



SUSTAINABILITY REPORT 2024

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01 WHO WE ARE

At Grupo Sesajal®, we are defined by our strong commitment to social causes and our active contribution to a healthy environment.

We specialize in the commercialization of seeds, oils, and derivative products used in the production of food for both human and animal consumption, with a clear focus on sustainable practices.

ABOUT THIS REPORT

GRI 2-1, 2-2, 2-3, 2-14

Through our daily actions—as a company and as individuals—we reaffirm our commitment to building a sustainable future. We are proud to present our first Sustainability Report 2024.

This document reflects our effort to integrate sustainability into every part of our operations and demonstrates our commitment to our stakeholders (detailed on page 26). Beginning this year, we are committed to publishing an annual sustainability report to keep you informed of our progress and challenges.

This report is structured in five main chapters, three of which address ESG topics (Environmental, Social, and Governance), and one appendix:

- 1. Who We Are
- 2. Business Ethics
- 3. Quality of Life
- 4. Environmental Conservation
- 5. Community Engagement
- 6. Annexes



COMPANY INFORMATION

Legal name: SESAJAL S.A. de C.V.
Head office: Calle 22 No. 2332, Zona Industrial, Zip Code 44940, Guadalajara, Jalisco, Mexico.

REPORTING PERIOD, FREQUENCY, AND CONTACT

Period covered: 2024
Frequency: annual
Webplant : www.sesajal.com
Social media: find us at @GrupoSesajal



Contact: We welcome your comments, questions, feedback, or suggestions related to this report. Please feel free to reach out to us at:

Position: Sustainability Manager
Name: Jimena Cortés Rodríguez
Email: jimena.cortes@sesajal.com

REPORT METHODOLOGY

This 2024 Report is based on the Global Reporting Initiative (GRI) standards, which guide companies in identifying and disclosing their environmental, human rights, and corporate governance impacts.

The report was developed with the participation of our corporate directors, who provided critical insights on the most relevant topics and key achievements. Additionally, the content has been reviewed and approved by the company's highest governing body.

The Group is composed of eight business units under SESAJAL®, and its subsidiaries: SEMILLAS KERNEL, VILLA AVOCADO, CAMPO MAYTO, PRODISJAL, AVORIGIN, PET FOODS, and AGROSÉSAMO.

MESSAGE FROM OUR LEADERS

GRI 2-22

MESSAGE FROM OUR CEO

To our stakeholders,

At Grupo Sesajal®, we firmly believe that sustainability is a collective effort—one that requires the commitment and action of all. That’s why we work constantly to transform our industry and generate a positive impact on both our communities and the environment.

In a world increasingly demanding sustainable solutions, we are proud to be leaders in promoting a greener future in the production of edible oils. This first sustainability report reflects our dedication to operating responsibly, transparently, and in alignment with the highest standards.

We have made significant progress on our path to sustainability, aligning our institutional vision with the legal framework of the United Mexican States, as well as with global and local initiatives such as the UN Global Compact, Business Alliances for Climate Change, Science Based Targets, the Race to Zero campaign, the United Nations Sustainable Development Goals (SDGs) 2030, and the SMETA (SEDEX Members Ethical Trade Audit) guidelines, among others. Through these efforts, we reaffirm our commitment to the right of all our stakeholders to a healthy and sustainable environment.

The path to sustainability is a continuous process of learning, improvement, and innovation. We are committed to transforming the way we do business to meet challenges and seize the opportunities ahead. This first report has allowed us to identify key areas that will support the management of our goals and targets within a strong, sustainability-focused strategy.

We are sincerely grateful for the trust placed in us over the years. Your continued support is essential to the success of this process, and we look forward to moving ahead —together— toward a more sustainable and prosperous future for all.

Sincerely,
Íñigo González Covarrubias
Chief Executive Officer



MESSAGE FROM OUR SUSTAINABILITY DIRECTOR

Dear readers,

At Grupo Sesajal®, we have made it an organizational priority to minimize our environmental impact, promote fair labor practices, and strengthen the communities where we operate. We believe that sustainability is not only a responsibility, but also an opportunity to innovate and create long-term value. We are convinced that food production must be a conscious act—one that protects both people and the planet.

We see it as essential to preserve the resources around us and act responsibly toward future generations. That is why we are committed to integrating the three dimensions of sustainability: social, environmental, and economic.

We are implementing a variety of responsible initiatives, engaging our stakeholders and addressing the social systems in which we operate through our CRECE program (Corporate Commitment and Responsibility to the Community and the Environment), which is built on four pillars: environmental conservation, quality of life, business ethics, and community engagement.

In this first report, we share our progress, challenges, and goals in the field of sustainability. You will see how we have embedded sustainability principles into every aspect of our operations—from sourcing raw materials to distributing our products—while collaborating with suppliers, customers, and communities to build a more sustainable future.

We understand that the path to sustainability is a continuous journey, and we remain fully committed to working tirelessly toward our objectives, all while creating a positive impact on our surroundings. I am proud to lead this vital area of our organization.

Sincerely,
Mónica González Covarrubias
Sustainability Director



WHO WE ARE | WE ARE SESAJAL®

GRI 2-23

More than 35 years ago, our founder, José Luis González Íñigo, envisioned bringing high-quality products derived from oilseeds to the market. He has been a key driver of sustainable agro-industrial development in Mexico. Since 1985, his leadership has contributed to job creation, the promotion of responsible practices, and the positioning of Jalisco as a national benchmark in seed and oil transformation.

Since then, we have been dedicated to the commercialization and processing of seeds such as sesame, chia, peanuts, pumpkin seeds, and avocado oil. We are proud to offer a wide range of ancestral grains and seeds, including organic and non-GMO options. These products are versatile and easily adapt to any lifestyle thanks to their multiple health benefits.

MISSION

To develop top-quality products.
We transform the best of the land into vegetable oils, seeds, grains, spreads, and nut butters—processed with the highest integrity and respect for the environment.

VISION

We are committed to preserving our ecosystem throughout the sourcing of raw materials, ensuring that each product reflects quality from its origin. We focus on achieving optimal integration from farm to table, upholding solid values that are reflected in our team, innovative processes, and exceptional service.

OUR PURPOSE

WE NOURISH LIVES,
Developing sustainable
SOLUTIONS



At Sesajal®, we are defined by our strong commitment to people’s well-being. That’s why we produce healthy ingredients using raw materials proudly grown in Mexico and various regions across Latin America.

OUR VALUES

Integrity

Always do what is right, even when no one is watching.
Be consistent between what we say and what we do.



Excellence

Make things happen—be proactive, take initiative, dare to innovate, and embrace the challenge of being better.
When faced with problems, seek solutions and alternatives.



Respect

Value yourself and appreciate others’ time, effort, and work; accept different ideas and perspectives. Listen to colleagues and subordinates, and follow rules and procedures.



Teamwork

We aim to go far by working together toward a shared goal.
We are one team, united by purpose.



Passion for what we do

Enjoy our work every day. Put heart, mind, and soul into everything we do—and inspire others to do the same.



Sustainability

Our actions and decisions are designed to sustain themselves over time, without depleting the resources around us. We remain aware of and committed to the care of future generations.



PRODUCTS

GRI 2-6

We operate two main business lines: one focused on the food industry and the other on animal consumption.

HUMAN CONSUMPTION

In the human consumption category, we offer a variety of bulk products as well as branded consumer goods under labels such as Inés and Bonolive.

Inés®

BONOLive®



We are committed to using farm-sourced ingredients to develop products that are safe, reliable, and grown under sustainable practices. In addition, we have a robust supply structure that enables us to efficiently manage the sourcing, import, and export of our products—thanks to our strong procurement capabilities.

OILS

- Extra virgin sesame oil.
- Toasted sesame oil.
- Spicy extra virgin sesame oil.
- Toasted peanut oil.
- Peanut oil.
- High-linoleic safflower oil.
- High-oleic safflower oil.
- High-oleic sunflower oil.
- Extra virgin coconut oil.
- Coconut oil.
- Rice bran oil.
- Extra virgin olive oil.
- 100% pure olive oil.
- Blend olive oil.
- Refined olive-pomace oil.
- Avocado vegetable olein.
- Avocado vegetable shortening.

SPREADS

- Peanut butter.
- Tahini.

POWDERS

- Lime juice powder.

SEEDS

- Peanuts.
- Sesame.
- Chia.

FLOURS

- Rice flour.
- Raw chickpea flour.
- Precooked chickpea flour.
- Tapioca flour.
- Sorghum flour.
- Gluten-free oat flour.
- Gluten-free oat flakes.
- Corn, tapioca, and potato starch.
- Organic coconut flour.
- Almond flour.
- Banana flour.
- Bread flour.
- Pastry flour.
- Pancake mix.
- Chocolate chip pancake mix.
- Chocolate chip cookie mix.
- Oat and banana pancake mix.
- Pizza flour.

We have consolidated our presence in the commercialization of products for the cosmetics industry, marking a significant achievement within our diversification strategy.



ANIMAL CONSUMPTION

In the animal consumption segment, we offer our Petfood line, where we develop nutritious foods specifically designed to meet your pet's needs at every stage of life—helping them reach their full potential. These products are sold under brands such as Alpha, Felicat, Grateful (Junior, Plus, and RP), Macareno (puppy), and Shaggy (puppy). We also offer other types of bulk feed for farm animals.



ALPHA
NUTRITION®

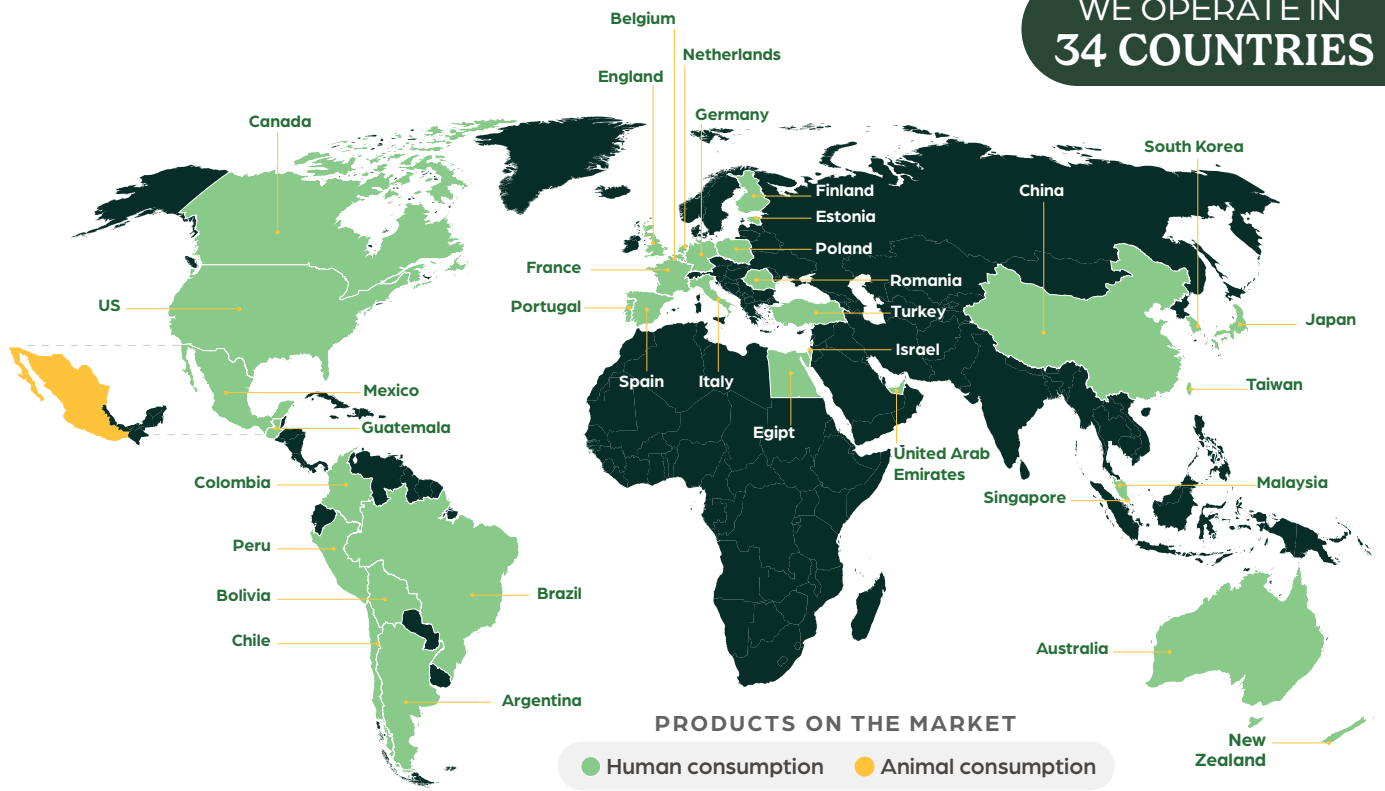
Felicat®

Grateful®

Macareno®

Shaggy®

MARKET PRESENCE




We have a presence in 34 countries within the human consumption segment and are actively exploring opportunities to expand into Asia. In the animal consumption segment, we distribute our products throughout Mexico via wholesalers located in the Pacific, North, West, Central, and Valley of Mexico regions, and we are working to reach the southern region of the country.

CERTIFICATIONS AND DISTINCTIONS

We are proud to comply with the highest standards of quality and safety in our products. To achieve this, we maintain a wide range of certifications that validate the compliance of our processes and products with the most stringent national and international food quality regulations. In addition, we strive to operate responsibly toward society and the environment—an effort reflected in achievements such as earning the ESR (Socially Responsible Company) distinction and our participation in SMETA audits.



SUSTAINABILITY RECOGNITIONS AND INITIATIVES




Alianza empresarial

In 2022, we joined the Business Alliance for Climate Action to collaborate with associations, companies, and government entities in developing strategies to eliminate carbon emissions in Jalisco’s production sector.



**United Nations
Global Compact**

Since 2017, we have been committed to this voluntary initiative, which invites companies to adopt sustainable policies and practices aligned with universal principles in areas such as human rights, environmental protection, and the fight against corruption.



**OBJETIVOS
DE DESARROLLO
SOSTENIBLE**

We are strongly committed to the United Nations Sustainable Development Goals (SDGs). Through a variety of initiatives, we actively contribute to 15 of the 17 SDGs, working toward a more just, inclusive, and sustainable future for all.




crece

In 2022, we launched the CRECE program to manage the group’s sustainability strategy and develop initiatives that reflect our commitment to society and the environment.



**COMPROMISO
AMBIENTAL**

Three of our business units are part of the Voluntary Environmental Compliance Program (PCAV), which promotes compliance with environmental regulations and encourages the adoption of best practices to reduce the environmental impact of Jalisco’s production sector.

 This year, we have taken a further step toward our vision of becoming a fully sustainable company by implementing various initiatives and strengthening key alliances. These accomplishments continue to inspire us to find new ways to collaborate for a better future.



KEY ACHIEVEMENTS OF 2024

Environmental stewardship

WASTE

79 % of the **waste generated** at SESAJAL's plants in Jalisco was recovered or **repurposed**.

Compared to the previous year, we achieved a **10% reduction in total waste generation** at these facilities.

We completed the installation of a biodigester at our Villa Avocado plant, with an investment of **75 million MXN**.



ENERGY

We reduced our dependency on fossil fuels by switching to green energy, generated through our **photovoltaic system** (Plant 1).

We acquired **International Renewable Energy Certificates** (IRECs) equivalent to 100% of the historical annual energy consumption at Plant 1, Plant 2, and PIOSA.



WATER

We launched a project to measure water consumption across all our plants.

