



2021 2022

**SUSTAINABILITY
REPORT**

Thanks for the resilience and humility to all those who accompanied us and to those who continue to lead our present with courage.

With this Sustainability Report, we seek to convey to our stakeholders a summary of our greatest challenges and learnings, as well as the achievements we believe we have reached within our evolution process.

From start to finish, every moment of our history, including what we have achieved to date, is the product of the drive of our people, a team of admirable people from whom we learn every day, and from whom our next generation of leaders will emerge. We dedicate this document to all those who accompanied us and those who continue to lead our present with courage.

We invite you to be inspired and to keep our O2 aspirations high, so that the path towards the sustainability we long may also be the source of our pride.

Thanks to all the people who are part of La Fabril Group for their resilience and humility.

Familia González Artigas.



Contenido

01

Resiliencia y humildad	02
Our identity	04
La Fabril Group	05

02

Economic performance	08
----------------------	----



03

Generations contributing to the development of generations	12
--	----

04

Legacy culture	20
Managing change for 24 efficiency	24
Palm oil cultivation, a sustainability seal for Ecuador	28



05

Designing a roadmap for the Group's Sustainability	34
--	----

Our Identity



MISION

We contribute to the growth and well-being of people, with brands and practical solutions that generate memorable experiences.



VISION

To be the benchmark of the thriving Ecuadorian industry, recognized for its contribution to the progress of society.

OUR VALUES



La Fabril Group

Integrating the plantation, extraction and manufacture of the oil palm, to bring our brands and services to different corners of the world, La Fabril Group is made up by three business units.

Energy Palma
Dedicated to palm cultivation.

Río Manso
Dedicated to palm fruit extraction.

La Fabril
Industry focused on innovation and growth of the B2C and B2B business.

VALUE CHAIN

PLANTATION Energy & Palm



Approximately **80** independent palm farmers.



9 palm fruit collection centers



Plantations NHA (Organic).

EXTRACTION Río Manso



Approximately **2,500** independent palm farmers.

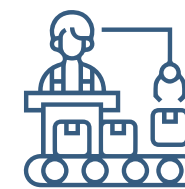


Energy & Palma
Energía que evoluciona

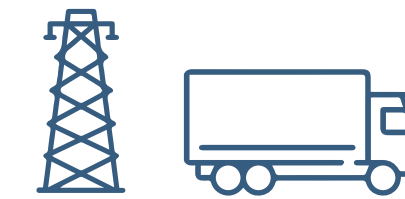


Natura Habitats
organic products grown in a sustainable habitat

REFINERY La Fabril



Complementary services



END CUSTOMER

Direct CPO exports to industrial clients.



B2B



B2C



Organic

GROUPS FIGURES



US\$ 853.262
in sales



+ 4900
employees



+ 40,000
clients



Exportaciones a
+ de 20
countries

Total Plantation Area:
6 mil Has.
of production and
5,400 Has.
of conservation



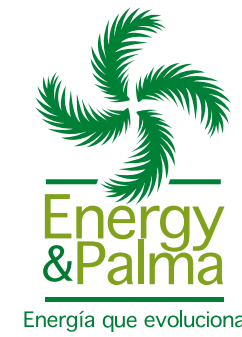
Global commitment to responsible sourcing oil palm



Economic performance

▲ Growth
▼ Decrease

● Energy Palma
● Río Manso
● La Fabril S.A.



