



2025 Sustainability Report

| Grupo Colombina



2025 Sustainability Report

Grupo Colombina

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Content

About the Report

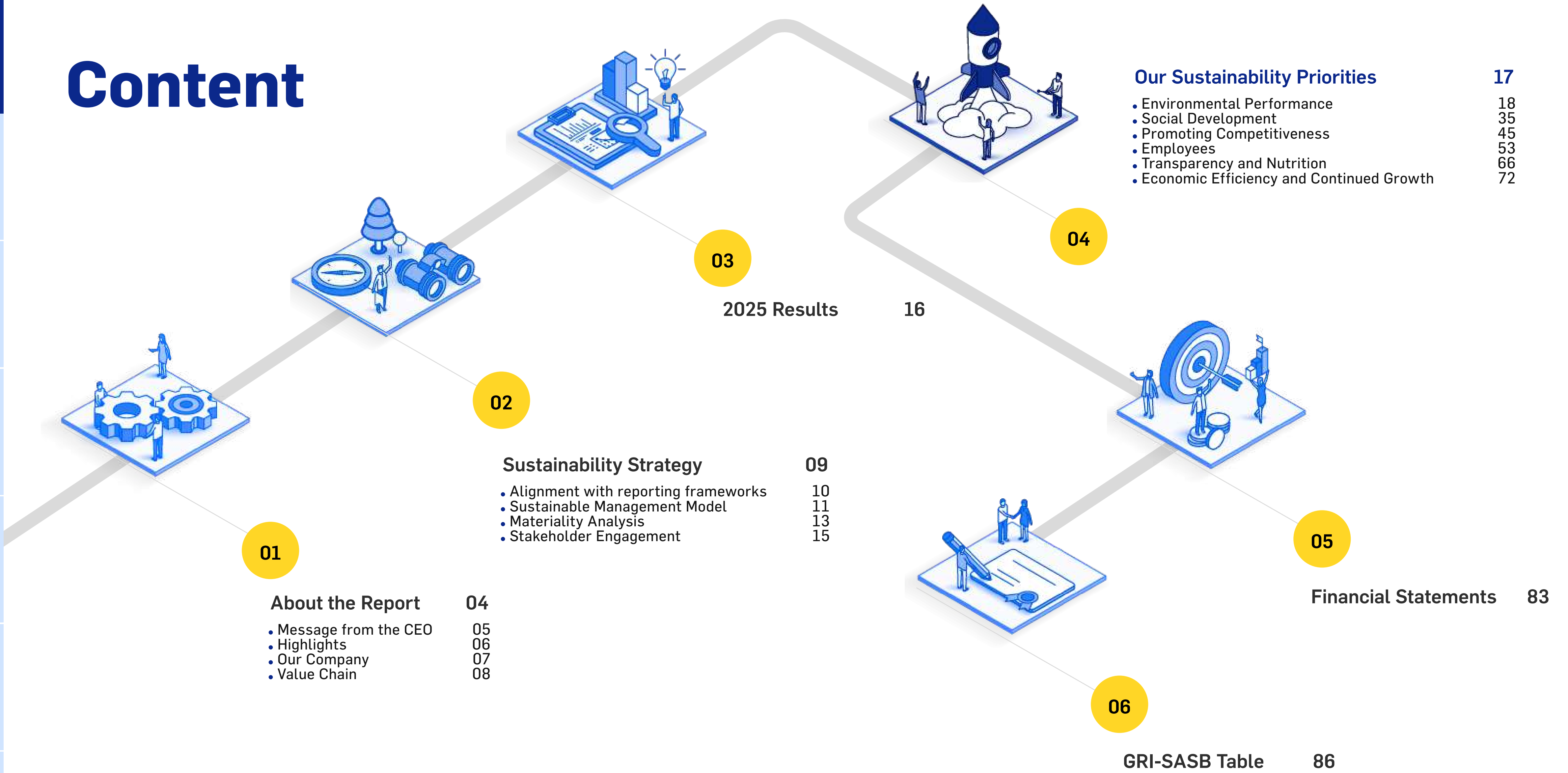
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About the Report

Chapter 1

[GRI 1, 2-2, 2-3, 2-4, 2-5, 2-14]

Our 2025 Sustainability Report covers the period from January 1 to December 31, 2025, and brings together the main milestones, progress, and results achieved within the framework of our sustainability strategy.

This document reflects our comprehensive commitment to sustainable development, highlighting the initiatives and actions implemented by Grupo Colombina and its 25 companies, including Colombina del Cauca S.A. and Distribuidora Colombina Ltda. For detailed information on the entities included in this report, please visit our corporate website at the following link: <https://colombina.com/gl-en/investors>

During the year, we continued to strengthen our sustainability management in alignment with international frameworks such as the Ten Principles of the United Nations

Global Compact, the Sustainable Development Goals (SDGs), the Paris Agreement, and other relevant initiatives, including the S&P Global Corporate Sustainability Assessment (CSA), the Carbon Disclosure Project (CDP), and the Task Force on Climate-related Financial Disclosures (TCFD).

This report has been prepared in accordance with the international standards of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB), ensuring comprehensive, consistent, and transparent disclosure of information. Additionally, to enhance the reliability of the information presented, the content was subject to a limited assurance process conducted by the independent firm Deloitte, which is also responsible for the validation of our financial information.



Message from the CEO

Business activity, by its very nature, always entails significant challenges. It operates in a highly competitive environment, shaped by constant changes in regulatory, fiscal, and commercial aspects, as well as evolving consumer trends. This context requires organizations to address these challenges with strict financial discipline and care. Such a reality might suggest that a commitment to sustainability takes a back seat... this is not the case at Colombina!

In line with this, at Colombina our purpose has been to bring joy to the world through flavor—joy that becomes tangible in the way we grow alongside our communities, collaborate with partners, customers, and suppliers, and recognize that generating well-being for our employees extends to their families and surrounding environments.

In this report, I would like to share with you how that “flavor,” reflected in various initiatives and achievements, has allowed us to continue building strong bonds of trust.

We were recognized as the fourth food company worldwide with the best sustainability practices, ranking within the Top 10% of companies in the sector in the Sustainability Yearbook 2026, standing out among the 241 participating organizations. We are proud to have achieved this new position, and above all, to demonstrate that it is the result of a long-term strategy that has enabled us to be included in the Yearbook for 11 consecutive years.

We signed an agreement with the International Labour Organization (ILO), reaffirming our commitment to managing our operations responsibly and promoting decent work, inclusion, and talent development as key pillars of our competitiveness and sustainability.

This agreement contributed to strengthening our employees’ capabilities and further reinforcing our culture of equity and inclusion within the company.

From an environmental perspective, the strategies implemented to mitigate climate change have been reflected in a reduction of our carbon footprint, achieving a 46% decrease per ton produced in recent years. Similarly, water consumption has been reduced by 30% compared to the baseline year.

From a financial perspective, for our bond issuance in Colombia, Fitch Ratings affirmed Colombina’s ‘AA+(col)’ rating with a positive outlook, reflecting the strength of our management and the market’s confidence in our long-term strategy.

We achieved successful collaborations with Tajín, Ramo, McDonald’s, and Postobon, demonstrating that the most powerful innovation is the one that connects with consumers. These partnerships allowed us to combine strengths to deliver unique and memorable experiences through our flavor.

We celebrated 25 years of operations in Guatemala, a country where we have invested more than US\$20 million and which has become a key operations hub to supply Central America, Mexico, the Caribbean, and the United States.

Our results reflected the tenacity and resilience of our team, demonstrating once again that when we share a common purpose, we are capable of achieving our goals. In this context, sales grew by 7%, and we reached an EBITDA margin of 11,8%.

Finally, I would like to recognize the entire Colombina team, whose commitment enables us to make this organization a source of well-being and a relevant actor in building a society with better development for all.



César A. Caicedo J.
Chief Executive Officer
Grupo Colombina

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Highlights

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Results in the Merco Monitor

As a reflection of Colombina's sustained efforts in reputation management and talent management, the company achieved outstanding results in the Merco ranking:

- **Merco Reputation:** ranked 14th among the 100 companies with the best reputation in Colombia, moving up one position compared to the previous year, and reaching 5th place within the food sector.
- **Merco Talent:** ranked 12th among the 200 companies with the strongest ability to attract and retain talent in the country, and 4th place within the sector.
- **Merco ESG:** ranked 13th among the 100 companies with the best ESG practices in Colombia, and 3rd in the food sector.

S&P Global

We are part of the Top 10% in the S&P Global Sustainability Yearbook

We became the leading food company in Latin America in sustainable practices, achieving a score of 83 points in the S&P 2025 Global Corporate Sustainability Assessment, reflecting an improvement of 8 points over the past 10 years. (CSA Score as of 10/15/2025).



Nucita's International Expansion

During 2025, Nucita expanded its international presence by entering the Spanish market, reaching a total of 15 countries. This milestone reflects the strengthening of our brands and the consolidation of our responsible growth strategy in new markets, bringing Colombina's flavor and tradition to more consumers.

Recognition for Best Practices in Corporate Reputation

As a result of Colombina's ongoing efforts in **reputation management**, the company received recognition in the **Leadership and Governance** category, awarded by ANDI Valle Section and Universidad Icesi.

This milestone reflects Colombina's conviction to understand reputation as a strategic asset, integrated into corporate governance and essential for strengthening trust with stakeholders, ensuring business sustainability, and creating long-term value.



Our Piazza Brand, Effie Award Winner

Thanks to the support of our communication and advertising partner (Dirty Kitchen), the "Piazza Comedy Manager" campaign was recognized with a Gold Effie Award as one of the most effective marketing strategies of 2025 in the Branded Content category.

Our Company

3,5 trillion
(USD 879 million)

8.359

direct and temporary employees

16 countries
with direct operations



+90 countries
consume our products

+229.000
tons produced
[FB-PF-000.A]

41%
international market sales

11,8%
EBITDA Margin

Value Chain

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Suppliers

We have more than **5.600** active suppliers

78% are local suppliers.

Our main ingredients and packaging materials are distributed as follows:

64% in ingredients.
23% in packaging.
13% in plant services, spare parts, and POP material.

Purchase Analysis

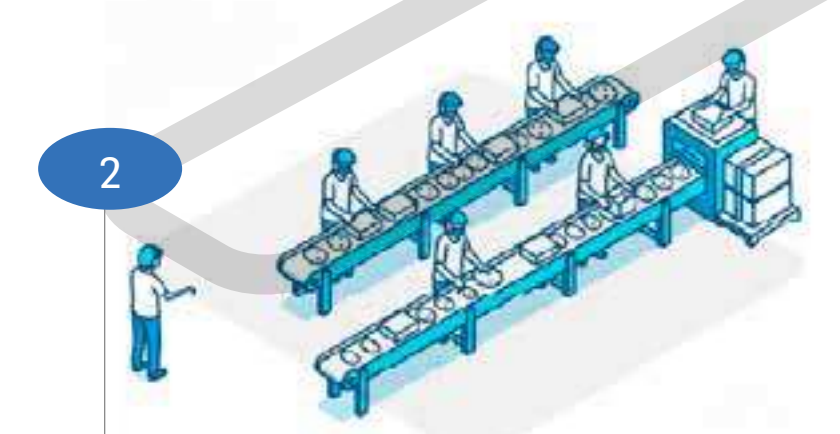
[FB-PF-440a.2]

Ingredients

Sugar	25%
Glucose	14%
Fats /Oils	14%
Grains/Cereals	13%
Cocoa Derivates	7%
Dairy Products	5%
Essences / Extracts	4%
Others	18%

Packaging

Flexible Material	55%
Cardboard	22%
Foldings cartons/boxess	6%
Rigid containers	2%
Others	15%



Process of production

We have **7** production plants:

[FB-PF-000.B]

All have food safety certifications

***8.359** employees are part of our company.

*Does not cover third parties.



Logistics and Distribution

39 distribution centers
38 primary transport companies
648 logistic staff



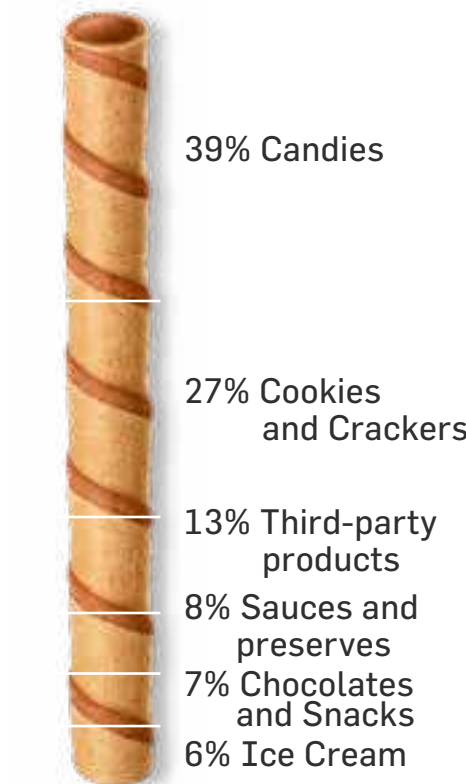
402 secondary transport vehicles
12 electric cars and **16** gas-powered
8 shipping companies

Portfolio

We have a wide and diverse product portfolio with which we participate in 18 food categories:

- Candies
- Chewing gum
- Chocolates
- Snacks
- Savory crackers
- Sweet cookies
- Cakes
- Ice cream
- Ketchup
- Mayonnaise
- Mayonnaise-based sauces
- Milk desserts
- Baby food
- Jams
- Spicy sauces
- Olive oil
- Canned fish
- Coffee

Sales mix by business



Sales mix by region



Costumers

With a sales force of more tan:

2.000 sales people

We bring our products to more tan

750 thousand clients around the world

We reached more than **70.000** retail stores directly.

7



Consumers

Millions of consumers in **more than 90 countries** around the world enjoy our infinite flavor

83 pcompany-owned points of sale (Markets Colombina):
80 in Colombia
3 in Guatemala

Market leader in **12** and leader in the bubble gum lollipop category in Latin America
Sold in: 67 countries
2 billion units sold per year

Circularity and Utilization

Coordination with the National Association of Entrepreneurs (ANDI) for the implementation of the Vision 30/30 project

2030 Goal:

Achieve the utilization of **30%** of the packaging and containers placed on the national market.



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Sustainability Strategy

Chapter 2



Our main strategic objective in sustainability is to create long-term value for all our stakeholders. In line with this purpose, we have defined six priorities structured around twenty material topics, which guide our areas of focus. This roadmap

directs the design and implementation of programs and initiatives with clear quantitative and qualitative targets, on which we report annually, consistently contributing to the development and well-being of communities and the environment.



Alignment with reporting frameworks



United Nations Global Compact:

We have been signatories since 2009 and have integrated its 10 Principles into our sustainability strategy. We publish our annual Communication on Progress (COP) to report on our compliance and progress.



Global Reporting Initiative:

Since 2009, we have used GRI Standards to prepare our sustainability reports, including management indicators that help us improve our processes.



Carbon Disclosure Project:

We report on climate-related risks and opportunities, promoting the reduction of greenhouse gas emissions.



Sustainable Development Goals:

Since 2015, we have adopted these goals, ensuring that our material topics contribute to achieving the established targets.



Task Force on Climate-related Financial Disclosures (TCFD):

We have adopted the TCFD framework to disclose financial information on climate-related risks and opportunities, addressing its four core areas.



S&P Global:

Since 2012, we have participated in the S&P Global Corporate Sustainability Assessment, which has allowed us to evaluate our ESG performance, benchmark against industry sustainability practices, and incorporate new management indicators, ensuring integrity across our entire strategy.



Sustainability Accounting Standards Board (SASB):

We disclose our management of ESG issues that may have a financial impact on our business.

Sustainable Management Model

[GRI 2-22]

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Corporate Strategic Pillars

- Organizational culture
- Brand strength (Colombina umbrella brand)
- Innovation and marketing
- Sustainability**
- Low-cost strategy
- Effective commercialization mode

- Material Topics**
- Financial sustainability
 - Corporate governance
 - Risk management
- Stakeholders**
- Shareholders
 - Investors

- Material Topics**
- Strengthening nutritional profile
 - Offering innovative products
 - Relationship with customers and consumers
- Stakeholders**
- Consumers
 - Customers

- Material topics**
- Efficient use of water
 - Climate change management
 - Waste management and reduction
 - Packaging strategy
 - Biodiversity management and protection
- Stakeholders**
- Employees
 - Local community
 - Environmental institutions

- Material Topics**
- Community well-being
 - Entrepreneurship and employability
 - Community engagement
- Stakeholders**
- Communities surrounding prioritized areas of influence
 - Employees' families

- Material Topics**
- Relationship with suppliers and contractors
 - Big Brother Program
 - Quality and safety in production processes
- Stakeholders**
- Suppliers
 - Contractors

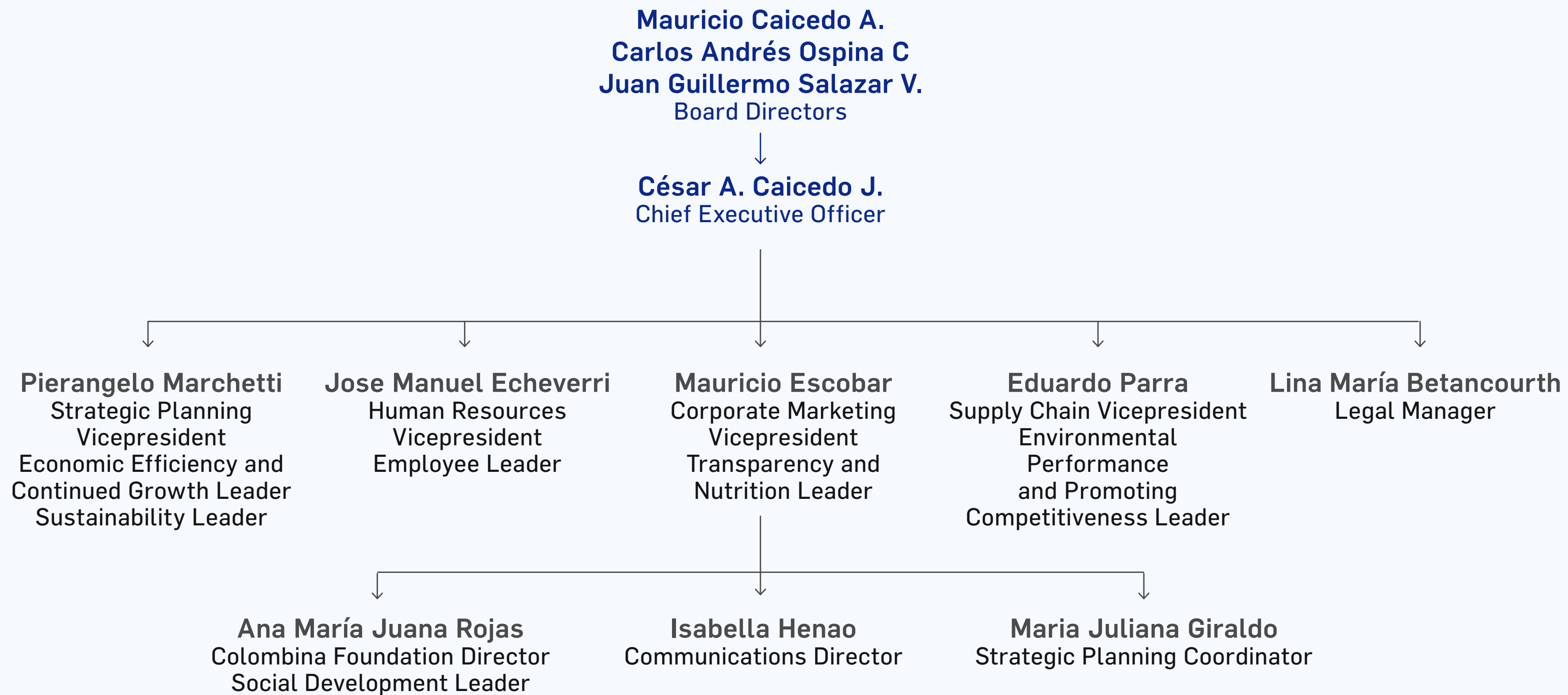
- Material Topics**
- Employee wellbeing and working conditions
 - Health and safety at work
 - Organizational development
- Stakeholders**
- Employees



To monitor our corporate strategic pillars, we have established **17 KPIs** linked to performance evaluation and employees' variable compensation:

- Financial Perspective**
 - 1 ROIC (Return on Invested Capital)
 - 2 Sales growth
 - 3 Contribution margin
 - 4 EBITDA margin
 - 5 Working capital / sales
- Markets**
 - 6 Market share (Nielsen basket) – Colombia
 - 7 Success of Plan 50
 - 8 of SKUs with Clean & Clear improvements
 - 9 Perfect Orders (consolidated)
- Processes**
 - 10 Cost to serve / sales
 - 11 100% Colombina Sales
 - 12 Transportation cost / sales
 - 13 Labor productivity
 - 14 Global Plant Efficiency
- Strategic Capital**
 - 15 Organizational climate
 - Total payroll / sales
- Corporate Sustainability Assessment (CSA)**
 - 17 Score - S&P Global

Sustainability and Corporate Governance Committee



This committee is responsible for decision-making and for monitoring economic, environmental, social, and corporate governance matters, in alignment with the sustainability strategy. It also oversees stakeholder engagement and consultation processes.

The committee meets semiannually to monitor progress, evaluate performance, and approve initiatives. Each priority is supported and overseen by senior management, ensuring the integration of stakeholder interests into management and decision-making processes.

Materiality Analysis

[GRI 2-26] [GRI 2-29] [GRI 3-1] [GRI 3-3]

Having a materiality analysis has become a key tool for prioritizing our actions and ensuring they generate value both for the Company and for our stakeholders. Within this framework, and together with the Sustainability Committee, we defined for each strategic priority up to five material topics, along with their respective management indicators and long-term objectives.

During 2025, we conducted a comprehensive review of our materiality assessment, identifying an opportunity to evolve our social development priority, considering the maturity achieved in our community engagement, as well as changes in their expectations and needs.

This exercise enabled us to review, refine, and reorganize the initiatives carried out across our production facilities, prioritizing those with the greatest social contribution and strongest strategic alignment.

For the materiality update, we took as references the Ten Principles of the United Nations Global Compact, the Global Reporting Initiative (GRI) Standards, the Carbon Disclosure Project (CDP), stakeholder engagement processes, and the content of the S&P Global Corporate Sustainability Assessment.

Additionally, we incorporated other reference frameworks such as SASB and TCFD, as well as a double materiality approach, which considers both the organization's impacts on its environment and the risks and opportunities that may affect its financial performance.

The materiality analysis is updated every two years, and any adjustments to the matrix are disclosed through the Annual Sustainability Report. This process is reviewed and validated by the Sustainability and Corporate Governance Committee, composed of members of the Board of Directors and the executive team. Likewise, at least once a year, an update on sustainability progress is presented to the Board of Directors.



The materiality review involves both internal and external stakeholders, whose expectations and interests are considered key inputs for decision-making and for strengthening trust-based relationships, through various communication channels and dialogue spaces.

As a result of this process, 20 material topics were defined, covering environmental, social, and governance (ESG) dimensions.

Our materiality methodology comprises the following five phases:

1.

Internal context analysis: We identify potentially material topics by reviewing key international standards (GRI and SASB) and food industry trends, analyzing their alignment with our strategy and business model, as well as the risks and opportunities for our operations and value chain.

2.

External context analysis: We analyze the environment, industry, and markets in which we operate, exploring ESG trends, regulations, voluntary initiatives, risks, and opportunities that impact our financial performance. This allows us to identify and align relevant sector topics with the previously defined potentially material topics.

3.

Stakeholder engagement: We assess the relevance of each topic based on its impact and stakeholder expectations, generating key inputs for the materiality evaluation and ensuring alignment with their interests and expectations.

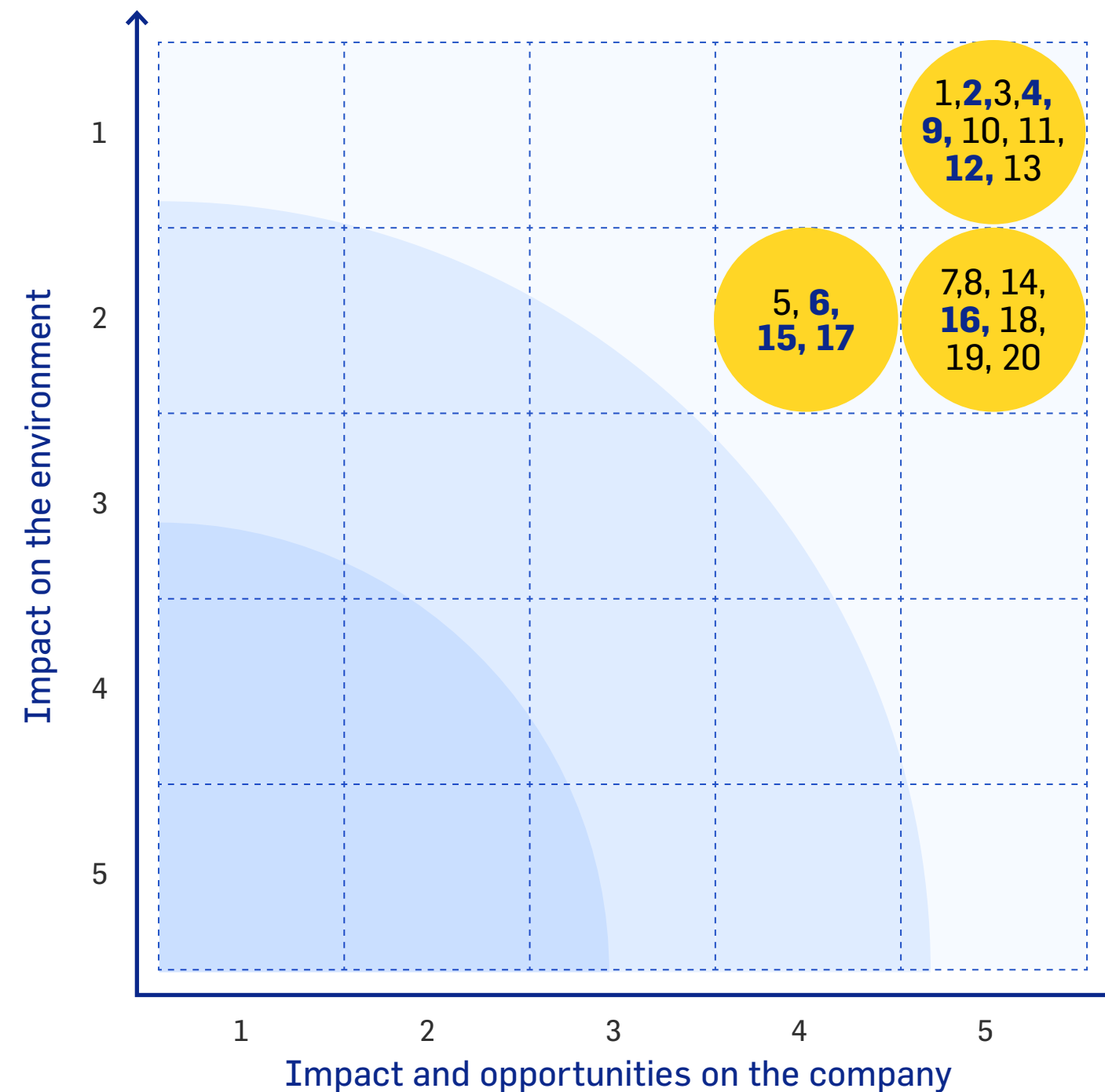
4.

Impact assessment: We complement the results with an inside-out analysis, understanding how our actions impact society and the environment, using criteria such as impact severity, likelihood of occurrence, and our capacity for management and mitigation.

5.

Risk and opportunity assessment: We evaluate each identified topic from a financial perspective, considering risks and opportunities related to financial performance, including potential impacts on revenue, costs, assets, liabilities, cash flow, and reputation in the short, medium, and long term. This analysis is conducted with the participation of strategic areas and senior management, resulting in the prioritization of nine key topics for strategic management.

Double Materiality Matrix



		Stakeholders	Ccompany
	1 Efficient use of water	5	5
→	2 Climate Change Management	5	5
	3 Waste Management and Reduction	5	5
→	4 Packaging Strategy	5	5
	5 Biodiversity Management and Protection	4	4
→	6 Community well-being	4	4
	7 Entrepreneurship and employability	4	4
	8 Community engagement	4	4
→	9 Relationship with suppliers and contractors	4	5
	10 Big Brother Program	4	5
	11 Quality and safety in production processes	5	5
→	12 Employee wellbeing and working conditions	5	5
	13 Health and safety at work	5	5
	14 Organizational development	5	5
→	15 Strengthening nutritional profile	5	5
→	16 Offering innovative products	4	5
→	17 Relationship with customers and consumers	4	4
	18 Financial Sustainability	4	5
	19 Corporate Governance	4	5
	20 Risk Management	4	5

Stakeholder Engagement

Maintaining a close relationship with our stakeholders has been key to understanding their expectations and needs. This has enabled us to design action plans focused on strengthening our relationships, thereby building trust and fostering mutual collaboration.

In 2024, we conducted a corporate reputation assessment targeting customers and suppliers, which also evaluated aspects related to our sustainability management. Although the results were very positive, action plans were developed to address certain gaps, which were completed in 2025.



