



2021

SUSTAINABILITY

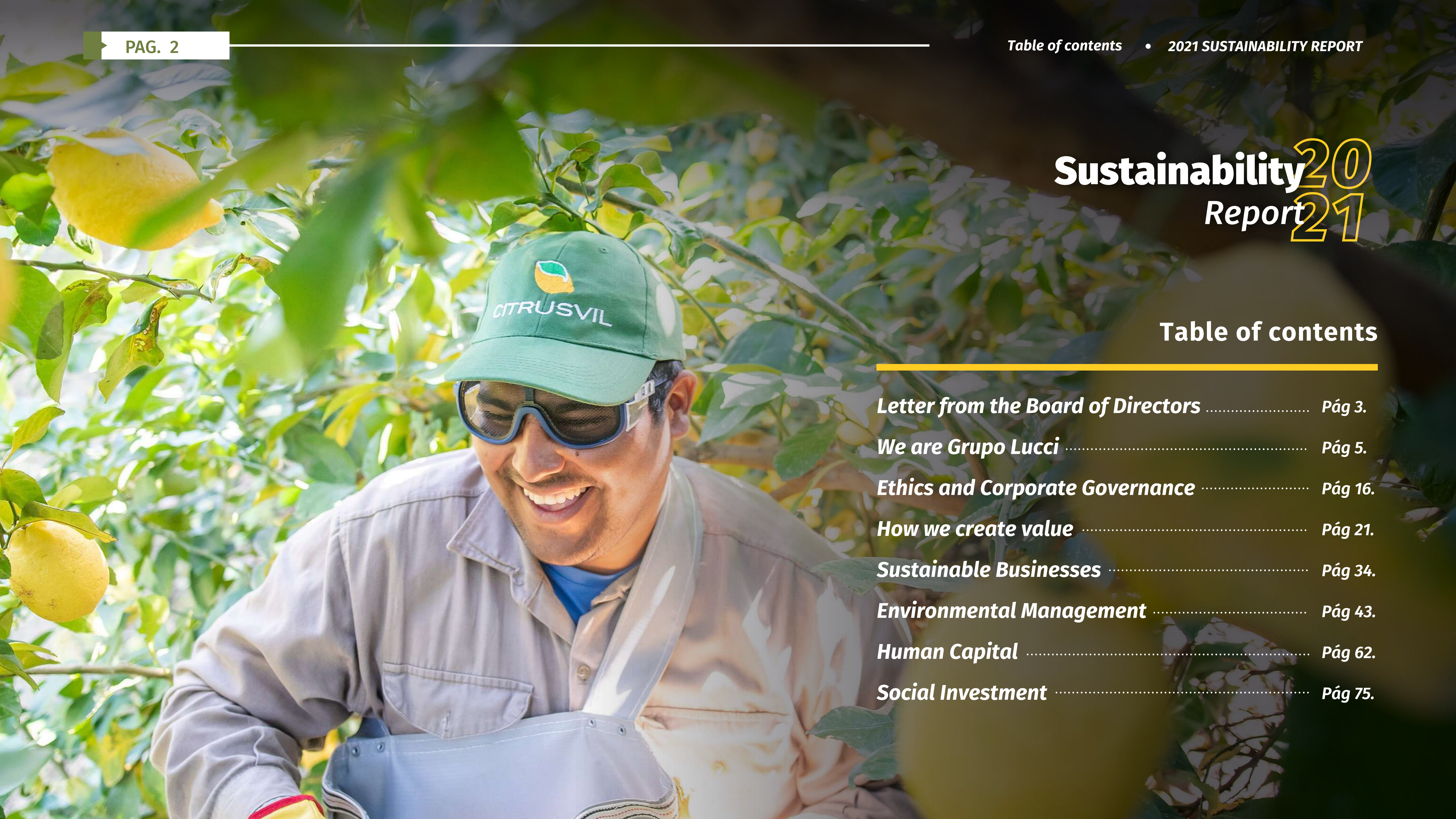
REPORT

*Sustainable and innovative production
to the world*

Sustainability ²⁰ Report ₂₁

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1

Letter from the Board of Directors

GRUPO LUCCI
GROWING RESPONSIBLY

Letter from the Board of Directors

At Grupo Lucci, we work responding to current challenges by providing agricultural raw materials meant for food production to the world. We lead the productive development of northwestern Argentina, create value for society and ensure people's well-being and care for the planet.

During 2021, we faced the challenges resulted from COVID-19 pandemic by looking after our collaborators' integrity. We ensured the responsible supply of our world-class products and services, which meet high quality and production efficiency standards, by fulfilling our customers' expectations all over the world.

We invest so that our businesses develop and we can continue

boosting the economic and social growth of our communities.

We have 1,384 permanent collaborators, who are strategic allies and true protagonists of the future as well as part of our human capital. We enhance their skills and promote their talent so that we can consolidate as an agile and competitive organization facing our challenges.

Production quality and excellence are essential features of our sustainability policy and our integrated management system.

Therefore, we promote the generation and incorporation of renewable energies in order to increase energy efficiency in our

processes, diversify our energy matrix and achieve an advanced management in waste treatment, which strengthens our circular economy model.

We are characterized by developing new applications and products, optimizing production processes with state-of-the-art technology and providing tailor-made services.

All these achievements are possible thanks to the commitment of every member of Grupo Lucci, in the face of a market that challenges us and makes us be permanently competitive, aligning our actions with all the network of local suppliers and contractors.

Looking at the future, we grow responsibly as we interpret the needs of our customers, collaborators, shareholders, regulators and communities.

We invite you to read the 11th edition of the 2021 Sustainability Report, prepared in accordance with GRI and SASB Standards, where we share our contributions to sustainable development.



Pablo Lucci
Grupo Lucci Director



Daniel Lucci
Grupo Lucci Director



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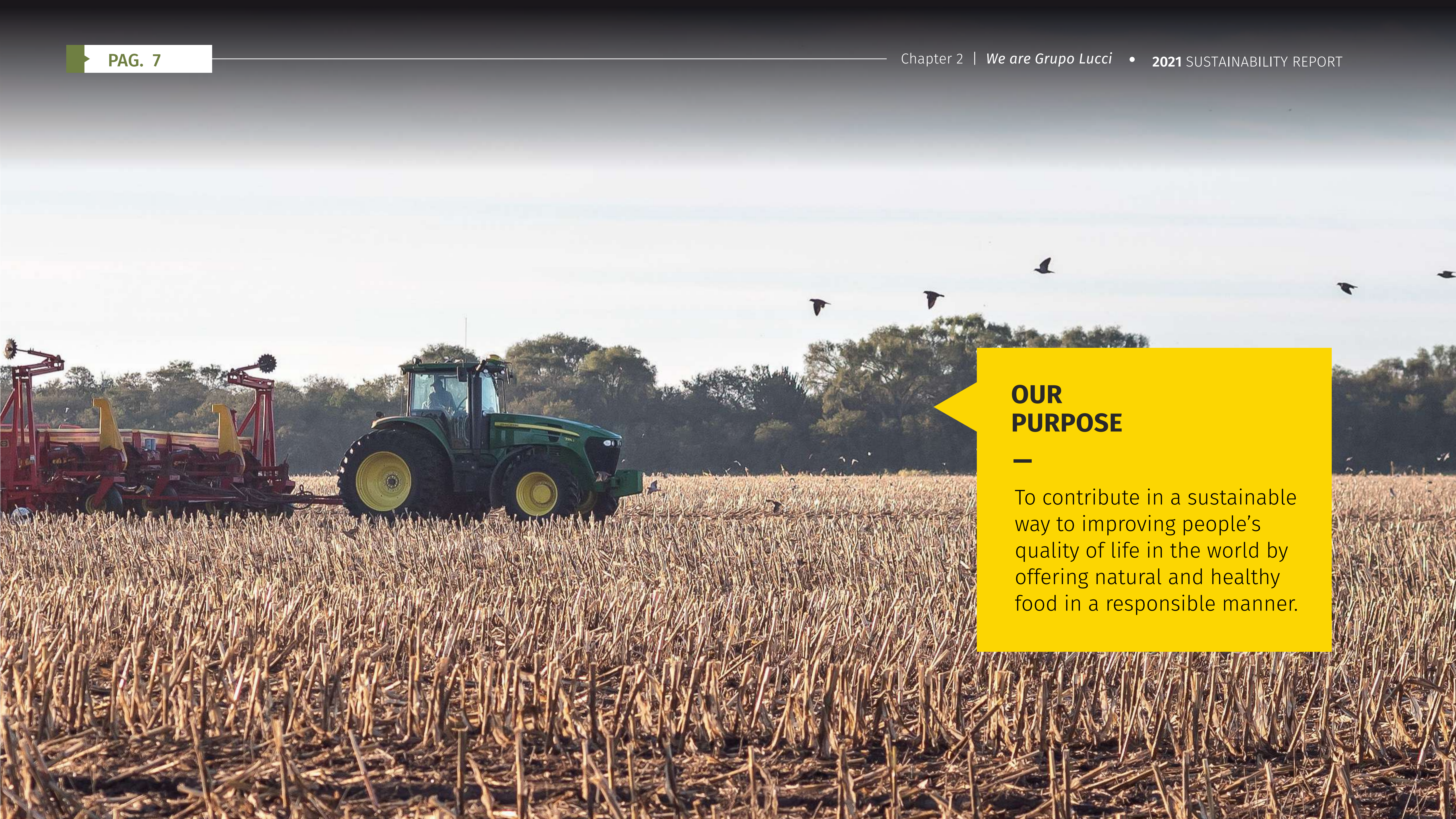
We are Grupo Lucci



Grupo Lucci

We are a business group with over 60 years of experience, strongly attached to our roots and committed to the growth of the northwestern Argentina region. We are leaders in the production and industrialization of agricultural raw materials meant for food production to the world.



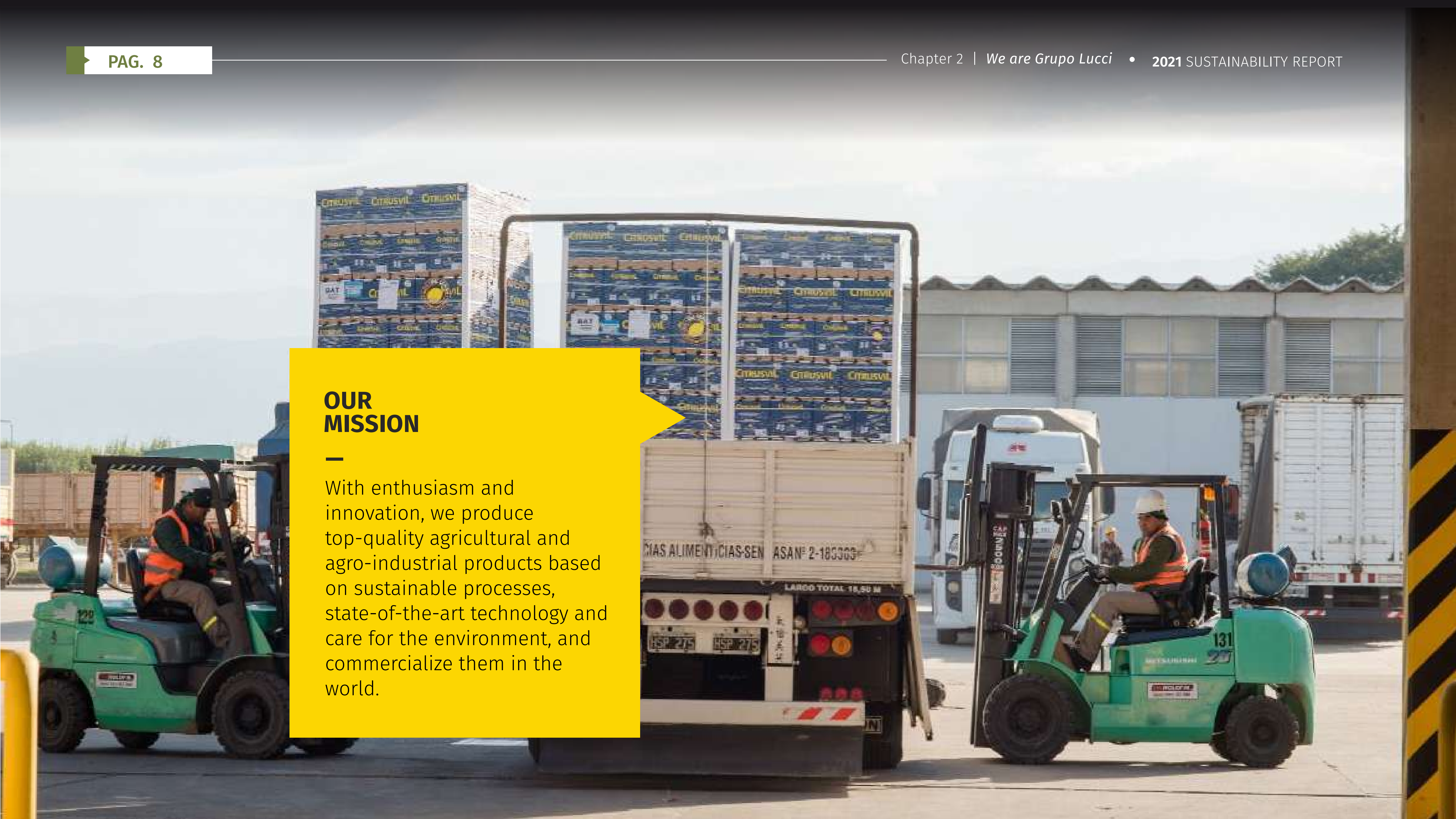


OUR PURPOSE

—
To contribute in a sustainable way to improving people's quality of life in the world by offering natural and healthy food in a responsible manner.

OUR MISSION

With enthusiasm and innovation, we produce top-quality agricultural and agro-industrial products based on sustainable processes, state-of-the-art technology and care for the environment, and commercialize them in the world.



OUR VISION

—
To be a sustainable agro-industrial group which leads the sector, is known for the reliability of its products and services and operates in Argentina and in the world.

Our values

Reliability

We build effective and long-lasting relations for everyone's benefit.

Passion

We put enthusiasm and dedication in each of our actions.

Integrity

We think, decide and act in keeping with the company's values.

Leadership

We are benchmarks in every activity we develop.

Sustainability

We aim at growing in a stable and responsible manner.

Commitment

We use our greatest skills to achieve the set goals.

Excellence

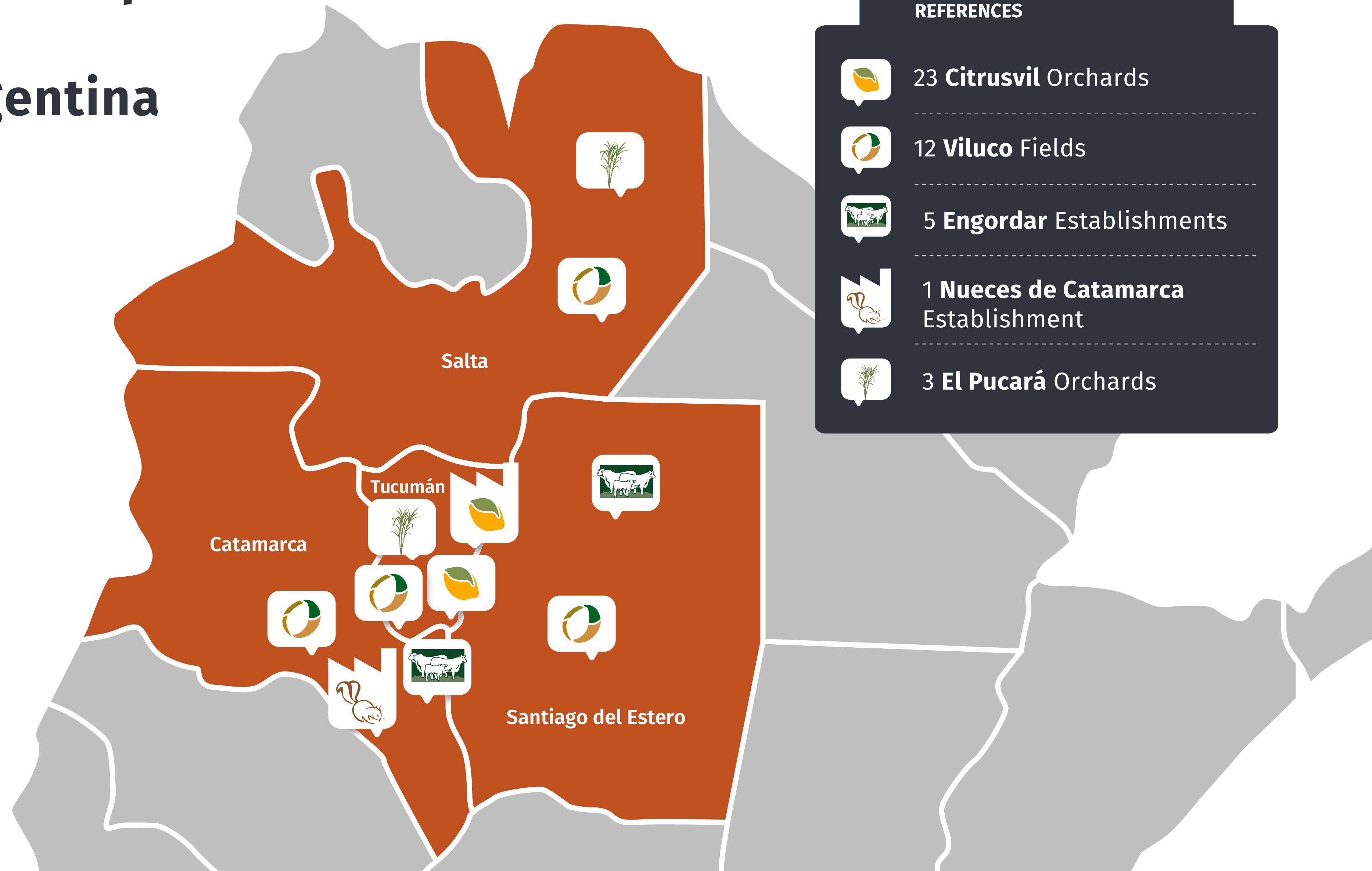
We aim at reaching the highest standards in everything we do.



