

Bioterra

We are part of something that
creates lasting impact

Sustainability Report 2025





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Message from the Board of Partners

The year 2025 represented another important step in our journey toward building a company that is increasingly conscious, responsible, and committed to the environment around us.

At Biodistribuciones Terra, we firmly believe that business growth must go hand in hand with creating value for society, caring for the planet, and promoting the well-being of the people who are part of our organization. Throughout this year, we continued strengthening our sustainable practices, improving our production processes, reinforcing our organizational culture, and enhancing the way we connect with our partners and consumers.

This report reflects not only the results achieved, but also our ongoing commitment to continuous improvement. Every milestone accomplished is the result of the collective work of our team, the trust of our customers, and the purpose that guides us as a company: to positively transform the way people relate to food.

We will continue working with conviction to strengthen a business model that generates positive economic, social, and environmental impact, contributing to the development of a more responsible industry and a more sustainable future.

We thank everyone who is part of this journey.

Thank you for being part
of this shared journey



Bioterra

Our Principles

Massive Transformative Purpose

Transforming the way the world eats.

Our Identity

We are part of something that creates lasting impact.

Values

T Transparency

E Enthusiasm

R Respect

R Responsibility

A Adaptability



Our values are the compass that guides us



1. Environmental Sustainability

Actions that reduce our environmental impact and strengthen the efficiency of all our processes.



Clean Energy and Climate



Biodiversity and Community



Circular Economy, Waste Management and Water Protection

First Stop:
Where the Earth Breathes



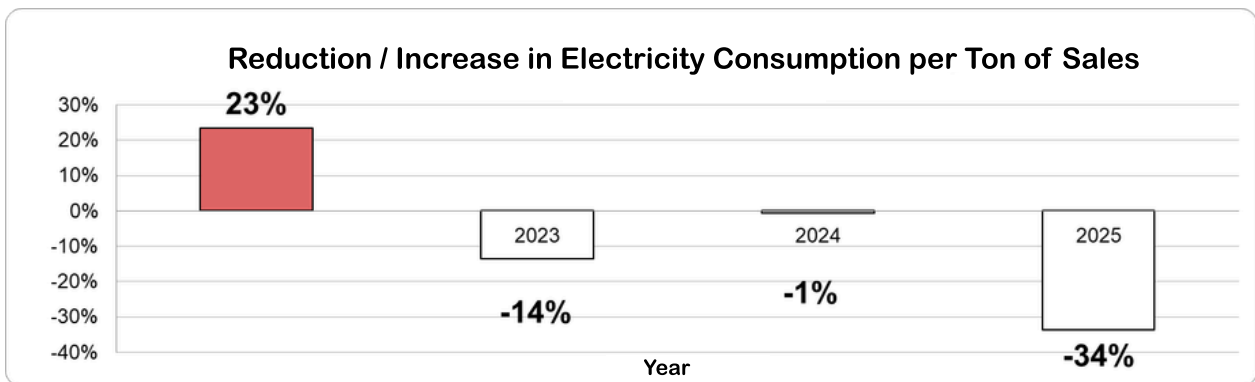
Clean Energy and Climate

We are driving an energy transition that combines efficiency, innovation, and climate commitment.

1 We implemented photovoltaic solar panels and achieved 50% energy self-sufficiency.



We use more renewable energy and less conventional electricity.

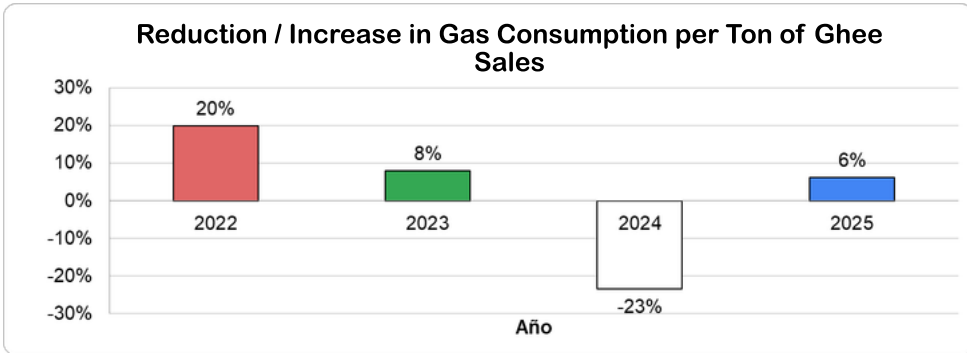


Clean Energy and Climate

2 We have completed 5 years of supporting sustainable mobility alternatives for our employees.



3 Our industrial refrigeration units use gases with a low global warming potential (GWP).



We produce twice as much as we did a few years ago while operating more efficiently.

