



Sustainability Panorama 2024

Highlights from Emergent Cold LatAm in environmental,
social and governance management.



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Message from the CEO

On presenting our first sustainability publication, we celebrate the results achieved in 2024 with pride and strengthen our commitment to transform the cold chain in Latin America in accordance with the principles of sustainable management.

Our advances reflect the dedication of a team that believes in the importance of operating with environmental, social and ethical responsibility, and which sees sustainability as a strategic pillar of the business from the very foundation of the company, to the extent that it was defined as one of the corporate values. We know our role, as the leading company in the sector in Latin America, of working to reduce food waste in the world and to mitigate our environmental impacts, as well as, naturally, promoting the development and well-being of the professionals who are a part of our operations, principally those who work on the front line.

This publication symbolizes more than just indicators and certifications, it expresses the culture we are building on this journey to sustainability. A culture that values the safety of all those who pass through our units, that recognizes the value and the contributions of professionals in 11 countries where we are active, and that sees sustainability as an opportunity for lasting transformation.

The report of our achievements is, for us, an important step in enhancing management of the relevant themes of our business in the social, environmental and governance dimensions. Thus, we face the challenges relating to how we impact and are impacted by these themes.

The reduction of food waste is one of the principal global challenges, and our activity is directly connected to this purpose. We know that one third of all the food produced in the world is lost. In offering leading edge

infrastructure and operations that comply with strict food safety standards, we help guarantee that more food gets to people, contributing to reducing hunger and the environmental impact of the productive chain.

I have complete trust that the steps we have taken in 2024 are just the start of a more ambitious and transformative journey. We will continue to invest, innovate and evolve, with the certainty that leading this change is our responsibility and our greatest differential. Thank you to everyone who has walked with us on this journey.

Neal Rider,
CEO and cofounder





Message from the President

The year 2024 was a landmark for Emergent Cold LatAm. Besides consolidating our position as the leading temperature-controlled food logistics company in Latin America, we demonstrated that it is possible to grow responsibly, be committed to people, the environment and to the integrity of our processes.

This was a year of significant progress on various fronts. We tripled the number of plants with solar panels, achieving 60% of energy consumed from renewable sources. We reduced Scope 2 emissions by 9%, even with the growth of 14% in our operational capacity. It was also the year in which we began measuring Scope 1 emissions, making our climate management even more robust.

Our commitment to safety and to the people who are part of Emergent Cold LatAm was similarly strengthened. We reduced the rate of accidents recorded by 39%,

while expanding our workforce by almost 17% and made significant advances in the representation of women, including in leadership positions. Furthermore, we held our first Volunteers Day simultaneously in the seven countries in Latin America where we are active.

We know that food logistics at controlled temperatures has an essential role in the reduction of waste and in guaranteeing food security, themes which are also a priority for the global climate agenda. With 110 warehouses operating in 11 countries, we continue to expand our network with the focus on efficiency, innovation and positive impact. The recognition of the plant in Chile at San Pedro de La Paz as the first warehouse in the world to receive the EDGE Zero Carbon certification, one of the most important in promoting sustainable and efficient construction, inspires us to continue to lead the transformation of the sector.

The journey to sustainability is just beginning. In 2024, we built solid bases and defined clear priorities: safety, integrity, energy efficiency, reduction of emissions and combating food waste. We continue to advance with transparency, responsibility and with the conviction that we can add value for our clients, staff, communities, to the environment and to society as a whole.

David Palfenier,
president and cofounder





Emergent Cold LatAm in numbers:

Environmental performance



Number of **plants with solar panels** increased by **3 times**



60% of energy consumed from **renewable sources**



Reduction of 9% in Scope 2 emissions (indirect)



Volume of recycling increased by **25 times**



Volume of reused water increased by **3 times**



9 plants received **EDGE Advanced certification**. Also the first company of the sector in the world to receive EDGE Zero Carbon



First company in Latin America to join the global movement **The Move to -15°C**



Emergent Cold LatAm in numbers:

Social performance



Growth of 17%
in the number
of staff



**27% of the
positions occupied
by women**
(an increase of
3 percentage points
in relation to 2023)



**27% of women in
management posts**
(an increase of 3 percentage
points in relation
to the previous year)



**Women represent
18% of the top
leadership** (an increase
of 6 percentage points)



Reduction by 39%
in the **accidents**
at work recorded



Mapping of and
approach to
**Latin American
food banks**
in the 11 countries where
the company operates



**The first LatAm
Volunteers Day,**
with simultaneous actions
in seven countries



Emergent Cold LatAm in numbers:

Governance



Quarterly sessions of the **Compliance Committee** with participation of the company's President



Whistleblower channel, guaranteeing anonymity and confidentiality to those reporting



Training of 960 employees on ethics and compliance topics, representing **more than 70% of the defined target audience**



Implementation of the **Risk Management Program** and creation of the **Risk Management Committee**





Profile





Emergent Cold LatAm

We are the largest provider of temperature-controlled food logistics solutions in Latin America. Our extensive logistics network is made up of 110 warehouses distributed throughout 11 countries.

