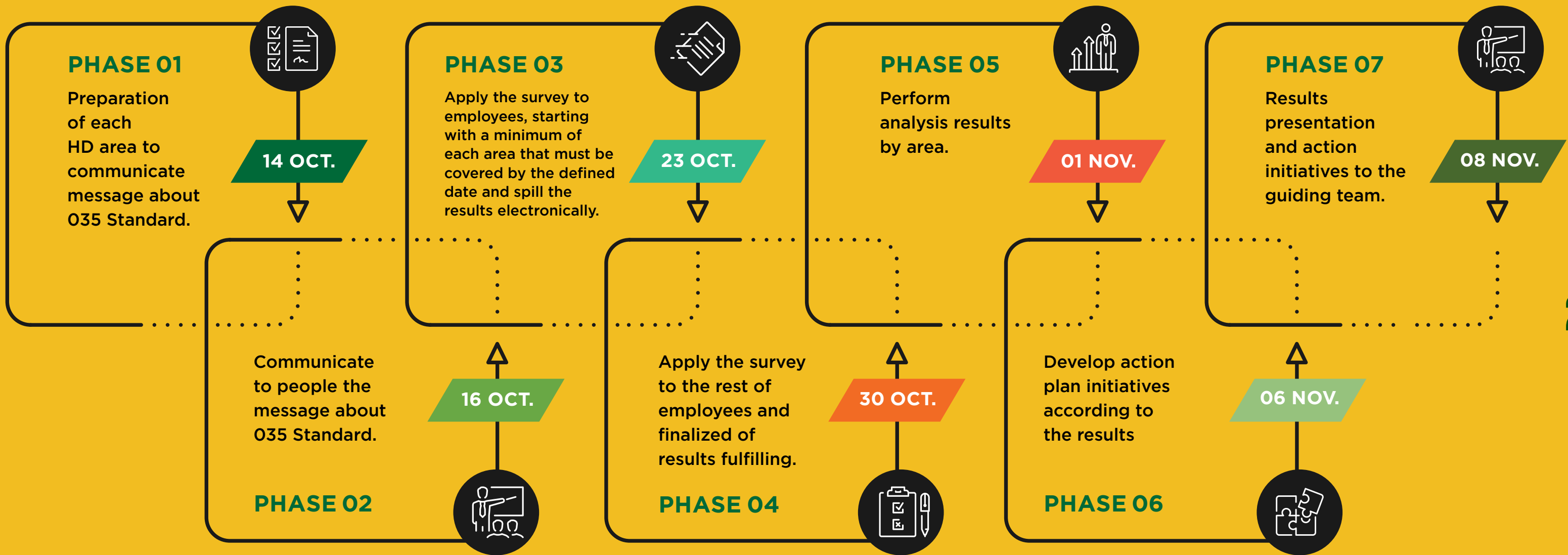
EMPLOYER OBLIGATIONS:

- Commitment to psychosocial risk factors prevention.
- Workplace violence prevention.
- Promotion of a favorable organizational environment.

EMPLOYEE OBLIGATIONS:

- Observe all prevention measures established by the pattern to control psychosocial risk factors.
- Refrain from engaging in practices contrary to the favorable organizational environment and acts of workplace violence.
- Participate in the identification of psychosocial risk factors and the evaluation of the organizational environment.

Citrofrut's work plan involves the following stages:



At the Alamo, Huichihuayan, Paso Largo, and Sinaloa facilities, the Psychosocial Risk Questionnaire was administered to 1,312 employees, obtaining a score of 74.57. Even though this score is considered low, none of the workers were subject to severe traumatic events related to work.



More than 1,000 employees participated in the 2021 on the survey

Employee Satisfaction Survey

To ensure employee development, a good work environment, and wellbeing, in 2021, we carried out a work environment survey. The survey evaluated three areas: 1) ethics and compliance, 2) commitment, and 3) satisfaction. In the three areas, results above 85% were obtained.



Benefits 103-1, 103-2, 103-3, 401-2

We care about our employees and are always looking to improve their work conditions and remain competitive in the labor market. For this reason, we offers additional benefits over and above the legally established minimums.

Training and Development 102-2, 404-1, 404-2

At Citrofrut, develop our staff with the necessary tools to carry out their work and also long-range skills that contribute to their professional and personal growth.

We also have transition courses to accompany our employees in the different stages of their careers.

In 2021, 477 training courses were given, 83% complying with the Annual Training Plan



TALK 'MY RETIREMENT'



EMPLOYABILITY WORKSHOP



Citrofrut University

Citrofrut University was created to satisfy the need to provide agile training looking to ensure that collaborators acquire and develop the right skills to perform their assigned functions. This way each area will be able to respond strategically to the incoming challenges that we face as company.

