

Growing to Transform the World

Sustainability
Report 2024

6th Sustainability Report

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Welcome message

I am very pleased to present a new edition of our Sustainability Report, a space where we share with transparency everything we have been building, learning and transforming at Fadesa.

Our purpose is clear: we want our production and operation to evolve towards a truly sustainable model. A model that promotes the well-being of people, generates social and environmental value, and embraces innovation as the engine of a circular economy. To achieve this, we have a solid strategy based on three fundamental values: a focus on people, the creation of socially and environmentally conscious value, and innovation toward a circular economy. Each line of action we develop is aligned with the United Nations Sustainable Development Goals (SDGs), which allows us to guide our efforts within a global framework of positive impact.

It is not only about reducing impacts, but also about actively contributing to a fairer society and a more resilient environment.

We know that the road ahead is not an easy one. During 2024, we faced significant challenges: from volatile prices for raw materials such as resin and tinplate, to new environmental regulations and an energy crisis that made us rethink our sources of supply. We also recognize with full awareness the social challenges in our environment: inequality, labor informality and the effects of political changes.

In the face of each challenge, we choose to respond with resilience, innovation and commitment. In 2024, we continued to promote a circular culture through the "In your company, in your home" campaign, and initiatives such as reducing common waste and replacing disposable supplies with reusable ones. We also continue to integrate recycled resin into our products.

We promoted awareness and community support initiatives, such as the educational scholarship program through the VILASECA Foundation, and our participation in the Canstruction campaign of the Diakonía Food Bank of Guayaquil.

All of this was possible thanks to the work of our teams and the support of our customers, suppliers, partners and communities. Thank you for being part of this journey. It inspires us to know that, step by step, we are contributing to a more sustainable future, with solutions that add value and take care of what matters most: people and the planet.

Juan Carlos Prócel

Chief Executive Officer



About this Report

A transparent approach to accountability that incorporates stakeholder perspectives.



Reporting guidelines



We present our sixth Sustainability Report in which we share information on the management of the most relevant economic, environmental and social impacts and risks to our stakeholders.

The report has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021 and responds to the requirements of the Sustainability Accounting Standards Board (SASB) for the packaging industry.

Its results correspond to the period from January 1 to December 31, 2024, and cover 100% of the operations of Fábrica de Envases S.A. (FADESA in Ecuador, Colombia and Peru). Our head office is located at Calle Novena No. 109 and Av. Domingo Comín, Guayaquil, Ecuador.

An exercise in transparency and responsibility towards our stakeholders.

We carry out this exercise every year, with the last report in 2023. In addition, the information in this Report is aligned with our Financial Statements, based on International Financial Reporting Standards (IFRS), established by the Superintendency of Companies, audited by an independent third party.

This initiative is led by the Sustainability Committee with the technical assistance of a sustainability consultant and the valuable contribution of nine operational and administrative areas in the three countries. For questions and concerns about the information shared here, please write to:

→ fadesa@fadesa.com

Stakeholder groups

We maintain open and clear communication with our stakeholders to understand their expectations and strategically manage our operations. Through dialogue, we identify real and potential impacts, which allows us to mitigate risks and enhance opportunities.

The following table shows our strategic stakeholders and engagement mechanisms. The materiality survey is our main tool to learn about the most relevant issues, while this Report shows how we manage them over time.

Group	Purpose of participation	Participation mechanisms
Clients	Understand your expectations of the products, services and the company.	• Periodic meetings
		• Satisfaction surveys
		• E-mail
		• Phone calls
Shareholders	To report in a clear and transparent manner on the company's results.	• Board meetings
		• Management reports
Supplier organizations	Share values and standards to be part of our supply chain.	• Regular meetings
		• E-mail
		• Phone calls
Contributors	Communicate Fadesa's commitments and objectives and how to achieve them.	• Quarterly meetings
		• Meetings with area leaders
		• Suggestion mailboxes
Beneficiaries VILASECA Foundation Collaborators and/or their family members who benefit from the different programs of the VILASECA Foundation.	To build relationships of support and accompaniment.	• Email
		• Phone calls
		• Regular meetings
		• Whatsapp groups

Double materiality process

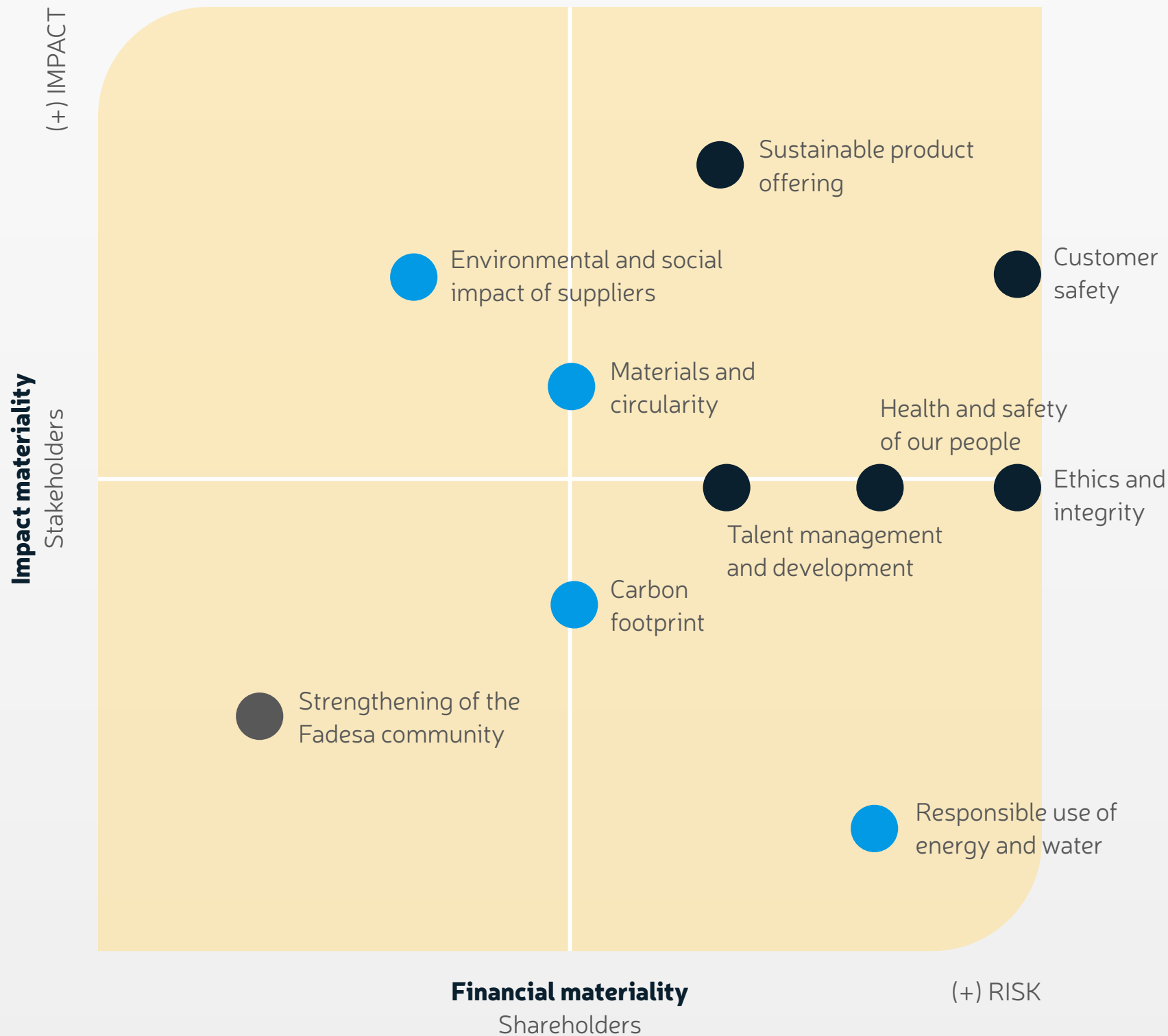
The contents of this Report respond to the double materiality exercise carried out in 2023. For its preparation, we followed the recommendations of the Global Reporting Initiative (GRI) and incorporated key points of the Corporate Sustainability Reporting Directive (CSRD) of the European Union.

Its results are reflected in the following dual materiality matrix that combines the impact and financial risk perspective. For more details on the process, please refer to the 2023 Sustainability Report.

[➔ See 2023 Report](#)

List of material topics

- Strategic
- Prioritaries
- Emerging



We are Fadesa

**A company that grows
with the commitment to
contribute to the sustainable
development of the industry.**



Shared growth to transform the industry

We have been providing packaging solutions for 69 years, with the conviction that our activity generates a positive impact on both the environment and society. We are part of the value chain of organizations that reach thousands of people around the world, and we assume this role with responsibility: we design packaging with the highest standards of quality and safety, incorporating innovations that contribute to reducing environmental impact and fostering a more circular economy.

We also actively promote the well-being of those who make our work possible: our teams, their families and the communities in which we operate. We know that caring for the environment and people is fundamental to building a more sustainable future.

Growing to transform the world means improving as an organization, innovating in what we do, and making a positive impact on people and the planet.

As part of the VILASECA Group's Packaging Unit, from Ecuador, Peru and Colombia we manufacture packaging that reaches almost 600 customers in more than 10 countries directly-Bolivia, Brazil, Chile, Colombia, Ecuador, El Salvador, Panama, Peru, Dominican Republic and Venezuela-and more than 60 countries indirectly.



Our value proposition

We offer products tailored to each customer, with state-of-the-art technology and an after-sales service team that provides continuous technical assistance.

We provide assistance at all our locations, including manufacturing and repair services for seaming machines and tools, and instrument calibration.

Country	Products	Industries served	Main customers
Ecuador	Fadesa Metals <ul style="list-style-type: none">• 2- and 3-piece containers.• Easy open and flat lids.• Gallons, liters, ½ liters.• Snap-on closures.• Crown caps and 3-piece containers for the beverage segment.• Aluminum tubes.• Metallic boxes.• Containers and caps for the promotional segment.	Fish and fishery	Adheplast, Bebidas Arca Continental, Biofactor, Cervecería Nacional, Chivería, Conservas Isabel, Inaexpo, Lubrilaca, Marcseal, Negocios Industriales Nirsa, Nestlé, Pinturas Cóndor, Pinturas Ecuatorianas Pintuco, Pronaca, Salica, Seafman, Unilever and Veconsa.
		Vegetables, meat and other foods	
		Industrial	
		Pharmaceutical	
		Promotional	
	Fadesa Plastics <ul style="list-style-type: none">• Buckets.• Lids.• PET and polyethylene containers.	Industrial	
		Food & Beverage	
		Pharmaceutical	
Peru	Fadesa Metals <ul style="list-style-type: none">• 2- and 3- piece containers.• Flat lids.	Food: fishing, agribusiness, meat and others.	Danper, Frigoinsa, Seafrost, Procesadora Mejia and Viru.
Colombia	Fadesa Metals <ul style="list-style-type: none">• Packs 2 pieces.	Food: fish, vegetables and others.	Alimentos Cárnicos del Grupo Nutresa, Comestibles DAN, Grupo Alimentario del Atlantico Gralco and Industria Colombiana de Carnes Incolcar.

A milestone of industrial innovation

In 2021, the addition of a new facility dedicated to the manufacture of tinplate containers at our Manta plant marked a milestone for Fadesa. Today, in 2024, we celebrate a new achievement with the expansion of this plant and its storage warehouse, a step that reinforces our commitment to innovation and sustainable growth.

The expansion included the installation of two new easy-open lid production lines, allowing us to double our manufacturing capacity and respond with greater agility to market needs. This growth is taking place in a context of high demand: the Manta market has grown significantly in recent years, prompting us to bring production and warehousing closer to our customers to improve delivery times and operational efficiency.

The original plan for Fadesa Manta contemplated three lines for the production of tuna cans, with a five-year horizon to reach full capacity. However, growth exceeded our expectations: in 2021 we installed a press for 307 sausage cans, in 2022 we added a welder for 211 cans, and in 2023 we incorporated a second press for 307 cans, completing the projected capacity in just three years.

In 2024, the expansion of the industrial plant and its warehouse added an additional 4,750 m², representing a 75% increase in operating surface area. We also built a new electrical substation, key to supplying the energy demand of this and future developments.

With the expansion, we reached an aggregate capacity of 600 million units per year for both the domestic and international markets. The investment included state-of-the-art technology, process automation and control systems that ensure high quality products and production efficiency. In addition, this growth is accompanied by a positive impact on local employment, as we also doubled the number of jobs at Fadesa Manta.

Industrial innovation is a key lever for driving progress, strengthening our competitiveness and contributing to the country's economic development.

600 M
additional units
per year
4,750 m²
additional surface

Growing to transform the world

USD
189.47 M
turnover

10+ destinations reached

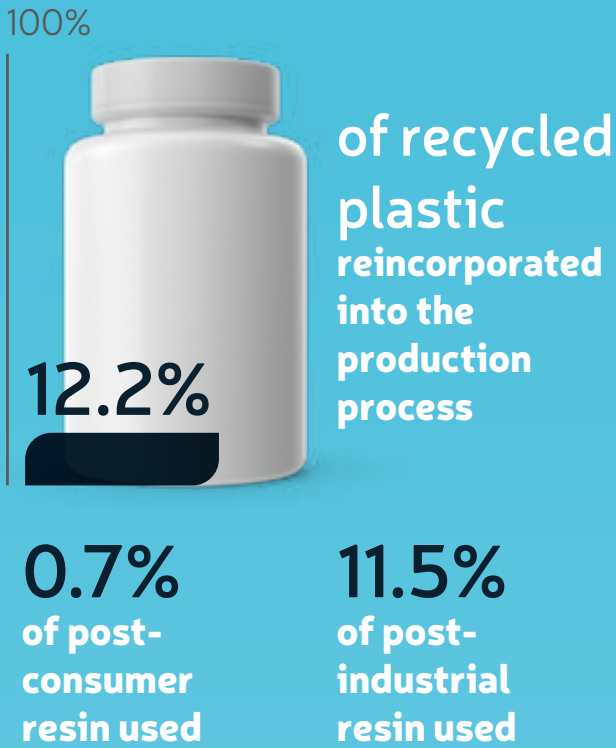
60+ indirect export countries

957 people in our team

369 new people hired

7735 training hours

Achievements



675,115+ MJ reduction in energy consumption in the plastics plant

Our locations

Colombia

Barranquilla

18 clients

Ecuador

Quito
Jaramijó
Guayaquil

185 clients

Peru

Chimbote
Callao

24 clients

- Metals
- Plastics
- Warehouse
- Production plant



Direct export countries

1. Bolivia
2. Brazil
3. Chile
4. Colombia
5. Ecuador
6. El Salvador
7. Panama
8. Peru
9. Dominican Republic
10. Venezuela

Towards sustainable development

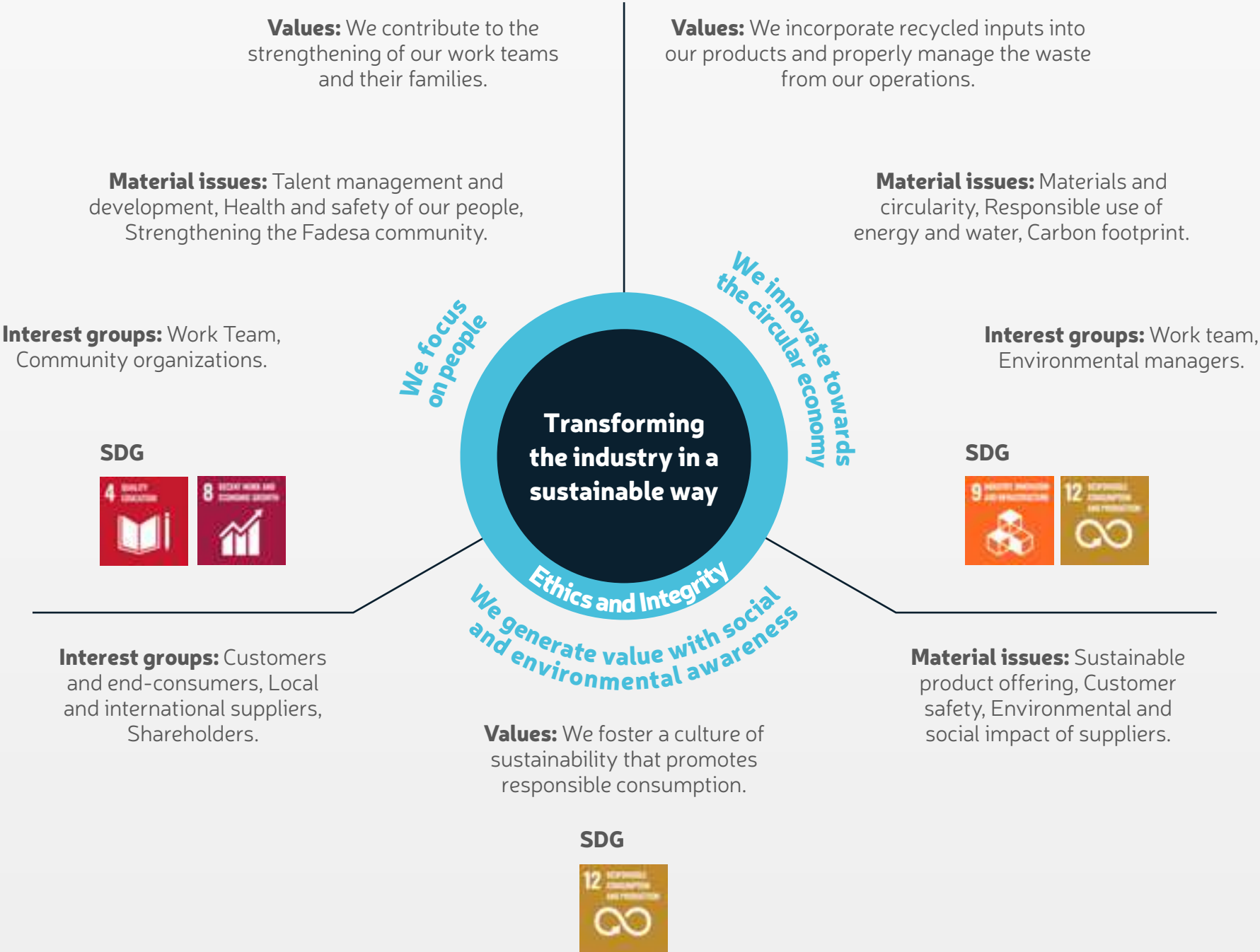
We want to lead the sustainable transformation of the packaging industry. Therefore, we work for a more responsible, efficient and inclusive production, together with all the actors in our value chain.