This year, we also continued to strengthen our communication channels with each stakeholder group:

Employees

Approach: Align our team with organizational objectives and gain a deep understanding of their needs and expectations, in order to develop strategies for growth and well-being that enhance their quality of life, as well as their professional and personal development.

1 2 3 4 5 6 7 8 9

Suppliers

Approach: Promote trusted and sustainable relationships by strengthening and developing best practices among our suppliers.

5 6 9 14 17 18 19

Investors

Approach: Provide reliable information on organizational performance, as it serves as the main input for decision-making, enabling profitable growth and the maintenance of strong corporate governance practices.

5 6 9 10 11 12 13

Customers

Approach: Respond promptly to their needs and establish strategies to effectively meet end-consumer expectations, generating mutual benefit.

5 6 9 14 15 17 18 20 21

Community

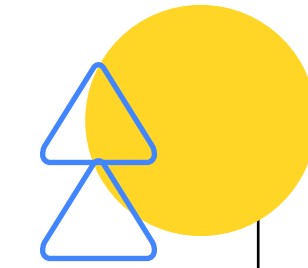
Approach: Understand the dynamics of the communities where we operate in order to promote participation in social development programs, fostering empowerment and self-management.

5 9 14 15 16

Consumers

Approach: Build close relationships and understand their preferences, needs, and habits in order to deliver the best experiences through our product portfolio

5 9 17 20



Channels and Frequency

1. Meetings / primary committees (Ongoing)
2. Coexistence committee (Ongoing)
3. Internal Communication App (Ongoing)
4. Focus groups (Occasional)
5. Digital platforms (Ongoing)
6. Corporate events (Occasional)
7. Sociodemographic survey
8. Corporate screens
9. Sustainability Report (Annual)
10. Financial Report (Annual)
11. Corporate Governance Report (Annual)
12. Shareholders' Meeting (Annual)
13. Website – shareholders section (Ongoing)
14. Meetings (Ongoing)
15. Perception surveys (Annual)
16. Family workshops (Occasional)
17. Website (Ongoing)
18. Meetings and training sessions (Occasional)
19. Social and Environmental Assessment - B Impact Assessment (Ongoing)
20. Focus groups (Occasional)
21. Ice Cream Academy

2025 Results

The commitment of our entire team has enabled us to make progress on the goals we set to measure our sustainability management and achieve greater impact from 2015 (base year) to 2025:

More than
14.000
people participate in our social development programs.

Over
150
suppliers have benefited from our Big Brother program.

We reduced our carbon footprint per ton produced by
46%



90%
of our employees are direct hires



83%
of our sales come from products with improved nutritional profiles

88%
of our total electricity comes from renewable sources.

We achieved an EBITDA margin of
11,8%



Our sustainability priorities

Chapter 4

Environmental Performance

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¿Why it is a priority?

We understand the importance of integrating sustainable practices across all our operations to mitigate the environmental impact of our value chain. Our approach is based on the responsible use of the resources we consume, recognizing that sustainability is a shared responsibility toward future generations.



Topic Materials

Efficient use of water

Climate change management

Waste management and reduction

Packaging strategy

Biodiversity management and protection

Management Approach

[GRI 3-1] [GRI 3-2] [GRI 3-3]



Efficient use of water

Goal 2025:

Reduce water consumption by **28%** compared to the 2015 baseline year.

Target Achievement: 102%



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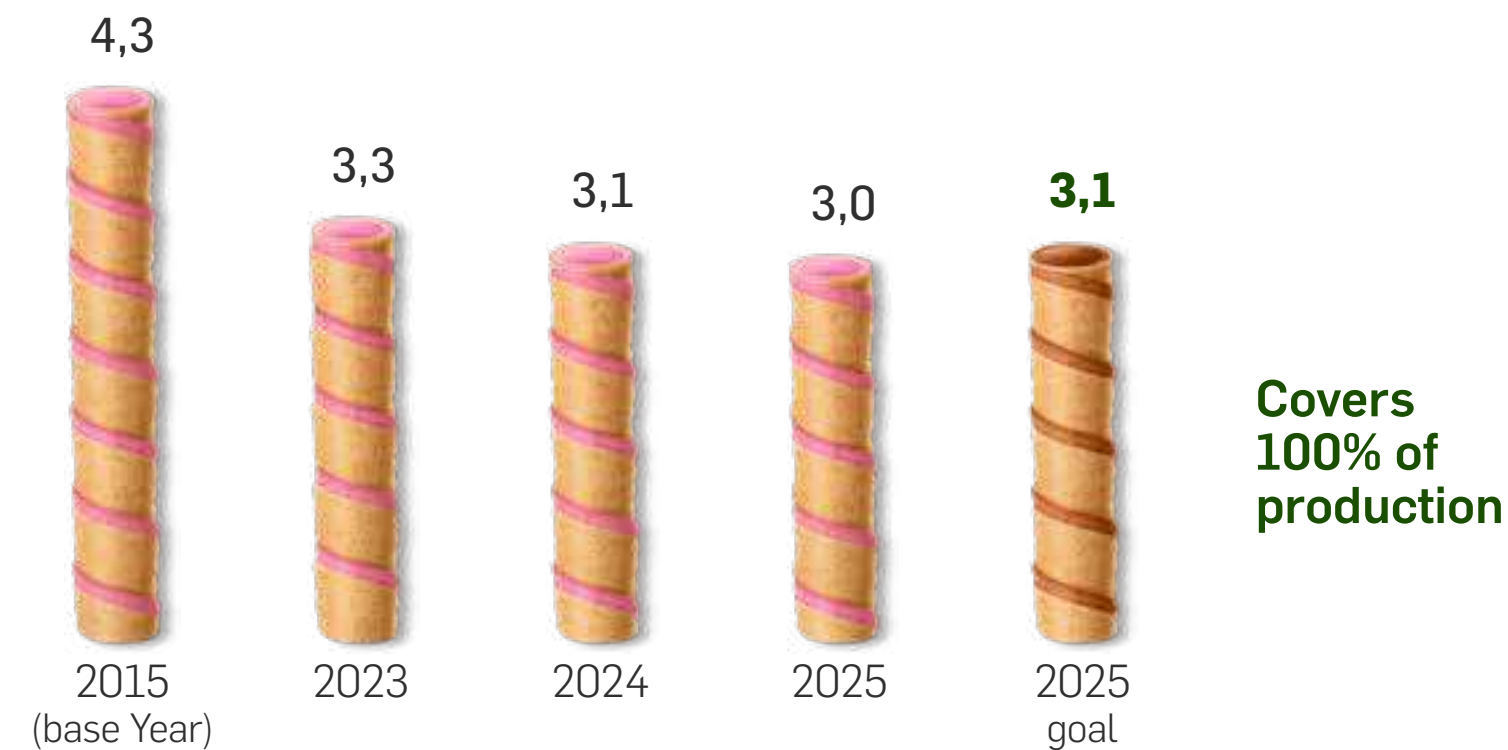
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Water consumption m₃/ton produced [GRI 303-5]

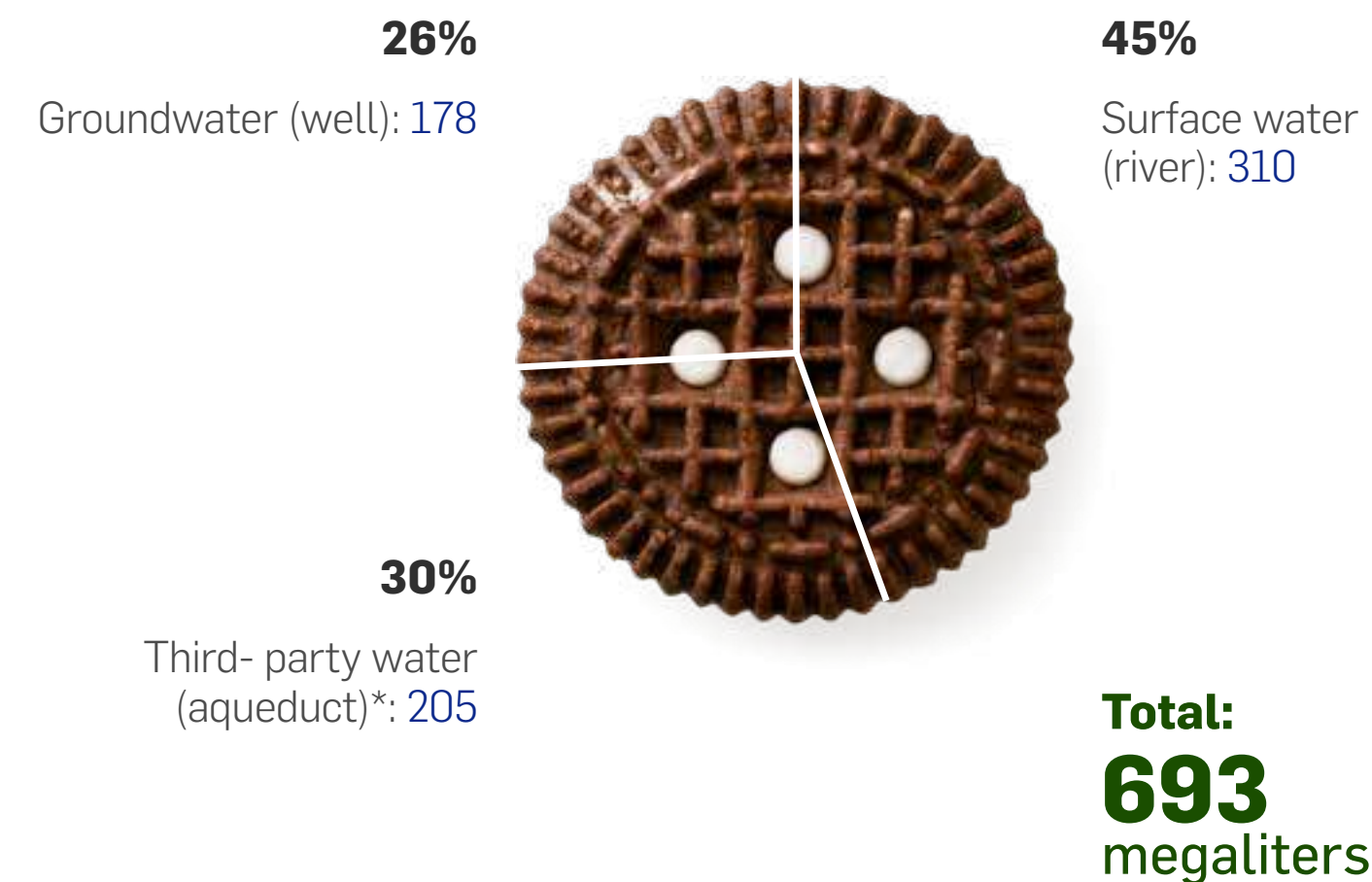
% Variation vs base year: -30%
% Goal achievement 2025: 102%



Water Withdrawal by Source (data in megaliters) [GRI 303-5] [FB-PF-140a.1]

2015 (Base Year):

We base our commitments on climate change on the COP21 Paris Agreement and the United Nations 2030 Agenda. This applies to all our environmental indicators.



*Water intake from the municipal supply is estimated using the invoices from service providers when applicable, depending on the production plant. For groundwater and surface water sources, intake is estimated using meters

- We do not generate our own water, nor do we consume seawater.
- No changes occurred in water storage that would have a significant impact related to water use.

Our approach to efficient water use

We work to optimize and use water responsibly in all our processes, ensuring its proper treatment so that it can be returned to the environment in better conditions.

We build partnerships to protect water within our areas of influence.

We participate in local initiatives with the ASORIBU Foundation (Association of Río Bugalagrande Users), AURPA (Association of Río La Paila Users), and ASURTUMO (Association of Tuluá and Morales River Users), all dedicated to protecting and conserving watersheds for equitable water use in the region.

Our Bogotá ice cream plant maintains Elite status in the District Environmental Excellence Program (PREAD)

PREAD annually recognizes organizations that stand out for their environmental performance and social responsibility in Bogotá, evaluating aspects such as efficient resource use, prevention of environmental impacts, and strengthening of organizational management. Maintaining Elite status has been possible thanks to the sustained implementation of initiatives that go beyond regulatory compliance and promote a positive environmental culture in operations.

Key initiatives include:

- Sustained reductions in water and energy consumption through process optimization and improvement projects.
- Comprehensive waste management, emphasizing source segregation, reuse and recovery, and minimizing waste sent to final disposal, aligned with our Zero Waste approach.
- Consolidation of a robust Environmental Management System, supported by performance indicators, continuous monitoring, and ongoing improvement plans.



■ **We modernized the wastewater treatment plants in our ice cream production plants**

The Bogotá and Itagüí ice cream plants advanced in the technological optimization and modernization of their Wastewater Treatment Plants (WWTPs), with an investment of COP \$12 billion.

This initiative improves the quality of treated water, optimizes operational costs and energy consumption, ensures compliance with environmental regulations, reduces impacts on ecosystems, and strengthens the sustainability of our operations.

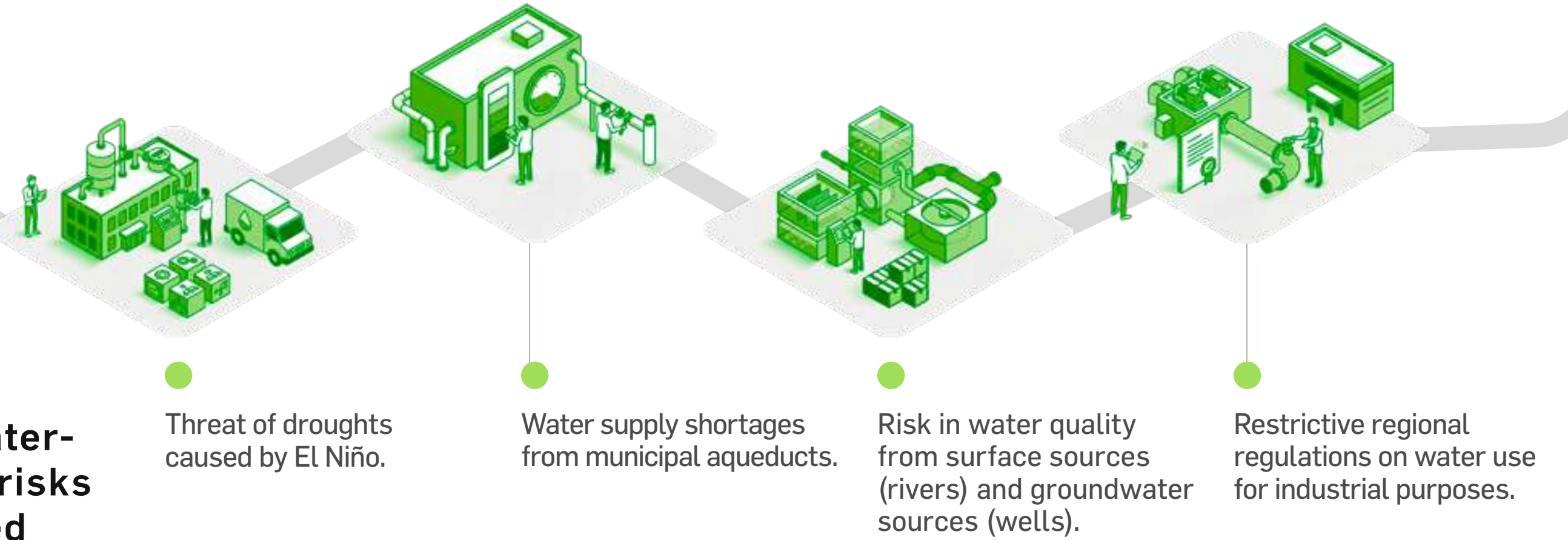
■ **We assess water-related risks in our operations**

We evaluate risks related to water availability at the locations of our main plants using the "Water Risk Filter" tool, with support from GAIA. This analysis allows us to identify physical, regulatory, and reputational risks and to establish the basis for mitigation plans that enhance our response capacity. As a result, we confirmed that we do not extract water in areas under water stress. [FB-PF-140a.3] [GRI 303-5]

Main water-related risks identified

Action plans

During 2025, no incidents or non-compliance cases related to water intake or discharge permits were reported. Compliance with quality standards and current regulations strengthens our capacity to manage and respond effectively to water resource challenges. [FB-PF-140a.2]



● Threat of droughts caused by El Niño.

● Water supply shortages from municipal aqueducts.

● Risk in water quality from surface sources (rivers) and groundwater sources (wells).

● Restrictive regional regulations on water use for industrial purposes.

Implementation of water-saving and efficient-use plans, focused on continuous monitoring of water sources and consumption to establish measures that ensure rational use of the resource.

Inclusion of a water consumption indicator within the KPIs that apply to executives and maintenance levels, ensuring ongoing monitoring across all production roles in the organization.

Both domestic and industrial wastewater are treated and decontaminated in a modern, in-house Wastewater Treatment Plant (WWTP), ensuring compliance with all current environmental legislation. Additionally, discharge permits are obtained from the environmental authority.

We hold permits and authorizations from environmental authorities for water intake and comply with all requirements established in the respective permits.

Climate Change Management

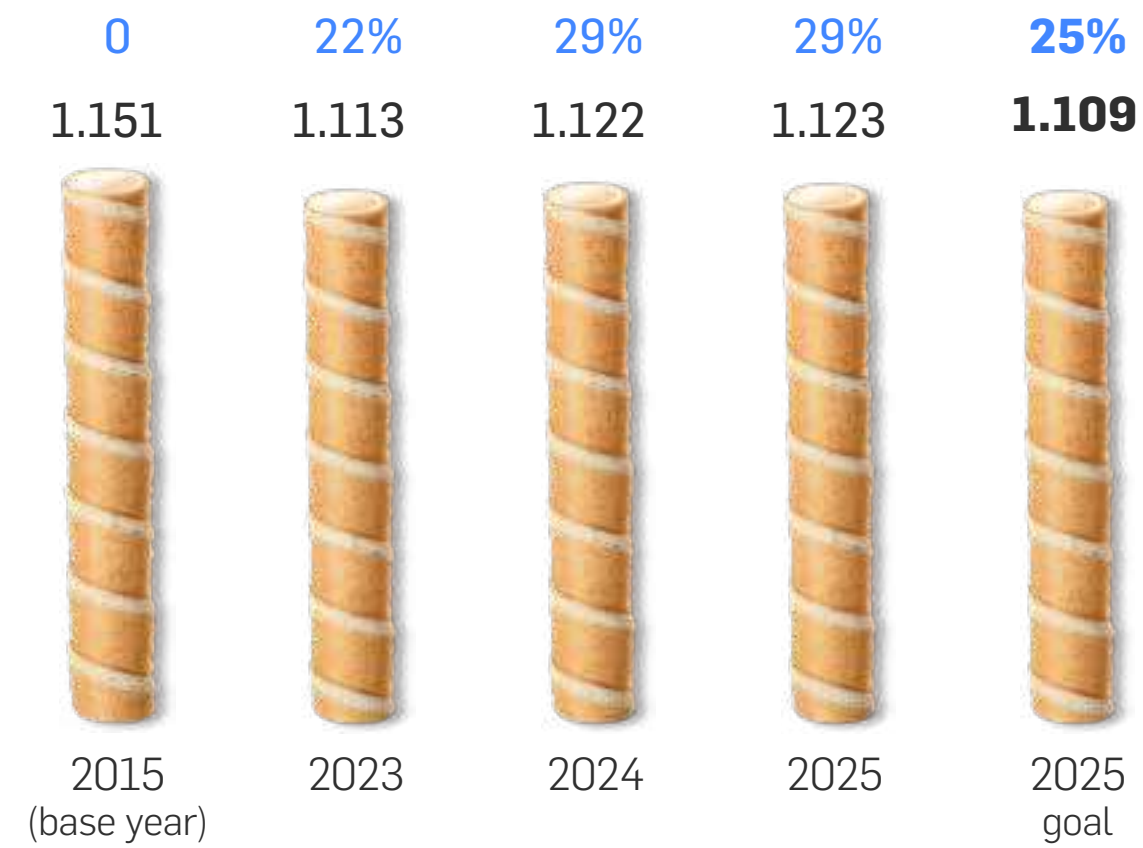
[GRI 302-1, 302-3, 302-4, GRI 305-1, 305-2, 305-3, 305-4, 305-5] [FB-PF-130a.1]

Energy efficiency

Energy Intensity (Total energy consumption within the organization in kWh per ton produced)

% Variation vs base year: -2%
% Goal achievement 2025: 99%

Energy intensity
 % of renewable energy



2025 Target:

Reduce energy consumption by **4%** compared to the 2015 baseline year.

Target Achievement:

99%



- The methodology applied to calculate the electricity consumption indicator is based on the records from energy invoices of each plant, issued by the service provider regulated by the Superintendence of Public Services in Colombia.
- Electricity consumption is estimated using the emission factor, which is officially reviewed and determined by UPME (Mining and Energy Planning Unit), Ministry of Mines and Energy of Colombia.
- Our measurement includes both fuel and electricity.
- The energy intensity ratio accounts for energy consumption across our seven production plants.



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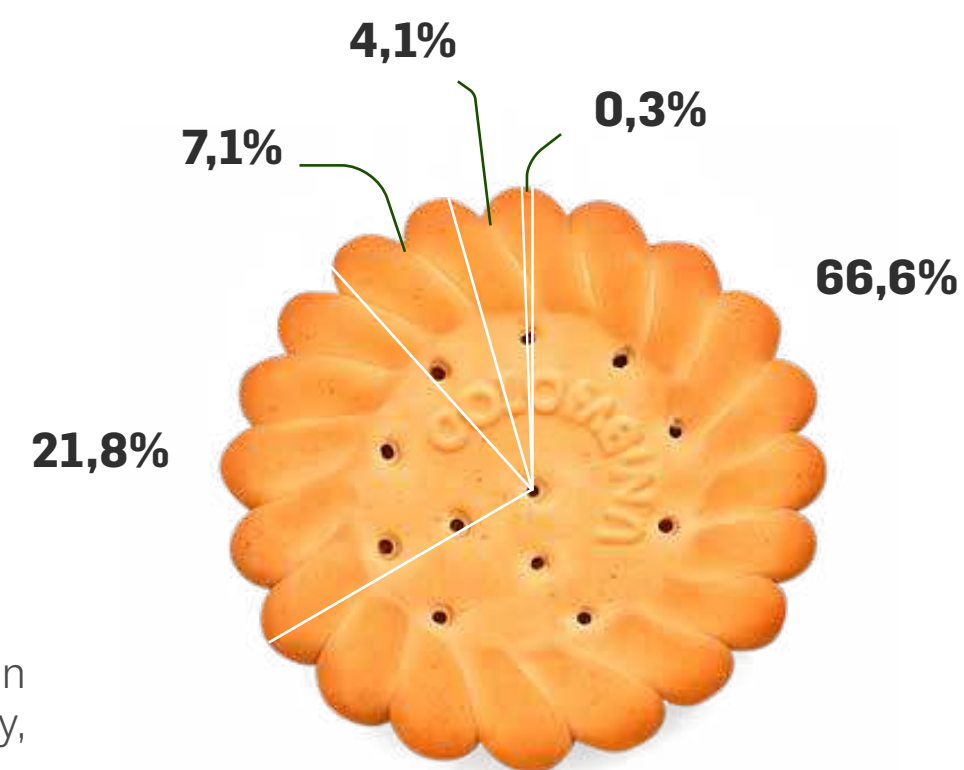
Total energy consumption*

2015:
224.180.003
kWh

2025:
257.396.587
kWh

*[302-4] 33.216.584 kWh

Although total energy consumption shows an increase compared to the base year, the reduction in our energy use is assessed through energy intensity, as it better reflects efficiency by considering production volumes.



Electricity:
84.921.952

Renewable electricity (hydroelectric and solar):
74.365.035

Conventional electricity:
10.556.917

Non-renewable energy (other energy sources):
172.474.635

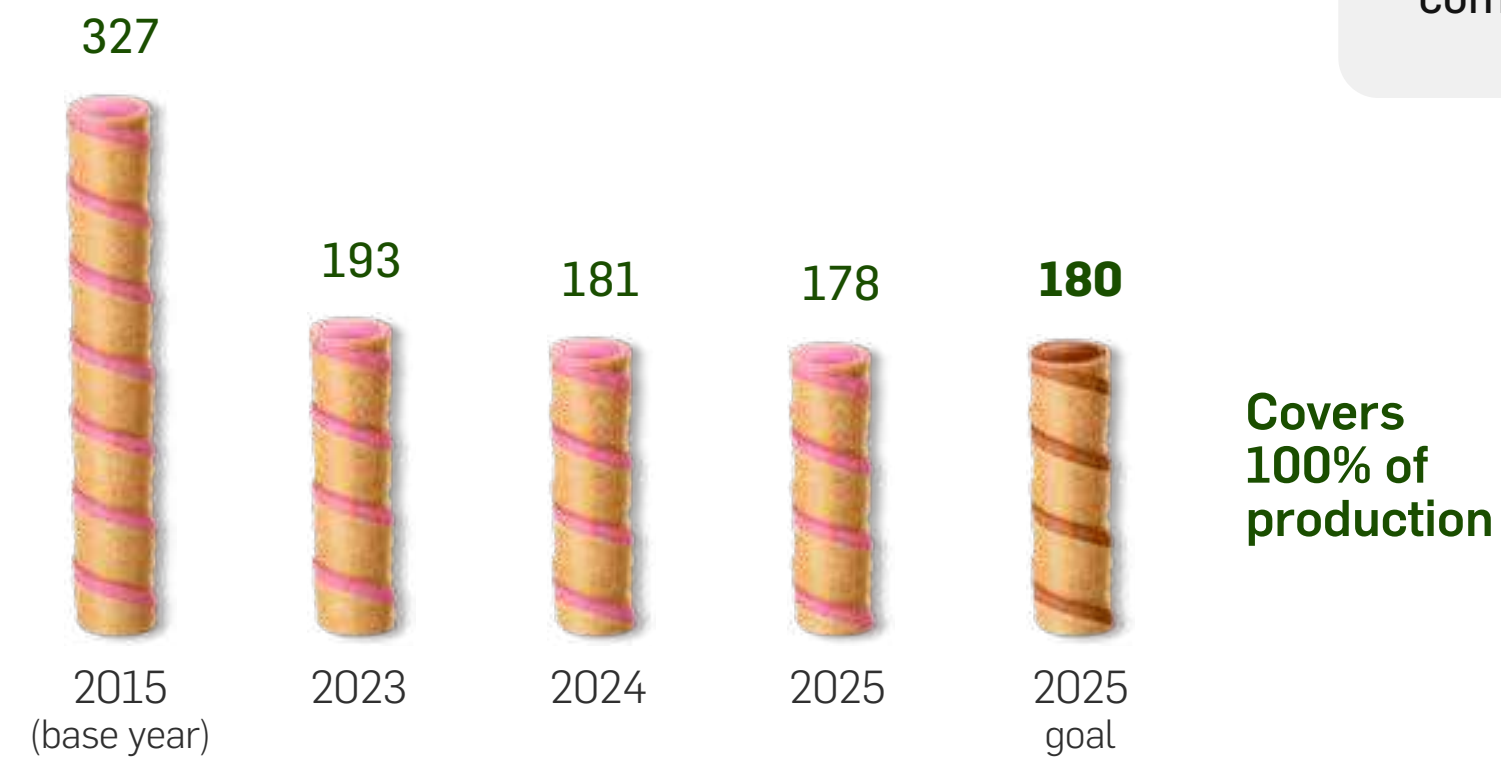
Natural gas:
171.574.651

Crude oil:
899.985

Carbon footprint

Carbon footprint (Scopes 1 and 2) kg CO₂/ton produced

% Variation vs base year: 46%
% Goal achievement 2025: 101%



Target 2025:

Reduce carbon footprint (Scopes 1 and 2) by 45% (kg CO₂/ton produced) compared to the 2015 base year.

Target Achievement: 101%



Total CO₂ Emissions (Scopes 1 and 2):

2015: 67.173
2025: 40.879

Reduction of 26,294 tons of CO₂ (39%).

The methodology applied to calculate the carbon footprint indicator is based on the requirements established in NTC-ISO 14064-3:2006. Emission factors are determined in accordance with the GHG Protocol, the Intergovernmental Panel on Climate Change (IPCC), and internal factors defined in Colombia by the Ministry of Mines and Energy



Total Emissions (Tons of CO₂):

Scope 1*: 37.794

Scope 2: 3.085

Scope 3**: 9.709

- * 3% of these emissions are biogenic, corresponding to 1,072 tons of CO₂.
 - * The gases included in the calculation of the carbon footprint indicator for Scopes 1 and 2 are those established by the IPCC: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.
 - ** 9% of these emissions are biogenic, corresponding to 841 tons of CO₂.
 - ** The activities included in the calculation correspond to primary transportation logistics and distribution. The methodology is based on the distance traveled for each route and fuel efficiency by vehicle type (km/gal), from which fuel consumption is estimated. Emission factors published by the Mining and Energy Planning Unit (UPME) are used; methane and nitrous oxide emissions are calculated based on distance traveled, vehicle engine year, and emission factors for freight transport published by the Greenhouse Gas Protocol (GHG, 2017).
 - ** The gases included in the calculation of the carbon footprint indicator for Scope 3 are those established by the IPCC: CO₂, CH₄, N₂O, HFCs, and R404.
 - ** These emissions have been measured since 2017 (6,985 tons of CO₂). The gases included in the calculation of the carbon footprint indicator for Scopes 1, 2, and 3 are those established by the IPCC: CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.
- Reported emissions are under Colombina's operational control.
 - Indirect GHG emissions associated with energy consumption (Scope 2) amount to 3,085 tons of CO₂ under the market-based approach and 15,489 tons of CO₂ under the location-based approach.