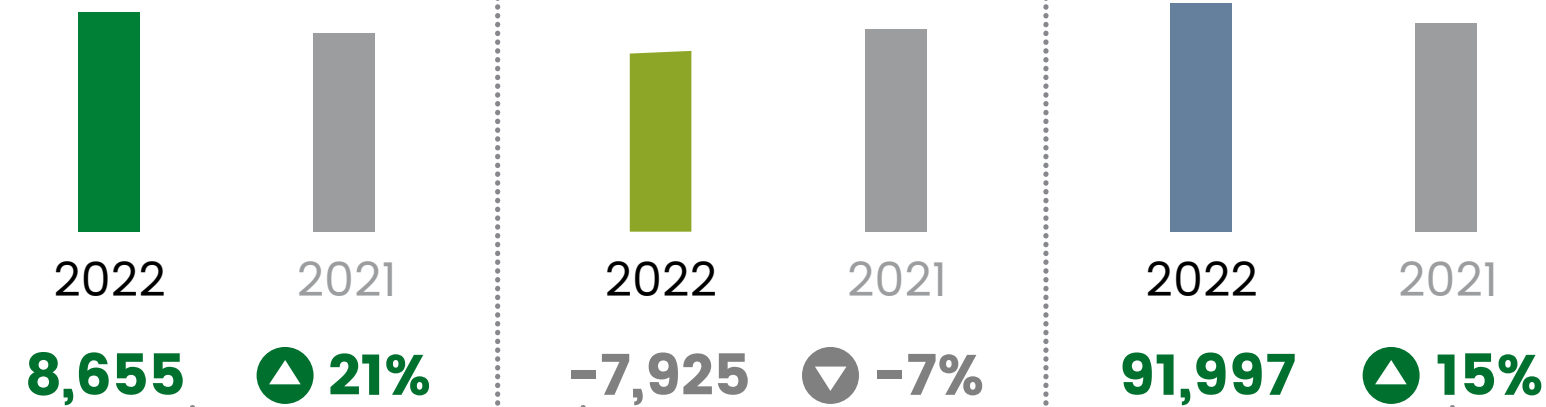
Total Sales

49,336 40,681 | 102,591 110,516 | 701,335 609,338

US\$ 853,262

2021: US\$760,535

ABS Variation **92,727**
%Variation **▲ 12%**



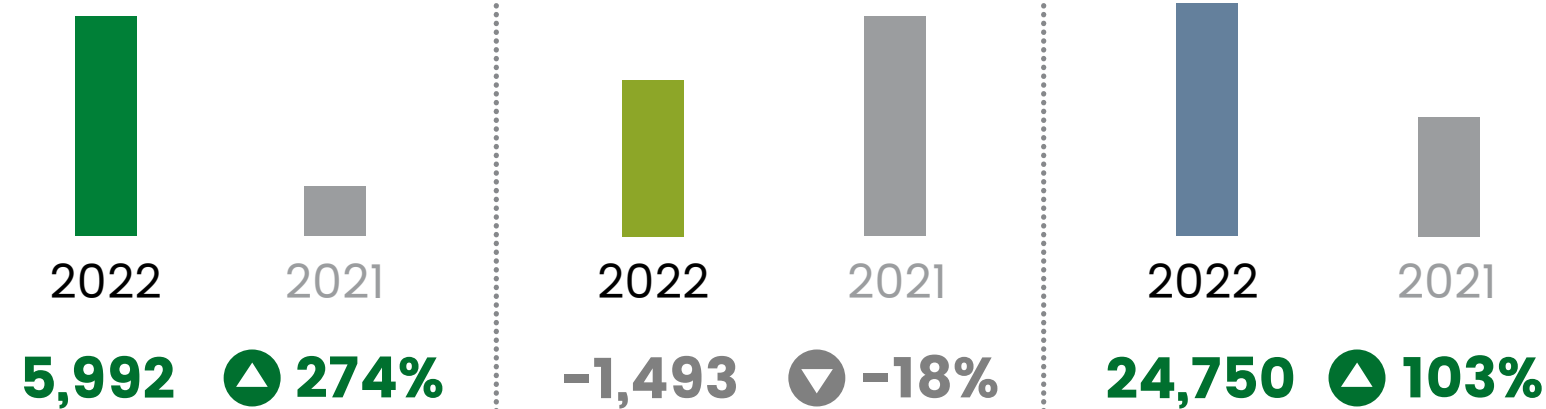
Ebitda

8,181 2,189 | 6,613 8,106 | 48,805 24,055

US\$ 63,599

2021: US\$ 34,350

ABS Variation **29,249**
%Variation **▲ 85%**



SALES COMPOSITION



Energy Palma

US\$ 49,336

2021: US\$40,681

ABS Variation
8,655% Variation
▲ 21%

	2022	2021	Var ABS	Var %
Red Palm Oil	47,107	37,792	9,315	▲ 25%
Palm Fruit	2,162	2,580	-418	▼ -16%
Palm Nut	-	250	-250	▼ -100%
Others	67	59	8	▲ 14%

▲ Growth

▼ Decrease



Río Manso

US\$ 102,591

2021: US\$ 110,516

ABS Variation
-7,925% Variation
▼ -7%

	2022	2021	Var ABS	Var %
Palm and Palm Kernel Oil	99,632	107,613	-7,981	▼ -7%
Palm Kernel Paste	1,613	1,752	-139	▼ -8%
By-products and extraction	1,346	1,151	195	▲ 17%

● Energy Palma

● Río Manso



La Fabril S.A.

US\$ 701,335

2021: US\$ 609,338

ABS Variation
91,997% Variation
▲ 15%

	2022	2021	Var ABS	Var %
Oils and Fats	437,696	380,763	56,933	▲ 15%
Hygiene and Personal Care	181,791	155,461	26,330	▲ 17%
Third Party Brands	77,162	66,598	10,564	▲ 16%
Maquila	1,961	2,733	-772	▼ -28%
Others	2,725	3,783	-1,058	▼ -28%

● La Fabril S.A.



Sales per Geographic Location

US\$ 701,335

2021: US\$ 609,338

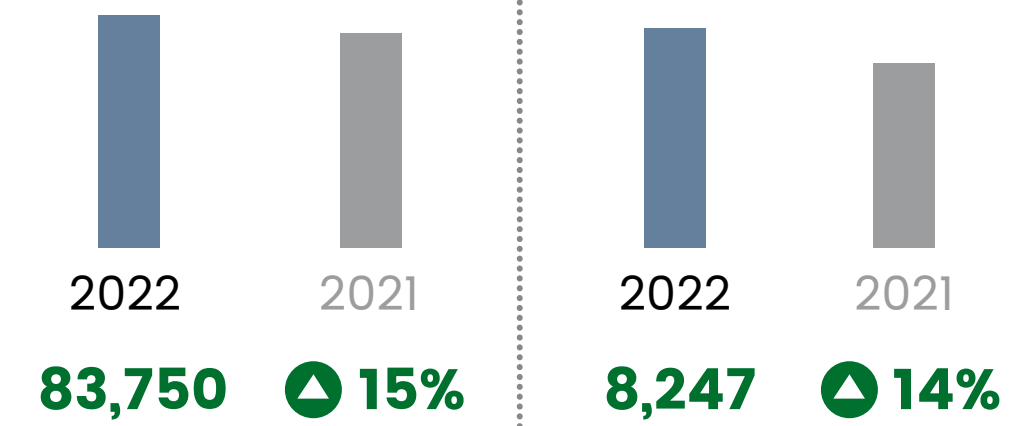
Local Sales

Exports



ABS Variation
91,997

% Variation
▲ 15%



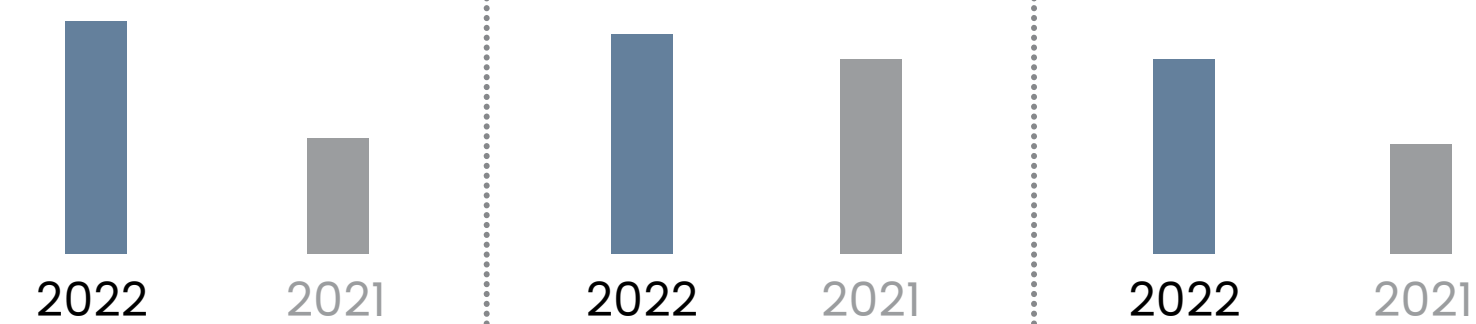
15%
with growth local sales
14%
of exportations

Financial Indicators

EBITDA /
Total Assets

Productivity
Indicator

EBITDA /
Financial Debt



10.30%
of Total Assets
1.07
of Productivity
Indicator



Generations contributing to the development of generations



In this interview with the General Manager of La Fabril, Felipe González-Artigas, we can learn about his vision and how the group works with present and future generations.