We believe in partnerships as a driver of change: transforming how we produce and consume, taking advantage of the opportunities of the new economy and strengthening communities while reducing our environmental impact.

In 2020, we designed our Sustainability Strategy, based on three core values with concrete lines of action, aligned to the UN Sustainable Development Goals (SDGs).

In 2024, we continued to drive environmental awareness and the circular economy, moving towards our goal of a 30% reduction in common waste compared to 2021. We incorporate recycled resin in our products and ensure that all metal waste from our production process is compacted, melted and reincorporated into new metal products. Wherever possible, we reuse wooden pallets and frames to extend their useful life and minimize material waste.

We also promote a culture of internal recycling with the “In your company, in your home” campaign, awareness initiatives and actions with the Diakonía Food Bank of Guayaquil, and environmental managers, all of whom are key allies on this path.



Contribution by sector

We promote the sustainable development of the sector by participating in key areas in the countries where we operate.

Ecuador



Ecuadorian-American Chamber of Commerce Guayaquil (AMCHAM)
Non-profit organization that seeks to promote business between Ecuador and the United States in favor of large, medium and small companies, both national and multinational.



Chamber of Industries of Guayaquil (CIG)
Supports the industrial development of the city and the country by providing effective and timely services that respond to the needs of members and the sector.



Ecuadorian Plastics Association (ASEPLAS)
Promotes, develops and protects the activities of companies dedicated to the industrialization and commercial intermediation of plastic products in Ecuador, respecting the principles and values of the Association.



Ecuadorian Federation of Exporters (FEDEXPOR)
Represents the private export sector that promotes the growth of foreign trade in the country.



International Packaging Association (IPA)
Association of metal packaging producers operating in different segments and geographies.

Peru



National Society of Industries
They represent and defend Peruvian industry, with proposals and actions to promote manufacturing and its value chain.

Business ethics and integrity

We act with integrity and transparency, and expect the same commitment from all our stakeholders: employees, suppliers, customers and partners.

Our ethical commitments are defined in the [Integrated Policy](#) and [Code of Conduct](#), approved by the President's Office and General Management. These documents guide our operations, promote responsible practices throughout the value chain, and ensure respect for occupational health and safety, the environment, human rights, and the law.

In February 2024 we updated our Code of Conduct, reinforcing the ethical principles that guide our daily work and establishing clear guidelines on human rights, prevention of corruption and bribery, conflict of interest, money laundering, confidentiality and privacy of non-public information, and respect for the environment and indigenous communities.

In 2024, we also published our [Privacy and Personal Data Processing Policy](#), in accordance with the Organic Law on Personal Data Protection. In it, we establish the criteria for the management, use and conservation of this data, and the rights and contact channels for users.

FADESA's Code of Conduct must be read and signed by each new employee joining the company, and forms an integral part of the induction process. In addition, we reinforce its dissemination periodically among the team and communicate it annually to all our stakeholders through various channels.

Certification of the management model

The effectiveness and compliance of our management model are supported by certified international standards.



Corporate Governance

Board of Directors

Carlos Andrés Piovesan
Independent
Chairman of the Board

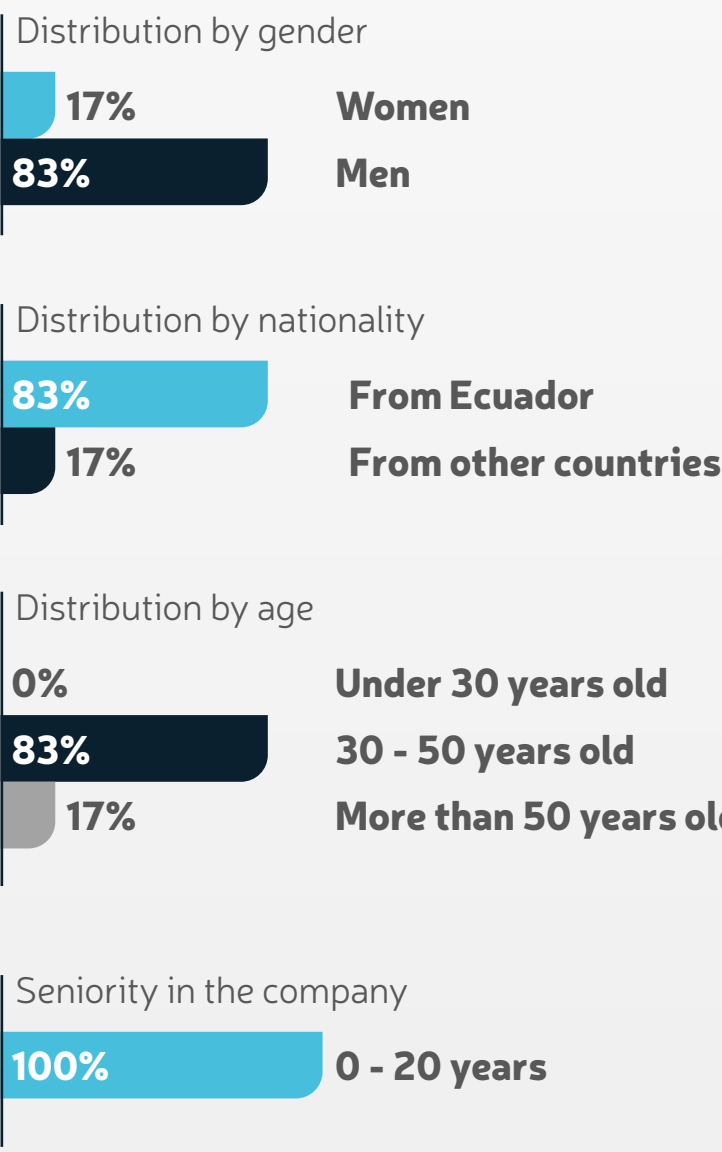
Juan Carlos Prócel
Executive
Executive President of the
Packaging Unit

Jorge Castano
Executive
Manufacturing Director

Julio Otero
Executive
Chief Financial Officer

Sebastián Lasso
Executive
Supply Chain Director

Carola Egas
Executive
Talent and Culture Director



Staff

Jorge Wagner
Commercial Manager

Rudy Caiche
Financial Planning and Control Manager

Milton Teran
New Business Manager

John Tatalcha
Operations Manager

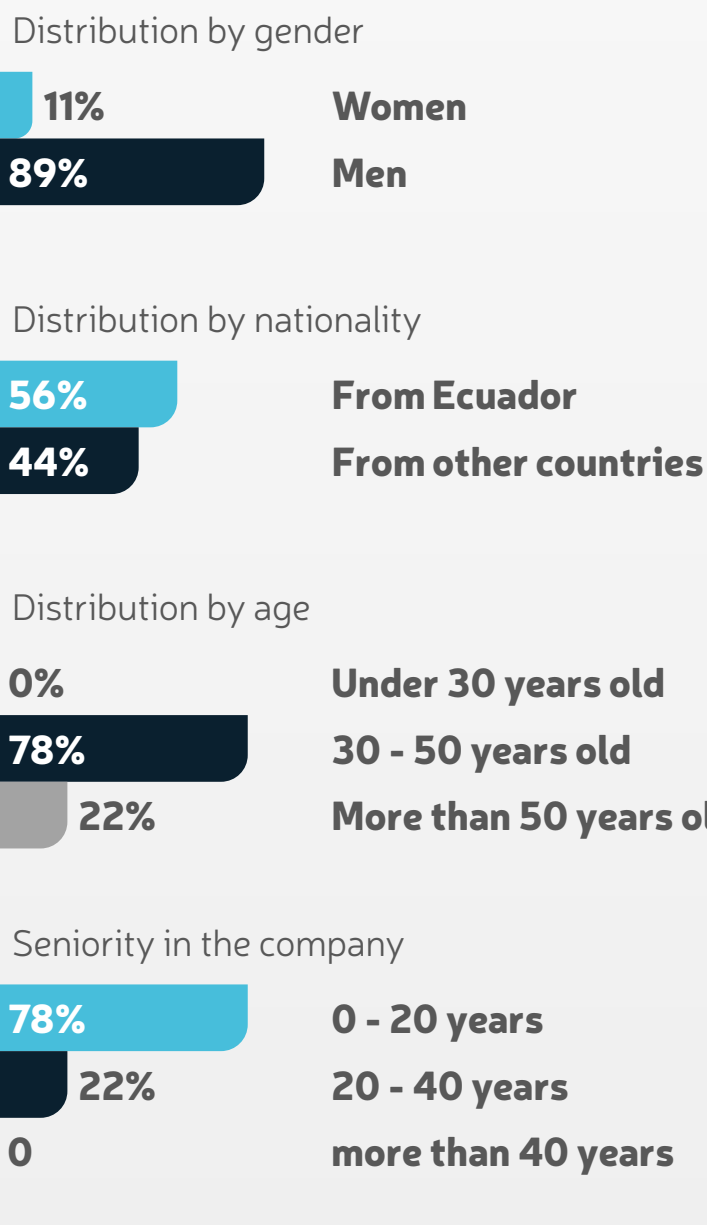
Daniel Guevara
Production Manager

Angélica Farah
Innovation and After Sales Service Manager

Omar Namihas
Country Manager Peru

Jimmy Atencio
Production Manager Peru

Lucas Rueda
Country Manager Colombia



Governance principles

The Board of Directors of the Packaging Unit of the VILASECA Group, composed of six members with executive functions, leads decision-making with integrity and transparency in the economic, environmental and social areas.

The company is represented by the Chief Executive Officer, appointed by the Shareholders' Meeting, who is responsible for meeting strategic and financial objectives, ensuring operational quality and promoting the development of the team.

We have clear and transparent governance principles that guide our ethical actions from top management.

We have an internal process for selecting and monitoring the members of the Board of Directors, ensuring their effective performance. In addition, strategic and operational goals are established and evaluated annually through a management platform. In 2024, no critical incidents or concerns were reported to the Board of Directors.



Staff Functions

The Chief Executive Officer delegates his authority to the Staff team, comprised of the Executive and Management Departments, which is responsible for executing the business plan and meeting strategic objectives.

Their functions include defining business policies, approving financial operations, representing the organization, leading high-level committees, among others, with a focus on ensuring the mission, strategy and sustainable results for investors.

In 2024, we strengthened staff capabilities through Leadership and

Feedback Management workshops. The workshops aimed to develop practical skills and enhance personal leadership, inspire, foster collaboration and face challenges with confidence.

We evaluated the fulfillment of strategic objectives, competencies and financial indicators established for each staff member through our organizational platform. In the event of not achieving the expected qualification, a 3-to-6-month recovery plan is implemented, with minimum goals. In 2024, there were no cases to apply recovery plans.

Governance Committees

Steering Committee

Responsible for making decisions on economic issues. Composed of the Chief Executive Officer, the Chief Financial Officer, the Chief Operating Officer, the Chief Supply Chain Officer and the Director of Talent and Culture.

Commercial Planning Committee

Responsible for aligning Fadesa's demand and supply through a comprehensive planning process. Composed of the Chief Executive Officer, the Supply Chain and Operations Directors, the Commercial and Production Managers, and the Commercial and Planning team.

Talent Committee

Responsible for making decisions about the people in the team. Composed of the Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, Chief Supply Chain Officer, Chief Talent and Culture Officer, and business leaders.

Sustainability Committee

Led by the Innovation and After Sales Service Management, it is responsible for defining the sustainability strategy and developing aligned initiatives, with final approval from the Board of Directors. The Chairman delegates to this Committee the authority to follow up on projects and review the information reported in the Sustainability Report.

It is composed of the Director of Talent and Culture, the Innovation and After Sales Service Manager, the Fadesa Metals Production Manager, the Financial Planning and Control Manager, the Equabarnices Manager, the Head of Commercial Excellence, the Head of Plastics Production, the Head of Planning and S&OP, the Management Systems Coordinator, the Fadesa Plastics and Fadesa Metals OHS Coordinator and the Talent Management Analyst.

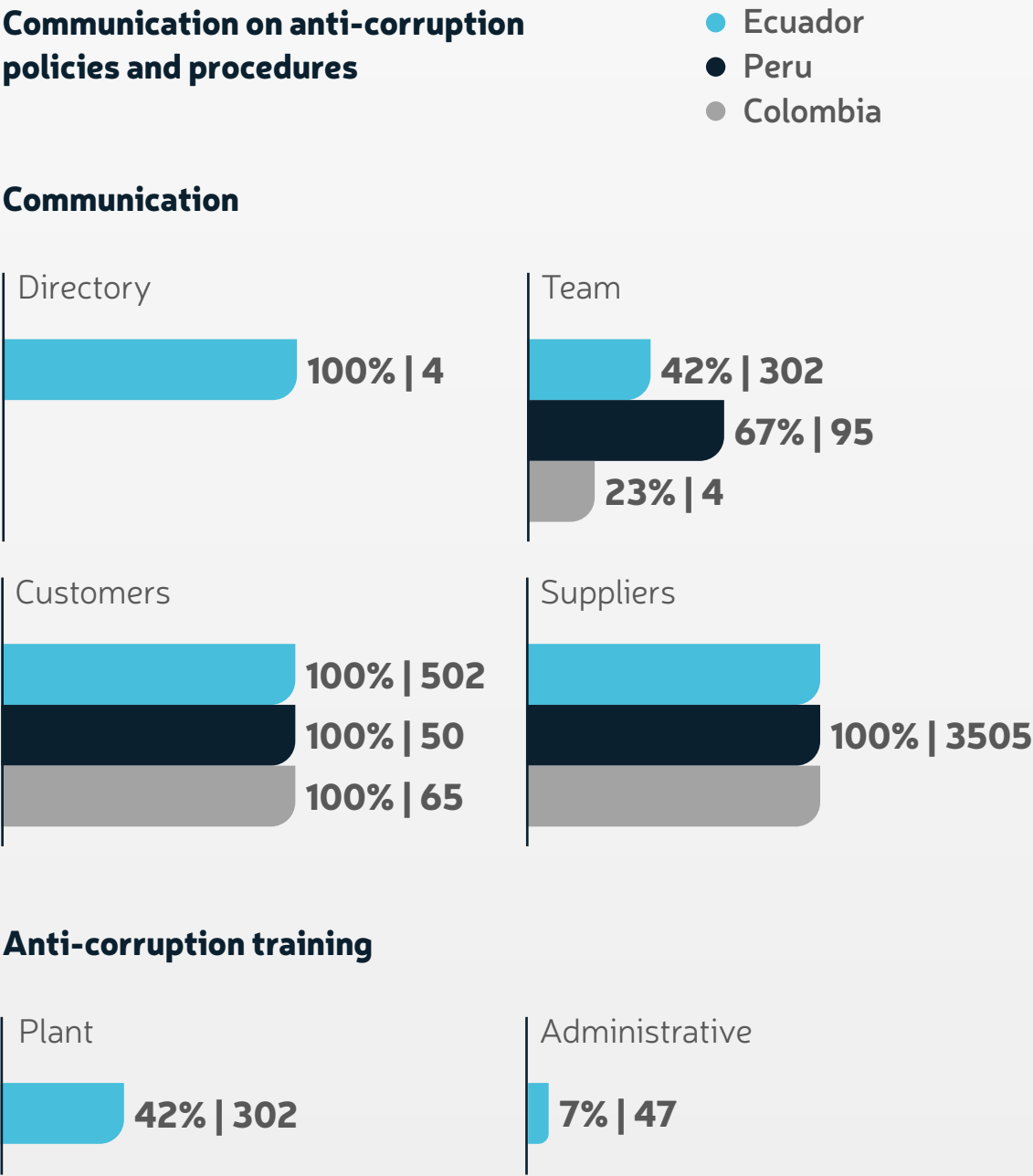
The Committee is responsible for reviewing and approving the information reported in the Sustainability Report. The process begins with the distribution of questionnaires to the personnel in charge of completing the required information, which is then reviewed and approved by the area leader. The report is finally reviewed by the Sustainability Committee after approval by the Chairman.

Fight against Corruption

Fadesa has internal mechanisms in place to prevent corruption and bribery, aligned with its Code of Conduct and reinforced by an Anti-Corruption Policy approved by the Talent and Culture Department. Any form of illegal payment, extortion, fraud or undue favor is prohibited.