4 Our new production facility features a lighting design that combines natural daylight with polycarbonate LED lighting to reduce environmental impact.

Clean Energy and Climate

5 We expanded our spray product line with products that do not contain polluting propellant gases.

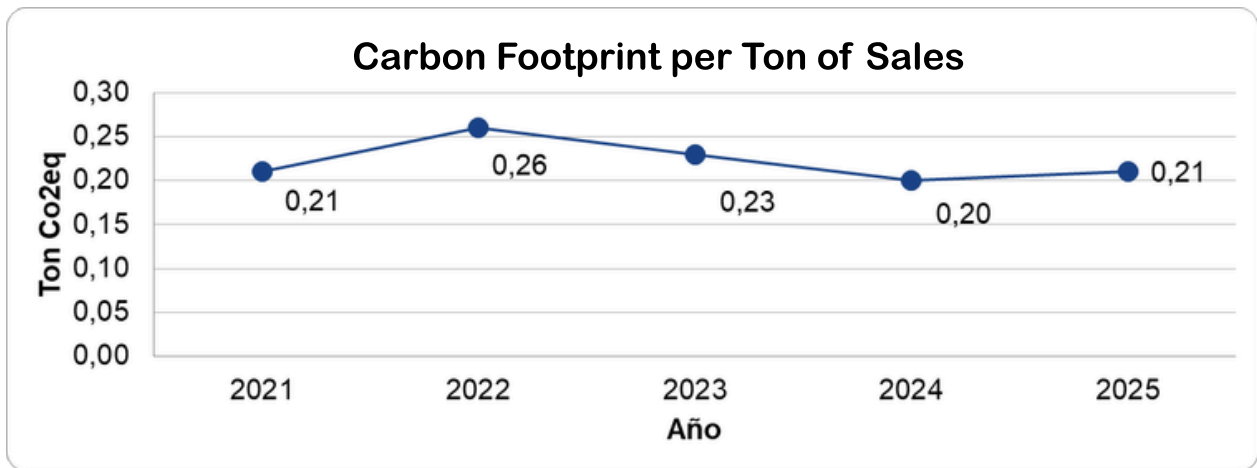




Biodiversity and Community

We offset, restore, and protect life in all its forms alongside local communities.

- 1 We purchased carbon credits equivalent to 67 tons of CO₂ to voluntarily offset our 2024 carbon footprint.
- 2 We support the REDD+ PAZcífico reforestation project, managed by local communities along Colombia’s Pacific Coast.
- 3 None of our raw materials come from illegal fishing activities or threatened species.

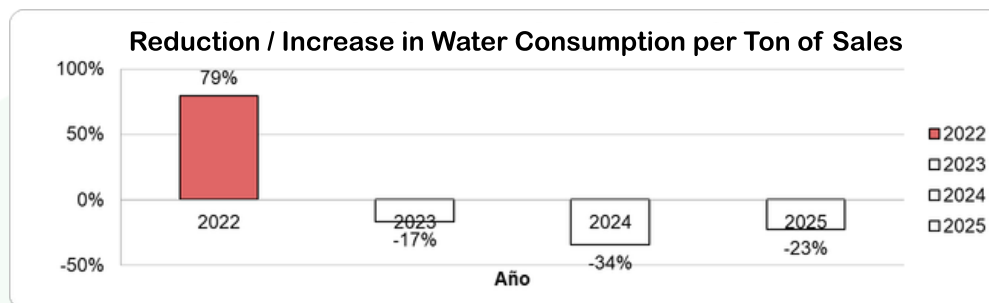


We remain committed to climate change mitigation across our entire organization.