Emergent Cold LatAm was founded in 2021 to meet the growing demand from local and global customers. Before completing two years of operation, we were the leading company in our area of activity in Latin America, a position we occupy to this day, according to the annual ranking of the Global Cold Chain Alliance (GCCA), the leading organization representing the sector.

Even with this consolidated position, we continue to invest in the expansion of our high quality cold chain network. Seven projects under construction or expansion are being executed in five different countries.



Operations in 11 countries

Brazil, Chile, Colombia, Ecuador, Guatemala, Mexico, Panama, Paraguay, Peru, Dominican Republic and Uruguay



5,500+ members of staff



110 warehouses



9.4 million cubic meters of storage capacity



1.3 million pallet positions



Principal services

Warehousing

Warehousing at multiple temperatures within the latest generation infrastructure, in accordance with the highest international quality and food safety standards.

We have the largest food warehousing structure at different temperatures in the region. There are 110 warehouses strategically located in the principal urban centers and ports in 11 countries.

Our warehouses are designed to provide logistical agility and efficiency, enabling optimized movement of the products at every stage. We have advanced stock management systems that guarantee the proper turnover and minimize losses.

Besides the focus on operational efficiency, we are also concerned about the environmental impact of our operations.

Our new buildings comply with the EDGE standards to guarantee the reduction of consumption of water and energy, and this practice is also being implemented in the existing warehouses.

Our structure	CURRENT*	2024	2023
Warehouses	110	82	76
Capacity with controlled temperature	9.4 million m ³	5.1 million m ³	4.4 million m ³

*August 2025



Transportation

We offer local distribution and long distance national and international routes to guarantee that the goods are transported safely and at the correct temperature.

Our transportation services are designed to guarantee maximum product quality and safety, with temperature control in real time and routes optimized to minimize the transit time.

We work in 11 countries with a modern highly equipped fleet, guaranteeing the integrity of the products from their origin through to their final destination. We use advanced monitoring technologies which enable the transport conditions to be adjusted depending on the specific needs of each client.



Value added services

We know that agility and efficiency are essential in the foods sector. Thus we offer solutions that keep the products in movement, ensuring quality and freshness through to the final destination.

From the entry of the goods at strategic points through to stock optimization, our ser-

vices minimize the transit times and maximize quality. With a strategic presence, we help companies reduce costs and increase operational efficiency.

We offer multiple value-added services, such as picking, processing, packaging, labeling and others.



Mission, Vision, Purpose

Vision

Become the leading and most dynamic temperature-controlled logistics partner in Latin America.

Mission

Reshaping the future of food chain logistics across Latin America.

Purpose

Modernize the cold chain and reduce food waste by providing safe, reliable, and sustainable temperature-controlled infrastructure and logistics solutions.

Values

Integrity

Integrity is our guiding principle for decision-making.

Entrepreneurship

We act proactively, seeking to identify opportunities, propose improvements, and always do our work as best as we can.

Respect for others

We are a multicultural company, and we promote respect for others by valuing all thoughts and opinions.

Sustainability

We believe we can create positive change by transforming the cold chain to reduce food waste and minimize our environmental footprint.

Collaboration

We work as a team in collaboration with our colleagues, clients and suppliers.

Customer-oriented

We are a company focused on solutions for our clients. Our decisions are based on their needs.



Vision of sustainability

Sustainability is one of our values and we are conscious that we can act to reduce possible impacts of our operations on the environment and on the communities in which we are active.

We seek to minimize the environmental impact of our operations and invest in solutions to increase the efficiency in the consumption of energy and water in our plants. We comply with the international EDGE standards and we currently have 12 plants with EDGE Advanced certification and four with EDGE Zero Carbon certification.

The safety of our staff, contractors and service providers is a non-negotiable priority and we invest continuously in processes, training and concrete actions to avoid accidents in our plants.

Our commitment is to act responsibly in the community around us. We started the collaboration with the food banks in Latin America in the countries where we are installed to serve our purpose of combating food waste.

Integrity is also one of our values and our governance is aligned with the best practices. We have well-defined structures, board of directors and executive board. Furthermore, we have a model of careful financial management and a robust compliance program.



Sustainability
Panorama 2024

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Governance



Governance structure

For the strategic management, we have two well defined structures: the board of directors and executive board.

The board of directors consists of external directors indicated by the first group of investors in the company, formed by the companies Lineage, Stonepeak and D1 Capital. Besides the directors, this instance of governance is also made up of four executives from Emergent Cold LatAm (CEO, president, CFO and general counsel). The meetings are held monthly, with longer duration and deeper discussions every quarter.

The executive board of Emergent Cold LatAm has 12 positions held by executives with considerable experience in the cold chain and food industry. The positions are: CEO, president, CFO, general counsel and compliance officer, senior vice president of Network Optimization, senior Commercial vice president, senior vice president of Operations, managing director South Cone, managing director Mexico, managing director Pacific, managing director Caribbean and vice president of Human Resources.

Two well-defined structures guide our strategy





Ethics and integrity

We have advanced consistently in the consolidation of our culture of integrity and compliance throughout Latin America. One of the highlights of this commitment was the risk assessment exercises carried out in eight countries where the company operates: Colombia, Chile, Mexico, Peru, Brazil, Dominican Republic, Guatemala and Panama.