“ If I have learned anything from my family's values, it is to be ambitious with humility. I identify a lot with that way of growing because it connects me to the pursuit of prosperity for all, while keeping in mind that we are not infallible.

Getting to where we are today is already a great achievement, but growing in a sustainable manner when the winds are against us is a challenge that requires humility and courage”.

¿WHAT IS YOUR VISION OF SUSTAINABILITY?

At La Fabril we believe that our sustainable growth is the result of an evolution or maturity over the years. We will achieve it through the transformation of people, who are part of everything we do and for whom we do it.

Leading with conscience is an act of service and a meaningful legacy for future generations. Commitment is required for our evolution to occur and for it to generate prosperity for the people who make up the value chain; only in this way can we create lasting and authentic bonds of trust.

Felipe lost his father when he was five years old, he comes from a family with the example of a hard-working mother who strived to bring them up.

+100 brands

in production and commercialization
That are in every home today,

+20 countries

in exports to different
industries

FELIPE, YOU ARE A YOUNG GENERAL MANAGER, YOU WERE 35 YEARS OLD WHEN YOU TOOK THE POSITION. WHAT LESSONS OR REFLECTIONS WOULD YOU LIKE TO SHARE WITH OTHER YOUNG PEOPLE LOOKING TO CHART A PROMISING FUTURE?

That they put intention and commitment to their dreams .

Este es un aspecto importante de nuestra cultura empresarial, la cual denominamos como "la pujante industria de las ideas".

Since its origins, the productive units have been built through the drive of its people, generation after generation. Everything we know to date has been created by our people. This is how we have inherited the knowledge of oil palm agro-industrial management, for example. But the world is dynamic and change is the only constant. Young people have the opportunity to rethink the game and preserve our legacy. La Fabril through its more than 100 brands in all Ecuadorian homes, is no exception.

¿ WHAT OPPORTUNITIES OR CHALLENGES MOTIVATE YOU IN AN INCREASINGLY VULNERABLE CONTEXT DUE TO THE GLOBAL AND CLIMATIC CRISES AFFECTING ECUADOR AND OUR COUNTRIES IN LATIN AMERICA?

We have been recognized by some banks for our resilience and for the way we have led the organization in the midst of so many tragedies. That is a source of pride for us and we owe it to all the people who make it possible for us to keep households supplied in spite of adversity.

As Ecuador is the most biodiverse country in the world, our call to care for our environmental heritage is intrinsic to everything we do. For this reason, since our origins, we have been aware of the relevance of having sustainable and eco-efficient processes.



BUT THE CONCEPT OF SUSTAINABILITY FOCUSES ON THE GENERATION OF SHARED SOCIAL, ECONOMIC AND ENVIRONMENTAL VALUE. HOW DO THESE THREE PILLARS FIT TOGETHER IN THE BUSINESS STRATEGY OF LA FABRIL AND THE GROUP?

Our vision is **focused on the progress of our society**, and that means promoting the progress of all the people who make up our value chain, but in an inseparable way to the **preservation of the biodiversity** that makes Ecuador unique in the world. This includes the families of independent farmers, the employees of all our production units, our customers and those who trust our brands.

Since 2023 we have been outlining a long-term strategy that will allow us to achieve traceability of our impact on people's quality of life, while we evolve as a value chain. The best evidence of our impact will be the development of favorable environments for the progress of all.

WHAT ARE ECUADOR'S SUSTAINABILITY CHALLENGES?

Ecuador is a multicultural geography that maintains poverty gaps. As long as people remain in survival mode, it is complex to ask them to visualize the long term.

Quality of life is determined by multidimensional factors beyond income. **A healthy economy is one that manages to transfer the impact or value to the real life of people**, that implies working closely with the actors of the ecosystem: society, state, business, talent and the environment.

For example, in our society today, girls are growing up in fear. This has a direct impact on our evolution as a society and therefore on the sustainability of the formal business sector. To contribute to closing the gender inequality gaps, not only depends on what we do within our business sphere, but we can also contribute in a significant way from childhood, **promoting that our girls and future leaders develop self-confidence as an important life skill.**



¿AND HOW IS THIS ACHIEVED?

For example, **through the DNA of our brands**, as in the case of Intima sanitary napkins.

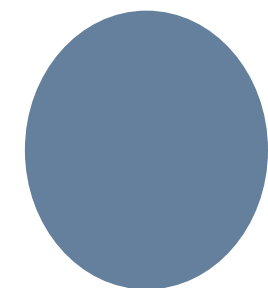
AND WHAT ROLE DOES LA FABRIL GROUP SEEK TO PLAY IN THE SUSTAINABILITY OF ECUADOR?

While the challenges for competitiveness today lie in overcoming the crises of raw materials essential for global food supply, in parallel with inflationary contexts, we can see a wide avenue of opportunities for innovation, not only generating ideas but also significant experiences for people's growth.

In this sense, our role is to **understand the mentalities, needs and emotions of all generations**, in order to provide them with tools and knowledge that authentically contribute to **their present and future well-being**. We seek to be a permanent ally of decision makers to ensure that **Ecuador achieves its Sustainable Development Goals (SDGs) by 2030**.