Circular Economy, Waste Management and Water Protection

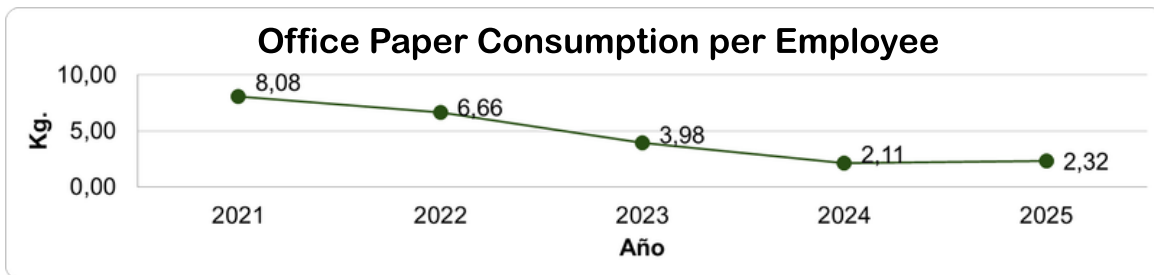
We are advancing toward a circular operation that reduces waste, promotes reuse, and protects natural resources.

- 1 Our organic industrial waste is recycled and repurposed for biofuel production.
- 2 We built a new grease trap system to protect water resources and facilitate the recovery of fats for recycling.
- 3 We market our products in reusable or recyclable packaging.
- 4 Over the past five years, we have reduced office paper consumption by 35% through reuse, digitalization, and the implementation of more efficient document formats.
- 5 We donated 18 kg of plastic caps to the Bodega Sanar recycling program.

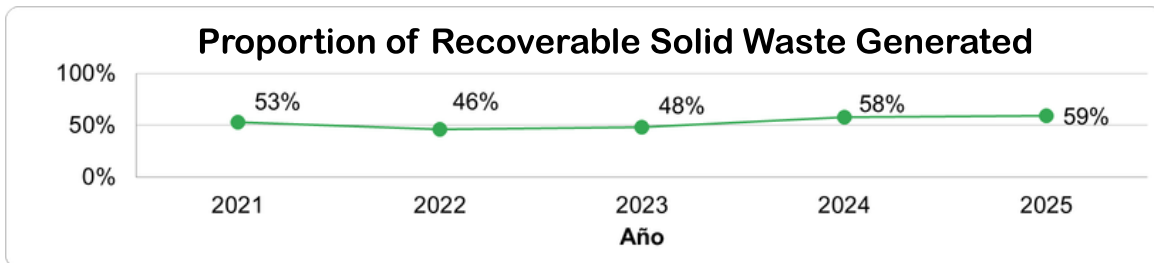


We achieved even greater efficiency in our use of water resources.

Circular Economy, Waste Management and Water Protection



Our operations have doubled while maintaining efficiency in paper consumption.



Proper waste management has increasingly become part of our organizational culture.



Lower industrial waste generation reflects greater efficiency in our production processes.

2. Social Responsibility

People, well-being, and opportunities that transform lives through our purpose.



**Workforce Inclusion and
Reduced Inequalities**



**Nutrition and
Well-being**



**Education and
Development**

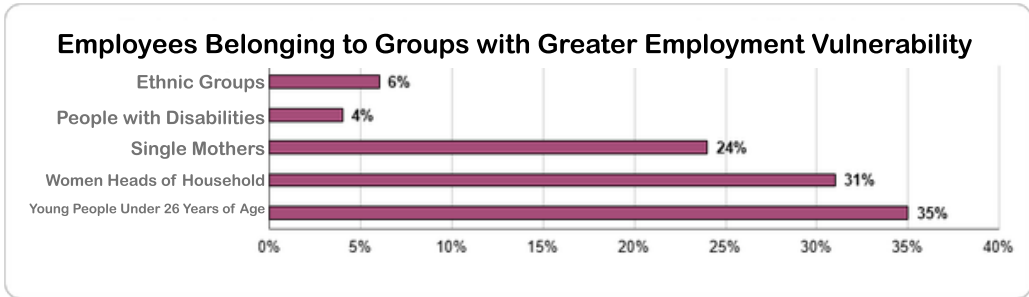
Second Stop: Where
People Thrive.