Furthermore, audits and monitoring of internal controls were conducted in three of these markets — Colombia, Chile and Mexico — with the objective of guaranteeing compliance with the directives and identifying opportunities for improvement in the processes.

As part of the awareness raising and training efforts, about 960 staff members from the organization took part in training on compliance related themes. We also have a structured procedure for the identification

and declaration of potential conflicts of interest, as required by the GRI 2-15 standard.

Since 2023, the company has held quarterly Compliance Committee Meetings, with the direct participation of the the company's President, strengthening the commitment from the top leadership to ethics and corporate governance.

960
employees
participated in
compliance training





Code of Conduct and Anticorruption Policy

We are committed to conducting our business in accordance with the highest legal and ethical standards. Our Code of Conduct is the basis of our Compliance Program, which was developed to ensure that the company follows the law and applicable regulations. This document applies to all the subsidiaries and places where we do business.

Our staff at all levels of the company and installations have access to the document, take part in the trainings and have to be certified annually to act in accordance with the code. We expect our staff to comply with the legislation that regulates our business, as well as the company procedures, policies and guidelines.

internal controls were elaborated to avoid the occurrence of bribery and of other irregularities. We are committed to complying with all the legal requirements applicable to the local, regional, national and international levels, including the Foreign Corrupt Practices Act, (FCPA) of the USA and the Antibribery Law of the United Kingdom (2010).

This code is also applicable to contractor staff from employment and temp work agencies. Consultants acting as our agents or working in our name also have to follow our rules.

We do not tolerate bribery, corruption or influence trafficking in any form in our business. The policy applies to all staff, operations and subsidiaries of the company throughout the world, as well as third parties acting in our name.

We have a whistleblower channel available to receive anonymous reports of violations or suspected violations of the code, as well as other possible legal and ethical failures. It is accessible not only to our staff, but also to clients, suppliers, communities, third parties and investors.

We have also formalized an Anticorruption Compliance Policy. The document and the

Our Compliance Program ensures that the company adheres to laws and regulations





Risk management

In 2024, we structured our Risk Management program and set up a multidisciplinary committee to establish priorities and targets related to this matter. Managers taking part on the Emergent Cold LatAm Risk Management Committee are from the Internal Audit, Communication, Compliance, Continuity of Business, Quality, Continuous Improvement, Health and Safety, Insurance and IT areas. The guidelines and processes developed with the committee have the objective of:

- **Protecting the life and integrity** of the direct and indirect staff, and of the groups of interest who may be affected by a critical incident;
- **Minimizing the environmental, operational and financial impacts** that critical incidents may represent;
- **Controlling events** that may affect fulfillment of the strategic objectives of the business;
- **Facilitate the efficient and proactive running** of humanitarian actions, if the event requires;
- **Considering the lessons learned from events which have taken place as part of the process of continuous improvement**, enhancing the response of the company when faced with potentially more complex situations;
- **Protecting the reputation of Emergent Cold LatAm**, maintaining the credibility of the company and trust of its different interested parties.

We have **clear guidelines** for risk management





Environment





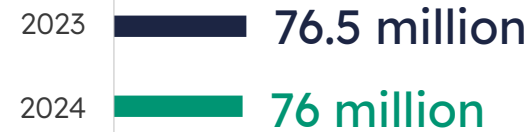
Energy efficiency

Ensuring the energy efficiency of the operations is an essential part of our strategy to reduce greenhouse gas emissions. We monitor the total energy consumption in all our installations, prioritizing the areas with greater potential to contribute to mitigating the emissions.

In 2024, the warehousing capacity in our installations grew significantly by 14%. Even so, we maintain our commitment to operating with energy efficiency. In this period, of the total energy consumed by the company, 60% came from renewable sources. This represents an increase of two percentage points in relation to the previous year. The advance might seem timid, but it's quite significant when compared with the proportional growth of the company. Among the highlights was the use of solar energy, which until 2023 had not been used and, in 2024, exceeded 3 million kWh.

This shows that, even while expanding and requiring more energy to keep food at controlled temperatures, we have advanced in the use of renewable energy.