We achieved water usage reductions through process reengineering initiatives.



Quality of life

TRAINING

14,348 hours

of training were delivered on various topics to our employees at Plants 1, 2, and PIOSA.

HEALTH AND OCCUPATIONAL SAFETY

0

fatalities resulting from work-related injuries.

2.52 %

of recorded workplace incidents corresponded to minor injuries.

A 32 %

reduction in the workplace accident rate, reflecting our ongoing commitment to improving safety.

Market presence

World's leading producer and distributor of avocado oil.

Holds **65%** of the global market, with presence in over 50,000 stores.

Top 3 exporter of bulk toasted sesame oil.

Top 5 Olive oil suppliers in the Mexican market.

No. 1 supplier of tahini in North America, and No. 2 in Europe.

Leading exporter of organic roasted peanuts.

No. 1 importer of chia seeds in North America and China.

Produces **3 %** of Mexico's pet food market share.

02 SUSTAINABLE GOVERNANCE



“CRECE” PROGRAM

GRI 2-23, 2-24, 2-25



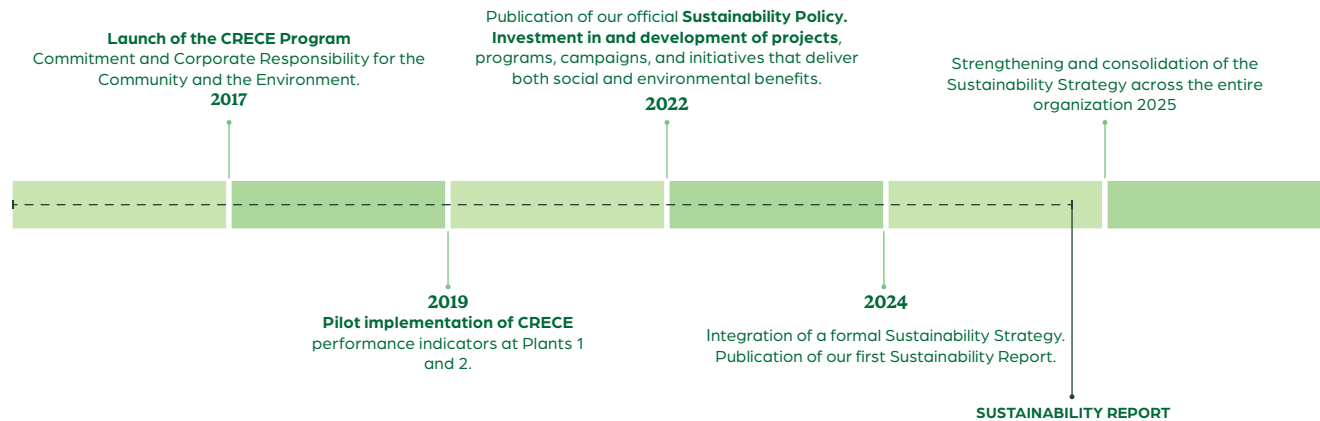
At Grupo Sesajal®, we are committed to nourishing lives through the creation of solutions that contribute to sustainable development. We operate responsibly, taking into account environmental, ethical, and social dimensions. As part of this commitment, we have developed and signed our Sustainability Policy, which applies to all Grupo Sesajal® operations in Mexico, including our affiliated companies: Semillas Kernel, Villa Avocado, Campo Mayto, PRODISJAL, Avoorigin, PET Foods, and Agrosésamo. This policy also extends to our clients and suppliers.

Our sustainability policy, aligned with Mexican legislation and global standards such as the UN 2030 Sustainable Development Goals (SDGs), SMETA, and the UN Global Compact, is implemented through our CRECE Program (Commitment and Corporate Responsibility for the Community and the Environment). Launched in 2017, the program is built upon four key pillars that reinforce our dedication to our employees, communities, and the environment.

During the development of the CRECE Program, we established indicators to monitor and evaluate our progress across different areas. In drafting this first sustainability report, we identified a clear alignment between our material topics, GRI requirements, and the path we have mapped toward sustainability.

We will continue to improve our operational practices and, over the coming year, focus on developing a comprehensive strategy that unifies our initiatives and guides them toward clear objectives.

KEY MILESTONES AND STRATEGIC FOCUS



CRECE PILLARS



“Take care not to deplete the resources around us, being aware and committed to future generations, while incorporating the three dimensions of sustainability: Social, Environmental, and Economic.”

The ‘CRECE’ program, through its four pillars, reinforces our core value: ‘I am sustainable’.



ENVIRONMENTAL CONSERVATION

RESPONSIBLE AREA:

ENVIRONMENTAL RESPONSIBILITY COORDINATION

The focus is on integrating sustainable practices into the business strategy to minimize environmental impact across the entire value chain. This includes programs for water and energy efficiency, greenhouse gas mitigation, and sustainable waste management.

KEY INITIATIVES:

- Regulatory and voluntary environmental compliance.
- Carbon neutrality.
- Environmental awareness and education.
- Zero waste.

Material topic	CRECE Indicator
Water management	Water Index (m ³ / Ton produced)
Energy efficiency	Electricity Index (kWh / Ton produced)
	Renewable Energy Production (kWh)
	Natural Gas Index (m ³ / Ton produced)
Circularity	Índice residuos (kg no valorizables/Tonelada producida)
Carbon neutrality	Waste Index (non-recoverable kg / Ton produced)



QUALITY OF LIFE



RESPONSIBLE AREA:

SOCIAL RESPONSIBILITY COORDINATION

Focused on improving the living conditions of our employees and their families through programs in education, health, housing, a discount club, emergency financial support, and social outreach projects.

KEY INITIATIVES:

- Emotional and physical health
- Social and solidarity economy
- Community education
- Social participation

Material topic	CRECE Indicator
Human talent	Generational diversity
	Employee turnover
	Training (hours, people, courses)
	Health campaigns (dental, vision)
Labor Inclusion and Human Rights	Gender equality
Occupational Health and Safety	Safety (committee, walkthroughs, members)
	Accident rate
	Rate of occupational diseases
	Rate of work-related illnesses



BUSINESS ETHICS

RESPONSIBLE AREA:
SOCIAL RESPONSIBILITY COORDINATION

We protect the human rights of our stakeholders based on standards of good labor practices, addressing social audits by our clients and establishing ethical commitments with suppliers. Likewise, we have a Committee that oversees compliance with our Code of Ethics.

KEY INITIATIVES:

- Corporate ethical compliance
- Equality
- Respect for rights
- Values education

Material topic	CRECE Indicator
Corporate governance	Committee sessions
	Cases received and resolved
	Ethics Code training
Ethical commitment	Supplier ethical policy signature
	Audit Committee cases
	Anti-bribery training in sensitive areas
	Human rights investigation at SESAJAL®
	Compliance with external audits (SMETA, COSTCO, Herdez)



COMMUNITY ENGAGEMENT



RESPONSIBLE:
FUNDACIÓN GONZÁLEZ ÍÑIGO A.C.

The foundation fosters the development of communities where Grupo Sesajal® operates. It focuses on three key areas: education, health, and housing, to improve the living conditions of people in vulnerable situations, including indigenous communities. It also supports programs by other Civil Society Organizations (CSOs) aligned with our social goals.

KEY INITIATIVES

- Sustainable supplier development.
- Synergies with civil society and organizations.

Material topic	CRECE Indicator
Community engagement	Monetary donations to CSOs and number of beneficiaries
	In-kind donations to CSOs and number of beneficiaries
	Events in vulnerable communities and number of beneficiaries
	Social investment in environmental mitigation activities
	Support and social investment in Mexican agriculture



SUSTAINABLE DEVELOPMENT GOALS

At Grupo Sesajal®, we align our efforts with the United Nations 2030 Sustainable Development Goals. For us, these are not only global goals, but also an opportunity to generate positive impact. The SDGs provide a key framework to measure our progress and make decisions that benefit both our business and the communities and planet we serve.



MATERIALITY ANALYSIS

GRI 2-25, 2-26, 2-29, 3-1, 3-2

At Sesajal®, we have taken an important step toward sustainability by conducting our first materiality analysis, following the Global Reporting Initiative (GRI) guidelines. This analysis was carried out through a participatory process involving all members of our leadership team and stakeholders, who helped identify relevant topics and evaluate their significance and perceived impact.



This process enabled us to identify the most relevant issues for our business and stakeholders, helping us prioritize resources and make strategic decisions.

Stakeholders are individuals, entities, and organizations that may be directly or indirectly affected by a company's activities.

We recognize that our stakeholders are essential to achieving our sustainability objectives. Through open communication, we listen to their concerns, consider their perspectives, build solid relationships, and improve our performance.

KEY STAKEHOLDER GROUPS

With this information, we prioritized topics requiring immediate attention and identified key opportunities. This will help us develop a sustainability strategy to structure and formalize our objectives and action plans in the coming years.

This effort was led by the Sustainability Department, in collaboration with an external independent firm. It enabled us to understand and identify needs, and to prioritize actions going forward. As a result, we identified eleven material topics aligned with our four sustainability pillars: **environmental conservation, quality of life, business ethics, and community engagement.**

MAIN STAKEHOLDER GROUPS INCLUDE:



MATERIALITY MATRIX



The results of the materiality matrix highlight the most relevant areas for both our organization and our stakeholders, such as consumer health and safety, and a sustainable supply chain. We acknowledge that stakeholder expectations and priorities evolve over time, and thus we will update this matrix periodically.



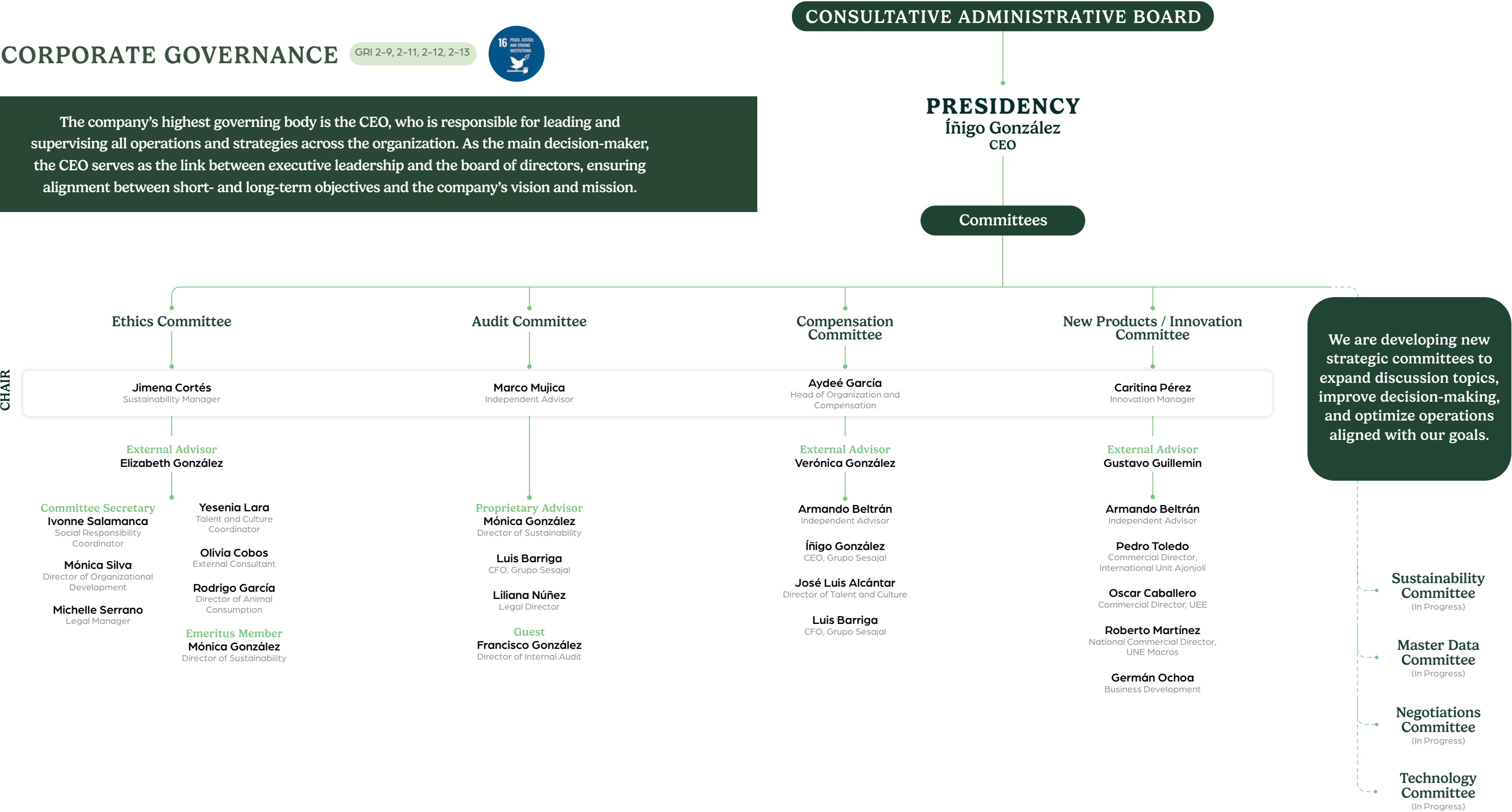
03 BUSINESS ETHICS

CORPORATE GOVERNANCE

GRI 2-9, 2-11, 2-12, 2-13



The company's highest governing body is the CEO, who is responsible for leading and supervising all operations and strategies across the organization. As the main decision-maker, the CEO serves as the link between executive leadership and the board of directors, ensuring alignment between short- and long-term objectives and the company's vision and mission.



ETHICAL COMMITMENT

GRI 2-23, 2-24, 2-25, 2-26, 205-2, 205-3, 206-1, 408-1, 409-1, 418-1, 3-3



We are proud to conduct our operations and business relationships with integrity, fully aligned with the values of our company. To reinforce our ethical commitment and ensure consistency with these values, we have implemented a variety of initiatives. These include the formation of an Ethics Committee, the creation and periodic update of our Code of Ethics, the appointment of a human rights representative, the implementation of a hotline, a reporting platform, and the establishment of a Supplier Code of Ethics.

At Grupo Sesajal®, we are guided by a Code of Ethics that forms the foundation of our conduct. It outlines the core principles and guidelines to be followed by all employees, suppliers, customers, and anyone affiliated with the group.

The Ethics Committee is responsible for promoting and evaluating knowledge of the Code, ensuring that all employees are aware of and comply with it.

We have trained over 1,000 employees, including all new hires, and 100 % received a copy of the Code.

Reports can be submitted anonymously and securely through the “Sé Ético” hotline or the webplant , both available 24/7. This reporting channel is managed by a third-party provider, Ethics Global. In addition to this platform, we also hold dialogue sessions and undergo SMETA audits, which include confidential interviews that may identify potential legal noncompliance.

ACCESS OUR FULL CODE
OF ETHICS HERE



se-etico.ethicsglobal.com/



800-SE ETICO (73-38426)



CODE OF ETHICS

OUR CULTURE

- Embody the values of Grupo Sesajal®: respect, excellence, teamwork, integrity, passion for what we do, and sustainability.

OUR SOCIAL COMMITMENT

- Promote and respect human rights, aligned with the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights
- Foster a safe and healthy work environment where all employees feel valued and respected.
- Reject all forms of psychosocial risk and any activities that violate human dignity.
- Embrace diversity in all its forms by cultivating an inclusive workplace that allows everyone to express themselves freely and reach their full potential in an environment of mutual respect.