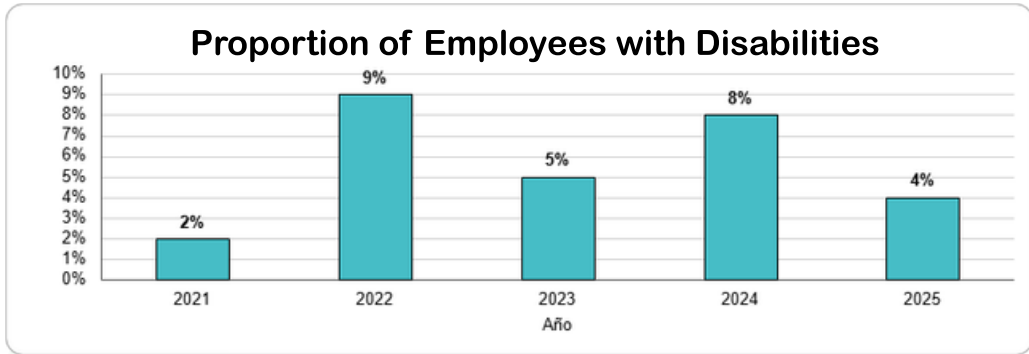
Workforce Inclusion and Reduced Inequalities

We create meaningful opportunities for those who need them most through dignified and inclusive employment.

1 We maintained employment opportunities for individuals with hearing disabilities.



Diversity, inclusion, and equal opportunities are driving forces behind our company.



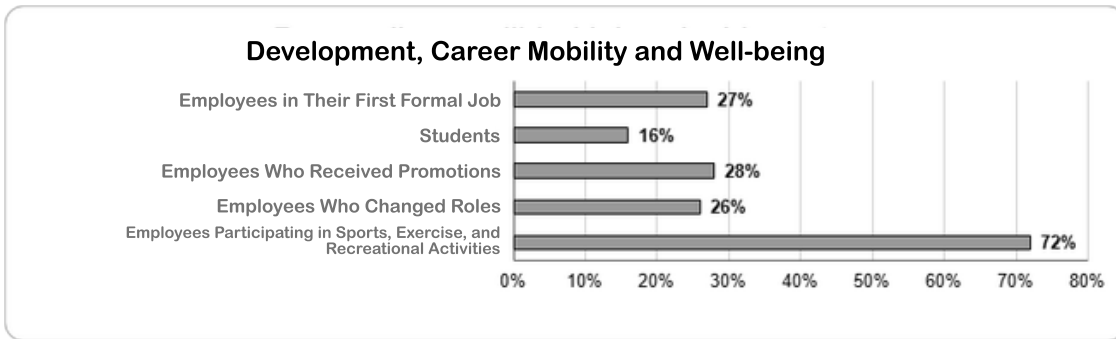
Their unique abilities inspire us and set an example for everyone.

2 For the fifth consecutive year, we conducted a demographic survey to better understand our employees.



Workforce Inclusion and Reduced Inequalities

3 We provide employment opportunities for single mothers, women heads of household, young people seeking their first formal job, and migrants.



We are committed to the well-being and development of the people who make our achievements possible.

4 Women held 72% of positions within our organization in 2025.



They are the driving force behind our commitment to a better way of eating.



Nutrition and Well-being

We promote well-being through nutritious food, solidarity, and holistic care.