“*Preserving what has led us to our success until today is so relevant how to integrate the expectations of the new generations, who tomorrow will have the great job of leading our economies and our society.*”



Interview to Jaime González-Artigas, General Manager of Energy Palma and Río Manso



WHAT LEGACY HAS LA FABRIL BUILT UP TO THE PRESENT DAY?

The most important thing for us is to do things well, generating wellbeing and protecting the habitat while generating efficiencies for the value chain. Since the birth of Energy Palma as a plantation and Río Manso as an extractor, we have promoted circularity. This search is permanent and requires closing important gaps in our country, such as the social conditions of small independent farmers who usually work on land with less than 5 hectares. Even with our contribution over the years, the gaps in access to basic health and education are latent. In addition to this, there is the risk of insecurity and armed conflict.

To date,

63% of energy

consumption for the industrial processes of La Fabril Group, comes from biomass.

REGARDING THE GROUP'S FUTURE STRATEGY IN THE PALM SECTOR, WHAT IS YOUR VISION AND WHAT CHALLENGES DO YOU FACE?

Our dream is to make Ecuador a flagship of 17 sustainable oil palm in the world.

The main challenge is for all the actors that integrate the palm value chain in Ecuador to be aware that the work to achieve sustainability throughout the entire ecosystem is inherent to closing social gaps and the achievement of dignified living conditions for the people.



¿IS THIS A TASK YOU PLAN ON LEADING WITH THE GOVERNMENT?

We have always looked for it this way. Years have passed and the reality does not change. **But we have an optimistic outlook, because as in every life cycle, there is a maturity process.** La Fabril Group has also been maturing and strengthening its processes in the field, the extraction, and seeking the integration of our own value chain, starting with the supply up to the table of homes and moments of consumption.

SPECIFICALLY ¿WHAT ARE YOU PLANNING FOR THE NEXT FEW YEARS?

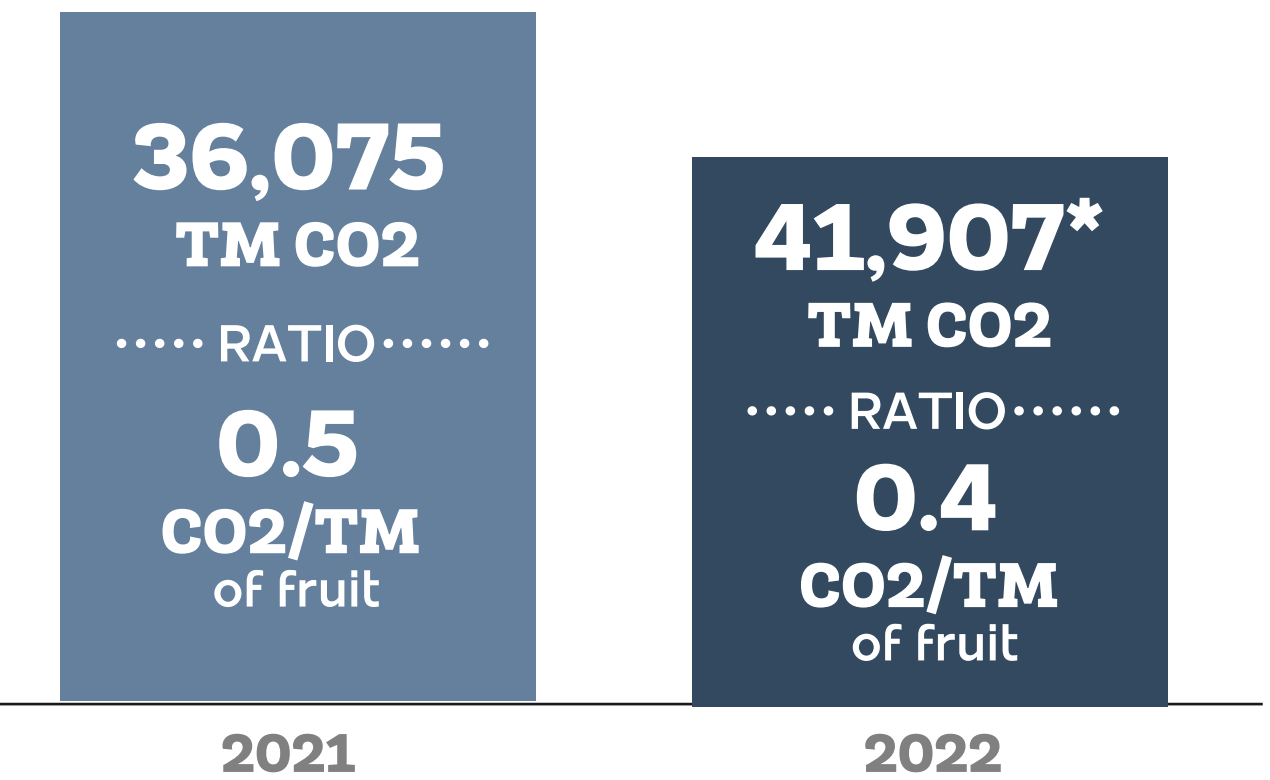
Towards the end of 2022, we decided to formally join the United Nations Development Standards, we committed ourselves to outlining a long-term vision and strategy that will allow the generations of leaders of La Fabril Group to sustain the legacy that our founders left us.

During 2023 we have consolidated our management by processes and we are aligning and integrating our management through a Sustainability Roadmap that we will disseminate at the end of the year to be consistent with what we have learned so far and, above all, with our strengths gained over the years.

+870 families
of agricultures which we have helped to formalize and every week they deliver their fruit to us. The men and women who make up these families have the right to live well.



GREENHOUSE EFFECT GAS EMISSIONS



* Due to the increase in the volume of fruit production, the ratio of CO2 per MT was reduced

Corporate Strategy



People Ideology & Leadership

To have the best talent to live a **culture of results, values and ethics.**



Operational Excellence Maximization

Operate as an integrated ecosystem, ensuring coordination, **efficiency and quality in all our processes.**



Sustainable Growth Innovación & Diversificación

Safeguard our leadership and profitability through **responsible sourcing.**

Legacy Culture

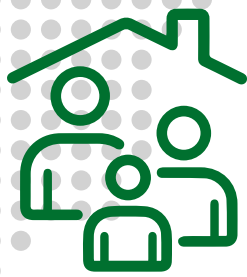
PEOPLE



Attracting, developing and retaining the best talent for the organization is our priority to ensure sustainable growth.