OUR RELATIONSHIPS

- Deliver quality, service, and a commercial strategy aligned with our values and principles, while respecting competition, maintaining fair relationships, and complying with all applicable laws.
- Select suppliers fairly, based on criteria of quality, pricing, and reliability. Note: Suppliers are required to obtain the Grupo Sesajal® Ethical Supplier Certification.
- Employees are prohibited from purchasing products for resale or from having family members serve as company suppliers. Hiring family members must be reviewed to avoid conflicts of interest.
- Employees may not engage in external business that interferes with the company or use internal knowledge for personal gain.
- Comply with anti-money laundering laws, reject bribery and corruption, and report any suspicions to the Ethics Line.

OUR ENVIRONMENTAL COMMITMENT

- Protect the environment by complying with environmental laws and regulations.
- Prioritize the use of renewable raw materials.
- Promote resource efficiency, particularly in water and energy usage.
- Minimize waste generation, promote recycling, and ensure responsible disposal, including internal awareness actions to improve waste sorting.

OUR RESOURCES

- Protect both tangible and intangible assets and ensure their exclusive use for business purposes.
- Employees must respect intellectual property, refrain from using company assets for personal benefit, and report any irregularities.
- Ensure the accuracy of operational, commercial, accounting, and financial information, avoiding data manipulation, and complying with record retention and destruction policies.
- Use technological resources solely for professional purposes, avoiding risky webplant s and protecting cybersecurity.

OUR RESPONSIBILITIES

- Comply with both local and international laws and adapt to the regulations of each country in which we operate.
- Illegal acts or inducement to commit such acts are strictly prohibited. Any doubts must be addressed with the Legal Department.
- Respect local customs as long as they do not conflict with our principles or applicable laws.
- Create both economic and social value within our communities and support the generation of decent employment.
- Optimize returns for our shareholders and safeguard investment value through the prudent use of resources.
- Support employees’ civic engagement in professional and civic activities, provided it is conducted on a personal basis and without the use of company resources.



The Code of Ethics includes example scenarios of potential violations and suggestions for appropriate employee conduct.

LEGAL COMPLIANCE

Throughout 2024, Grupo SESAJAL® reaffirmed its commitment to legality and ethics by closing another year with zero compliance violations. No monopolistic practices or instances of unfair competition were reported, nor were there any acts of corruption involving business partners, or violations related to the health and safety of our products. As a result, there are currently no open legal cases in any of these areas.

This commitment to legality and ethics strengthens our position of compliance and responsibility across all our operations.

ANTI-CORRUPTION

No cases of corruption involving business partners have been reported, and there are no open legal proceedings related to this matter.

CUSTOMER PRIVACY

The company currently has a privacy notice available on its webplant . In addition, during 2024, we developed and standardized a Confidentiality Agreement for visitors accessing our production facilities. The Legal Department also provides support in drafting confidentiality agreements with both clients and suppliers, incorporating confidentiality clauses into each contract.

We are in full compliance with the provisions of the **Federal Law on the Protection of Personal Data Held by Private Parties** and its current regulations.



CONSUMER HEALTH AND SAFETY

GRI 416-1, 416-2, 417-1, 417-2, 417-3, 3-3



We recognize our responsibility to offer products that are not only of the highest quality but also safe and transparent regarding their contents and production processes. This commitment to consumer health and safety is a core principle embedded across all of our business units—from production to distribution—ensuring that every product reaching our consumers meets the highest standards.

In today’s environment, where consumers are increasingly informed and conscious of their dietary choices, our top priority is to maintain the strictest quality and food safety controls, always respecting the ethical and environmental principles that guide our operations.

QUALITY AND FOOD SAFETY

In all our facilities, we guarantee quality and safety from the reception of raw materials to final packaging. We follow detailed internal procedures for inspections and controls, including specific sampling points and testing during and after processing. All results are compared to product specifications to ensure full compliance before products are released to market.

At our PIOSA plant, which specializes in animal feed production, we fully comply with the Federal Animal Health Law and the zoosanitary regulations issued by SADER-SENASICA. Currently, our dry feed product line is officially authorized under these applicable standards. Throughout 2024, no incidents of non-compliance with regulations or codes relating to health and safety impacts were reported in any of our business units.



Declaración Nutricional

Porción	100 ml
Contenido Energético	830 kcal (3400 kJ)
Por envase	2 070 kcal (8 510 kJ)
Proteínas	0 g
Grasas Totales	92 g
Grasas saturadas	14 g
Grasas monoinsaturadas	38 g
Grasas poliinsaturadas	40 g
Grasas trans	0 mg
Grasas Omega 6	40 g
Grasas Omega 9	38 g
Hidratos de carbono disponibles	0 g
Azúcares	0 g
Azúcares añadidos	0 g
Fibra dietética	0 g
Sodio	0 mg
Vitamina E	6 mg

Ingredientes:
Aceite de ajonjolí extra virgen.

Manténgase en un lugar fresco, seco y alejado de la luz. Este aceite puede solidificarse o enturbiarse a bajas temperaturas.

PRODUCTO DE MÉXICO

www.sesajal.com
f@ GrupoSesajal

Envasado por:
SESAJAL S.A. de C.V.
Calle 22 No. 2332
Zona Industrial CP-44940
Tel. 33 3134 3470
Guadalajara, Jal., México

Para cocinar a temperatura BAJA
Sabor: MEDIO

CERTIFICACIONES:

¡Todo el sabor del ajonjolí en un aceite!
Extraído de la semilla de ajonjolí, posee un color amarillo claro y un aroma muy suave. Úsalo para cocinar una gran variedad de recetas, principalmente orientales.
Ideal para sopas, verduras, pescados y ensaladas.

BENEFICIOS:

- Fuente de Omega 6 y 9.
- Contiene vitamina E y antioxidantes.
- Sin colesterol por su origen vegetal.
- Libre de conservadores artificiales.

	CTPAT	FSSC 22000	U	NON GMO Project VERIFIED
Plants 1 y 2	✓	✓	✓	✓
Plant 3		✓	✓	
Plant Prodisjal		✓	✓	✓
Plant Avorigin		✓	✓	

MARKETING AND LABELING

Our products comply with national and international labeling regulations, such as the Mexican Official Standard NOM-051-SCFI/SSA1-2010 on general labeling specifications for pre-packaged food and non-alcoholic beverages (commercial and health information), and NOM-030-SCFI-2006, regarding quantity declaration specifications on labels. We also meet the U.S. FDA requirements for production, marketing, and labeling of export products. This commitment to transparency and quality is reinforced by various certifications, including Kosher, USDA Organic, NON-GMO, and others that guarantee the safety, origin, and sustainability of our products—supporting more responsible consumption practices.

In 2024, no non-compliance incidents were reported related to product labeling regulations or codes.

We have implemented a Self-Adhesive Label Inspection Process to ensure proper reception, inspection, and sampling of labels, complying with both customer requirements and the internal quality standards at Grupo Sesajal®

Our goal is to transition to sustainable labeling that enables our customers to clearly and easily understand the ingredients of each of our products.

Throughout 2024, no incidents of non-compliance with regulations or codes relating to health and safety impacts were reported in any of our business units.

04 QUALITY OF LIFE

HUMAN TALENT



Our success depends on the human talent within our organization. We are committed to the well-being of our employees through fair wage policies that improve their quality of life.

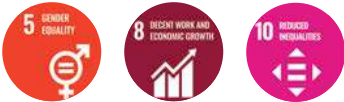
In 2024, we achieved a **17 %** increase in wages for operational-level employees, aiming to ensure a living wage.

We promote labor equity, inclusion, and human development, building an ethical and responsible culture. To enhance operational efficiency, we've implemented remote work policies, reducing our carbon footprint and saving energy. These actions reflect our commitment to creating a positive impact in the community and on the environment.



EMPLOYEES

GRI 2-7, 2-30, 401-1, 401-2, 401-3, 402-1, 405-1, 3-3



At Grupo Sesajal®, we take pride in having a highly trained and committed team.

2,125 TOTAL EMPLOYEES

FULL-TIME EMPLOYEES*



Men
1,340

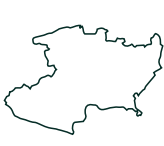


Women
785

EMPLOYEES IN MEXICO



Sinaloa
17



Michoacán
310

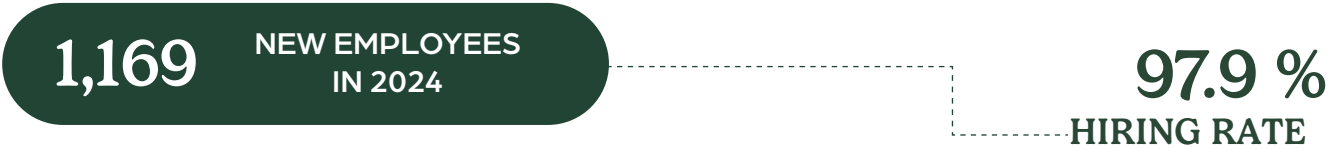


Jalisco
1,798

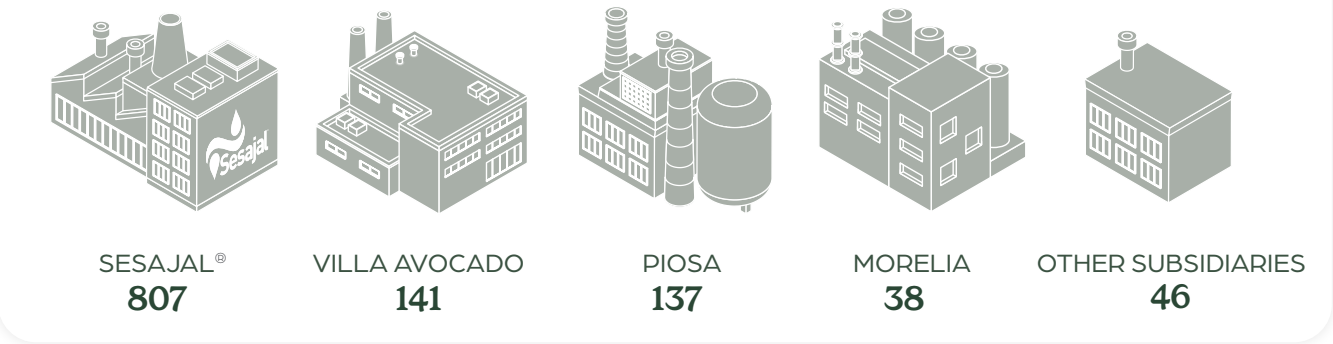
*(We do not include temporary or part-time employees.)

NEW HIRES AND EMPLOYEE TURNOVER

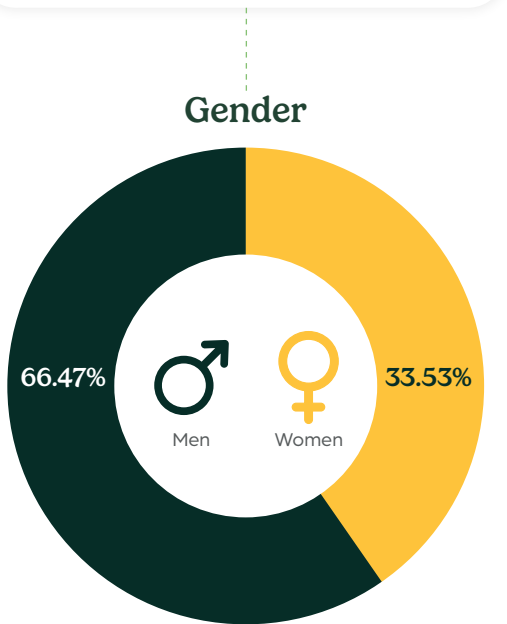
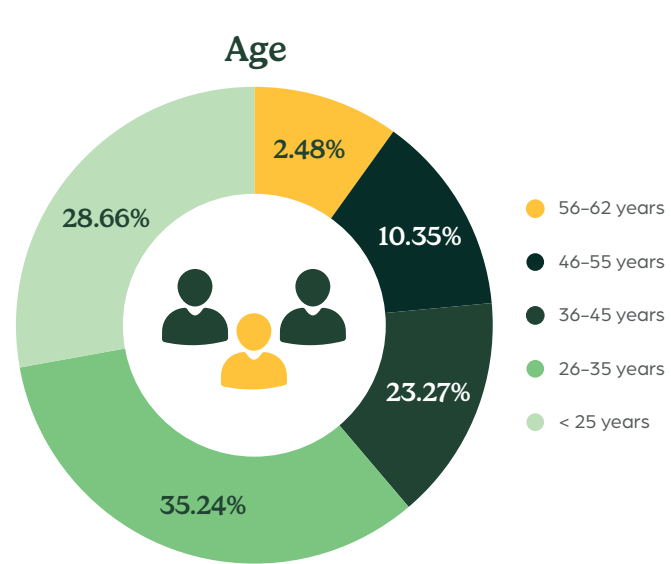
Across all our business units, we foster group growth through strategic talent management. From the moment a client request is received via our portal to competency-based recruitment, we ensure the right personnel is selected based on job requirements. We also prioritize effective onboarding to integrate new staff and monitor performance.



EMPLOYEE DISTRIBUTION



In our company, the average age for men is 32 years old and 33 for women.



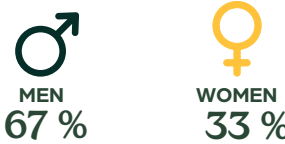
TURNOVER

EMPLOYEE SEPARATIONS 1,069

TURNOVER RATE

The voluntary turnover goal for 2024 was 34.06%, , % , and we achieved **32.54 %**

GENDER BREAKDOWN



SIGNIFICANT CHANGES

For major operational changes, such as area or shift reassignment, employees are notified at least one week in advance. All collective bargaining agreements are conducted within the legally established timelines and follow contract review processes in accordance with applicable labor laws.

COLLECTIVE BARGAINING AGREEMENTS

At all Grupo Sesajal® business units, we uphold the right to freedom of association and support our employees through union representation.

AVORIGIN and Villa Avocado are affiliated with a labor union different from that of Jalisco, specifically the National Union of Workers in the Chemical and Related Industries. In Jalisco, employees are organized under the Union of Workers in the Industrialization and Selection of Oilseeds and Related Industries of Guadalajara, Jalisco. Currently, we are developing a free association policy that is in the pre-authorization process.






BENEFITS SYSTEM

We place great importance on offering appropriate working conditions for our employees—both within and outside the workplace. To support this, we have a benefits system that complements employee compensation packages through social security, medical insurance, food vouchers, paid time off, and wellness programs.

This system aims to attract, motivate, and retain talent while aligning employee needs with organizational goals.

Standard Benefits for Full-Time Employees

-  Social security
-  Base salary
-  15 days of annual bonus (Aguinaldo)
-  25% vacation premium on applicable days
-  Paid vacation
-  Life insurance
-  9% grocery vouchers
-  8% savings fund



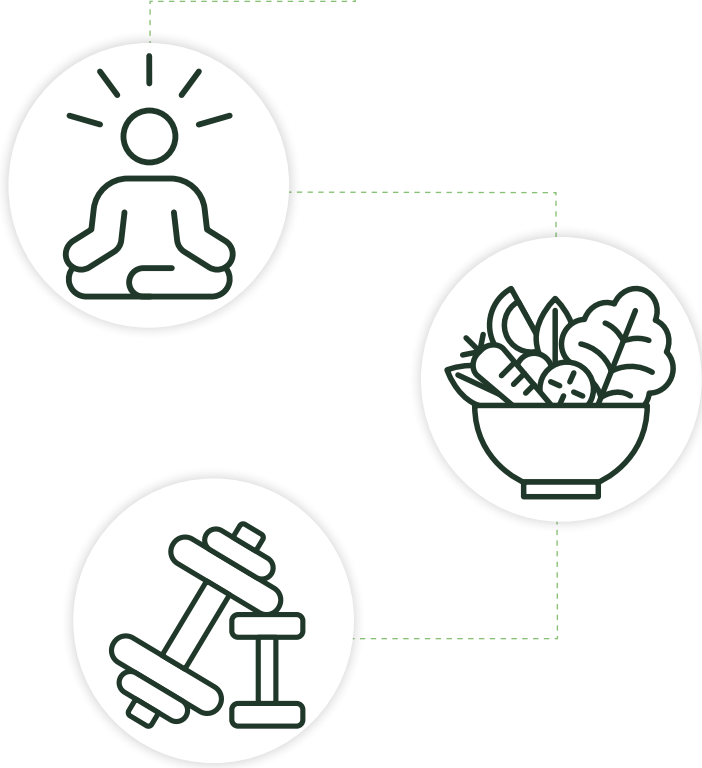


Maternity Leave

In accordance with Mexican law, we fully comply with IMSS maternity leave provisions. Additionally, we provide a bonus equivalent to one week of salary for employees who are new mothers or fathers.