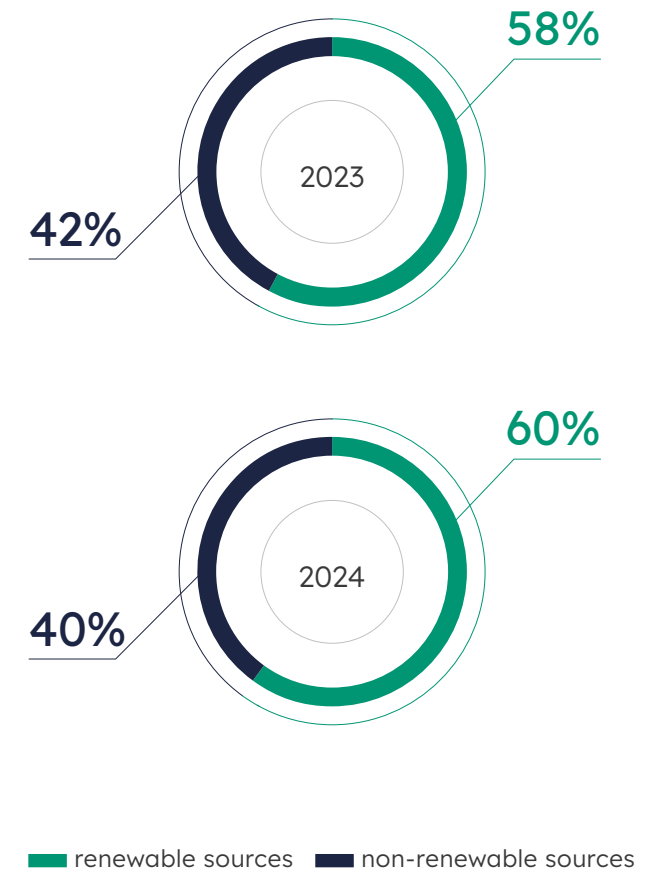
Non-renewable energy from external suppliers (In kWh)



Renewable energy from external suppliers (In kWh)



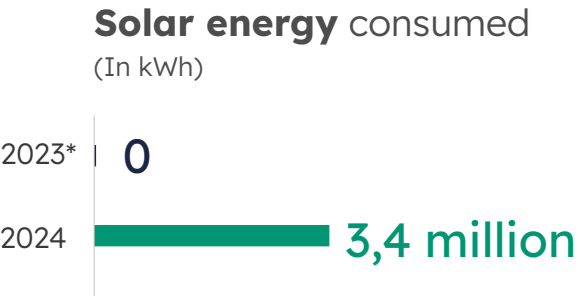
Energy matrix





Solar energy

Since 2022, we have been investing in the installation of solar panels in our plants with the objective not only of reducing the cost of energy, but also the volume of carbon emissions and of greenhouse gases. Throughout 2024, the number of installations using solar panels tripled, passing from five to 15. Our capacity last year came to 11.926 MW.



**In 2023, five plants already had solar panels installed, but were not yet generating energy.*

Greenhouse gas emissions

The emissions totaled 51,809.10 t of CO₂ in 2024. Indirect emissions (Scope 2), corresponding to the consumption of electrical power in our own and rented warehouses operated by Emergent Cold LatAm, were reduced by 9.23%, despite the warehousing capacity of the company having grown by 14% in relation to the previous year. There was practically no alteration in relation to the indirect emissions

of the value chain (Scope 3) regarding the consumption of energy in warehouses rented by clients and operated wholly by them.

In 2024, we came to count direct emissions (Scope 1), which include those generated by our processes, such as the burning of fuel and the leakage of refrigerant gases.

Greenhouse gas emissions
(In tCO₂e)

	2024	2023
Scope 1	19,189.50	0
Scope 2	31,544.10	34,747.20
Scope 3	1,075.50	1,022.90
TOTAL	51,809.10	35,770.20



Water

We tripled the volume of reused water in our operations in 2024. We have also invested in technology and systems to reduce the waste in our plants. One of the ways we have used to achieve that objective is the application of sustainable building standards to an ever greater number of warehouses.

In parallel, strategic investments were made in technology and systems aimed at optimizing water resource use and

reducing waste in our facilities. Additionally, we expanded the adoption of sustainable construction standards across an increasing number of storage centers, reinforcing our commitment to operational efficiency and environmental sustainability.

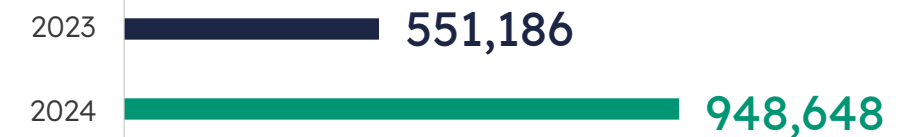
We have advanced in obtaining EDGE certification. By means of such global benchmarks, we seek to reduce the total consumption of water by 20%.

The EDGE certifications (Excellence in Design for Greater Efficiencies) are administered by the International Finance Corporation (IFC), part of the World Bank, and aim to promote more sustainable and efficient construction throughout the world in terms of use of resources.

In 2024, the certified warehouses represented 13.16% of the total, which shows the huge challenge and the opportunities to advance in relation to the optimization in the use of water resources.

Total consumption of water

(In m³)