70% Enablement Through Experience

20% Coaching

10% Formal Courses



Training program

At Citrofrut, we have developed a set of training courses covering specific areas and topics:

Leadership program

BE CITROFRUT PROGRAM: It is aimed at the organization's middle managers, providing tools for improving character and identity that contributes to an adequate exercise of authority and applying a humanistic sense in interpersonal relationships. In this period, 51 members of staff took the program.

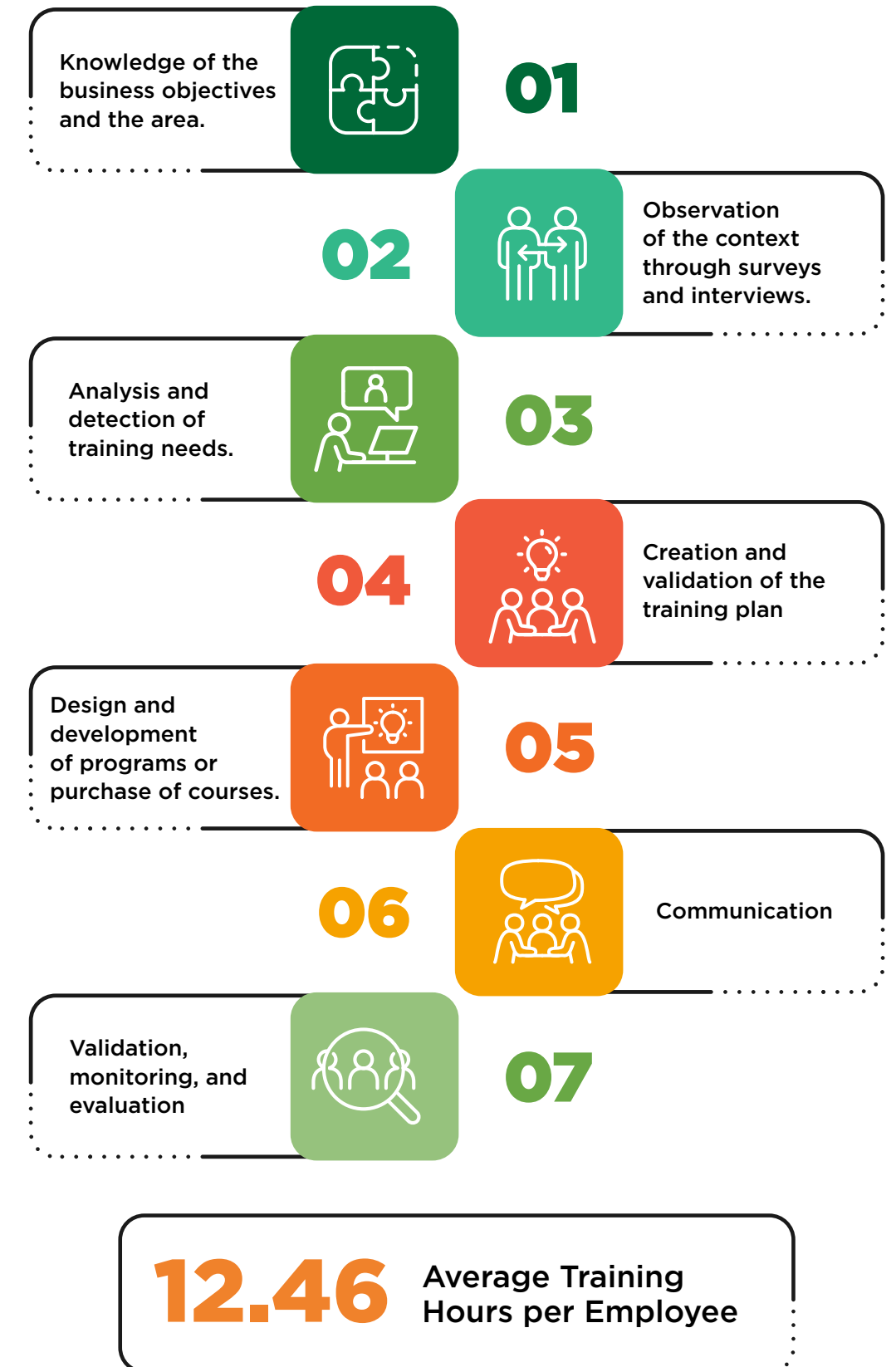
LEADERS IN ACTION PROGRAM: Training for team reports to contribute to decision-making strengths and construct efficient work teams. In 2021, the program was imparted to 44 employees.

LEADER MENTOR PROGRAM: This program is focused on the facilitators of the four Citrofrut plants, focusing on teaching and supporting employees with their individual and organizational goals more effectively. During this period, 89 employees were trained through this program.

In 2021, 184 employees developed leadership skills, achieving a total of 7,000 hours of training.

All our employees complete a self-assessment on Citrofrut's Human Capital platform.

Detect Training opportunities.