WORKPLACE WELL-BEING

In 2024, we held our annual Wellness Week, impacting 2,618 Grupo Sesajal® employees. Throughout the event, we offered a wide variety of activities including: Meditation classes, Dance classes, Active breaks, Personal care workshops, Personal challenges, Talks on physical, nutritional, and emotional well-being. Additionally, we provided psycho-emotional support to over 100 employees from various business units.



“We promote sports and solidarity through our annual ‘Kórima Run,’ allocating all proceeds to support the food needs of 85 children from the Wixárika community in Mesa del Tirador, northern Jalisco.”



TRAINING

GRI 403-5, 404-1, 404-2, 404-3, 3-3



Continuous training for our employees is essential for their professional growth and for the long-term success of Grupo Sesajal®. Through training programs on various topics, we aim to improve the skills and competencies of our team.

AVERAGE TRAINING HOURS:

9.33 hours per employee during 2024

TOTAL TRAINING HOURS BY ROLE



Analysts
1,546.5



Coordinators
1,115



Managers
433

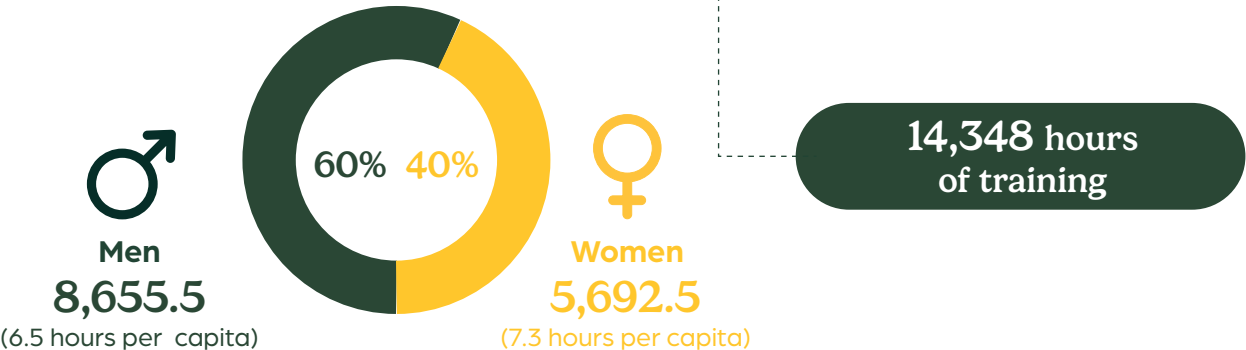


Directors
159



Operations Staff
11,094.5

TOTAL TRAINING HOURS BY GENDER



In 2024, we invested 4.5 million MXN in training for our employees, equivalent to 3,882.35 MXN on average per employee.



Throughout the year, we offered various training programs focused on the following areas:

Occupational Safety and Regulations

Food Safety and Quality

Technical and Operational Training

Professional Development

Environmental Responsibility

Risk Management

Of the **training topics** scheduled for 2024,
we achieved an **80%** completion rate.



COMPETENCY DEVELOPMENT AND EVALUATION PROGRAMS

At Grupo Sesajal®, we understand that competency development is key to the growth of our employees and the company’s success. Therefore, we offer programs aimed at strengthening their skills and knowledge to improve their performance and contribution to business goals.

CULTÍVATE PROGRAM

The Cultivate program is designed to develop the competencies of our employees by aligning them with the values and organizational culture of Grupo Sesajal®. Its main objective is to strengthen essential job skills through both theoretical and practical approaches, promoting individual growth and teamwork.

Key elements of the program include:

- Focus on 10 core competencies of our culture.
- Tools to understand and apply each competency based on role and level.
- Specific goals for updating knowledge, integrating competencies into the company, and promoting continuous growth and training.

“Cultivate strengthens both employee skills and the organization as a whole.”

CHALLENGE PLAN

Through the Challenge Plan, we guide employees in their transition to leadership roles within the organization. Employees are expected to complete projects and objectives that demonstrate mastery of technical knowledge and job-related competencies. This plan applies to all employees aspiring to leadership positions, such as Operator A, Supervisors, Coordinators, and Managers.

The Challenge Plan fosters the comprehensive development of our employees, preparing them to face leadership challenges with confidence and strong skills.

A high percentage of employees receive regular performance and development evaluations. We provide real-time feedback and keep employees informed of their progress.

90% of them are evaluated through a digital platform that tracks responses, action plans, and follow-ups.

DIVERSITY, INCLUSION, AND NON-DISCRIMINATION

GRI 405-1, 406-1



DIVERSITY, INCLUSION, AND NON-DISCRIMINATION

We value and respect the unique characteristics that distinguish us. We believe that background, education, gender, ethnicity, nationality, generation, age, work style, ideology, religious beliefs, sexual orientation, and technical skills are not obstacles but rather qualities that help build excellent teams. Each individual brings unique attributes to the table.

We strive to create an environment where our people feel valued and where everyone can express their identity daily, connecting with others by showcasing the best of themselves.

We are proud to highlight that at Grupo Sesajal®, we work actively to promote labor inclusion and human rights.

Currently **SIX PEOPLE** with disabilities work in the administrative area, receiving the necessary support to perform their duties in an **ACCESSIBLE AND RESPECTFUL ENVIRONMENT**.



In 2024, no cases of discrimination were reported based on race, color, sex, religion, political opinion, national extraction, or social origin.

OCCUPATIONAL HEALTH AND SAFETY

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



At Grupo Sesajal®, we prioritize the health and safety of our workers. We are committed to providing a safe and healthy work environment where every team member can confidently perform their duties, knowing their well-being is our top concern. All our decisions are aimed at protecting and respecting the integrity of every person in our organization.

We have implemented our **Corporate Health and Safety Policy**, which applies to all personnel at Grupo Sesajal®, including suppliers and contractors.

This policy sets clear objectives and allocates resources to ensure a safe and healthy work environment in compliance with laws and standards. It encourages continuous improvement through employee training and performance evaluations.



OCCUPATIONAL HEALTH AND SAFETY PROGRAM 2024

This program constitutes a comprehensive management system for the health and safety of our employees. It defines the framework to ensure compliance with legal requirements and the continuous improvement of safety and health conditions across all our facilities.

The program aligns with national regulations and includes:

- Inspection of emergency equipment
- Management of the Health and Safety Commission
- Safety point inspections
- Drills
- Studies and diagnostics
- Awareness campaigns
- Certifications
- Audits
- Contractor care

RISK IDENTIFICATION AND EVALUATION

We know that the first step to reducing incidents is prevention. That's why we implement a methodology designed to identify occupational risks in each area. This includes a description of the necessary measures and documentation of action plans.

We also have specific procedures for critical areas to evaluate risks in occupational settings regarding health protection and safety. The system continuously monitors and detects potential risks, which can be reported through:



MESSAGES



ROUND TABLES



SUGGESTION BOXES



INDUSTRIAL SAFETY STAFF

If incidents occur, we follow a formal investigation process to ensure that corrective actions are taken.

We also use the MEDICHECK system as a key tool in identifying occupational health risks. It allows us to:

- Record each employee's health information
- Identify work-related risks
- Track incidents
- Take preventive measures to protect employee well-being

OCCUPATIONAL HEALTH SERVICES

At Grupo Sesajal®, we are committed to ensuring our employees' well-being at all times. We have an occupational health department, led by an attending physician who provides care and follow-up. Additionally, we have paramedics at various work plant s located in different business units. These professionals serve both employees and contractors or visitors when necessary.

We also have emergency response brigades for fire control, evacuation, search and rescue, and medical emergencies — ensuring a safer workplace.

Promoting Employee Health

In 2024, to support the health and well-being of our employees, we conducted multiple health campaigns, including: Cervical cancer detection, Breast cancer detection, Influenza and COVID-19 vaccination, Dengue prevention, Chronic disease detection, Visual health

PARTICIPATION AND COMMUNICATION ON HEALTH AND SAFETY

Since 2018, we have integrated the Sesajal® Joint Health and Safety Commission, in compliance with NOM-019-STPS-2011, which regulates the establishment, organization, and operation of health and safety commissions in workplaces. In 2024, we updated the constituent act of this commission and established both the Training Program and the Annual Verification Program. It is the commission’s responsibility to ensure the implementation and compliance of these programs.

INJURIES FROM WORKPLACE ACCIDENTS, AILMENTS, AND OCCUPATIONAL DISEASES



*Note on LTIR: The formula used to calculate LTIR is: [(number of reportable incidents) × 200,000] ÷ [total hours worked]. The total hours worked assumes a 46-hour week per employee, excluding overtime.

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

We have a training plan for Occupational Health and Safety, and in 2024, we conducted the following sessions:

- Search and rescue brigade
- First aid brigade
- Critical control point training
- Theoretical training on new toaster – P.I.I.
- Hazardous materials
- NOM-019 Safety and hygiene commission
- NOM-009-STPS-2011 Work at heights
- NOM-020-STPS-2011 Pressure vessels
- NOM-027-STPS-2008 Welding and cutting
- NOM-029-STPS-2011 Electrical installations
- NOM-033-STPS-2015 Confined spaces
- NOM-002-STPS-2010 Fire prevention and protection
- NOM-004-STPS-1999 Protective and safety systems
- NOM-018-STPS-2015 Hazard identification and communication system
- NOM-036-1-STPS-2018 Ergonomic risk factors at work
- Safe operation and handling procedures for forklifts



05 ENVIRONMENTAL CONSERVATION

We are at a critical moment where climate change stands as one of the greatest global challenges, with clear effects on our environment and quality of life. The increasing frequency of extreme weather events underscores the urgency of taking collective action to mitigate these impacts. The Paris Agreement sets a target to limit the global temperature increase to 2.0°C and aims for net-zero emissions by 2050.

As part of the food sector, we recognize our significant responsibility and the need to adopt sustainable practices to contribute to this global effort.

At Grupo Sesajal®, through the CRECE program led by our Sustainability Department, we have implemented concrete actions that are making a difference in environmental conservation. However, we have identified that some of these initiatives are currently scattered across different areas of the group. For this reason, we are working on consolidating and standardizing these actions in order to better understand their real impact and establish specific goals and objectives that allow us to develop a long-term strategy. Integrating all our actions under one strategy will not only help us assess our progress more effectively but also ensure alignment with the Sustainable Development Goals (SDGs).

One of the actions we implemented to measure the impact of these initiatives was the development of Indicators to monitor performance in areas such as water, energy, emissions, and waste. This process began in 2019 at Plant 1 and Plant 2 as a pilot, with the goal of expanding to other locations.

We are dedicating resources and efforts to strengthen our initiatives, ensuring that each plant and business unit actively participates. Our goal for the coming year is to consolidate all environmental initiatives and ensure that every step we take moves us closer to sustainability. With the appointment of environmental managers in each unit and the use of clear indicators, we will continue working diligently to contribute meaningfully to the fight against climate change.

In 2024, we successfully implemented environmental indicators across all our plants and units, establishing our baseline this year.



SUSTAINABLE SUPPLY CHAIN

GRI 2-6, 2-23, 2-24, 203-1, 203-2, 308-1, 408-1, 409-1, 414-1, 3-3



BUILDING A RESPONSIBLE SUPPLY CHAIN

Our sustainable supply chain begins with the careful selection of our suppliers. We work closely with them to ensure that the raw materials used meet the highest quality and sustainability standards. Despite global challenges, by promoting responsible practices we contribute to a more sustainable future and strengthen our relationships with suppliers.

Collaborating with suppliers who share our values and commitments is essential to promoting responsible practices and ensuring sustainability. All our suppliers, including contractors and subcontractors, sign our Supplier Code of Ethics, which establishes the minimum legal, ethical, social, and environmental standards required. These principles are also expected to extend throughout their own supply chains.

By signing this Code, our suppliers commit to complying with current legislation and respecting internationally recognized human and labor rights, explicitly rejecting corruption, discrimination, forced labor, child labor, and inhumane treatment. They also ensure compliance with applicable environmental regulations, particularly in waste management, emissions, handling of hazardous substances, and disposal of hazardous waste.

Additionally, suppliers receive our Anti-Corruption Policy to ensure that all operations are conducted ethically and transparently. They also have access to the Ethics Global whistleblower line, which helps us identify misconduct and make informed decisions regarding our supplier relationships.

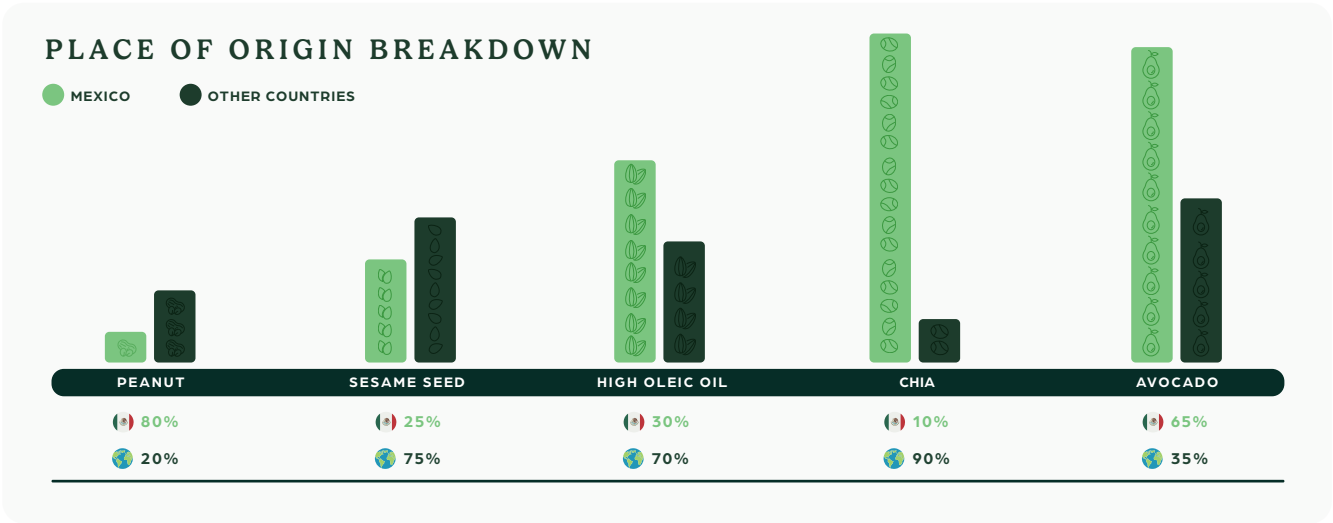
As part of our supplier selection process, we request certification schemes such as GFSI (Global Food Safety Initiative), although these are not mandatory, they are evaluated positively.