In 2024, we assessed the risk of corruption in 100% of our operations, identifying 38 moderate risks in Metales y Plásticos Guayaquil and Manta, all of which were managed with control measures. There were no sanctions, dismissals or legal actions for unfair competition, monopolistic practices or against free competition.

In addition, we provide annual training based on the Business Alliance for Secure Commerce (BASC) standard to positions with the highest risk exposure. In 2024, we obtained BASC standard certification in organizational security processes at our Plastics and Manta plants and maintained it for our Guayaquil metals plant.





In 2024, we obtained BASC certification for the first time at our Plastics and Manta plants.

Conflict of Interest

Our Conflict of Interest Policy applies to all members of the VILASECA Group and includes a description of potential conflict situations and the protocol to manage them in case they become effective. The document is available on the intranet for timely review.

The purpose of this Policy is to establish the guidelines and rules to prevent and manage potential conflicts of interest in our operations, promoting a culture of transparency in which our employees report in a timely manner those situations in which their personal or financial interests may conflict with the interests of the company. It also defines which situations must be reported immediately to the corresponding Talent and Culture area, who in turn must inform the Group's Internal Control and Internal Audit.

Each person, together with his or her manager, must agree on actions to mitigate or eliminate conflicts of interest and follow up on them. The Policy also provides for sanctions for non-compliance.

Protection of human rights

At Fadesa we promote respect for labor rights and an environment free of discrimination, harassment or violence, under the management of the Talent and Culture area.

This commitment is supported by policies such as Recruitment, Performance Management, Training and the Protocol for prevention and attention to cases of discrimination, harassment and all forms of violence against women in the workplace.

The Code of Conduct establishes due diligence processes to prevent, detect and correct irregularities, under the supervision of the Management Committee of the Packaging Unit.

Any person related to Fadesa may file complaints through open channels. The Committee determines whether the complaints are bona fide through a confidential process in conjunction with the Corporate Audit department. If a violation is confirmed, it is recorded in the employee's file and action is taken in accordance with the Internal Regulations. In 2024, 9 complaints were received. All were investigated and resolved in accordance with internal protocols.



Whistleblower channels

- Immediate supervisor
- Social Welfare Area
- E-mail
denuncia@grupovilaseca.com
- Intranet
- Suggestion box

We generate value

We design a safe and quality offer, in collaboration with our supply chain, adapted to our customers' needs.



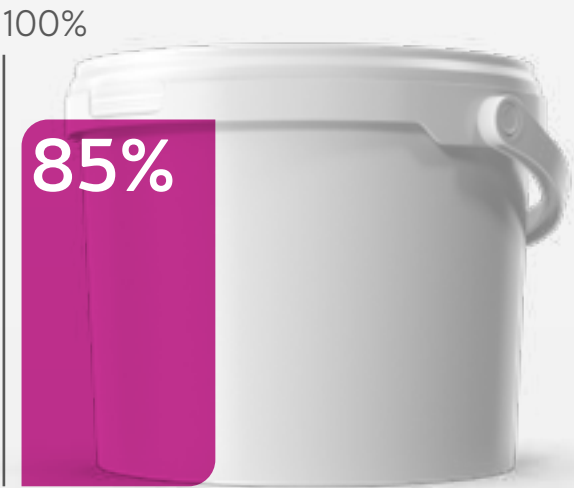
Efficiency with positive impact

According to UNEP's [Global Resource Prospects 2024 report](#), global consumption of natural resources will increase by 60% by 2060 compared to 2020. Faced with this scenario, at Fadesa we seek innovative solutions that optimize resources and make our processes more efficient, reducing the use of materials.

Our Product Development team identifies and implements improvements on an ongoing basis, in accordance with the materials approval processes defined in the integrated management system. We measure progress with key performance indicators (KPIs) focused on savings and efficiency.

In 2024, we surpassed our savings targets by 80% in terms of development and 85% in terms of progress, with projects such as reducing the thickness of half-pound containers and easy-open lids.

In the containers, we went from a 0.16 mm to a 0.14 mm sheet without losing strength, and in the lids, from 0.21 mm to 0.19 mm. This allowed us to use less material without affecting quality, manufacturing the same quantity with fewer inputs.



progress on plan

1,140 t
of materials saved



We carry out projects that allow us to be more efficient, competitive and improve efficiency in the use of resources.

Sustainability of our packaging

We design our plastic packaging according to circular economy principles: all of them are recyclable and, increasingly, we incorporate recycled resins in those products that do not have direct contact with food. In this way, we reduce the demand for virgin raw materials and contribute to reducing our carbon footprint from the design stage.

Our metal packaging is also a sustainable option: it can be infinitely recycled without losing its properties. In addition, steel has a high reuse rate and its recycling allows energy savings compared to production from scratch. A responsible choice for efficiency and care for the planet.

80-90%
steel reusability
most of the steel produced
is still in use today

70%
energy savings
by using recycled steel



recyclable

Innovating for growth

For us, innovation means discovering new ways of doing things and creating products that differentiate us in the market and generate sustainable value. Therefore, we integrate innovation into every stage of our business, transforming processes, anticipating trends and generating a positive impact throughout our value chain.

For us, innovation means growing responsibly and with purpose.

Our commitment to innovate is materialized through the strategic collaboration between the areas of Research and Development, Innovation and Projects. From the development of agile and efficient solutions, we explore new business models, and we work for to break new ground, increase profitability and respond to a constantly evolving market.



Innovation catalyst values



Exceed customer expectations with disruptive proposals, anticipating their needs, continuously accompanying them and discovering new opportunities.



Developing talent, strengthening internal knowledge, developing competencies and attracting highly qualified personnel.



Innovating technologically, driving digital transformation and the adoption of Industry 4.0 technologies.



Being responsible with the environment and society, making a positive impact on our community and adopting a circular approach in the use of resources.

Initiatives that make a difference

We promote and implement projects that optimize performance, facilitate access to information and enable more efficient and informed decisions. In 2024, we are carrying out initiatives that invite our teams to be protagonists of change, improving processes, automating tasks and measuring the impact of our operations with greater precision.

Creation of the Continuous Improvement and Innovation Committee

With the aim of promoting innovation, at Fadesa Plastics we created a Committee integrated by the areas of Processes, Production, Maintenance, Quality Control, Logistics, Innovation and Operations. This multidisciplinary team was consolidated as an engine of change within the company.

One of its main achievements in the Innovation area was the launch of the Idearte Platform, applying the Design Thinking methodology to enhance its impact and usability.

Idearte Platform

In 2024, the Idearte Platform was officially launched, an evolution of the prototype developed in the Despegamos 2022 program. This tool is designed to collect innovative ideas that contribute to corporate welfare in administrative and operational aspects. Everyone on our team can propose ideas for any area of the plant, promoting collective participation and continuous improvement.

All ideas submitted in 2024 were evaluated according to their level of impact. To recognize and reward approved proposals, a scheme was designed to award points for each validated idea. These points are cumulative and can be exchanged for various prizes. As part of this incentive plan, we awarded 61 prizes, including household appliances, cell phones, tablets, accessories, among others.

525
innovation ideas registered on the platform

My UNE experience

It is an innovative digital platform designed to reduce the administrative burden of the Talent and Culture area and optimize document management in the Packaging Unit. The system includes an accompaniment function for new hires, providing personalized support throughout the integration process. This tool facilitates the adaptation of newly hired personnel, improving their initial experience and accelerating their productivity while significantly reducing traditional processes.

Specialized Academy of Operations (AEO) Platform

We developed a new module based on the five steps of the Design Thinking methodology: research, analyze, ideate, prototype and evaluate. This module is oriented to the Operations area and seeks to foster a culture of continuous improvement and innovation. To measure its impact, the platform evaluates its performance through four key indicators: performance, behavior, knowledge and satisfaction.



Creativity that is rewarded

We won the Innovation Award granted by the International Packaging Association (IPA), thanks to the design of the UNE Learning Platform.

This is an international recognition that highlights the most innovative developments in the field of packaging and point-of-sale advertising. Its objective is to promote innovation in the manufacture and use of packaging and point-of-sale, valuing aspects such as usability, the application of new materials, the strength of brand design and sustainability.

Building value with our supply chain

Growing sustainably requires moving forward with those who share our values. Therefore, to strengthen our responsible product offering, we work with suppliers who share our commitment to innovation and sustainability.

We consider our supplier organizations as strategic allies, with whom we build relationships of trust, share best practices, and together promote the sustainable development of the industry.

From the Supply Chain area, we lead this vision, managing the procurement of materials and services in each of the countries where we operate. With dedicated local teams, we drive strategic plans and foster close communication with our partner organizations, ensuring the supply of raw materials and maintaining the highest quality standards throughout our value chain.

+700
supplier organizations



19%
investment in
local suppliers



Investment in suppliers

Ecuador

129,994,874

USD invested
in suppliers

24,585,468

USD invested
in local suppliers

Peru

23,602,485

USD invested
in suppliers

5,490,520

USD invested
in local suppliers

Colombia

8,348,570

USD invested
in suppliers

651,713

USD invested
in local suppliers

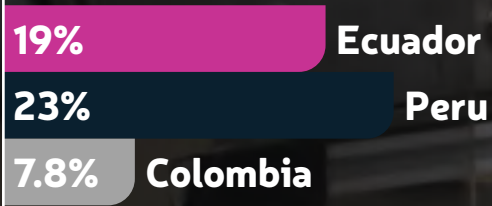
161,945,929

USD invested
in local suppliers

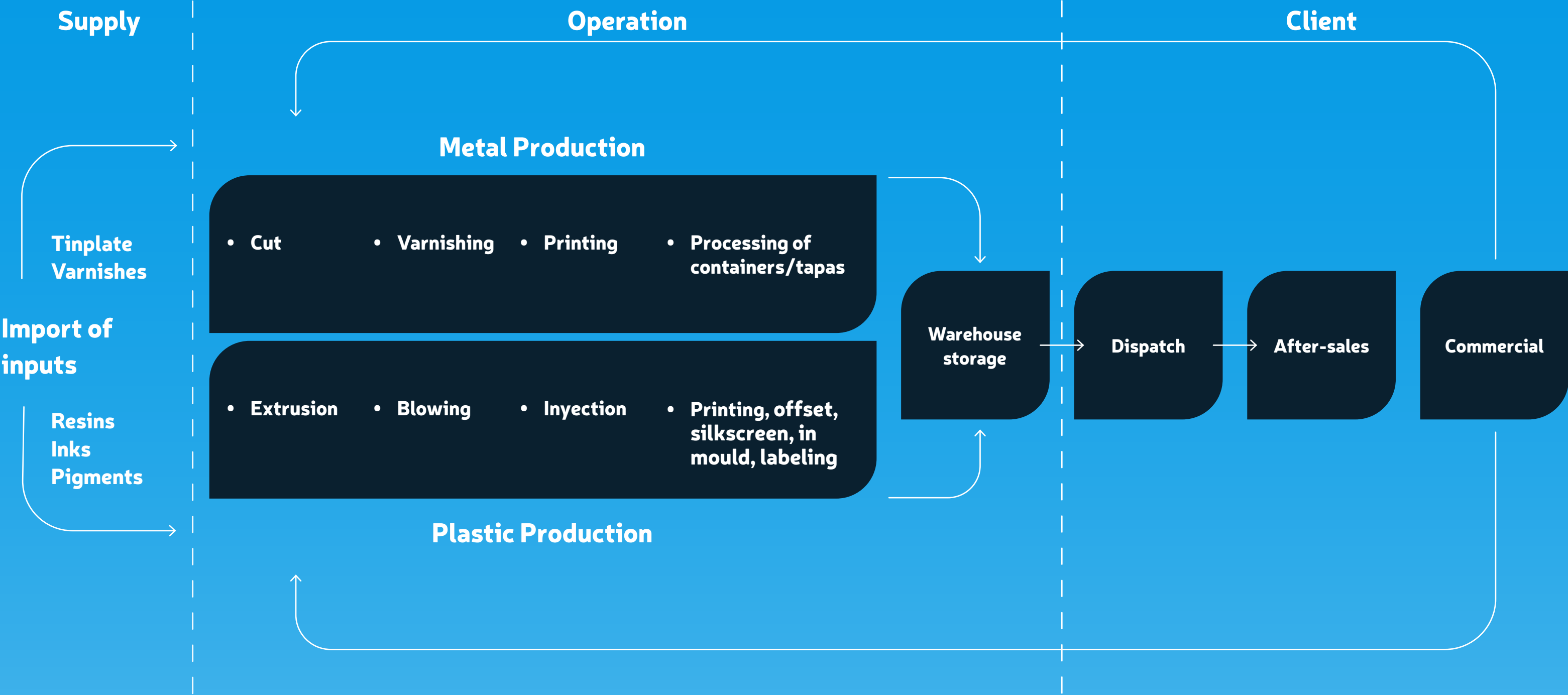
30,727,701 (19%)

USD invested en proveedores locales

% USD of local investment by country



Our Value Chain



Commitment in each link of our supply chain

Our commitment to ethics, social responsibility and environmental stewardship extends throughout our value chain, and we actively work to ensure that our suppliers share these values. To this end, we have three main mechanisms in place.

First, at the beginning of a business relationship and every year, we share our Code of Conduct with our suppliers and customers. The objective is that the organizations we work with align themselves with it, especially with the commitment to fight against child labor and corruption.

Second, we conduct periodic evaluations that are not limited to commercial aspects, but also cover social, labor, environmental and quality criteria. We evaluate our suppliers' performance annually and, every two years, we conduct a comprehensive review covering social responsibility, environmental impact, labor relations, community and health and safety, with the aim of strengthening strategic ties and promoting continuous improvement.

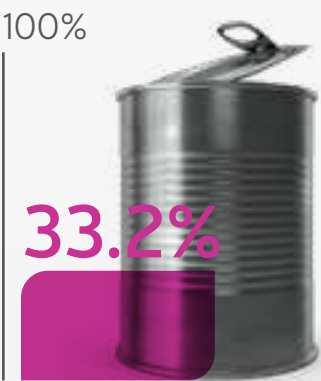
In 2024, we conducted external evaluations of our suppliers for compliance, social responsibility and food safety, with certification valid for two years. The selection was based on sourcing risks, purchase volume and type of operation. We also requested policies against child and forced labor, with no recorded incidences in the countries where we operate.

Sharing ethical values, regularly evaluating and highlighting international certifications: our pillars of supply chain responsibility.

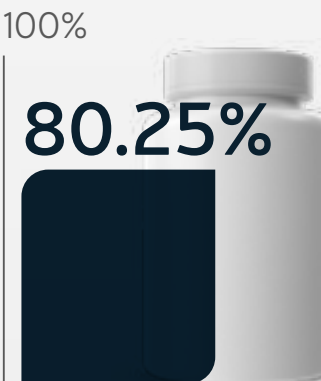
During the reporting period, in Peru we evaluated our suppliers according to ISO 9001 and FSSC 22000 management system criteria, and in Colombia we did not yet have a formal supplier management strategy. However, we are working from our headquarters in Guayaquil to centralize the area's processes and strengthen control in the three countries where we operate.

Finally, the third mechanism we use is to require our suppliers to hold internationally recognized certifications, such as ISO 9001, FSSC 22000 or BRC, which ensure demanding standards in terms of quality and safety.

109 suppliers in Ecuador evaluated by 2024



new suppliers evaluated on social and environmental criteria



average annual performance

Purchased wood fiber

920 t

Peru
100% Certified Source⁽¹⁾

3,280 t

Ecuador
0% Certified Source

Acquired aluminum

44.5 t

Ecuador
0% Certified Source

(1) 100% certified dealers

Safe and quality products

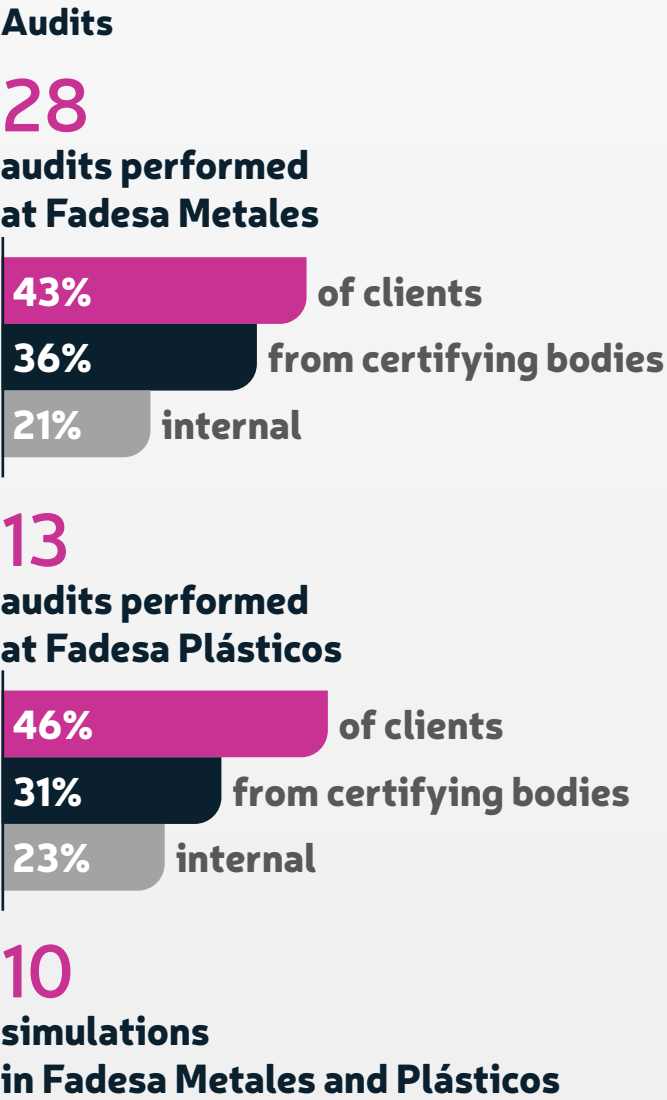
We ensure excellence and confidence in our products through trained personnel, adequate technical resources and a robust infrastructure. This commitment to quality, health and customer safety is formalized in our Integrated Policy and is constantly monitored across all product categories.