● **Our confectionery plant in La Paila operates with 100% renewable electricity.**

This production plant holds a certification granted by ICONTEC, ensuring that its energy consumption comes from renewable sources, including solar energy from Celsia’s farm in Valle del Cauca and certified renewable energy certificates (RECs). This milestone contributes to reducing fossil fuel use and lowering greenhouse gas (GHG) emissions in our operations.

● Additionally, the plant achieved certification of its Energy Management System under ISO 50001, also granted by ICONTEC, becoming the second facility in the Group to obtain this recognition. The system focuses on operational controls, monitoring, and energy efficiency programs aimed at improving energy performance, increasing efficiency, and reducing both costs and GHG emissions.

● **We offset our emissions through carbon credits**

As part of our climate strategy, in 2025 we offset emissions through the retirement of 1,256 carbon credits, certified by Cercarbono and EcoRegistry. These actions were implemented through the “Planeta Agradecido” project in the Bajo Río Guainía and Río Negro Indigenous Reserve, aligned with the SDGs 13, 15, 6, 7, 8, and 1, generating positive environmental and social impacts.

● **We promote the Use of renewable energy through solar farms and REC certificates**

Furthermore, we continue to promote renewable energy through power purchase agreements (PPAs) and solar farms that supply our main production facilities in Santander de Quilichao, La Paila, and Guatemala. Complementarily, we acquire Renewable Energy Certificates (RECs – ECOGOX) through agreements with Celsia and Depi Energy, ensuring that our electricity consumption is 100% renewable and reinforcing our commitment to clean energy.

● **We advance our climate commitment with a new carbon neutral certification**

We also advanced in our climate commitments by obtaining a Carbon Neutral certification for our sauces and preserves plant through the Valle Carbono Neutro program, in collaboration with CVC and ICONTEC. This certification reflects a structured approach to carbon management, including GHG inventory verification, capacity building, and the definition and disclosure of a carbon neutrality policy under rigorous and transparent standards.





We are aligned with the Task Force on Climate-related Financial Disclosures (TCFD).

Governance

Climate change management is a priority that involves the entire organization, from the Board of Directors to all levels of the company. The Board provides strategic direction and oversees progress, ensuring alignment with corporate and national commitments. Senior Management is responsible for the effective implementation of initiatives, ensuring progress against defined targets and timelines.

Risk Management

We identify and assess climate-related risks through a corporate risk matrix within our risk management framework. This process enables the definition of causes, impacts, controls, action plans, and monitoring mechanisms, including execution frequency and effectiveness. The matrix incorporates the main business risks, including those specifically related to climate change.

Strategy

We assess the impact of climate-related risks and opportunities on the business and its value chain, considering physical, regulatory, and financial risks, as well as potential supply chain disruptions and changes in product demand (both positive and negative). This approach supports informed decision-making and strengthens the resilience of our operations and long-term strategy.

Metrics and Targets

Each year, we disclose our greenhouse gas (GHG) emissions across Scopes 1, 2, and 3, along with the key initiatives implemented to manage and mitigate their impact. We also report on actions in logistics and transportation aimed at addressing environmental impacts associated with Scope 3 emissions, strengthening our climate management and supporting progress toward our long-term climate goals.

To access the full report, visit our website:



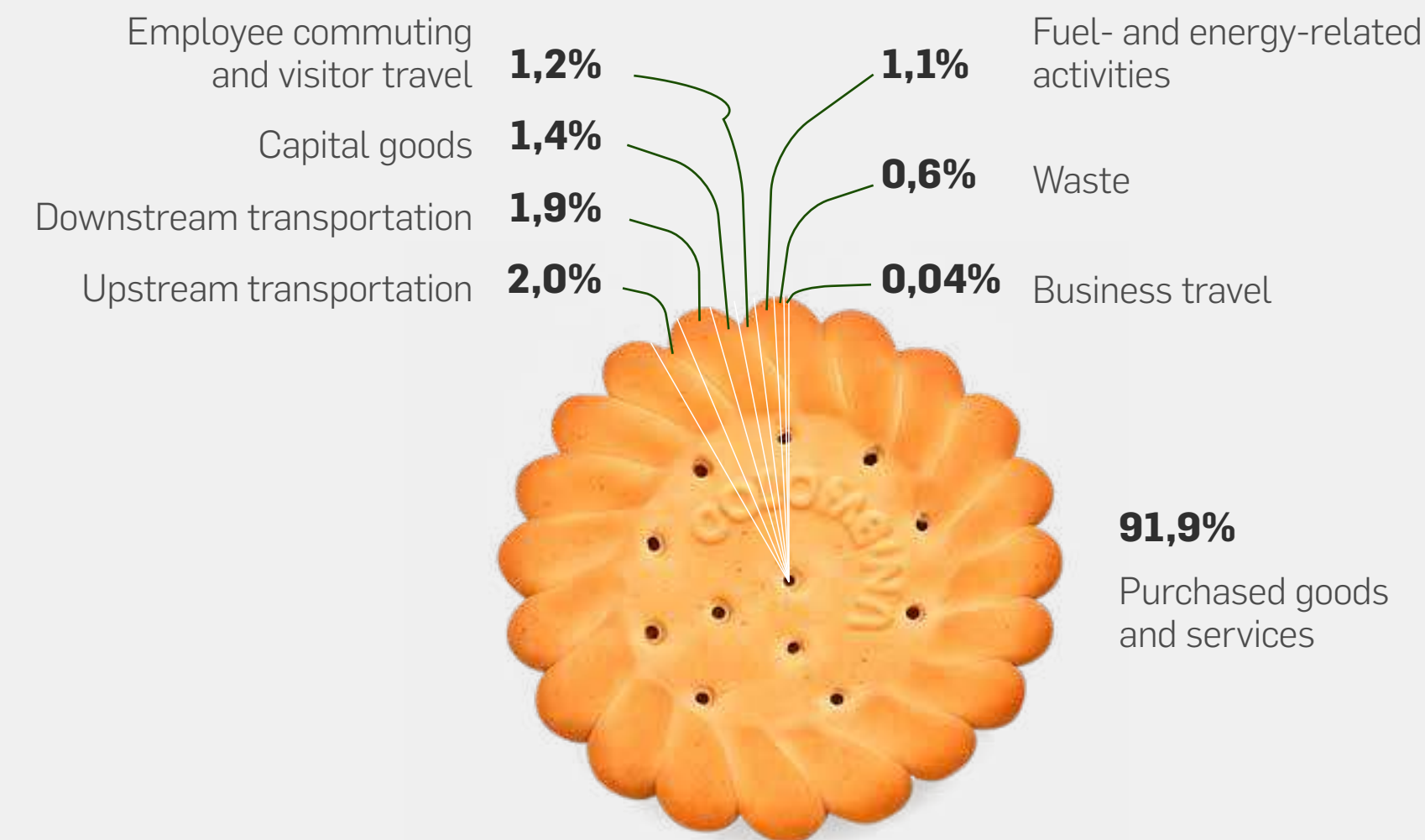
Scope 3

In 2025, we advanced in the comprehensive measurement of our carbon footprint by developing our first Scope 3 emissions inventory, incorporating indirect emissions across our value chain, both upstream and downstream. This exercise was conducted in accordance with the GHG Protocol, an internationally recognized standard, strengthening our climate management capabilities by identifying the main emission sources beyond our direct operations.

As part of this process, we assessed the applicable categories based on criteria such as magnitude, level of influence, data availability, and management relevance, prioritizing eight categories that represent the largest contribution to the inventory.

Scope 3 emissions

Category	Description	Ton CO2	% Share
1	Purchased goods and services	453.975	91,9%
4	Upstream transportation	9.908	2,0%
9	Downstream transportation	9.424	1,9%
2	Capital goods	6.664	1,4%
7	Employee commuting and visitor travel	6.133	1,2%
3	Fuel- and energy-related activities	5.320	1,1%
5	Waste generated in operations	2.697	0,6%
6	Business travel	154	0,04%
TOTAL		494.274	100,0%



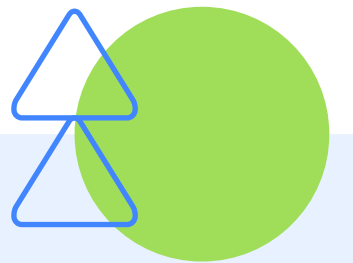
The results showed that Scope 3 emissions reached **494,274 tCO₂e**, mainly concentrated in the purchased goods and services category, followed by upstream and downstream transportation, which together account for approximately 96% of the total.

This analysis enabled the identification of key mitigation opportunities within the supply chain, particularly in carbon-intensive raw materials and logistics activities. These results establish a critical baseline for defining emission reduction strategies and advancing our long-term climate roadmap, promoting collaboration with suppliers and strategic partners.

Logistics and Transport

During 2025, we continued to strengthen our transportation strategy by incorporating cleaner technologies, optimizing load capacity, and developing collaborative projects with logistics partners. These initiatives were focused on improving operational efficiency, reducing costs, and lowering emissions associated with product transportation.

- We operated gas-powered vehicles and higher volumetric capacity units, which allowed us to transport the same amount of product in fewer trips compared to conventional schemes. Thanks to this optimization, **more than 240 trips were avoided and approximately 236 tons of CO₂ were reduced.**
- Some projects generated savings exceeding COP \$437 million, while others contributed to improved vehicle availability and operational reliability.
- We also implemented collaborative transportation schemes and “round trip” operating models, which maximized the use of our own fleet and reduced the need for outsourced services. These initiatives avoided approximately 117 tons of CO₂ through route optimization and better utilization of return logistics.



We strengthened our urban distribution fleet with 12 electric trucks, which completed 2,556 trips, traveled more than 141,000 kilometers, and avoided approximately 78,7 tons of CO₂ emissions during the year.

Waste and Management Reduction

[GRI 306-3]

Target 2025:

Utilize **84%** of the waste generate compared to the 2015 baseline year.

Target Achievement: 100%



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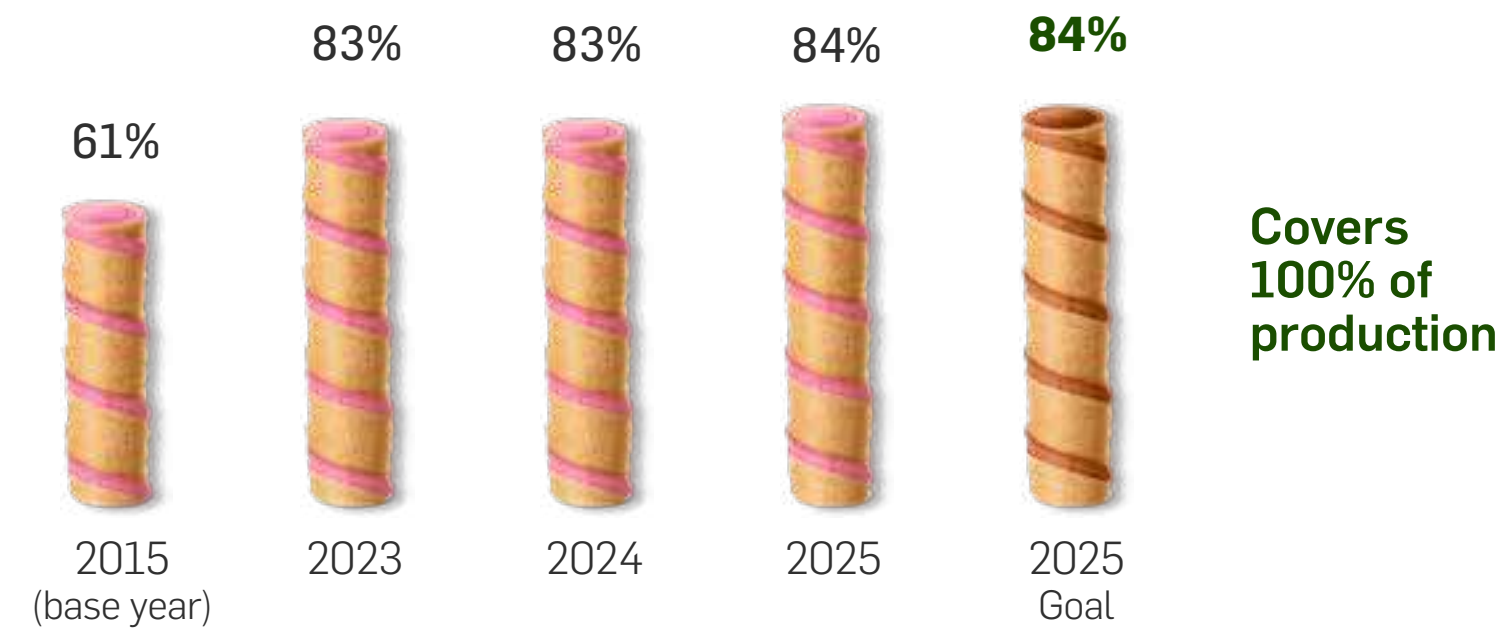
Our Sustainability Priorities

Financial Statements

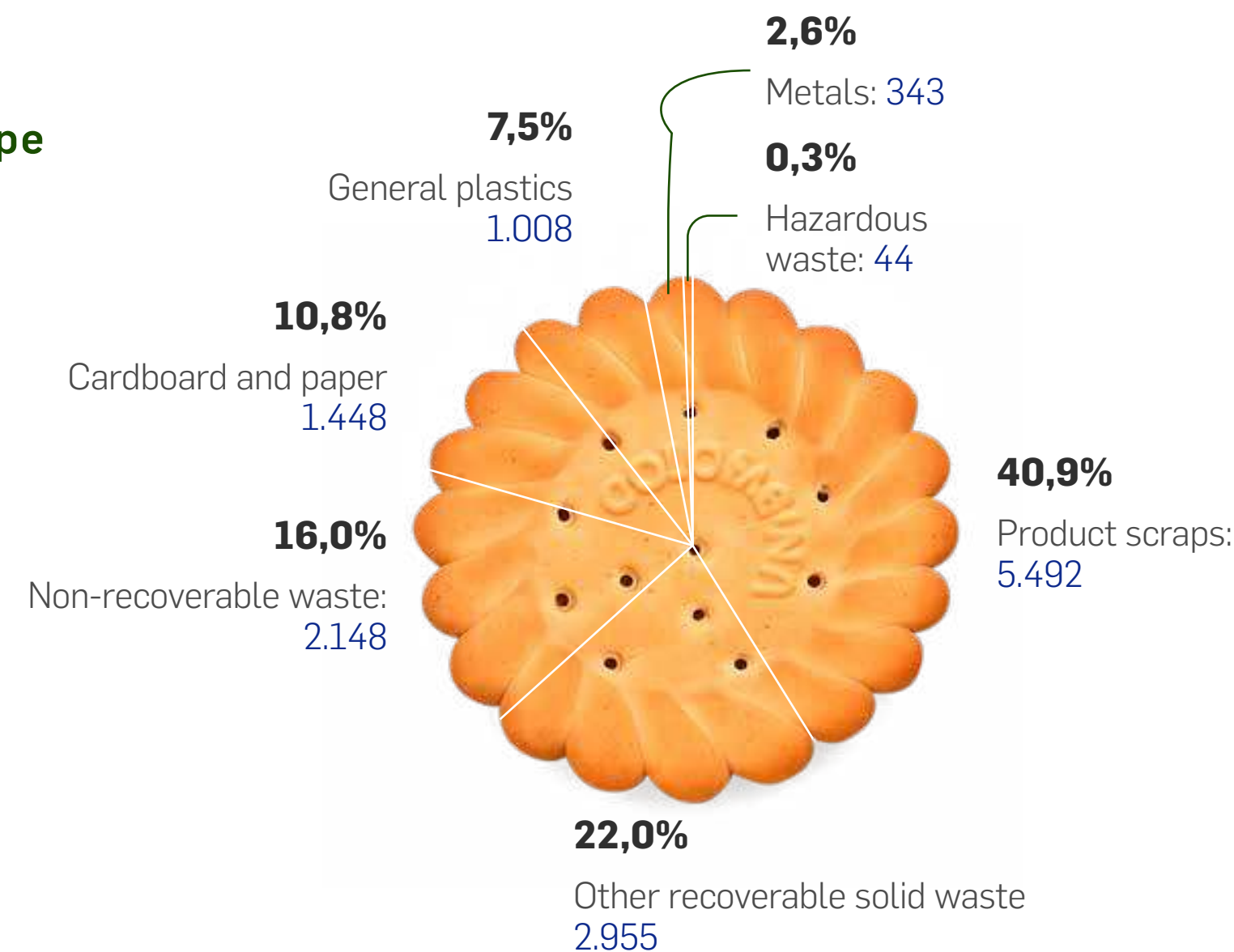
GRI - SASB Table

Waste Utilization

+23 percentage points vs baseline year 2015
%Achievement 2025 Goal: 100%



Participation by type of solid waste (data in tons)



Total:
13.438
tons

Recyclable materials are incorporated into post-industrial reuse and recycling programs, while those that cannot be recovered are directed to authorized sanitary landfills.

Hazardous waste is managed through specialized contractors in accordance with applicable regulations.

- Our Guatemala plant obtained the Zero Waste Certification.

The Guatemala facility was certified under the Zero Waste V5 standard, achieving a Gold category rating with a score of 90/100, awarded by ICONTEC and the Corporación Basura Cero Colombia.

This recognition ensures that 70% of the waste generated is managed comprehensively and positions the plant as one of the first in the food industry in Guatemala to implement the 9R principles (Rethink, Reuse, Repair, Restore, Remanufacture, Reduce, Repurpose, Recycle, and Recover), reinforcing Colombina's commitment to the circular economy and responsible waste management.

- We recovered and repurposed uniforms from our ice cream plant under a circular approach.

We participated in a uniform recovery project through remanufacturing, redesign, and recycling, funded by German cooperation (GIZ) through the ProUSAR and Go Circular programs, as part of a call led by the Bogotá Secretariat of Environment. Within this project, uniforms were assessed and redesigned under eco-design and circularity criteria, identifying opportunities to reduce material consumption and improve recyclability at the end of their useful life.

Additionally, we implemented remanufacturing and recycling actions: 51 garments were transformed into 21 prototypes of new products by Fundación Manos Reparadoras, now engaged as a supplier, and 9 kg of uniforms were sent to Fabricato for recyclability testing, identifying opportunities for energy recovery and future improvements in material design. These results lay the foundation for transitioning to 100% cotton uniforms and strengthening recovery and reuse schemes in the coming years.

Packaging Strategy

[FB-PF-410a.2]

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Target 2030:
Redesign 100% of our packaging



Achievement:
We have **redesigned 38%** of our packaging, incorporating criteria such as material reduction, recyclability, the use of recycled materials, and reuse.

During 2025, we redesigned **289** packaging formats across **644** SKUs, maintaining their functionality while strengthening our commitment to sustainability.



* Includes materials that are technically recyclable and/or can be transformed into new materials when properly disposed of by the end user.

81% of our packaging is recyclable.*

18% of our packaging has certified closed-loop recycling in Colombia.

1,3 million of our corrugated cardboard boxes were reused through the Recovery program.

Reduce

We eliminated **18 tons** of single-use plastic.

We reduced plastic usage to **4.8%** per ton of product, representing a **7%** decrease compared to the previous year.

Recycle

Recycled Material

45% of our rigid PET packaging contains at least 20% recycled material (rPET).

84% of our cardboard packaging contains at least 45% recycled material.

Reuse



Reduce

These are some of the achievements we worked on during the year:



We reduced **745 kg** in the wrappers of the Colombina Mix and Pirulito Atomic products manufactured in Central America, representing a **9%**.



We used **4 fewer tons** of packaging in the European market thanks to reducing the size of Fresquito folding cartons and Kojak bags.



We eliminated **26,000 meters** of adhesive tape for assorted christmas products by implementing a new automatic closure system.



We avoided the use of **108,000 bags** for ice cream promotions by shifting to folding carton presentations.



We redesigned the Nucita spoon for the European market, replacing plastic with paper and preventing the introduction of **1 ton** of plastic into the environment.



We redesigned our spoons for ice cream and arequipe, incorporating wooden alternatives that actively contribute to the circular economy and reduce plastic impact by **756 kg**.



Recycle



We transitioned the packaging of Menta Helada, Fruticas, Max Frutácidas, Snowmint, and Tiger Pops to technically recyclable monomaterial flexible plastic, impacting **43 tons**.



We achieved that **78% of our packaging** includes end-of-life disposal recommendations, serving as guidance for recycling stakeholders.



We collected **4 tons of flexible polypropylene packaging** for recycling in partnership with Fundación Valle Recicla, impacting **12 municipalities and 600 recyclers**.

At the same time, we demonstrated that this type of packaging can be technically recycled at scale through pyrolysis, with the support of Pyrcom, Esenttia, and Ecopetrol.



Reuse



We introduced reusable bags in our Markets as a responsible alternative, eliminating **100,000 single-use bags** from the environment.



We reused **1,3 million** corrugated cardboard boxes through the Recovery Program, strengthening our circular economy approach. In this context, Visión Circular and ANDI support the development of the **“Optimization of Reused Corrugated Boxes”** project, led by Reúsalo S.A.S. in partnership with IKU for Colombina.



Recycled Material



We reduced 3 tons of virgin plastic with a new bottle design for La Constancia and Amazon sauces, incorporating 25% recycled material and impacting **200,000 bottles.**



We eliminated 7 tons of virgin plastic during the Christmas season by offering gift baskets in plastic bags made from **100% recycled material.**



We avoided the use of **3,5 tons** of virgin plastic in Grissly and Bon Bon Bum plastic candy containers by incorporating 20% recycled PET, corresponding to **25,000** Bon Bon Bum containers.



We reduced the use of **12 tons** of virgin paper by switching to 100% recycled paperboard for our Bridge, Ponky, Colombina 100%, Piazza, Max Coco, and Moments cookies.



We used 1,5 tons less virgin plastic by incorporating 100% recycled PET in Piazza trays in Guatemala, avoiding the use of 1,5 tons of plastic, equivalent to approximately 500,000 units.

Project



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We collected 4 tons of our flexible polypropylene packaging for recycling in partnership with Fundación Valle Recicla (FUVAR), impacting 12 municipalities and 600 recyclers. At the same time, we *technically validated* that this type of packaging can be recycled at scale through chemical recycling processes, with the support of Pyrcom, Esenttia, and Ecopetrol.

The packaging was labeled with the number 5* to identify which materials can be recovered and reintegrated into the recycling process.

How did we close the loop?

We introduced packaging identified with **number 5***, which was subsequently collected and stored by FUVAR. These materials were delivered to Pyrcom for transformation into oil through chemical recycling processes.

This input will then be processed by Ecopetrol's refinery and by Esenttia, converting it back into polypropylene resin, which will be reincorporated into the production of new packaging—thus closing the material loop under a **circular economy approach**.



*Marking No. 5 corresponds to polypropylene (PP) plastic packaging, a recyclable resin that enables new uses and extended lifecycles for the material.

Awareness-raising activities

We conducted **training** sessions aimed at informal recyclers, focused on proper handling and efficient collection of materials, strengthening their capabilities and promoting best practices within the recovery chain. In addition, we promoted **community awareness** initiatives in the municipalities where packaging collection took place, with the goal of fostering knowledge about proper waste separation and recycling.



These actions included visits to educational institutions, where environmental education activities and collection drives were carried out, helping to raise awareness about the circular economy and responsible waste management.

Biodiversity Management and Protection

As a food company, we depend on ecosystem services such as the supply of clean water for our production processes and the cultivation of raw materials. Within our sustainability strategy, we address these dependencies through material topics such as efficient water use and engagement with suppliers and contractors.

As these are critical dependencies for the organization, it is essential to promote key initiatives aimed at reducing both reliance on these resources and the impact on biodiversity.



Dependency

Alignment with the strategy

Identification of Dependencies

Management of our strategy/initiatives

Supply of clean water for production processes

Environmental performance: efficient water use

- **Process:** Water as a fundamental resource in our production processes.
- **Food Safety:** Maintaining hygiene and safety standards in production processes, preventing contamination and ensuring product quality.
- **Water Resource Management:** Responsible water use in operations helps minimize environmental impact.
- **Waste Reduction:** Water conservation practices for efficient use of this resource.

- **Efficient Water Use Strategy:** Focused on minimizing and promoting the rational use of water across all our processes, while ensuring proper treatment to return water to the environment in better conditions.
- **Water Risk Assessment:** We evaluate potential impacts related to water availability at the locations of our main facilities.
- **Foundation Engagement:** We participate in areas of influence alongside foundations dedicated to the protection and conservation of watersheds, promoting equitable water use in the region.

Cultivation of key raw materials

Promoting competitiveness: supplier and contractor relations

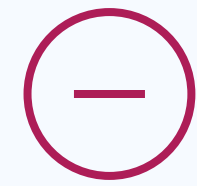
- **Strategic Sourcing:** Having a supplier network that ensures reliable supply for operations.
- **Supplier Management:** Working with suppliers to promote sustainable practices across the value chain.
- **Regulations and Certifications:** Proper supplier management ensures compliance with relevant regulations and certifications for food production.

- **Agricultural Sustainability Policy:** We have developed a policy that establishes key areas of work with our agricultural suppliers, focused on promoting the conservation of natural resources.
- **Good Agricultural Practices Guide:** We created an agricultural guide aimed at providing farmers with technical knowledge, supporting proper agricultural practices, and encouraging commitments to protect resources such as water, soil, and biodiversity, among others.
- **Training in Good Agricultural Practices:** We train our suppliers in GAP regulations, technical compliance in facilities and field areas, safe handling, proper use of protective equipment, and prevention of human rights risks.

Mitigation Strategies

As part of our initiatives to protect and conserve biodiversity, we implement mitigation strategies based on three key principles. Through these actions, we minimize our environmental impact and contribute to positive outcomes for nature.

* Applies to raw materials that we directly cultivate (chili peppers).



Avoid*

- Through the implementation of good agricultural practices, we promote proper storage and responsible use of containers and packaging to prevent spills and the burning of these materials.
- We carry out weed control and management, reducing the use of synthetic chemical products.
- We avoid the use of pesticides in crops and apply Integrated Pest and Disease Management (IPM).



Reduce

- We invest in new technologies, preventive maintenance processes, and treatment systems to meet our reduction targets.
- In our crops, we promote the use of modular irrigation and the installation of drip irrigation systems to optimize water resources.



Restore

- Over the past five years, we have planted approximately 5,000 trees in areas surrounding our production facilities, with care and maintenance plans in place for three years, ensuring the optimal development of the species.



Social Development

Why is it a priority?

The communities within our areas of influence represent a key stakeholder group, and therefore we are firmly committed to being a relevant actor and a positive agent of change that contributes meaningfully to their development. With this purpose, we have established a commitment to implement strategies and programs that strengthen their social fabric and promote sustainable development.



Material issues

Community well-being

Entrepreneurship and employability

Community engagement

Management approach

[GRI 3-1] [GRI 3-2] [GRI 3-3]



Community well-being

The aim is to contribute to improving the quality of life of communities through initiatives that provide opportunities for their development and promote community and/or civic organization and participation. This topic includes actions related to **education, culture, recreation, and sports**, led by the Colombina Foundation in prioritized territories.

In 2025, a total of 14,296 people participated in the Colombina Foundation's initiatives, primarily children and young people from the territories where the programs are implemented.

Initiative	Participants	% Share
Recreational Center Jaime H. Caicedo Gonzáles	12.721	89%
Mestizaje Festival	902	6%
Training programs	673	5%
Total	14.296	

The highest level of participation was recorded at the Jaime H. Caicedo González Recreational Center in La Paila, which accounted for 12,721 beneficiaries through recreational, sports, and cultural activities open to the community. Meanwhile, the Mestizaje Festival brought together 902 participants, including musical groups, training schools, and cultural entrepreneurs, of whom 95% are from the Cauca department.

Additionally, 673 people took part in training programs carried out in Santander de Quilichao and La Paila/Zarzal—initiatives that promote ongoing educational and cultural processes, particularly aimed at children and youth.

Within these training programs, 70% of participants are between 6 and 15 years old, 89% belong to socioeconomic strata 1 and 2, 44% are women, 26% identify as Afro-descendant, and 9% as Indigenous. Furthermore, 97.5% of parents and 98.5% of participants over the age of 10 believe that the Foundation's actions generate a positive impact in their communities.

Education

Under this line of action, initiatives are developed to create opportunities for equitable and inclusive quality education. The main progress and milestones of the programs grouped under this purpose are outlined below.



Reading Club

A total of 64 children participated in the Colombina Foundation's reading clubs, held in Santander de Quilichao and La Paila. Throughout the year, the value of respect was addressed in a cross-cutting manner across three dimensions: self-respect (self-care), respect for others (coexistence), and respect for nature (the environment).

Higher Education Scholarships

In 2025, the Colombina Foundation's higher education scholarship program supported 6 active scholars pursuing degrees in medicine, veterinary medicine, marketing, psychology, and social sciences education.