ORIGIN OF OUR RAW MATERIALS

The origin of our raw materials reflects our commitment to sustainable and environmentally respectful practices. We ensure that our suppliers are committed to organic production and environmental care. The raw materials we use come from both Mexico and other countries, ensuring a diversified and responsible supply chain.

For example, 90% of the chia we use comes primarily from South America, with the rest from national sources. In the case of avocado, around 65% is of Mexican origin. On the other hand, products such as peanut, high oleic sunflower oil, and sesame seeds are mostly sourced from other countries, reflecting our commitment to quality and global sustainability.

These figures not only illustrate our diversification, but also demonstrate our dedication to protecting the environment and promoting responsible practices at every step of the production chain.



SUPPORTING MEXICAN AGRICULTURE

We also support projects that strengthen Mexican agriculture, promoting profitability and encouraging the adoption of organic farming practices. We believe these actions benefit local producers and help develop a more ethical and environmentally friendly value chain. In Chapter 5: Community Engagement, we highlight our collaboration with the Wixárika community of Mesa del Tirador as an example of this kind of initiative.

The Supplier Code of Ethics and Anti-Corruption Policy can be consulted at: <https://www.SESAJAL.com/inicio/proveedores/>



CIRCULARITY

GRI 306-1, 3-3



CIRCULARITY IN ACTION:
THE VILLA AVOCADO CASE

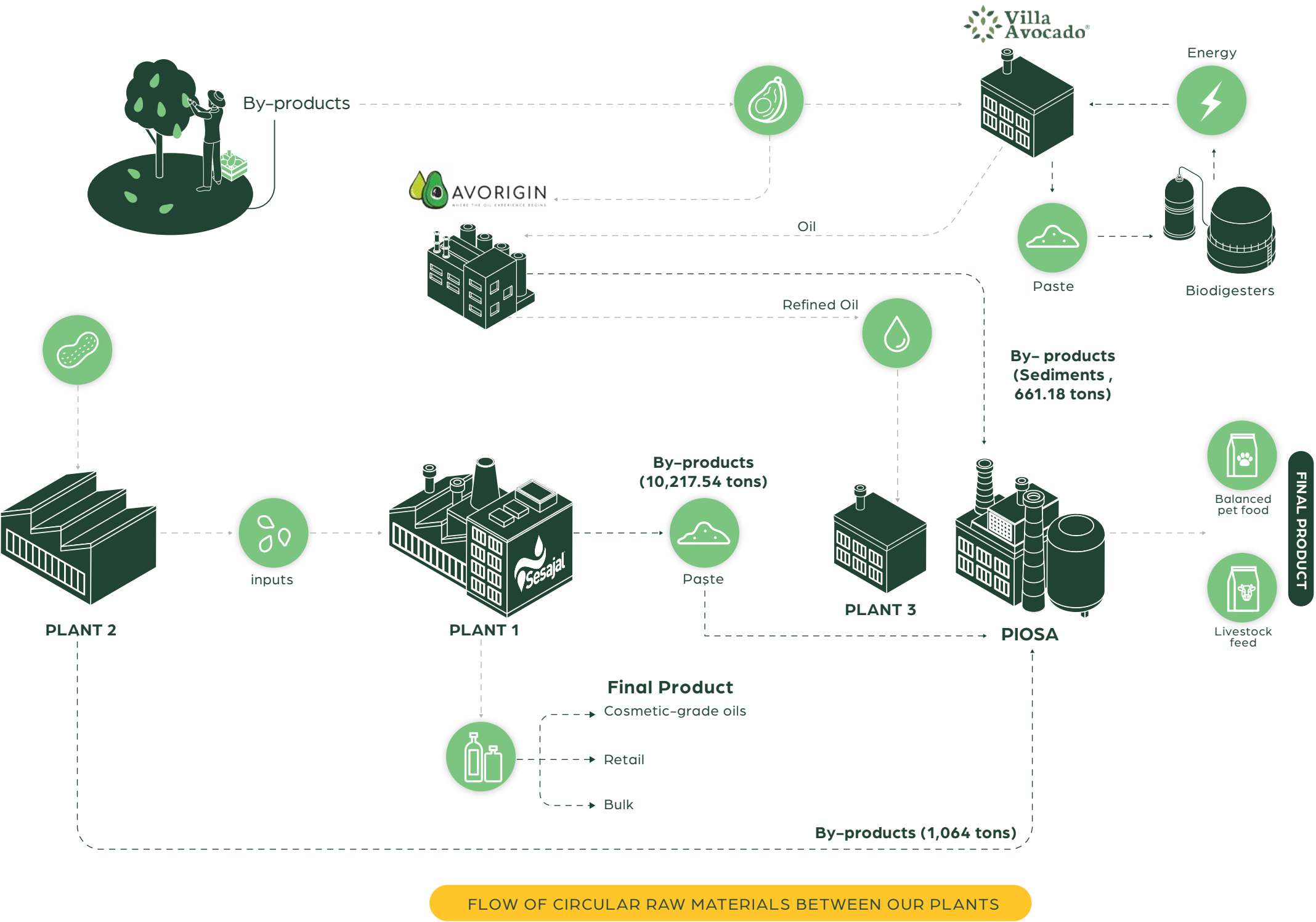
We are fully aware of the environmental impact of resource consumption and waste generation in traditional production processes. That is why we understand the importance of adopting a circular economy model, which seeks to use resources more efficiently and sustainably. This strategy ensures that raw materials remain in productive cycles longer, enabling continuous reuse.

In our plants focused on human food production, we generate various by-products such as pastes and forages during processing. Although these are not part of the final product, we use them efficiently to minimize waste. Instead of discarding them, we reuse them as inputs or co-processing materials in the production of animal feed

An example of circularity is our Agrosesamo business unit, where 45% of the raw materials come from by-products of other units. These include avocado paste, sesame paste, peanut sweepings, nut shells, and oil extraction sediments.

 In 2024, we reused **11,942.72** tons of pastes and forages, preventing waste and its associated environmental impact.

At Villa Avocado, we repurpose avocados that do not meet quality standards for guacamole or fresh fruit. These avocados are collected from orchards in Michoacán, Jalisco, Nayarit, and Mexico State. Instead of discarding them, we transfer them to our plant to extract oil, which is then refined and bottled in Guadalajara. This process helps reduce food waste and extends the value of the fruit. Additionally, the avocado extraction by-product is sent to a biodigester, generating energy for the plant.



MATERIALS

In addition to the raw materials used to produce our products, one of Grupo Sesajal®'s key focus areas is the management of packaging materials. As previously mentioned, we strive to extend the useful life of raw materials through co-processing across our production plants. However, when it comes to packaging, we are currently in the process of exploring innovative solutions to minimize waste generation.

This challenge is one of our top priorities, and we are fully committed to identifying more sustainable alternatives that promote the reduction, reuse, and recycling of packaging materials.

PACKAGING AREA

In 2024, our Packaging Area implemented various initiatives to reduce our environmental impact, maximize resource efficiency, and help decrease waste:

-  Our two main suppliers of glass and aluminum containers incorporate post-consumer recycled (PCR) content in their products.
-  We designed optimized packaging that uses fewer materials in its production.
-  We selected sustainable materials that can be reintegrated into other manufacturing processes as raw materials.

We monitored our suppliers' actions regarding waste recovery and the reuse of recovered materials as inputs for new packaging. To ensure material traceability, we rely on certification letters that guarantee the composition of the materials supplied, along with technical data sheets detailing the post-consumer recycled (PCR) content used.



ZERO WASTE

GRI 306-1, 306-2, 306-3, 306-4, 306-5

Recognizing the importance of proper waste management, we developed the Comprehensive Waste Management Program, which outlines the necessary actions to ensure that waste generated in our production facilities and administrative offices does not pose a risk to our products or the environment.

This program specifies the procedures for handling and disposing of waste in order to prevent negative impacts, such as accumulation in production areas, spills, material and product contamination, and cross-contamination risks. To mitigate these risks, we have established guidelines to ensure compliance with current regulations. It also defines processes for waste identification and classification, and the appropriate documentation and reporting protocols to ensure traceability and control.

The standardization of this program across all our plants was one of our main achievements in 2024, contributing to the reduction of non-recoverable waste.

Integral Waste Management Process:

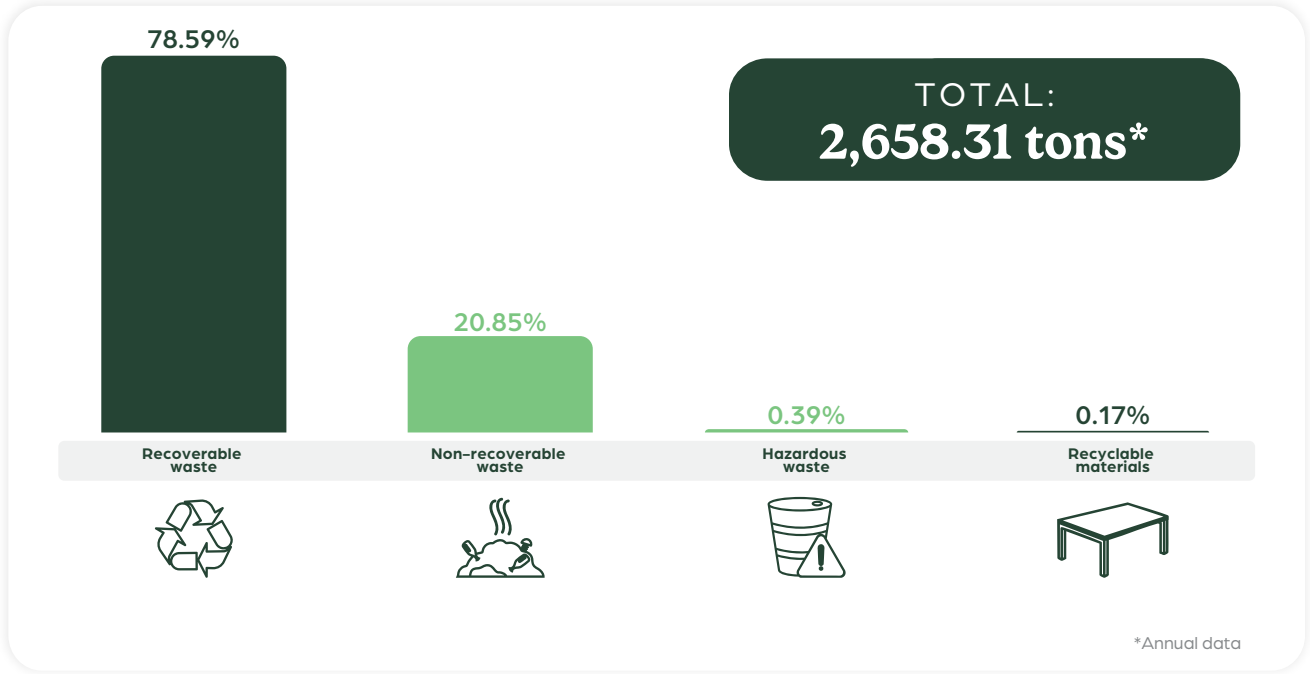
- 1. Identification
- 2. Detection
- 3. Separation
- 4. Internal collection
- 5. Collection at reception centers
- 6. Separation verification
- 7. External collection
- 8. Collection control
- 9. Manifest tracking



The information presented in this document regards some business units belonging to Grupo Sesajal®, which are: Plant 1, Plant 2, Plant 3, PIOSA, PRODISJAL, Aorigin, and external warehouses. Currently, data from Villa Avocado is being collected. This will allow for a yearly basis that contains the performance of all business units.

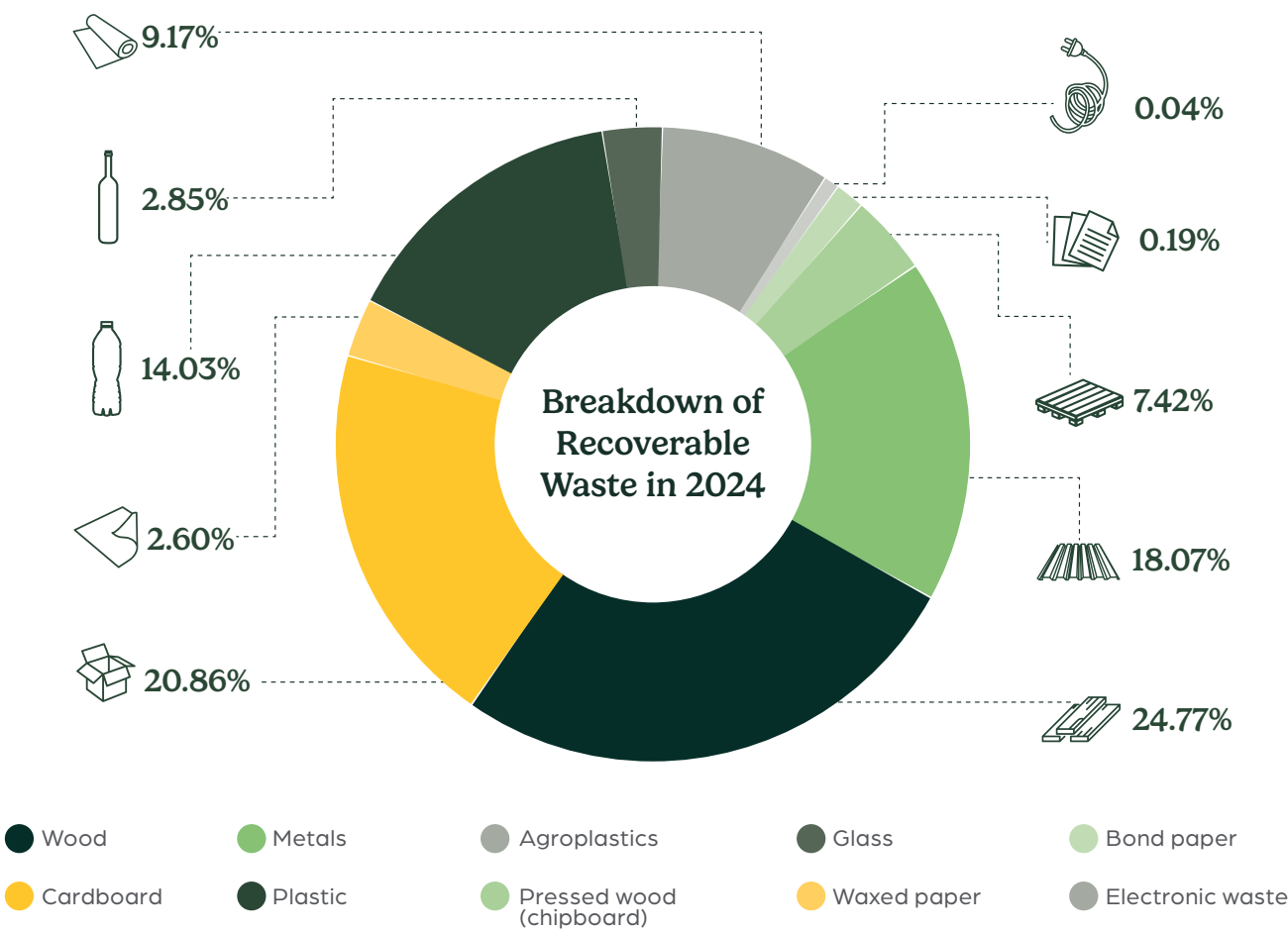
WASTE GENERATED

In 2024, we generated a total of 2,658.31 metric tons of waste, including reusable, recyclable, and disposable materials. Most of the waste generated was recoverable waste, meaning it had the potential for reuse or recycling. This result reinforces our commitment to continue reducing the percentage of non-recoverable waste each year.