ENVIRONMENT 103-1, 103-2

Waste 103-1, 103-2, 103-3, 306-2

At Citrofrut, we aim to use our resources efficiently, constantly seeking alternatives to reduce our generation of waste. In 2021, we implemented waste collection campaigns and environmental training for all our staff. Currently, we are working with the Human Resources and Social Responsibility Areas to promote and foster environmental protection awareness.

Number of pieces	Type of material	Category
187,146	Barrels and tanks	Re-use
269,107	Cardboard	Recyclable
224,985	Sterile bags	Non-recyclable
728,228	Plastic bags	Non-recyclable
2,538,495	Labels	Non-recyclable



In 2022, we have re-used 151,298 Packaging items (Steel drums and Good pack containers) from our operation.

Waste management



- At each site, we have areas of temporary waste management for all types of waste.
- We have detailed records of waste generated.
- We contracted specialized waste companies to ensure the correct waste disposition.
- The special handling of waste is done in compliance with the current regulations.
- Currently, the orange peel waste is more than the capacity of our site equipment, and in 2021, 73,000 tons were destined for the landfill.

Type of waste	Tonnes
Hazardous	40.8
Special management	786.10
Organic	73,596
Mud	10,289.79
Total	84,713.15

Energy and Emissions

103-1, 103-2, 103-3, 302-1, 302-4, 305-1, 305-2



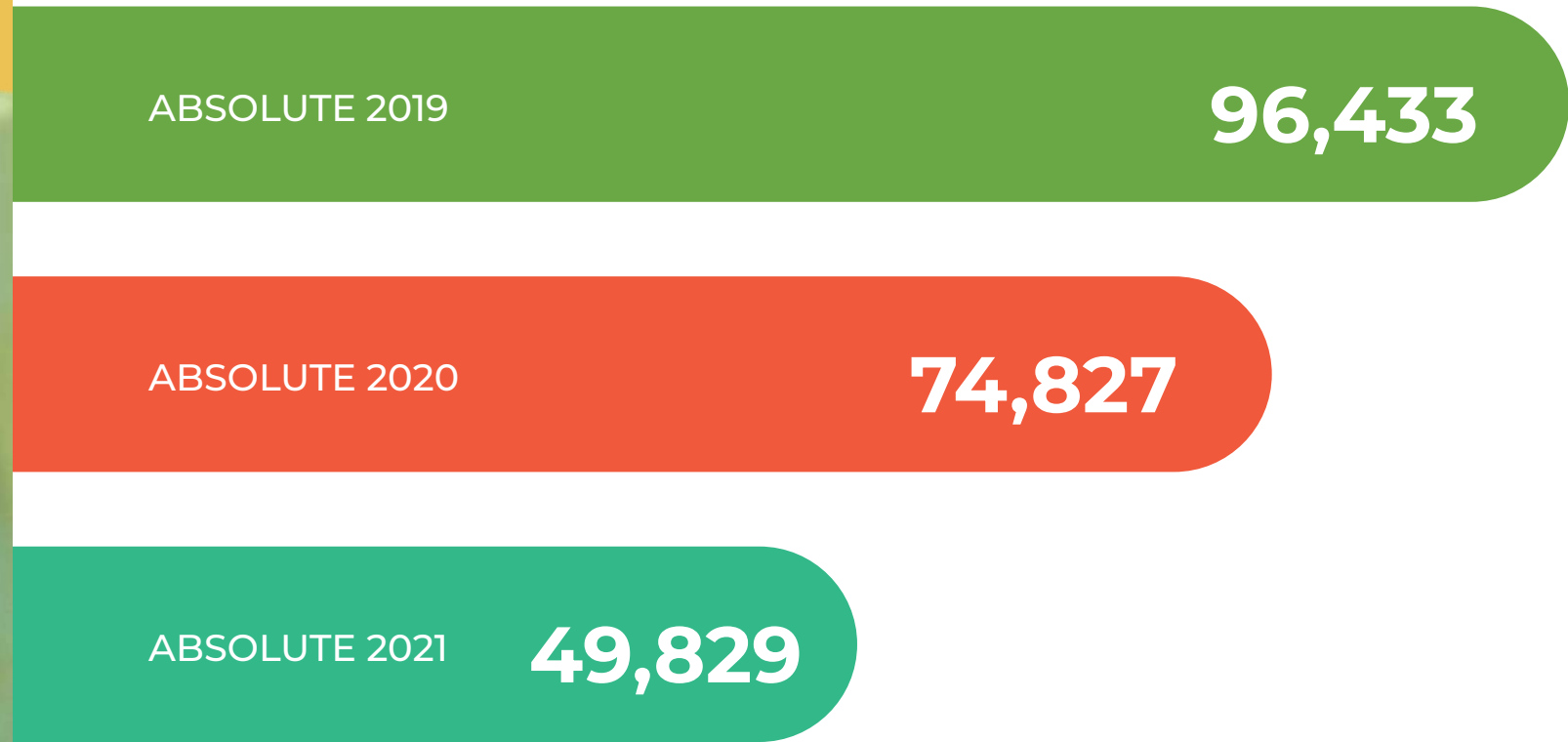
At Citrofrut, concerned about the Climate Crisis, a staff training and awareness program is being placed to reduce fossil fuels and energy consumption that cause a negative impact. The objective is not only to understand how to be aware within the facilities, but also how these tips can be applied in daily activities since it is an issue that concerns us all, and all company members must understand the environmental impact.