Today, we have a workforce of more than **4500 employees** In Ecuador.



Present in **100% of ecuadorian homes** through our brands.



At La Fabril Group we seek to live our values. The best way to honor our legacy is to ensure that all of us who are part of the companies have the necessary tools to make decisions that safeguard our culture. We are constantly evolving to pursue our vision”

Jacinto Villavicencio,
Senior Human Resources
Manager.



Being part of La Fabril Group motivates me because here I can contribute to making the Ecuadorian agroindustry a reference of sustainability and pride for my country.

Gustavo Vasquez
Sustainability and
Certifications
Manager

The key elements on which we anchor our strategy today are focused on safeguarding the integrity of our people in every sense: on the one hand, guaranteeing safety standards and promoting a culture of self-care, while also providing tools for management by and values and ethics at all levels of the organization.

We seek to promote self-care through ongoing training of our personnel and contractors.

As we design our sustainability roadmap, we will seek to set goals to continue contributing to organizational equity, as well as promoting more women in our workforce.

For La Fabril Group it is key to be an ally of society by increasing the levels of employability with a focus on where our operations are located and thus contribute to closing employment gaps in Ecuador. Our gender focus will seek to go in that direction: Promoting more positions for women based on meritocracy and the representation of our organizational values.

A leader in La Fabril Group develops through example, by being an ambassador of our values and by the quality of his or her decisions. We promote self-development hand in hand with our programs to foster high levels of commitment and effectiveness in our strategy.

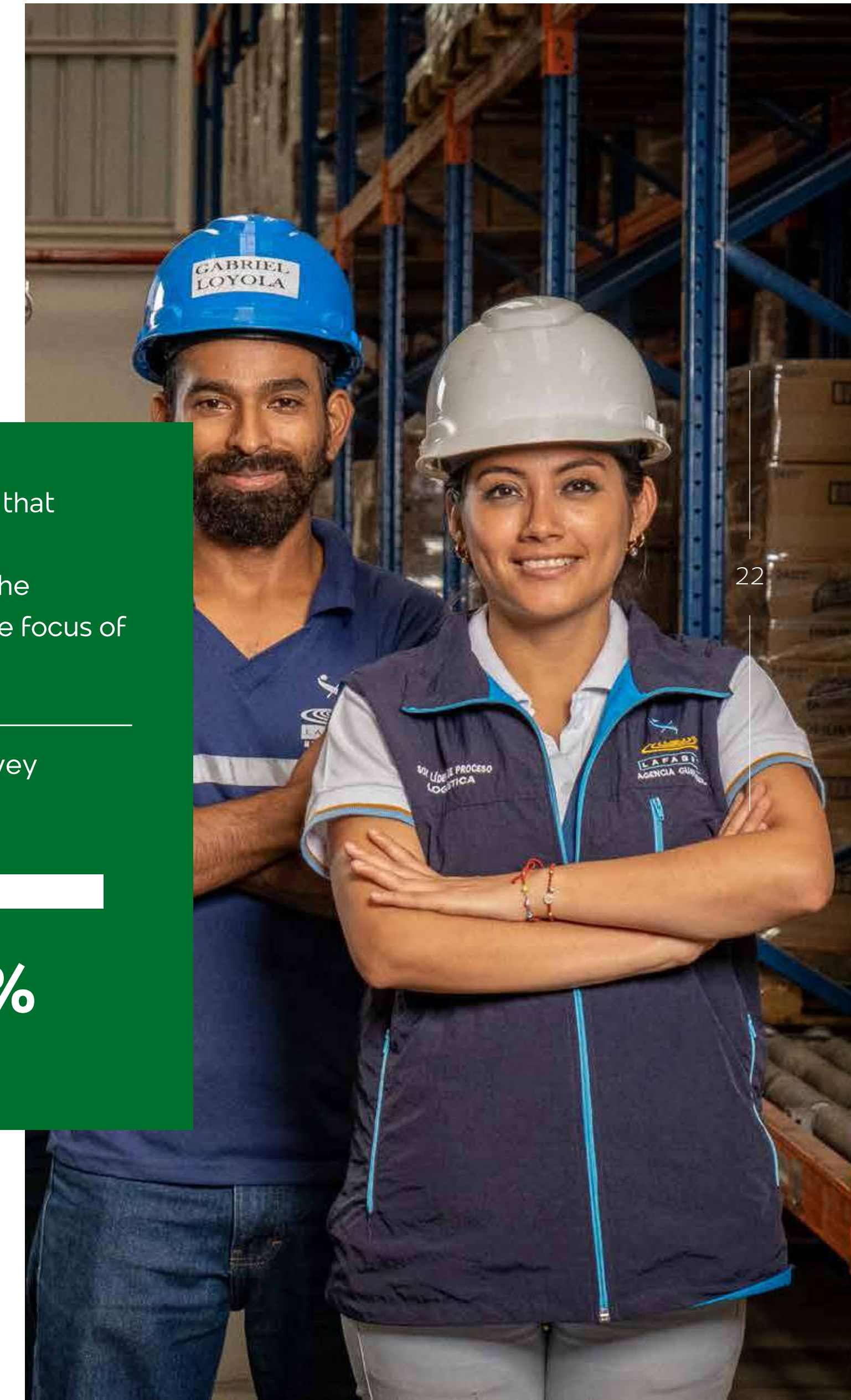
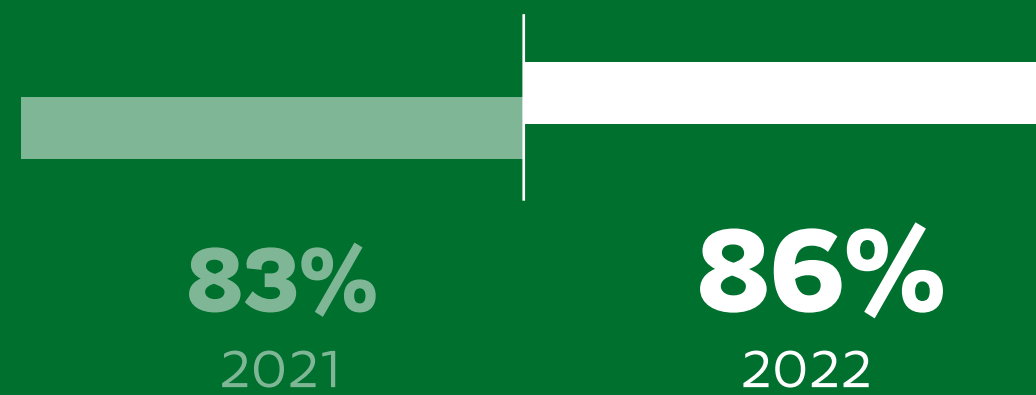
The Engagement and Effectiveness Survey, a measure of the environment we create for the success of the strategy, increased from 83% in 2021 to 86% in 2022.