Non-recoverable waste is sent to landfills, while a portion of the hazardous waste is confined, and the remaining fraction is incinerated.

WASTE NOT DESTINED FOR DISPOSAL
(RECOVERABLE AND REUSABLE WASTE)



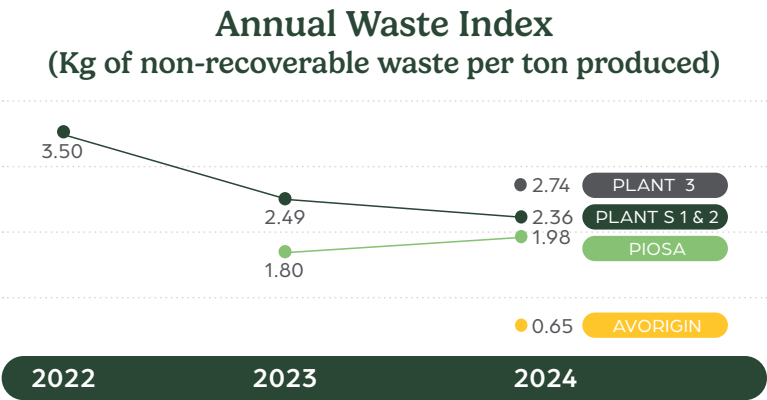
In 2024, thanks to the recovery of 78.76% of our waste across all Grupo Sesajal® plants, we were able to recover approximately MXN 5.3 million, which was directed to social programs.

By managing our waste, we promote a circular economy cycle that not only helps reduce environmental impact but also generates direct benefits for our community.

Compared to 2023, we achieved a **10% reduction** in waste generation at Plant 1.

The sale of reusable materials is another one of our many circularity initiatives; by doing this, we extend the useful life of those products and thus reduce the environmental impact that they'd otherwise cause if they were to be discarded. Reusable materials include office furniture and scraps from production/maintenance; they are sold to our employees to avoid sending those materials to landfill, promoting a circular economy model.

In 2024, we recovered **4.5 tons** of these materials, giving them a second life and avoiding landfill disposal.



From 2022 to 2024, the index dropped significantly with the integration of more plant data.

WASTE INITIATIVES 2024

- Plant 1:**
- Following a reengineering analysis, a project was launched to eliminate resin-based materials in production, reducing 15.6 tons of non-recoverable waste.
 - 155 tons of chipboard waste were recovered and reused by artisans in Tonalá for handcrafted items.
 - Coffee grounds collected in administrative areas were donated to the Pedagogical Forest of Water in Zapopan for restoration and reforestation.
 - A bond paper recovery campaign collected 3.8 tons, preserving the equivalent of 66.6 mature trees; proceeds were donated to support childhood cancer treatments.
- Villa Avocado:**
- A new waste classification and separation project was launched.
 - A process was standardized to recover organic byproducts from avocado oil extraction.
- PIOSA:**
- A grinding system was installed to reduce waste through part reuse.
 - A new line of returnable packaging was implemented for specialty products.
 - A pallet reuse project recovered 3,560 pallets, saving around MXN 427,200 annually.

Compared to 2023, we achieved a **10% reduction** in waste generation at Plant 1.

ENERGY EFFICIENCY

GRI 302-1, 302-3, 302-4, 3-3

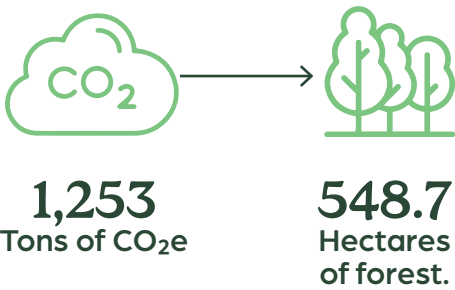


Energy is essential to our operations, as many production and administrative processes rely on a constant and efficient supply. As part of our sustainability commitment, we are moving towards cleaner and renewable energy sources, promoting a more efficient and environmentally responsible production model.

RENEWABLE ENERGY PRODUCTION

In 2022, we successfully implemented a photovoltaic system at Plant 1, allowing us to generate renewable energy (solar) and significantly reduce our CO₂ emissions.

From April 2022 to June 2024, we generated a total of 1,627,274 kWh, avoiding the emission of 1,253 tons of CO₂e, equivalent to preserving 548.7 hectares of forest.



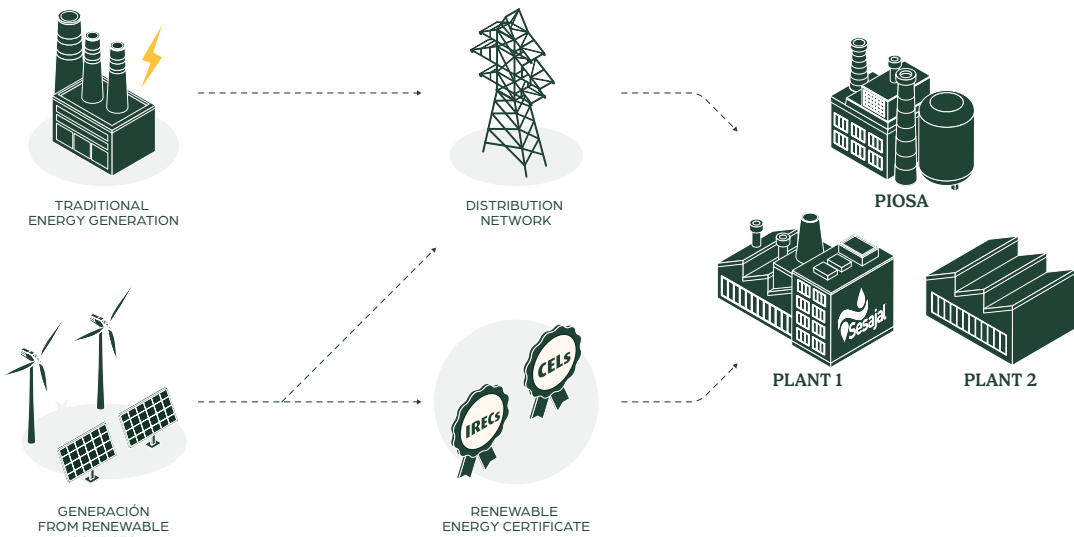
*kWh = Kilowatt-hour | Figures are presented as annual values

TRANSITION TO THE ELECTRICITY MARKET

In June 2024, we began incorporating Plants 1, 2, 3, and PIOSA into the Wholesale Electricity Market (MEM) as load centers. This enables us to freely choose electricity providers and move towards cleaner and more sustainable sources, reducing dependence on fossil fuels.

In line with our goal to reduce greenhouse gas emissions, we purchase clean energy via Clean Energy Certificates (CELS), complying with the annual requirement set by the Ministry of Energy (SENER) that 13.9% of electric power come from renewable sources.

We also acquired IRECs (International Renewable Energy Certificates) covering 100% of our electricity consumption at Plants 1, 2, and PIOSA. These certificates verify that our energy sources come from renewables in Mexico and meet global standards from organizations such as SBTi and RE100.

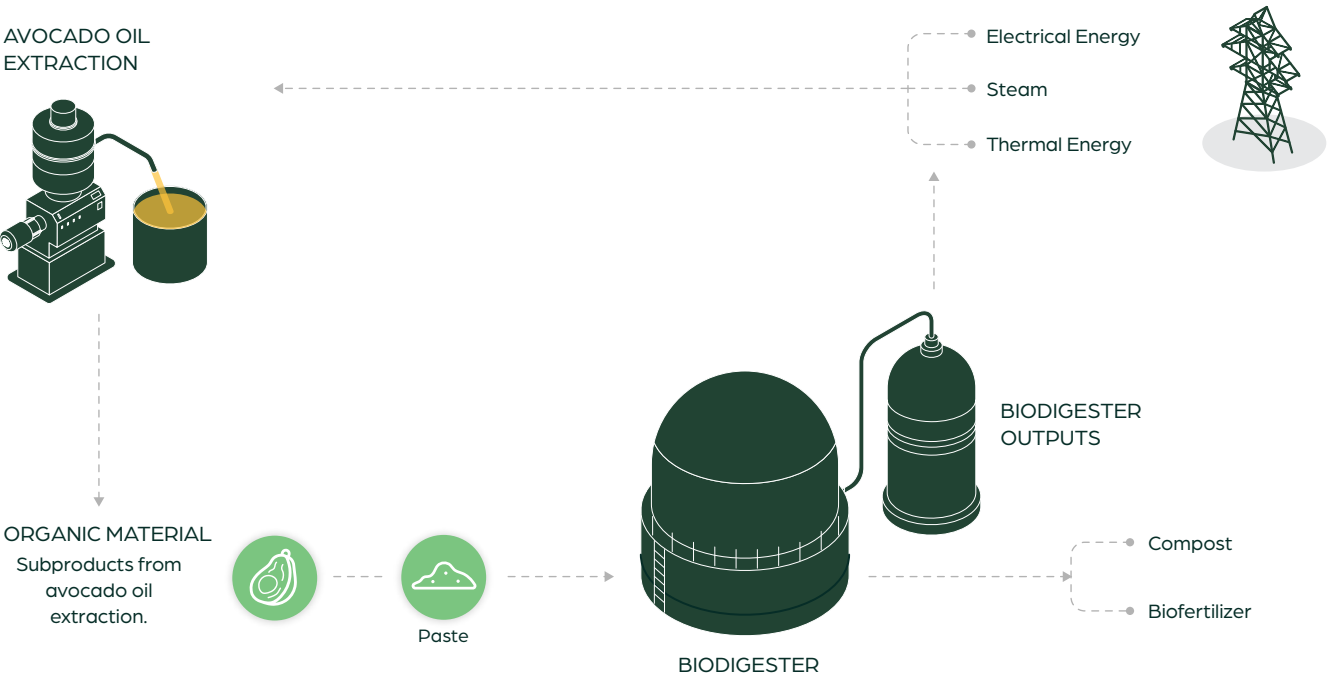


BIODIGESTER

At our Villa Avocado extraction plant, located in Zamora, Michoacán, we have installed a biodigester that naturally processes the byproducts generated during the avocado oil extraction process, producing biogas that is used to generate electric power.

Currently, this system supplies approximately 70% of the plant’s energy needs. By early 2025, we plan to launch a steam generation system that will use biogas as fuel, replacing the firewood previously used.

On the other hand, the residual paste obtained from the avocado oil extraction process is marketed as a raw material for balanced cattle feed. Additionally, a percentage of this waste is converted into compost, contributing to a more sustainable waste management system.

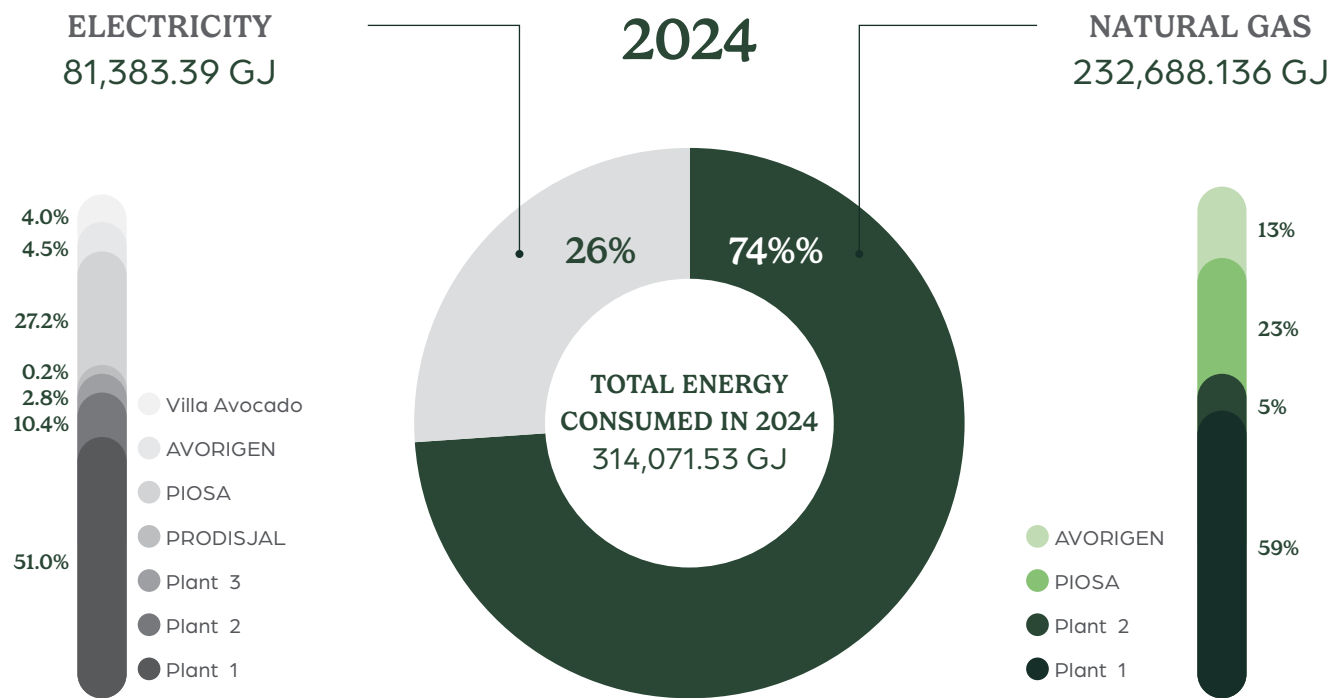


The avocado oil extraction byproduct is transformed into biogas using state-of-the-art biodigestion technology, which is currently used for power generation, and soon, for steam production as well.