In the programs established by Citrofrut, we are committed to increasing renewable energy use. In 2020, the use of 58.8% of energy from renewable sources

was reported, but in 2021, our consumption increased to 90%, and we intend to maintain this percentage, in compliance with the Electricity Federal Commission (CFE) provisions.

To become more sustainable, we transformed our energy mix into a higher percentage of renewable energy. This has become a priority for our company, and in 2021, 80% of the electric energy used came from renewable sources, compared to 47% in 2019, which resulted in a reduction of 48% of CO₂ emissions, in 2019.

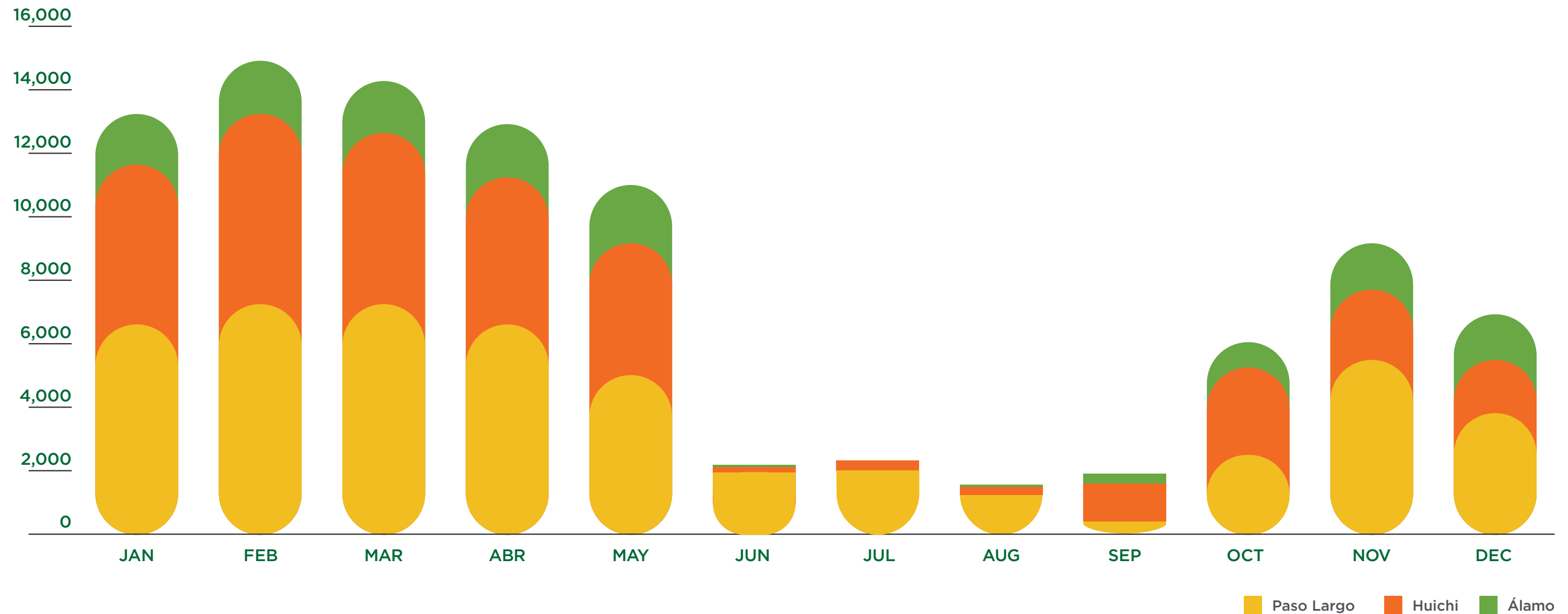
Absolute carbon footprint (tCO₂e)



In 2020, we calculated our emissions at 74,827 tons of CO₂.
 In 2021, our emissions amounted to 49,829 CO₂ tons.
 This represents a reduction of 24,998 tons, which is equivalent to 33%.