Our companies develop activities in northwestern Argentina



As a result of a merger, El Pucará S.A. has legally merged into Citrusvil S.A. through Administrative Resolution No. 141/21 of the Legal Person Division of Tucumán.



REFERENCES

-  23 **Citrusvil** Orchards

-  12 **Viluco** Fields

-  5 **Engordar** Establishments

-  1 **Nueces de Catamarca** Establishment

-  3 **El Pucará** Orchards

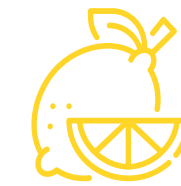
2021 Highlights

Business Performance



300,000 tons

of lemons were industrialized, positioning us as national leaders with a 22% market share in exports.



22,000 tons

of fresh lemons were exported, representing 11% of the national exports.



400 tons

of walnuts in shell were exported.

Moreover, we produced



84,000 tons

of corn



3,700 tons

of colored beans



2,000 tons

of black beans



27,000 tons

of soybeans



450 tons

of cotton



6,600 tons

of wheat



235 tons

of chickpeas



15,300

heads of cattle

2021 Highlights

Environmental Performance



0.75 Ha.

of native forest were preserved per productive hectare



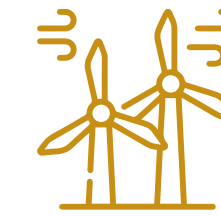
8,350 MWh

of renewable energy were injected into the national network, supplying 2,500 Argentine households.



21%

of our electricity consumption comes from renewable sources.



We increased by 110%

the use of wind energy in our operations.



117,500 tons CO²

were captured by our lemon plantations.

Positive carbon balance for Citrusvil



33%

of plastic waste was recycled in our plant.



- 89,200 m³

of water was used in our production processes.

2021 Highlights

Social Performance



1,384

collaborators



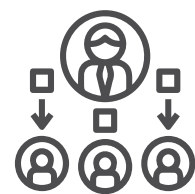
60%

increase in the number of training hours on management



4,500

harvesting workers



92 rural teachers

were trained to improve the quality of education



18 high school students

received a scholarship to complete their studies. BBVA Alliance



128

people participated in the Training Course for Rural Entrepreneurs organized by Fundación Vicente Lucci

Networks and alliances

We belong to different institutions in order to create networks that strategically allow for developing a responsible production, preventing child labour and fostering entrepreneurial development in northwestern Argentina.

We are members of:



Moreover, we have an active participation in the main business organizations that are benchmarks in our activities at a regional and global level:

- > *European Fresh Produce Association*
- > *European Fresh Juice Association- AIJN*
- > *World Citrus Organization- WCO*
- > *International Fruit and Vegetable Juice Association- IFU*
- > *Cámara de Exportadores de la República Argentina*
- > *Asociación Citrícola del Noroeste Argentino – ACNOA*
- > *Asociación Fitosanitaria del Noroeste Argentino – AFINOA*
- > *Unión Industrial de Tucumán*
- > *Cámara de Comercio Exterior Tucumán*
- > *Fundación del Tucumán*
- > *Fundación Federalismo y Libertad*
- > *Centro de Investigación y Asistencia Técnica a la Industria*
- > *CREA Caña*
- > *CREA Granos*
- > *CREA Ganadería*
- > *Asociación Cristiana de Dirigentes de Empresas*



3

Ethics and Corporate Governance

Committed leadership

Grupo Lucci's management structure is under the responsibility of the Board of Directors, which consists of 3 principal members and 1 deputy member.



Daniel Alberto Lucci
Internal Director



Pablo Esteban Lucci
Internal Director



Horacio Aranguren
Outside Director



Agustina Lucci
Deputy Director

Members are elected by the Shareholders' Meeting, they meet on a monthly basis and their decisions are supported by the Operating Regulations.

On June 15, 2021, the terms of office of the members of the Board of Directors of our organization were renewed and Alejandro Reca ceased to be part of it.

Board of Directors' Committees

Audit Committee

It is an intermediate body at the company which provides support to the Board of Directors and shareholders for decision making.

It provides objective and transparent information about financial aspects, internal control and corporate governance.

Crisis Committee

It analyzes and manages every serious and decisive situation that might jeopardize the development of the organization's daily activities.

It is prepared to deal with critical events in terms of financial, IT, technological, environmental and social aspects.

EXECUTIVE STRUCTURE

Grupo Lucci has 2 CEOs and 6 Managers who satisfy the company's needs in a cross-sectional manner. The CEOs work synergistically with the Managers of each production and support area of the group's companies.



Martín Carignani
Lemon Processing CEO



Pablo Cianci
Agricultural Livestock CEO



Federico Mena
Finance and Foreign Trade Manager



Gustavo Serrano
Shared Services Manager



José Luis Palacio
HR Manager



Agustina Lucci
Sustainability Manager



Andrés Ende
Systems Manager



Sebastián Canteli
Logistics Manager



During the 2021 pandemic, the Board of Directors and all the management team worked in an articulated manner with the **Operating Committee for Epidemiological Prevention and Surveillance**, ensuring the operational functioning of Grupo Lucci's companies.



Ethics and transparency

In 2021, we launched our Integrity Program, incorporating the position of Compliance Officer in order to ensure compliance with the internal legal and ethical regulations and procedures and that every member of the organization complies with the policies.

In order to strengthen this program and the internal control system, during the last quarter, we reviewed our Risk Management Policies.

Moreover, through the Complaint and Suggestion Management System, we received reports on suspected irregularities or non-compliance with the current Code of Ethic.

We have an approved and published procedure to manage Complaints and Suggestions. Our communication channels are open to every interest group.



Enter our Channel of Complaints and Suggestions
<http://denuncias.grupolucci.com.ar/>



Call **+54 381 4515563**



Or go to **Ruta 302 km 7.**
 Cevil Pozo. Tucumán.

The system ensures confidentiality through the professionalism of the Complaints Committee, composed of:

- > Martín Carignani (Engineer), **Lemon Processing CEO**
- > Pablo Cianci (CPA), **Agricultural Livestock CEO**
- > Agustina Lucci, **Sustainability Manager**
- > José Luis Palacio, **HR Manager**
- > Fabricio Ruiz (Accountant), **Head of Internal Audit, Coordinator and Administrator of the Complaints System**

2021

we received



1 SUGGESTION

11 COMPLAINTS

(5 of them were related to ethical behavior and 6, to other matters).
All of them were dealt with and solved by our Complaints Committee.

2022

we will further our commitment to integrity, law observance and our organizational values by means of:



Update of our Code of Ethics

Monitoring Plan of the defined Policies

Training courses for every member of Grupo Lucci



4

How we create value

How do we do it?

We generate positive impacts on society. We are constantly challenging ourselves, setting organizational milestones that enable us to move forward towards new achievements and build a sustainable future.

We add value in each area of our company by means of the process continual improvement, knowledge management, innovation as a cultural trait, commercial strategic alliances and commitment of the work teams.

Human capital

We work permanently on talent development and retention, and the commitment and motivation of every member of Grupo Lucci.

Innovation

We develop new quality solutions for the requirements of the global market, considering innovation as the driving force for our knowledge and learning.

Sustainable model

Sustainability is at the center of our decisions. We adopt the triple impact approach in each of our actions, which turns into a competitive advantage in our businesses.

Competitiveness

Our expertise, fostered by a continual improvement culture and strengthened by the incorporation of state-of-the-art technology, enables us to develop a competitive model which meets high quality and efficiency standards and satisfies the most demanding requirements of the global markets where we operate.

San Rafael orchard La Nación- Banco Galicia Award to Agricultural Excellence

At Citrusvil, we received the **“Best Producer of Regional Economies”** award due to the management of the San Rafael Orchard, located in Lules, Tucumán.

San Rafael orchard, which has 871 hectares in total and 716 hectares authorized for production, is the 23rd Citrusvil’s unit. It was purchased in September, 2017, and it is a differential asset which maintains the high ecological value of its lands in balance with production.

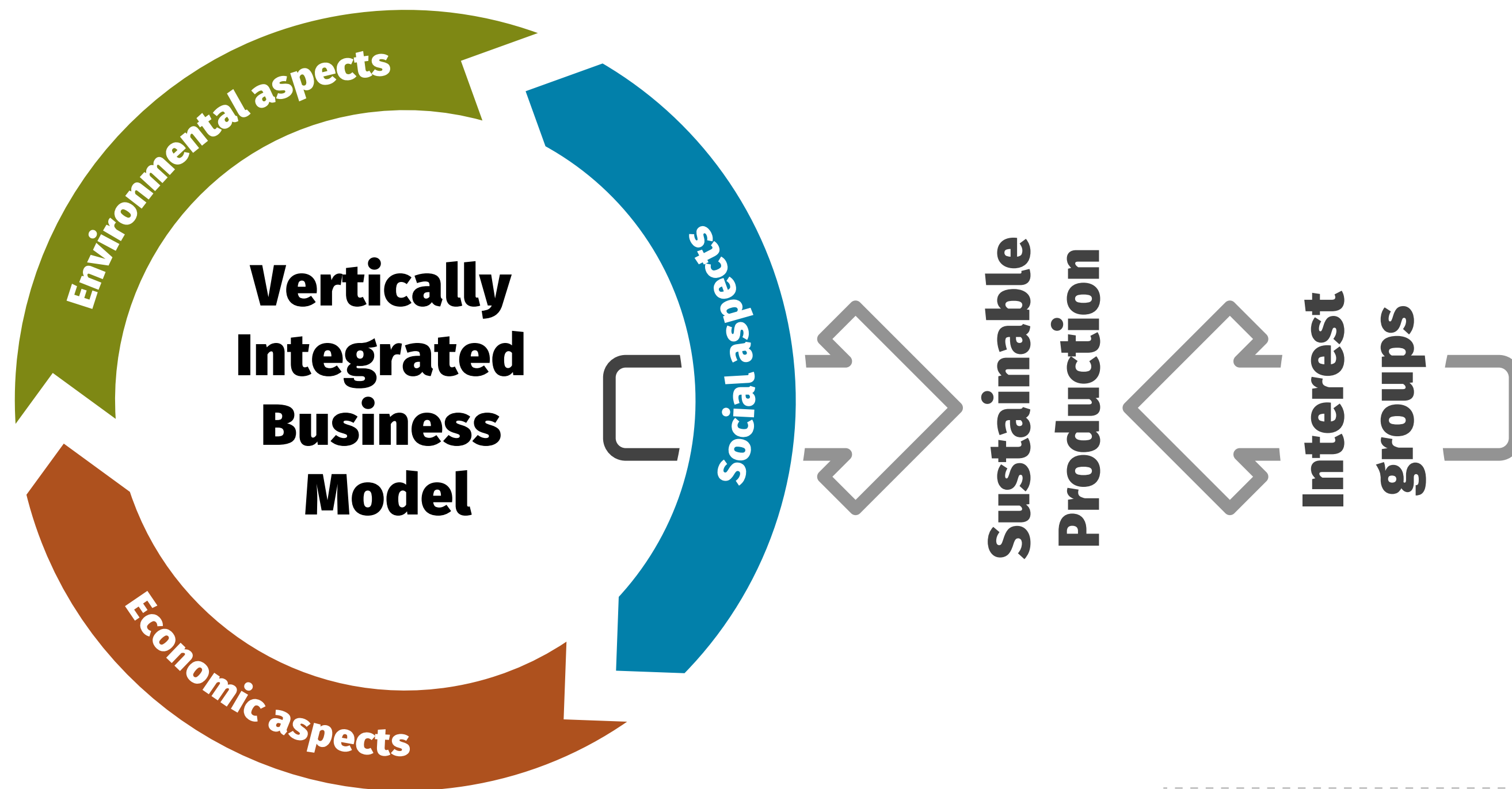
“Since our goal is to ensure the manufacturing of safe products without neglecting the protection of the environment and our workers, we perform a lot of activities in keeping with this premise. By means of interdisciplinary study, planning and work, we manage to keep the soil healthy in the long term, reducing the problems caused by climate variability and stopping water erosion. This is strategic since the productive life of lemon plants is 20 years,” Rodrigo Ponce de León, engineer and head of the orchard, explained.

We also performed different infrastructure works for the establishment functionality, and we were in active contact with the community of San Rafael through Escuela Francisco Narciso Laprida, which has over 100 primary level students, by implementing our education programs organized by Fundación Vicente Lucci.

We participated in different round tables with community leaders, local companies and Lules City Council in order to deal with relevant issues such as environmental care and waste treatment.

Our business model

We manufacture healthy and safe products which meet international quality standards, balancing short-term and long-term interests while we integrate economic, environmental and social aspects for decision making.