“The Champions of Engagement and Effectiveness (C&E) Program contributes to align and standardize the dimensions related to respect, recognition, leadership and pride that we seek for all generations of leaders”.

In the same vein, the role of leaders in modeling change management in the organization has been key in these years in which the Group has gone through challenging times, both internally and in the marketplace.

The Vive La Fabril forum is the space that allows more than 100 leaders of the organization to share and reflect on the strategic direction and priorities in the focus of our teams.

Engagement and Effectiveness Survey for the success of the strategy.





“

Sometimes multinational or foreign companies are seen as the benchmark to follow and we fail to see that we are sitting on a golden bench. Here in the Group, we write the rules and the standards we strive to reach. We are responsible for our ambitions and we transform reality.”

Carola Carbo

Commercial Development Coordinator

- Trade Marketing



THE AMBASSADOR PROGRAM AIMS TO PROMOTE THE LIVING OF ORGANIZATIONAL VALUES THROUGHOUT THE COMPANY.

The La Fabril Ambassadors Program is an initiative that was born in 2022, with which **we sought to lay the foundations of the target culture** required by the company, especially in times of uncertainty and relevant changes in the market. This program is being strengthened and we aim to make it a pillar for the next level in our strategy: the integration of the entire value chain of La Fabril Group. **Thus, we will be the leaders of a culture of frank and open communication with innovation.**





Managing change for efficiency

OPERATIONAL EXCELLENCE

The context of high volatility of commodity prices and the increase in global inflation were constant during the last year.

A context that tested our flexibility to change in order to maintain our financial health.

The focus on efficiency in the last two years was centered on keeping operating expense levels under control while maintaining investments for the long term.



WE IMPLEMENTED MORE THAN 180 OPERATIONAL PROCESSES AND WILL IMPLEMENT SAP 4 HANNA BY 2023.

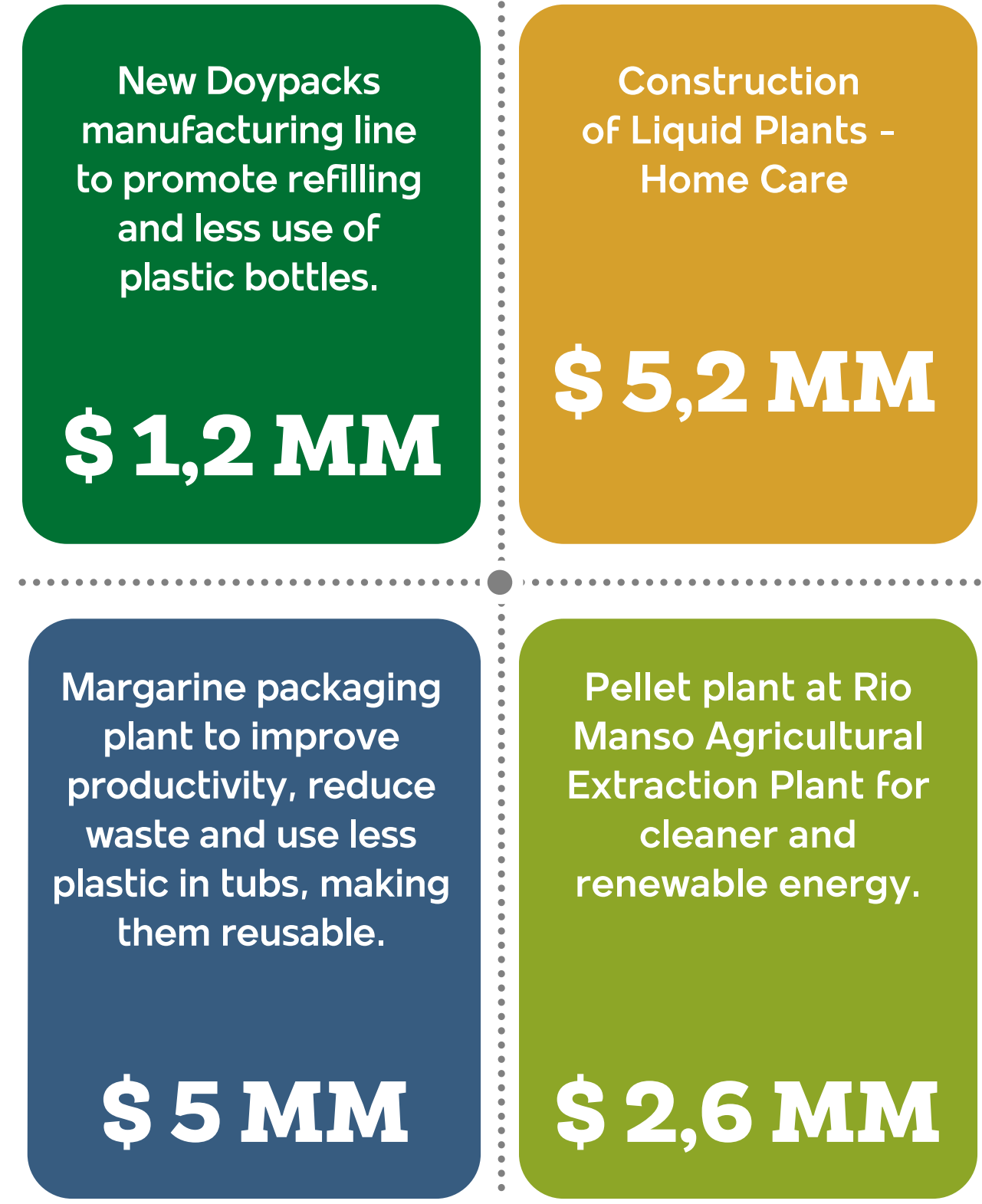
“

Moderate growth, but with development. As we see it, numbers are not the only measure of our success. Success for us lies in developing capabilities to sustain our future. This implies that efficiency is not always about spending less, but about spending more wisely”.