Notably, one of the scholarship recipients, who graduated in 2025 with a degree in medicine from the Pontificia Universidad Javeriana in Cali, was admitted as a postdoctoral Research Fellow in Boston, focusing on global health and pediatric plastic surgery with the Global Samile Foundation, which is dedicated to treating children with cleft lip and palate.

Family Schools

Across all programs, the Colombina Foundation implements Family Schools, an educational space designed for parents, caregivers, and other community stakeholders.

These sessions address topics of interest for families, such as the prevention of substance abuse, prevention of gender-based violence, family leadership, parenting guidelines, and the promotion of respect, while also sharing the Foundation's purpose and programs.

Early Childhood Education – Colombina Foundation Childcare Centers

The Colombina Foundation's childcare centers served 121 children between the ages of 2 and 5 as part of a comprehensive early childhood care approach.

Through a pedagogical model that incorporates gender, environmental, differential, and cultural perspectives, the program promotes children's development and supports family engagement.

As part of the learning process, we implemented the Viajeros del Pentagrama methodology, which uses music to strengthen cognitive and socio-emotional development.

Culture

This line of action brings together initiatives that promote and strengthen cultural management within the territory, contributing to the revitalization of communities' cultural heritage as a key dimension of their identity and in building conditions for their sustainability.

The main progress and milestones achieved through the different cultural programs of the Colombina Foundation are highlighted below.



TIMCCA - Comprehensive Workshop on Caucan and Colombian Music

This music training program has a track record of more than 16 years, becoming a key reference for musical development processes not only in the municipality but across the region. Many musicians from Santander de Quilichao who participate in the Petronio Álvarez Festival have been trained in TIMCCA.

The program aims to train children and young people in traditional folk music, strengthening their cultural identity, values, social cohesion, and the meaningful use of free time, while also promoting life projects linked to music.

In 2025:

- The program had the participation of 164 students.
- TIMCCA strengthened its presence in strategic national platforms, acting as an ambassador of the musical traditions of Northern Cauca. Highlights include participation in the Bandola Festival in Sevilla (Valle) and a musical gathering in the Buenaventura District, following an invitation from the Ministry of Cultures, Arts and Knowledge, in coordination with the Batuta Foundation, among others.

San Antonio - Sounds of Peace

The objective of the program is to provide musical training in band instruments, contributing to the development of social skills, the practice of values, the strengthening of the social fabric, and the meaningful use of free time.

It is important to note that San Antonio is a rural community located very close to the Colombina del Cauca cookie plant. It is an area facing significant social challenges, including the presence of illegal mining, among other issues.

The program has 46 participants.

Caña Dulce Dance Group

In 2025, a total of 64 children and young people joined the dance program in La Paila.

- That same year, in partnership with the Jaime H. Caicedo González Recreational Center and with the support of the Colombina Foundation, the Caña Dulce Dance Group organized the 1st National Dance Festival in the township of La Paila, featuring groups from Chocó, Magdalena, Cundinamarca, Quindío, and Valle del Cauca.
- The group was selected by an international organization to participate in the 9th International Dance Festival in honor of the Divine Child in the city of Eten, Chiclayo (Lambayeque, Peru), a trip that took place in January 2026.
- They were also awarded the prize for most popular delegation at the "Danzando con el Sol" festival, held in Anapoima (Cundinamarca), which included the participation of 20 groups from across the country.

Expresarte

This initiative is led by the Jaime H. Caicedo González Recreational Center with a group of 20 children. Through artistic approaches, it implements a pedagogical strategy aimed at strengthening values, emotional management, soft skills, environmental stewardship, and the prevention of gender-based violence.



Mestizaje Festival participants 2025

Mestizaje Festival

The Mestizaje Festival has the following objectives:

- Strengthen the social fabric by recognizing the richness and cultural diversity of the territory, fostering intergenerational and intercultural exchange, and promoting collaboration among key stakeholders.
- Enhance musical and cultural dynamics, contributing to their development and visibility.
- Promote income generation for local entrepreneurs, enabling the expansion of their commercial networks and supporting the promotion of their products and services.

Aligned with these objectives, the Festival includes the following components:

- Meeting of Music Training Schools.
- Artistic Showcase.
- Business Showcase.
- SQM – "Santander de Quilichao es música": a space for engagement with programmers and music industry agents, aimed at strengthening and promoting musical groups.

In 2025, a total of 902 people directly participated in the Mestizaje Festival across its different components and spaces.

Key Results:

- Approximate in-person attendance of 4,100 people over the two days of the artistic showcase.

- More than 32,000 organic views during the event's live stream.

- COP\$180 million paid to local suppliers.

- Participants from more than 15 municipalities in Cauca.

- Over 450 artists of all ages performing on stage.

- Partners: Compromiso Territorio/ Propacífico; Municipality of Santander de Quilichao; Ministry of Cultures and Knowledge; Comfacaucua; Cauca Chamber of Commerce; Harinera del Valle; and Colombina.

Support for Entrepreneurship:

- 46 ventures in crafts, gastronomy, culture, and green markets participated in the entrepreneurship showcase during the two days of the event.
- A 55% increase in sales compared to 2024 was reported.
- 35 ventures reported establishing commercial contacts with potential for continuity, both with visitors and other participating organizations.
- 21 of these ventures took part, prior to the Festival, in an intensive training program carried out in partnership with the Cauca Chamber of Commerce – Northern Branch, aimed at strengthening their capabilities.



Recreation and Sports

Jaime H. Caicedo Sports Club

The objective of the program is to promote healthy lifestyles and the meaningful use of free time through sports practices, specifically soccer.

In 2025, 146 children joined the program, and 95% of parents participated in the activities promoted by the Jaime H. Caicedo Club.

Jaime H. Caicedo González Recreational Center

As a result of an alliance between Riopaila, Colombina, Fundación Caicedo González Riopaila Castilla, and the Colombina Foundation, a comprehensive program offering in recreation, culture, and sports has been consolidated. This initiative has been very well received by the community of La Paila, which actively participates in the Center's activities through local organizations.

The Recreational Center is positioned as a gathering space where families and the community come together to strengthen their well-being through sports, culture, and recreation, within the framework of a business alliance and with the commitment of local organizations.

In 2025, more than 12,700 people visited the Center, representing a 6.9% increase compared to the previous year.

That same year, a perception survey was conducted with 484 members of the La Paila community, yielding the following results:

- 99,6% of users indicated that the Center's initiatives have had a positive impact on the territory.
- 69,3% considered that participation in the programs has generated positive outcomes in their family dynamics.

Entrepreneurship and employability

The Entrepreneurship and Employability approach is aimed at promoting initiatives that foster skills development, encourage entrepreneurship as a life project, and support inclusive labor market integration. Its purpose is to generate income within communities and strengthen local business dynamics and social fabric.

- A total of 226 ventures were supported through this initiative.
- This line of action represented an investment of over COP\$140 million, benefiting ventures in Colombia (Cali, La Paila, Tuluá, Santander de Quilichao) and Guatemala.
- Additionally, 665 people benefited from initiatives aimed at promoting employability by providing training in soft skills, technical competencies, and preparation for the workforce. The primary beneficiaries of these programs have been young people.

Entrepreneurship

Further details on the main initiatives developed are outlined below:

Expocolombina and Colombiferias

These are commercial platforms that promote the strengthening of entrepreneurship, where employees' families with productive initiatives can showcase and sell their products within the Colombina community, as well as in the communities where the organization operates, fostering local economic development.

In 2025, 124 small businesses participated in exhibitions held in Cali, Tuluá, Santander de Quilichao, La Paila, and Guatemala.

This program is led by the Human Resources area and aims to contribute both to the well-being of employees' families and to the strengthening of their ventures, generating opportunities for growth and visibility.





Big Brother – One to One

Through a volunteer program led by employees from the Confectionery plant in La Paila, 32 bottom-of-the-pyramid ventures have been strengthened over the past three years through in-kind donations aimed at improving their productivity. Employees select the micro-enterprises, carry out fundraising activities, and acquire tools or equipment based on their needs, while also providing follow-up support to beneficiaries. The initiative primarily benefits female heads of household and young people.



Big Brother – Entrepreneurs

This initiative is made possible through a partnership with Propacífico (via its Compromiso Valle and Compromiso Territorio programs) and the support of Colombina's Big Brother program. It aims to strengthen the local business ecosystem and support bottom-of-the-pyramid ventures by improving income generation in communities within the organization's areas of influence. This is achieved through training processes that enhance business plans and the provision of seed capital to foster growth.

In 2025, three Big Brother Entrepreneurs processes were active:



Big Brother – Santander de Quilichao

7 ventures received training in business plan development and were subsequently awarded seed capital to strengthen their operations. Follow-up is conducted on sales and production indicators.

3 ventures achieved over 90% of their projected sales targets, while another 3 reached over 60%.



Big Brother – Cali

A partnership was established with Fundación Bochinche, a community organization that acted as a local liaison for the program's outreach.

As a result, 8 ventures were selected and, after strengthening their business plans, were awarded seed capital.

Disbursement and follow-up support will take place in 2026.

A key challenge for 2026 is to enable more entrepreneurs to meet their sales targets and to continue strengthening the program and its partnerships.

Big Brother – Tuluá

17 ventures from Tuluá and surrounding areas were supported through seed capital and subsequent performance monitoring.

During the follow-up period: 3 ventures exceeded 100% of their sales targets, 3 achieved over 75%, and 5 reached over 40% of their targets.

Program	Sales before the program	Sales after the program	Growth rate (%)
Big Brother Tuluá	COP\$461MM	COP\$814MM	77%
Big Brother – Entrepreneur Santander de Quilichao	COP\$60MM	COP\$90MM	50%

*The data cover a six-month time period

Employability

In Colombia, the National Administrative Department of Statistics (DANE) reported that approximately 2.26 to 2.3 million young people (ages 15–28) are neither studying nor working (NEETs), representing around 20.3% of the youth population. The persistence of this phenomenon is linked to factors such as lack of work experience, educational barriers, and gender disparities.

In this context, programs aimed at strengthening young people's skills to face labor market

challenges, as well as initiatives that support them in building life projects and future pathways, are highly relevant.

Accordingly, programs have been implemented to strengthen the competencies of 665 young people, enhancing their employability and increasing their opportunities for labor market integration. The initiatives carried out in both territories are described below.



Youth Seedbed Program

In Santander de Quilichao, **87** 11th-grade students from Ana Josefa Morales Duque School received training for the workforce, including interview preparation, personal presentation guidelines, and workplace adaptation skills.

Technical and Vocational Training Program

In La Paila / Zarzal, **163** young people received technical and vocational training aimed at improving their opportunities for labor market integration and supporting the development of life projects aligned with their interests and skills.

The following training programs were offered:

- Administrative Assistance Technician
- Food Product Processing Technician
- Colombina Cooking Course

Inclusion Pathways

This section highlights opportunities for vulnerable populations. The main initiatives implemented were:

First Formal Work Experience for Youth

A total of 415 young people with no prior work experience were hired to work at Colombina on a temporary or indirect basis. This became their first formal employment experience, strengthening their résumés and opening doors to future opportunities.

Motorcycle Mechanics Training Program for Youth in Tuluá

Through a partnership between the Colombina Foundation and Compromiso Valle, this program supported 29 young people who received technical training in motorcycle mechanics. As a result, 76% of participants have already secured formal employment.

Strengthening the Local Economy and Inclusive Procurement

One way to stimulate the local economy is through the procurement of goods and services from suppliers located in areas of influence. From a social development perspective, purchases from local suppliers exceeded COP 13.2 billion, contributing to the economic development of municipalities such as Zarzal, Santander de Quilichao, and Tuluá, as well as Escuintla in Guatemala.



Community engagement

Strategic Partnerships

In this section, we highlight key partnerships aimed at improving the living conditions of communities.



Works for Taxes

Colombina delivered 147 state-of-the-art biomedical devices to the San Antonio Hospital in Roldanillo, with an investment of COP\$4 billion. This represents the largest healthcare equipment contribution made to date in Colombia under the Works for Taxes mechanism.

This delivery reaffirms Colombina's social commitment to the well-being of the communities where it operates and responds to the hospital's prioritized needs, identified through technical working groups involving the Ministry of Health and Social Protection, the Government of Valle del Cauca, and biomedical engineers.

Propacífico: Compromiso Valle and Compromiso Territorio

In 2025, Colombina donated more than COP\$700 million to support these initiatives, which are defined as collective impact vehicles extending their actions across Northern Cauca and Valle del Cauca.

drive social, economic, and cultural processes. Their goal is to improve living conditions, close gaps in prioritized municipalities, and generate a positive impact across the region.

These initiatives are led by the private sector through Propacífico and aim to foster private-private and public-private partnerships to

Production Plants Visits

Through visits to production plants, real-life testimonies and experiences are shared to inspire, guide, and support visitors, demonstrating that it is possible to pursue entrepreneurship with purpose, ethics, and sustainability—even in challenging contexts.

In 2025, these visits reached 1,383 people, most of whom were from educational institutions in areas of influence, universities across the country, and groups of community entrepreneurs, among others.

The objective of this program is to inspire hundreds of young people, strengthening their life aspirations and encouraging their personal and professional growth.

Closeness

We support various Food Banks and institutions that serve vulnerable populations through product donations. In total, donations amounted to COP\$3.29 billion

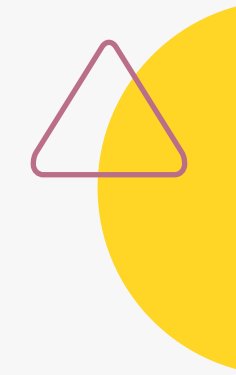
91% of these donations were channeled through Food Banks, helping to strengthen their support for vulnerable communities. The remaining 9% was allocated to 882 institutions located in the organization's areas of influence, with the aim of supporting social programs and initiatives.

Promoting Competitiveness

Why is it a priority?

The creation of shared value is one of the objectives of our sustainability strategy, where we consider our suppliers as key partners in achieving common goals.

We are convinced that contributing to the sustainable growth of our supply chain partners enables us to build a highly competitive supplier network. This, in turn, represents a fundamental pillar for our development while also driving collective progress in the economic and business landscape.



Material Topics

Relationship with suppliers and contractors

Big Brother Program

Quality and safety in production processes

Management Approach



Relationship with suppliers and contractors

About the Report

Sustainability Strategy

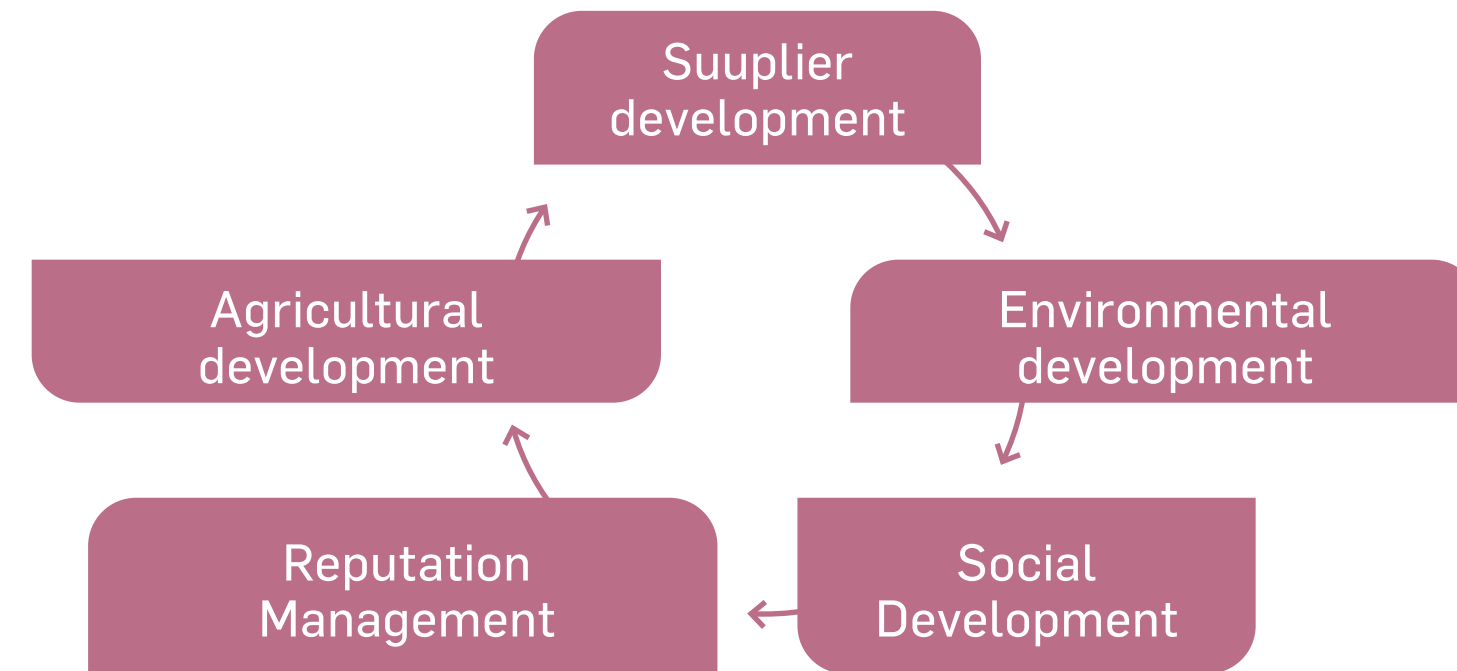
2025 Results

Our Sustainability Priorities

Financial Statements

GRI - SASB Table

Our responsible sourcing strategy is focused on five components:



Supplier Development

Through the Supplier Certification Program, we support our partners with the aim of strengthening their processes and ensuring compliance with the highest quality and service standards defined by the organization. This certification promotes mutual growth and fosters a culture of continuous improvement across our value chain.

In 2025, the program’s focus was centered on suppliers in Guatemala, strengthening their capabilities and alignment with our corporate guidelines.

Additionally, in line with our development pillar, we continued to conduct collaborative workshops with various suppliers—spaces where we combine perspectives, knowledge, and experience to generate innovative ideas, products, services, and solutions with social, economic, and environmental impact. During the year, 16 workshops were held, reaffirming our commitment to open innovation and long-term relationship building.

We trained 5,215 individuals from supplier and contractor companies on various topics, including quality, hygiene, and food safety, among others.

Agricultural Development

Agricultural Loyalty

We continue implementing our farmer support program through the financing of their crops, based on a model grounded in trust and long-term relationship building.

Between 2024 and 2025, 44 farmers benefited from this initiative through the provision of credits totaling approximately **390 million Colombian pesos**. This program contributes to productive stability, capacity strengthening, and the economic sustainability of our partners in the field.

A New Cooperative Joins the Coconut Value Chain

Thanks to the coordinated work with Acceso and IPRODESA, a supplier of desiccated and grated coconut, we successfully integrated the Coagropacífico cooperative, located in Tumaco, into our supply chain.

Through this partnership, more than 150 coconut farmers engage with our purpose, contributing their effort and dedication from the Colombian Pacific region while strengthening the productive and social development of the area.

Onboarding of New Direct Strawberry Suppliers

Since mid-2025, we successfully onboarded two new groups of strawberry suppliers from the municipality of Silvia, Cauca: Fruversil and members of the Misak community, who now deliver products directly.

This initiative has positively impacted approximately 200 farming families and secured an estimated supply of 40 to 50 tons of strawberries per year. The fruit is delivered directly to the plant in Tuluá, Valle del Cauca, strengthening direct sourcing and supporting productive development in the region.

Technical Support

Water Consumption Reduction Programs:

We promote the implementation of practices aimed at optimizing water use in the field. These include encouraging modular irrigation and the installation of drip irrigation systems, particularly during the fertigation phase, allowing for more efficient application of both water and nutrients.

Additionally, soil type is analyzed to determine the use of single or double drip lines, ensuring greater precision and efficient resource use.

The team also promotes the conservation of riparian forests, as well as the protection and preservation of water sources, fostering a comprehensive environmental management approach on farms.

Furthermore, innovations are encouraged to improve water and energy efficiency, along with storage and conservation strategies that ensure water availability during periods of scarcity.

Environmental Pollution Reduction

We promote the proper storage and correct disposal of agro-input containers and packaging, preventing spills and avoiding inadequate practices such as burning these materials.

We encourage mechanical weed control and management, thereby reducing the use of synthetic chemical products. Additionally, we work on implementing best practices to extend the lifespan of plastics used in chili crop beds, aiming to increase production cycles with the same material and reduce waste generation.

Furthermore, we apply an Integrated Pest and Disease Management (IPM) approach, promoting biological control through the release of beneficial organisms such as Trichogramma and lacewings, as well as the use of chromatic traps for effective pest monitoring and timely control.

Soil Health Protection:

We implement practices aimed at strengthening soil health and fertility, such as the use of mulch or vegetative cover, as well as the application of amendments (such as phosphate rock) and biological inputs—including microorganisms and compost—both before planting and throughout crop development.

These actions are carried out preventively, helping to reduce the risk of pests and diseases while improving overall productivity conditions.

We also promote the recovery of ancestral and traditional practices that support crop growth while protecting beneficial soil microflora and microfauna, which are essential for maintaining long-term balance and sustainability.

Prevention of Ecosystem Degradation:

All the practices and programs we are implementing are grounded in a preventive approach. Initial trials of agroforestry systems, in combination with coffee crops, have been carried out.

Reduction of GHG Emissions:

With the support of a group of farmers, we promote the implementation of cultivation systems under shade netting or greenhouse conditions. This allows for greater agronomic control and contributes to reducing the use of synthetic chemical inputs with potential environmental impact.

We also encourage the preparation and use of bio-inputs, as well as equipment calibration programs to optimize input application and ensure more efficient use of resources. In addition, we have strengthened controls to prevent the burning of plastics by promoting their collection and proper disposal at authorized sites.

Furthermore, hybrid jalapeño chili crops have been developed under shade net systems, and crop rotation has been implemented as a preventive practice to reduce the incidence of pests and diseases, fostering more resilient and sustainable production systems.

Social and Environmental Development

B System Impact Measurement

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Through the Measure What Matters program of Sistema B, we continue to assess the social and environmental practices of our suppliers. To date, 690 suppliers have been evaluated.



In 2025, 76 companies participated, most of them small and medium-sized enterprises (between 1 and 249 employees), primarily from the retail and services sectors with a low environmental footprint. As a group, they achieved a score of 60,3 out of a maximum of 200 points—higher than the average score of companies in Colombia (52,3) assessed through the B Impact Assessment.

Among the results, it was found that most companies performed strongest in the Workers area, driven by consistent efforts to expand health coverage, develop retirement programs, and measure employee satisfaction. Similarly, the Customers area showed strong performance, supported by good practices in product certifications and accreditations, effective advertising and marketing management, and the availability of channels for complaints and claims.

On the other hand, two impact areas with significant opportunities for improvement were identified. In the Environment area, there is a need to implement actions focused on managing the value chain's significant impacts and optimizing water consumption across the supply chain. In the Governance area, opportunities for improvement were identified in stakeholder grievance mechanisms, strengthening governance structures, and increasing transparency of governing bodies.

To strengthen the sustainability practices of evaluated suppliers, those scoring below 50 points are identified and provided with targeted support, focused on equipping them with practical tools to improve their performance and increase their scores. To date, 22% of evaluated suppliers have achieved outstanding scores, 47% good performance, and 31% have been identified as needing improvement (below 50 points).

This assessment has also shown that 91% of significant Tier 1 suppliers have scored above 50 points, providing confidence that they are adequately managing their social and environmental practices. Only 1 out of 79 significant suppliers scored below 50 and has been included in an improvement plan.

Key learnings achieved across the different impact areas are as follows:

Customers: Work was carried out on responsible practices related to data privacy and usage, while reinforcing the importance of ensuring the quality of products and services offered.

Governance: Effective stakeholder management was promoted through the implementation of grievance mechanisms, the strengthening of the code of ethics, and the adoption of strategies to protect the company's mission.

Community: Policies on diversity, equity, and inclusion were promoted, along with the integration of diverse suppliers. Tools were also shared to improve the social and environmental performance of the supply chain and to foster diversity across the value chain.

Workers: Companies reflected on their non-discrimination policies and explored strategies to improve wages and benefits. Additionally, actions were identified to facilitate employees' access to financial services.

Environment: Companies assessed their environmental footprint and reviewed best practices related to product certifications and the implementation of environmental management systems.

It is worth highlighting that the assessment also includes an analysis of results related to Human Rights, measuring aspects such as ethics and transparency, grievance mechanisms, information security, employee development, health and safety, and diversity, equity, and inclusion, among others.

Specifically, a specialized training on human rights was delivered, covering key concepts such as public commitments, due diligence processes, and remediation mechanisms, thereby strengthening a preventive and responsible business approach.



New Indicator: Diverse Suppliers

With the aim of integrating the principles of equity, diversity, and inclusion into our value chain, this year we incorporated a new indicator into our supplier evaluation process.

In 2025, we surveyed 204 companies regarding the employment of people with disabilities, finding that 63% have implemented this type of hiring practice.

This indicator will allow us to progressively promote procurement from suppliers that foster inclusive practices, as well as support those seeking to strengthen their policies in this area. In this way, we aim to contribute to more inclusive growth and create greater development opportunities for companies within our value chain.

Suppliers' Scope 1 and Scope 2 Carbon Footprint

This year, we also developed a carbon footprint measurement project with 10 strategic suppliers, focused on Scope 1 and Scope 2 emissions, with the objective of establishing their emissions baseline and promoting the development of mitigation plans.

As part of the process, suppliers were selected and trained in measurement methodologies, and a customized calculation tool was designed for each

of them, enabling the identification and management of both direct emissions and those associated with energy consumption.

Based on this baseline, action plans aimed at progressively reducing emissions were requested, initiating a structured climate management process within our supply chain.

By 2030, we expect to measure 80% of our critical suppliers based on this baseline.



Big Brother

Big Brother has been one of our key initiatives to strengthen competitiveness across our value chain. Given its relevance and its purpose of promoting the development of small and medium-sized enterprises, the program has evolved significantly in recent years.

Today, its scope goes beyond our suppliers: it also supports customers and entrepreneurs in our areas of influence, thereby expanding its impact and consolidating itself as a comprehensive platform for business development.

210
companies/ventures impacted

40
volunteer employees are part of the program

Big Brother Mypimes

136 PYMES AND MYPIMES COLOMBINA SUPPLIER'S

- We transfer knowledge and best practices to support the productive, administrative, financial, commercial, and quality growth of our suppliers, among other areas. Additionally, our main objective is to enable suppliers to export.
- 36% have successfully exported
- 28% have replicated this model with their own small suppliers

Big Brother – Entrepreneurs

32 ENTREPRENEURS FROM AREAS OF INFLUENCE AROUND THE PRODUCTION PLANTS

- We contribute to the growth and strengthening of microenterprises in the region. We provide entrepreneurs with the necessary tools to develop their business ideas and offer seed capital to support their growth.

Big Brother Customers

5 CUSTOMERS

Big Brother Farmers

6 FARMERS

- We transfer knowledge and best practices to support the productive, administrative, financial, commercial, and quality growth of our customers, among other areas, through internal and external volunteer programs that strengthen their processes at all levels.

Big Brother – One to One

31 MICRO-ENTREPRENEURS

- Support is provided to micro-enterprises identified in northern Valle del Cauca through a corporate volunteer program. Volunteers donate funds to purchase the equipment and resources these businesses require, while also offering training and personalized support.



A plan of audits and monitoring indicators is established with them, enabling us to assess the program's impact on sales growth, job creation, number of customers, and exports.

Quality and Safety in Production Processes

Quality and safety are fundamental pillars of our production processes. Therefore, we ensure that each stage is carried out under the highest standards, guaranteeing strict compliance with quality attributes and food safety parameters.

We continuously strengthen our team's capabilities through ongoing training programs, ensuring effective control across all multidisciplinary processes associated with manufacturing and reaffirming our commitment to operational excellence.

During 2025, we continued to focus on the following clusters:

Q-100 Processes Program

The Q-100 Processes Program aims to ensure quality attributes from the source by involving operators in monitoring the aspects most relevant to consumers.

It incorporates an approach based on process capability to measure critical attributes and variables, strengthening a more preventive management model.

The program continues to be implemented across all plants, improving measurement effectiveness and enabling real-time decision-making.

Q-100 Logistic Program

It is a strategic approach that ensures the expected product attributes throughout the supply chain, empowering all stages as active managers of quality.



Go to Market Program

The Go to Market Program comprehensively verifies, across different channels, compliance with product value propositions, with a strong customer-centric focus.

It evaluates strategic brands, new developments, reformulations, changes in presentation or packaging, and products with higher levels of claims.

This process enables the timely identification and correction of deviations, reducing the incidence of claims and strengthening the consumer experience.

Supplier Evaluation and Development Model

The Supplier Evaluation and Development Model establishes guidelines to ensure that all raw materials meet food safety, quality, and traceability requirements in line with the GFSI standards adopted by the organization.

The program classifies suppliers based on their risk level, evaluates compliance with internationally recognized standards, and defines development plans for critical suppliers that do not yet meet required standards.

Through audits, continuous monitoring, and improvement actions, the program ensures supply chain reliability and consumer protection.

In 2025, 100% of suppliers classified as basic were evaluated.

New Development and Innovation (DEI) Model

The new Development and Innovation (DEI) model aims to drive the design of robust products free from quality defects by restructuring the DEI process and ensuring proper alignment of roles and responsibilities across all areas involved in the product lifecycle, including the final stages of distribution and commercialization.