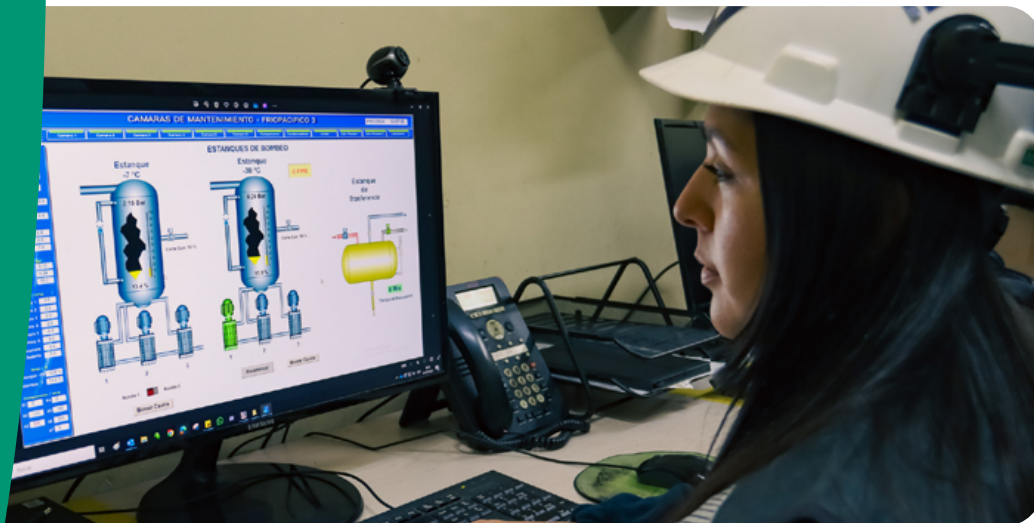
Note: the significant growth in the indicator does not necessarily represent an increase in the consumption of water. Up to 2023, the measurement in the total consumption of water did not follow the same parameters and there were no complete records for all the plants. Besides this, there was also an increase of 14% in the warehousing capacity of the company over the last year.

Consumption of reused water

(In m³)



Note: Implementation has begun on water reuse projects, primarily focused on recovering defrost water from evaporators and using rainwater in condensers.





Sustainable construction

Our objective is to obtain the EDGE Advanced and EDGE Zero Carbon – the highest levels of international EDGE certification, which are global benchmarks for sustainable buildings – in an ever greater number of buildings. In 2024, there were ten new certifications received, nine EDGE Advanced and one EDGE Zero Carbon.

The certification of the San Pedro de La Paz plant in Chile was a highlight, as this represented the first controlled temperature food warehouse in the world to receive the EDGE Zero Carbon certification. This, which is the highest degree conferred on a construction by EDGE, seeks to maximize efficiency in energy consumption and compensation of carbon emissions.

To obtain EDGE Zero Carbon recognition it is necessary to have received the EDGE Advanced certification beforehand, which requires at least 40% energy saving and a reduction of 20% in water consumption and in the energy incorporated into the materials used in the building. The Emergent Cold LatAm plant in Chile consumes 40% less energy and 50% less water. 100% of the energy used in the plant must come from renewable sources.

Our EDGE certifications in 2024

The table below shows the percentages of reduction at each certified plant:

Environmental performance of the plants

	Reduction in energy	Reduction in water	Reduction in carbon incorporated
Brazil – Guarulhos (Advanced)	41%	45%	46%
Chile – San Pedro de La Paz (Zero Carbon)	40%	50%	81%
Chile – San Vicente (Advanced)	46%	56%	37%
Colombia – Buga (Advanced)	56%	51%	64%
Ecuador – Duran (Advanced)	46%	39%	58%
Guatemala – Palin (Advanced)	68%	41%	63%
Panama –Panama City (Advanced)	48%	68%	85%
Peru – Callao (Advanced)	45%	33%	29%
Peru – Piura (Advanced)	49%	49%	45%
Dominican Republic – Caucedo (Advanced)	55%	42%	44%



San Pedro de La Paz plant (Chile)

Discover some of the differentials about the building

The first controlled temperature food warehouse in the world to receive the EDGE Zero Carbon certification

100% of the energy used from renewable sources

Management software used to improve the reliability of the equipment and the operation of the plant, as well as the **control of the CO₂ emissions and energy consumption**

Carbon emissions neutralized

Sustainable warehouses

These are some of the differentials in our constructions:

- Monitoring of the refrigeration system to optimize energy consumption;
- Thermal insulation in the office areas and dry rooms to reduce the consumption from air conditioning;
- LED technology to improve the efficiency in energy consumption;
- Solar panels;
- Water reutilization system.



Waste

One highlight in waste management is the significant increase in recycling carried out at the plants themselves or at the recycling destination for the different types of materials. In 2024, the total number of tons of materials not thrown away increased 25 times.

One example of a recycling practice within the plant itself is at San Pedro de La Paz in Chile, which has a pallet recovery workshop. The wooden bases, used for the organization and transport of the boxes of food, are recovered in the unit itself, thus reducing the waste.

We increased by
25 times the volume
of materials that were
diverted from disposal



Total waste management at Emergent Cold LatAm
(In t)

	2024	2023
Recycling	8,313	323
Disposal	3,346	1,340

Note: the significant growth in the disposal volume does not necessarily represent an increase. Up to 2023, the volume of materials disposed of did not follow the same parameters and there were no complete records for all the plants. Furthermore, there was also an increase of 14% in the warehousing capacity of the company in the last year.





Combating food waste

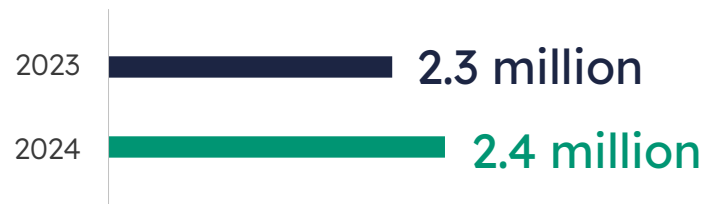
As part of our scope in providing services and considering our purpose, which is to contribute to the reduction of waste food in the world, this is a priority issue.