Each plant has Quality Control managers who supervise the inspection processes through statistical controls from the reception of raw materials to manufacturing, recording all data in our SAP system. In addition, the products carry a seal of approval that certifies compliance with our standards.

An outstanding case is our Fadesa Plásticos y Metales plants in Ecuador, where we strengthen our safety culture with recall drills, traceability, food defense and emergency response in accordance with international standards. In addition, we have in-plant control stations and our own statistical process control (SPC) software, developed internally and integrated with SAP and Power BI, which allows us to collect and analyze key data for decision making.

In 2024, we evaluated our Quality Management Systems through internal, customer and certification audits. During this period, it was not necessary to activate recall or emergency protocols. In Colombia, although we do not yet have international certifications, we apply the same rigorous controls as in our certified plants through visual inspection and dimensional analysis, with criteria based on acceptable quality limits (AQL).

At each of our plants, we rigorously measure key quality indicators, which we systematically analyze and compare. This constant monitoring drives us to continuous improvement. Among the aspects that we pay most attention to are complaints and the costs associated with non-quality, which we address with focus and commitment in order to continue raising our standards.



Quality Indicators

		2023	2024
Fadesa Metals Ecuador	Claims from	93	101
	Non-quality costs	USD 5,721,521	USD 6,973,762
Fadesa Plastics Ecuador	Claims from	18	12
	Non-quality costs	USD 147,165	USD 39,741
	Non-quality costs without inventory write-offs	USD 40,470	USD 28,208
Fadesa Metals Peru	Claims from	43	33
	Non-quality costs	USD 883,743	USD 989,259
Fadesa Metals Colombia	Claims from	6	31
	Non-quality costs	USD 45,309	USD 64,461

We drive excellence and generate trust through talent development and constant innovation, creating products that make a difference.



Certifications of our operations

We strengthen our production processes by aligning them with international standards, guaranteeing quality, safety and well-being. In addition, we operate with a strong environmental commitment, taking care of the planet today and for the future.



- Guayaquil Metals
- Guayaquil Plastics
- Quito
- Peru



- Peru



- Guayaquil Metals
- Guayaquil Plastics **NEW**
- Manta **NEW**



- AA-rated recertification
- Guayaquil Metals
 - Manta



- Guayaquil Plastics
- Peru

International compliance framework

- **EU Regulations (EC)** No. 2023/2006, No. 2023/915, No. 1895/2005, No. 2018/213, No. 2023/915, No. 1907/2006.
- **FDA Code of Federal Regulations**, Chapter 21, Section 175,300, on resinous and polymer coatings.
- **Regulation (EC)** No. 1935/2004, Article 17, on materials and articles intended to come into contact with food.
- **Directive 94/62/EC** regarding permitted levels for heavy metals (cadmium, lead, mercury and hexavalent chromium).
- **EU Directive 78/142/EEC.**
- **Resolution of the Council of Europe:** AP (2004) 1, on coatings intended to come into contact with food.
- **International Standards JIS G 3303** (Japanese standard), EN10202 (European standard) on metallic substrate, TFS (Tin Free Steel) and ETP (Electrolytic Tin Plate).
- **Regulation (EU)** No. 10/2011 for food contact materials.
- **French Decree 2012/1442** on the use of materials containing bisphenol A diglycidyl ether.
- **California Proposition 65.**
- **Materials and articles ordinance** (SR 817.023.21).
- **PFAS (perfluorinated substances)** free testing.
- **Italian Ministerial Decree** of 03/21/1973.

Responsible management of materials and product safety

At Fadesa Metales, we ensure the safety of our products and regulatory compliance through an Integrated Management System that guides each stage of our production process.

Product Development is responsible for reviewing all technical documentation provided by our suppliers. This validation includes compliance with regulations for food contact and the execution of migration analyses, which are carried out by our suppliers, and allow us to detect and prevent any possible risk of contamination in our containers.

We handle a number of controlled substances, such as hydrochloric acid, sulfuric acid, isopropyl alcohol, liquid ammonia, hexane and sodium hydroxide, safely and in accordance with current regulations. We have an authorized annual

permit and perform monthly controls through inventories registered in SAP, reported to the Company Balance System (SISALEM) of the Ecuadorian Ministry of the Interior. Our facilities are also periodically audited, both on a scheduled and surprise basis, to ensure compliance with protocols.

When a new material is incorporated in the operations, maintenance or process areas, it must be previously evaluated by the Operations team, which analyzes its potential impacts. If deemed necessary, the case is submitted to the Product Safety and Innocuousness Committee for further technical evaluation.

For our customers in the agro-industrial and fishing sectors, we perform specific tests in independent external laboratories in order to validate the compliance of our containers and closures with international regulations, such as those established by the Food and Drug Administration (FDA) of the United States and EFSA (European Food Safety Authority) of the European Union. These tests include:



- **Extractives limits**
Substances that are extracted from coatings in contact with a solvent under specific conditions (temperature and time) simulating contact with a food.
- **Overall migration**
Analysis of the total amount of compounds that can be transferred from the container coating to the food.
- **Specific migration**
Identification of substances of toxicological interest such as heavy metals, BPA or vinyls.

Both studies are essential to ensure that our products are safe and suitable for food contact, strengthening the confidence of our customers and consumers.

Transparency for the responsible use of our packaging

We believe that a clear and complete communication with our customers is fundamental, since they are the ones who transmit the information to the final consumer, allowing them to use and manage the packaging they receive properly.

For this reason, we provide each product with a technical data sheet with all the relevant information: composition and origin of the materials, physical, chemical and biological safety characteristics, production process, packaging and distribution, storage conditions, shelf life of the empty container, handling instructions, traceability, preparation or treatment prior to use, recommended and non-recommended uses, and product drawings.

We comply with ISO 22000:2018 and BRCGS Packaging Materials standards, which establish the obligation to communicate the characteristics of the finished product to the customer, both in Ecuador and Peru.

In the case of coatings, we respond to current market requirements by offering products free of BPANI, PVCNI, PTFAS-PTFE and MOAH/MOSH. This information is communicated transparently in our technical bulletins, declarations of conformity and migration analyses.

During 2024, there were no non-compliances, sanctions or observations related to our product information, labeling or marketing communications.



Customer first

At Fadesa, our customers are at the center of everything we do. That is why we foster relationships based on trust and continuous improvement, through a permanent feedback process.

The After Sales Service area and the Commercial team are the strategic link with our customers, meeting needs, anticipating demands and proposing solutions. To understand and improve our customers' experience, we conduct biannual surveys that evaluate key aspects such as customer service, delivery times, prices, product quality and inventory availability.

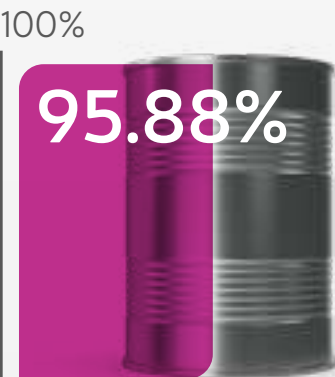
The After-Sales Service area complements this process with a quarterly survey that measures the general level of satisfaction, as well as specific surveys after each intervention to gather specific information on each experience.

At the close of this Report, we have conducted quarterly surveys in all operations. We plan to strengthen this communication channel in Ecuador and Colombia with a greater number of responses in 2025 and thus obtain a true reflection of the opinion of our clients in those countries.

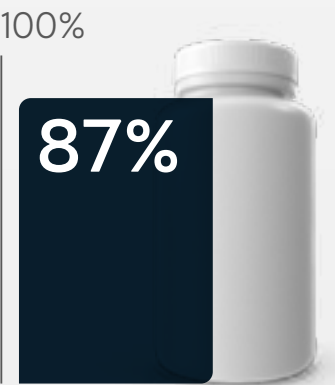


Our customers' perceptions guide our actions and are a key element in measuring our performance as a company.

Post-sales survey results



of satisfaction Ecuador 2024



of satisfaction Peru 2024

We Focus on People

We care for the well-being, training, and safety of our team, and we also strengthen our relationship with their families.



Growing with Our People

We foster a culture of continuous transformation as a cornerstone of our growth. We simplify processes to make them agile and efficient, drive innovation in every project, and empower our team through close leadership that encourages autonomy and continuous learning.

Our united and cohesive team demonstrates its commitment through value creation, excellence in quality, and the achievement of tangible results. Thinking big—always with social and environmental awareness—drives us to forge strategic alliances that transform the industry and prepare us to face every challenge with passion and resilience.

We promote transformation and agile innovation by empowering the team and aligning talent and culture with the strategy to boost growth.

The Talent and Culture area connects these dynamics to the corporate strategy: it designs an annual plan with goals, initiatives, and indicators aligned with the business; monitors its progress month by month; and reinforces the most impactful actions. In this way, we promote well-being, continuous development, and a high-performance environment where every voice is heard and every contribution makes a difference.

Our Team in Numbers

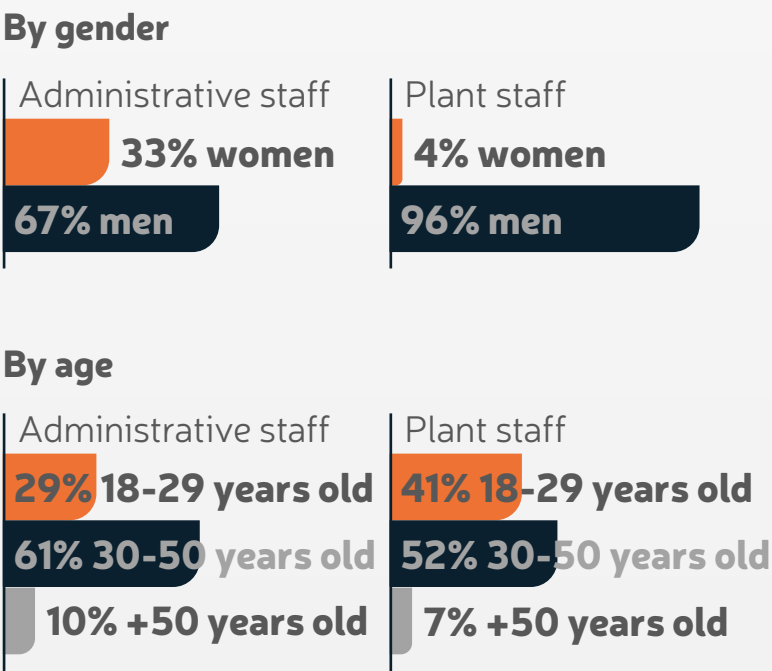
Distribution by gender



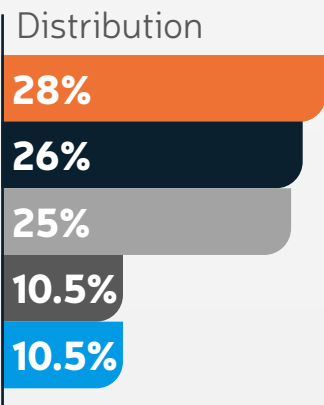
Distribution by type of contract



Distribution by job category



57 people are hired through third-party service providers working with Fadesa



- Cleaning Services
- Cafeteria
- Security
- Medical dispensary
- IT Support

Distribution by region

957
people
work in Fadesa

- 798 Ecuador
- 17 Colombia
- 142 Peru

Distribution
by gender

10% women
90% men

Distribution by
type of contract

95% permanent
5% temporary

A Team Ready to Win

We ensure that every person has the necessary skills to perform at their best. That is why Talent and Culture leads a recruitment process that combines job boards, internal databases, referrals, partnerships with universities, and job fairs, always giving preference to internal talent.

Our internship program, Building Talent, integrates young professionals with personalized career plans and real challenges in their areas, while receiving direct mentorship from our leaders.

We seek the best talents and strengthen their skills to contribute to the success of our business.

To reinforce the growth and commitment of our teams, we offer competitive benefits and a comprehensive continuous training plan that promotes professional development and life skills.

A Comprehensive Welcome

Our Welcome Program is the first point of contact for every new employee with our company. During the first fifteen days of work, the new employee receives information about the business, benefits, main operational guidelines, and corporate strategy.

Thanks to this standardized approach, we facilitate immediate integration, foster a sense of belonging from day one, and provide each member with the general knowledge needed to perform their duties confidently.

As part of this integration process, within thirty days following hiring or promotion, job induction is activated. In both cases—whether a new hire or a promotion—the immediate supervisor, in coordination with the HR Business Partner, defines and organizes a personalized induction agenda, which is delivered during the Welcome Program.

We ensure that every person has the guidance and resources necessary to achieve optimal performance in their new role.

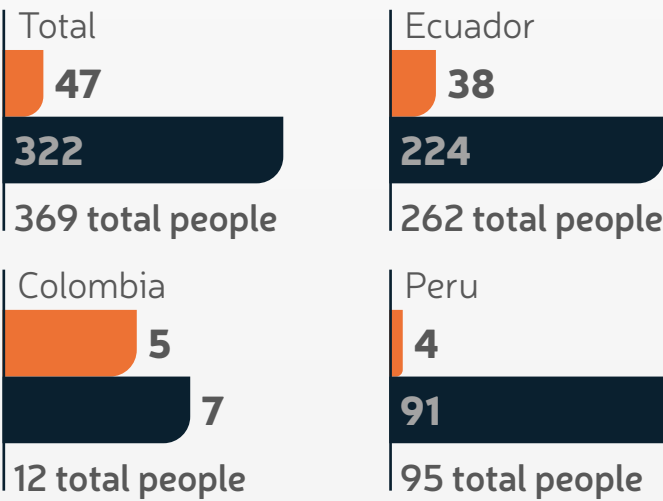
369 people participated in the Welcome Program in 2024

75 people promoted or transferred to different areas in the company during 2024

New employees

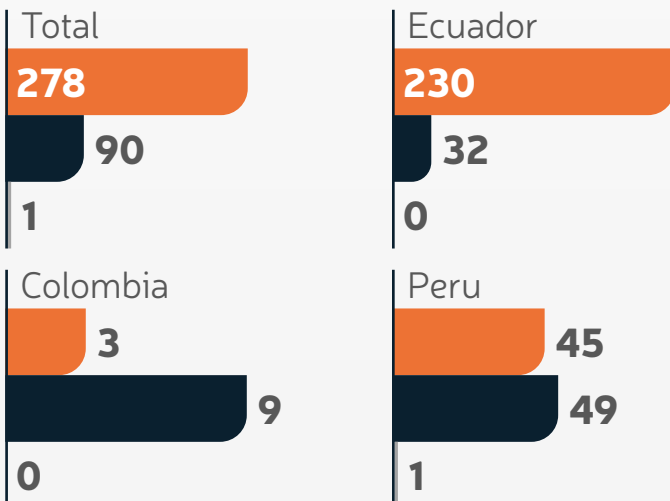
Distribution by gender

● women ● men



Distribution by age

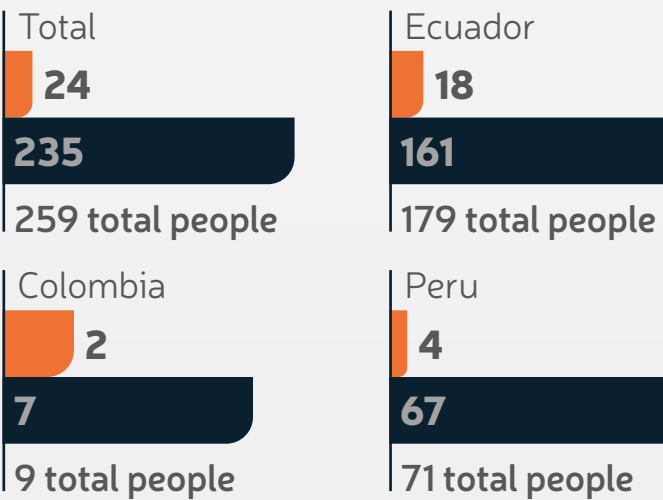
● 18-29 ● 30-50 ● +50 years old



Staff turnover

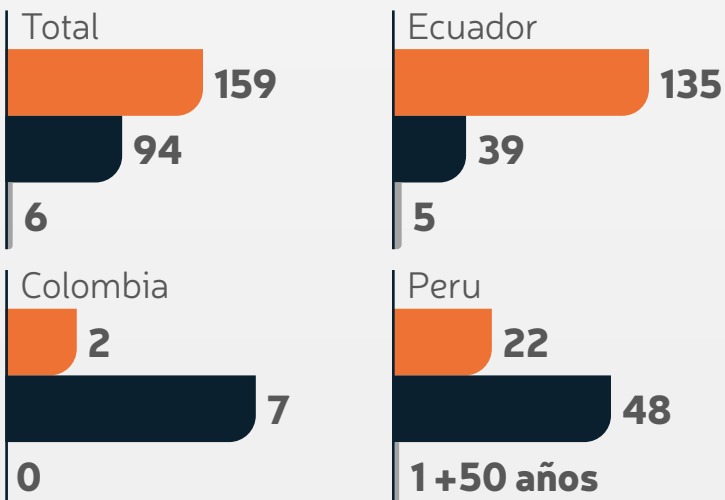
Distribution by gender

● women ● men



Distribution by age

● 18-29 ● 30-50 ● +50 years old



Value Proposition for a Better Quality of Life

Our team members have access to a set of benefits focused on improving their quality of life and that of their families, as well as creating a positive and motivating work environment. Benefits available to all plants include:

- **Quarterly incentive:** After 120 days of job stability, employees become eligible for a reward based on the organization’s financial results, considering the achievement of individual and group objectives.
- **Life and accident insurance:** Agreements with providers that manage medical care with preferential rates, as well as life and personal accident policies.
- **Food subsidy.**
- **Consumption card in December.**
- **“Your Family on Your Day”** is a benefit granting a day off on the employee’s birthday.