Our management is based on

- > Code of Ethics
- > Good Social Practices Policy
- > Sustainability Policy
- > The European Green Deal and the Sustainable Development Goals

We contribute directly to 12 Sustainable Development Goals (SDGs)



Priorities in our sustainable performance



Economic Performance

Citrusvil's Model of Operational Excellence

Integrated Management System

Research, Development and Innovation

Sustainable Supply Program

Promotion of the development of regional economies in northwestern Argentina

Business integrity and transparency



Environmental Performance

Circular Economy

- Integrated Production System
Zero Effluent
- Waste Management | Recycling

Water management and efficiency

Climate change mitigation

- Comprehensive management of GHG and energy efficiency
- Biodiversity conservation



Social Performance

Social investment

- Education
- Labour inclusion and entrepreneurship
- Citizen participation

Zero tolerance to Child Labour

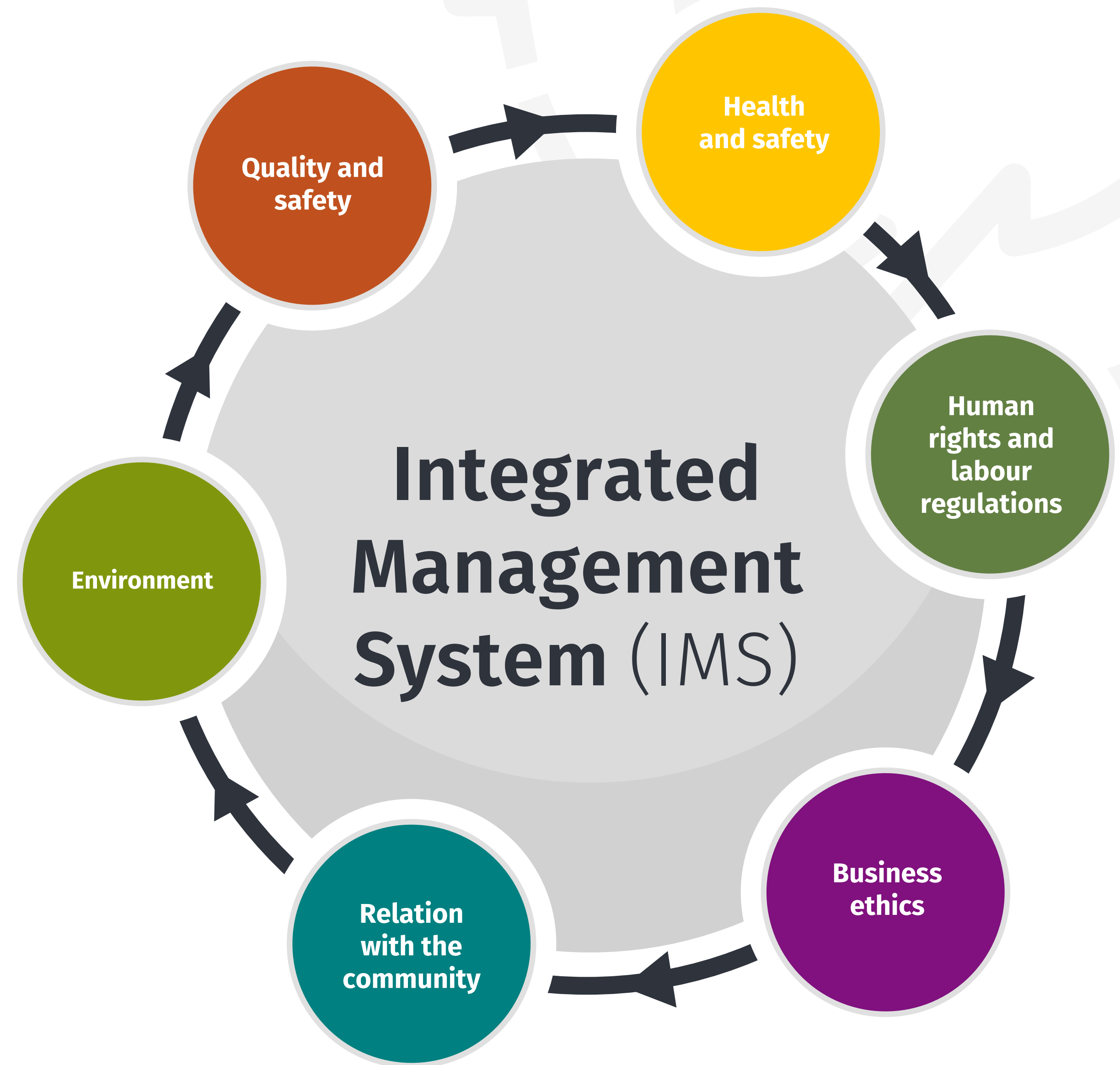
Open Doors Program

Respect for labour and human rights

Development of talents and training courses for our human capital

Integrated Management System

Our commitment consists in ensuring the manufacturing of safe and legal products without neglecting the protection of the environment and our workers. We meet the highest international standards based on our customers' requirements.

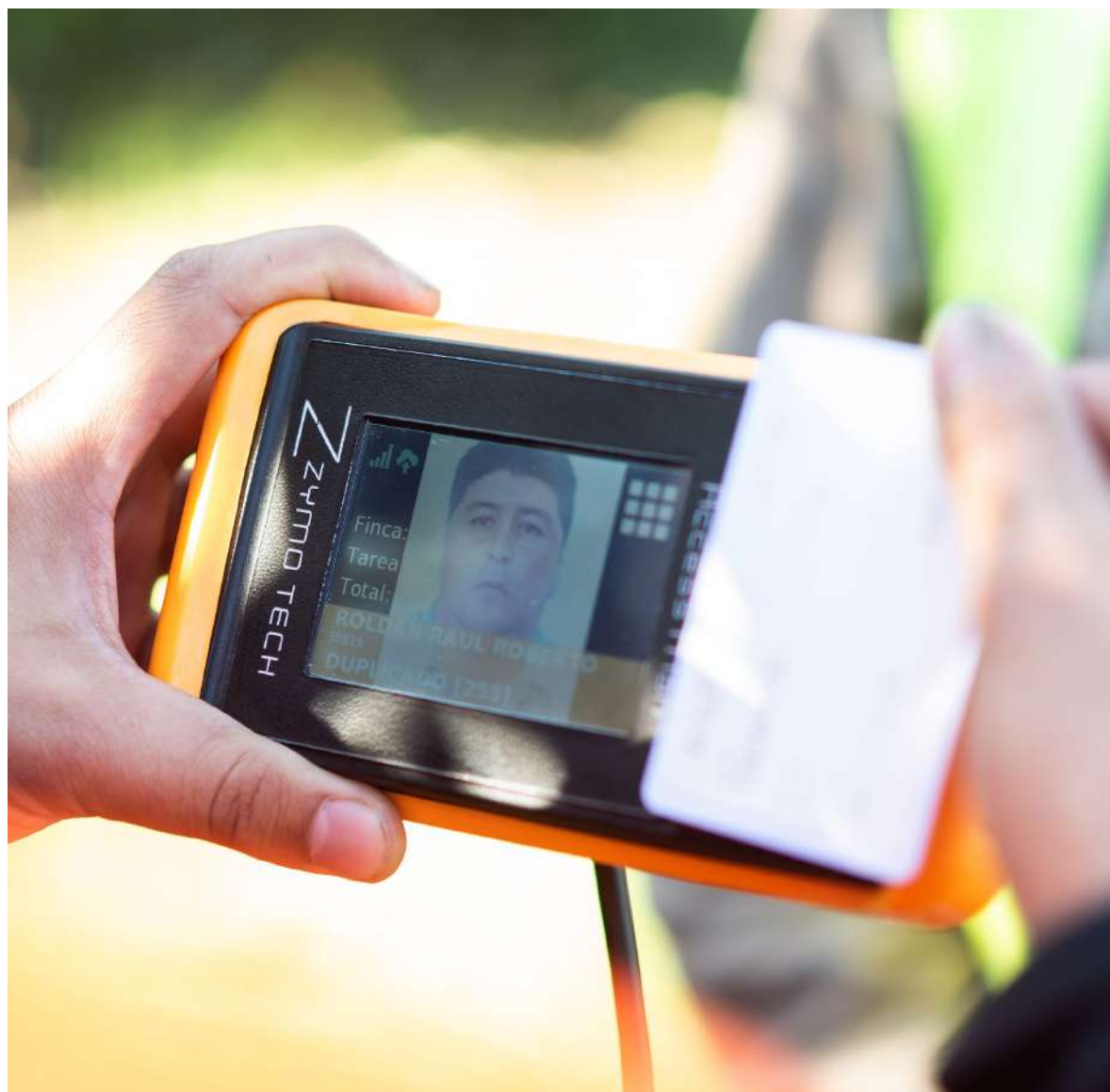


Strong commitment to child labour eradication

At Grupo Lucci, we work in a responsible manner to provide legal and decent work in the rural areas, protecting human rights and preventing child labour. We reassert our commitment to the rights of children and adolescents.

To this effect, we develop policies, programs and actions that ensure the health, professional development and respect for our collaborators' rights and, moreover, we channel our social responsibility management through Fundación Vicente Lucci.

Since 2003, we have strengthened the schooling of children and adolescents by contributing to values education, entrepreneurship and full exercise of their rights.



Internal management

1

We implemented biometric identification technology in order to ensure our 4,500 harvesting workers' work is legal and decent. Thus, we certify that our staff is 100% registered in our 23 production centers during the season.

2

Through our Internal Audit Department, we conducted checks at harvesting points to consolidate the commitment of the contractor companies regarding people care at work (identity registration, use of personal protection equipment, number of hours worked, etc.)

External management

- 1 Educating in Values Program:** it accompanies children and young people during their school career, providing topics related to Respect for Diversity, Children's Rights, Prevention of Child Labour and Training by and for Work.
- 2 Access to educational scholarships for low-income young people:** so that they can complete their studies, receive work training and have access to new opportunities for their development.
- 3 Labor inclusion and entrepreneurship programs and initiatives:** to strengthen autonomy in young people and adults and promote their personal growth as well as legal and decent work.
- 4 Joint work with public and private agencies:** we are part of the Network of Companies against Child Labour of the National Commission for Child Labour Eradication (CONAETI) of the Argentine Ministry of Labour and of the Provincial Commission for Child Labour Eradication of Tucumán (COPRETI). We lead these actions and encourage other regional companies to join.



Interest groups

We create valuable relations with every stakeholder, learning and understanding their expectations regarding our organization.

Interest groups	Commitments	Channels of communication
Shareholders	We produce and commercialize, consolidating as a diversified business group with international outreach.	Annual Shareholders' Meeting and monthly Board of Directors' meetings
Collaborators	We ensure our collaborators the best workplace through policies that promote professional growth and well-being.	Internal communications / Performance assessment / Training courses / Work meetings
Customers	We ensure the supply of world-class products and services, positioning ourselves as a strategic, reliable and sustainable supplier.	Commercial network / Satisfaction surveys / Fairs and Events / Customer Audits
Suppliers and contractors	We build and maintain trade relations with our strategic suppliers throughout all our value chain.	Supplier support service / Satisfaction surveys / Supplier audits
Labor Unions	We are in constant communication in order to ensure the workers the best work conditions.	Work meetings / Work agreements
Communities	We improve the quality of life of the communities near our operations, generating social capital by means of the implementation of institutional programs and alliances.	Social responsibility initiatives / Strategic alliances / Open Doors Program
Governments	We maintain reliable and transparent bonds in the different jurisdictions to promote regional and human development in northwestern Argentina.	Sector meetings / Participation in public-private alliances
Institutions and Agencies that are benchmarks in our activity	We contribute to creating spaces for dialogue and strategic alliances that encourage local development and the growth of the production activity in the region.	Participation in Chambers and Associations

Website | Social media: Grupo Lucci's LinkedIn, WhatsApp and Youtube. Fundación Vicente Lucci's Facebook and Instagram. Sustainability Report | Responsible Production Magazine. Channel of Complaints and Suggestions Posters with contact information in each production center.

Permanent communication and management with our interest groups enables us to analyze internal and external risks and opportunities, allowing for a strategic view and action plans for each of our business units.

Forum of Sustainable Businesses of Tucumán

By means of this initiative, together with different companies committed to sustainability in the province, we created a space for dialogue and debate in order to generate positive impacts on society and promote triple impact good practices.

In 2021, we held the 3rd Meeting of the Sustainability Forum.

Among other activities, we shared our management and challenges regarding sustainability.



Many important industries in Tucumán, such as **Quilmes-Pepsi, Edet and Scania**, attended the meeting.

You can learn more about this initiative here.



WATCH VIDEO

Materiality Matrix

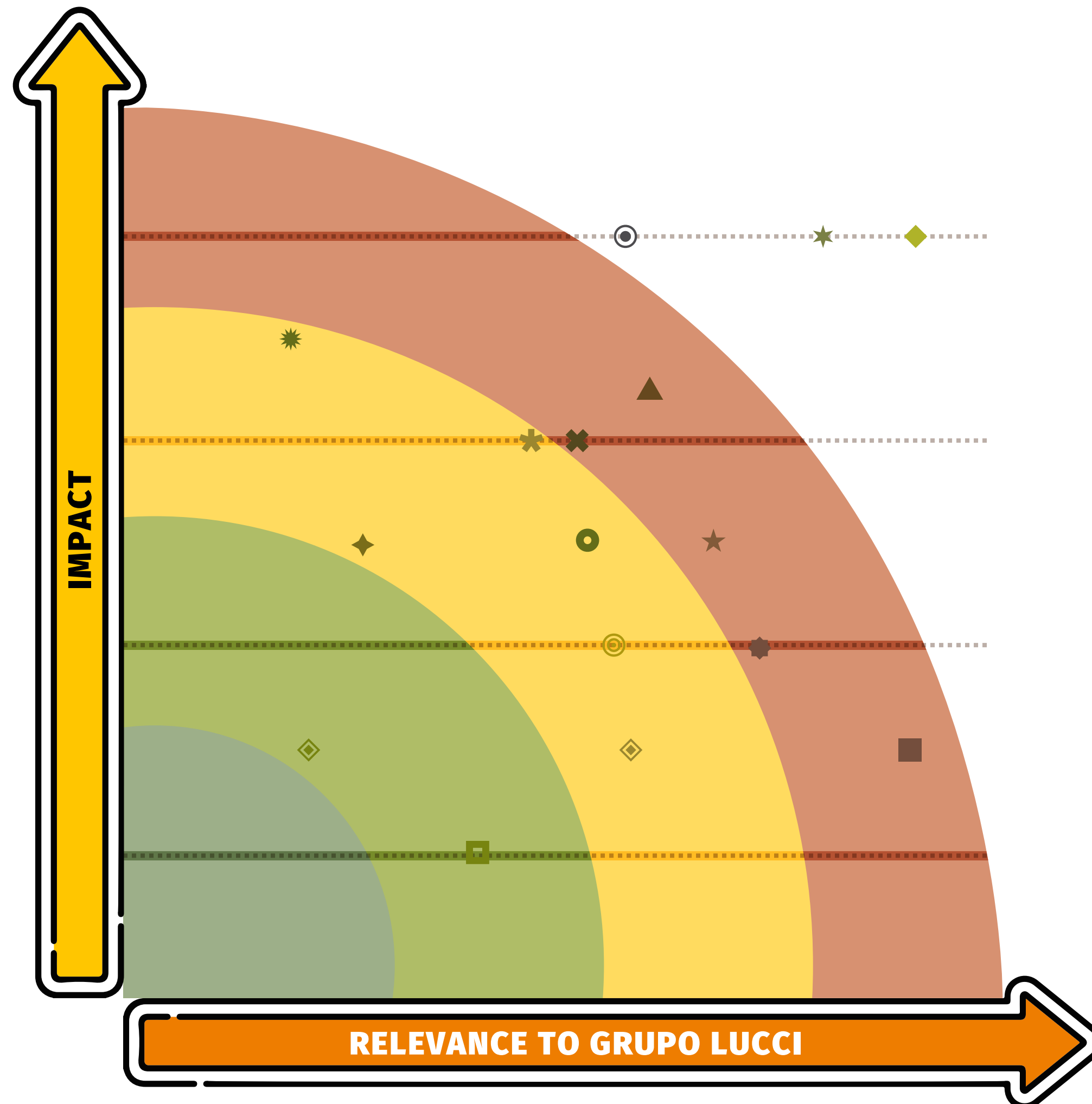
Based on the GRI Standards, we defined our current materiality matrix, taking into account:

- 1 Analysis of the sustainability context of our industry
- 2 Our interest groups' expectations

The last update included the materiality perspective suggested by the *Sustainability Accounting Standards Board (SASB)* for the *Agricultural products* group in particular within the *Food & Beverages* category.



Materiality Matrix















REFERENCES

- ◆ Treatment of industrial effluents
- ★ Field and industrial plant worker's health and safety
- ★ Healthy and safe product
- Ethics and transparency in the business management
- ⊙ Efficient use of water
- Fight against child labour
- Good work conditions and development of the collaborators
- ◇ Waste management
- ▲ Quality certifications and product labeling
- ✕ Responsible use of agrochemicals
- ⊙ Energy efficiency
- ✦ Use of renewable energies
- ◇ Contribution to the local economy
- ✦ Sustainable agriculture
- ◆ Biodiversity conservation
- ✦ Protection of the temporary worker's human and labour rights

Our contribution to the Sustainable Development Goals

The Sustainable Development Goals Agenda guides our activity. Their objectives enable us to analyze the impact of our activities and their connection to material topics, identifying and managing our contributions to a sustainable production.

 <p>2 ZERO HUNGER</p>	Sustainable agriculture	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	R+D+I: Research, Development and Innovation
 <p>3 GOOD HEALTH AND WELL-BEING</p>	Responsible use of agrochemicals	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	Contribution to the local economy
 <p>4 QUALITY EDUCATION</p>	Workers' health and safety	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Healthy and safe product Waste management Quality certifications and product labeling Treatment of industrial effluents
 <p>6 CLEAN WATER AND SANITATION</p>	Values education	 <p>13 CLIMATE ACTION</p>	carbon footprint
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	Support in school careers	 <p>15 LIFE ON LAND</p>	biodiversity conservation
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	Efficient use of water	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	ethics and transparency in the business management
	Water footprint		
	Energy efficiency		
	Use of renewable energies		
	Fight against child labour		
	Protection of the workers' human and labour rights		



5

Sustainable Businesses



Innovative Management

Tailor-made solutions

Our continual improvement culture leads us to management innovation and enables us to offer valuable solutions to our customers as well as meet markets requirements.