This approach has enabled the anticipation of risks from the product design phase, ensuring market performance

and strengthening the customer experience.

During 2025, a total of 207 projects were evaluated, allowing for the preventive identification of food safety risks. This facilitated timely decision-making regarding reformulations or raw material verification, preventing the introduction of new hazards into the process. As a result, claims related to technical weaknesses were reduced through the early identification of quality and food safety risks.



Training for Our Team

Through the corporate strategy “Quality and Food Safety Culture”, various interactive activities were carried out to reinforce both basic and technical knowledge among all employees.

This training program was implemented across all production plants to strengthen the competencies and technical knowledge required for the proper execution of functions related to quality and food safety, achieving an average participation rate of 92% of the target population.

Certifications of Our Plants

Type of Certification/ Plant	BPM / GMP	HACCP	ISO 22000	FSSC 22000	BRC GS	FSMA - FDA	SQMS McDonald's	ISO 9001	KOSHER	HALAL	GLUTEN FREE	ISO 14001	ZERO WASTE	ISO 50001 Renewable Energy	BASC	OEA	ISO 45001	SWA McDonald's	SMETA 2P/4P	BSCI
Confectionery	●	●	●		●	●		●	●			●	●	●	●	●	●		●	
Sauces and preserves	●	●	●	●			●	●	●	●		●	●		●	●		●	●	●
Cookies and Crackers	●		●	●		●	●	●			●	●	●	●	●	●	●	●	●	
Ice cream - Bogota	●	●										●	●							
Ice cream - Medellin	●	●										●	●							
Guatemala	●	●	●	●		●		●				●	●							
Spain									●			●	●							

During 2025, our manufacturing plants underwent surveillance audits and recertification of the implemented standards, verifying compliance and the robustness of our management systems.

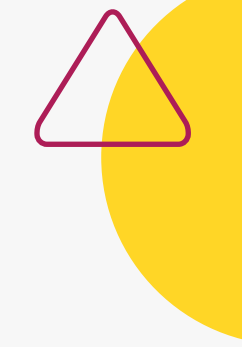
Additionally, we took on new challenges in some plants, advancing the standardization of Integrated Management Systems at a corporate level and strengthening our culture of compliance and continuous improvement.

Employees

Why is it a priority?

We understand that the holistic development of our people is essential, and we approach it within a culture of inclusion, well-being, and the promotion of decent and safe work. Investing in the comprehensive development of our team not only generates positive impacts at an individual level, but also contributes to the social and economic progress of the countries where we have a direct presence.

This investment translates into improved quality of life for our people and their families, enhanced skills, greater employability, and a workforce that is better equipped to adapt to the changing challenges of our environment.



Material Issues

Workplace Well-being and Working Conditions

Health and Safety

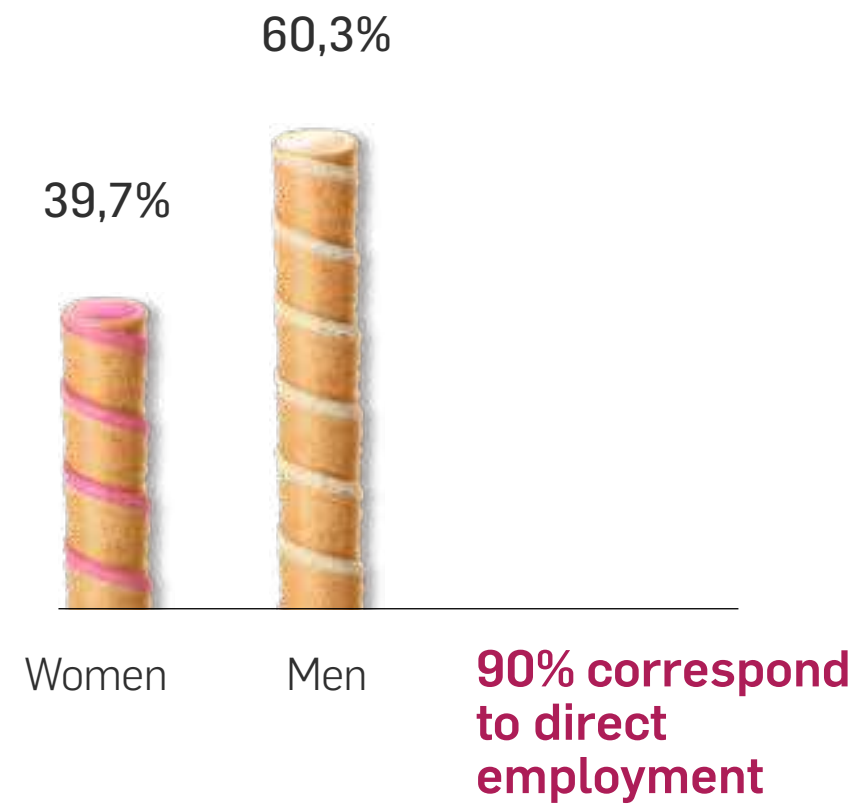
Organizational Development

Management approach

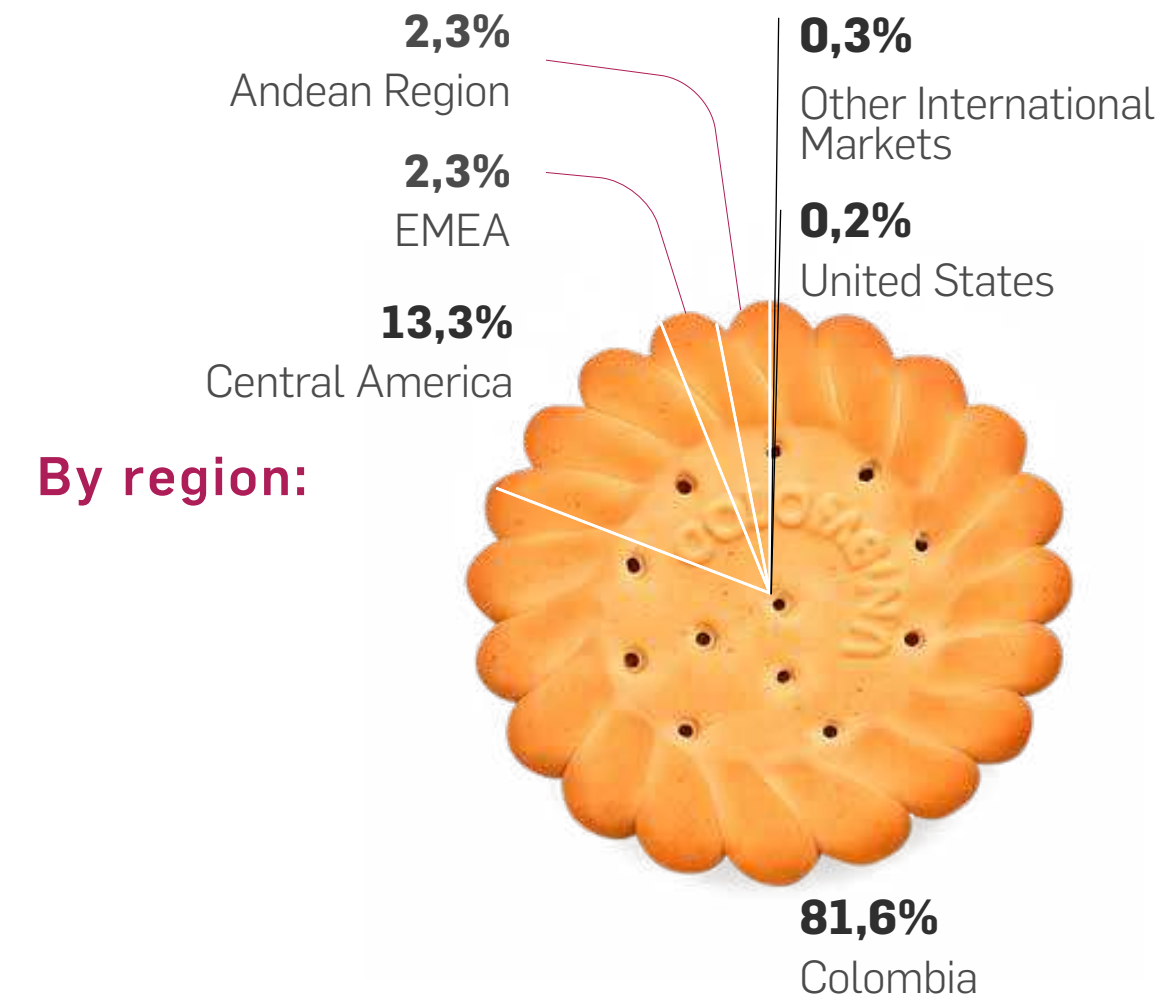


Main Indicators

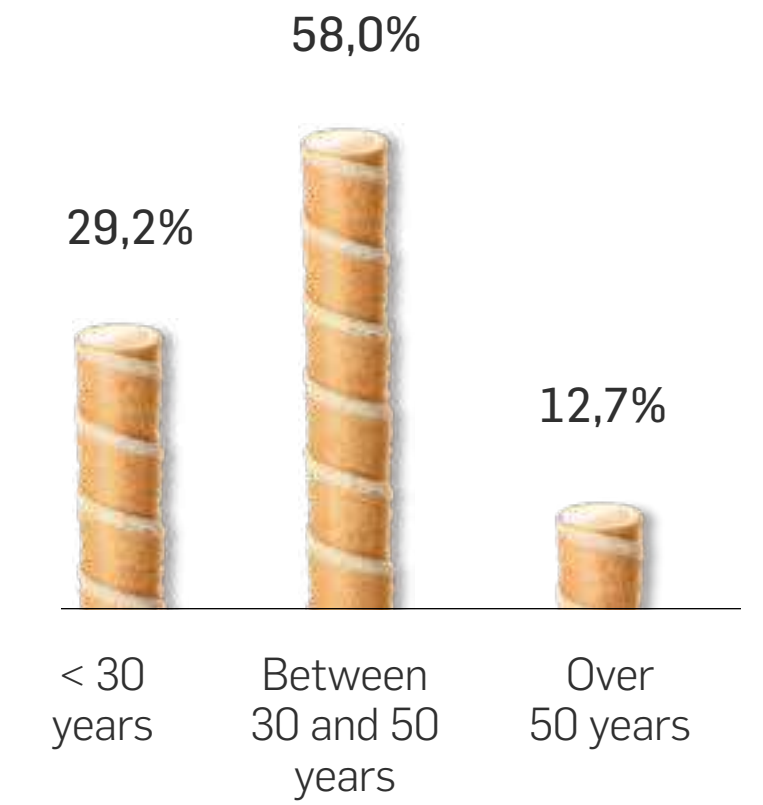
8.359
people make up our team
*does not include outsourced staff



* applies to direct employees



By age groups:



New hires rate

(covers direct employees)

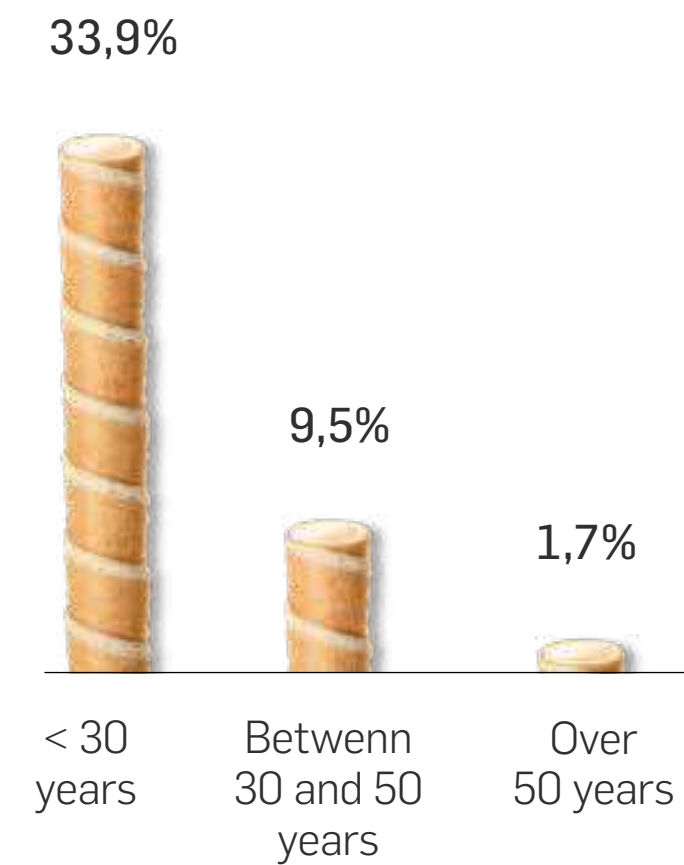
2023:
23,9 %

2024:
13,5 %

2025:
15,6%



By age groups:



By region:



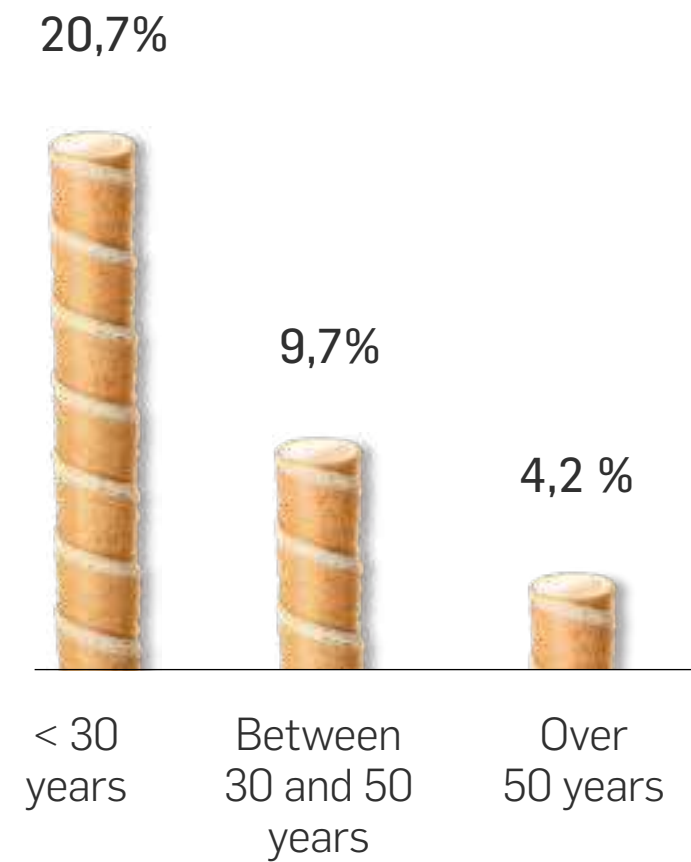
* During 2025, we had 1.172 new hires and 918 retirements

Turnover rate

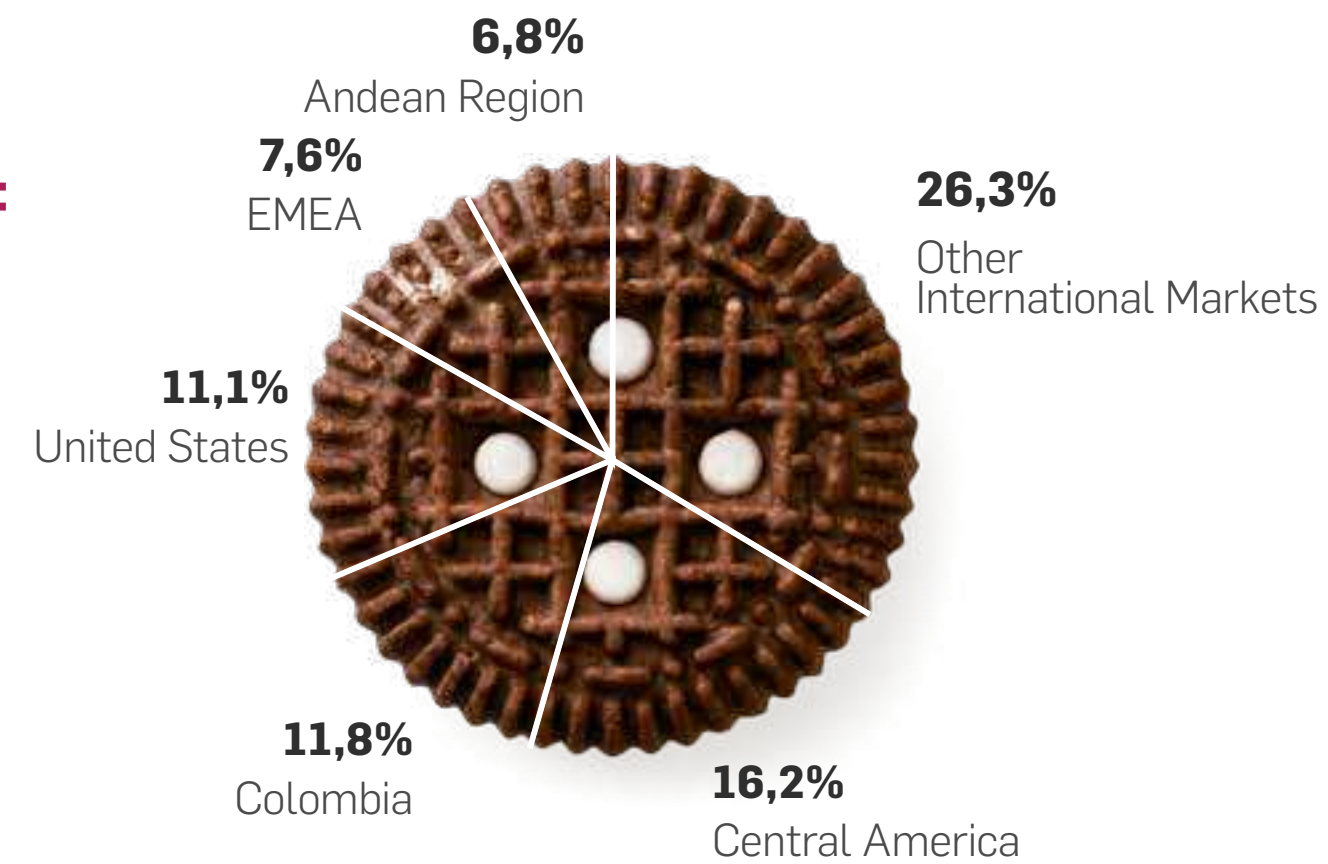
12,2%
Total

8,6%
Key positions

By age groups:



By gender:



Workplace Well-being and Working Conditions

The well-being of our employees is a fundamental pillar of our sustainability strategy. In a challenging global environment, we have prioritized the creation of working conditions that go beyond the conventional, focusing on enhancing our employees' quality of life.

In this chapter, we outline how our 2025 initiatives have strengthened the organizational climate, turning internal satisfaction into a driver of efficiency that positively impacts our stakeholders.



Agreement with the ILO (International Labour Organization)

to strengthen productivity and promote the formalization of better job opportunities for all

In 2025, we signed a Memorandum of Understanding (MoU) to jointly develop programs that enhance productivity, strengthen business sustainability, and promote fundamental labor rights through dialogue.

This alliance with the ILO reaffirms our commitment to managing our operations with responsibility and a long-term vision, promoting decent work, inclusion, and talent development as key pillars of our competitiveness and sustainability. At Colombina, we believe that business progress is driven by innovative and fair labor practices that create value for both our employees and the country.

Key aspects of the agreement include the development of programs to improve digital skills, ensure a workplace free from violence and harassment, and foster innovation in competency-based talent management.

Additionally, in line with the management of our labor practices, we highlight the following initiatives:

Ensuring Competitive Wages

We have a compensation policy that guarantees salary levels above the legal minimum wage in each country where we operate. In addition, through our collective bargaining agreement, we establish annual increases that exceed the cost-of-living index, thereby protecting our employees' purchasing power.

Efficient Working Time Management

We implement state-of-the-art technological tools for the accurate monitoring of working hours. This system enables rigorous tracking from initial registration to the end of the workday, ensuring

compliance with legal working hours and preventing excesses. In exceptional situations, any requirement for additional time must be justified and authorized by the area leader.

Social Dialogue and Freedom of Association

We maintain ongoing and open communication with employee representatives. Through regular meetings with union leadership, we foster relationships based on mutual respect and trust. Currently, **42%** of our workforce is unionized, reflecting an environment conducive to collective bargaining and the joint pursuit of employee well-being.



● **PAYS Program (Retired, Supported, and Secure)**

This program is designed to support individuals who are in the process of retiring, including those who are between seven and three years away from retirement. Its purpose is to provide guidance, support, and practical tools to help them navigate this transition with confidence and peace of mind.

In 2025, 917 individuals received training on pension-related topics, and 253 participated in retirement preparation programs. The topics covered included life purpose, well-being and pension planning, information technology with AI, habits, and mental health, among others.

● **Housing for All**

With 1,513 employees benefiting to date, our housing strategy continues to transform lives. This success is built on a comprehensive support ecosystem that includes specialized guidance for processes with Compensation Funds and banks, along with the option of direct, interest-free financing provided by Colombina.

In this way, we support our employees in achieving their goal of homeownership, reaffirming that our organization's growth goes hand in hand with the financial well-being of our people

● **My Financial Well-being**

We understand that financial peace of mind is an essential component of mental health and overall well-being. Therefore, our Financial Well-being program focuses on equipping our team with the skills needed to make informed and responsible decisions.

With a special emphasis on those facing greater debt-related challenges, we have strengthened our educational initiatives to reduce financial stress and help build a more stable future for employees and their families.

In 2025:

“My Financial Well-being” loans totaling more than COP 454 million.

More than **1,449** individuals received training in personal finance.

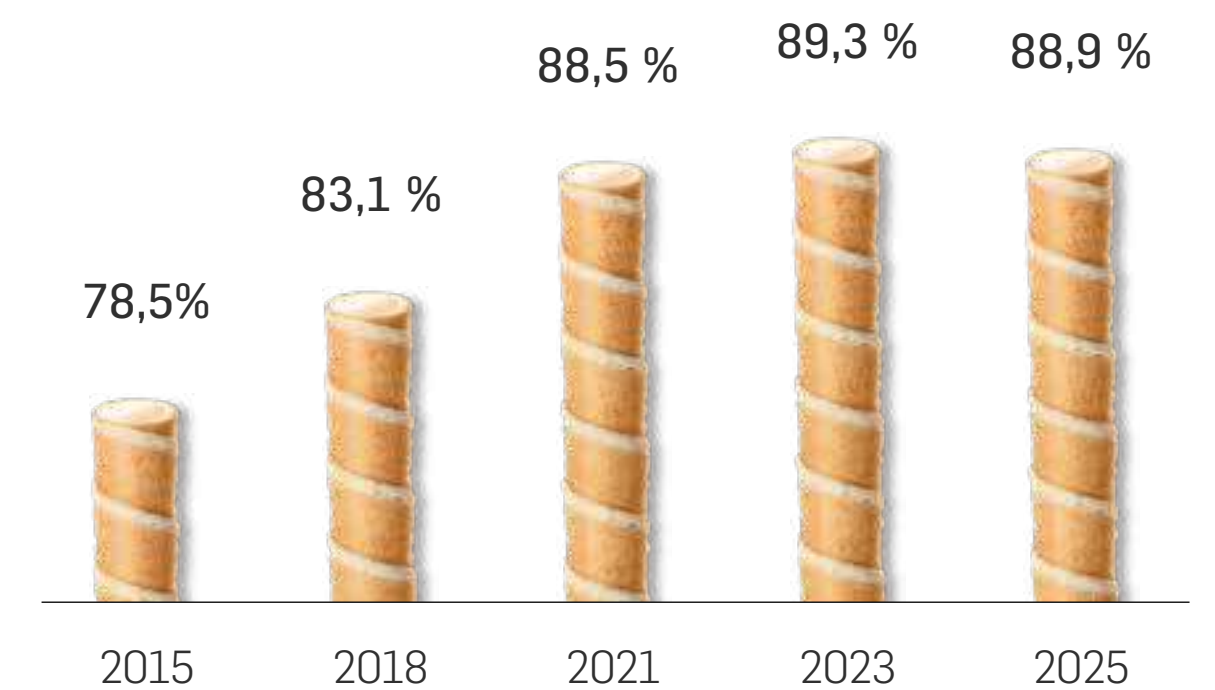


● **Workplace Climate**

The management of organizational climate is a priority for Colombina. In response to the opportunities identified in 2023 (the previous organizational climate survey), we successfully implemented 260 improvement plans that directly enhanced the employee experience. Thanks to this approach, our 2025 assessment reached a score of 88.9%, supported by a strong participation rate of 95%.

For the statement, **“Taking everything into consideration, Colombina is a good place to work,”** the result was 96%.

Colombina Group Workplace Climate Results



Equity, Diversity, and Inclusion

At Colombina, we have built a culture where equity and inclusion are key pillars of our growth. This approach has enabled us to break down employability barriers for historically vulnerable populations, ensuring access to formal, decent, and fairly paid work. Today, we are proud to have robust inclusion processes that actively integrate women, young people entering the workforce for the first time, single mothers and fathers, and persons with disabilities—reaffirming that talent has no labels.

In 2025:

We empowered the future of **110 young people** by providing them with their first work experience.

We supported **368 single mothers and fathers**, recognizing their vital role in society.

We created opportunities for **24 individuals displaced by violence**, contributing to reconciliation efforts.

We successfully hired **15 persons with disabilities**. This milestone was made possible through strong coordination between process leaders, occupational risk administrators (ARL), legal and medical teams, and compensation funds, ensuring truly adapted work environments.



The implementation of our Equity and Inclusion Management System has also led to the following achievements:

- We were recognized as the leading company in the food sector for our equity practices, achieving the highest score of 100/100 in the Gold Seal certification.
- We strengthened an organizational DNA where respect and equity are core values, directly impacting our people's quality of life and sense of belonging.
- We successfully extended our inclusive vision to key stakeholders such as unions, suppliers, and the community.
- Diversity has enabled us to become more competitive in the market and to strengthen connections with our employees through open, transparent, and unbiased communication.

Gender Equity Indicators 2025

(%)

Percentage of women in the workforce	39,7%
Percentage of women in all managerial positions, including junior, mid-level, and senior roles	44,7%
Percentage of women in management positions in revenue-generating functions	52,6%
Percentage of women in STEM-related roles (Science, Technology, Engineering, and Mathematics)	45,0%
Percentage of women in junior management positions (first level of management):	45,2%
Percentage of women in senior leadership positions (up to two levels below the CEO or equivalent roles)	42,6%

* Our pay equity indicators show significant progress, as the segregation index decreased substantially from 4.82 (2019) to 1.26 by the end of 2025. Likewise, we reaffirm our commitment to equal opportunities by reporting that, for the fourth consecutive year, the pay gap by position remains at zero (12 positions in 2019 and 0 in 2025).

Human Rights

Our Human Rights Due Diligence model adopts a preventive approach, designed to identify, manage, and mitigate in a timely manner any potential impacts arising from our operations.

To ensure transparency and objectivity, we work closely with external expert consultants, facilitating two-way dialogue processes between the company, our employees, and key stakeholders across the value chain. This approach has been essential in strengthening trust-based relationships and preventing conflicts with our stakeholders.

PILLARS OF OUR PREVENTIVE MANAGEMENT

Public Commitment

We maintain a Public Human Rights Statement that guides our ethical conduct across all the markets where we operate.

Risk Management

We conduct a comprehensive review of the risk matrix associated with both our direct operations and our supply chain.

Human Rights Assessment

Every three years, we carry out an assessment to verify compliance with our commitments, with a particular focus on:

Culture and Awareness

We strengthen the capabilities of our teams and suppliers through continuous training programs and open communication channels, ensuring that human rights are a shared responsibility.

- Ensuring decent work and the absolute rejection of forced labor.
- Respecting freedom of association and the right to collective bargaining.
- The complete elimination of child labor.
- Ensuring equal pay and non-discrimination.

Reporting Mechanisms

Workplace Coexistence Committee:

Each year, the Workplace Coexistence Committees continue to receive training on various topics to strengthen their knowledge, management capabilities, and active participation. During 2025, 15 committee members completed 9 courses at Universidad Colombina.

Regarding cases related to sexual harassment, it is worth highlighting that committee members also receive appropriate training to address these issues.

This commitment extends to our value chain, where we

engage suppliers through periodic informational bulletins. Internally, we implement strategic communication campaigns to clarify concepts, raise awareness of unacceptable behaviors, and promote reporting channels. Our management approach is validated through an annual internal audit system and external audits every two years, complemented by perception and psychosocial risk surveys. The positive results of these assessments demonstrate the effectiveness of our prevention and mitigation actions.

Ethics Line:

This is a key tool for identifying and managing potential risks related to human rights violations. Supported by a dedicated committee, this channel enables the receipt and follow-up of all reported cases, promoting ethical behavior as a fundamental pillar of our business development.

Its purpose is to provide individuals with a reliable and confidential means to report situations that may compromise ethics, transparency, or human rights within the organization. In 2025, no cases of human rights violations were reported.

Occupational Health and Safety

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Ensuring a safe and healthy work environment is a priority for our organization.

At Colombina, safeguarding the physical and mental well-being of our employees is a key objective. That is why we have an Occupational Health and Safety Management System (OHSMS), certified under ISO 45001, which is implemented across all our sites and operational centers, ensuring safe and healthy workplaces.