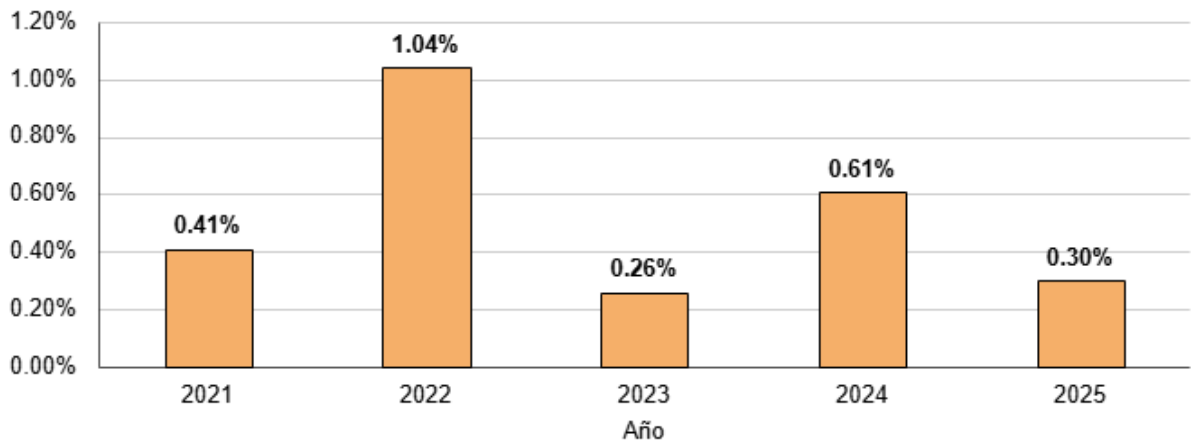
1

We donated nearly 2 tons of natural and gluten-free food to the Bogotá Food Bank and other charitable organizations.

2

We donated 18 kg of plastic caps to help fund care programs for children supported by Fundación Sanar, thanks to the voluntary contributions of our employees.

Food Donations as a Proportion of Total Sales



We share our best foods with those who need them most.

Nutrition and Well-being

3

We promote nutrition education through our digital ecosystem.





Nutrition and Well-being

4 Our employees are covered by a company-sponsored health insurance policy.



5 We cover enrollment in a dental care plan for our employees.



Education and Development

Continuous learning is the foundation for growth, leadership, and building the future together.

1

We built a dedicated training and onboarding room.

U-Terra



Education and Development

2

Two employees benefited from our forgivable education loan program, designed to support academic development.

3

We delivered more than 3,000 hours of training through internal and external development programs.

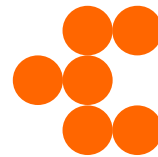


Education and Development

4 We established partnerships to strengthen our leaders' capabilities through specialized training and consulting programs.



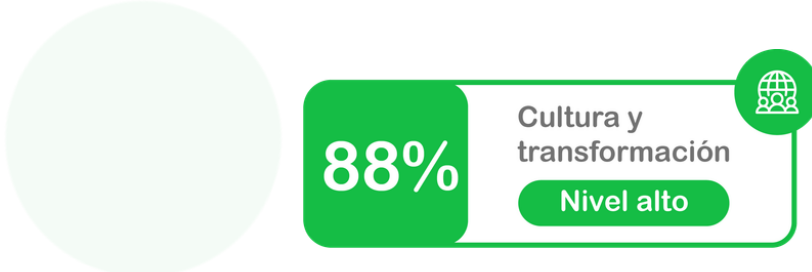
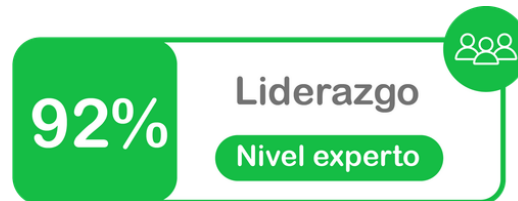
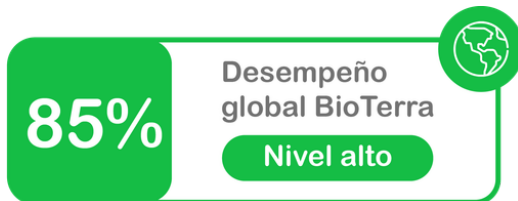
Cámara
de Comercio
de Bogotá



compensar



5 For the fourth consecutive year, we conducted performance evaluations for 100% of our workforce.



3. Economic Growth

Shared prosperity that drives local development and sustainable competitiveness.



Decent Work and Local Development



Innovation and Responsible Business

Third Stop: Where We Plant and Harvest.



Decent Work and Local Development

Continuous learning is the foundation for growth, leadership, and building the future together.