Our company's vertical integration, the incorporation of state-of-the-art technology and the responsible supply of the supply chains make us stand out when it comes to providing services, consolidating trade relations and conquering new markets.

We produce and commercialize different lemon by-products, meant for beverage, flavour and fragrance markets in order to be used in the production processes of juices, carbonated beverages, ice cream, pectin and dietary fibers.

We work with new analysis tools, such as the chromatography lab, and tests through a sensory panel. This enables us to achieve better results at the lab and in the pilot phase.

Our panel of specialists, composed of an interdisciplinary group, assesses the sensory characteristics of our products using the sight, smell and taste senses. In this way, we meet our customers' specifications and expectations.





Sustainable Supply Program

You can learn more
about this initiative here



WATCH VIDEO

Through our Sustainable Supply Program, we provide our local producers with access to new skills, emphasizing good agricultural practices which contribute to sustainability in our activity.

With this initiative, we aim at promoting regional production development in a sustainable way, achieving a balance between productivity,

profitability, care for the environment and the workers' health.

We were chosen by Bayer as the first Argentine company to carry out their BayGAP training program and courses.

Bayer introduced the trainer on Good Agricultural Practices, technical manager

at GlobalGAP for the Southern Cone, and during that training, aspects related to good agricultural practices and Global GAP and GRASP module certifications were dealt with.

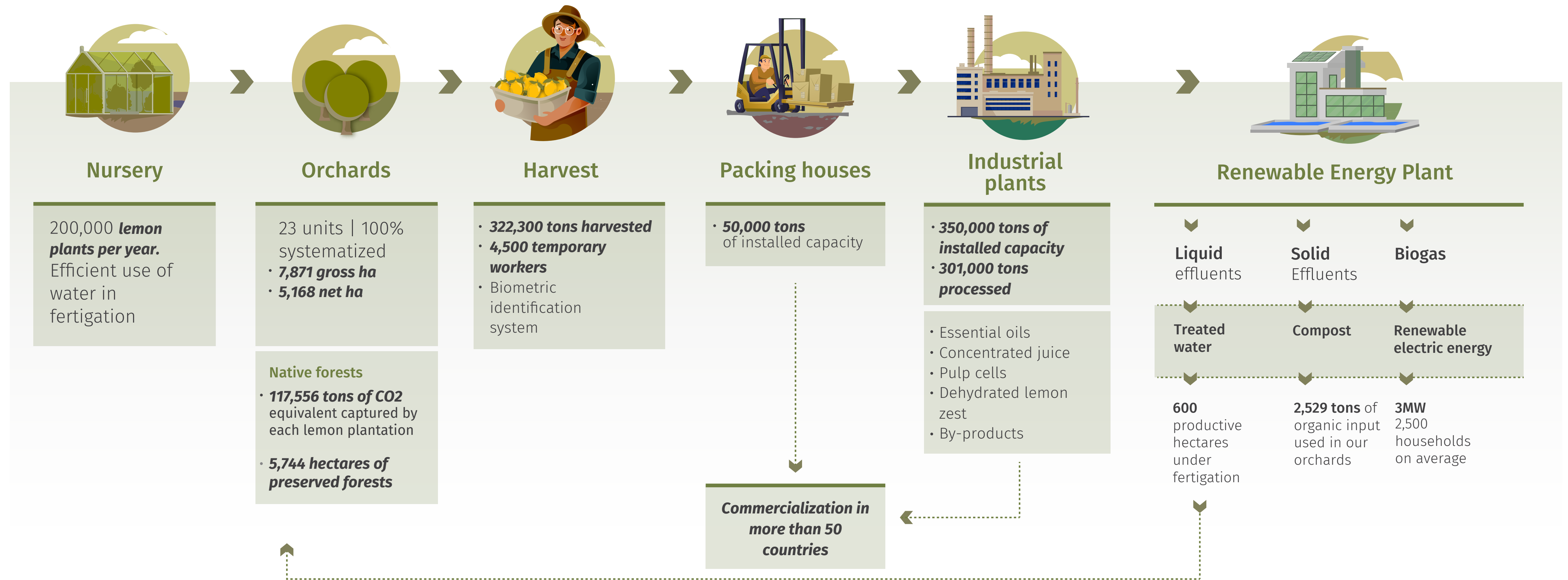
In November, 2021, we held the first training session where 33 people from 18 local enterprises

participated. The participants visited our Cevil Pozo orchard, which was already certified by these standards.

This alliance with Bayer improves and broadens our outreach.

Citrusvil: we supply top-quality products to the world

Value chain



Sustainable supply	Customer satisfaction: 90% Excellent and Very Good
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Collaborators | **1,232 permanent collaborators** + **4,500 temporary collaborators**

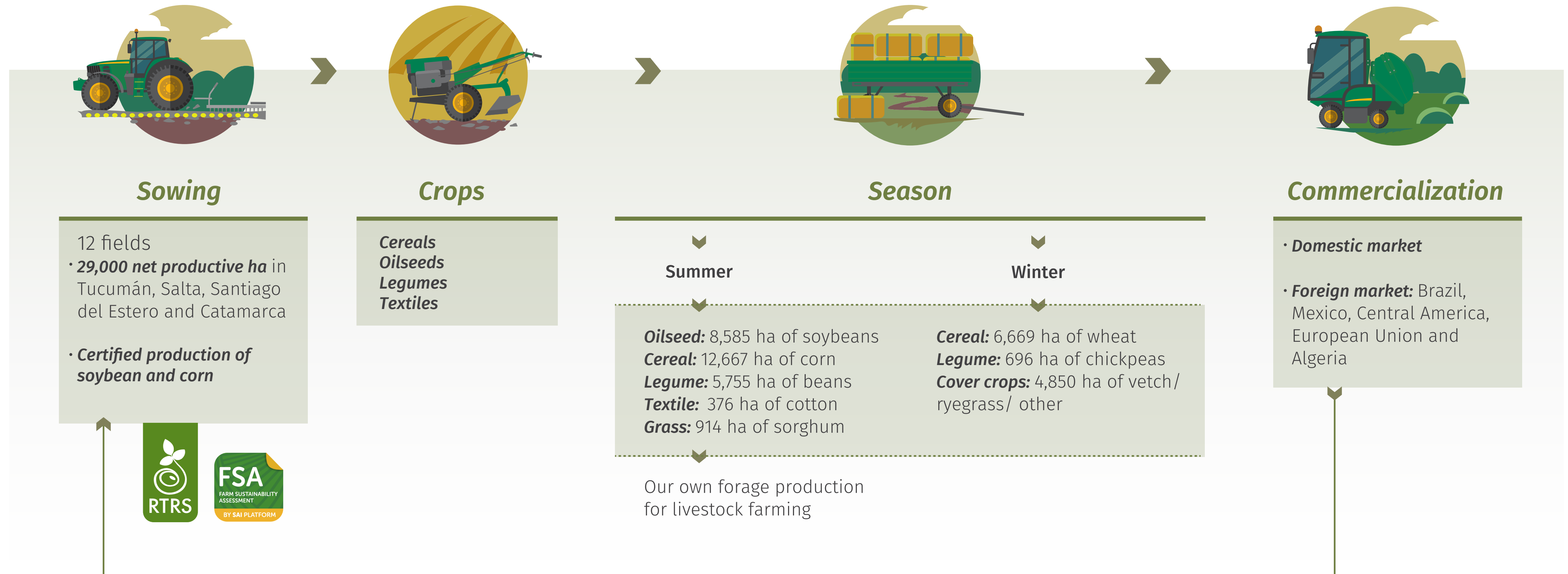
Integrated Management System

Our integrated management system shows our commitment to food safety, quality, environment preservation and the protection of our staff's health and safety, through the certification of the following standards:



Viluco: innovation and technology for the agricultural activity

Value chain



Collaborators

46 permanent collaborators

+

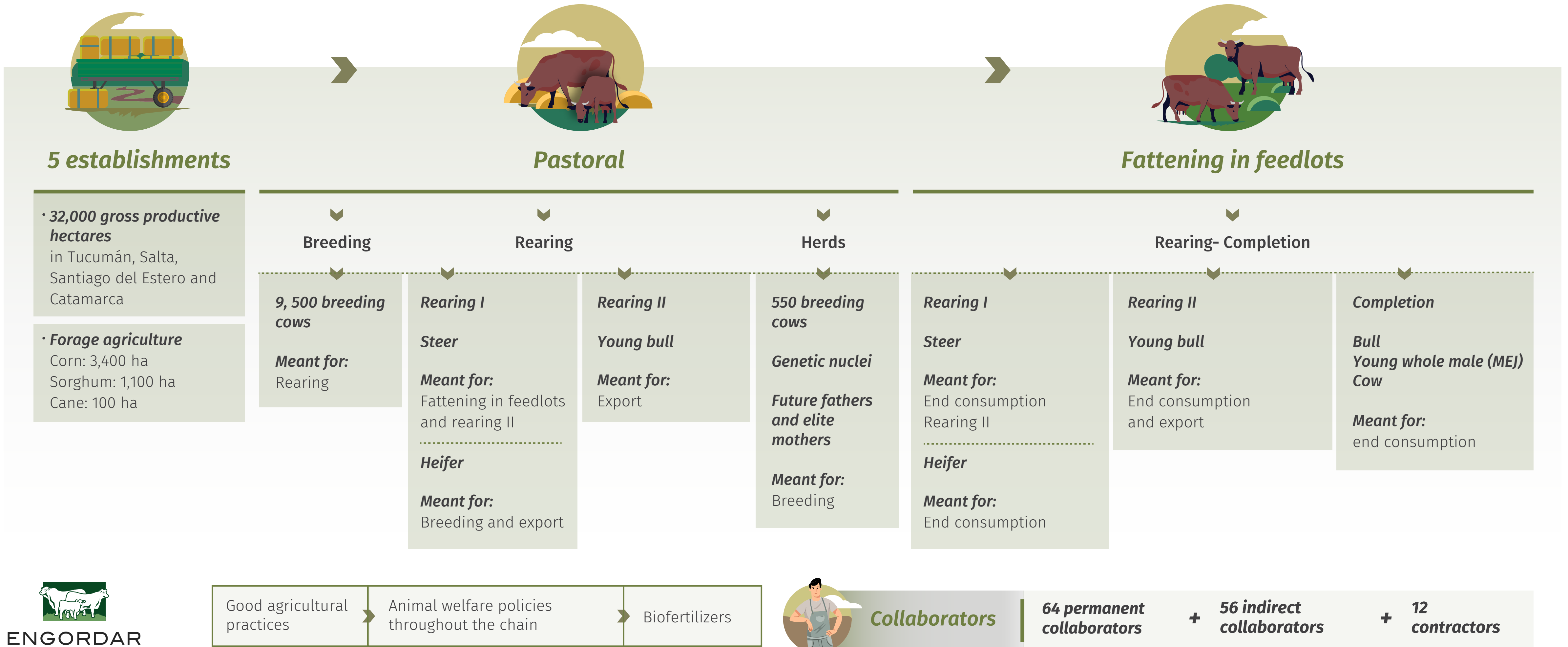
68 indirect collaborators

+

20 contractors

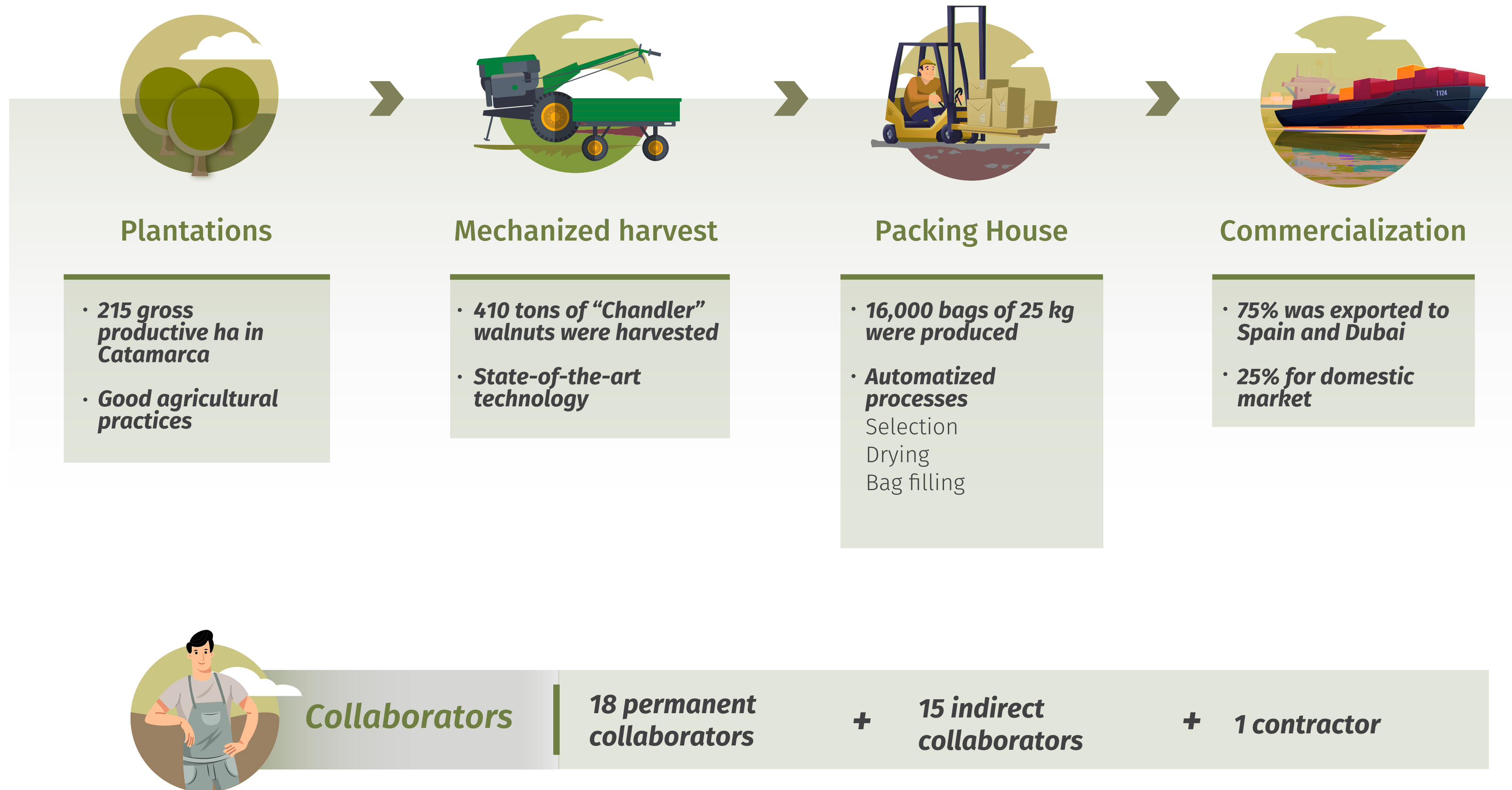
Engordar: sustainable livestock farming

Value chain



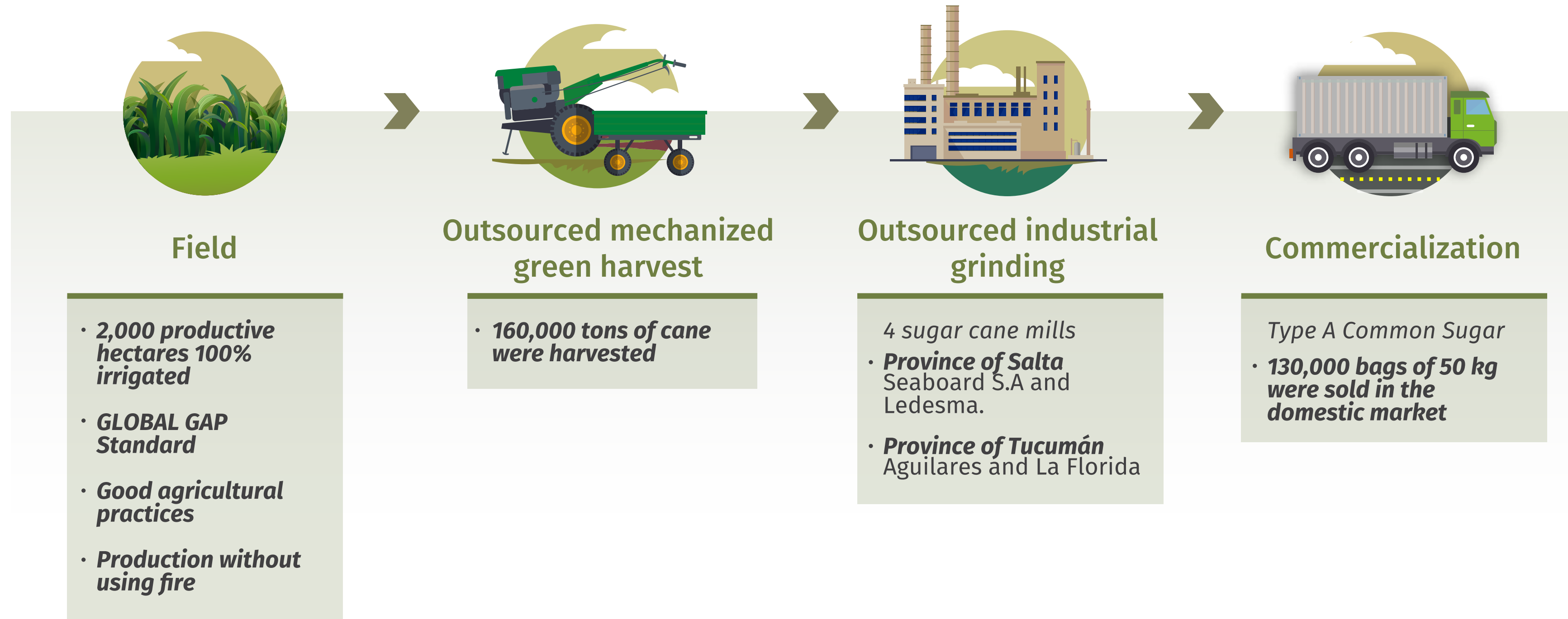
Nueces de Catamarca: healthy products to the world

Value chain



El Pucará: certified quality

Value chain



6

Environmental Management



Our sustainable production system

At Grupo Lucci, we work on the responsible management of natural resources and on minimizing any actual or potential impact of our activity on the environment.