Additionally, we offer benefits adapted to the operations in each country:

Ecuador

- VILASECA Health Program.
- Membership in the VILASECA Group Cooperative, with scheduled savings programs and access to credit.
- Welfare and education program by the VILASECA Foundation.
- Agreements with pharmacy networks.
- Funeral fund in case of death of parents, spouse, or children.

Peru

- Aprender Scholarship.
- Agreement with SENATI – Sponsorship Program.
- Agreements with banks offering preferential rates for personal loans.
- Mobility service for day shift (departure).

Colombia

- Family Day.

Compensation Policy and Process

We have a Compensation Policy that ensures remuneration aligned with each person’s responsibilities and performance, aimed at attracting, motivating, and retaining the best talent. This policy includes guidelines for salary allocation, job evaluation, raises due to promotion or retention, as well as variable compensation such as incentives, commissions, and annual bonuses.

The Compensation team, within the Talent and Culture Department, leads this process by defining salary bands based on job descriptions, internal evaluations, and market studies conducted by specialized consultants. These bands establish salary criteria from entry-level to adjustments based on potential or key roles.

Ratios between the standard entry-level category salary by gender and the local minimum wage⁽¹⁾

	Ratio ECU	Ratio COL	Ratio PER
Women	1.30	2.85	1.69
Men	1.03	1.00	1.15

Ratio of base salary and total compensation of women compared to men⁽¹⁾

Ratio by job category	ECU	COL	PER
Administrative	0.82	0.40	0.72
Plant	0.98	0.89	1.02

(1) Formula: Average salary of women by category / Average salary of men by category.

Talent development

We drive the growth of our talent in harmony with the company’s development. The Talent and Culture area leads team management in Ecuador, Peru, and Colombia through performance evaluations and training programs focused on strengthening key skills and meeting organizational objectives.

Each year, training initiatives are planned aligned with the business’s critical competencies, using various methodologies such as internal and external training, e-learning platforms, and practical experiences like temporary assignments or the Talent Exchange program.

We prepare our teams to face the challenges of a dynamic and growing industry.

Our training and development plans aim to enhance performance, promote professional growth, and ensure goal achievement in an inclusive environment free from any type of discrimination.

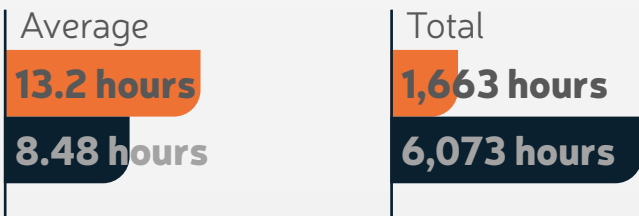
We measure the effectiveness of these actions through tools such as performance evaluations, satisfaction surveys, results analysis, observations, leader feedback, and 360° evaluations.

8.03
average training hours
Per person

7,736
total training hours

Distribution by gender

● women ● men



Distribution by job category

● plant ● administrative



Leadership Academy (Upleaders)

Provides tools to strengthen leadership in the Packaging Unit, preparing individuals to manage change, design strategies, and lead high-performance teams.

27
participants



E-learning Platform

Online training to improve knowledge and skills, adapted to the availability of our employees.

124
participants

Specialized Operations Academy

A training tool for operational staff focused on developing technical skills, preserving knowledge, and achieving operational excellence.

583
participants

Innovation Training

A course of the Specialized Operations Academy that trains employees to identify innovation opportunities and develop disruptive proposals for the organization.

201
participants

Growing Together

An initiative that identifies and evaluates talent in operations to manage career plans and professional development.

45
participants

Performance Evaluation

We design talent management policies detailing the employee evaluation process, procedures, schedule, evaluation scales, and criteria for key business decisions.

We have a Performance Management System (PMS) that annually evaluates the performance of individuals and teams, based on SMART objectives and Fadesa competencies, with different cycles that monitor the progress of employees and departments.

739
people received
performance evaluations

Distribution by job category

555

plant staff

| 75% of this category

184

administrative staff

| 86% of this category

Distribution by gender⁽¹⁾

77 women | 79%

662 men | 77%

(1) Formula for women: (women who received a performance evaluation / total number of women during the period) * 100
Formula for men: (men who received a performance evaluation / total number of men during the period) * 100

Health and Safety of Our People

People are at the heart of our business. That’s why we are committed to creating safe work environments, preventing accidents, and ensuring that everyone returns home healthy and safe. This responsibility involves not only well-being, but also motivation and efficiency, fostering productivity and a positive work environment.

With a firm goal of achieving zero accidents, we are working to transform our organizational culture. We understand that this challenge requires a deep shift within our teams, promoting preventive habits and self-care—both fundamental to workplace safety.

To tackle this challenge, we designed a comprehensive strategy based on four key areas, focused on risk reduction and the continuous improvement of safety.

1. Risk Reduction

Our objective is to ensure safe operations at every plant. To achieve this, we implement measures such as remediation of guards and safety sensors, SMO risk assessments, lockout-tagout procedures, and semiannual audits to ensure all processes are managed safely.

2. Safety System

We ensure legal compliance in industrial safety and environmental protection by implementing critical standards in these areas. We also manage environmental contingencies and respond effectively to audits and compliance matrices, ensuring our operations remain aligned with current regulations.

3. Occupational Health

We focus on the prevention of work-related illnesses and injuries. This includes the certification of our health programs, implementation of regular occupational medical exams, and constant monitoring of our employees’ well-being.

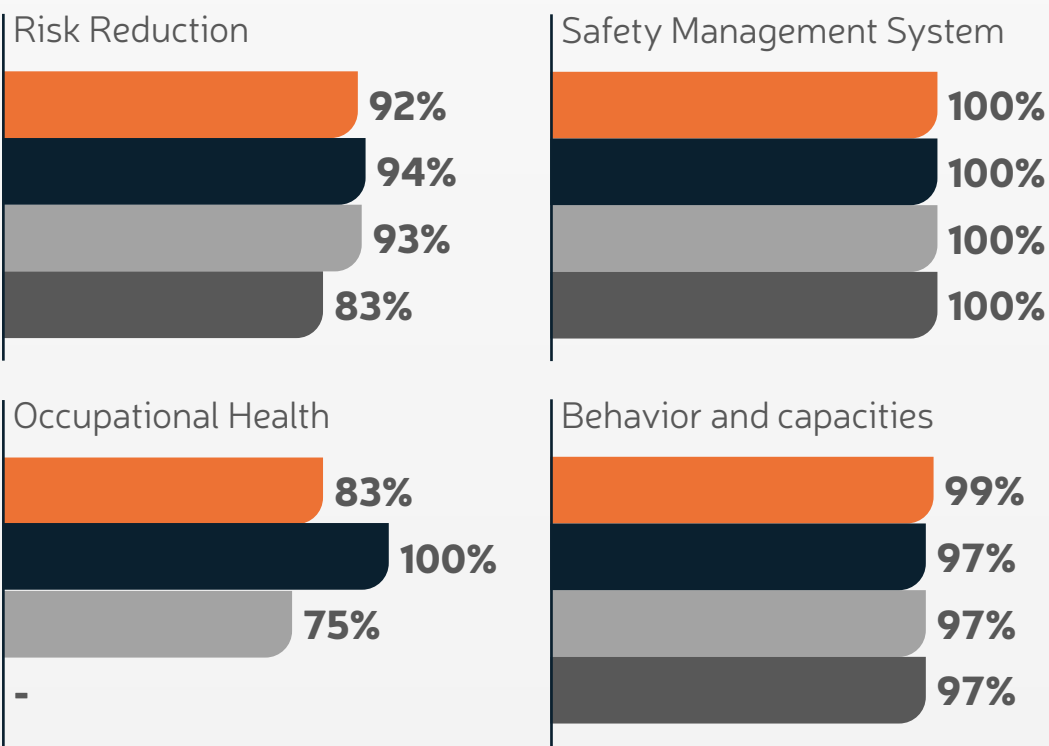
4. Behaviors and Capacities

Transforming the safety culture is key to our success. To achieve this, we develop safety campaigns, the Specialized Operations Academy (SOA), and the Observation Matrix System. We also promote safety leadership, ensuring all employees adopt a proactive mindset toward prevention and self-care.



Overall compliance with our strategy reached 97%, reflecting our ongoing commitment to the safety and well-being of our people.

Safety Key Areas



Scope of the Health and Safety Management System



- Ecuador Metals
- Ecuador Plastics
- Peru
- Colombia



Health and Safety Management System

The First Survey on Safety and Health Conditions at Work in Ecuador (I-ECSST) shows that the most frequent risks in the industry are cuts, punctures and abrasions, followed by exposure to noise. In terms of ergonomic risks, repetitive movements in machines and handling loads predominate. Exposure to emotional demands also stands out, which reinforces the need for a preventive approach.

At Fadesa, we act with responsibility to face these challenges. Our Occupational Health and Safety Management System is aligned with ISO 45001:2018, with that of our operations in Peru certified under that standard. All our plants use specific methodologies and matrices to identify hazards and assess risks, adapted to local regulations.

In Ecuador, we apply the NPT 330 standard, with a methodology based on process or activity changes. We also conduct annual internal and cross audits and use our SMO Platform so that all personnel can report

safety findings. In Colombia, we follow the GTC 45 standard, and in Peru we use the IPERC Matrix (S-SSO-01), updated at least once a year or after incidents or process changes. This matrix, which covers all hazards, risks and controls, is audited internally and externally twice a year.

To manage risks, we apply a hierarchy of controls: we start by eliminating risk at the source, replacing dangerous machines; we implement controls in the operating space through reports, walkthroughs and annual evaluations; we use engineering controls such as sensors and microphones to stop machines in unsafe situations; we apply administrative controls such as signage, procedures and training; and, finally, we directly protect the worker with personal protective equipment and training and awareness actions.

The active participation of the teams is key. For this reason, we implemented the Observations Matrix System (SMO), which allows reporting unsafe conditions and non-injury incidents, assigning their follow-up to the corresponding leader. We also have Safety Sentinels, a team that accompanies employees with positive feedback when it detects unsafe acts.



Each country has additional tools. In Fadesa Metals, there are mailboxes located in strategic places for employees to report unsafe acts, and these are reviewed by the Safety area. In Colombia, reports of unsafe behavior are delivered to the immediate boss, who leads corrective actions. In addition, daily talks and periodic meetings are held to strengthen the safety culture.

In 2024, we launched the Mambo Project in Peru, with rituals and tools to improve safety culture. In Colombia, we are moving forward with psychosocial risk management, promoting healthy lifestyles and developing the Zero Accidents project.

When a person detects a risk situation, he/she can remove himself/herself and report it to the boss or supervisor for evaluation

and action. If no action is taken, the report can be escalated to the Safety area for intervention. In the event of an accident, the procedure includes immediate medical attention, notification of those responsible, investigation of the incident and definition of action plans to eliminate the cause. During the period, no accidents involving external or subcontracted personnel were recorded.

0
deaths due to occupational injuries or accidents

0
occupational illnesses and diseases

Accident rates	Goal	Result		Ecuador Plastics		Ecuador Metals	
		Peru	Colombia	Goal	Result	Goal	Result
Number of accidents	4	7	2	0	0	6	10
Severity rate	45	172	128.5	0	0	20	18.1
Frequency rate Recordable Cases (IFCAR)	0	1.94	0	0	0	0.7	1.63
Number of incidents without injury	0	0	0	0	0	0	3
Number of days without disabling accidents	-	98	102	365	365	365	50

Occupational injuries	Number				Rate %			
	ECU MET	ECU PLA	PER	COL	ECU MET	ECU PLA	PER	COL
For all employees								
Occupational accident injuries with major consequences ⁽¹⁾	1	0	7	2	0	0	0.0017	6.25
Recordable occupational accident injuries ⁽²⁾	11	0	4	3	0.000005	0	0.001	18.75

Hours worked

Ecuador Metals	1,951,814
Ecuador Plastics	352,210
Perú	412,546
Colombia	2,138

(1) LTI Frequency Rate - Accidents
(2) Recordable Cases Frequency Rate (Medical Treatment, Change of Duties, or First Aid)

Health and Safety Committee

The main channel for participation in health and safety issues in Fadesa is the Joint Committee, made up of representatives of workers and employers in all the countries where we operate.

This committee meets monthly to review incidents, condition reports and unsafe acts. In Fadesa Plastics and Peru it is made up of three representatives from each side, and in Fadesa Metals it is made up of six representatives from each side, all with alternates.

In addition, we have other channels such as quarterly meetings, brief safety talks, inductions, billboards, newsletters, communications from leaders and specific campaigns to promote prevention and risk reporting.

Training to prevent

During 2024, we implemented a robust occupational health and safety training program at our operations in Ecuador, Peru and Colombia, with the aim of strengthening risk prevention, promoting a culture of self-care and improving emergency response. The activities included both internal training and external certifications, including the Specialized Operations Academy (AEO) and certification processes in risk prevention and safe forklift handling.

The topics addressed were organized into five main axes:

1. Occupational risk prevention

Use and replacement of PPE, working at heights, forklift handling, ergonomics, load handling, hazard identification, reporting unsafe acts and conditions, order and cleanliness, safety in maintenance tasks and accident prevention.

2. Emergency brigades

First aid, evacuation, fire fighting and use of fire extinguishers.

3. Wellness and preventive health

Campaigns on communicable and non-communicable diseases, active breaks, mental health, nutrition, hand washing, substance abuse prevention, among other topics promoted on key dates of the occupational health calendar.

4. Psychosocial and regulatory aspects

Prevention of occupational harassment, code of ethics, rights and duties, working hours and Occupational Health and Safety Management System (SG-SST).

5. Induction and reinduction

Training for contractors and new employees on safety standards and internal company policies.



Health for a better life

We prevent and mitigate the impacts of work on people's health through a model focused on eliminating hazards. We complement this management with industrial hygiene measurements, such as noise, lighting, ergonomics and heat stress, and periodic inspections to ensure safe and healthy conditions.

In Ecuador and Peru, the teams have in-plant medical clinics for general care, aligned with local regulations. At Fadesa Metals and Plastics, we also provide access to general medicine and specialties through the VILASECA Group's Health Program. In addition, we apply care and emergency protocols in the event of supplier accidents, guaranteeing health and safety throughout the operation.

In 2024, we carried out a series of initiatives aimed at prevention, emotional health and nutrition.

Preventive health and access to medical care

Free vaccination campaigns against influenza and tetanus were carried out. In Ecuador, the teams have general and specialized medical care through agreements with private clinics and the NESEC medical network.



Mental health and psychosocial support

In Ecuador, in partnership with the VILASECA Foundation, we provided access to reduced-cost consultations in neurology, psychology, psychiatry and speech therapy. In addition, workshops on stress management and emotional health were held during Colombia Health Week. Topics such as violence prevention, substance abuse, HIV and sexual health were also addressed.

Nutrition and healthy lifestyle

Healthy eating habits, postural hygiene campaigns, active breaks, and height and weight evaluation sessions were promoted. These activities were complemented with educational games and practical workshops on the proper use of PPE and waste management.

Financial support and special programs

Through the VILASECA Foundation, the “Compartir” program provided monthly bonuses for employees with chronic illnesses (USD 60), while the “Joy” program provided financial support to employees with disabled children (USD 60 per month). In addition, USD 900 was granted for maternity medical care and childbirth.

Road safety

In Ecuador, vehicles assigned to personnel working outside the plant undergo preventive maintenance every 5,000 km to ensure their safety. In addition, drivers sign a policy prohibiting driving under the influence of alcohol and receive feedback on the traffic regulations in force in the country.


Work begins at home

We are convinced that real impact begins at home. That is why we recognize that our teams and their families are at the heart of our social commitment. With this vision, the VILASECA Group created the VILASECA Foundation more than 30 years ago, to support the well-being of people in the companies beyond the workplace, also reaching out to their homes and communities.

Through the non-profit organization, we develop programs focused mainly on the education of our employees' children, from elementary school through college. These programs include educational scholarships that are awarded every year, aligned with the official calendar of the Ministry of Education, and seek to reward effort, promote academic excellence and open new opportunities for development.

We also work to strengthen family well-being, with mental health support programs and social support. Our social workers play a key role, providing personalized guidance and helping families to access the benefits that best suit their needs and aspirations.

To access the programs, employees must have at least two years of seniority at Fadesa. The management of scholarships and support is carried out in an organized manner: each year a call for applications is opened, the requirements are reviewed and the benefits are assigned following transparent criteria. In this way, we ensure that support arrives in a timely manner, reinforcing our commitment to the integral development of our people and their families.