Absolute GHG Emission by Facility (tCO₂e)



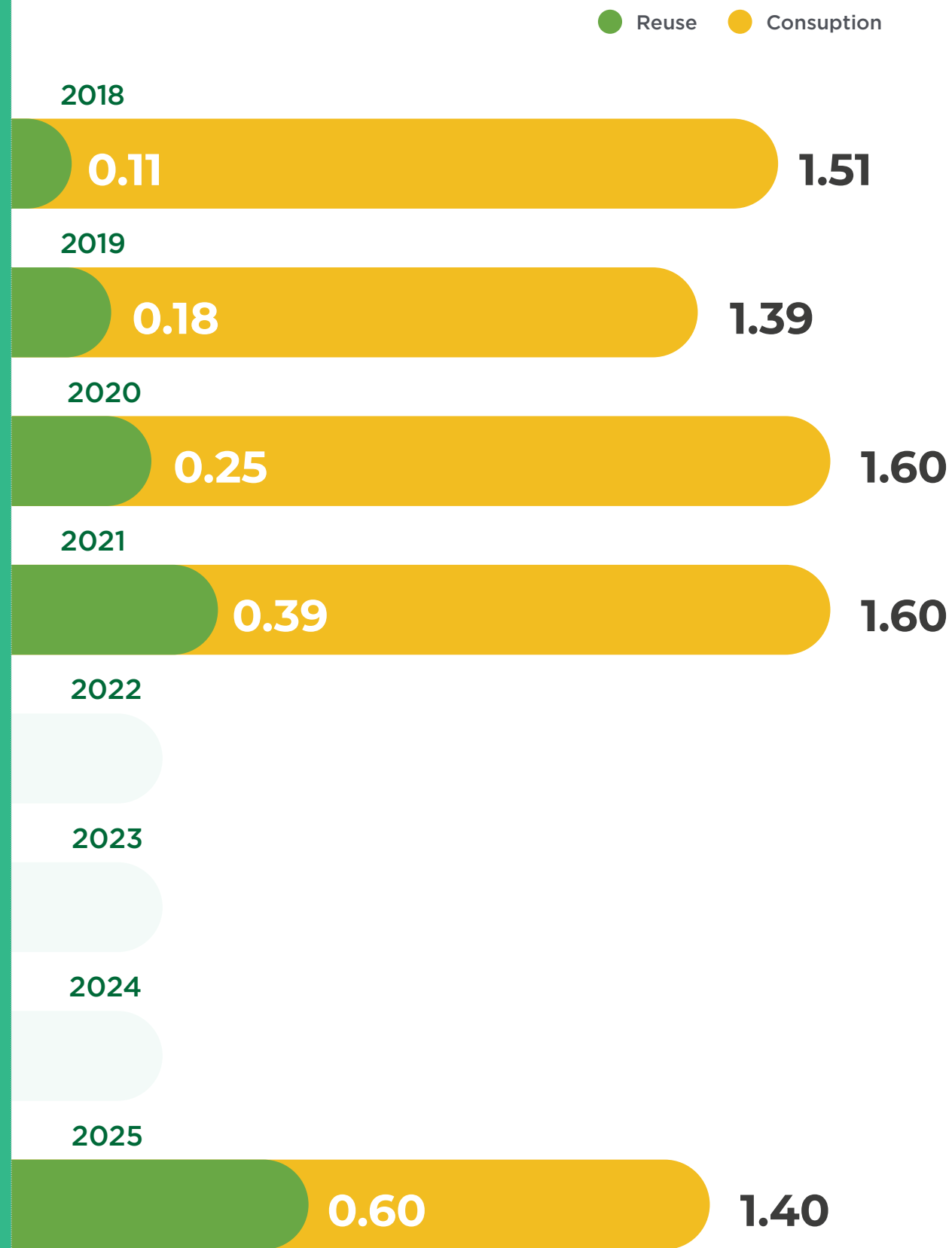
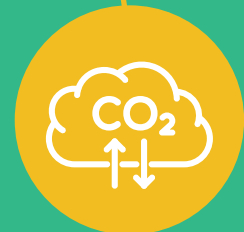
We can attribute this reduction to the implementation of our energy efficiency and carbon reduction strategies as well as initiatives, such as:

- Replacement of fuel oil for natural gas.
- More product volume which does not require fuel (as concentrate does).
- We increased our use of renewable energy from 48% to 63%.
- Consumption of our treatment plants was within the range established in regulation NOM-SEMARNAT-1996, reducing the factor generation of methane by organic discharge.

Internal monitoring of gas emissions is carried out with the baccarat equipment to verify or detect deviations in the boilers' carburation. There are logs with the measurements taken by the equipment. If deviations are detected, the necessary adjustments are made.

Carbon Footprint

The tons of CO₂ equivalent are calculated and divided by the tons processed per plant in a consolidated way. The estimate is made using emission factors and the amount of energy used per plant. Then, a general consolidation is made. During the reporting year 2021, the emission factors issued by the CFE were used. For 2022, the factors that will be applied are renewable energy.



30
Water (m³/Ton)



Our Huichihuayan facility carries out awareness campaigns on saving water and energy for suppliers and employees.



Environmental Goals 2022

Investment in our water treatment plants.