- > Citrusvil was the first citrus industry in the world to produce biogas from its lemon effluents.

Over the last decade, we have saved 20% of fossil fuel in our industrial plants by replacing it with biogas, which represents 38,550 tons of CO2 not emitted.

- > Since 2019, we have formed **a new business unit, transforming biogas into renewable electric energy and supplying 3 MW of power, equivalent to the average consumption of 2,500 Argentine households, to the National Interconnection System (SADI).**

- > **Zero Effluent.** All the effluent generated throughout our industrial activities is treated in our Effluent Treatment Plant and transformed into fertigation, thus, preventing the industrial effluent from being discharged into any natural or public water source.



Responsible use of energy

We promote energy efficiency as a comprehensive strategy throughout our value chain, and join clean and renewable energy sources and technologies to reduce GHG emissions. We continue working with energy efficiency initiatives in the organization, thus, contributing to climate change mitigation.

21% of the total electric energy consumed comes from renewable energy sources and shows a growth in our commitment to migrate our energy matrix to a model low in emissions.

In 2021, we increased the purchase of wind energy by 110%, from 3,151 MWh to 6,621 MWh, thus, contributing to reducing Greenhouse Gas (GHG) emissions by 2,984 tons of CO2 equivalent.

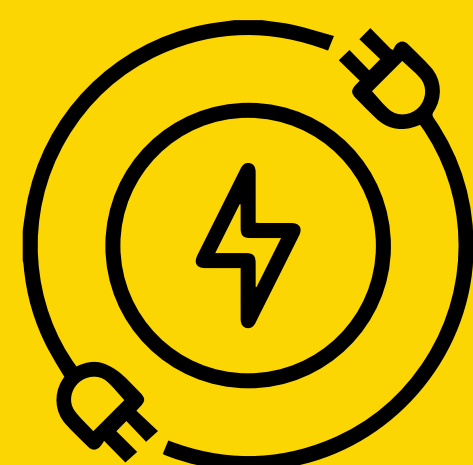


Energy consumption

Energy consumption				
	2021/2020 % variation	2021	2020	2019
Electric energy (MWh)	24.5%	32,010	25,699	27,508
Wind energy (MWh)	110%	6,621	3,151	-
Natural gas (m3)	29.8%	14,863,563	11,448,919	10,990,353
Liquefied petroleum gas (liters)	30.9%	283,045	216,155	244,523
Diesel (liters)	-2.0%	1,124,455	1,148,766	1,166,256

During the 2021 season, we increased our level of grinding by over 70,000 tons of lemons and, consequently, the consumption of liquefied petroleum gas, electric energy and natural gas.

The increase in the consumption of natural gas results from the fact that the biogas generated from our lemon effluents is used in the production of renewable electric energy, thus, biogas is replaced by natural gas.



Our challenge is to produce renewable electric energy during the seasonal recess, thus, working all year round. We investigate mixtures of effluents available to be treated, adding value and consolidating circular economy actions for the benefit of the region.

Responsible use of water

Water is an essential resource in our production activity. We are aware that sustainability in our businesses depends on the available natural resources and that they should be managed with a long-term vision, aiming at its conservation for future generations.

In our establishments, we carry out different actions for a more efficient water consumption, such as:

- > 21 dams which allow for capturing rain water for irrigation and thus prevent soil erosion.
- > 40% of the production area is under the dripping fertigation system.
- > Mulching in plantations in order to use organic waste and reduce soil water loss by evaporation.
- > Electrostatic and selective spraying in plantations. The results of the tests show a 20% water saving.



Our water footprint

We measure the consumption of this resource in each stage of production at Citrusvil, using the Blue Footprint as tool, which consists in the water used from surface and underground sources.

We are characterized by working for the continual improvement; therefore, we are redefining consumption standards in each link of the production chain. Meanwhile, we identify opportunities for water courses restoration that allow for reducing the consumption of this resource in the short, medium and long term.



During 2021, we managed to reduce water consumption by 89,200 m3, that is to say, 1.2% of our Footprint.

Citrusvil's water footprint in m3 (*)

2021	2020	2019
7,413,647	7,502,854	6,252,845

(*) Volume of fresh water consumed throughout Citrusvil's supply chain in m3.

Our water management in comparison with global indicators

Based on the newsletter of the Spanish Lemon and Grapefruit Interbranch Organization (AILIMPO) in 2020, we can compare our water footprint with other countries, as shown below. We can conclude that we have the lowest blue water footprint among the main lemon producers in the world:

Water footprint (Blue Footprint) m3/ton of packed fruit



Source: <https://www.ailimpo.com/huella-hidrica/>

Water footprint per product*

m3/ton production

	2021	2020	2019
Fresh Fruit	25	35	20
Juice	151	195	134
Oil	58	63	60
Zest	339	405	134

*m3 of fresh water consumed to produce one ton of certain product.

Our blue water footprint is considerably below the median of the countries specified in the referenced report.

Waste management

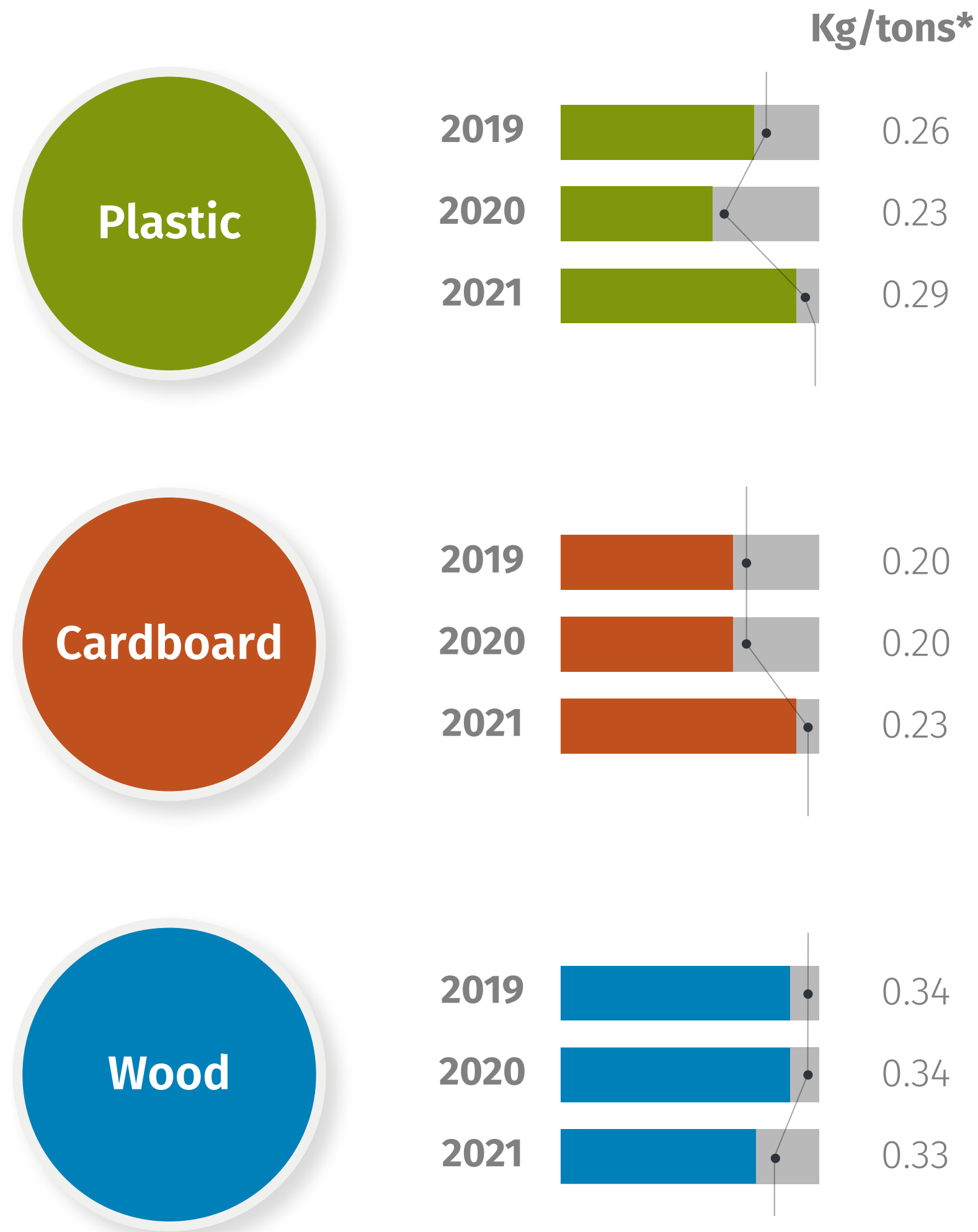
Our circular economy vision enables us to guarantee the treatment and use of each waste stream generated by means of our Waste Management Program.

We are committed to reducing waste generation. Therefore, we work with good practices for waste treatment in order to make it valuable again through:

- > Training in the appropriate waste classification
- > Devices for waste segregation
- > Special treatment of hazardous waste
- > Specific treatment of organic waste through composting



Circular economy- Recyclable waste management



*kg of recyclable waste per ton of processed fruit



Circular economy as a business model

We consolidated our business model, which is based on circular economy initiatives and invested in our **Plastic Waste Recycling Plant** to quickly return plastic waste to the economic circuit.

In this plant we classify, prepare, melt and extrude different plastic waste generated throughout our value chain in order to sell it as plastic pellets, raw material for the production of various new products.

In 2021, our recycling plant commenced full operations. It is a state-of-the-art initiative for the region which will allow for strengthening the plastic treatment ecosystem. The plant has a recycling capacity of over 110,000 kilograms per year of plastic which has been discarded during Grupo Lucci's operations.

During the first year of operation of the Plant, we managed to recycle 33% of plastic waste, generating 30 tons of pellets which are sold in the region as raw material for new elements or pieces, thus, creating a virtuous circle.



Organic waste management

Organic waste, resulting from production, is aerobically treated in our composting site and, after 6 months, it is used as compost in our lemon plantations.

This solid waste retained in the grids of the effluent pretreatment is made up of the leaves and off-specification fruits that have been discarded in our packing houses and industries.

	2021	2020	2019	2018
Compost (tons)	2,160	1,520	2,140	2,520

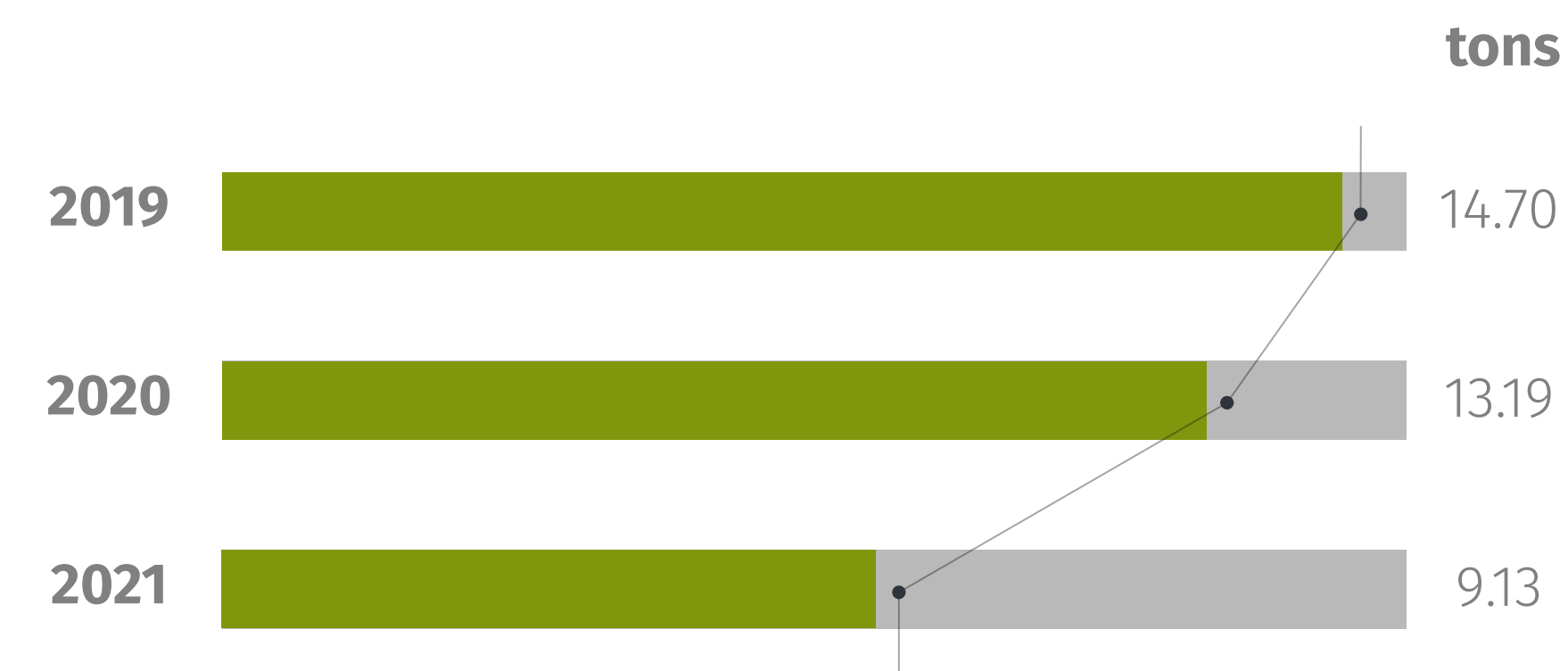


Hazardous waste management

We manage all the hazardous waste generated in accordance with the national applicable law through an outsourced company.

Corrientes de desecho		2021	2020	2019
Tons				
Y1	Clinical waste resulting from medical service	0.15	0.07	0.17
Y8	Oil waste	2.14	3.40	5.43
Y12	Waste resulting from the use of colorants, inks, lacquer and varnishes	0.21	0	0.18
Y29	Mercury compounds resulting from discarding fluorescent tubes	0	0	0.04
Y31	Lead compounds resulting from discarding batteries	0	0	0.70
Y34	Acid solutions or solid acids resulting from discarding cells and batteries	0	0	2.60
Y48	Materials and/or elements contaminated by contact with a hazardous substance	6.63	6.40	4.78
RAEE	Waste resulting from discarding electronic scrap	0	0	0.80

Hazardous waste generated



Actions for climate change mitigation

Carbon footprint management

Every year, we measure the carbon footprint throughout Citrusvil's production chain and our products:

- > Fresh lemon
- > Essential oils
- > Concentrated juices
- > Dehydrated zest

Measuring considers the products finished in our facilities, taking into account all the production process from:



Citrusvil's Carbon Footprint

[tons of CO2 equivalent]

2021	2020	2019
55,309	46,148	48,946

Variation

2021/2020	2020/2019
20%	6%

There was an increase in the carbon footprint during the last period due to the increase by 30% in the industrial activity during the 2021 season.