Transforming the future begins at home: we support our teams and their families with opportunities that promote their well-being, education and development.

Follow-up and evaluation

The VILASECA non-profit organization evaluates the scope and impact of its programs through quantitative and qualitative indicators. These make it possible to measure both numerical progress -such as the number of beneficiaries and the investment made- and the quality of the results, reflected in improvements in the quality of life, the academic performance of the students and the effectiveness of the partner educational institutions.

The non-profit organization's Board of Directors requests quarterly detailed reports on program execution. This evaluation process ensures transparency in management and reinforces the organization's commitment to the constant improvement of its initiatives.

+145,000
USD invested

+50%
vs 2023

+700
beneficiaries

+40%
vs 2023

Training and support programs

In 2024, the VILASECA Organization implemented several programs with a positive social impact focused on access to education and the well-being of the families of the people who work at Fadesa.



Aprender Scholarship
Financial aid for the education of infants from 1st Kindergarten to 7th grade of Basic Education.

314
beneficiaries **USD 47,100**
invested

Recognition of Achievement
Financial aid for the education of young people from 8th grade of Basic Education to 3rd year of High School.

101
beneficiaries **USD 21,850**
invested

Wellness Program
Guidance with mental health professionals for work teams and their families.

45
beneficiaries **USD 5,729**
invested

306
appointments for psychology, psychiatry, neurology, early stimulation, speech therapy, among others

Educational Partnership Program
For students who are in educational units with partnerships, a subsidy of 100% of the cost of tuition and 50% of pensions is offered.

58
beneficiaries **USD 17,887**
invested

JOY Program
Financial aid for children with physical or intellectual disabilities.

19
beneficiaries **USD 10,280**
invested

Digital Student Program
For people entering high school and/or university, a subsidy of 75% of the cost of a computer is offered.

47
beneficiaries **USD 20,875**
invested

University Scholarships
Financial aid for young people attending university.

11
beneficiaries **USD 4,800**
invested

Language Scholarship
Full scholarship for learning English for the best high school graduates.

6
beneficiaries **USD 3,213**
invested

Comprehensive Child Evaluation Program
Evaluation of children from 4 to 7 years old for early detection of educational, emotional or developmental needs.

10
beneficiaries **USD 2,370**
invested

Values Education Day
Day where values are reinforced in adolescents so that they grow in an integral way and provide good to society.

112
beneficiaries **USD 8,103**
invested

Compartir Program
Financial assistance for employees with seniority who suffer from a chronic illness.

7
beneficiaries **USD 3,660**
invested

Socio- environmental impact programs

We promote volunteer initiatives with our teams, focused on generating a positive impact on the surrounding communities and on environmental care.



We UNITE recycling

For the second year, we conducted the We UNITE recycling campaign to promote good waste separation practices and support our goal of reducing common waste by 30%. The sale of recyclable materials collected, such as strapping, film, cardboard and plastic containers, will support education through the purchase of computer equipment to improve the English laboratory at the Lola Arosemana de Carbo Educational Unit.

37,166.31 kg
of waste recovered
and sold

3,097.2 kg/month



Canstruction 2024

We were part of the Canstruction creative challenge led by the Diakonia Food Bank, which consisted of building sculptures with food cans collected by students from schools and universities. In 2024, 9 schools and 6 universities from Guayaquil participated, and at the end of the competition, all the cans were donated to the DIAKONIA Food Bank to support those who need it most.

54,613
canned good collectexed

13,650
beneficiaries

We act for the climate

We promote the efficient use of resources, circularity and environmental awareness in order to grow in a cleaner and more sustainable planet.

The challenge of growing sustainably

We believe in growth that promotes responsible production and consumption. We promote sustainable value chains through initiatives that support the climate transition and seek to decouple economic growth from the intensive use of resources.

As a packaging manufacturer reaching millions of households, we recognize our potential for transformation and act accordingly. Through cutting-edge technology and innovation, we promote sustainable manufacturing, efficient natural resource management and responsible consumption habits.

In the face of rising global material consumption, we are committed to sustainable solutions for a more responsible future.

This is particularly relevant in a challenging global context: according to the United Nations, the consumption of household materials grew by 69% between 2000 and 2022, from 56.6 to 96 billion tons. This indicator, which measures the materials used directly by an economy, reflects the persistence of unsustainable production and consumption patterns.

Working on these challenges involves adopting circular economy models, sustainable practices at all stages of production and more conscious consumption decisions. Only in this way can we reduce the use of resources and fossil fuels, conserve energy, mitigate emissions and foster innovation.

(1) The Sustainable Development Goals Report, United Nations, 2024.

Integrated environmental management

In our Integrated Policy we are committed to preventing, reducing and efficiently managing the environmental impacts of our operations. This policy is public and available to all our stakeholders. We have developed two key mechanisms to put this commitment into practice.

Comprehensive management to generate environmental, social and economic value in a balanced and responsible manner.

The first is our Industrial Safety, Occupational Health and Environmental Management System, which includes a Legal Compliance Matrix. Through this tool, we monitor

compliance with environmental regulations, follow up on our Environmental Management Plans, and manage environmental licenses, permits, and registrations.

This system also allows us to produce key reports such as the annual hazardous waste declaration, the Environmental Monitoring Report (EMR), the Environmental Management Report (EMR), and Environmental Compliance Audits.

The second mechanism is our Sustainability Strategy, which includes an environmental pillar focused on two main lines of action: on the one hand, we promote an organizational culture oriented towards sustainability, encouraging responsible consumption and the efficient use of resources; on the other hand, we are committed to innovation towards a circular economy, incorporating recycled and sustainable materials in our products and improving waste management in our operations.

Our carbon footprint

In 2024 we measured our carbon footprint for the period 2022-2023 for the Fadesa Metales Guayaquil and Manta facilities. This environmental management milestone allows us to better understand the environmental impact of our operations and identify opportunities for improvement in energy use and production processes.

We focus on transparently managing our environmental impact, in line with our strategy and Sustainable Development Goals 9 and 12.

We have conducted the greenhouse gas (GHG) inventory in scopes 1 and 2, according to INTE/ISO 14064-1:2019. We review the data annually based on significant changes in the operation.

During the 2023 period, 8,779.44 tCO₂e were emitted, decrease of 16.15 tCO₂e compared to the 2022 base year. The main source of emission was LPG consumption in furnaces (86.97%). During the period there was an increase in LPG consumption due to the installation of a varnishing line.

The emissions per ton of production remained stable, rising from 0.20 in 2022 to 0.19 in 2023, reflecting a proportional growth in operations.



GHG emissions

in 2023

94%
8,283.02 tCO₂e
Scope 1 emissions

6%
496.42 tCO₂e
Scope 2 emissions

In 2022	
8,552.43 tCO ₂ e	Scope 1
243.16 tCO ₂ e	Scope 2
Total emisiones GEI	
8,795.59 tCO ₂ e	in 2022
8,779.44 tCO ₂ e	in 2023
-0.18% variation	

GEI emissions intensity tCO ₂ e/tons of production	
0.20	in 2022
0.19	in 2023
-5% variation	

Source of emissions

96% Guayaquil metals plant
4% Manta plant

Decarbonization plan

In 2024, we advanced in the implementation of our GHG emissions reduction plan for Fadesa Ecuador, which covers our Metals and Plastics plants located in Guayaquil and Quito.

Guayaquil		
<div>✓ Measurement to determine the plant's major energy consumers.</div> <div>✓ Separation of solid waste into recyclable and hazardous waste for proper disposal.</div> <div>✓ Replacement of 500 W metal halide lamps with 150 W LEDs.</div>	<div>✓ Installation of compressor master start-up control system.</div> <div>43.9 tCO₂ estimated reduction</div>	<div>✓ Analysis of air preheating for combustion in kiln burners using waste heat in 3 of the 7 lines.</div> <div>103 tCO₂ estimated reduction</div> <div>0.34% reduction in emissions</div>
2022	2023	2024
Quito		
<div>✓ Study of compressed air leaks in distribution lines and end users.</div>	<div>✓ Evaluation of the repair of the tempering furnace insulation.</div> <div>✓ Study to replace LPG furnace with electric furnace and optimization of gas consumption.</div> <div>13.55 tCO₂ estimated reduction</div> <div>✓ Replacement of fluorescent lamps with LEDs.</div> <div>3.06 tCO₂ estimated reduction</div>	<div>✓ Analysis of the installation of recuperative burners for the furnaces.</div> <div>3.87 tCO₂ estimated reduction</div> <div>1% reduction in emissions</div>

The energy of our operations



We manage energy consumption efficiently, with the active commitment of our work teams and permanent awareness-raising actions to avoid inefficient use.

In 2024 we will directly address the effects of climate change on our operations. The severe energy crisis in Ecuador, caused by a historic drought that affected hydroelectric generation, responsible for almost 90% of the country's electricity, forced the government to implement blackouts of up to 14 hours a day, affecting both the economy and daily life.

Our operations depend on electricity supplied by the public grid. However, during the last quarter of the year, the metals plants in Manta and Guayaquil, as well as the Plastics plant, had to generate their own energy to remain operational.

In the last quarter of 2024, the Manta plant generated 300,000 kWh, Metales Guayaquil 1,000,000 kWh, and the Plastics plant produced 96,072 kWh. In addition, we were the fourth company to obtain self-generation certification in the country.

We reinforce our goal of achieving the best possible performance without affecting productivity or the quality of our products.

To achieve this, we eliminate unnecessary processes, refurbish obsolete equipment, and continuously improve the efficiency of our machines. As a key indicator, we measure electricity consumption per ton processed and continuously evaluate our processes to identify opportunities for energy optimization.

In 2024, no energy sales were recorded. In addition, we do not use energy for heating or steam in production processes, nor do we use renewable sources. The only exception was the consumption of 14,666 megajoules for refrigeration in our Peruvian operation.

Energy consumption

megajoules

Ecuador		Peru		Colombia	Total
Fadesa Metals		Fadesa Plastics			
GLP	25.6 ⁽¹⁾ MJ	710,101 MJ	0	0	5,314,379.4 MJ
Diesel	0	1,130,244 MJ	0	0	1,130,244 MJ
Natural gas	0	0	7,467,932 MJ	0	7,467,932 MJ
Electricity consumption	85,392,496.8 MJ	24,333,084 MJ	9,898,900 MJ	1,185,998.4 MJ	120,810,479.2 MJ
Refrigeration consumption	0	0	14,666 MJ	0	14,666 MJ
Total	85,392,522.4 MJ	26,173,429 MJ	17,381,499 MJ	1,185,998.4 MJ	130,133,449 MJ

Ecuador		Peru		Colombia	Total
Fadesa Metals		Fadesa Plastics			
Reduction of energy consumption (MJ) vs. consumption 2023	0	639,115 MJ	36,000 MJ	0	675,115 MJ

Ecuador		Peru		Colombia
Fadesa Metals		Fadesa Plastics		
Energy intensity	1,540.4 MJ / t processed ⁽²⁾	6,891 MJ / t processed ⁽⁴⁾	526 MJ / t processed	1,534.7 MJ / t processed ⁽³⁾

(1) GLP: 2.612.583 Kg, 9,8066 Factor Kg to J

(2) Formula = 85.392.496,8 (MJ) / 55.434 metric tons(t)

(3) Formula = 594.043,3 (MJ) / 842,7 metric tons (t)

(4) Formula = 24.333.084 MJ3530,93 metric tons(t)

Fadesa Plastics Ecuador

In 2024, we reinforced our energy strategy with a comprehensive efficiency-oriented approach. We maintained consumption monitoring through the kWh per ton processed indicator, with a result of 1,914 kWh/t, equivalent to 6,891 MJ/t over a total processed of 3,530.93 metric tons.

The improvement measures implemented, such as initiatives in conservation, preventive maintenance and efficiency in the production scheme, allowed a reduction in energy consumption of 639,115 MJ. We also continued with the use of thermal monitoring systems in electrical panels, reactive energy management and optimization of cycle times.



1,914
kWh/metric tons

6,891 MJ / t
processed

639,115 MJ
energy reduction

Fadesa Metals Ecuador and Colombia

During the period, in our operations in Ecuador and Colombia, we continued to implement key initiatives such as compressed air leak detection, synchronization of air compressor operation and replacement of obsolete or low power factor equipment.

Efficient LPG management was also important in 2024. Its use in thermal and combustion processes was optimized, achieving a better use of the resource and a direct reduction in the generation of emissions.

Peru

During 2024, Fadesa Peru reinforced energy efficiency practices as part of a strategic management focused on reducing the carbon footprint. We promoted an internal culture of savings and responsible consumption among our work teams, made progress in the migration of lighting fixtures to LED technology, and worked to optimize the generation of compressed air.

We also conduct energy efficiency audits and actively participate in forums on cleaner production in the industrial sector in Peru. Other noteworthy measures include compliance with the preventive maintenance plan and the cleaning of translucent casings to maximize the use of natural light during day shifts, thereby reducing electricity consumption.

89
kWh/metric ton
processed

Responsible use of water

We prioritize water efficiency and environmental protection in each of our operations. We use this resource in tasks such as cleaning, production and cooling, and we have closed cooling systems that optimize its use, with minimal losses only through evaporation.

At our metals plants in Ecuador and Colombia, water comes from the municipal water supply and is used exclusively in common areas such as bathrooms, dining rooms, and general cleaning. In addition, we promote responsible use through analog controls such as automatic shut-off valves, which regulate the flow and prevent waste.

We promote a conscious use of this vital resource and implement initiatives to reduce its consumption.

At Fadesa Metals, Ecuador all the resource used, coming from the public supply, is treated prior to discharge according to Ministerial Agreement No. 097-A. The process includes neutralization, flocculation, sedimentation, aeration and sampling, and is carried out every 30 to 45 days, with an average volume of 8,000 liters per month. During the reporting period, there were no reports of noncompliance with regulations or environmental impacts. At the Plastics plant in Ecuador, we also have a water softener system that allows us to recirculate water in a closed process, significantly reducing total consumption. In addition, we treat the water with

anticorrosive and antimicrobial agents to keep it within the parameters required for reuse in our processes.

In Peru, water is drawn from our own deep well and is mainly used for cleaning and sanitary purposes. It is then discharged into the plant's internal drainage system,

in compliance with Supreme Decree No. 031-2010-SA on water quality for human consumption. One of the main risks identified is the possible reduction of the well flow; therefore, consumption is monitored on a monthly basis and the equipment related to its management is regularly maintained.

Water consumption

	Ecuador		Peru	Colombia	Total
	Fadesa Metals	Fadesa Plastics			
in megaliters	23.4	6,455	6	0.327	6,484.7
in m³	23,400	6,455,000	6,000	327	6,484,727

Growing in a circular way

We have developed a comprehensive material management strategy that incorporates sustainability criteria into the design and production of our packaging.

This strategy guides our decisions by considering the origin of raw materials, their environmental impact, and end-of-life disposal, with the goal of offering responsible, high-value solutions to our customers.

With a full life-cycle perspective—from raw materials to the end use of the packaging—we drive continuous improvements that allow us to reduce virgin material consumption and minimize our environmental impact. This approach also extends to the end consumer, who receives reusable and recyclable packaging, thereby contributing to a more conscious and circular consumption model.

12.2%
reduction
in virgin plastic



of revenue
comes from reusable ans/or recyclable
plastic and metal packaging, equivalent
to USD 13,050,743



Plastics

With the goal of reducing the environmental impact of our products, we integrate recycled resins—polypropylene, polyethylene, and PET—into the production of blow-molded packaging and buckets. In 2024, these recycled materials came from two main sources, strengthening our commitment to more circular and responsible production.

Recycled resins from suppliers

We incorporate a variety of recycled resins from different suppliers into our processes, selected based on their performance in functional tests. These resins are used in the manufacturing of our products, which may include between 33% and 100% recycled material, depending on its quality and effectiveness.

+25 t
of post-consumer resin used

0.7%
of total materials used

Material derived from in-house recycling

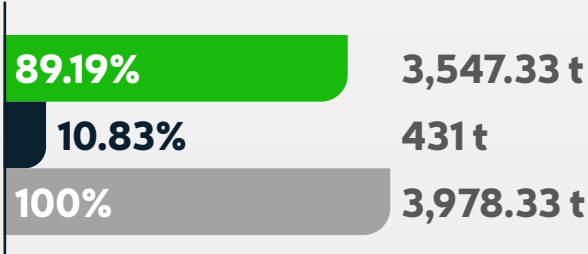
We reincorporate internal material through extrusion, blow molding, injection, and compression, while maintaining its original properties. This enables us to produce items that contain between 20% and 60% internally recycled material, without compromising quality or final characteristics.

406 t
of post-industrial resin used

11.5%
of total materials used

Materials used

- Non-renewable materials (virgin resin and unused scrap)
- Renewable materials (recycled resin and used scrap)
- Total



Innovation with a Local Focus

In line with our vision of innovation and sustainability, in 2024 we launched a pioneering project in collaboration with GIZ and the Escuela Superior Politécnica del Litoral (ESPOL) to develop packaging that incorporates guadua cane fiber — a natural, renewable, and locally sourced material. This initiative aimed not only to diversify the materials used in our products but also to reduce the use of virgin plastics and promote the development of a more sustainable value chain.

Although the project was ultimately closed due to not achieving the expected results, we deeply value the experience and learning gained through working with nonprofit organizations and the academic sector.