Mario Vernaza
La Fabril's Senior Finance and Administration Manager.

MAIN INVESTMENTS OF 2021 AND 2022



“A war is not expected after a pandemic. The challenge of continuing to supply families, being profitable and trying to minimize the impact on the family economy was our approach to efficient management” states Mario.

The organizational structure needed to move nimbly to make changes that we would not have necessarily prioritized in a context of prosperity. The **sense of urgency** we gave to finding our own solutions, with our own tools, has contributed to the generation of an important muscle in the in the search for simplicity and savings.

Shouldn't these investments be shown to be focused on sustainability? doypack to promote refill and less use of plastic bottles, margarine packaging to improve productivity, reduce waste, less plastic in tubs and make them reusable, pellets for cleaner and renewable energy.



REAL-TIME EFFICIENCY

TVC (Time x Speed x Quality) is an efficiency indicator in the production line. After one year, La Fabril generated **more than USD 4 million in savings** in its production lines, through the management of TVC.

The leader of the successful implementation tells us the story:



This efficiency indicator is managed simultaneously with production, so it is an acid indicator. Through a pilot exercise in the detergent plant and in only one year, we achieved a significant

saving hand in hand with minimizing energy consumption.

Adapting to change is not easy, but if only on one line it is possible to achieve this progress, our people are motivated by what they can achieve on the more than 154 production lines that La Fabril has. Personally, having started this process along with our 26 well-remembered Engineer Carlos González-Artigas Llor, has been the best way of continuing his legacy in the organization.”

Manuel León
Plant Manager



Project Harmony

The Harmony project, as its name suggests, seeks to harmonize the management of data and cross-cutting processes supported by technology.

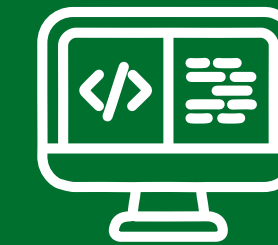
“

We always talk about digital transformation, as I see it, our 200+ people dedicated on a day-to-day basis to identify, question and rewrite our processes to prepare us for the acquisition of a completely new technology; shows that transformation starts and ends with people”.

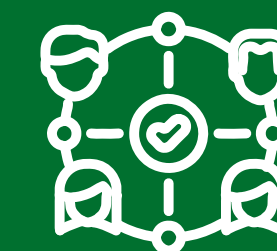
Jose Cedeño, Senior Project Manager.



Our teams designed a new language through processes, it was a change that challenged the organization as we had to unlearn and learn new ways of working, in a context in which the business was slowly recovering.



New language
through processes



More than
200 people
are preparing themselves to transform the new technologies

Palm cultivation, a seal of sustainability for Ecuador

SUSTAINABLE GROWTH



Palm cultivation has the potential to generate growth for the families of farmers who depend on it. Likewise, its vulnerability to pests generates a high impact when affected by infections such as bud rot, which wipe out entire plantations, affecting the survival of thousands of families and the availability for agroindustry.

From an economic standpoint, the oil palm industry is an important contributor to the GDP of many tropical countries like ours and provides employment for

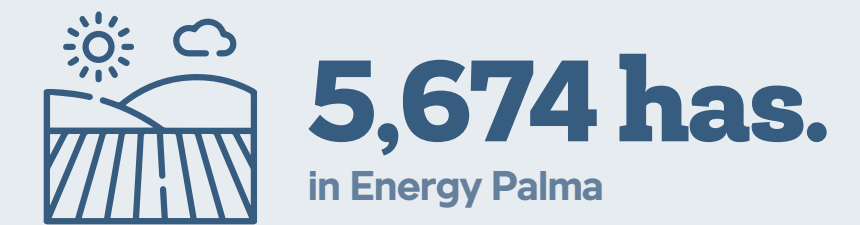
thousands of people. Although the industry has been criticized globally for contributing to deforestation, loss of habitat for certain species, and greenhouse gas emissions, **the Ecuadorian case is different.**

Oil palm is one of the main insignias of the Ecuadorian agroindustry.

Energy Palma is related to more than 50 families of farmers who work this crop for subsistence, in addition to independent farmers, entrepreneurs, who cultivate between 2,000 and 3,000 hectares.

50% of our production comes from families of **independent farmers** and the other 50% from our own chain located in Santo Domingo and Esmeraldas.

Since its inception, **Energy Palma** has had a responsible sourcing policy, integrating its own plantation chain of 6,000 ha, with **5,674 mil hectares for conservation, with professionals from Energy Palma.**



PALM OIL IS THE MOST WIDELY USED VEGETABLE OIL IN THE WORLD WITH A WIDE RANGE OF PRODUCTS.

FROM AN ECONOMIC STANDPOINT, THE OIL PALM INDUSTRY PROVIDES EMPLOYMENT FOR THOUSANDS OF PEOPLE.





Oil Palm is one of the most formal crops in Ecuador and has a high-standard national regulatory framework. Given this reality, our country is prepared to have a national preservation and sustainable development strategy. However, much of the industry is guided by the standards referred to the certifications demanded by large international customers. Certifications represent a very important frame of reference to achieve global standards. At La Fabril, we consider that Ecuador, being the most biodiverse country in the world, and still a developing country, requires a national plan to guarantee that

small farmers have access to decent livelihoods.