During 2019, our own calculator of GHG emissions at an organizational level and per product was designed.

Carbon Footprint per product

	Kg of CO2 Equivalent/ton of product		
	2021	2020	2019
Fresh fruit	58	56	74
Juice	875	806	1.008
Oil	886	825	807
Zest	1,938	1,916	1,993

Variation

	2021/2020	2020/2019
Fresh fruit	3.57%	-24.32%
Juice	8.56%	-20.04%
Oil	7.39%	2.23%
Zest	1.15%	-3.86%

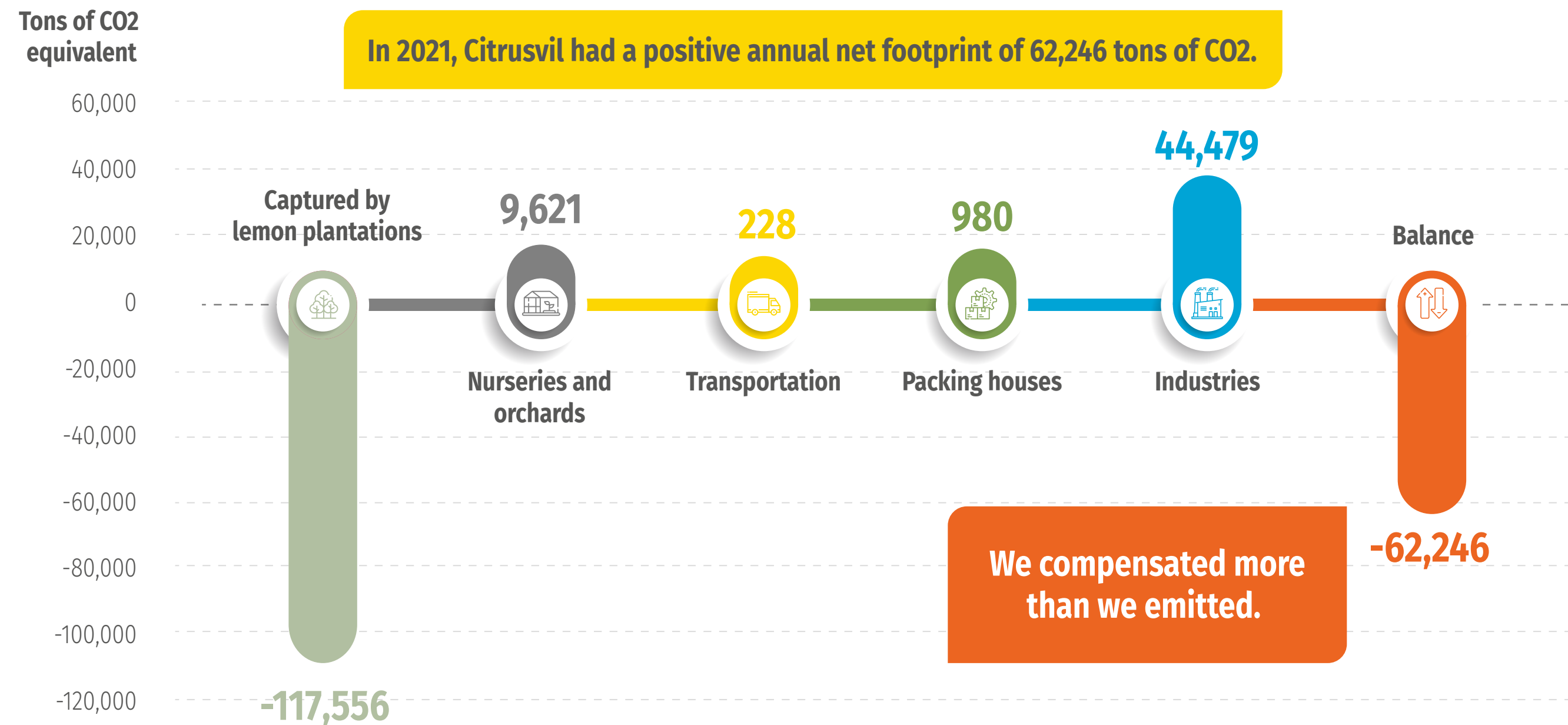
In order to reassert our commitment to climate change mitigation, we are investing in a specific software for Energy Management. This will enable us to redefine new consumption standards for different equipment and specific processes, and manage our operations based on them.

Moreover, we will start a Program for Reducing Natural Gas Consumption in industrial processes by optimizing our Steam System, which aims at recovering the heat currents used, mainly, in the process of lemon juice concentration, among other actions.

Furthermore, we continue with the Plan for Reducing greenhouse gas emissions, which consists in increasing the use of energy from renewable sources, more energy efficiency in the processes, management and control of the use of fertilizers.

Carbon balance: positive impact

Due to the vertical integration of the business, Citrusvil compensates all the emissions generated by its activity. Our lemon plantations help absorb greenhouse gases and contribute to stopping climate change.



Through our 6,956 net hectares of lemon plantations, we captured 117,556 tons of CO2, which is equivalent to 16,90 tons of CO2 per productive hectare per year on average, thus, compensating Citrusvil's carbon footprint.

- We increased our production area. This enabled us to reach an annual capture of additional CO2 of 14% (14,584 tons of CO2).
- We are measuring carbon fixation in our native forests.
- Over the last decade, we have saved 20% of the consumption of fossil gas in our industries by replacing it with biogas, which represents 38,550 tons of CO2.

Our carbon sink

Carbon stock in our Native Forests: Don Vicente orchard case

One way to mitigate global warming is by storing carbon in preserved native forests, forests in the process of being restored or forest plantations.

In Don Vicente orchard, we find our Private Nature Reserve, which has 1,411 hectares of native forest in good state of conservation. This reserve is part of the Argentine Network of Private Nature Reserves.

In order to know the carbon stock generated by our preserved native forests, we carried out a forest inventory together with **Fundación ProYungas**.

Our forest in Don Vicente Orchard fixes 508.25 tons of CO₂ equivalent/hectare. In comparison with other similar forests, it stores 60% more of carbon thanks to our conservation actions.

Measurements carried out in our orchard showed a figure of 138,6 tons of fixed carbon/hectare while the references taken in the Yungas Region set an average value of 86.44 tons of carbon/hectare.

For a broader analysis, we calculated the Importance Value Index (IVI) of our forest, which identifies the most relevant species in terms of size, quantity, abundance and presence which contribute to the forest structure. The most relevant ones are: laurel, cebil, chal chal, zapallo caspi, virarú and yellow lanza.

To continue deepening our contribution, we plan to carry out a new inventory in the same forest in five years' time in order to obtain the indicator of Annual Carbon Fixation.

Biodiversity Conservation

Protected Productive Landscape Program

Citrusvil's production units are located in a region called foothills, where the agroecological conditions (soil richness, a climate beneficial for agriculture and proximity to water sources) are favourable for lemon growing. This consists in a landscape where farming coexists with remnant and native forests, located in high slopes, which correspond to the ground of Selva Montana and Bosque Montano de Yungas.

Since 2016, together with Fundación ProYungas, we have developed the Protected Productive Landscape Program in order to integrate biodiversity conservation and its habitat with agricultural production in territories of high environmental value.



WATCH VIDEO



7.871

gross productive ha



5.744

ha of native forest preserved



During 2021, we worked on the following actions

Ecosystem services assessment: pollinators

Pollinators are an essential part of healthy ecosystems which allow for the existence of numerous plant species, take part in food production and prevent serious ecological, social and economic consequences.

Together with Fundación Proyungas, we carried out some research on the lemon pollination service in our Don Vicente orchard in the context of the Protected Productive Landscape Program, meant for:

- > Learning about the native forest contribution as a source of pollinators for lemons***
- > Determining the contribution of the pollinators to lemon production, taking into account the context of the landscape.***

This research enabled us to conclude that forest natural areas close to lemon plantations represent a biodiversity haven and provide our fruit with native pollinators. The plants that were closer to the forest were visited by more pollinators due to their higher concentration and diversity (300 species in comparison with 195 found in further areas).

Moreover, through experiments of exclusion of pollinators in the flowers, we could confirm that both native and exotic contribute positively to production growth.

All these results confirm the importance of preserving forests and their pollinators for lemon production.



Restoration Plan in Don Vicente Orchard

In Don Vicente orchard, we carry out an environmental restoration plan. By accelerating natural succession processes, we aim at restoring a degraded ecosystem, taking into account its health, integrity and sustainability.

Natural systems degradation is caused by different factors, either anthropogenic, as a result of the influence of human beings, or natural, resulting from extreme climate events or the invasion of exotic species. In the surrounding area of Don Vicente Dam, a combination of the abovementioned factors take place; therefore, it was necessary to restore the original habitat intervening in the flora composition and structure.

Consequently, we planted half of the trees expected for this stage: we incorporated 150 species of Lapacho (*Handroanthus impetiginosus*) and 150 species of Guayacán (*Libidibia paraguariensis*) granted by the Environment Secretariat of the Province of Tucumán. We opened linear belts transversally to the terrain slope in all the marked area. ***There, we identified many native tree species (Tipas, Tarcos, Churqui, Tusca, etc.) that were naturally regenerating with excellent strength and health.***





7

Human Capital

High-performance teams

With our 2030 vision, we aim at recreating an organizational culture in keeping with our corporate identity and focused on people and the generation of collaborative environments. We are inspired by the concept of “organizational co-construction”.

- > **Result orientation:** we assess and measure our collaborators' management related to agreed goals and in keeping with the business strategies.

- > **Innovation culture:** in order to meet the demands of the complex global context, we work on the development of the innovation culture at Grupo Lucci as a growth differential axis.

As an organization with “innovative spirit”, we work to boost this cultural trait.

Through the Innovation Committee, we promote and facilitate this trait at Grupo Lucci. We encourage the development of new projects and innovative ways in the daily activity as well as the consolidation of innovation cells throughout the value chain.



Citrusvil's Model of Operational Excellence

Inspired by the Lean Management methodology, based on the performance of a deep organizational diagnosis, we designed our Model of Operational Excellence to keep strengthening our daily routines in terms of competitiveness.

Challenges for the development of our collaborators

As part of the cultural evolution process, we incorporated various activities and benefits in order to improve our collaborators' well-being, seeking a balance between professional challenges and their personal projects.

The Cross Organizational Innovation Team will be consolidated, which will provide support and training in innovation projects to the different areas.

We will launch our organizational learning campus with an e-learning platform which will allow for the incorporation of the necessary tools for business challenges.

As a result, we will be closer to the collaborators in a scheme of continual training and ongoing consultation in order to strengthen our organizational culture in critical issues.

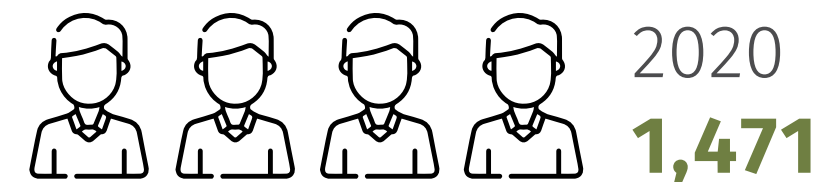
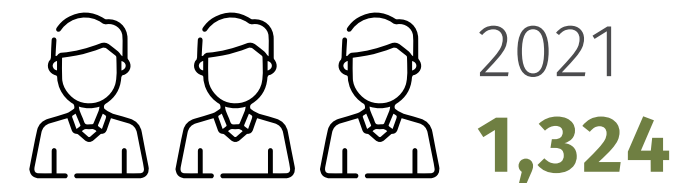


Structure of our work teams

Women



Men







Total



Gender distribution

	Mujeres	Hombres
Directors and Managers	1	17
Supervisors and Chiefs	10	83
Analysts and Clerks	25	157
Workers	24	1,067
Total	60	1,324

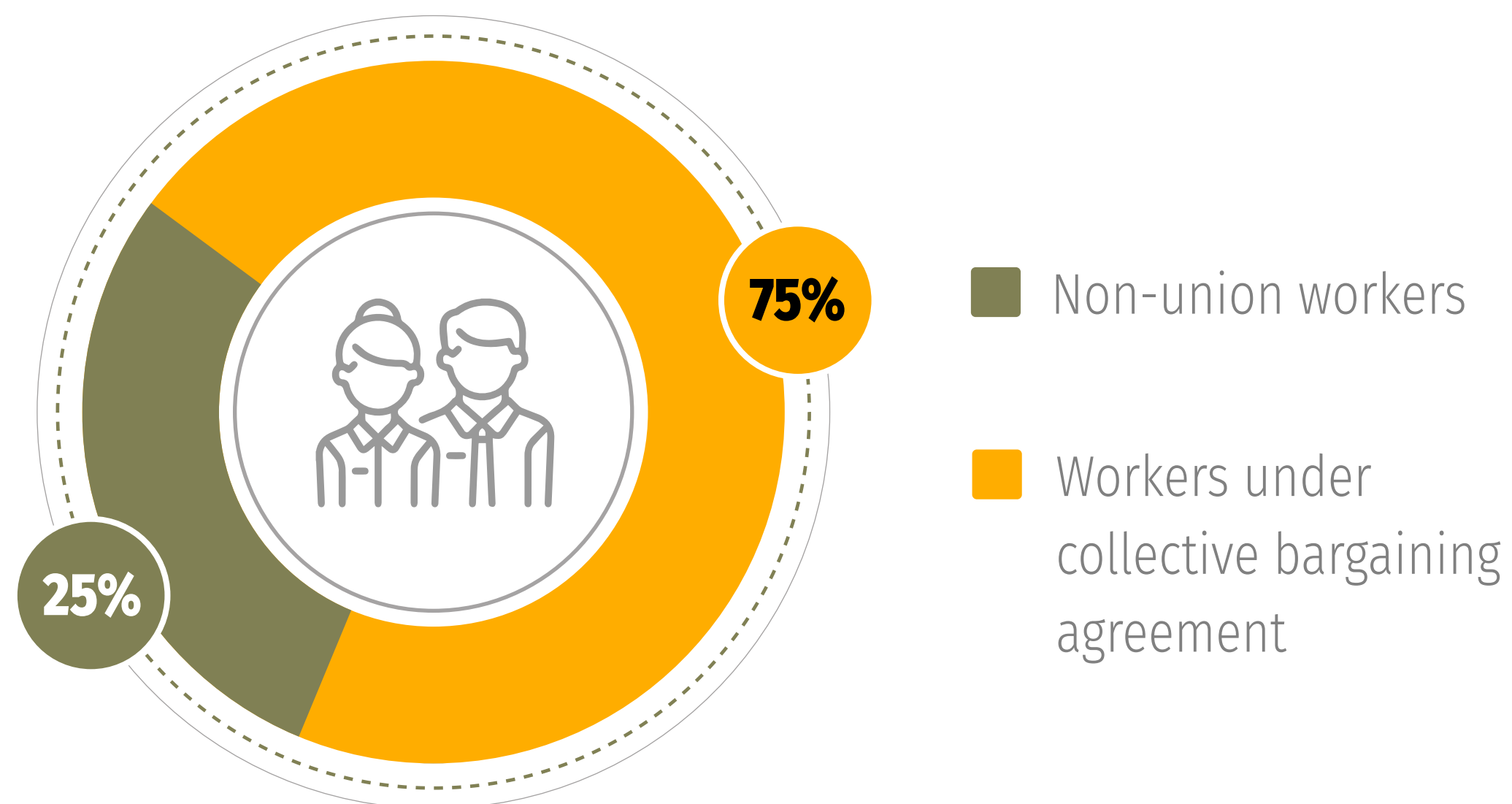


								
Employment contract	Women	Men	Women	Men	Women	Men	Women	Men
Discontinuous permanent agricultural workers		172				3		3
Temporary agricultural workers		8		1				
Permanent	36	275	8	106		23		
Fixed term	7	84				4		
Temporary	9	530		4				
Construction *		111						
Total	52	1,180	8	111	0	30	0	3

* These collaborators work exclusively for Citrusvil under Covil Corporate Name and in accordance with Grupo Lucci's policies and regulations.