The volume of food warehoused in our installations in 2024 was 2.5 million tons, an increase of 8.7% in relation to the previous year. Simply providing the service, to the strictest international food safety and quality standards, by itself is a significant contribution by the company to combating waste.

Last year, the company began to structure the measurement of the volume of food which, for different reasons, is rejected by clients. In most situations, this rejection is generated by packaging faults caused during the logistics processes. For 2025, our objective is to have clear indicators as to how much this loss represents in relation to the total volume and to define actions to be adopted so that the rates are as close as possible to zero.

Total food warehoused

(In t)



Importance of the industry

Temperature-controlled food logistics is essential to guarantee food safety and to promote environmental sustainability. According to the United Nations Food and Agriculture Organization (FAO), about 30% of all food produced globally is lost or wasted annually.

These losses occur at various stages of the productive chain, including production, warehousing and transport. By ensuring the proper conditions of refrigeration and conservation during the transport and warehousing, the cold chain performs a crucial role in the reduction of these losses, contributing directly to the UN Sustainable Development Goals, especially SDG 2 (Zero Hunger) and SDG 12 (Responsible Consumption and Production).

Besides the impact on food safety, the reduction of waste of food also has significant implications for the environment. Agriculture and the use of the soil are responsible for about 23% of global greenhouse gas emissions. In Brazil, therefore, minimizing food losses not only preserves valuable natural resources, such as water and the soil, but also reduces the need for agricultural expansion, helping mitigate emissions of greenhouse gas associated with the production of food.

In this context, temperature-controlled food logistics emerges as a vital strategy in balancing the increase in demand for food with the need to reduce the impact on the environment.



The Move to -15°C movement

In 2024, Emergent Cold LatAm was the first company in Latin America to sign up to the global movement The Move to -15°C. The objective is to defend the elevation of the standard temperature for warehousing of frozen food from -18°C to -15°C, which would generate notable benefits both for the sector as well as the environment.

This alteration, simple at first glance, has profound implications for frozen food logistics, such as the reduction of energy consumption, increased operational efficiency and the potential saving of millions of tons of CO₂.

The movement is based on scientific data and research conducted by specialists in energy efficiency and environmental impact. The study titled The Three Degrees of Change, coordinated by the Center for Sustainable Refrigeration of the International Refrigeration Institute, pointed out that a simple alteration in the food preservation temperature could be key to a more sustainable future.



**Adjusting storage
temperature can help
reduce environmental
impacts**





 emergentcold
LatAm

Social

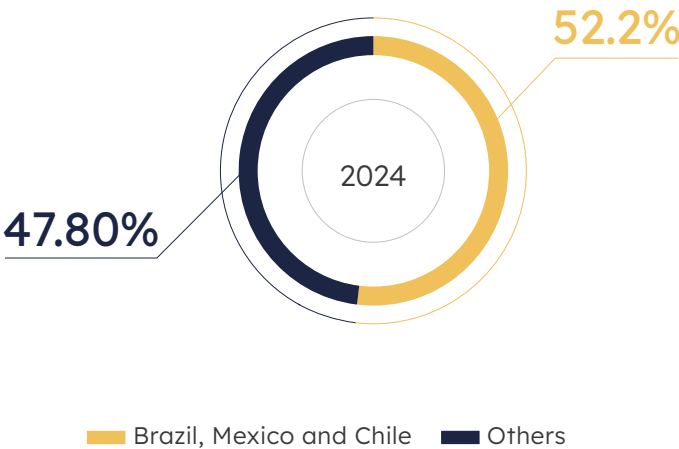


Our team

Our employees are present in **11 countries across Latin America**

The total number of our staff in 2024, in the 11 countries where we have operations and in the United States, was 3,757. In comparison with 2023, the increase in the number of staff was 16.89%. Overall, 52.2% of staff are located in Brazil, Mexico and Chile, the three countries with the largest operations and where 69.51% of the warehouses of the company are concentrated.

Total staff



Number of staff

(By country)

	2024	2023
Brazil	891	805
Chile	296	315
Colombia	443	330
Ecuador	43	44
United States	8	5
Guatemala	113	102
Mexico	774	822
Panama	154	122
Paraguay	36	42
Peru	857	495
Dominican Republic	39	49
Uruguay	103	83
Total	3,757	3,214

Note: the company has operations in only 11 of the countries in Latin America, but does have a small group of corporate staff in the United States working on investor relations.