Because Ecuador is the most biodiverse country in the world, our environmental regulatory framework is stricter when it comes to preservation and avoiding deforestation.

At La Fabril Group we believe that, as we operate in a developing country, it is key to focus in the closing of social gaps, and we thus consider that international certifications are not enough to interpret the rural conditions in which thousands of families working on the fields live.

Energy Palma

La Fabril Group is part of the **Inter-institutional Committee for Sustainable Palm Monitoring - CISPS**; with the purpose of developing a country brand for the Ecuadorian palm and to be recognized as a sustainable palm at a global level.

Our vision for building a sustainable path for the Ecuadorian palm is closely linked to the agenda of Propalma, the association that promotes its growth and competitiveness. Its leader, Oscar Calahorrano, shared with us his vision for the preparation of this report:

¿What is required for the integration and development of the sustainable Ecuadorian Palm?

“

To achieve sustainability of the Ecuadorian palm, we must first close important gaps in the conditions and quality of life of the people, as well as investment in infrastructure and technology. Compliance with standards by an industry that has the financial preparation or support and comprehensive knowledge about the management of the crop is fundamental, yet not equivalent to developing an integrated chain for palm at the national level. This is where our opportunity lies, coordinating and connecting with all the actors that have a role to play, from the agribusiness, the State and grassroots organizations”.

Oscar Calahorrano



Ecuador has more than

7 thousand families

Of palm farmers and more than

210 thousand hectares of production.

Unidos por la Educación

Unidos por la Educación (United for Education) is an alliance between educational institutions and private companies that promote economic, social-cultural and environmental development, through the implementation of the Chango methodology as a pedagogical strategy in schools located in the areas of influence of Energy Palma and Río Manso.

The methodology seeks to promote the management of social change from the learning experience, developing capacities in teachers to guide their teaching in a cooperative and community-based approach to learning.



La entrega de una escuela en el sector de La Boca, Jipijapa — Manabí (2022)

 **+100,000 USD**
Of annual investment





Biodiverse Edible Forests

The world's largest biodiverse edible forest is a model of sustainable and regenerative development that seeks reconciliation with nature in order to live in harmony with ecosystems.

Scientifically proven and catalyzed by gastronomy, a large-scale expansion project to replicate this model of environmental innovation around the globe.

La Fabril participates in this Forest through 20 hectares of forest, which is equivalent to an annual capture of 5.000 tCO eq.

Intima's Girls without Fear Campaign, agents of change for a fairer and more equitable society

The Intima brand is committed to empowering girls in Ecuador through educational tools to gain self-confidence and self-esteem during their childhood and adolescence.

During 2021 and 2022, in addition to communication and awareness-raising activities, 50 scholarships were awarded to girls between 9 and 15 years of age to guarantee education for one school year in the Chimborazo sector.

In addition, 250 sanitary napkin kits were delivered to girls and women from vulnerable sectors in Juan Gómez Rendon parish, providing tools for the care and hygiene during the menstrual cycle.



250 sanitary napkin kits

Were delivered to girls and women from vulnerable sectors in Juan Gómez Rendon parish.



Designing a Sustainability Roadmap for La Fabril Group

As a Group, we have been working on an integration process as a value chain in which economic, social and governance (ESG) management is aligned transversally to our holding.

MILESTONES

2022


NOVEMBER



We adhered to the United Nations Covenant


2023

APRIL



- The Sustainability Corporate Committee is created.
- We mapped aspirations and risk analysis.

AUGUST



2021-2022 Sustainability Report


2024

MAY - JUNE



Materiality analysis with stakeholders (+30 interviews)


NOVEMBER



Disclosure of La Fabril Group's Sustainability Roadmap to 2030.


2024

FEBRUARY



- Co-creation of initiatives and indicators with stakeholders.
- Development of strategic alliances.
- Dissemination of progress via official communication channels.

2025



MARCH
2023-2024 Sustainability Report



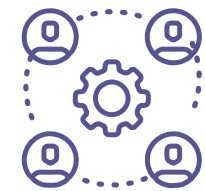
Aspirations for the Sustainability of La Fabril Group:

As part of this evolution, during the preparation of this report, a robust materiality analysis has been carried out, which will contribute to the design of goals and indicators to be reported successively from 2024 onwards.

Government



Outline a sustainability vision, roadmap and long-term indicators that collaboratively bring together our ecosystem of stakeholders in Latin America.



Relaunch the Sustainability Policy for the La Fabril holding group, which mainly comprises Energy Palma, Río Manso, Natural Habitats and La Fabril, with a governance model led by our Board of Directors.



Deploy our ethical management system and its respective policies, with impact on internal and external management, integrating our stakeholders such as suppliers, customers and community.



Have the best talent and develop the next generation of business leaders for La Fabril group.

Social-Economic



Develop employability in our people through training modalities that integrate the community as the main source for the labor force of our value chain.



Lead the design of a national sustainable palm plan for Ecuador, generating development and closing social gaps in palm growing families; and global best practices in community relations.

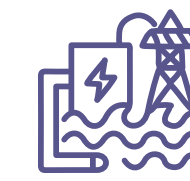


Integrally manage the traceability of our portfolio. To have a pipeline of innovations that generate wellness in the health and nutrition of our consumers.



Contribute to the construction of a more equitable and just society for all, focusing on women from an early age, providing tools for the self-confidence of Ecuadorian girls as a cross-cutting theme in all our initiatives.

Environmental



Draw up a plan for energy conversion to renewable energy sources and contribute to carbon neutral goals in Ecuador.



Develop a water consumption reduction and responsible water management program focused on palm plantations and the industrial zone of Manta.



Set environmental goals for the development of recyclable packaging in the current and future portfolio, as well as a waste recyclable packaging.



If, when reading this report, questions or observations regarding opportunities for La Fabril Group to generate greater value arise, we will be happy to receive your comments.



Alejandro Maldonado Pachano
Project and Sustainability Manager
ajmaldonado@lafabril.com.ec



General Production: WALDO Comunicaciones
Graphic Design: Core