During 2025, we made progress in:

Comprehensive Management and Continuous Improvement

In 2025, our OHSMS was strengthened through three strategic pillars that integrate cutting-edge technology and expert support:

We achieved **recertification under ISO 45001**, validating the maturity of our processes.

We continued investing in process **automation and machinery upgrades** to eliminate risks at the source.

We updated the **Psychosocial Risk Assessment nationwide**, enabling us to adjust our mental health programs.

Occupational Disease Management

In technical partnership with our occupational risk administrator (ARL), we implemented an advanced strategy in our Confectionery and Chocolate plants. This includes the use of Artificial Intelligence for ergonomic assessments (postural and repetitive motion analysis), as well as anthropometric and caloric studies to mitigate musculoskeletal risks.

Safety Culture

We expanded our safe behavior strategy across all production plants, achieving sustained improvements in accident rate indicators with the support of specialized consultants.

We proactively **adapted to the legal reduction of working hours**, ensuring that work-life balance contributes to fatigue reduction.

Road Safety (PESV)

We strengthened our Strategic Road Safety Plan through hands-on defensive driving workshops and technical inspections for motorcycles, focusing on protecting our employees during their commutes.

Participation, Consultation, and Communication

We believe that safety is built collectively. Therefore, we promote channels that empower our employees as key actors in their own well-being:

Participatory Hazard Identification: 100% of our employees actively participate in updating the risk matrix through identification surveys and on-site assessment sessions.

Internal Communication App: Our internal communication app, ColombinApp, enables employees to report incidents and hazardous conditions in real time, facilitating immediate response.

Recognition Programs: We continue to implement initiatives such as "Ángeles" and "Green Cards," which encourage the identification and correction of unsafe conditions through a self-care approach.

Inclusive Communication: We implemented a nationwide Occupational Health and Safety (OHS) communication program across multiple channels and launched a Health Blog with a gender equity approach, ensuring that information is accessible and relevant to everyone.

Governance and Safety Committees

Our committees are responsible for overseeing and driving the effectiveness of the system. During 2025, their management focused on:

1.

Monthly review of key indicators, including accident rates, absenteeism, and occupational illness, in collaboration with the ARL to support data-driven decision-making.

2.

Review of system policies and objectives, along with training for the Workplace Coexistence Committee on new legal requirements.

3.

Follow-up on accident and illness investigations, ensuring that lessons learned are translated into permanent preventive improvements.



Health Promotion and Comprehensive Well-being

(GRI 403-6)

We facilitate access to healthcare services and promote healthy lifestyles through value-driven strategies:

We work with health insurance providers (EPS) in all cities and manage direct care agreements at our confectionery and biscuit plants. We also provide personalized administrative support to expedite appointments, medical orders, and priority surgical procedures.

Colombina Vital Program: Our preventive health pillar, which includes medical check-ups, lipid profiles, nutrition guidance, and mental health sessions.

Health Weeks and Colombiferias: Initiatives that bring screening services (breast exams, cytology tests, cardiovascular risk assessments), vaccination campaigns, and wellness activities such as dance fitness sessions to our different sites. These initiatives are also extended to our employees' families.

Additional Benefits: We maintain agreements with gyms, spas, and prepaid healthcare services at preferential rates to promote physical and emotional well-being.

Management of Occupational Risks, Injuries, and Diseases

Our strategy for eliminating hazards is based on rigorous identification and technological intervention.

Accident Prevention and Road Safety Risk

We have identified that injuries from traffic accidents are the leading cause of harm. To mitigate this risk—classified as critical in our hazard matrix—we have implemented:

The Strategic Road Safety Plan (PESV), supported by specialized training.

The provision of specific road safety Personal Protective Equipment (PPE) (knee pads, elbow pads, and gloves) for motorcycle personnel.

Emergency Preparedness and Safety Culture

We have a formal incident investigation protocol that is activated within 15 calendar days following any event. This process involves direct supervisors, COPASST representatives, and Occupational Health and Safety (OHS) leaders to determine root causes and define corrective actions.



Monitoring, Auditing, and Compliance

The effectiveness of our system is measured against international standards and through rigorous audits:

2025 Audit Results: We achieved an average score of **92%** in audits conducted across all our plants. Auditors **highlighted the leadership** of senior management and the innovation of our **"Digital Library,"** an application that enables document control and real-time system monitoring.

Certifications: Currently, **50% of our operations** (Confectionery and Cauca plants) are certified under **ISO 45001**, with the Ice Cream plant in the process of obtaining certification.

Contractor Management: We require compliance with the **OHS Contractor Manual** and certification of minimum standards for any activities carried out at our sites.



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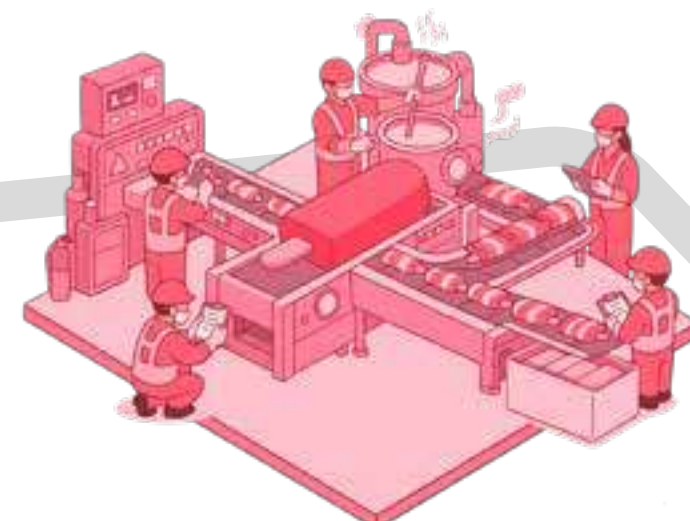
GRI - SASB Table

Main Indicators

[GRI 403-9, 403-10]

	2023	2024	2025
Total absenteeism rate	3,40%	3,16%	3,02%
Men			1,64%
Women			1,38%
Work-related accident rate	3,10%	2,92%	2,78%
Lost Time Injury	8,99	8,77	9,11
Frequency Rate- Employees			
Lost Time Injury Frequency* Rate - Contractors	7,66	8,73	8,31
Occupational illness rate	0,12%	0,16%	0,20%
Occupational Illness Frequency Rate (OIFR) per Million Hours Worked	0,53	0,69	0,93
Number of work-related deaths for employees	0	0	0
Number of work-related deaths for contractors	0	0	0

* LTIFR rates are for recordable injuries.



Work-related injuries in 2025

	Employees	Contractors
Number of work-related injuries	229	22
Work-related injury rate	12,96	8,70
Number of work-related injuries with significant consequences excluding fatalities	0	0
High-consequence work-related injury rate (excluding fatalities)	0	0
Number of recordable work-related injuries	161	21
Number of hours worked	17,665,261	2,528,070
Main types of work-related injuries	Bruises / Sprains / Wounds	Impact / Contusion
Number of work-related deaths	0	0

• Rates have been calculated per million hours worked

Work-related ailments and diseases – 2025

	Employees	Contractors
Fatalities resulting from work-related illness	0	0
Number of recorded cases of work-related ailments and diseases	14	0
Main types of work-related ailments and diseases.	Shoulder / Wrist	N/A

* To minimize the development of occupational diseases, interventions and modifications have been implemented at workstations, with the support of technical experts from the ARL, as well as the plant engineering departments and OHS leaders. Since 2015, we have implemented the Occupational Health and Safety Management System (OHSMS) in accordance with Colombian Decree 1072. This system covers our entire workforce across manufacturing plants, districts, and administrative offices.

* No employees are excluded from these indicators.



Occupational Health and Safety Training

Each year, the Preventive and Occupational Medicine team assesses training needs to ensure compliance with the OHS Management System (OHSMS) and Road Safety programs. Based on these requirements, virtual courses are developed through Colombina's Corporate University, and are reviewed and updated as needed.

These courses must be completed by all employees, who are required to pass a knowledge assessment with a score above 80% in order to obtain certification.

In 2025:

5.865 individuals completed courses at Colombina's Corporate University

3.596 training hours delivered

5.339 contractors trained

Organizational Development

31,7

average training hours per employee

| **30,7%** women
| **32,4%** men

Category per employee

Direct Employees

26,4 Executive positions
39,1 Administrative positions
27,9 Operational positions

Temporary Employees

50,4 Operational positions
12,0 Administrative positions

7.085

direct employees received training

COP

\$3.371

million invested in training

COP

\$575

million invested in educational support benefits

Category per employee

Direct Employees

56,4% Operational positions

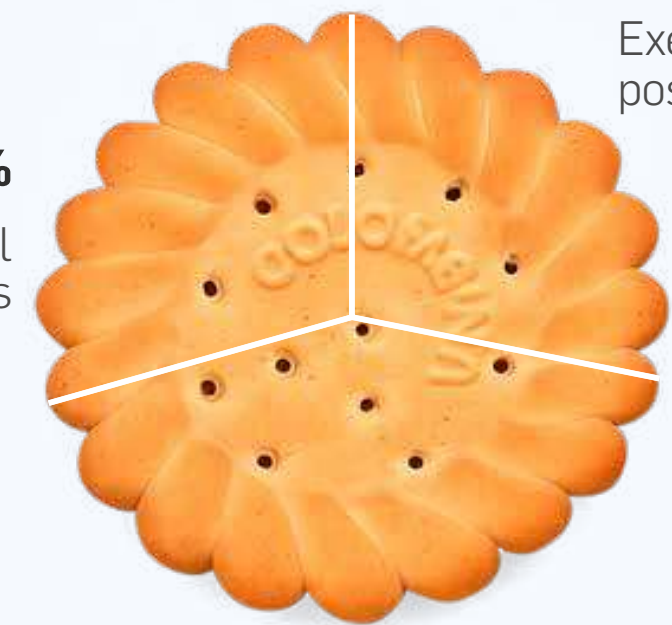
2,5% Executive positions

13,6% Administrative positions

5.436

Direct employees took part in the Performance Alignment Program: [GRI 404-3]

By gender:
25,4% women
47,1% men



Within the framework of our Organizational Development strategy, during 2025 we continued to promote training solutions designed to mobilize talent toward meeting business challenges and emerging market trends. We highlight the following initiatives:

Technical Excellence Program

At Colombina, technical excellence is a strategic enabler of quality, competitiveness, and sustainability. For this reason, we manage knowledge as a key organizational asset through knowledge transfer programs, technical training, and capability certification. These initiatives allow us to transform experiential know-how into standardized, traceable, and scalable knowledge.

This approach strengthens our base of expert manufacturing professionals, drives the adoption of new technologies, and contributes to improving operational consistency, product quality, and the readiness of our talent to face future challenges. In this way, we promote the development of human capital and the resilience of our operations, ensuring that every Colombina product continues to bring flavor and joy to consumers across different markets.

- 747 individuals were engaged in the program during its initial phase.
- 102 employees in critical roles across five plants (production and microbiology), along with 19 “Master” experts, including leaders from our Guatemala plant.
- The methodology was structured around cycles that include the identification of critical roles, knowledge gap assessments, and a rigorous instructional design tailored to operational needs.

The implementation of this program generates a positive impact across three key dimensions:

1.

Operational Continuity: We ensure the preservation of critical knowledge, protecting the company’s know-how against the turnover of key personnel and guaranteeing that expertise remains within the organization.

2.

Culture of Innovation: We promote continuous improvement by standardizing best operational practices, ensuring that excellence remains consistent across all our plants.

3.

Efficiency and Risk Management: We reduce financial and reputational risks by minimizing errors in production and quality. Process optimization increases productivity while significantly reducing waste and operating costs.

Competitiveness and Internal Leadership Development

Strengthening employee engagement and leadership.

Employees with updated knowledge and advanced competencies.

Rapid adaptation to new standards, regulations, and technologies, enhancing our ability to compete in an ever-evolving market.

Financial Well-being

We recognize that financial stability is a key pillar of quality of life. In partnership with the expert firm MERCER, we implemented a specialized training program:

- 340 employees impacted, totaling 1,160 training hours.
- Workshops covered key modules such as family budgeting, types of savings, and the link between financial well-being and gender equity.





Customer Service Program

Based on the 2024 reputation assessment, we co-created a tailored program to strengthen communication and problem-solving capabilities within our sales force and logistics team.

- We launched the program at our Bogotá site (our largest commercial operation), impacting **52 leaders from the Dry Foods, Ice Cream, and Logistics areas.**
- Following the success of the pilot, the goal is to scale this training across all national sites to standardize service excellence.

Transformational Leadership: 70/20/10 Methodology

This year, we redesigned our leadership school under the 70/20/10 learning model (experience, exposure, and formal training), ensuring that knowledge is directly applied in the workplace.

At our Head Office in Cali, 128 leaders completed this development cycle, strengthening the organization's leadership culture and team management capabilities.

Additionally, 78% of our leadership vacancies are filled with internal talent, demonstrating a strong capacity to develop, prepare, and project leaders within the organization.



Colombina Corporate University

Our Corporate University is the cornerstone of our virtual training strategy, designed to strengthen our talent's competencies on a global scale. Through this ecosystem, we promote a culture of self-development with initiatives such as the "Enroll in the U" program, where each employee manages their own learning path according to their interests and specific needs.

In 2025, we reached a record of 8,097 individuals trained. This investment has had a direct impact on our organizational climate; in fact, in the latest assessment, the "Development" **dimension was consolidated as one of the company's strengths, achieving a satisfaction score above 88%, improving by two percentage points compared to the previous measurement.**

Transparency and Nutrition

Why is it a priority?

Aware of our responsibility as a leading food industry player to set the trend toward healthier nutrition, and to remain competitive in a highly dynamic environment with strict health and nutrition regulations, we are continuously focused on the nutritional evolution of our portfolio. **Our goal is to offer consumers better products and ingredients every day.**



Material Topics

Strengthening the nutritional profile

Offering innovative products

Relationship with customers and consumers

Management approach

[GRI 3-1] [GRI 3-2] [GRI 3-3]



Strengthening the nutritional profile

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We continue to strengthen the evolution of our portfolio with the aim of offering more balanced options aligned with our consumers' expectations, while maintaining the quality and taste that characterize our brands.

During 2025, we continued working on the progressive **reformulation** of existing products, as well as the development of new alternatives with improved nutritional attributes. This approach is based on four key lines of action:

1.

Reduction of critical nutrients such as saturated fats, sugar, and sodium.

2.

Elimination of artificial additives, with a focus on colorants.

3.

Addition of positive nutrients.

4.

Reduction of additives, allergens, and the number of ingredients.



As a result of the implementation of the nutritional profile improvement strategy, we achieved the following results:

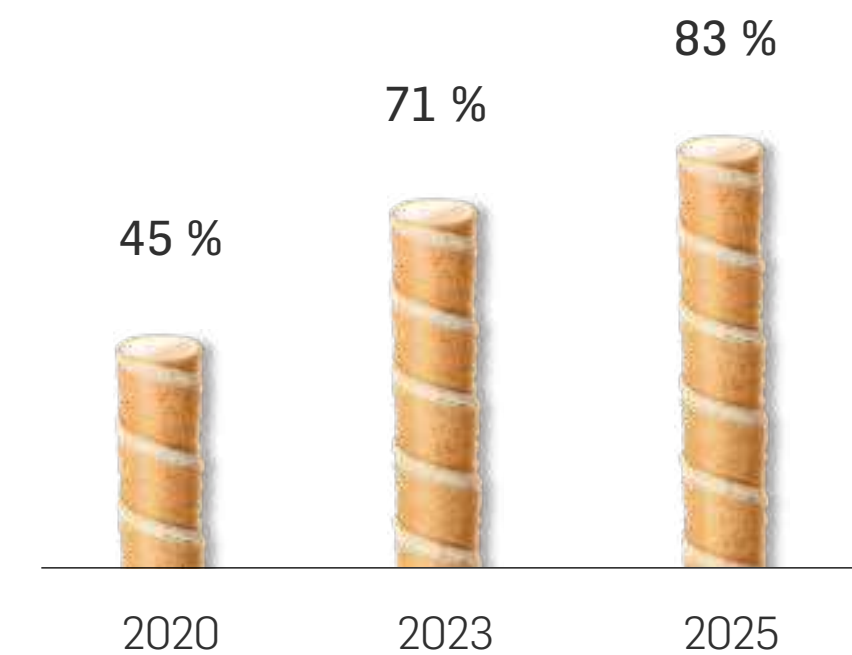
We achieved **83% of sales from improved products** (1,525 SKUs), representing an increase of 3 percentage points compared to the previous year.

We eliminated **312 product references containing artificial colorants**, reaching a portfolio in which **60%** of products are free from artificial colorants, flavorings, or preservatives.

We implemented **11 nutritional profile** improvements across products, enabling at least a one-level increase on the Nutri-Score® scale, a European front-of-pack nutritional labeling system recognized as an international benchmark.

Among the most significant advances are the **reduction of sodium** in hot sauces and the removal of the **“high sugar”** warning label from our ice creams.

Evolution of Products with Positive Social Impact (% of Sales, COP\$MM)



* Over the past six years, we have implemented more than 5,000 improvements.

73%

of sales come from products free of artificial preservatives, colorants, and flavorings.

66%

of sales come from products that offer additional benefits to consumers.

10%

of the company's sales come from products with reduced sugar, sodium, or fat content.

Key Improvements in 2025:



Removal of the “High in Sugar” Label from Fruly Popsicles

We improved the nutritional profile of our FRULY water-based popsicles in strawberry and lemon flavors, achieving **16% less sugar** compared to the previous version. Their new formulation removes the “high in added sugars” label, is sweetened with stevia, contains no artificial colorants, and is produced in a Zero Waste certified plant.



Removal of artificial colorants in Chocmelos Heart

In Chocmelos Heart, we removed Red 40 colorant, achieving a more natural product free from artificial colorants.



Removal of artificial colorants in our black sauces

In our black sauce, worcestershire sauce, and soy sauce, we eliminated artificial colorants, offering our customers a product with greater naturalness.



Removal of artificial colorants in Chocobreak and Bon Bon Bum (fruit flavors)

Chocobreak and Bon Bon Bum completely removed artificial colorants, providing improved ingredients and a more natural product.



Sodium reduction in Amazon sauces

In our sauces and preserved products, we improved the nutritional profile by reducing sodium content. Notable examples include Amazon habanero and mango hot sauces.



Colombina 100%

The Colombina 100% brand has been a pioneer in naturalness, additive reduction, and product reformulation to improve nutritional profiles. Currently, all products under this brand are made without preservatives and exclusively with natural colorants and flavorings. They are designed to deliver positive benefits, such as high **fiber or protein content, or the reduction of critical nutrients** like sugar, sodium, and saturated fats.



This year, we launched a vegan ice cream, ideal for individuals with lactose intolerance. It is made with 100% plant-based protein and aligned with health and conscious consumption trends.

Since the launch of the brand in 2015, we have achieved a compound value growth of **10% as of 2025.**

Offering innovative products

Featured Launches 2025:

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We maintain a sustained focus on the development and launch of high-value innovations and product renovations for consumers, aimed at driving growth, continuously updating our portfolio, and strengthening our competitiveness in the markets where we operate.

Cumulative revenues from innovation in 2025 accounted for **27%** of total company sales, reaching **COP\$768 billion**.

Additionally, **6%** of sales were generated from new innovations, particularly collaborative launches that deliver benefits aligned with consumer trends and focus on high-growth global categories.

Of the **143 innovations** launched in 2025, **61%** correspond to reformulated products aimed at improving their nutritional profile or naturalness, reaching **74 countries**.

In 2025, Colombina was recognized as the seventh most innovative company in Colombia and the most innovative in Valle del Cauca, according to the National Innovation Ranking by ANDI and Revista Dinero. Its strategy stands out for its transformation toward healthier products—such as mayonnaise without warning labels—its commitment to sustainability, and innovation aligned with global trends.



Bon Bon Bum Tajín

Bon Bon Bum innovates with its BBB Tajín product, suitable for **vegan consumers, gluten-free**, and manufactured in a Zero Waste certified plant using energy from renewable sources.



Chocoramo Cone and Ice Cream

Colombina and Chocoramo joined forces to launch the Chocoramo cone and ice cream, products made without **artificial colorants** to offer greater naturalness and produced in a Zero Waste certified plant.



Chocmelos Snack

Vanilla and strawberry-flavored marshmallows coated with real chocolate, free from **artificial colorants** and preservatives, and made with milk.



Vegan Red Berries Ice Cream

A red berries ice cream developed for **vegan consumers**, free from artificial colorants and flavorings, **sweetened with stevia**, and produced in a Zero Waste certified plant.



Grissly Gummies – Postobón

Colombina and Postobón joined forces to launch Bon Bon Bum and Grissly Gummies, inspired by the iconic flavors of Postobón beverages—apple, grape, and orange. These products are suitable for vegan consumers, gluten-free, preservative-free, and manufactured in a Zero Waste certified plant.

Customer and Consumer Relationships

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We build strong relationships with customers and consumers by listening to their needs and responding with solutions that create value for all. For our customers, this means agile service and product availability; for consumers, it means experiences tailored to their preferences and lifestyles.

With the aim of improving communication with our audiences and gaining greater agility, we evolved toward a hybrid creative model by establishing an in-house agency with a lean structure, deep brand knowledge, and real-time responsiveness.



IN ITS FIRST YEAR OF IMPLEMENTATION, THESE WERE SOME OF THE MAIN ACHIEVEMENTS:



Bridge — The Subtle Pleasure

The 360° campaign highlighted the product's differentiating attributes with the support of a celebrity closely aligned with the brand, strengthening its positioning. It reached more than 15 million people with high exposure frequency.

Bon Bon Bum Tajín — The Perfect Remix

Based on social listening and placing the consumer at the center, the campaign achieved fully organic virality, without paid media investment. It generated more than 15 million views, 1.6 million comments, and an estimated COP\$400 million in earned media.

Grissly Postobón — A New Way to Enjoy

The launch in partnership with Postobón broke new ground by offering a different consumption experience. The campaign reached more than 30 million people and contributed to a 14% increase in brand value.

Chocoramo Ice Cream — “Forbidden Love”

We communicated the launch of the ice cream portfolio developed in collaboration with Ramo under the creative concept “Forbidden Love,” inspired by the partnership between two companies that have traditionally been competitors.

As part of the strategy, two billboards began to “flirt” with each other, generating anticipation and conversation before revealing the big news. The campaign reached more than 20 million people, generated COP 8 billion in sales, and achieved earned media valued at COP 1.478 billion, consolidating its success as an effective and high-impact Out-of-Home (OOH) advertising case.



Rall-e Ventas

Rall-e is a platform we developed for small retailers through a business solution that enables them to keep their stores consistently stocked, reduce out-of-stock situations at the point of sale, and address their needs with the support of technology.

This solution provides access to a consolidated portfolio of key categories in one place, streamlining operations and reducing the time required to interact with multiple sales representatives and delivery personnel from different suppliers.

Rall-e Vecino

It aims to democratize e-commerce for neighborhood stores and small businesses that have historically had limited access to digital tools. The initiative began with an internal pilot involving our employees, allowing us to validate the model in a safe and close environment.

It is currently advancing through an expanded pilot phase, assessing adoption, operations, and the shopping experience to ensure a robust and scalable model.

Goliat – Our private label for home care product

Goliat promotes a sustainability model centered on local impact. With a strong social and economic focus, the brand empowers more than **13,000 neighborhood stores** by offering quality products at fair prices, enabling them to compete with large retail chains.

With a **presence in 18% of the national territory**, Goliat expands access to essential products in areas where hard discount retailers do not reach.

These were our key achievements in 2025:

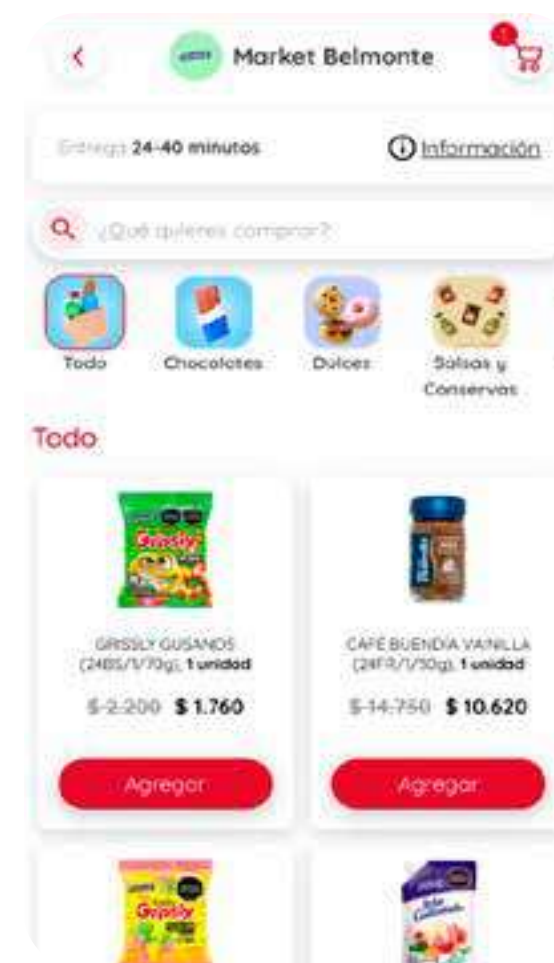
We reached more than **63,000 shopkeepers**, achieving sales of over **COP\$199 billion**, representing an **11%** growth compared to the previous year.

We promoted user autonomy in digital tools, optimizing purchasing processes and freeing up time for sales advisors

We strengthened the execution of the perfect store model, improving product visibility and rotation at the point of sale.

We boosted high value-for-money alternatives through our private label, contributing to the competitiveness of small retailers.

We continued to strengthen our marketplace with leading brands in key categories, ensuring consistent product availability for businesses.



Rall-e Mayoristas

It is a strategic initiative aimed at enhancing the autonomy and efficiency of the wholesale channel, enabling customers to manage their orders through a platform available 24/7. Its initial rollout in the Western District has boosted commercialization, improved communication with customers, and reduced the risk of stockouts. Its vision is to scale nationwide as a solution that drives the digitalization of the traditional channel, improves operational efficiency, and fosters more agile and sustainable commercial relationships.

Rall-e Helados

We brought the category into the digital environment through an innovative and experiential approach that connects with new online shopping behaviors. This project strengthens the company's e-commerce strategy and allows us to deliver more visual, engaging, and trend-aligned experiences. As a result of this initiative, we now have **more than 3,000 registered customers and achieve monthly sales exceeding COP\$1.5 billion**, marking significant progress in our Digital Transformation.



Economic Efficiency and Continuous Growth

Why is it a priority?

Achieving economic efficiency and fostering sustainable growth are the foundation of our corporate strategy. Our main objective is to optimize profitability, promote ethical practices across all our business operations, maintain transparent communication with all our stakeholders, and manage industry risks to anticipate different future scenarios.



Material Topics

Financial sustainability

Corporate governance

Risk management

Management approach

[GRI 3-1] [GRI 3-2] [GRI 3-3]



Financial sustainability

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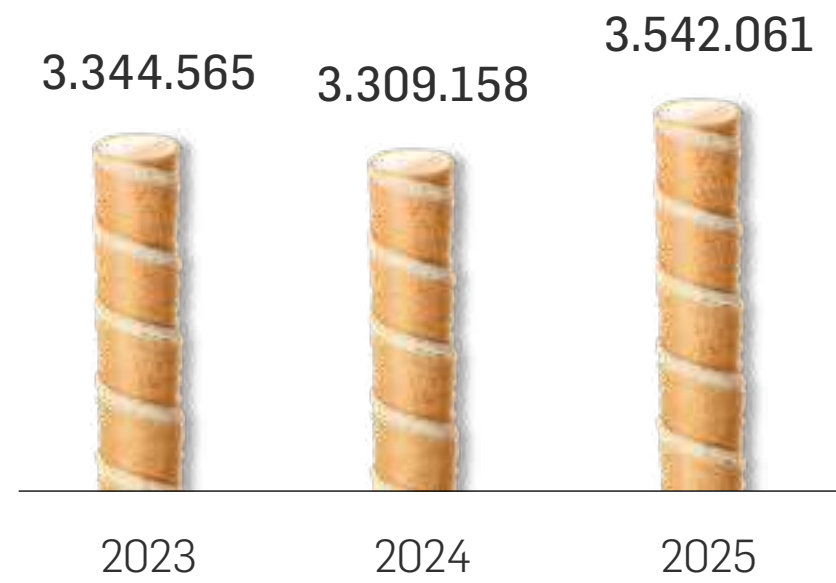
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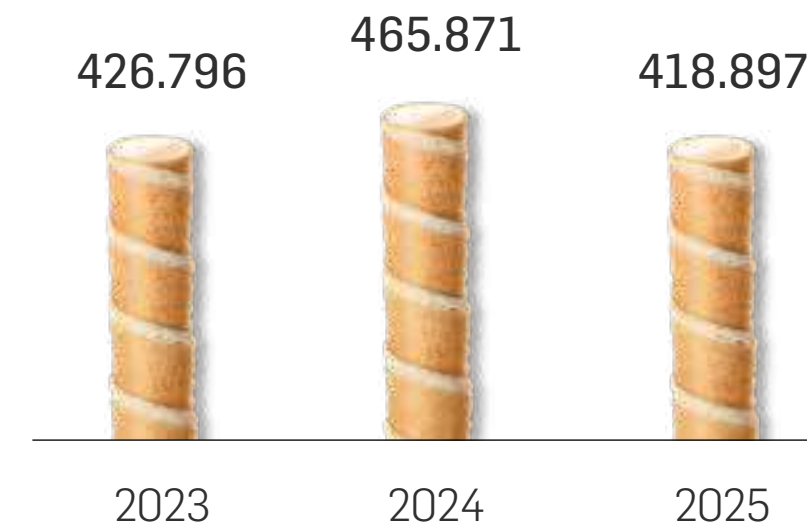
GRI - SASB Table

In 2025, we achieved net sales of COP 3.5 trillion, representing a 7% increase compared to 2024, with an EBITDA margin of 11,8%.