Grupo Lucci is one of the major private employers in the province of Tucumán.



Follo and labour unions

- Labour Union of Workers of the Food Industries (STIA)
- Argentine Union of Rural Workers and Stevedores (UATRE)
- Argentine Building Workers Union (UOCRA)
- Argentine Union of Rural Workers and Stevedores (UATRE)- National Commission of Agricultural Work



Training

During 2021, we doubled our training actions, especially those related to management. We trained our collaborators on soft skills such as conversational skills and the development of specific skills.

We carried out various activities with the Management team in order to plan the development of the skills that the organization needs by 2030. We worked with all the teams in a process of assessment of the 2021 season to identify the achievements to be sustained, the changes to be implemented and the actions to be taken.

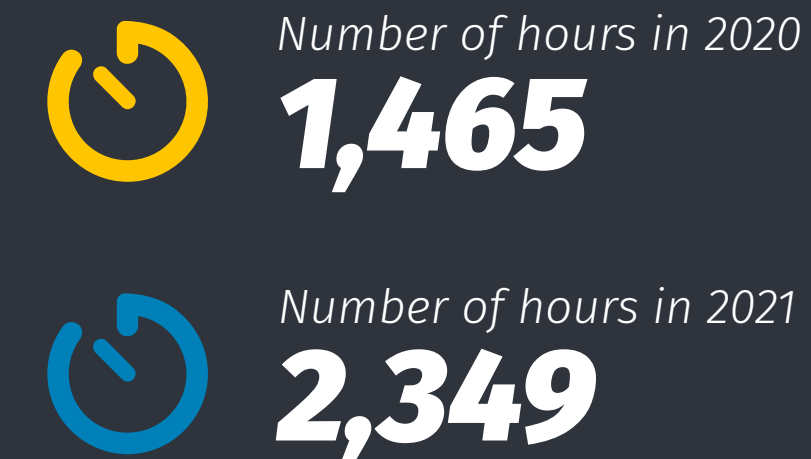
We understand that the skills to be developed in our collaborators are learning orientation, flexibility and business vision, that is why we aim at creating collaborative spaces of organizational learning.



Training topic	2021			2020		
	Men	Women	Total	Men	Women	Total
Occupational Hygiene and Safety	1,496	170	1,666	1,765	110	1,875
Quality and Environment	1,580	220	1,800	1,100	40	1,140
Management Tools	1,900	449	2,349	1,320	145	1,465
ICT	230	20	250	72	0	72
Languages	448	224	672	0	0	0
Specializations and postgraduate studies	2,856	1,380	4,236	1,400	580	1,980
Inductions	2,758	638	2,796	2,810	35	2,845
TOTAL	11,268	2,501	13,769	8,467	910	9,377

In 2021, we increased the number of training hours for our collaborators by 46.80% in comparison with 2020.

We managed to increase the number of training hours on management tools by 60%.



We create safe environments

We boost the economic and social growth of the northwestern Argentina region, employing about 4,500 collaborators indirectly during the harvest season (March to September) and 1,384 permanently.

We constantly promote human capital well-being and development, and health, safety and people respect are essential in the relation with their collaborators, contractor companies and neighbours.

Our brigade members.



WATCH VIDEO



Brigade members practice performed based on our training schedule.



Safety indicators

All these efforts to create and ensure safe work environments reflect in our performance indicators which place all Grupo Lucci's companies in a leading position in their sectors.

Below, we show the incidence rates of our activities regarding the reference indicators per activity provided by the Superintendent's Office of Occupational Risks (SRT).

Company	Company's incidence rate (1)	Incidence rate of the activity (at a national level) (2)	Difference from the value of the national activity
Citrusvil	22	66	-43
Viluco	0	28	-28
Engordar	30	93	-63
Nueces de Catamarca	34	65	-31
El Pucará	0	65	-65

⁽¹⁾ Number of accidents at the workplace per year over the number of exposed workers by 1000

⁽²⁾ Source: https://www.srt.gob.ar/estadisticas/acc_indicadores_anuales.php "Informe Indicadores anuales globales de accidentabilidad laboral - Año 2020"

Our indicators are below the average established by the SRT, which shows our group's commitment to the respect for occupational hygiene and safety regulations.

5S Management Strategies

The health and safety care of all the workers in each of the companies of the group as well as that of our contractors is a priority in our management. We implemented the 5S methodology, a technique based on five pillars in Japanese:



Its aim is to build more organized, tidier and cleaner workplaces permanently in order to achieve higher productivity and a better work environment.



In 2021, we participated for the second time in the 5S National Award held by the Japanese Association for Overseas Technical Cooperation and Sustainable Partnerships (AOTS) and **we received the “Silver” Award in the category “Great Organization.”**

Argentine leading companies participated in the award and there was a strict audit and a prestigious evaluation committee composed of, among others, the Japanese Chamber of Commerce and Industry in Argentina and the National Institute of Industrial Technology (INTI).

This award makes us really proud and encourages us to keep strengthening this organizational culture based on order, care and safety.

Pandemic and our operations

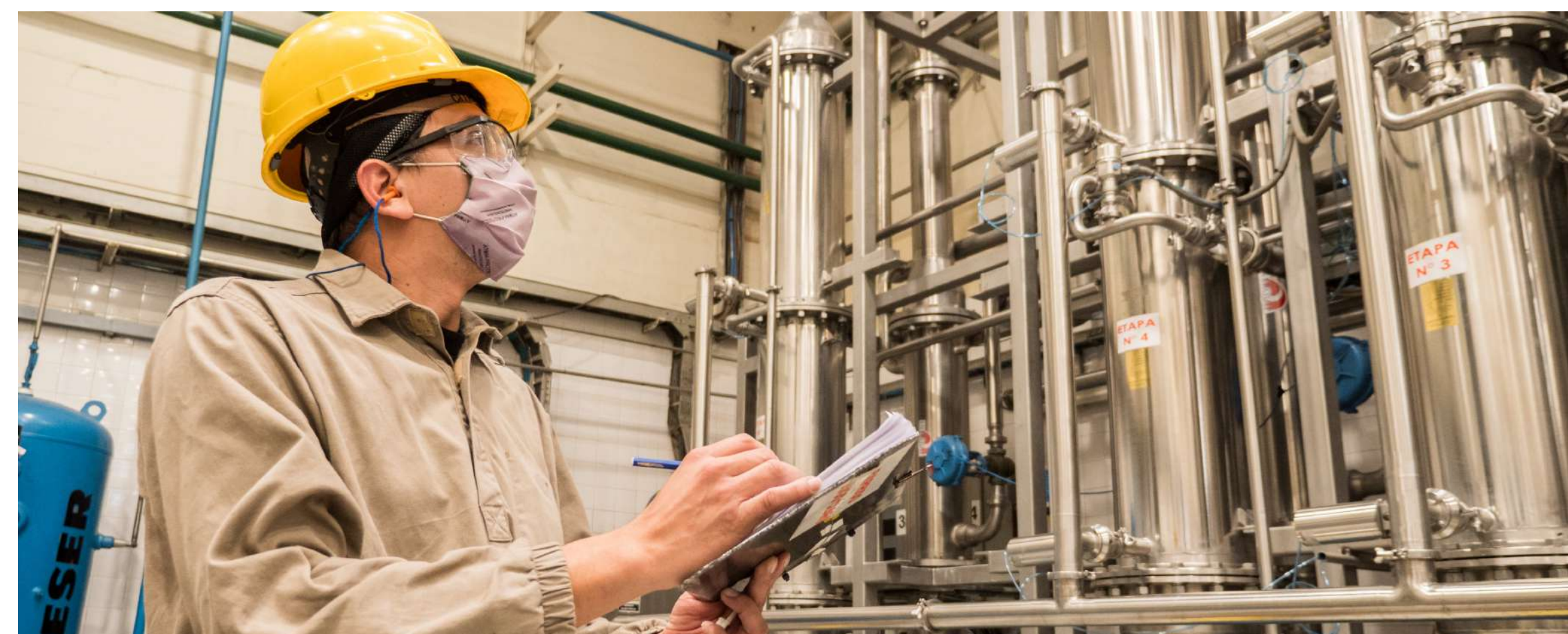
As the activities of our companies were defined as essential, from the very beginning, we adapted to ensure that we could perform all our activities.

Since March, 2020, we have had a Committee, an interdisciplinary team whose leaders are the CEOs of the different business units together with the HR, Occupational Hygiene and Safety, Occupational Health, Quality and Sustainability Departments.



Actions taken

- Continuation of the Committee for Epidemiological Prevention and Surveillance, including a 24-hour medical service.
- Implementation and monitoring of 12 protocols for the different activities, adapted to the different pandemic stages.
- Continuation of the awareness campaigns with prevention and good practices information inside and outside the company.
- Reorganization of the production processes and common areas to respect the 2-meter minimum social distance.
- Continuation of the daily system of staff temperature control as well as the sanitization of work tools.
- Deep cleaning and disinfection of work and common circulation areas.
- Protocols of hand cleaning, ensuring the continuous supply of water, soap and alcohol.
- Supply of personal protection elements to each collaborator, such as facemasks, gloves and goggles, disposable overalls, as required.
- Remote work implementation providing the necessary technology for meetings, conferences and other virtual interaction instances.



In 2021, we invested more than USD 60,000 in COVID prevention by buying sanitization stations for hands, elements to disinfect different surfaces, facemasks and trays to disinfect shoes, as well as structures to keep desks separated.



8

Social Investment

We work to empower the rural communities in northwestern Argentina

Since 2003, through Fundación Vicente Lucci, we have developed our social investment actions, taking into account three pillars with community impact on children, young people, adults and members of the teaching community of rural schools.

- > Education
- > Labour inclusion and entrepreneurship
- > Citizen participation

Our purpose is to improve people's skills by encouraging their autonomy, training and full social inclusion through our actions in the communities of influence.

During 2021, we reorganized our tasks as a result of COVID-19 health emergency and lockdown. We updated our teaching material to include new contents which strengthen the school curriculum in topics such as environmental care, recycling and water care. We also worked on establishing new alliances which enable us to grow in terms of impact and programs for the communities of influence.



Watch video



High school scholarship program

Through this program, we aim at reducing school dropout, absenteeism and repetition rates, as well as improving young students' academic performance.

This alliance is strengthened every year, together with Banco BBVA and Escuela Secundaria del Barrio Aeropuerto, located in Cevil Pozo, near our industrial plants. We have been carrying out this action for 11 years and, as a result, 100 young people have fulfilled their dream of completing their studies.

In 2021, the program became 100% digitalized, facilitating the scholarship management and administration for the 18 beneficiaries and improving the academic performance of low-income young students by means of a monthly scholarship and support during their school career in order to reduce school dropout, absenteeism and repetition rates.



Updating course for rural teachers

The aim is to accompany teachers in their academic training, providing them with training sessions that allow for content updating in order to improve education quality.

In 2021, we accompanied 92 teachers of Grupo Lucci's schools of influence in their professional updating. During three sessions, the teachers broadened their knowledge in view of the new educational challenges.

Training axes	Topics dealt with	Alliance	Number of teachers benefited	Grupo Lucci's schools of influence
New insights into education	Learning platforms and responsible use of technology	 	30	Grupo Lucci's schools of influence
Sustainability	Caring for the environment. Waste treatment and disease prevention	  	40	Escuela Agrotécnica, Famaillá Tucumán
			10	Punto Digital San Rafael, Lules Tucumán
Community integration	Projects of sustainable agriculture at schools		12	Escuela Agrotécnica Soldado Cajal, Las Cejas, Tucumán

Through Fundación Vicente Lucci, we encourage these training activities for teachers which generate new alliances with different organizations.



Training course for rural entrepreneurs

The aim is to provide the entrepreneurs with management tools for the growth and development of their enterprises, updating their skills in view of the market demands.

In 2021, we worked with 128 rural entrepreneurs and different strategic partners in three sessions in order to contribute to the development of the communities and broaden their skills, creating significant relations between the organization, the neighbours and different relevant social actors.

Training axes	Topics dealt with	Alliance	Number of entrepreneurs benefited	Grupo Lucci's communities of influence
Business	Analysis of local markets for entrepreneurship		48	Entrepreneurs from Tucumán. Virtual meeting
Business and commercialization	Basic concepts in a business plan and sales strategies		30	Community of Arcadía, Tucumán
Financing	Basic administrative tools	 UNIVERSIDAD NACIONAL DE TUCUMAN FACULTAD DE CIENCIAS ECONÓMICAS	50	Community of La Cocha, Tucumán

Working together with different agencies in the entrepreneurial ecosystem of Tucumán increases the networks for labour inclusion and strengthens the entrepreneur culture towards small rural entrepreneurs' professionalization.



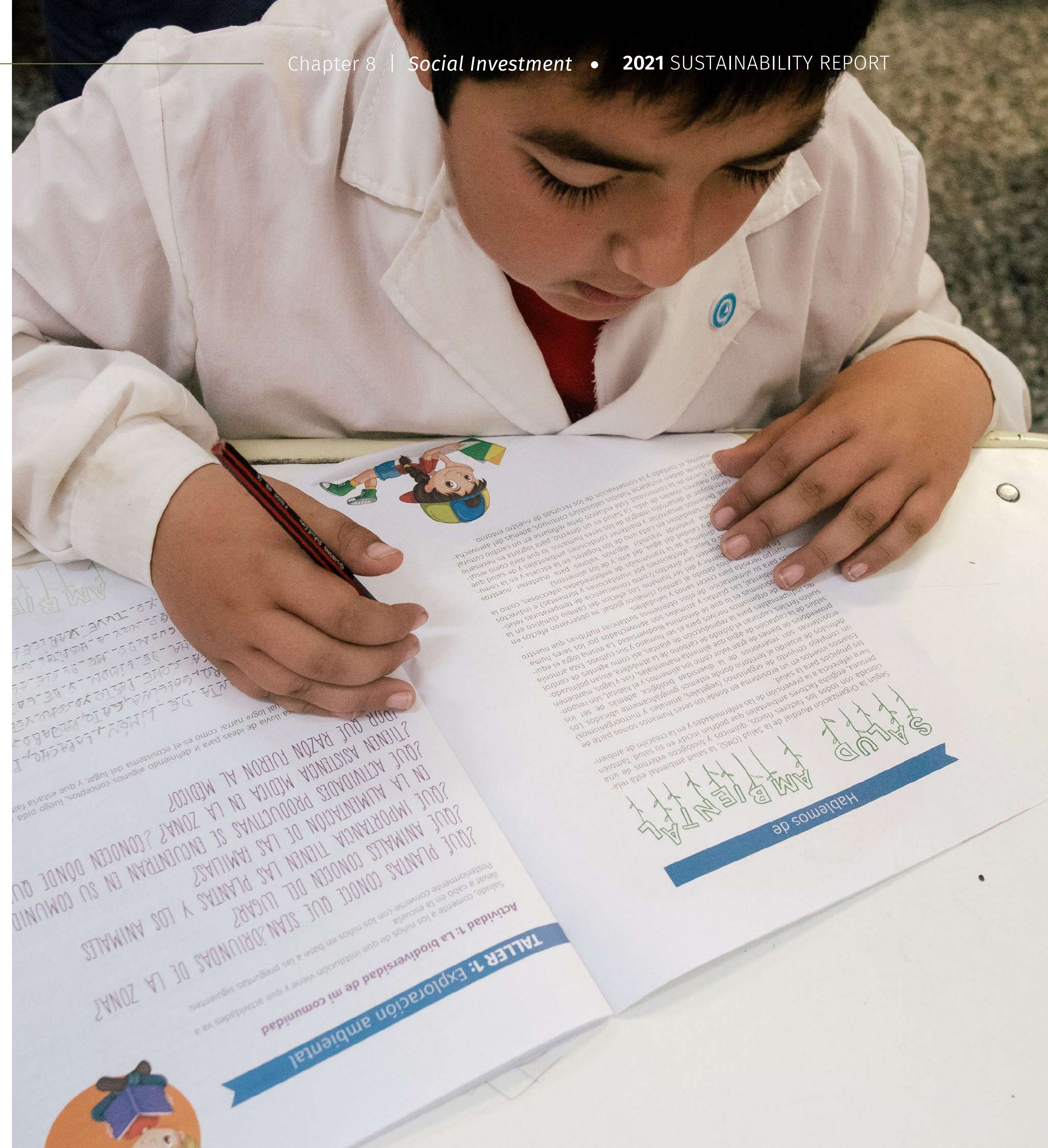
Entrepreneurs from the community of La Cocha, Tucumán 

Prevention of Child Labour



Since 2007, we have been part of the Network of Companies Against Child Labour (Red de Empresas Contra el Trabajo Infantil) of the National Commission for the Eradication of Child Labour (CONAETI).