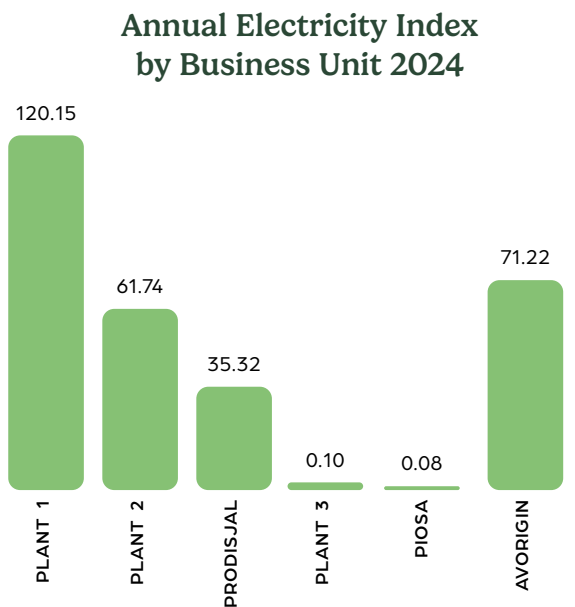
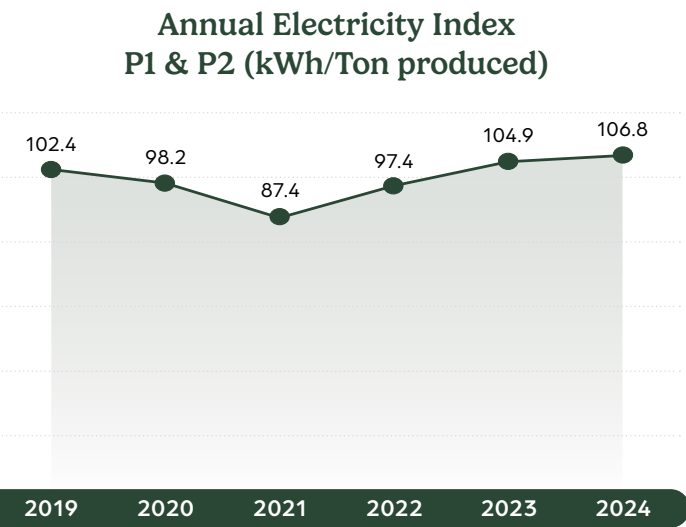


ENERGY CONSUMPTION

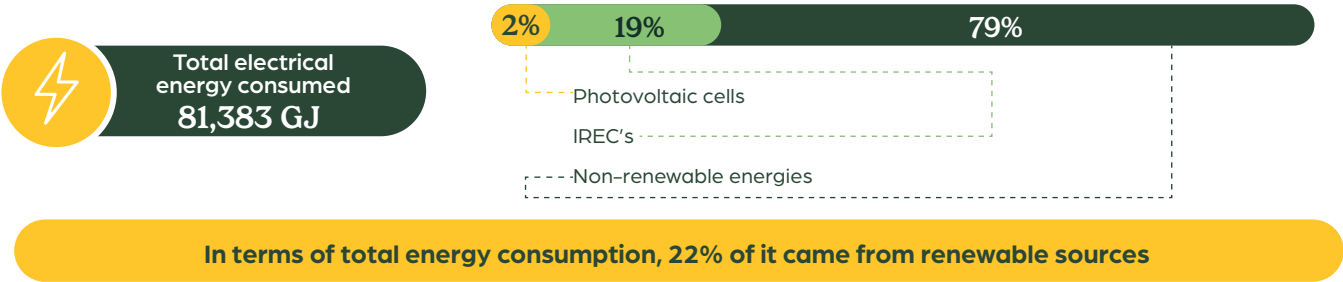
In 2024, 57.2% of the electricity we consumed came from renewable sources. By choosing clean energy through the Wholesale Electricity Market (MEM), we reduced our dependence on non-renewable sources, moving toward a more sustainable model. This transition not only contributes to lowering CO₂ emissions, but also improves our energy efficiency and reinforces our environmental commitment.



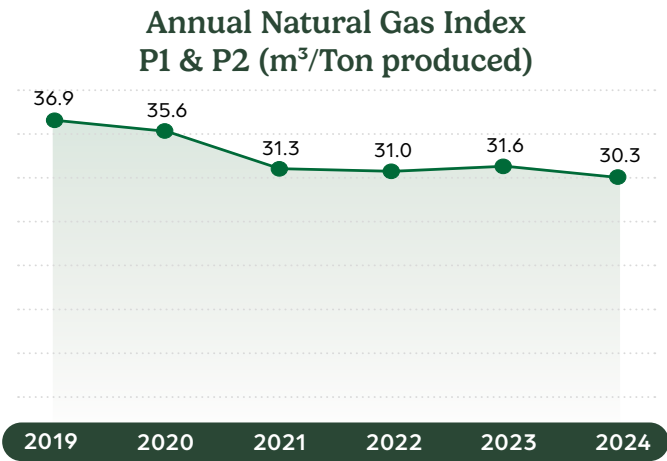
*GJ = Gigajoules



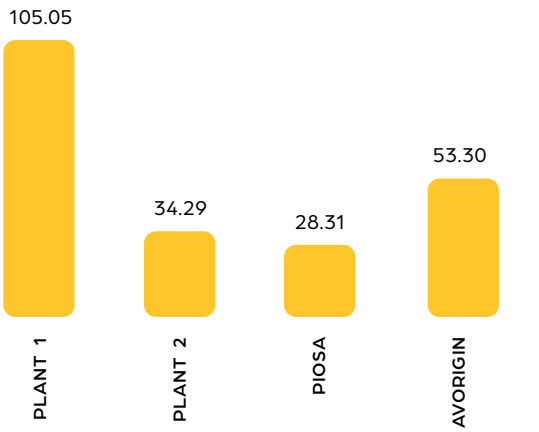
ENERGY EFFICIENCY ACTIONS



NATURAL GAS



Annual Natural Gas Index by Business Unit 2024



ENERGY EFFICIENCY ACTIONS

- Villa Avocado:**
- Invested in modern equipment that optimizes oil extraction, improving yield and reducing electricity use.
 - We generated 3,264,832 kWh using biogas, avoiding the output of 1,456.45 tCO₂e.
 - Replaced 100% of incandescent bulbs with LED lighting
- PIOSA:**
- Avoided starting large equipment during peak hours to reduce costs.
 - Replaced all incandescent lighting with LED.
 - Installed air filters with harmonic filters to reduce power factor.
 - 132 wooden pallets from packaging were repurposed as fuel to generate steam needed for extracting avocado oil, which allows the company to reduce operating costs and decrease natural gas consumption.
- Plant 1:**
- Reduced 20% of energy consumption by eliminating low-sustainability processes.
 - Installed an energy efficiency monitoring system in real time.

CARBON NEUTRAL

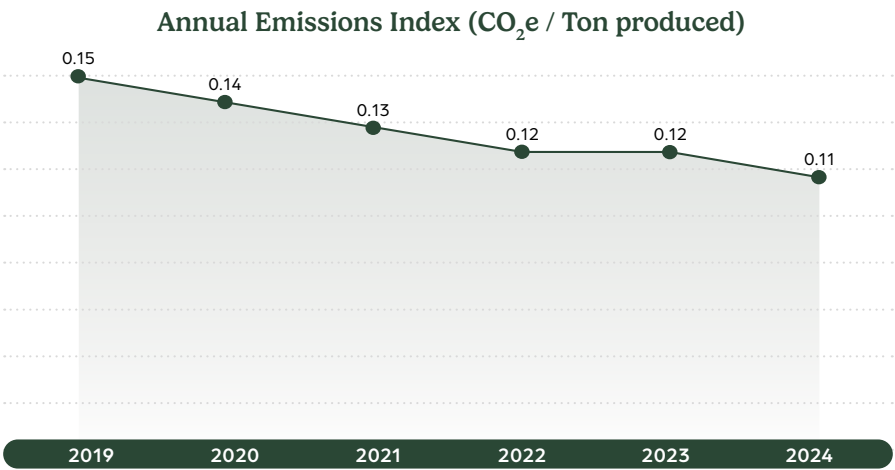
GRI 305-1, 305-2, 305-4, 305-5, 3-3



Reducing our CO₂ emissions is a priority—not only because of their impact on the environment and climate change, but also as part of our commitment to the productive sector in Jalisco. We currently track the tons of CO₂e emitted by our main sources and are working to break these data down by scope (Scope 1 and Scope 2), with the goal of including Scope 3. In 2024, we worked on identifying and piloting a platform that would enable the calculation and analysis of emissions. This platform will help us accurately identify main emission sources and develop reduction strategies. Full implementation will take place in 2025.

Our actions in energy efficiency and circular economy have been key to emission reduction. The implementation of photovoltaic systems, the switch to the wholesale electricity market, and the use of biodigesters have reduced 9,600 tons of CO₂e (45% of our total emissions). Additionally, waste valorization through the biodigester has been fundamental. These initiatives help reduce our carbon footprint and allow us to design targeted strategies with specific objectives.

In alignment with this effort, Grupo Sesajal® joined the Business Alliance for Climate in Jalisco in 2022. This alliance brings together the state government and the productive sector to promote climate action and sustainability. Its goal is to help decarbonize Jalisco's economy by 2050, strengthening business competitiveness and promoting low-carbon economic development.



ACTIONS IN PROGRESS



- Optimizing international transport by improving packaging and maximizing load capacity. Thanks to the implementation of double-deck trailers, we can transport twice as much product per unit, cutting transportation costs and emissions.



- Emission analysis on equipment, such as ovens and boilers, to ensure atmospheric pollutant levels remain within the limits established by Mexican environmental regulations.



WATER MANAGEMENT

GRI 303-1, 303-2, 303-5, 3-3



Water is an essential resource for our operations, and its efficient use is a top priority—especially in the context of water overexploitation. In states such as Jalisco, where aquifers are in constant decline and droughts are becoming more frequent, responsible water management is crucial. As part of the productive sector, we are committed to minimizing waste and optimizing consumption.

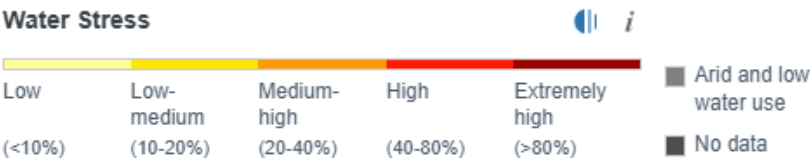
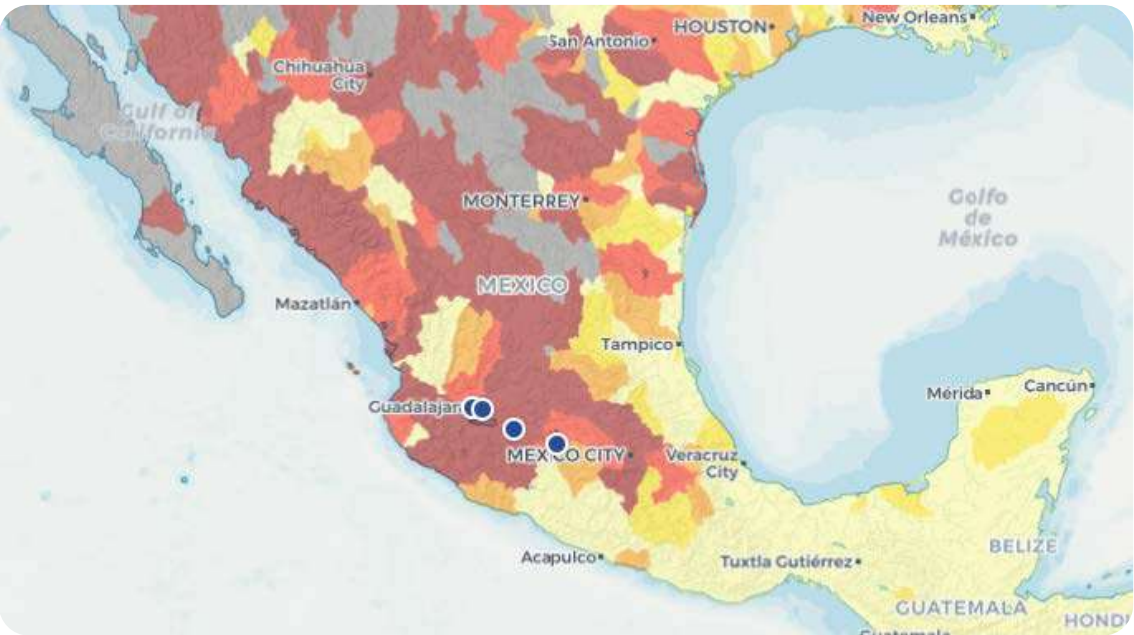
Water use varies by business unit, processes, and production volumes. In the manufacturing of products for human consumption, water is used for seed cleaning, oil extraction, and refining. In the production of animal feed, it is essential in the flour extrusion process. Additionally, water is fundamental in auxiliary processes such as equipment and facility cleaning, and for sanitary services in all of our plants.

Eighty-seven percent of the water used in the production processes at Plant 1, Plant 2, PRODISJAL, Plant 3, PIOSA, and AVORIGIN comes from wells, while the remaining 13 percent is supplied by municipal systems or, in some cases, through external pipelines.

According to the Aqueduct Water Risk Atlas by the World Resources Institute (WRI), all of our operational units are located in water-stressed areas, where demand for water is close to or exceeds availability.

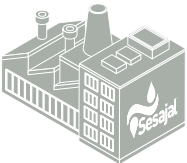


Water-stressed zones are defined as areas experiencing high or extremely high water stress, according to the WRI's Aqueduct Water Risk Atlas. (<https://www.wri.org/aqueduct>).

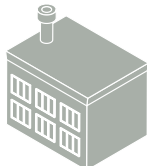


LOCATION OF FACTORIES

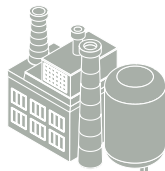
JALISCO



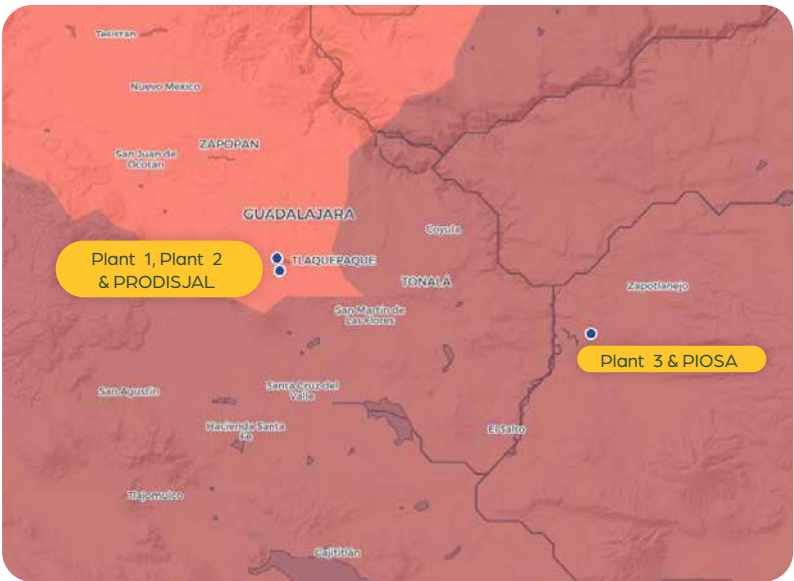
Plant 1, Plant 2 y PRODISJAL



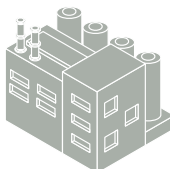
Plant 3



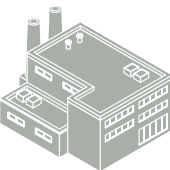
PIOSA



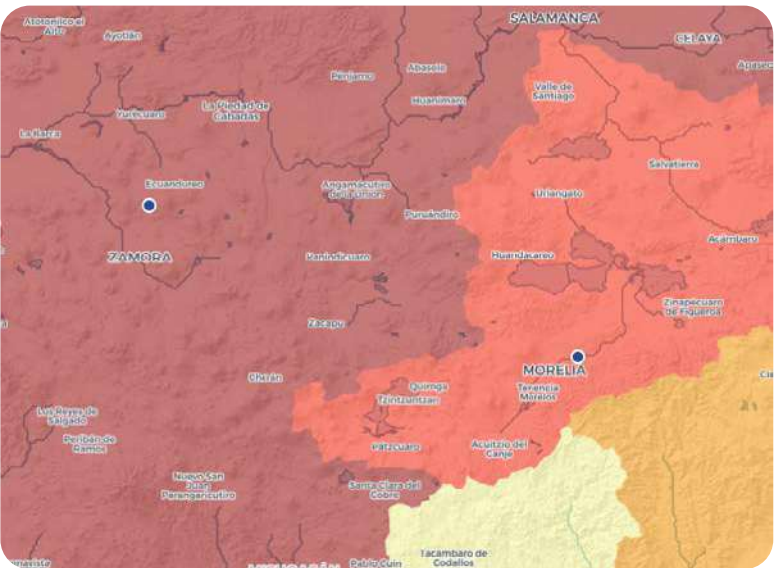
MICHOACÁN



Plant Morelia

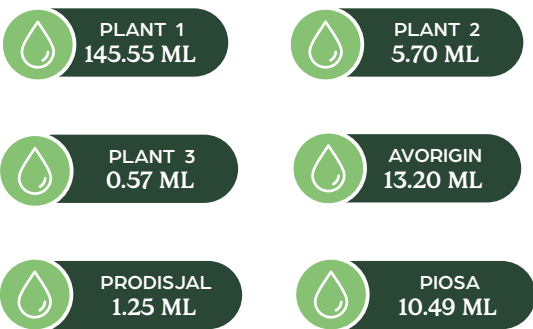


Plant Zamora

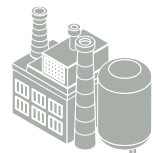


WATER CONSUMPTION

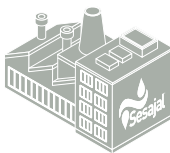
Annual Water Consumption (ML)