NET SALES COP\$MM



EBITDA COP\$MM



Generation and Distribution of Value [GRI 201-1]

Figures in COP\$MM

	2024	2025
Revenue from ordinary activities	3.309.158	3.542.061
Income from financial investments	2.108	1.641
Income from sale of property, plant, and equipment	152	27.866
Direct economic value generated	3.311.418	3.571.568
Operating expenses	2.463.289	2.560.591
Employee benefits	518.317	582.134
Dividends to shareholders	91.810	102.482
Payments to capital providers	183.153	186.698
Payments to government	51.616	120.215
Community investments	6.161	7.237
Direct economic value distributed	3.314.346	3.552.120
Retained economic value	- 2.928	19.448

Corporate Governance

[GRI 2-9, 2-11]

Board Composition 2025-2026

BOARD MEMBERS	Years on the Board	Industry Experience	Risk Management Experience	Board Members with Five or Fewer Terms**
PRINCIPALS				
Hernando Caicedo Toro (Chairman)*	38	40+	Operational	X
Juan Manuel Caicedo Capurro	38	40+		X
Belisario Caicedo Capurro	36	40+	Operational, financial	X
Jacobo Tovar Delgado	34	40+		X
Juliana Gómez Caicedo	9	5+		X
● Marco A. Caicedo Jaramillo	32	20+	Operational	X
● Carlos A. Ospina Caicedo	21	15+	Operational, financial	X
● Juan Guillermo Salazar Vallecilla	14	10+	Operational, financial	X
Federico Wartenberg Correa	6	3+	Operational, financial	X
ALTERNATES				
Hernando Caicedo Rezig	18	15+		X
● Mauricio Caicedo Aristizábal	20	15+	Operational, financial	X
Jorge A. Ogliastrí Mendieta	34	30+	Financial	X
Jacobo Tovar Caicedo	10	18+	Operational, financial	X
Arody Ortíz Alvarado	1		Strategic, financial	X
María Elvira Domínguez Lloreda	10	5+		X
Juan Ramón Guzmán Sánchez	16	12+	Financial	X
Patricia Caicedo Jaramillo	8	5+		
Sebastián Álvarez Caicedo	20	15+		X

● Member of the Audit Committee

● Member of the Risk Committee

● Member of the Sustainability and Corporate Governance Committee

* The Chair of the Board of Directors does not hold an executive position within the company.

● Significant commitments are considered through members' participation on other boards outside Colombia.

25 years is the average tenure on the Board (principal directors)

100% of Board members are independent

11% of the Board are women (principal directors)

97% average attendance at Board meetings

No Board member is an executive director

The corporate governance structure is a fundamental pillar of the company, ensuring transparency, responsible decision-making, and long-term value creation.

The Board of Directors is the body responsible for the company's overall direction and senior management, appointed by the General Shareholders' Meeting. In carrying out its functions, it is responsible for providing strategic guidance, approving key decisions related to the company's purpose, and overseeing the management of senior leadership, within the framework established by law and the company's bylaws. [GRI 2-10, 2-12]

This body is composed of nine (9) principal members, each with an alternate, who meet monthly to evaluate business performance, analyze opportunities and risks, and make strategic decisions. All members meet the independence criteria established by Law 964 of 2005 and do not hold employment relationships or executive roles within the organization, thereby strengthening objectivity in decision-making.

Board of Directors' Supporting Committees

To strengthen oversight of key matters, the Board of Directors is supported by three committees that provide deeper focus on strategic issues related to audit, risk, sustainability, and corporate governance. These committees are composed of Board members and senior management representatives, and they meet periodically to monitor the matters within their scope.

[GRI 2-13]



Audit Committee

Its main purpose is to support the Board in overseeing the integrity of financial information, the effectiveness of internal control systems, and compliance with corporate policies. The committee monitors reports from the Statutory Auditor and Internal Audit, evaluates risks associated with financial processes, and reviews potential conflict-of-interest situations within the company. It also oversees the implementation of the Business Ethics Program, promoting an organizational culture based on transparency and compliance.

Risk Committee

This committee is responsible for evaluating and monitoring strategic risks that could impact business development. Through oversight of the Corporate Risk Map, it analyzes key identified risks, reviews mitigation plans, and supports decision-making focused on the prevention and management of critical events. [GRI 2-12, 2-13]

Sustainability and Corporate Governance Committee

This committee supports the Board of Directors in defining and overseeing initiatives related to environmental, social, and governance (ESG) matters. Its responsibilities include monitoring compliance with and approval of internal policies, commitments, and standards, as well as reviewing progress on strategic sustainability priorities. It also promotes engagement with stakeholders and provides periodic reports to the Board, enabling informed decision-making aligned with organizational objectives.

Board of Directors Diversity

We have a corporate policy that promotes a diverse composition of the Board of Directors, considering aspects such as professional experience, industry knowledge, international background, age, gender, and cultural diversity. This approach enriches strategic perspectives and strengthens corporate governance.

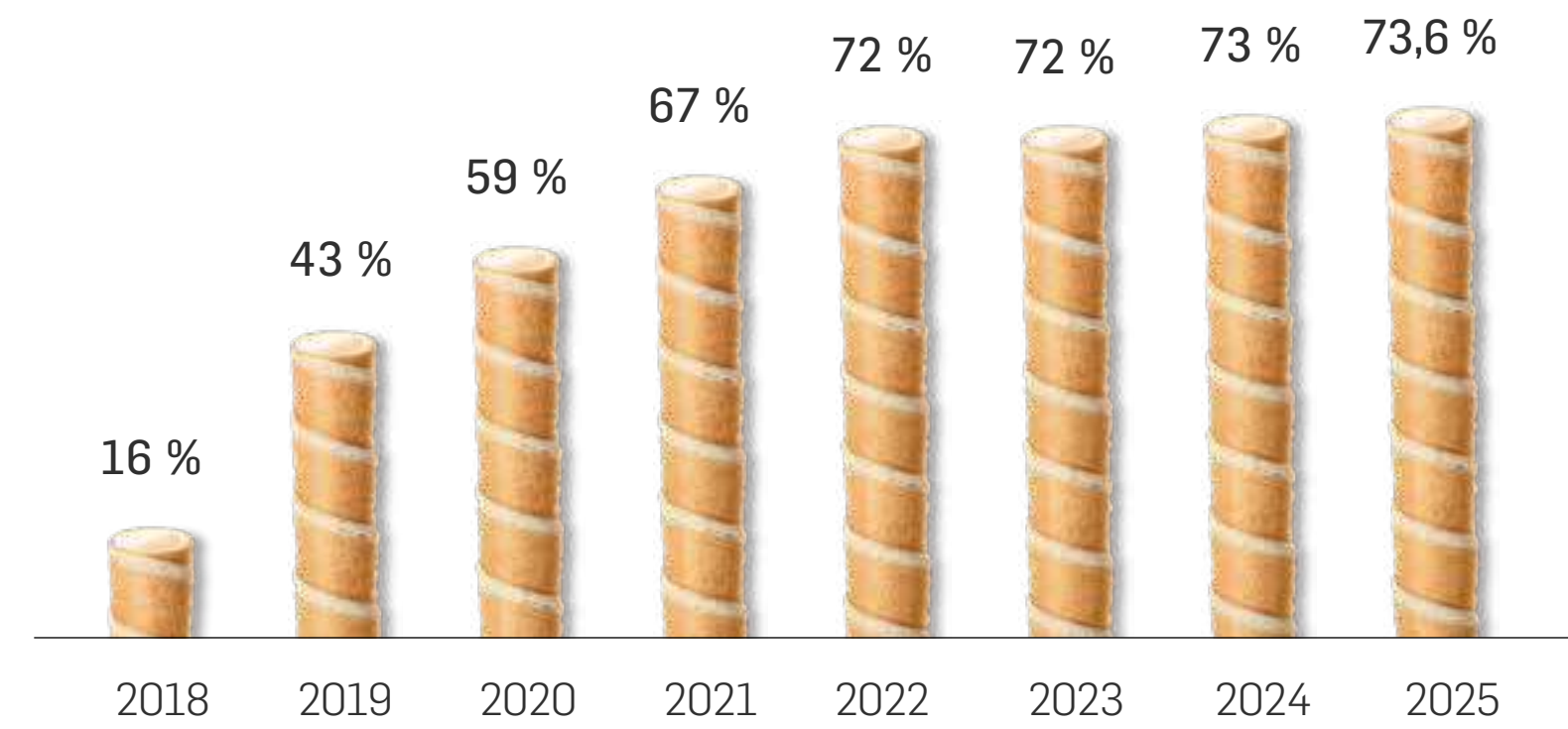
Regulatory Framework and Principles of Conduct

Our governance model is supported by the Corporate Governance Code, which establishes the principles, values, and guidelines that steer the organization's management and its relationships with stakeholders. This code, together with the company bylaws and applicable regulations, defines the rules of conduct for governing bodies and provides investors with clear and reliable information for decision-making.

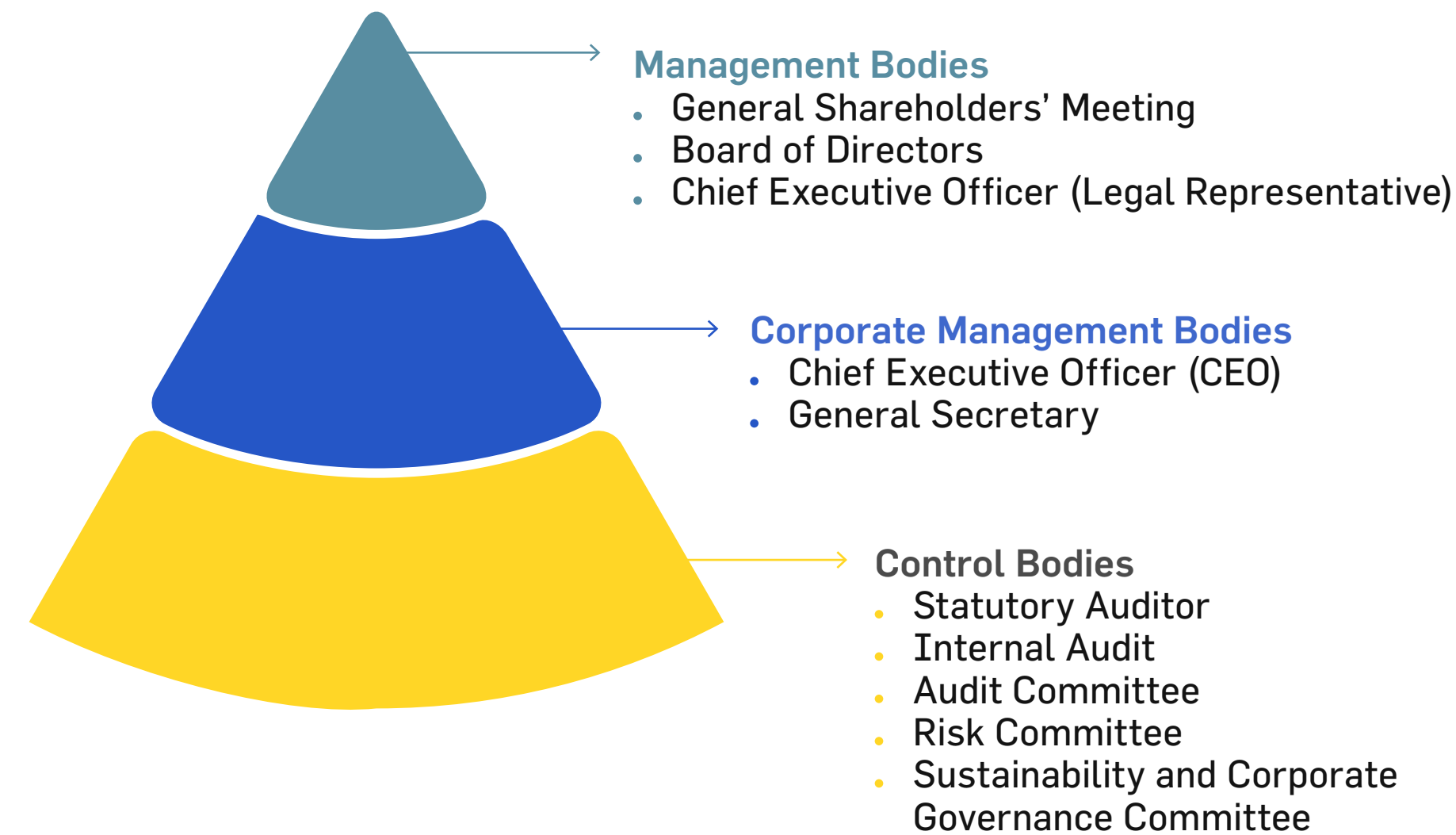
"Código País" Corporate Governance Survey

"Código País" has been one of the main benchmarks in corporate governance, enabling us to strengthen the adoption of best practices. During this year, we once again reviewed its recommendations, achieving an increase in our compliance level to 73,6%, with a total of 109 recommendations implemented. This result reflects steady and consistent progress over the past eight years of participation in this assessment.

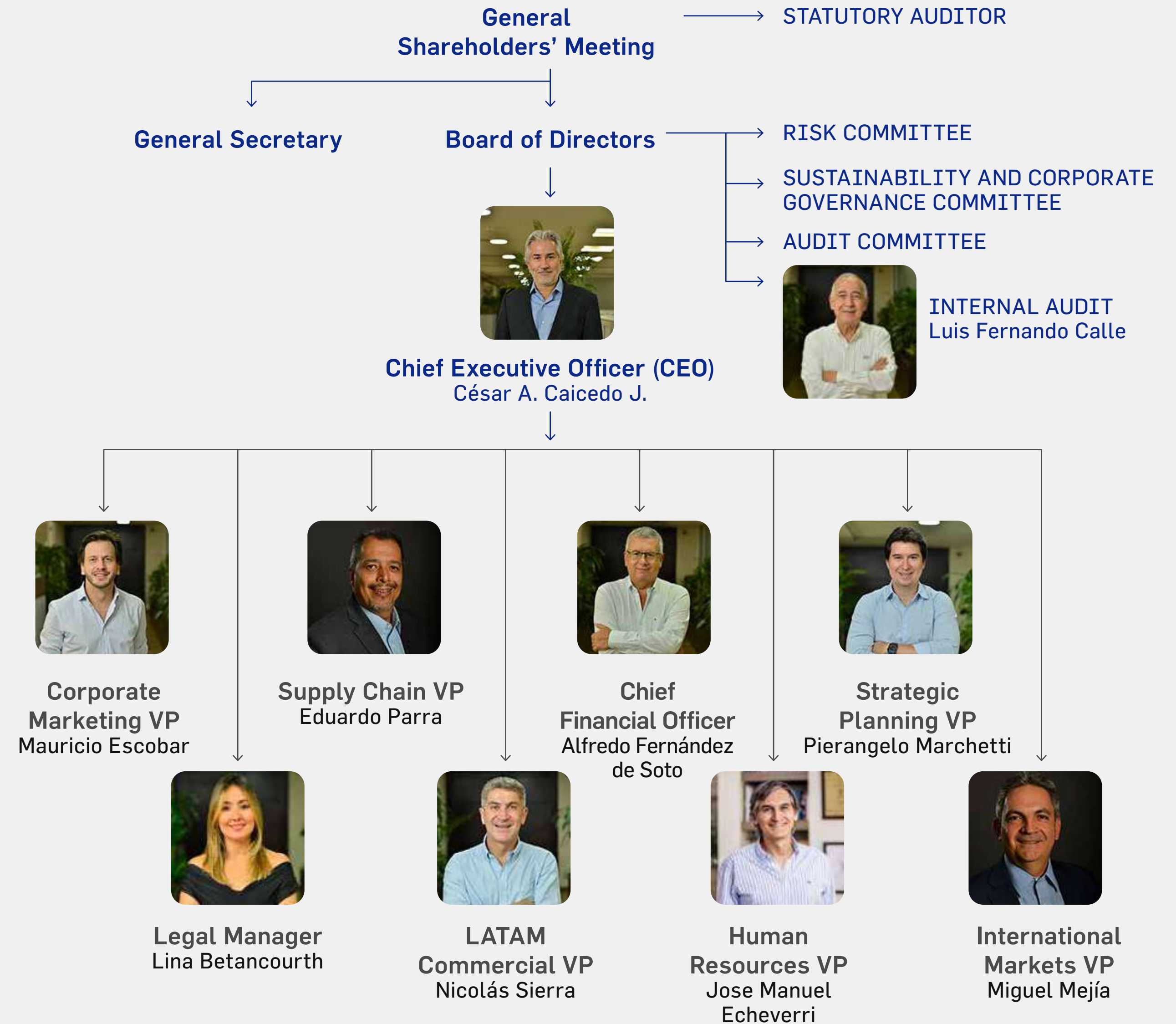
Percentage of compliance with "Código País" Survey recommendations



Corporate Governance Structure



Corporate Team



We are members of various industry associations and trade groups with the aim of staying up to date on legislative and regulatory matters in the sector, enabling us to continue strengthening and promoting best practices in ESG matters:



National Business Association of Colombia (ANDI)



ICONTEC: Colombian Institute of Technical Standards and Certification



National Foreign Trade Association (ANALDEX)



La Paila Development Institute – IDLA



Colombo-American Chamber of Commerce



Business Collaboration and Logistics Efficiency Network



BASC (Business Alliance for Secure Commerce) – Secure Trade Practices Organization



Fenalco – National Federation of Merchants



Acrip Valle – Human Resources Management Association (Valle del Cauca Chapter)



CUEEV- University Industry Government Committee of Valle del Cauca

Other Associations

Association of Large Energy Consumers: Clean energy solutions

GS1 Global: Barcodes and solutions that drive traceability, efficiency, and trust across value networks

Produlce: Spanish confectionery association that represents and advocates for the interests of the confectionery industry in Spain.

National Confectioners Association (NCA): U.S. organization that brings together the confectionery industry.

Employee development and competitiveness.

Colombo-Chilean Chamber of Industry and Commerce.



Ethics and Transparency

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Our internal control system has a clear objective: to ensure that operations are carried out in an ethical and secure manner, aligned with our internal and external standards, preventing behaviors that may compromise corporate transparency and enabling the early detection of potential irregularities.

During 2025, we continued strengthening an organizational culture grounded in integrity, compliance, and transparency through actions aimed at preventing risks, promoting responsible behavior, and ensuring that decisions are made in accordance with the principles established in the Code of Responsible Conduct.

Our Code of Conduct serves as the main framework guiding ethical and professional behavior for all employees, ensuring that relationships with stakeholders are based on principles of transparency, integrity, and accountability. This code is fundamental to strengthening corporate culture, fostering a work environment based on respect and fairness, preventing conflicts of interest, and ensuring compliance with internal and external regulations. [\[GRI 2-15\]](#)

One of the year's key achievements was the conflict of interest disclosure process carried out with employees and members of the Board of Directors. This initiative helped reinforce transparency in management and ensured that actions are conducted with independence and objectivity. To this end, a questionnaire was sent to 1,074 employees who, due to their roles or level of responsibility, have greater exposure to potential compliance risks, achieving a 95% response rate. Additionally, the exercise was also conducted with members of the Board of Directors.

The results were analyzed and shared with the respective vice presidencies and management teams, along with recommendations for the proper handling of identified cases.

Training and Awareness in Ethics and Compliance

Continuous training is a key component in strengthening an ethical culture. During the year, virtual courses remained available through the Corporate University on the Business Transparency and Ethics Program, the Code of Responsible Conduct, and the Self-Control and Comprehensive Risk Management System for Money Laundering and Terrorist Financing (SAGRILAFT).

Additionally, in May, an in-person training session was held for 38 employees from the logistics area, focused on the impact of fraud on organizational sustainability and on the most relevant aspects of the Code of Conduct.

These initiatives help employees understand the risks associated with improper conduct and provide them with the tools to act ethically in the performance of their duties.



2.885
employees completed the virtual training on the Code of Responsible Conduct.

1.917
employees completed the course on SAGRILAFT.

Oversight and Control

Oversight of ethics and transparency matters is carried out through corporate governance and internal control mechanisms. During 2025, the Audit Committee held meetings addressing, among other topics, the review and approval of financial statements, the corporate governance report, internal audit results, as well as the department's work plan and budget.

Additionally, Internal Audit executed five audit projects related to compliance with the Code of Responsible Conduct, strengthening verification and control processes.

Note: During 2025, no cases of corruption or bribery were reported, reflecting the organization's commitment to regulatory compliance and integrity in its relationships with third parties.



Risk Management

We have a risk management system that integrates the continuous monitoring of global trends and emerging issues with potential impact on the business. This approach enables us to define policies and procedures for the identification, assessment, prevention, management, and monitoring of risks, aligned with corporate objectives. In this way, we strengthen a culture of prevention at all levels of the organization and ensure effective coordination among the areas involved.

Risk Classification



Corporate Risks

These correspond to strategic events that could affect the achievement of Colombina's objectives, its market positioning, and long-term value creation, considering factors such as the competitive, regulatory, reputational, and sustainability environment.

Operational and Financial Risks

These are related to business execution and economic conditions that may impact profitability and operational continuity, including fluctuations in raw material costs, exchange rates, production efficiency, liquidity, and the supply chain.

Emerging Risks

These refer to new trends or situations that could generate significant future impacts for the company, such as regulatory changes, technological transformation, climate change, new consumption habits, and geopolitical contexts.

Risk Management Structure

BOARD OF DIRECTORS



Sustainability and Corporate Governance Committee

- 3 independent and/or equity members
- Senior Management



Chief Executive Officer (CEO)

- Vice President of Supply Chain
- Director of the Colombina Foundation
- Vice President of Human Resources
- Vice President of Corporate Marketing
- Vice President of Strategic Planning
- Vice President of Legal Affairs



Our Risk Management Methodology

1.

We conduct risk analysis and assessment workshops with different areas of the organization to identify risks arising from the corporate strategy that may affect the normal course of operations.

2.

We prioritize risks based on their impact and likelihood of occurrence, selecting the top 11 risks, which are mapped using a heat map. Each risk is evaluated in terms of its causes and impacts, and its level of exposure is measured.

3.

We define action plans to manage risks, including how to avoid, control, and mitigate them.

4.

We monitor risks in accordance with our corporate policy and the defined maximum exposure limits.

5.

We track the corporate risk map, which includes the 11 key risks for the business, through the committee, reporting to the Board of Directors and Senior Management.

6.

We conduct periodic desktop exercises to verify the effectiveness of the defined strategies in response to situations that could disrupt business operations.

Risk Management Dimensions

The company's risk appetite for achieving its long-term objectives is low. Therefore, the following dimensions have been implemented to manage risk.

Hedging Policy for Raw Materials and Exchange Rates:

We have a hedging methodology in place for key raw materials such as sugar, corn, wheat, soybean oil, and palm oil, as well as for exchange rates. This allows us to mitigate the impact of currency fluctuations and commodity price volatility.

Business Continuity Management (BCM):

Emergency Response Plan: Focused on protecting people, company assets, and the environment.

Crisis Management Plan: Focused on managing issues and implications, communication, reputation, and humanitarian assistance.

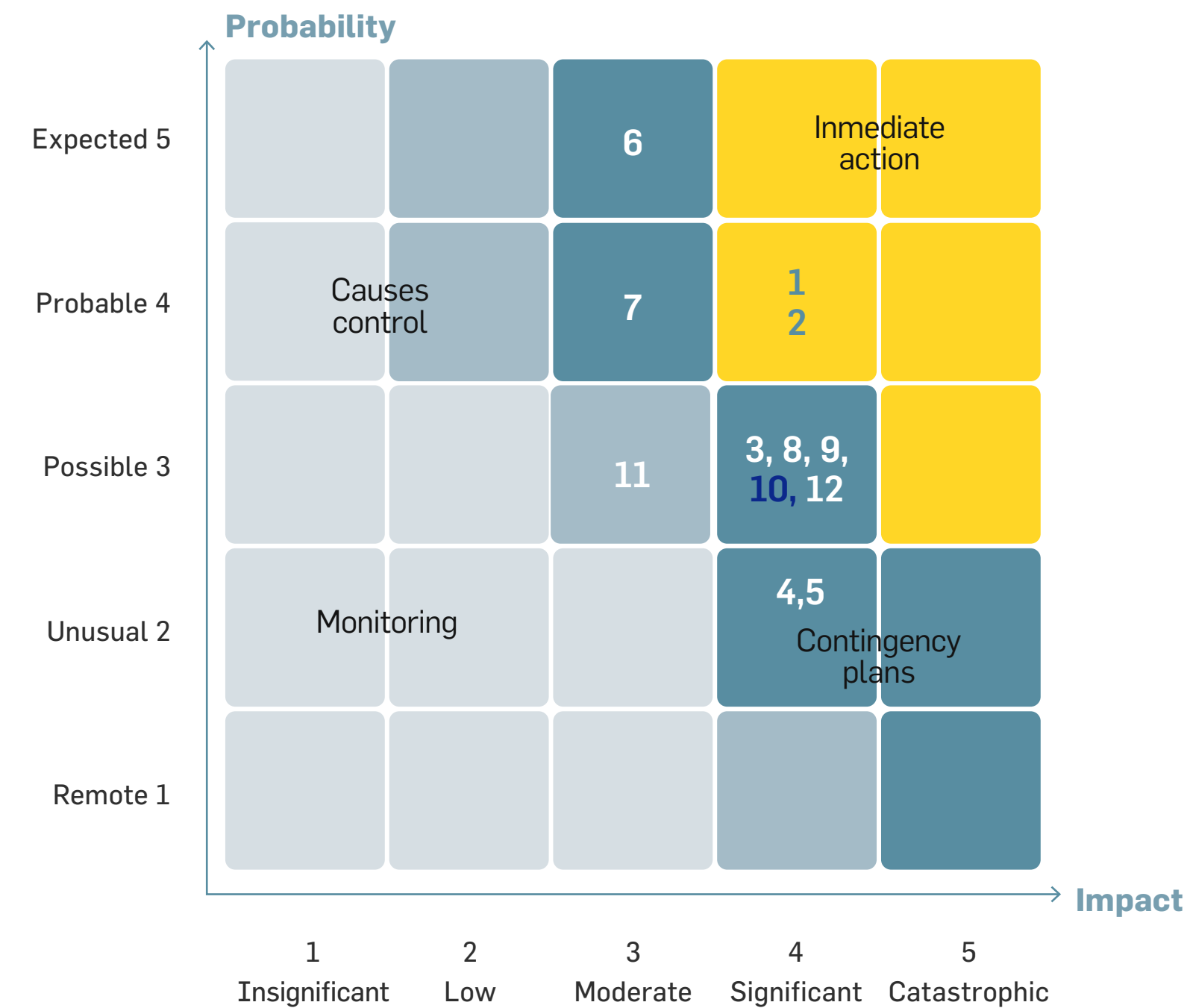
Disaster Recovery Plan (DRP): Focused on technological services.

Business Continuity Plan (BCP): Focused on the rapid stabilization, restoration, and recovery of critical business processes.

Colombina continuously monitors industry risks, changes in the economic environment of the key markets in which it operates, and its financial strength, with the aim of taking the necessary measures to diversify, mitigate, and effectively hedge its risks.



Corporate Risk Map



	RISK	RESPONSIBLE
→ 1	Instability in the regulatory framework for labeling and nutritional profiles	Legal Vice Presidency
→ 2	Financial risk due to volatility in commodity prices and exchange rates	Administration and Finance Vice Presidency.
→ 3	Non-compliance with the regulatory framework and/or securities market regulations	Corporate Marketing Vice Presidency
→ 4	Failure in food safety control	Supply Chain Vice Presidency
→ 5	Disruption of the supply chain	Supply Chain Vice Presidency
→ 6	Highly competitive environment	Supply Chain Vice Presidency
→ 7	Effects of climate change	Supply Chain Vice Presidency
→ 8	Changes in consumption trends driven by new lifestyles and demographic diversification	Corporate Marketing Vice Presidency
→ 9	Impact on sales growth due to changes in channel dynamics and structure	Commercial Vice Presidency
→ 10	Cybersecurity risk	Administration and Finance Vice Presidency
→ 11	Difficulty in attracting key talent	Human Resources Vice Presidency
→ 12	New protectionist measures	Supply Chain Vice Presidency / Corporate Marketing Vice Presidency

This year, we conducted a review of the identified emerging risks and, considering the context in Colombia and the global landscape regarding tariff changes, import and export restrictions, as well as stricter sanitary requirements, we decided to incorporate Risk #12: New protectionist measures. This risk was analyzed and is currently being monitored, with its causes, potential consequences, and mitigation plans defined in case it materializes.