During 2021, we participated in the Citrus Association of Northwestern Argentina (ACNOA, Asociación Citrícola del Noroeste Argentino) in order to promote the incorporation and participation of companies belonging to the citrus industry in the Network of Companies Against Child Labour as well as strengthen the regional commitment to this issue.



2021 GRI Standardst

GENERAL DISCLOSURES	ISO 26001	Remarks
2-1 Organizational profile	6.3.10; 6.4.1-6.4.2; 6.4.3; 6.4.4; 6.4.5; 6.8.5; 7.8	Ruta 302 Km 7- Cevil Pozo, province of Tucumán. It also has offices at Carlos Pellegrini 1163, 3rd floor, Office A in the City of Buenos Aires
2-2 Entities included in the organization's process of sustainability report		No information was given on this respect.
2-3 Report period, frequency and contact information		This is the 11th Sustainability Report which comprises the period between January 1, 2021 and December 31, 2021. It is based on the 2021 GRI Standards edition. Contact information: comunicacion@grupolucci.com.ar
2-4 Restatements of information		There was no restatement.
2-5 External assurance		The information in this report has not been audited externally.
2-6 Activities, value chain and other businesses	6.3.10; 6.4.1-6.4.2; 6.4.3; 6.4.4; 6.4.5; 6.8.5; 7.8	Chapters 2 and 5
2-7 Information on employees		Chapters 3 and 7
2-8 Information on other workers		Chapter 7
2-9 Governance structure and composition		Chapter 3
2-10 Appointment and selection of the highest governance body		The appointment and selection processes are carried out through the Shareholders' Meeting. The shareholders define the criteria.
2-11 Chair of the highest governance body		The Chair of the Board of Directors does not occupy any other executive position.
2-12 Role of the highest governance body in the control of impact management		The role of the Board of Directors in the identification and management of economic, environmental and social issues consists in requesting each sector the relevant information on the relevant topics if they were not previously dealt with in the monthly meetings held between the sector and the Board of Directors.
2-13 Delegation of authority for impact management	6.2; 7.4.3; 7.7.5	Chapter 3
2-14 Role of the highest governance body in sustainability reporting		The contents in the Sustainability Report are approved by the Board of Directors.
2-15 Conflicts of interest		Chapter 3

2021 GRI Standardst

GENERAL DISCLOSURES	ISO 26001	Remarks
2-16 Communication of critical concerns	6.2; 7.4.3; 7.7.5	Chapter 3
2-17 Collective knowledge of the highest governance body		Chapter 3
2-18 Assessment of the highest governance body's performance		Chapter 3
2-19 Remuneration policies		We have external consultants to work on remuneration issues in the organization. We are making progress towards a variable remuneration policy for hierarchical positions, which integrates business objectives, individual performance and the management of its work team.
2-20 Process for remuneration determination		
2-21 Annual total compensation ratio		
2-22 Statement on sustainable development strategies	4.7; 6.2; 7.4.2	Letters from the Board of Directors - Chapter 4
2-23 Political commitment	4.4; 6.6.3	Chapters 2, 3 y 4
2-24 Integration of political commitments		Chapters 2, 3 y 4
2-25 Processes for mitigating negative impacts		Chapter 4
2-26 Mechanisms for suggestions and concerns	5.3	Chapter 3
2-27 Compliance with laws and regulations		There was no significant non-compliance with laws and regulations in the period.
2-28 Association affiliation	6.3.10; 6.4.1-6.4.2; 6.4.3; 6.4.4; 6.4.5; 6.8.5; 7.8	Chapter 3
2-29 Approach to interest groups' commitment	5.3	Chapter 4
2-30 Collective bargaining agreements		Chapter 7
3-1 Process for determining material topics	5.2;7.3.2; 7.3.3; 7.3.4; 5.3; 7.5.3; 7.6.2	Chapter 4
3-2 List of material topics		

2021 GRI Standardst

GENERAL DISCLOSURES	ISO 26001	Remarks
ECONOMIC ASPECTS		
201-ECONOMIC PERFORMANCE		
GRI 3 – Material Topics		
201-1 Direct economic value generated and distributed	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Information is not available.
201-2 Financial implications and other risks and opportunities due to climate change		
201-3 Obligations of the defined benefits plan and other retirement plans		The organization does not have this kind of benefits.
202-Market presence		
GRI 3 – Material Topics		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	6.3.7; 6.3.10; 6.4.3; 6.4.4; 6.8.1-6.8.2	The entry level wage, both for men and women at Grupo Lucci's companies, is 40% higher than the minimum vital and adjustable wage.
202-2 Proportion of senior managers from the local community where the organization operates	6.4.3; 6.8.1-6.8.2; 6.8.5; 6.8.7	All the Senior Managers belong to the provinces where Grupo LUCCI operates
203-Indirect economic impacts		
GRI 3 – Material Topics		
203-1 Infrastructure investments and services supported	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapters 2, 3 y 5
203-2 Significant indirect economic impacts	6.3.9; 6.6.6; 6.6.7; 6.7.8; 6.8.1-6.8.2; 6.8.5; 6.8.7; 6.8.9	
204-Procurement practices		
GRI 3 – Material Topics		
204-1 Proportion of expenditure on local suppliers	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 5
205-Anti- corruption		
GRI 3 – Material Topics		
205-1 Operations assessed for risks related to corruption	6.6.1-6.6.2; 6.6.3	This aspect has been considered in all our operations. It includes all the establishments belonging to Grupo Lucci's companies.

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GENERAL DISCLOSURES	ISO 26001	Remarks
205-2 Communication and training on anti-corruption policies and procedures	6.6.1-6.6.2; 6.6.3; 6.6.6	Chapter 3
205-3 Confirmed cases of corruption and actions taken	6.6.1-6.6.2; 6.6.3	Chapter 3
206-Anti-competitive behaviour		
GRI 3 – Material Topics		
206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	There were no actions of this kind reported in the period.
ENVIRONMENTAL ASPECTS		
301- Materials		
GRI 3 – Material Topics		
301-1 Materials used per weight or volume	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 4
301-2 Recycled input materials used		Chapter 6
301-3 Reclaimed products and their packaging materials		Due to the food safety requirements of the products and since they are products meant for exports, materials or production input materials are not reclaimed.
302- Energy		
GRI 3 – Material Topics		
302-1 Energy consumption within the organization	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 6
302-2 Energy consumption outside the organization		
302-3 Energy intensity		
302-4 Reduction of energy consumption		
302-5 Reduction in energy requirements of products and services		Not applicable

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GENERAL DISCLOSURES	ISO 26001	Remarks
303- Water and effluents		
GRI 3- Material Topics		
303-1 Interactions with water as a shared resource		
303-2 Management of water discharge-related impacts	6.5.4	Chapter 6
303-3 Water withdrawal		
303-4 Water discharge		
303-5 Water consumption		
304- Biodiversity		
GRI 3- Material Topics		
304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas		
304-2 Significant impacts of activities, products and services on biodiversity	6.5	Chapter 6
304-3 Habitats protected or restored		
304-4 IUCN Red List of species and national conservation list of species with habitats in areas affected by operations, based on the level of danger of extinction of the species		

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GENERAL DISCLOSURES	ISO 26001	Remarks
305- Emissions		
GRI 3- Material Topics		
305-1 Direct (Scope 1) GHG emissions	6.5.3;6.5.4; 6.5.5; 6.5.6	Chapter 6
305-2 Energy indirect (Scope 2) GHG emissions		
305-3 Other indirect (Scope 3) GHG emissions		
305-4 GHG emissions intensity		
305-5 Reduction of GHG emissions		
305-6 Emissions of ozone-depleting substances (ODS)		
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions		
306- Waste		
GRI 3- Material Topics		
306-1 Waste generation and significant waste-related impacts	6.5.3; 6.5.4	Chapter 6
306-2 Management of significant waste-related impacts	6.5.3	
306-3 Waste generated		
306-4 Waste diverted from disposal	6.5.3; 6.5.4; 6.5.6	
306-5 Waste directed to disposal		
307- Environmental compliance		
GRI 3- Material Topics		
307-1 Non-compliance with environmental laws and regulations	4.6	There was no significant non-compliance

2021 GRI Standardst

GENERAL DISCLOSURES	ISO 26001	Remarks
308- Supplier environmental assessment		
GRI- Material Topics		
308-1 New suppliers that were screened using environmental criteria	6.3.5; 6.6.6; 7.3.1	No negative impact was detected between our suppliers and contractors, who comply with the social and environmental standards required by our organization.
308-2 Negative environmental impacts in the supply chain and actions taken		
ASPECTOS SOCIALES		
401- Employment		
GRI 3- Material Topics		Chapters 4 and 7
401-1 New employee recruitment and employee turnover	6.4.3; 6.4.4; 6.8.7	Chapter 7
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Collaborators' benefits are related to access to a better health insurance, gifts on special occasions, discounts in shops and access to courses and training.
401-3 Parental leave		100% return to work for men and women
402- Labor/Management relations		
GRI 3- Material Topics		
402-1 Minimum notice periods regarding operational changes	6.4.3	Changes must be agreed with the involved employees. Notice must be given at least 30 days in advance.
403- Occupational health and safety		
GRI 3- Material Topics		Chapters 4 and 7
403-1 Occupational health and safety management system	6.4.6; 6.8.8	
403-2 Hazard identification, risk assessment and incident investigation		Chapter 7
403-3 Occupational health services		

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GENERAL DISCLOSURES	ISO 26001	Remarks
403-4 Worker participation, consultation and communication on occupational health and safety		Grupo Lucci's companies comply with Argentine Law No. 19,587 and its regulatory decree No. 351. Therefore, every agreement related to health and safety is in accordance with them.
403-5 Worker training on occupational health and safety		Chapter 7
403-6 Promotion of workers' health		
403-7 Prevention and mitigation of health and safety impacts on workers directly linked to the trade relations		
403-8 Occupational health and safety management system coverage		
403-9 Work-related injuries		
403-10 Work-related diseases		

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GENERAL DISCLOSURES	ISO 26001	Remarks
404-Training and education		
GRI 3 – Material Topics		
3-3.b Inform if the organization is involved in negative impacts through its activities or as a result of its trade relations, and describe these activities or trade relations.	6.4.7; 6.8.5	Chapter 7
3-3.c Describe the policies or commitments regarding the material topic.		
3-3.d Describe the actions taken to manage the material topic and its related impacts.		
3-3.e Information about the monitoring of the effectiveness of the actions taken.		
3-3.f Describe how the commitment to the stakeholders influences the actions taken and how it is informed if the actions were effective.		
404-1 Average of training hours per year per employee	6.4.7	
404-2 Programs for improving employees' skills and transition assistance programs	6.4.7; 6.8.5	
404-3 Percentage of employees receiving regular performance and career development reviews classified by gender and professional category	6.4.7	We have a Performance Management Program for all non-union collaborators.

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GENERAL DISCLOSURES	ISO 26001	Remarks	
410-Security practices			
GRI 3 – Material Topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Grupo LUCCI directly hires security staff required for looking after its facilities. In 2021, it hired 50 people. All of them received training on Human Rights and Child Labour, among other topics specific to their task.	
410-1 Security staff trained in human rights policies or procedures	6.3.4/6		
411-Rights of indigenous peoples			
GRI 3 – Material Topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	This indicator does not apply to any Grupo Lucci's operation location.	
411-1 Cases of violation of the rights of indigenous peoples	6.3.4/8; 6.6.7; 6.8.3		
412-Human rights assessment			
GRI 3 – Material Topics	6.3.3; 6.3.4; 6.3.5	Information is not available.	
412-1 Operations that have been subject to review or assessment of impact on human rights			
412-2 Employee training on human rights policies or procedures			6.3.5
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening			6.3.3; 6.3.5; 6.6.6

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GENERAL DISCLOSURES	ISO 26001	Remarks
413-Local communities		
GRI 3 – Material Topics		
413-1 Operations with local community engagement, impact assessment and development programs	6.3.9; 6.5.1-6.5.2; 6.5.3; 6.8	Capítulo 8
413-2 Operations with significant (actual or potential) negative impacts on local communities	6.3.9; 6.5.3; 6.8	
414- Supplier social assessment		
GRI 3 – Material Topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 4
414-1 New suppliers that were screened using social criteria	6.3.5; 6.6.1-6.6.2; 6.6.6; 6.8.1-6.8.2; 7.3.1	There was no new supplier registered.
414-2 Negative social impacts on the supply chain and actions taken		There was no negative impact
415- Public policy		
GRI 3 – Material Topics		
415-1 Contribution to political parties and/or representatives	6.6.1-6.6.2; 6.6.4	Grupo Lucci does not contribute economically to political parties.
416- Customer health and safety		
GRI 3 – Material Topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 4 and 5
416-1 Assessment of the impacts on health and safety of product and service categories	6.7.1-6.7.2; 6.7.4; 6.7.5; 6.8.8	Chapter 5

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GENERAL DISCLOSURES	ISO 26001	Remarks
416-2 Incidents of non-compliance related to the impacts of products and services	4.6; 6.7.1-6.7.2; 6.7.4; 6.7.5; 6.8.8	There was no incident of this kind.
417- Marketing and labeling		
GRI 3 – Material Topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	
417-1 Requirements for product and service information and labeling	6.7.1-6.7.2; 6.7.3; 6.7.4; 6.7.5; 6.7.9	
417-2 Incidents of non-compliance concerning product and service information and labeling	4.6; 6.7.1-6.7.2; 6.7.6	There was no incident of this kind.
417-3 Incidents of non-compliance concerning marketing communications	4.6; 6.7.1-6.7.2; 6.7.3; 6.7.4; 6.7.5; 6.7.9	
418- Customer privacy		
GRI 3 – Material Topics		
418-1 Substantiated complaints concerning the violation of customer privacy and customer data leakage	6.7.1-6.7.2; 6.7.7	There was no complaint about privacy violation or customer data leakage.
419- Socioeconomic compliance		
GRI 3 – Material Topics		
419-1 Non-compliance with laws and regulations in the social and economic area	6.3.6; 6.6.1-6.6.2; 6.8.1-6.8.2	There was no complaint about privacy violation or customer data leakage.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)- Agricultural Products

Topic	Accounting metric	Code	Chapter
Greenhouse Gas Emissions	Gross global Scope 1 emissions	FB-AG-110a.1	Chapter 6
	Discussion of the long-term and short-term strategy or plan to manage Scope 1 emissions, reduction targets and analysis of performance with respect to those targets.	FB-AG-110a.2	Chapter 6
	Total fuel consumption for road transport and percentage renewable	FB-AG-110a.3	Chapter 6
Energy Management	(1) Operational energy consumed, (2) percentage of electricity from the grid, (3) percentage renewable	FB-AG-130a.1	Chapter 6
Water management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with high or extremely high baseline water stress	FB-AG-140a.1	Chapter 6
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AG-140a.2	Chapter 6
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-AG-140a.3	There were no incidents of this kind
Food safety	(1) Non-compliance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances of Global Food Safety Initiative (GFSI) audit	FB-AG-250a.1	Chapter 5
	Percentage of agricultural products sourced from suppliers to a food certification program recognised by Global Food Safety Initiative (GFSI)	FB-AG-250a.2	Chapter 5
	(1) Number of recalls issued and (2) total amount of product recalled	FB-AG-250a.3	There was no recall
Workforce Health and safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	FB-AG-320a.1	Chapter 7

Agricultural Products SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Topic	Accounting metric	Code	Chapter
Environmental and social impacts of the ingredients supply chain	Percentage of agricultural products obtained that are certified by a third-party environmental and/or social standard, and percentages by standard	FB-AG-430a.1	Chapter 5
	(1) Non-compliance index and (2) corrective actions related to (a) major and (2) minor non-compliance of the audit of the suppliers' social and environmental responsibility of the suppliers	FB-AG-430a.2	There was no non-compliance.
	Discussion about the strategy to manage environmental and social risks that result from contract farming or the supply of basic products	FB-AG-430a.3	Chapter 4
Ingredients supply	Identification of main crops and description of climate change risks and opportunities	FB-AG-440a.1	Chapter 4
	Percentage of agricultural products from regions with high or extremely high water stress	FB-AG-440a.2	Chapter 6



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