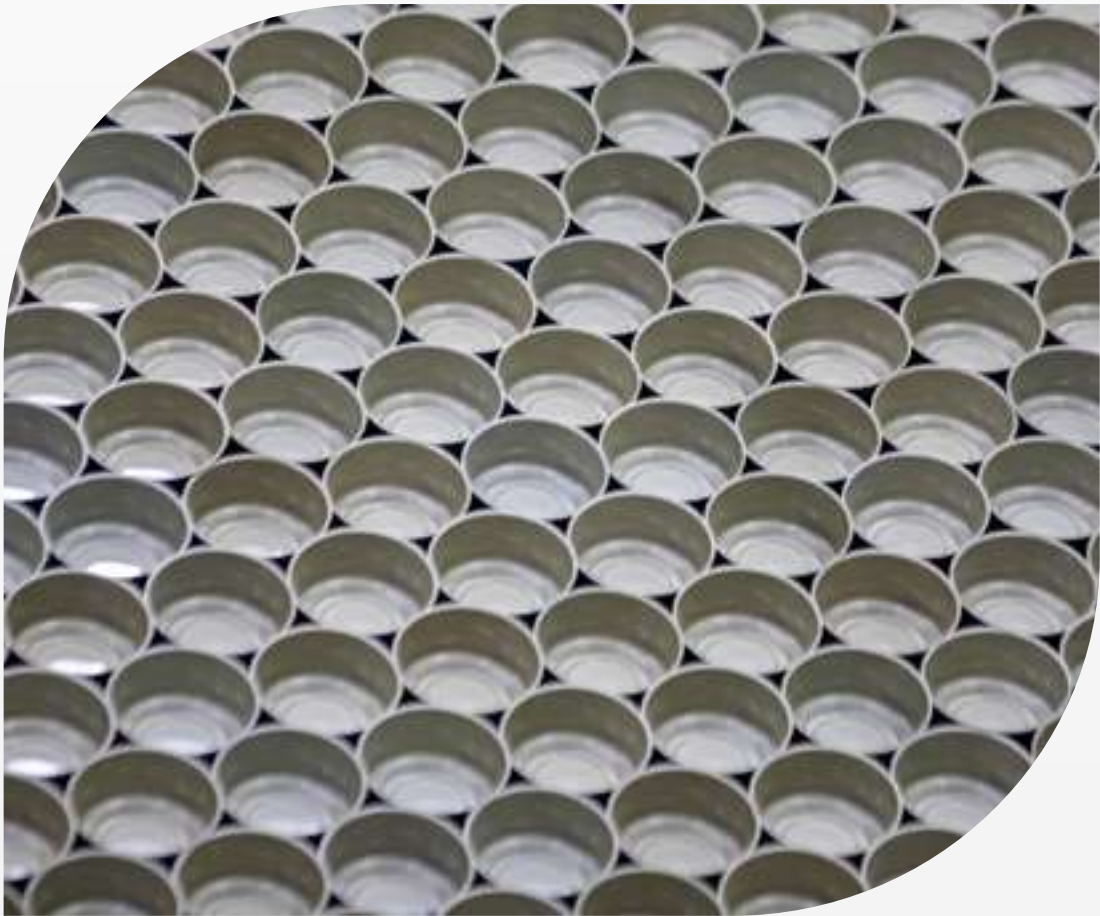
This partnership allowed us to explore new possibilities, strengthen our capabilities, and reaffirm our commitment to developing more responsible packaging. We remain open to and actively seeking new initiatives that promote sustainable innovation and contribute to building a future with less environmental impact.

Metals

At our plants in Ecuador, Peru, and Colombia, metal packaging is manufactured from tinplate coils, which are then cut into sheets and go through a varnishing process that ensures product protection and preservation. Currently, this process does not include recycled materials among its inputs.

Driven by our commitment to sustainability, in 2024 we continued implementing measures to optimize material usage in our operations in Peru and Ecuador, focusing on reducing the thickness of the tinplate used. In Peru, lid thickness was reduced from 0.20 mm to 0.18 mm, while in Ecuador, tuna cans destined for the Peruvian market were reduced from 0.16 mm to 0.14 mm.

This optimization increased the material yield per kilo and reduced energy consumption during production, thus contributing to more efficient operations with a lower environmental impact.

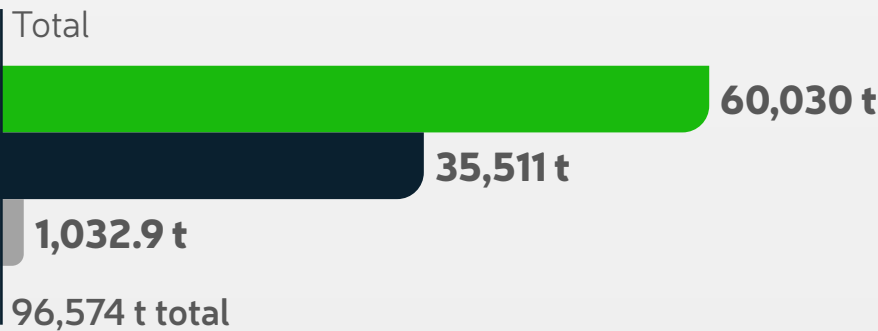
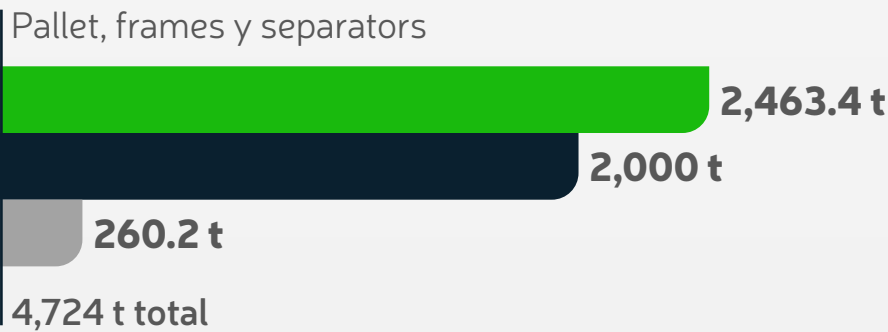
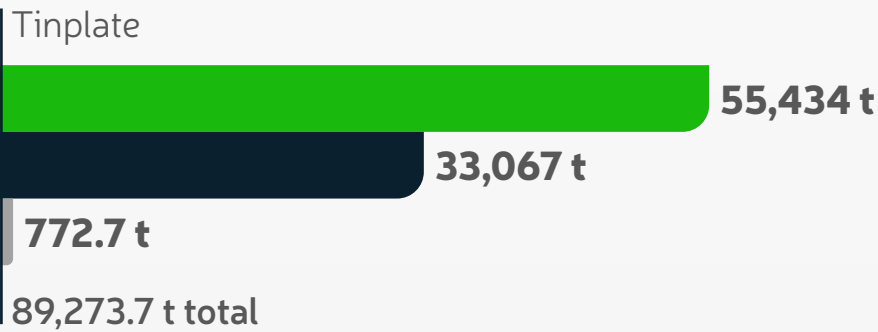


96,574 t metrics
of metal packaging produced

Non-renewable materials

t metrics

- Ecuador
- Peru
- Colombia



Waste Management

We manage waste responsibly with the aim of minimizing what is sent to landfills, preserving natural resources, and reducing the environmental impact of our operations.

From the Operations area, we closely monitor waste generation at each stage of the production process, using specific indicators according to the production line. Additionally, we have an Environmental Management Plan that is updated and audited every two years and incorporates precise metrics on waste management.

Since our business units operate with different materials, such as metals and plastics, we adjust our management strategies according to the particularities of each plant. We also implement a comprehensive plan to ensure the proper disposal of recyclable and hazardous waste, always through duly authorized operators.

Fadesa Plastics

At Fadesa Plastics, we carry out a continuous recycling program. A large portion of the waste is reincorporated into the production process through a grinding system that allows the reuse of generated scrap. In the case of PET (which is not moldable), cardboard, packaging bags, and stretch film, we send them to recyclers certified by Ecuadorian authorities.

We also promote an internal recycling campaign called “At your company, at your home” aimed at encouraging the recycling of single-use PET bottles and caps. In the Plastic and Metals plants in Ecuador, we place collection bins in common areas, and the collected materials are delivered to certified recyclers. The funds obtained are allocated to social and environmental projects developed in partnership with foundations.

Additionally, we manage used machinery oil through authorized operators. This oil is refined for reuse, extending its useful life and reducing its impact. The process holds official certification for final disposal.

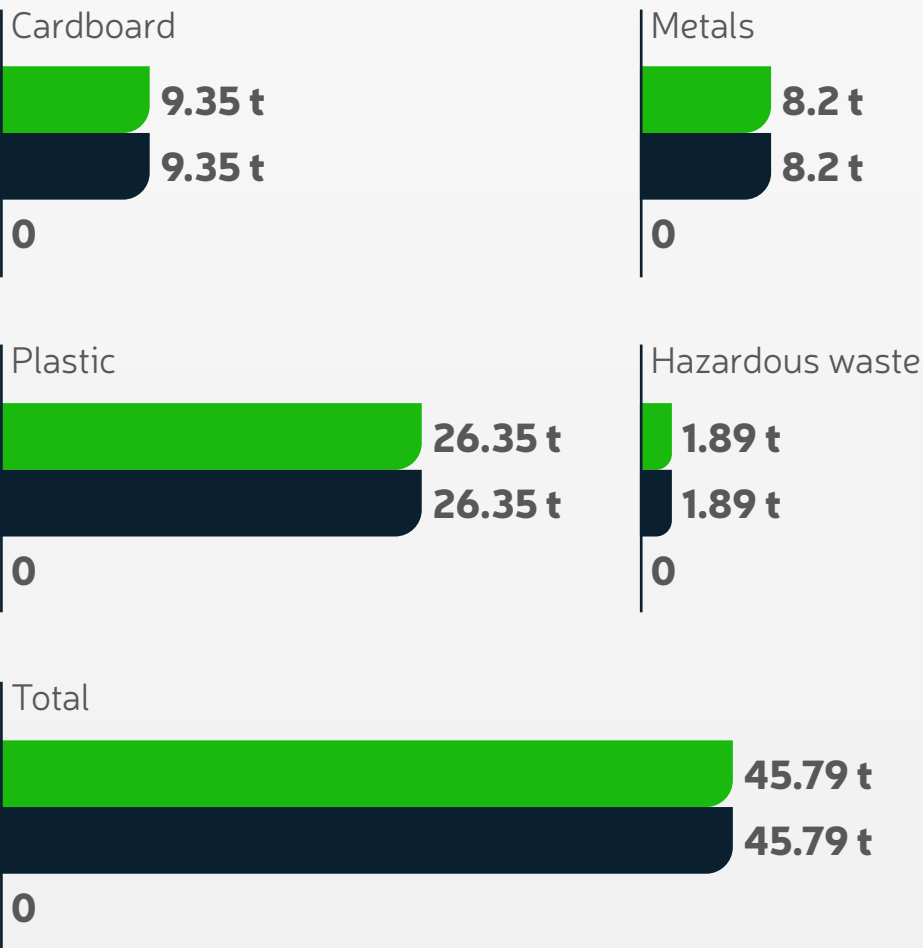


of recovered waste

Waste Composition and Destination

In metric tons

- Waste produced
- Not destined for disposal
- Destined for disposal



Fadesa Metals

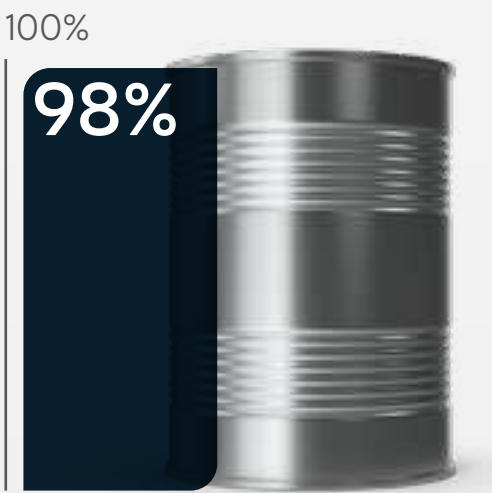
In the manufacture of metal packaging, we adopt an approach that prioritizes material reuse. The metal waste generated from the production process is considered a valuable resource and is sold to processors who transform it into steel products for construction, contributing to the circular economy and reducing our waste footprint.

Among the main wastes in our metals division are cardboard, plastic strapping, wood, and tinplate. Some are reused internally, while others are sent for recycling. Although in 2024 we still do not have a collection system from the end customer, we conduct internal campaigns to recycle plastics from beverages.

Tinplate, a key material in our packaging, is recyclable and oxidizes after use. We have specialized machinery that compacts this waste into bales, optimizing storage and facilitating delivery to clients who reuse it in products such as rods, angles, channels, and steel plates.

In Peru, we require Solid Waste Operators to have permits issued by the Ministry of Production (PRODUCE), ensuring legal compliance in waste management. Additionally, at the Metals plants in Peru and Ecuador, we have inspection cameras on the lines to detect deviations and reduce non-conforming products, automate pallet packaging to minimize waste, and have acquired more durable pallets, reducing scrap.8.411 t métricas de hojalata compactadas en Ecuador.

8,411 metric tons of compacted tinplate in Ecuador

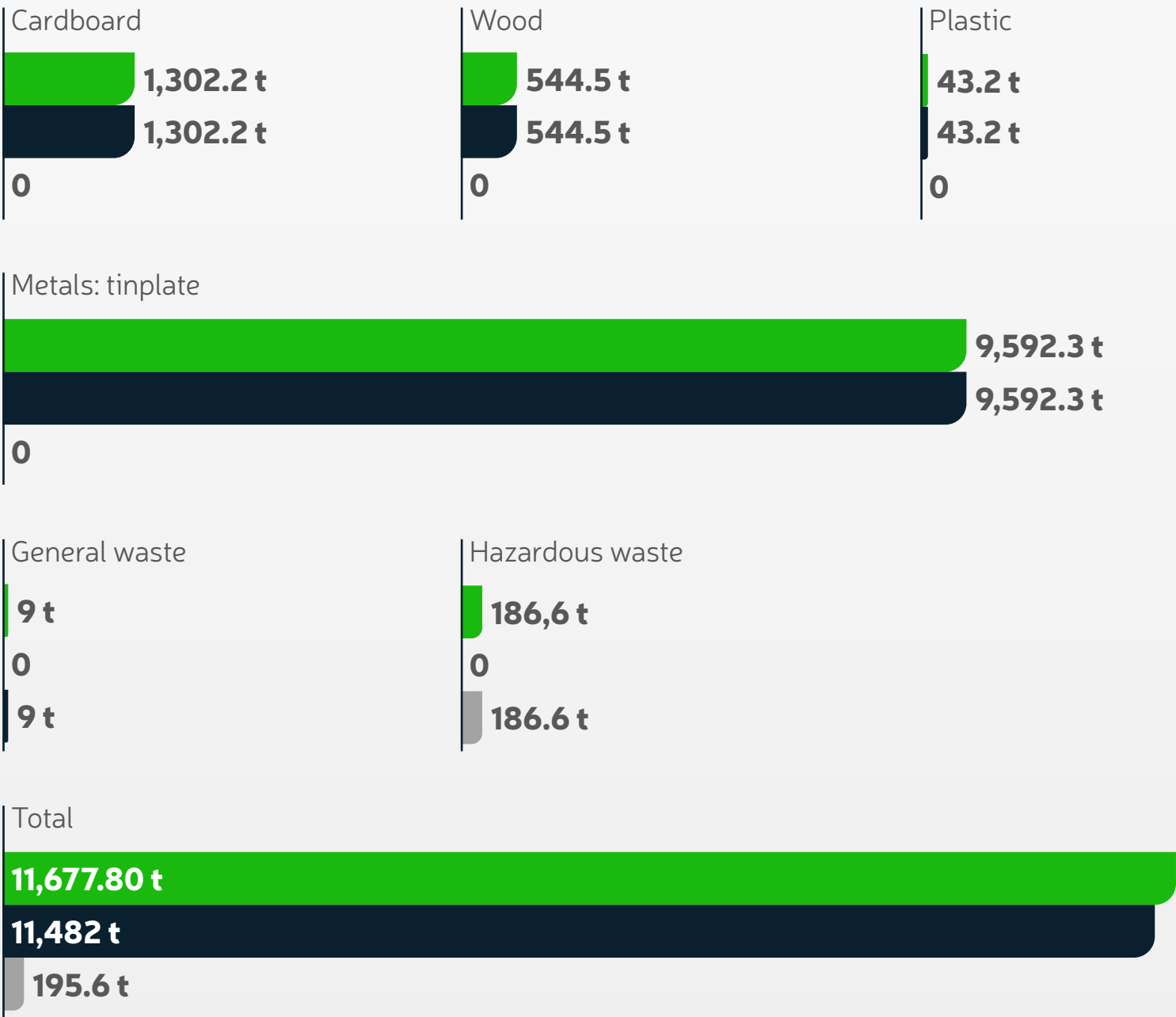


recovered waste

Waste Composition and Destination

In metric tons

- Waste produced
- Not destined for disposal
- Destined for disposal



Hazardous Waste Management

At our plants in Guayaquil, we manage hazardous waste responsibly and in compliance with current regulations. Oil, used as a lubricant in machinery, and solvents, employed in the printing process, are critical inputs that require strict handling due to their potential environmental impact.