Additionally, as part of the business continuity plan, we reviewed its different stages, with a particular focus on the governance phase and the analysis of business interruption risks, following the guidelines of ISO 22301. As part of this process, we developed a roles and responsibilities manual with the support of our consulting firm Marsh. Its purpose is to establish the methodological framework, strategic guidelines, and responsibilities required to plan, implement, maintain, and improve organizational resilience measures, ensuring the continuity of critical operations in the face of any disruptive event.



The main emerging risks we have prioritized are:

Social

- Social instability and unrest
- Changes in consumer preferences and demand driven by new demographic structures and evolving family models
- Food activism

Economic

- Price volatility and sudden shocks in raw materials and energy
- Fragility of supply chains
- Deterioration of regional and domestic economic conditions

Technological

- Development of new foods and substitutes

Environmental

- Energy, water, and food insecurity

Fitch Ratings affirmed our AA+ credit rating with a positive outlook, as well as the Ordinary Bond Issuance and Placement Program for COP \$300 billion. These ratings reflect the strength of Colombina's business profile, supported by its operating cash flow generation, strong brand portfolio, and geographic and product diversification. Fitch estimates that the company's gross leverage will remain close to 3.0x in the coming years.



Financial Statements

Chapter 5

COLOMBINA S.A. AND SUBSIDIARIES STATEMENT OF FINANCIAL POSITION CONSOLIDATED

As at December 31, 2025 and 2024
(Figures in million pesos)

	2025	2024
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents (Note 4)	\$ 79.159	\$ 48.166
Trade receivables and other receivables (Note 5)	268.385	283.438
Accounts receivable from related parties (Note 6)	13.766	17.207
Inventories (Note 7)	491.516	504.655
Tax assets (Note 8)	64.348	57.405
Other non financial assets (Note 9)	62.168	57.943
Other financial assets (Note 10)	758	194
Total current assets	980.100	969.008
NON-CURRENT ASSETS		
Property, plant and equipment (Note 12)	1.416.657	1.279.903
Investment properties (Note 13)	67.221	64.383
Goodwill (Note 14)	9.953	9.953
Other intangible assets (Note 15)	115.811	114.317
Trade and other receivables (Note 5)	4.963	4.963
Deferred tax assets (Note 22)	48.305	27.432
Other financial assets (Note 10)	139.252	136.049
Total non current assets	1.802.162	1.637.000
TOTAL ASSETS	\$ 2.782.262	\$ 2.606.008

The accompanying notes are an integral part of these Financial Statements

Alfredo Fernández de Soto S.
General Manager
See attached certification

Manuel Eduardo Rios Zapata.
Statutory Auditor
Professional License No. 238466-T
Appointed by Deloitte & Touche S.A.S.
See my attached report

Carlos A. Jurado B.
Accountant
License No. 3713-T
See attached certification

COLOMBINA S.A. AND SUBSIDIARIES STATEMENT OF FINANCIAL POSITION CONSOLIDATED

As at December 31, 2025 and 2024
(Figures in million pesos)

	2025	2024
LIABILITIES AND EQUITY		
CURRENT LIABILITY		
Financial obligations (Note 17)	\$ 110.269	\$ 160.174
Trade payables and other payables (Note 18)	538.046	580.967
Accounts payable to related parties (Note 19)	24.609	23.188
Liabilities for employee benefits and others (Note 20)	43.990	46.621
Tax liabilities (Nota 21)	7.044	16.066
Other financial liabilities (Note 23)	4.775	9.656
Other non financial liabilities (Note 24)	121.058	103.414
Total current liabilities	849.791	940.086
NON-CURRENT LIABILITY		
Financial Obligations (Note 17)	1.431.513	1.169.124
Liabilities for employee benefits and others (Note 20)	8.700	9.103
Deferred tax liability (Note 22)	22.905	45.154
Other non financial liabilities (Note 24)	74.760	35.220
Total non current liabilities	1.537.878	1.258.601
TOTAL LIABILITIES	2.387.669	2.198.687
EQUITY		
Capital	19.198	19.198
Reserves and Retained Earnings (Note 25)	61.666	66.528
Other Equity Interests (Note 26)	313.729	321.595
Total equity	394.593	407.321
TOTAL LIABILITIES AND EQUITY	\$ 2.782.262	\$ 2.606.008

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COLOMBINA S.A. AND SUBSIDIARIES INCOME STATEMENT CONSOLIDATED

As at December 31, 2025 and 2024

(Figures in million pesos)

	2025	2024
Revenue from ordinary activities (Note 27)	\$ 3.542.061	\$ 3.309.158
Cost of sales	2.314.230	2.120.868
Cost of sales	1.227.831	1.188.290
Sales expenses (Note 28)	(828.495)	(752.223)
Administrative expenses (Note 29)	(132.250)	(114.676)
Other revenue and operating expenses - net (Note 30)	34.896	22.700
Operating profit	301.982	344.091
Financial expenses (Note 31)	(185.080)	(178.438)
Financial revenue (Note 32)	1.641	2.108
(Losses) earnings from non-operating exchange rate differences (Note 33)	1.618	(4.715)
Profit before taxes	120.161	163.046
Expense from current income tax (Note 21)	(77.250)	(71.235)
Revenue (expense) from deferred current income tax (Note 21)	57.250	33.860
Total (expense) income tax	(20.000)	(37.375)
NET INCOME FOR THE YEAR	\$ 100.161	\$ 125.671
Earnings per share	\$ 266	\$ 334

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COLOMBINA SA AND SUBSIDIARIES STATEMENTS OF CASH FLOWS CONSOLIDATED

As at December 31, 2024 and 2025
(Figures in million pesos)

	2025	2024
Cash flows from operating activities		
Net income for the year of the parent company	\$ 100.161	\$ 125.671
Depreciation and amortization	113.051	103.889
Interest expense recognized in profit or loss	181.427	174.009
Unrealized foreign exchange difference effect	(9.202)	8.264
Gain on revaluation of investment property	(2.838)	(540)
Gain on fair value adjustment of investments	(7.221)	(4.160)
Income tax expense recognized in profit or loss	20.000	37.375
Impairment loss recognized on accounts receivable and inventories	3.779	3.137
Loss on sale of property, plant, and equipment	(7.901)	268
Subtotal	391.256	447.913
Changes in working capital:		
(Increase) in trade accounts receivable	24.183	(24.761)
Decrease in other accounts receivable	68.840	48.896
(Increase) decrease in inventories	10.645	(58.815)
Increase (decrease) in trade accounts payable	(38.132)	27.901
Increase (decrease) in other accounts payable	(4.789)	1.058
(Decrease) in taxes	(68.142)	(40.191)
Increase in other liabilities	(1.744)	5.433
Cash generated from operations	382.117	407.434
Income tax (paid)	(83.530)	(19.538)
Net cash flow from operating activities	298.587	387.896
Cash flows from investing activities		
Additions to property, plant, and equipment	(143.652)	(221.129)
Sale of property, plant, and equipment	27.866	152
(Increase) in other assets and intangibles	(10.375)	(13.283)
Net cash flow (used in) obtained from investing activities	(126.161)	(234.260)
Cash flows from financing activities		
Increase in financial obligations	1.517.436	1.285.100
Payments of financial obligations	(1.284.828)	(1.145.860)
Interest paid	(181.311)	(179.325)
Dividends paid	(102.482)	(91.810)
Lease payments	(46.573)	(35.421)
Net cash flow (used in) financing activities	(97.758)	(167.316)
(Decrease) increase in cash and cash equivalents	74.668	(13.680)
Effect of exchange rate variation on cash and cash equivalents	(43.675)	11.551
Cash and cash equivalents at the beginning of the period	48.166	50.295
Cash and cash equivalents at the end of the period	\$ 79.159	\$ 48.166

The accompanying notes are an integral part of these Financial Statements.

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Audit Report on the Financial Statements 2025



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INDEPENDENT STATUTORY AUDITOR'S REPORT

To the Shareholders of
COLOMBINA S.A. AND SUBSIDIARIES

REPORT ON THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS

Opinion

I have audited the accompanying consolidated financial statements of COLOMBINA S.A. AND SUBSIDIARIES (hereinafter referred to as "the Group"), which comprise the consolidated statement of financial position as of December 31, 2025, and the consolidated statements of profit or loss and other comprehensive income, changes in equity, and cash flows for the year then ended, as well as the notes to the consolidated financial statements, including information about material accounting policies.

In my opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Group as of December 31, 2025, and its financial performance and its cash flows for the year then ended, in accordance with Accounting and Financial Reporting Standards accepted in Colombia.

Basis for Opinion

I conducted my audit in accordance with International Standards on Auditing as accepted in Colombia. My responsibilities under those standards are further described in the section Auditor's Responsibilities for the Audit of the Consolidated Financial Statements of my report. I am independent of the Group in accordance with the Code of Ethics for Professional Accountants, together with the ethical requirements that are relevant to my audit of the consolidated financial statements in Colombia, and I have fulfilled my other ethical responsibilities in accordance with these requirements in force in Colombia.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a reasonable basis for my opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgment, were of most significance in the audit of the consolidated financial statements of the current period. These matters were addressed in the context of my audit of the consolidated financial statements as a whole, and in forming my opinion thereon; accordingly, I do not provide a separate opinion on these matters.

I have determined that the matters described below are the key audit matters to be communicated in my report.

Deloitte se refiere a una o más entidades de Deloitte Touche Tohmatsu Limited ("DTTL"), su red global de firmas miembro y sus sociedades afiliadas a una firma miembro (en adelante "Entidades Relacionadas") (colectivamente, la "organización Deloitte"). DTTL (también denominada como "Deloitte Global") así como cada una de sus firmas miembro y sus Entidades Relacionadas son entidades legalmente separadas e independientes, que no pueden obligarse ni vincularse entre sí con respecto a terceros. DTTL y cada firma miembro de DTTL y su Entidad Relacionada es responsable únicamente de sus propios actos y omisiones, y no de los de las demás. DTTL no provee servicios a clientes. Consulte www.deloitte.com/co para obtener más información.



Valuation of Equity Financial Instruments

As disclosed in Note 10 to the consolidated financial statements, as of December 31, 2025, the Group holds equity financial instruments measured at fair value, hierarchically classified as Level 3, as they do not have quoted prices in an active market. Fair value is determined by Management with the support of valuation specialists, using financial valuation techniques.

Given that these measurements involve assumptions related to the development of unobservable inputs, valuation techniques, and a higher degree of judgment by the Group's Management, I considered these estimates to be a key audit matter for the audit of the current period.

Audit Response

My audit procedures to address the risk of material misstatement in connection with the above estimates included, among others, the following:

- Evaluating the design and effectiveness of relevant controls established by the Group to ensure the appropriateness and sufficiency of the variables and assumptions used in the estimation process.
- Involving professionals with knowledge and experience in valuation, who assisted us with: i) evaluating the methodology used to estimate value in use and performing independent calculations; and ii) evaluating the following relevant inputs and assumptions used in the model: (1) historical performance and growth rates of certain base variables used for projections; (2) applied discount rates and macroeconomic variables used; (3) the projection period; and (4) the perpetual growth rate.
- Evaluating the valuation model and the mathematical accuracy of the significant valuation calculations, with the assistance of professionals with valuation expertise.

Other Information

Management is responsible for the other information. The other information comprises the Annual Periodic Report, but does not include the consolidated financial statements and my auditor's report thereon. I expect to obtain the other information after the date of this auditor's report.

My opinion on the consolidated financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the consolidated financial statements, my responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether there is a material inconsistency between the other information and the consolidated financial statements or the knowledge obtained in the audit, or whether the other information otherwise appears to be materially misstated.

If, when reading the Annual Periodic Report, I conclude that it contains a material misstatement, I am required to communicate the matter to those charged with governance of the Group.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Accounting and Financial Reporting Standards accepted in Colombia, and for such internal control as Management determines is necessary to enable the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error; for selecting and applying appropriate accounting policies; and for making accounting estimates that are reasonable in the circumstances.



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Deloitte.

In preparing the consolidated financial statements, Management is responsible for assessing the Group’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless Management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Group’s financial reporting process.

Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements

My objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing as accepted in Colombia will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the consolidated financial statements.

As part of an audit in accordance with International Standards on Auditing as accepted in Colombia, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, intentional misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group’s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management’s use of the going concern basis of accounting and, based on the audit evidence obtained, conclude whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group’s ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor’s report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor’s report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



Deloitte.

- I plan and perform the group audit to obtain sufficient and appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. I am responsible for the direction, supervision, and performance of the group audit. I remain solely responsible for my audit opinion.

I communicate with those charged with governance of the Group, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor’s report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other Matters

The consolidated financial statements for the year ended December 31, 2024, which are included for comparative purposes only, were audited by me, and in my report dated February 25, 2025, I expressed an unmodified opinion.

MANUEL EDUARDO RIOS ZAPATA
Statutory Auditor
T.P. 238466-T
Designed by Deloitte C Touche S.A.S.

February 26, 2026.





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LIMITED ASSURANCE REPORT ON THE INFORMATION SUBJECT TO ASSURANCE INCLUDED IN THE SUSTAINABILITY REPORT 2025 OF COLOMBINA S.A.

To the Administration of Colombina S.A.

Limited Assurance report on the information subject to assurance included in the Sustainability Report 2025 of Colombina S.A.

We have carried out limited assurance engagement on the selected information detailed in Annex A (hereinafter, information subject to assurance), included in the sustainability report 2025 of Colombina S.A., for the year ended December 31, 2025. This assurance engagement was conducted by a multidisciplinary team that includes assurance professionals and sustainability specialists.

Our limited Assurance engagement was performed only in relation to the selected indicators included in Annex A. Our assurance report does not extend to prior period information or other information included in the sustainability report 2025, or other information related to such report that may contain images, audio or video.

Criteria

The criteria used by the management of Colombina S.A. to prepare the information subject to assurance included in the sustainability report 2025 were established in accordance with the concepts, requirements and principles detailed in the standards Global Reporting Initiative Standards (GRI), which are presented in the annex A attached.

Management's responsibilities for the information subject to assurance included in the sustainability report 2025 of Colombina S.A.

Management is responsible for the preparation of the information subject to assurance included in the sustainability report 2025 of Colombina S.A. in accordance with the criteria established in the GRI Standards. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation of the assurance information that is free from material error, whether due to fraud or error.

Inherent limitations of the assurance engagement

The selected sustainability information is subject to inherent uncertainty due to the use of non-financial information which is subject to grater inherent limitations than financial information given the nature of the methods used to determine, calculate, sample or estimate such information. Management makes qualitative interpretations about the relevance, materiality and accuracy of information that are subject to assumptions and judgments.

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Our independence and Quality Control

We have complied with the ethical and independence requirements of the professional Code of Ethics for Public Accountants issued by the International Ethics Standard Board for Accountants (IESBA), which is based on the principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the International Standard on Quality Management ("ISQM") 1 and, therefore, maintains a comprehensive quality control system that includes documented policies and procedures related to compliance with ethical requirements, professional standards and applicable law and regulatory requirements.

Responsibility of independent professionals

Our responsibility is to express a limited assurance conclusion on the sustainability report based on the procedures we have conducted and the evidence we have obtained. We carry out our limited assurance work in accordance with the International Standard for Assurance Engagement, other than audits or reviews of historical financial information ISAE 3000 (Revised) issued by the International Auditing and Assurance Standards Board (IASSB). This standard requires planning and conducting work to obtain limited assurance about whether selected in the sustainability report information is free from material error.

The procedures we performed were based on our professional judgment and included inquiries, observation of the processes performed, inspection of documents, analytical procedures, assessment of the adequacy of quantification methods and reporting policies, and agreement or reconciliation with underlying records.

Given the circumstances of the engagement, we have carried out the following procedures:

- a. Through inquiries, we obtained an understanding of the control environment and relevant information systems of Colombina S.A., but we did not evaluate the design of the particular control activities or obtain evidence on their implementation, nor did we test their operational effectiveness.
- b. Understanding of the tools used to generate, aggregate and report the information subject to assurance through inquiries with those responsible for the related process.
- c. Substantive testing on selective random basis of assurance information developed by management to determine standards and indicators and corroborate that data have been measured, recorded, collected and reported appropriately through:
 - i. Inspection of policies and procedures established by the Bank.
 - ii. Inspection of supporting documents of internal and external origin.
 - iii. Recalculations.
 - iv. Comparison of the contents presented by the Administration with those established in the criteria section of this report.

Annex A details the subject matter of the assurance engagement included in the scope of our work.

Our limited assurance engagement was made only with respect to the selected indicators included in Annex A, for the year ended December 31, 2025; and we have not conducted any procedures with respect to prior years, projections and future goals, or any other items included in the sustainability report 2025 for the year ended December 31, 2022, and therefore do not express a conclusion thereon.



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Limited assurance work involves assessing the appropriateness, in the circumstances, of the company's use of the criteria as a basis for preparation of the information under assurance; assess all risks of material errors in reporting information subject to assurance due to fraud or error; responding to assessed risks as necessary in the circumstances; and evaluating the overall presentation of the sustainability report 2025. The scope of limited assurance engagement is substantially less than that of reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal control, as well as procedures performed in response to assessed risks. Therefore, we do not express a reasonable assurance conclusion as to whether the company's sustainability information has been prepared in all material respects, in accordance with the provisions of the criteria section of this report.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our conclusion of limited assurance.

Conclusion of Limited Assurance

Based on the work carried out described in this report, the procedures performed, and the evidence obtained, nothing has come to our attention that causes us to believe that the information subject to assurance included in Annex A about the sustainability report of Colombina S.A., for the year ended December 31, 2025, have not complied in all material aspects, in accordance with the Criteria section of this report.

Restriction of Use and Distribution of Report

Our report is issued solely for the purpose set forth in the first paragraph and should not be used for any other purpose or distributed to other parties on its own. this report refers only to the matters mentioned in the preceding sections and to the sustainability and identified information and does not extend to any other financial and non-financial information included in the sustainability report 2025 of Colombina S.A. for the year ended December 31, 2025, nor to its financial statements, taken as a whole.

JUAN DAVID LOPEZ MONTOYA
 Digitally signed by JUAN DAVID LOPEZ MONTOYA
 Date: 2026.03.17 22:20:51 -05'00'
Juan David López Montoya
 Partner

Bogotá, March 17, 2026



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Annex A

The GRI Standards, defined by the Administration of Colombina S.A., are detailed below as information subject to limited assurance.

These evaluation criteria form an integral part of our limited assurance report, independent of the information subject to assurance included in the 2025 Sustainability Report of Colombina S.A. for the year ended December 31, 2025:

GRI Standard	Description
2-9	Governance structure and composition
2-27	Compliance with laws and regulations
201-1	Direct economic value generated and distributed
302-1	Energy consumption within the organization
302-3	Energy intensity
302-4	Reduction of energy consumption
303-5	Water consumption
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction of GHG emissions
306-3	Waste generated
401-1	New employee hires and employee turnover
403-9	Work-related injuries
403-10	Work-related ill health
404-1	Average hours of training per year per employee
404-3	Percentage of employees receiving regular performance and career development reviews
416-1	Assessment of the health and safety impacts of product and service categories





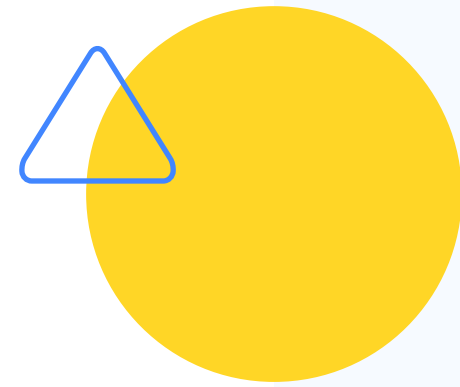
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Chapter 6

Table of GRI Indicators

GENERAL INDICATORS

GRI	Description	Page/Response	Omission	Third Party Verification
FUNDAMENTALS				
GRI 1		<ul style="list-style-type: none"> About the report Colombina S.A. has prepared this report in accordance with the GRI Standards for the period from January 1 to December 31, 2025. GRI: Fundamentals 2021 		
THE ORGANIZATION AND ITS REPORTING PRACTICES				
GRI 2-1	Organizational details	<ul style="list-style-type: none"> Contact/About the report/*Value chain 		
GRI 2-2	Entities included in the sustainability report	<ul style="list-style-type: none"> *About the report 		
GRI 2-3	Reporting period, frequency and contact point	<ul style="list-style-type: none"> Contact/About the report 		
GRI 2-4	Restatements of information	<ul style="list-style-type: none"> For the reporting period, Colombina did not present any restatements that could affect information reported in previous years. 		
GRI 2-5	External assurance	<ul style="list-style-type: none"> About the report 		
ACTIVITIES AND WORKERS				
GRI 2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> Our Company/*Value Chain 		
GRI 2-7	Employees	<ul style="list-style-type: none"> Value Chain Employees 		
GOVERNANCE				
GRI 2-8	Workers who are not employees	<ul style="list-style-type: none"> Employees 		
GRI 2-9	Governance structure and composition	<ul style="list-style-type: none"> Corporate Governance 		X
GRI 2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> Our Company Corporate Governance 		
GRI 2-11	Chair of the highest governance body	<ul style="list-style-type: none"> Corporate Governance The Chair of the Board of Directors does not hold an executive position in the Company. 		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> Sustainability and Corporate Governance Committee Annual Corporate Governance Report: https://colombina.com/gl-en/investors/corporate-governance 		
GRI 2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> Sustainability Strategy / Sustainability and Corporate Governance Committee 		
GRI 2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> Sustainability Strategy / Sustainability and Corporate Governance Committee 		
GRI 2-15	Conflicts of interest	<ul style="list-style-type: none"> Ethics and Transparency Annual Corporate Governance Report: https://colombina.com/gl-en/investors/corporate-governance 		



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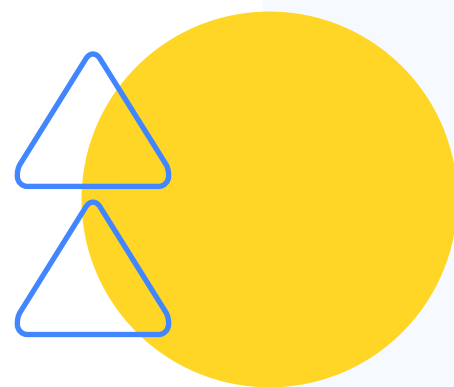
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GRI	Description	Page/Response	Omission	Third Party Verification
GRI 2-16	Communication of critical concerns	<ul style="list-style-type: none"> Ethics and Transparency Annual Corporate Governance Report: https://colombina.com/gl-en/investors/corporate-governance 		
GOVERNANCE				
GRI 2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> Corporate Governance Annual Corporate Governance Report: https://colombina.com/gl-en/investors/corporate-governance Item (n): External advice received by the Board of Directors 		
GRI 2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> Corporate Governance: https://colombina.com/gl-en/investors/corporate-governance Item (q): Board of Directors evaluation processes 		
GRI 2-19	Remuneration policies	<ul style="list-style-type: none"> Corporate Governance Annual Corporate Governance Report – Board of Directors' Remuneration Policy: https://colombina.com/gl-en/investors/corporate-governance 		
GRI 2-20	Process to determine remuneration	<ul style="list-style-type: none"> Corporate Governance: https://colombina.com/gl-en/investors/corporate-governance The Shareholders' Meeting approves the amount of remuneration, and stakeholder groups are not taken into account. 		
STRATEGY, POLICIES AND PRACTICES				
GRI 2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> Sustainability Strategy *Sustainable Management Model 		
GRI 2-23	Commitments and policies	<ul style="list-style-type: none"> Our Policies: https://colombina.com/gl-en/sustainability/value-chain 		
GRI 2-24	Embedding policy commitments	<ul style="list-style-type: none"> All policies of the Colombina Business Group are adopted, updated and communicated in a timely manner to all its stakeholder groups. Each policy has a defined corporate target and scope. Responsibilities for implementing the commitments are also communicated. Suppliers entering into a business relationship are required to fully comply with the Supplier Code of Conduct. 		
GRI 2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> Sustainability Strategy Stakeholder Engagement Ethics and Transparency 		
GRI 2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> Ethics and Transparency 		
GRI 2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> Corporate Governance *No cases related to fines, sanctions and/or administrative measures due to non-compliance with laws and/or regulations were reported during the reporting period. 		X
GRI 2-28	Membership associations	<ul style="list-style-type: none"> Corporate Governance 		
STAKEHOLDER ENGAGEMENT				
GRI 2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> Sustainability Strategy / Stakeholder Engagement 		
GRI 2-30	Collective bargaining agreements	<ul style="list-style-type: none"> Employees 		



Table of GRI and SASB Indicators

SPECIFIC INDICATORS

SUSTAINABILITY PRIORITY	Material Issues	GRI Content	Page/Response	Third Party Verification	SASB
ENVIRONMENTAL PERFORMANCE	Efficient use of water	Management approach (3-1, 3-2, 3-3)			
		* 303-5. Water consumption	* Environmental performance/ efficient use of water Water consumption is calculated for all plants based on the volume of water extracted. At the Conservas, Fiesta, Helados Bogotá, Helados Medellín, and La Paila plants, consumption is assumed to be equivalent to the volume extracted, since all the water is used in the production processes without recirculation. At the CAPSA plant, water consumption is determined as the volume of water extracted minus the volume of water recovered and recirculated in the processes, which corresponds to 61% of the total water consume.	X	[FB-PF-140a.1] [FB-PF-140a.2] [FB-PF-140a.3]
	Climate Change Management	* 302-1. Energy consumption within the organization	* Environmental performance / Climate Change Management During 2025, Colombina S.A. did not sell energy. Consumption is estimated using the GHG Protocol methodology, the guidelines of the Intergovernmental Panel on Climate Change (IPCC), and internal factors established in Colombia by the Ministry of Mines and Energy. Electricity consumption is estimated based on public utility bills.	X	[FB-PF-130a.1]
		* 302-3. Energy intensity	* Environmental Performance/ Climate Change Management	X	
		* 302-4. Reduction of energy consumption	* Environmental Performance/ Climate Change Management	X	
		* 305-1.Direct (Scope 1) GHG emissions	* Environmental Performance/ Climate Change Management	X	
		* 305-2. Energy indirect (Scope 2) GHG emissions	* Environmental Performance/ Climate Change Management	X	
		* 305-3. Other indirect (Scope 3) GHG emissions	* Environmental Performance/ Climate Change Management	X	
		* 305-4. GHG emissions intensity	* Environmental Performance/ Climate Change Management	X	
		* 305-5. Reduction of GHG emissions	* Environmental Performance/ Climate Change Management	X	
Waste and Management Reduction	* 306-3. Waste generated	* Environmental Performance/ Waste and Management Reduction	X		
	Packaging Strategy	Management approach (3-1, 3-2, 3-3)	* Environmental Performance/ Packaging Strategy		[FB-PF-410a.1] [FB-PF-410a.2]
SOCIAL DEVELOPMENT	<ul style="list-style-type: none"> Community well-being Entrepreneurship and employability Community engagement 	Management approach (3-1, 3-2, 3-3)	* Social Development		





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SUSTAINABILITY PRIORITY	Material Issues	GRI Content	Page/Response	Third Party Verification	SASB
PROMOTING COMPETITIVENESS	RelacionaRSE	Management approach (3-1, 3-2, 3-3)			[FB-PF-250a.2] [FB-PF-430a.2]
	Quality and safety in production processes	Management approach (3-1, 3-2, 3-3)	*Promoting competitiveness/ Relationship with suppliers and contractors *Promoting competitiveness/ Quality and safety in production processes		[FB-PF-250a.1] [FB-PF-250a.3] [FB-PF-250a.4] [FB-PF-430a.1]
EMPLOYEES	Workplace and well-being conditions	Management approach (3-1, 3-2, 3-3)			
		* 401-1. New employee hires and employee turnover	* Employees/ Workplace and well-being conditions	X	
		* 403-9. Work-related injuries	* Employees/ Health and safety and work No fatalities were reported among direct employees or contractors.	X	
	* 403-10. Work-related ill health	* Employees/ Health and safety and work	X		
	Organizational development	Management approach (3-1, 3-2, 3-3)			
		* 404-1. Average hours of training per year per employee	*Employees/ Organizational development	x	
		* 404-3. Percentage of employees receiving regular performance and career development reviews	*Employees/ Organizational development	x	
TRANSPARENCY AND NUTRITION	Strengthening nutritional profile	Enfoque de gestión (3-1, 3-2, 3-3)			
		* 416-1. Assessment of the health and safety impacts of product and service categories	*Transparency and Nutrition/ Strengthening nutritional profile 72% of the product portfolio (1,525 SKUs) corresponds to products with a positive social impact.	X	[FB-PF-260a.1] [FB-PF-260a.2] [FB-PF-270a.1] [FB-PF-270a.2]
	Offering innovative products	Management approach (3-1, 3-2, 3-3)	*Transparency and Nutrition/ Offering innovative products		
ECONOMIC EFFICIENCY AND CONTINUED GROWTH	Corporate Governance	Management approach (3-1, 3-2, 3-3)	*Economic Efficiency and Continued Growth/ Corporate Governance	X	
	Risk Management	Management approach (3-1, 3-2, 3-3)	*Economic Efficiency and Continued Growth/ Risk Management		
	Financial Sustainability	Management approach (3-1, 3-2, 3-3)	*Economic Efficiency and Continued Growth/ Financial Sustainability	X	
		* 201-1. Direct economic value generated and distributed	*Economic Efficiency and Continued Growth/ Financial Sustainability	X	





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