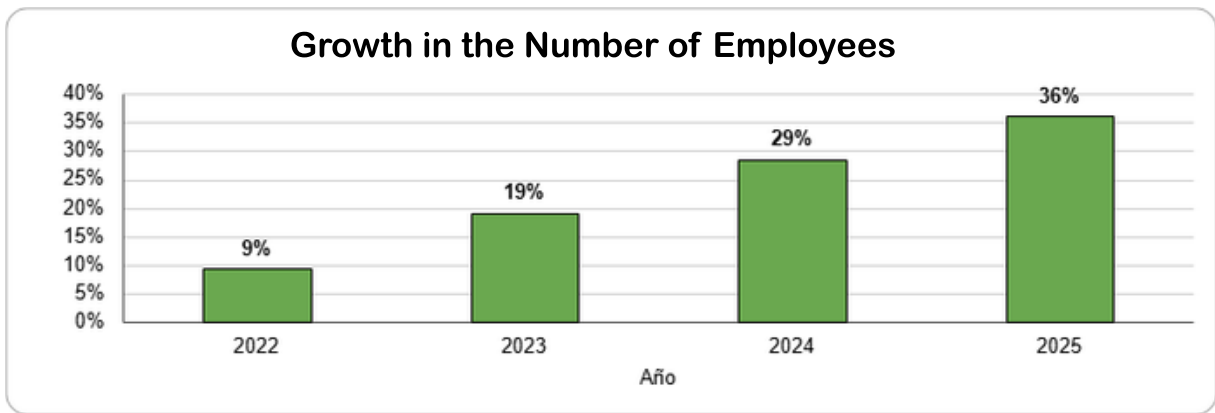
1

We created new spaces for our employees to dine, rest, and recharge.

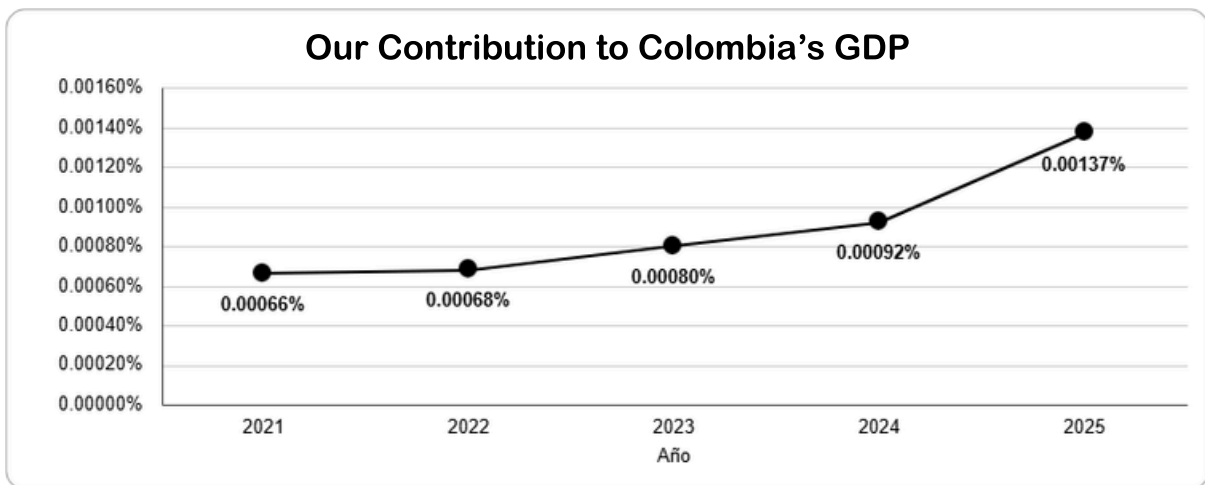


Decent Work and Local Development

2 We increased the number of formal jobs by 36%.



More formal jobs mean a better quality of life for more families.



Our commitment to Colombia continues to grow, step by step.

Decent Work and Local Development

3 Our employee uniforms are produced by mothers of children supported by the HOMI Foundation.



Decent Work and Local Development

4

We continued investing in training and development plans for future leaders.

5

We provide voluntary semiannual bonuses to share the results of our collective efforts with our employees.



Innovation and Responsible Business

We innovate with quality and responsibility to bring the best of our brand to new markets.

- 1 We built a new production facility to expand our capacity to serve customers and consumers.
- 2 We participated in international trade shows in the United States and Germany, gaining insights into global food industry trends.



Innovation and Responsible Business

3 We responded to evolving consumer preferences through the development and launch of 7 new products and 4 new product formats.

New Products



New Product Formats



Innovation and Responsible Business

4

We improved the efficiency of our customer inquiry and complaint response process to 98%, while maintaining a 100% resolution rate.

5

Our ISO 9001, Gluten-Free, and GMP certifications support quality, competitiveness, and accessibility for our customers and consumers.