Increase the percentage of water re-used to 43%, in 2025

It is planned to implement biogas recovery systems and thermal energy production from the anaerobic treatment of wastewater, focusing on consuming the biogas in the dryers and boilers.

The objectives will be to reduce fossil fuels and energy use in all plants. Citrofrut commits to establish an Energy Savings Plan for 2023, and focus on the fact that, by 2030, the electrical energy will come from renewable sources through contracts with suppliers.

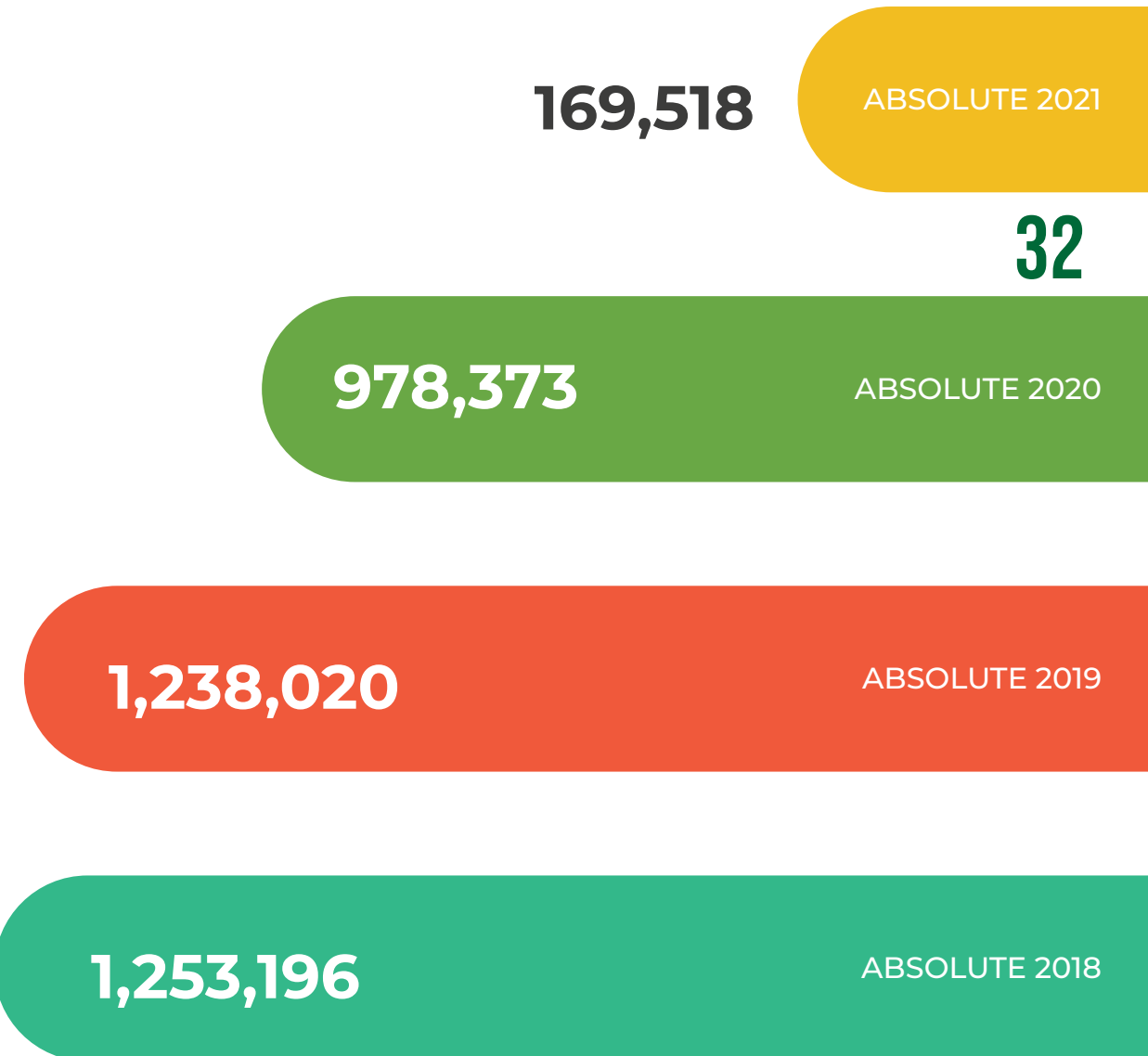
Our processes adhere to the highest water consumption standards, which consider the amount of fruit processed, and, in the last couple of years, the global water consumption index has remained at 1.6 m³/Ton of processed fruit. However, the internal water use has increased from 0.25 m³/Ton to 0.36 m³/Ton, an increase of 11%. In this period, we approved an investment of 120,000 USD for water traceability tests to implement energy generation with wastewater and reduce the use of chemicals.



In 2021, the water re-used amounted to 24%.