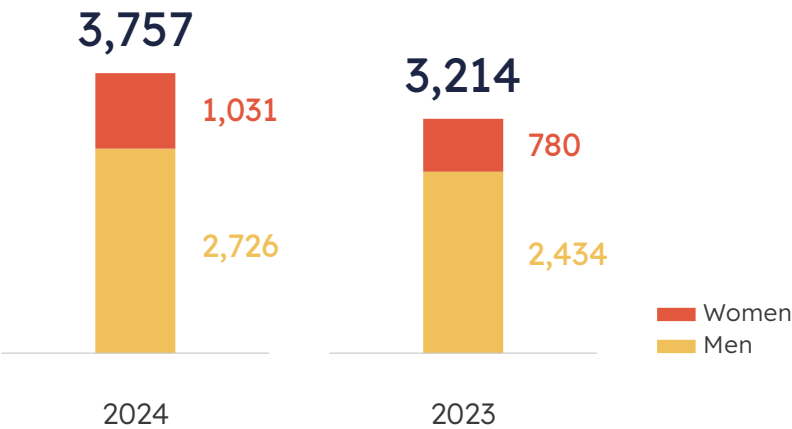
Due to our presence across Latin America and to the collaborative work, where the company values and encourages the exchange of experiences and knowledge, our group of staff is naturally diverse.

Women represent 27.45% of the workforce, an increase of three percentage points in relation to 2023. In management posts, the proportion

is maintained and women occupy 27.07% of the positions, accompanying the increase of three percentage points in relation to the previous year. In top management, women represent 18.42% of the executive roles. Despite the lower percentage in relation to the other levels in the organization, it was the group with the highest growth, of almost six percentage points.

Number of staff

(By gender)



Number of staff

(In leadership positions by gender)

	2024		2023	
	Men	Women	Men	Women
Managers	253	94	239	77
Senior leadership (VPs, managing directors and directors)	32	7	27	4





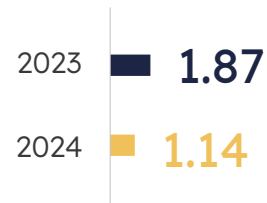
Health and safety

Guaranteeing that our staff return in safety to their homes every day is a priority in all the 110 plants throughout Latin America. That is why safety is present at every stage of our routine — from the entry to the installations through to the decisions taken in the meeting rooms. The objective is to promote a culture where each person understands the importance of such care, taking on the individual responsibility for themselves, and feels encouraged to contribute with suggestions or to raise concerns.

The Total Rate of Recordable Incidents for every 200,000 hours worked in 2024 underwent a reduction of 39.04% in relation to the previous year. Whereas the Rate of Seriousness in comparison between the two years fell by 11.06%. The percentages are very significant considering that there was an increase of 16.89% in the number of staff.

Rate of **recordable accidents**

(For every 200,000 hours worked)



Rate of **Seriousness of recordable accidents**

(For every 200,000 hours worked)



Safety is present
at every step of our
daily operations



Our recognition campaign highlights the value of our employees

Recognition

For the second consecutive year, we ran an internal campaign of recognition based on values. This activity has the objective of valuing our staff by the practical application of six corporate values: Integrity, Entrepreneurship, Respect for others, Sustainability, Collaboration and Customer-oriented.

In 2024, the campaign was done in three phases. In the first stage, 2,575 members of staff could freely indicate those colleagues who, in their view, represent the values of the company in the everyday professional context. In all, 489 members of staff from the 11 countries where we operate were indicated.

In the second stage, regional leadership committees analyzed the justifications for each of the indications and defined 59 finalists.

The last stage consisted of an open vote. The members of staff could choose the colleague who best represented each of the values. At the end, the 24 members of staff with the most votes were recognized publicly before the whole company.

Community

We defined the support for the Latin American food banks as the focus for the social responsibility projects. The decision considers the connection at work made by these organizations in combating the waste of food as one of the company's purposes and one of the priority sustainability themes of the company.

In 2024, food banks were mapped in the 11 countries where the company operates and an approach was initiated with these organizations to identify their needs and draw up our strategy for supporting them.

LatAm Volunteers Day

We promoted our first Volunteers Day on the November 13, 2024. In all, 100 members of staff were simultaneously at the installations of different food banks to help in the activities of triage, separation and packaging of food to be donated. The countries participating were Colombia, Guatemala, Mexico, Panama, Paraguay, Peru and the Dominican Republic.

The work of the food banks is fundamental to combating hunger and to guarantee food security. These organizations work to recover food in perfect condition for consumption, but which has been discarded for various reasons, and directing it to needy communities.





About the publication



About the publication

For the first time,
we are presenting
our **performance
in sustainability
management**

This is the first publication where we present our performance in sustainability management. This is an important step in the compilation of our results and, for the coming years, our target is to enhance this instrument so that we can define targets and an action plan.

We add up the data about and advances by Emergent Cold LatAm on the environmental, social and governance pillars for the year 2024, during the period from January 1 to December 31. The indicators given here cover all the plants, except when informed in the text.

We are committed to accelerating our advances in relation to the different aspects that involve sustainability and presenting our indicators and results with transparency.

This content was organized on the basis of the Global Reporting Initiative (GRI) standards, the worldwide benchmark for reporting sustainability, and also includes our own

indicators or those commonly used by the temperature-controlled food logistics industry.

The report was coordinated by the Compliance and Communication areas at Emergent Cold LatAm, with the involvement and commitment of leaders of the Operations and Human Resources areas.

For comments or queries, get in touch by e-mail: **info@emergentcold.com**.