<https://karavansay.com/peticiones-quejas-y-reclamos/>

4. Corporate Governance

Transparency, consistency, and good practices to grow with integrity and purpose.



Fourth Stop: Where We Choose to Lead with Integrity. >>>

Ethical Governance

We build trust through transparent decision-making and an unwavering commitment to ethical conduct.

1

We maintain a Code of Ethics that includes policies on inclusion, anti-corruption, anti-bribery, and the prevention of child and forced labor.

2

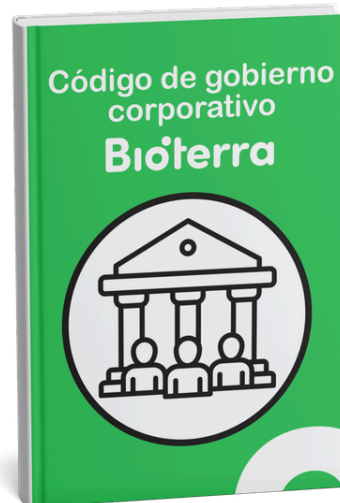
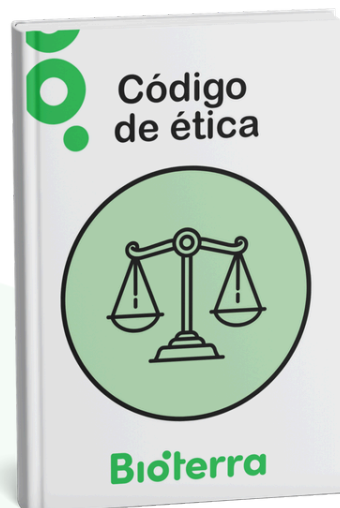
We updated our Corporate Governance Code to guide sound decision-making and good governance practices.

3

For another consecutive year, we recorded zero cases of workplace harassment, discrimination, human rights violations, corruption, or corporate sanctions.

4

We conducted customer surveys to better understand their expectations and needs.



Partnerships for Impact

We build strategic partnerships to expand our economic, social, and environmental impact.

- 1 We launched our corporate volunteering program with the participation of 9% of our employees.
- 2 Through our donations to the Bogotá Food Bank, we support vulnerable communities and individuals in need.



Partnerships for Impact

3 We collaborate with strategic partners to promote education, knowledge development, and innovation.

4 Our supplier evaluations included environmental, social, and corporate governance (ESG) criteria.



Partnerships for Impact

5 We invested in mass media and social media advertising to strengthen our connection with consumers.

Colombia's #1 Ghee in the World's Most Famous Kitchen



Bióterra

Trust Seals

Sustainability Certifications



**ICONTEC ESG
Verified Seal**

We increased our compliance score from 82% to 87% under the ICONTEC ESG Verified for SMEs Sustainability Seal, reflecting our ongoing commitment to sustainable development and continuous improvement.

This seal is based on the verification of ESG (Environmental, Social, and Governance) performance indicators, which help ensure the long-term impact of initiatives implemented across environmental, social, and corporate governance dimensions.

For another consecutive year, we maintained this recognition awarded by CO2CERO to organizations that integrate sustainability into their operations and processes while demonstrating a tangible commitment to climate change mitigation.



**Green Seal of Truth
(CO2CERO)**

This recognition reminds us that we are moving in the right direction.



What's Next?

Our next challenges as we continue creating positive impact across environmental, social, and economic dimensions...

Environmental



- Increase our energy self-sufficiency by optimizing the deployment of our solar panels to better meet the energy demands of all our facilities.
- Advance our digital transformation and implement artificial intelligence to improve resource efficiency.

Social



- Strengthen our social impact initiatives to reach and support more vulnerable communities.
- Continue developing our leaders to build a world-class team.

Economic



- Participate in additional national and international food industry trade shows.
- Integrate our key suppliers into our sustainability strategy.

The journey continues, and the path is shaped through action.



Bioterra

We Are Part of Something That Leaves a Mark

We reaffirm our commitment to strengthening a business model that combines growth, responsibility, and sustainability.

We will continue working with discipline, innovation, and transparency to build an organization that creates economic, social, and environmental value for all our stakeholders.

Thank you for joining us on this journey toward a more sustainable future.