103.1, 103-2, 103-3, 303-1

Absolute Water discharge (m³/year)



32

Biodiversity 103-1, 103-2, 103-3, 304-2

Citrofrut is committed to protecting the environment by following the environmental regulations and a preventive approach. We have undertaken studies of the farming land to establish conservation policies and initiatives where needed. Since 2019, we have carried out five assessments of our orchards.

Certifications

Our products have the USDA Organic Certification, which ensures that no toxic chemicals are used on the crops.

In addition, all our orchard are certificated in Farm Sustainability Assessment, and we use pesticides approved by the WHO and accepted in the Stockholm Agreements to protect ecosystems and their biodiversity.



Rancho Bello Orchard

The Habitat of Rancho Bello Orchard has improved and diversified with the construction of 10 micro-dams that shelter a variety of aquatic and amphibious fauna as well as a variety of birds, both stationary and migratory species. We use non-erosive agricultural methods and trickle irrigation to preserve the soil.

Fauna presence

Specie Name	Scientific Name	Family
Coyote	Canis latrans	Canidae
Armadillo	Dasypodidae	Dasypodidae
Ounce	Leopardus pardalis	Felidae
Eagle Fishing	Aquila chrysaetos	Accipitridae
Eagle black	Gypaetus barbatus	Accipitridae
Pigeon	Zenaida macroura	Colúmbidos
Pichichi Duck	Dendrocygna autumnalis	Anatidae
White Heron	Ardea alba	Ardeidae
Alligator	Crocodylidae	saurópsidos
Tortoise	Testudines	Chelonidis
Garrobo	Ctenosaura similis	Ctenosaura similis
Woodpecker	Picidae	pícidas
Papano bird	Psilorhinus morio	Corvidae
Royal Papano bird	Psilorhinus morio	Corvidae
Otter	Lutrinae	Mustelidae
Coral snake	Animalia Phylum	Micruroides
Nauyaca snake	Bothrops asper	Viperidae

Specie Name	Scientific Name	Family
Flying snake	Chrysopelea	Colubridae
Boa or Mazacuata Snake	Boa constrictor	Boidae
Buzzard	Coragyps atratus	Cathartidae
Badger	Meles meles	Procyonidae
Rabbits	Sylvilagus floridabus	Leporidae
Iguanas	Iguana iguana	Iguanidae
Trout	Onocorhynchus chrysgaster	Salmónidos
Handsome	Parachromis managuensis	Cickidae
Duck	Ana platyrhynchus	Anatidae
Raccoon	Procyon	Procyonidae
Red tail squirrel	Sciurus aureogaster	Sciuridae
Hawk	Accipiter striatus	Acipitridae
Parrot	Psittacara holochlorus	Psittacidae
Thrushes	Quiscalus mexicanus	Icteridae
Skunk	Conepatus chinga	Mephitidae
Hummingbird	Abeillia	Trochilinae
Springs	Turdus migratorius	Túrdidos
Totocalca	Psarocolius moctezuma	Icteridae



GRI CONTENT INDEX

102-55

GRI STANDARD	DISCLOSURE	PAGE/INFORMATION	UN GC
GRI 102: General Disclosures 2016			
Organizational Profile			
102-1	Name of the organization	Page 5	
102-2	Activities, brands, products and services	Page 5,6	
102-3	Location of headquarters	Page 5	
102-4	Location of operations	Page 7	
102-5	Ownership and legal form	Citrofrut S.A.P.I de C.V	
102-6	Markets served	Page 6	
102-7	Scale of the organization	Page 6	
102-8	Information of employees and other workers	Page 21	
102-9	Supply Chain	Page 16	
102-10	Significant changes in the organization and its supply chain	No significant changes in the supply chain were reported	
102-11	Precautionary principle or approach	Citrofrut adopts a precautionary approach to protect the environment.	Principle 7: Businesses should support a precautionary approach to environmental challenges
102-12	External Initiatives	Page 14	
102-13	Membership of associations	Page	<ul style="list-style-type: none"> • Asociación Nacional de Procesadores de Cítricos • Clúster agroalimentario Nuevo León, A.C. • Cámara de la Industria de Transformación Nuevo León, A.C.
Strategy			
102-14	Statement of senior decision-maker	Page 3	
102-15	Key impacts, risks, and opportunities	Page 3,9	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

GRI STANDARD	DISCLOSURE	PAGE/INFORMATION	UN GC
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Page 9	Principle 2: Make sure that they are not complicit in human rights abuses.
102-17	Mechanisms for advice and concerns about ethics	Page 12	Principle 4: The elimination of all forms of forced and compulsory labour; Principle 5: The effective abolition of child labour; and Principle 6: The elimination of discrimination in respect of employment and occupation.
Governance			
102-18	Governance structure	Page 11	
102-20	Executive level responsibility for economic, environmental, and social topics	Page 11	
102-26	Role of the highest governance body in setting purpose, values and strategy	Page 11	
Stakeholder engagement			
102-40	List of stakeholder groups	N/A	