ACTIONS IN PROGRESS

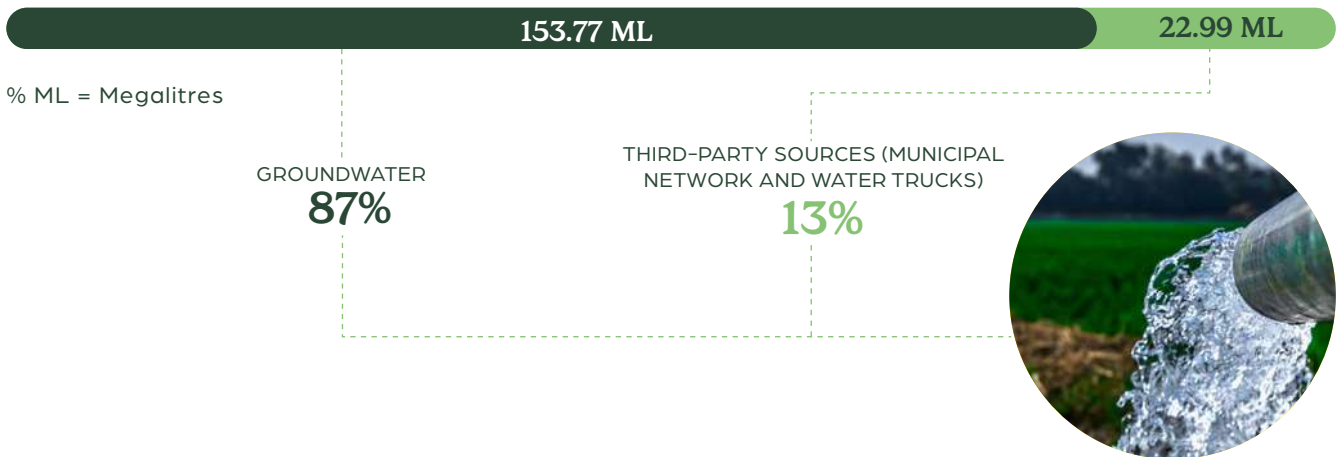


- At PIOSA:
- A budget of 4 million pesos has been allocated for the installation of a wastewater treatment plant, expected to become operational in 2025..

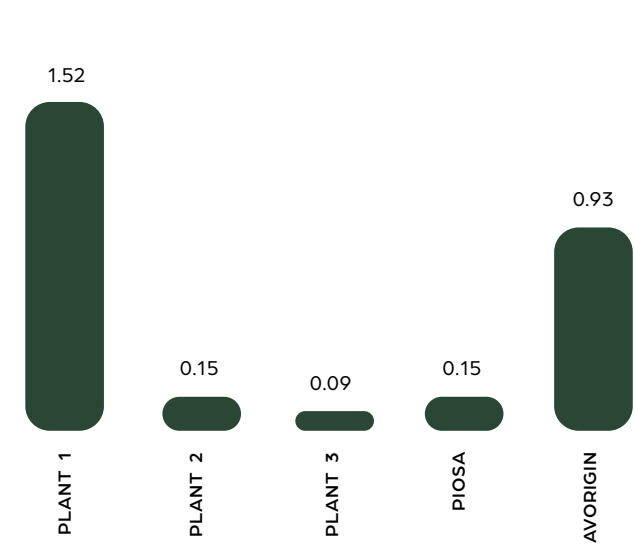


- At Plant 1:
- An investment was made in a telemetry-based measurement system aligned with standard NMX-AA-179-SCFI-2018, which allows real-time monitoring of water consumption.

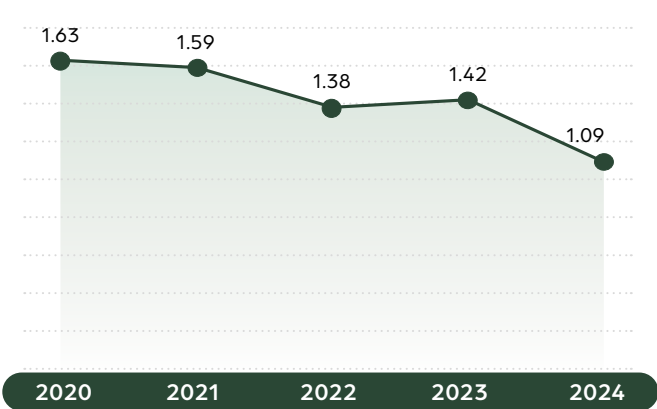
Annual Water Consumption by Source



Annual Water Index 2024 by Business Unit



Annual Water Index Trend Plants 1 and 2



*Note: The water index for PRODISJAL is not calculated, as no water is used in flour production—only for staff consumption.

06 COMMUNITY ENGAGEMENT

GRI 403-6, 203-1, 203-2



The initiatives under Grupo Sesajal® Community Engagement pillar are implemented through the Fundación González Íñigo, with the goal of creating a positive impact in nearby communities and supporting vulnerable groups. The foundation began in 2014 as a seed of love and solidarity that continues to grow daily.

At our foundation, we strive to be a benchmark in Jalisco for improving the living conditions of individuals and vulnerable groups, including Indigenous communities. We are committed to fostering their development and offering them better opportunities for the future.

In addition, we collaborate with civil society organizations that share our vision, focusing on three key areas: education, health, and housing. Through these alliances, we aim to create a positive and sustainable impact in the communities that need it most.



Web : <https://www.fundaciongonzalezinigo.org/>

EMPOWERING THE COMMUNITY

Throughout 2024, we carried out projects in education, health, and housing. We worked in partnership with organizations and institutions to improve the quality of life for those who need it most and foster positive change in society.



HIGHLIGHTED PROJECTS 2024

WHEELCHAIR DONATION

In collaboration with Vamos México, we participated in the “Rolling for Love” initiative, which supports people with motor disabilities or reduced mobility. In March 2024, we donated 25 wheelchairs, improving beneficiaries’ quality of life and autonomy.

VISUAL HEALTH

Together with Salud Digna, we provided free eye exams at our Jalisco plants and affordable eyeglasses. In 2024, 112 employees participated in this program, with company subsidies depending on their tenure and salary.

“NOS TOCA REGALAR” 2024

In partnership with the Guadalajara Police Department, we carried out our annual toy donation campaign for children in vulnerable communities in the Guadalajara Metropolitan Area. The campaign encouraged companies and organizations to donate new or gently used toys. Thanks to our generous employees, we collected 708 toys, exceeding the previous year’s goal. These were delivered on December 16.

DRAW A SMILE

Through Fundación González Íñigo, in collaboration with civil associations Mi Gran Esperanza (MGE) and ETSAMETE AC, we supported children from Wixárika communities. Our employees “sponsored” children by fulfilling their Christmas wishes and delivering 14 gifts during a special event held at our facilities. In its third edition, this campaign continues to bring joy to those who need it most.



SOCIAL ECONOMY PROJECTS

Our commitment is to promote comprehensive economic development models that foster social cohesion and effectively combat the environmental crisis caused by traditional economic practices.

During the 2022–2024 administration, Grupo Sesajal® and the Fundación González Íñigo closely collaborated with cooperatives and non-profit organizations that prioritize social and environmental value. Together, we created a social fund of 1.8 million pesos, developing ways to support youth, empower women, improve skills, provide agricultural training, and assist people from Indigenous communities.

We implement support strategies rooted in the heart of ecosystems, communities, and vulnerable groups facing daily adversity, promoting a “social economy” that encourages inclusive and sustainable economic development. This is carried out through five strategic pillars designed to guide and strengthen these types of programs



1. Sustainable Investment

Encouraging inclusion and economic growth through dialogue with social economic agents and the creation of regulatory frameworks.



2. Professionalization and Financing

Supporting producers with tools, technology, advisory services, and conversion mechanisms.



3. Education and Research

Expanding public knowledge through initiatives such as Aula Digna and technical agricultural training.



4. Health and Nutrition Programs

Providing benefits to women, children, and the elderly through health campaigns and access to medicine.



5. Cultural Promotion

Strengthening the social fabric by celebrating local festivals and promoting local consumption.



WIXÁRIKA REGION OF MESA DEL TIRADOR

One of the greatest achievements has been the organic peanut cultivation project in the Wixárika region of Mesa del Tirador, in northern Jalisco. There, we have addressed the vulnerability of a traditional autonomous Wixárika production system, moving in 2024 toward the implementation of the first sustainable commercial agricultural production model on 70 hectares of organic peanuts, maximizing the region’s social economy.



Sustainable Supplier Development Program (PDPS)

- Technical assistance from Fideicomisos Instituidos en Relación con la Agricultura (FIRA) to improve agricultural practices in the community.
- Coordination with institutions such as the Ministry of Agriculture and Rural Development (SADER) and the Municipal Government of Bolaños to streamline communication between farmers and key institutions.
- Settlement of agricultural debts.
- Harvesting technique training.
- Seed and input distribution to nearby locations.
- Necessary materials including wheelbarrows, scales, and baskets.
- Required equipment such as harvesters and extractors.
- Soil analysis to determine quality and characteristics.
- Support for the construction of a community nursery, including welding work and materials.
- Travel stipends.
- Maintenance of pickup trucks.



HOUSING

- Roof reinforcement in community homes using PTRs, improving housing and family safety.
 - Blanket and warm clothing campaign.
- Investment 13,150 MXN

HEALTH

- In partnership with the Children’s Nutrition Organization (ONI), balanced nutrition was funded for 85 children, mostly vulnerable and some with anemia or malnutrition.
 - Children’s weight and height measurements were taken to support healthy growth, and training was given to mothers on how to provide an adequate diet.
 - Distribution of basic medicines
 - Delivery of 40 food hampers to producers.
- Investment 550,240 MXN

EDUCATION

- Donation of furniture, educational resources, computers, and projectors to Kindergarten, Primary, Secondary, and High School through the Aula Digna program.
- Investment 60,413 MXN

NEXT STEPS

In 2025, we aim to implement the keyline hydrological design and agroforestry systems developed by AgroA-sis, covering 300 hectares in the region, which includes

- 10 km of new roads and 4 km of roads/canals.
- 22,000 m³ of water recovery and storage in catchment ponds.
- 96 hectares of sustainable cultivation and 95 hectares of silvopasture.
- 190 hectares of agroforestry lines with 11,400 trees and reforested mesquites

07 ANNEXES

GRI CONTENT INDEX

GRI STANDARD	CONTENT	PAGE, RESPONSE OR REASON FOR OMISSION
GRI 2 General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organization details	4
2-2	Entities included in the organization's sustainability reports	4
2-3	Reporting period, frequency, and contact point	4
2-4	Restatements of information	4
2. Activities and workers		
2-6	Activities, value chain and other business relationships	10, 56
2-7	Employees	38
3. Governance		
2-9	Governance structure and composition	28
2-11	Chair of the highest governance body	28
2-12	Role of the highest governance body in overseeing impacts	28
2-13	Delegation of responsibility for managing impacts	28
2-14	Role of the highest governance body in sustainability reporting	4
2-19	Role of the highest governance body in sustainability reporting imo órgano	Omitted due to confidentiality and employee safety
2-20	Remuneration policies	Omitted due to confidentiality and employee safety
2-21	Ratio of total annual compensation	Omitted due to confidentiality and employee safety
2-22	Statement on sustainable development strategy	6
2-23	Policy commitments	8, 18, 30, 56
2-24	Embedding policy commitments	18, 30, 56

GRI STANDARD	CONTENT	PAGE, RESPONSE OR REASON FOR OMISSION
2-25	Processes to remediate negative impacts	18, 25, 30
2-26	Mechanisms to seek advice and raise concerns	25, 30
5. Engagement with stakeholders		
2-29	Approach to stakeholder engagement	25
2-30	Collective bargaining agreements	38
GRI 3 Material Topics 2021		
3-1	Process to determine material topics	25
3-2	List of material topics	25
3-3	Management of material topics	30, 36, 38, 44, 50, 56, 58, 66, 72, 74
GRI 201: Desempeño económico 2016		
201-1	Direct economic value generated and distributed	16
201-4	Financial assistance received from the government	No financial assistance received
GRI 203: Economic Performance 2016		
203-1	Infrastructure and services investments	56, 78
203-2	Significant indirect economic impacts	56, 78
GRI 205: Anti-Corruption 2016		
205-2	Communication and training on anti-corruption	30
205-3	Incidents of corruption	30
GRI 206: Anti-Competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior and monopolistic practices	30
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Required information cannot be shared due to confidentiality
301-2	Recycled input materials used	Required information cannot be shared due to confidentiality

GRI STANDARD	CONTENT	PAGE, RESPONSE OR REASON FOR OMISSION
GRI 302: Energía 2016		
302-1	Energy consumption within the organization	66
302-3	Energy intensity	66
302-4	Reduction of energy consumption	66
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	74
303-2	Management of water discharge-related impacts	74
303-5	Water consumption	74
GRI 305: Emissions 2016		
305-1	Scope 1 emissions	72
305-2	Scope 2 emissions	72
305-4	Emissions intensity	72
305-5	Emissions reduction	72
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	58, 62
306-2	Management of significant waste-related impacts	62
306-3	Waste generated	62
306-4	Waste not directed to disposal	62
306-5	Waste directed to disposal	62
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Not formally established as a filter with environmental criteria. Explained in the Sustainable Supply Chain section (page 56)
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	38
401-2	Benefits provided to full-time employees	38
401-3	Parental leave	38

GRI STANDARD	CONTENT	PAGE, RESPONSE OR REASON FOR OMISSION
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	38
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	50
403-2	Hazard identification, risk assessment, and incident investigation	50
403-3	Occupational health services	50
403-4	Worker participation, consultation, and communication on occupational health and safety	50
403-5	Worker training on occupational health and safety	44, 50
403-6	Promotion of worker health	50, 78
403-8	Workers covered by an occupational health and safety management system	50
403-9	Work-related injuries	50
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	44
404-2	Programs for upgrading employee skills and transition assistance programs	44
404-3	Percentage of employees receiving regular performance and career development reviews	44
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	38, 48
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	48
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	30, 56

GRI STANDARD		CONTENT	PAGE, RESPONSE OR REASON FOR OMISSION
GRI 409: Forced or compulsory labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	30, 56	
GRI 414: Social evaluación for new suppliers			
414-1	New suppliers that were screened using social criteria	There is no formally established filter with social criteria. Explanation in the Sustainable Supply Chain section (p.56)	
GRI 416: Salud y seguridad de los clientes 2016			
416-1	Evaluation of the products and services' categories concerning health and safety	36	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	36	
GRI 417: Marketing and labeling 2016			
417-1	Disclosure 417-1 Requirements for product and service information and labeling	36	
417-2	Incidents of non-compliance concerning product and service information and labeling	36	
417-3	Incidents of non-compliance concerning marketing communications	36	
GRI 418: Customer privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	30	