The waste generated is stored in specially designated areas for hazardous waste. Subsequently, it is collected by an authorized environmental manager who ensures its safe final disposal and provides the necessary documentation as required by local regulations.



GRI & SASB Index

GRI Contents

Use declaration

Fadesa has elaborated the report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

GRI 1 used

GRI 1: Foundations 2021.

GRI Standard	Content	Response or omission	SDG	Page
GRI 2 GENERAL CONTENTS 2021				
The company and its reporting practices				
GRI 2: General Contents 2021	2-1 Company details			5
	2-2 Entities included in the company's sustainability report	Fábrica de Envases S.A. FADESA Guayaquil, Ecuador (Metals and Plastics), Quito, Ecuador (Metals); Fadesa-Manta S.A. Jaramijó (Metals, Ecuador); Fadesa de Colombia S.A.S. (Colombia); Fábrica de Envases S.A. (Perú). The financial statements of the companies included are audited separately.		
	2-3 Reporting period, frequency, and contact point			5
	2-4 Restatements of information			5
	2-5 External validation	This report has no external verification.		
Activities and work teams				
GRI 2: General Contents 2021	2-6 Activities, value chain, and other trade relationships			10, 28, 29
	2-7 Employment	During the reporting period we did not have any non-guaranteed hourly employees.		37, 38
	2-8 People who work in the company and are not employees			37

GRI Standard	Content	Response or omission	SDG	Page
Governance				
GRI 2: General Contents 2021	2-9 Governance structure and composition			17
	2-10 Nomination and selection of the highest governance body			17
	2-11 President of the highest governing body			16
	2-12 Role of the highest governance body in supervising impact management			17
	2-13 Responsibility delegation for impact management			17
	2-14 Role of the highest governance body in sustainability reporting			18
	2-15 Interest conflicts			20
	2-16 Communicating critical concerns			17
	2-17 Collaborative knowledge of the highest governance body			17, 41
	2-18 Performance evaluation of the highest governance body			17, 42
	2-19 Payment policies			40
	2-20 Process to determine the payment			40
	2-21 Total annual compensation ratio	During the reporting period the ratio between the annual compensation of Fadesa's highest paid individual and the average annual total compensation of all employees (excluding the highest paid individual) was 14.82.		
Strategies, policies, and practices				
GRI 2: General Contents 2021	2-22 Sustainable Development Strategy Statement			3
	2-23 Policy commitments			13, 15
	2-24 Incorporation of commitments			19

GRI Standard	Content	Response or omission	SDG	Page
	2-25 Processes for addressing negative impacts			20
	2-26 Mechanisms for seeking advice and raising concerns			20
	2-27 Compliance with laws and regulations	During the reporting period, no non-compliance was recorded in Ecuador.		
	2-28 Member associations			14
Stakeholder engagement				
GRI 2: General Contents 2021	2-29 Approach to stakeholder engagement stakeholders			6
	2-30 Collective bargaining agreements	During the reporting period there were no employees covered by collective bargaining agreements.		
GRI 3 MATERIALS TOPICS 2021				
GRI 3: Material Topics 2021	3-1 Process to determine material topics			7
	3-2 List of material topics			7
MATERIAL TOPICS: Ethics and integrity				
GRI 3: Material Topics 2021	3-3 Material topics management		12	15-20
GRI 205: Anti-Corruption 2016	205-1 Operations evaluated for corruption-related risks		12	19
	205-2 Notification and training on anti-corruption policies and procedures		12	19
	205-3 Confirmed corruption cases and actions taken		12	19
GRI 206: Unfair competition 2016	206-1 Legal actions related to unfair competition, monopolistic practices and against free competition		12	19
GRI 415: Public policies 2016	415-1 Contribution to political parties and/or political representatives	No contributions were made to political parties or representatives during the reporting period.	12	

GRI Standard	Content	Response or omission	SDG	Page
MATERIAL TOPICS: Strengthening the Fadesa community				
GRI 3: Material Topics 2021	3-3 Material topics management		8	49-52
GRI 413: Local communities 2016	413-1 Operations with local community involvement, impact evaluations, and development programs	During the reporting period 83% of operations were reached by programs for workers and their families of the VILASECA Foundation	8, 9, 10, 17	
	413-2 Operations with significant actual or potential negative impacts on local communities	No significant actual or potential negative impacts on local communities have been evaluated during the reporting period.	8, 9, 10, 17	
MATERIAL TOPICS: Client safety				
GRI 3: Material topics 2021	3-3 Material topics management		9,12	30-35
GRI 416: Client health and safety 2016	416-1 Evaluation of health and safety impacts of product or service categories		9	30-31, 34
	416-2 Cases of non-compliance related to health and safety impacts of product and service categories	During the reporting period, there were five cases of non-compliance related to customer health and safety. These included a leak in the side seam of a nutraceutical powder container, a metal fracture in the bottom of a sardine container, a fracture in the rivet area of easy open lids on tuna containers, a false closure in a non-product container for tuna and a perforation in collapsible tubes with product.	9	
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling		12	34
	417-2 Cases of non-compliance related to product and service information and labeling		12	34
	417-3 Cases of non-compliance related to marketing communications 417-3 Cases of non-compliance related to marketing communications		12	34
MATERIAL TOPICS: Talent management and development				
GRI 3: Material Topics 2021	3-3 Material topics management		8	38-42

GRI Standard	Content	Response or omission	SDG	Page	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		8	39	
	401-2 Benefits provided to full-time employees that are not provided to part-time or temporary employees		8	40	
	401-3 Parental leave	Employees entitled to parental leave (total number)	8, 10		
		Women			0
		Men			662
		Employees who took parental leave			
		Women			0
		Men			12
		Employees who returned to work after parental leave			
		Women			0
		Men			12
		Employees who returned to work after parental leave and were still employed 12 months later			
		Women			0
Men	12				
Retention rate of employees who took parental leave					
Women	0				
Men	100%				
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee		8	41	
	404-2 Programs to enhance employee skills and transition assistance programs		8	41	
	404- 3 Percentage of employees receiving regular performance and career development reviews		8	42	

GRI Standard	Content	Response or omission	SDG	Page
GRI 405: Diversity and Equal opportunities 2016	405-1 Diversity in governance bodies and employees		8, 10	16, 37
	405-2 Ratio of basic salary and remuneration of women to men		8, 10	40
GRI 406: Non-discrimination 2016	406-1 Discrimination cases and corrective actions taken.	During the reporting period we have had no identified cases of discrimination or harassment in the workplace.	8, 10	
MATERIAL TOPICS: Health and safety of our people				
GRI 3: Material topics 2021	3-3 Material topics management		3, 8	43-48
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system		3, 8	45
	403-2 Hazard identification, risk assessment and incident investigation		3, 8	45
	403-3 Occupational health services		3, 8	48
	403-4 Employee engagement, consultation and communication on occupational health and safety		3, 8	43, 45
	403-5 Employee training on occupational health and safety		3, 8	47
	403-6 Employee health promotion		3, 8	48
	"403-7 Prevention and mitigation of occupational health and safety impacts directly linked through business relationships"		3, 8	43-48
	403-8 Coverage of occupational health and safety management system		3, 8	44
	403-9 Occupational injuries		3, 8	46
	403-10 Occupational diseases and illnesses		3, 8	46

GRI Standard	Content	Response or omission	SDG	Page
MATERIAL TOPICS: Environmental and social impact of suppliers				
GRI 3: Material Topics 2021	3-3 Material topics management		8	26-29
GRI 308: Environmental Evaluations of Suppliers 2016	308-1 New suppliers that have passed evaluation and selection filters according to environmental criteria		8	29
	308-2 Negative environmental impacts in the supply chain and measures taken		8	29
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risk of child labor cases		8	29
GRI 409: Forced or Mandatory Labor 2016	"409-1 Operations and suppliers with significant risk of forced or compulsory labor cases"		8	29
GRI 414: Supplier Social Evaluation 2016	414-1 New suppliers that have passed evaluation and selection filters according to social criteria		8	29
	414-2 Negative environmental impacts in the supply chain and measures taken		8	29
GRI 204: Acquisition Practices 2016	204-1 Proportion of spending on local suppliers		8	27
MATERIAL TOPICS: Supply of sustainable products				
GRI 3: Material topics 2021	3-3 Material topics management		9	21-25
MATERIAL TOPICS: Carbon footprint				
GRI 3: Material topics 2021	3-3 Material topics management		13	53-57
GRI 305: Emissions 2016	305-1 Direct GHG emissions (scope 1)		13	56
	305-2 Indirect GHG emissions from power generation (scope 2)		13	56
	305-3 Other indirect GHG emissions (scope 3)	During the reporting period we have not measured Scope 3 emissions.	13	

GRI Standard	Content	Response or omission	SDG	Page
	305-4 Intensity of GHG emissions		13	56
	305-5 Reduction of GHG emissions		13	57
	305-6 Emissions of ozone-depleting substances (ODS)	During the reporting period we have recorded 26.67 tCO2e of such emissions for the year 2023.	13	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.	Ecuador Metals	13	
		CO		
NOx (excluding N2O)		68.9 t mg/Nm		
SO2		<153.8 mg/Nm		
*Note: The information presented refers to concentration, not tons of air emissions.				
MATERIAL TOPICS: Materials and circularity				
GRI 3: Material topics 2021	3-3 Material topics management		13	62-68
GRI 301: Materials 2016	301-1 Materials used by weight or volume		13	62-64
	301-2 Recycled inputs used		13	62, 63
	301-3 Reused products and packaging materials		13	62, 63
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste		13	65-68
	306-2 Management of significant impacts related to waste		13	65-68
	306-3 Waste generated		13	66
	306-4 Waste not destined for disposal	During the reporting period, in our Metals division in Ecuador, we prepared for reuse 2,671 t of non-hazardous waste and recycled 7,322 t, both off-site. In Peru, we recycled 1,275.2 t, also outside our facilities. In our Plastics division, we sent 2,633.8 liters and 1.89 t of hazardous waste for off-site recycling and recovered 43.9 t through other recovery operations, such as composting, recovery or energy generation.	13	
	306-5 Waste destined for disposal	During the reporting period, in our Metals division in Ecuador, we transferred 116.4 t of hazardous waste to landfill. In Peru, we carried out the same operation with 49 t of hazardous waste. In our Plastics division, we did not dispose of any waste.	13	

GRI Standard	Content	Response or omission	SDG	Page
MATERIAL TOPICS: Responsible use of energy and water				
GRI 3: Material topics 2021	3-3 Material topics management		13	58-61
GRI 302: Energy 2016	302-1 Energy consumption inside the company		13	59
	302-2 Energy consumption outside the company		13	59
	302-3 Energy intensity		13	59
	302-4 Reduction of energy consumption		13	59
	302-5 Reduction of energy requirements of products and services	During the reporting period, no initiatives were undertaken to reduce the energy requirements of products and services.	13	
GRI 303: Water y effluents 2018	303-1 Interaction with water as a shared resource		13	61
	303-2 Management of impacts related to water discharges		13, 6	61
	303-3 Water abstraction		13	61
	303-4 Water discharge	During the reporting period, the operation's discharges were not recorded. We are working to be able to report for the 2025 period.	13, 6	
	303-5 Water consumption		13	61

SASB Contents

Indicator	Content	Response	Page												
GHG emissions															
RT-CP-110a.1	Scope 1 global gross emissions, percentage covered by regulations limiting emissions in tCO2e		56												
RT-CP-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets.		53-57												
Air emissions															
RT-CP-120a.1	Air emissions of the following pollutants in metric tons (t): (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	<div><div>Ecuador Metals</div><table><tr><td>CO</td><td>1,307.5 t mg/Nm³</td></tr><tr><td>NOx (excluding N2O)</td><td>68.9 t mg/Nm</td></tr><tr><td>SO2</td><td><153.8 mg/Nm</td></tr></table><div>*Note: The information presented refers to concentration, not tons of air emissions.</div><div><div>Peru Metals</div><table><tr><td>NOx (excluding N2O) SOx</td><td>1.88 mg/Nm³</td></tr><tr><td>Volatile Organic Compounds (COV)</td><td>0.616 µg/m³</td></tr><tr><td>Particulate Matter (PM)</td><td>0.010 mg/m³</td></tr></table></div></div>	CO	1,307.5 t mg/Nm³	NOx (excluding N2O)	68.9 t mg/Nm	SO2	<153.8 mg/Nm	NOx (excluding N2O) SOx	1.88 mg/Nm³	Volatile Organic Compounds (COV)	0.616 µg/m³	Particulate Matter (PM)	0.010 mg/m³	
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Indicator	Content	Response	Page																																							
		<div><div>Particulate Matter (PM) Peru Metals</div><table><tr><th>Sampling Point</th><th>Parameter</th><th>Results ug/m³</th><th>NMP* ug/m³</th></tr><tr><td rowspan="2">Southern Border (raw material intake area – Fadesa plant)</td><td>PM10</td><td>68.9</td><td>100</td></tr><tr><td>PM2.5</td><td>27.6</td><td>50</td></tr><tr><td rowspan="2">Southern Border (security booth area – Fadesa plant)</td><td>PM10</td><td>32.6</td><td>100</td></tr><tr><td>PM2.5</td><td>24.7</td><td>50</td></tr><tr><td rowspan="2">Southern Border (dispatch warehouse area – Fadesa plant)</td><td>PM10</td><td>61.5</td><td>100</td></tr><tr><td>PM2.5</td><td>25.5</td><td>50</td></tr><tr><td rowspan="2">Northern Border (receiving area – Fadesa plant)</td><td>PM10</td><td>60.7</td><td>100</td></tr><tr><td>PM2.5</td><td>19.7</td><td>50</td></tr><tr><td rowspan="2">Área de producción de sanitarios embutidos. Planta Fadesa</td><td>PM10</td><td>66.4</td><td>100</td></tr><tr><td>PM2.5</td><td>22.6</td><td>50</td></tr></table><div>*Maximum 8-hour concentration.</div></div>	Sampling Point	Parameter	Results ug/m³	NMP* ug/m³	Southern Border (raw material intake area – Fadesa plant)	PM10	68.9	100	PM2.5	27.6	50	Southern Border (security booth area – Fadesa plant)	PM10	32.6	100	PM2.5	24.7	50	Southern Border (dispatch warehouse area – Fadesa plant)	PM10	61.5	100	PM2.5	25.5	50	Northern Border (receiving area – Fadesa plant)	PM10	60.7	100	PM2.5	19.7	50	Área de producción de sanitarios embutidos. Planta Fadesa	PM10	66.4	100	PM2.5	22.6	50	
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	PM2.5	22.6	50																																							
Energy management																																										
RT-CP-130a.1	(1) Total energy consumed in Gigajoules (GJ) (2) percentage of grid electricity % (3) percentage renewable % and (4) total self-generated energy in Gigajoules (GJ) (3) percentage renewable % and (4) total self-generated energy at Gigajoules (GJ)		59																																							
Water management																																										
RT-CP-140a.1	Total water withdrawn in thousands of m3, Total water consumed in thousands of m3; percentage % of each in regions with high or extremely high initial water stress.		61																																							
RT-CP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks.		62																																							
RT-CP-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	During the reporting period, we recorded no incidents of non-compliance associated with water quality permits, standards and regulations.																																								

Indicator	Content	Response	Page																									
Waste management																												
RT-CP-150a.1	Amount of hazardous waste generated, percentage recycled.		65-68																									
Product life cycle management																												
RT-CP-410a.1	Percentage (% by weight) of raw materials from: (1) recycled content, (2) renewable resources, and (3) renewable and recycled content.		62-63																									
RT-CP-410a.2	Revenues from products that are reusable, recyclable and/or compostable.	100% of the income from the manufacture of packaging corresponds to reusable and/or recyclable products.																										
RT-CP-410a.3	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle.		62-68																									
Product safety																												
RT-CP-250a.1	Number of removals issued, total units removed.		30, 31																									
RT-CP-250a.2	Discussion of the process for identifying and managing emerging materials and chemicals of concern.		33																									
Gestión de la cadena de suministro																												
RT-CP-430a.1	Total wood fiber purchased in metric tons (t); percentage % from certified sources.		29																									
RT-CP-430a.2	Total in metric tons (t) of aluminum purchased; percentage from certified sources.		29																									
Activity metrics																												
RT-CP-000.A	Production quantity, per substrate	<div>Production quantity in metric tons</div> <table><tr><th>Substrate</th><th>Ecuador</th><th>Colombia</th><th>Peru</th><th>% production</th></tr><tr><td>Paper and/or wood fiber</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Glass</td><td>-</td><td>-</td><td>-</td><td>-</td></tr><tr><td>Metal</td><td>55,434 t</td><td>772.7 t</td><td>33,067 t</td><td>96.2%</td></tr><tr><td>Plastic</td><td>3,547.33 t</td><td>-</td><td>-</td><td>3.8%</td></tr></table>	Substrate	Ecuador	Colombia	Peru	% production	Paper and/or wood fiber	-	-	-	-	Glass	-	-	-	-	Metal	55,434 t	772.7 t	33,067 t	96.2%	Plastic	3,547.33 t	-	-	3.8%	
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Plastic	3,547.33 t	-	-	3.8%																								
RT-CP-000.B	Percentage of production such as: paper/wood, glass, metal, and plastic.																											
RT-CP-000.C	Number of employees		38																									



Coordination

**Management Systems and
Sustainability Committee**

Technical advice,
contents and design

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