GRI STANDARD	DISCLOSURE	PAGE/INFORMATION	UN GC
102-41	Collective bargaining agreements	32% of our personnel is covered by collective bargaining agreements	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
102-42	Identifying and selecting stakeholders	Citrofrut is in the process of completing its materiality assessment.	
102-43	Approach to stakeholder engagement		
102-44	Key topics and concerns raised	One of the stages in the process includes stakeholder identification and dialogue.	
Reporting practice			
102-55	GRI Content Index	Page 35	
Corruption Bribery and Transparency			
GRI 103: Management approach 2016			
103-1	Explanation of the material topic and its boundary	Page 13	
103-2	The management approach and its components	Page 13	
103-3	Evaluation of the management approach	Page 13	
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	Page 13	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery
205-2	Communication and training about anti-corruption policies and procedures	Page 13	
Social Impact			
GRI 103: Management approach 2016			
103-1	Explanation of the material topic and its boundary	Page 15	
103-2	Management approach and its components	Page 15	
103-3	Evaluation of the management approach	Page 15	

GRI STANDARD	DISCLOSURE	PAGE/INFORMATION	UN GC
GRI 413: Local communities 2016			
413-1	Operations with local community engagement, impact assessments and development programs	Page 15	
Health and Safety Operations			
GRI 103: Management approach 2016			
103-1	Explanation of the material topic and boundary	Page 18	
103-2	Management approach and its components	Page 18	
103-3	Evaluation of the management approach	Page 18	
GRI 403: Occupational health and safety 2016			
403-2	Types of injury and rates of injury, occupational diseases	Page 18	
416: Customer health and safety			
103-1	Explanation of the material topic and boundary	Page 19	
103-2	The management approach and its components	Page 19	
103-3	Evaluation of the management approach	Page 19	
416-1	Assessment of the health and safety impacts of product and service categories	Page 19	
Wellbeing at work			
103-1	Explanation of the material topic and boundary	Page 22,24	Principle 6: The elimination of discrimination in respect of employment and occupation.
103-2	The management approach and its components	Page 22,24	
103-3	Evaluation of the management approach	Page 22,24	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee	Page 24	
401-3	Parental leave	42 people have taken parental leave with an 85% retention rate afterwards	
GRI 404: Training and Education			
GRI 103: Management approach 2016			
103-1	Explanation of the material topic and boundary	Page 25	
103-2	The management approach and its components	Page 25	
103-3	Evaluation of the management approach	Page 25	

GRI STANDARD	DISCLOSURE	PAGE/INFORMATION	UN GC
GRI 404: Training and education 2016			
404-1	Average hours of training per year per employee	Page 26	
404-2	Programs for upgrading employee skills	Page 25	
404-3	Percentage of employees receiving regular performance and career development reviews	Page 26	
Waste			
GRI 103: Management approach 2016			
103-1	Explanation of the material topic and its boundary	Page 27	
103-2	The management approach and its components	Page 27	
103-3	Evaluation of the management	Page 27	
GRI 306: Effluents and waste 2016			
306-2	Waste by type and disposal method	Page 27	
Energy and emissions			
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Page 28	Principle 8: Undertake initiatives to promote greater environmental responsibility
302-4	Reduction of energy consumption	Page 28	
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Page 28	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.
305-2	Indirect (Scope 2) GHG emissions	Page 28	
Water			
GRI 103: Management approach 2016			
103-1	Explanation of the material topic and its boundary	Page 32	Principle 8: Undertake initiatives to promote greater environmental responsibility
103-2	The management approach and its components	Page 32	
103-3	Evaluation of the management approach	Page 32	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.
GRI 303: Water 2016			
303-1	Water withdrawal by source	Page 32	
GRI 306: Effluents and waste 2016			

GRI STANDARD	DISCLOSURE	PAGE/INFORMATION	UN GC
Biodiversity			
GRI 103: Management approach 2016			
103-1	Explanation of the material topic and its boundary	Page 33	Principle 8: Undertake initiatives to promote greater environmental responsibility
103-2	The management approach and its components	Page 33	
103-3	Evaluation of the management approach	Page 33	Principle 9: Encourage the development and diffusion of environmentally friendly technologies.
304-2	Significant impacts of activities, products, and services on biodiversity	Page 33	





ABOUT THIS REPORT

This report has been prepared in accordance with the GRI Standards: Core Option. It covers the period between January 1st and December 31st, 2021, and includes information regarding our social, environmental and governance performance. The content of this report considers our Materiality Assessment.

For additional information, please visit:

www.citrofrut.com

For any questions regarding Citrofrut' s Sustainability performance please contact us:

luis.villanueva@citrofrut.com



Citrofrut S.A.P.I. de C.V.

Av. Constitución 405, Pte.
Monterrey Nuevo Leon 64000
Mexico