We report our results with transparency





Materiality

Five priority themes were defined to guide our sustainability strategy for the year 2024:

- **Safety;**
- **Integrity;**
- **Reduction of food waste;**
- **Energy efficiency;**
- **Reduction of carbon emissions.**

Safety is a non-negotiable subject within our strategy. Guaranteeing a safe environment for our staff, third parties and service providers is directly linked to the corporate value “Respect for others”. Our objective in relation to this theme is to build a zero accident culture, investing in infrastructure, training, efficient risk management and raising awareness.

Integrity is also a corporate value of the company, considered as the base principle for decision making. The objective is to act ethically and responsibly, in line with the legislation in effect in each of the 11 countries where we operate, highlighting the relevance of this theme and justifying its prioritization.

The third theme, which is to reduce food waste, is part of our purpose. It is also highlighted among the other relevant themes defined by the sector. Finding ways of measuring the contribution of companies in the sector more efficiently to avoid food waste in the world was defined as a priority

theme by the Sustainability Working Group of the Global Cold Chain Alliance (GCCA), which brings together representatives involved with sustainability actions in the largest global food controlled temperature logistics companies. We are represented in this forum by our director of Communication. The discussions in the GCCA working group served as the basis in defining the themes of this report.

In this same GCCA forum, which is the principal organization representing the cold chain logistics sector globally, the priority themes chosen were energy efficiency and the reduction of carbon emissions.



Alignment with the SDGs

Aware of the global discussions on sustainability, we also seek ways to connect our priority initiatives with the Sustainable Development Goals established by the United Nations Organization (UNO) up to 2030.

**Safety is
one of our
top priorities**



As a company which has the purpose of combating food waste in Latin America, the theme is directly linked to the objective of ending hunger and achieving food security.



In establishing food security as a priority theme, we are also contributing with the advances in the goal of health and well-being, ensuring a healthy life for workers with which the company is related directly.



As a company growing fast in Latin America, with direct job generation of at least 5,500 workers, as well as the generation of many other indirect work positions, we contribute to the goal of offering decent work and economic growth.



We are transforming the cold chain in Latin America through the construction of modern sustainable infrastructure, in the use of new technologies and by adding value to staff and clients. The promotion of this transformation is directly linked to the objective of development of resilient, sustainable infrastructure and the encouraging of innovation.



In offering quality logistics services to the highest international health and safety standards, we act directly in the reduction of the environmental impact that food production represents, and we promote the efficient management of resources.



The themes Reduction of food waste, Energy efficiency and Reduction of carbon emissions and our initiatives related to them are connected to the objective of taking measures to combat climate change and its impacts.



GRI Summary

DECLARATION OF USE	Emergent Cold LatAm reported the information cited in this summary of GRI content for the period from 01/01/2024 to 12/31/2024 on the basis of the GRI Standards.		
GRI 1 USED	GRI 1: Foundations 2021		
GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	SUSTAINABLE DEVELOPMENT GOALS
GENERAL CONTENTS			
GRI 2: General Contents 2021	2-1 Details of the organization	Profile –Emergent Cold LatAm	
	2-2 Entities included in the sustainability report of the organization	All units of the company	
	2-3 Reporting period, frequency and point of contact	About the publication – Presentation	
	2-6 Activities, value chain and other business relationships	Profile – Emergent Cold LatAm	
	2-9 Governance structure and its composition	Governance – Structure	5, 16
	2-11 President of the highest governance body	Governance – Structure	16
	2-13 Delegation of responsibility for the management of impacts	Governance – Risk Management	
	2-15 Conflicts of interest	Governance – Ethics and integrity	16
	2-22 Declaration on strategy for sustainable development	Profile – Vision of sustainability	
	2-25 Processes to repair negative impacts	Environment	
	2-27 Compliance with legislation and regulations	Governance – Ethics and integrity	
	2-28 Participation in associations	About the publication – Materiality	
	2-29 Approach for engagement of stakeholders	Social	



GRI Summary

GRI STANDARD / OTHER SOURCE	CONTENT	LOCATION	SUSTAINABLE DEVELOPMENT GOALS
GENERAL CONTENTS			
GRI 3: Material Themes 2021	3-1 Process of definition of material themes	About the publication – Materiality	
	3-2 List of material themes	About the publication – Materiality	
POLLUTION PREVENTION			
GRI 303: Water and effluents 2018	303-5 Water consumption	Environment	6
CLIMATE CHANGE			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment	7, 8, 12, 13
X' OCCUPATIONAL HEALTH AND SAFETY			
GRI 403: Health and safety at work 2018	403-1 Health and safety at work management system	Environment	8



Credits

Coordination: Compliance and Communication areas

Andres Cuevas,
director of Compliance

Eduardo Correa,
director of Communication
and Marketing

Working group:

Moises Ventocilla,
director of Engineering

Monica Herrera,
director of Human Resources

Ana Ardila,
Quality, Health, Safety and
Environment manager

Luz Correa,
Environment manager

Sergio Curutchet,
Energy manager

Editorial organization:

Luciana Zenti

Design:
Ed Santana

**Translations
(English and Spanish):**
Martinelli Traduções



www.emergentcoldlatam.com