

Sustainability Performance Executive Summary

2025



Citromax
Group



Citromax
Flavors



Fritzsche
Flavors & Fragrances



Statement on Our Sustainable Development Strategy

GRI 2-22

Some decisions define a year. Others define an organization.

At Citromax Group, we believe that leading a diversified agribusiness organization today means embracing a responsibility that extends far beyond financial performance and impact management. It means recognizing that every decision we make - from the field and our production facilities to the global marketplace - creates a tangible impact on people, communities, and the future.

Our history is deeply rooted in citrus production and the industrial transformation of flavors and fragrances with added value. Over the years, this journey has taught us that sustainability is not an isolated goal or an external requirement, but rather an essential condition for the long-term success of our business. It is not simply about producing more or producing better; it is about doing so in a way that is resilient over time, respects environmental boundaries, strengthens communities, and fosters lasting relationships across our value chain.

The year 2025 represents a milestone for our organization. For the first time, Citromax SACI, Fritzsche SAICA, and Citromax Flavors are presented under a unified strategic vision, consolidating a Group that integrates agricultural production, industrial processing, and innovation in flavors and fragrances for global markets.

This integration goes beyond organizational alignment, it reflects our way of doing business one founded on collaboration, traceability, and the creation of shared value across the entire value chain.

This Sustainability Report captures that organizational evolution. It is the result of a collective effort that acknowledges our progress, identifies emerging challenges, and reinforces our commitments.

Responsible governance, impact measurement, and continuous dialogue with our stakeholders not only strengthen trust, but also enable us to make better decisions—decisions that are more informed, more responsible, and aligned with the organization we aspire to be.

We invite you to read this report for what it truly represents: a management tool, a source of learning, and a roadmap for building a more resilient, more inclusive, and more sustainable future.

Vivian Glueck

President, Citromax Group



“2025 marks the strategic integration of Citromax SACI, Fritzsche SAICA, and Citromax Flavors into a single report, bringing together agriculture, industrial processing, and innovation in flavors and fragrances.”

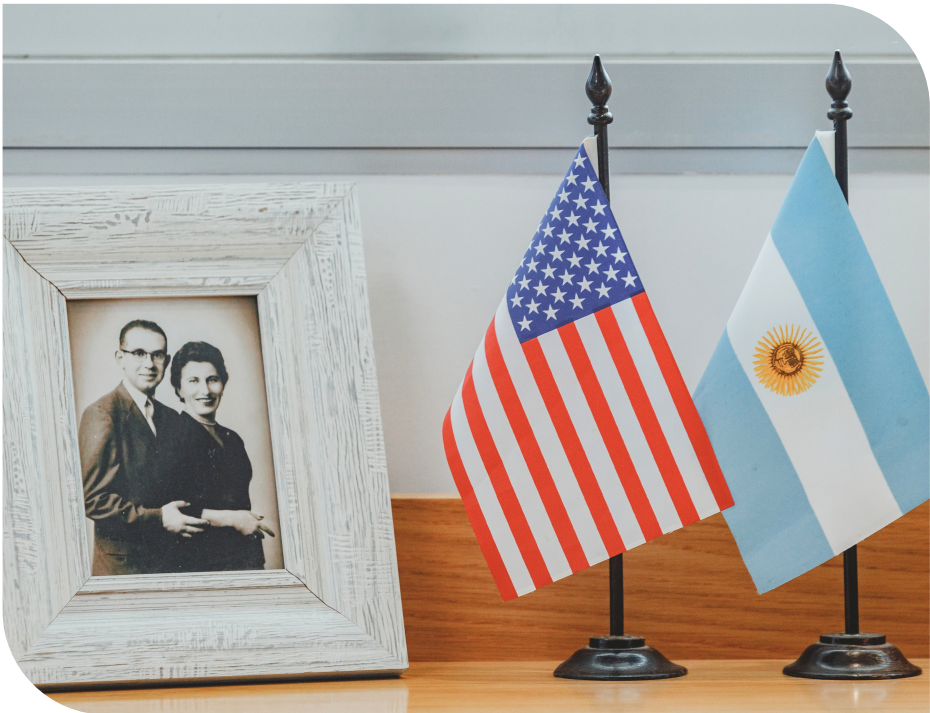


Who We Are and What We Do

GRI 2-1 | 2-2 | 2-6

We are an international group specialized in the production and development of citrus-based products, flavors, and fragrances. **Our history spans more than six decades, beginning when Jacob Glueck founded the company's first industrial citrus operation.**

The integration of our business units strengthens synergies, optimizes processes, and enables us to deliver solutions that meet the highest international standards of quality, sustainability, and operational excellence.



Organizations Included in this Report

GRI 2-1 | 2-2



Mission, Vision and Values

GRI 2-23, 2-24, 3-3



Citromax
SACI



Fritzsche
SAICA

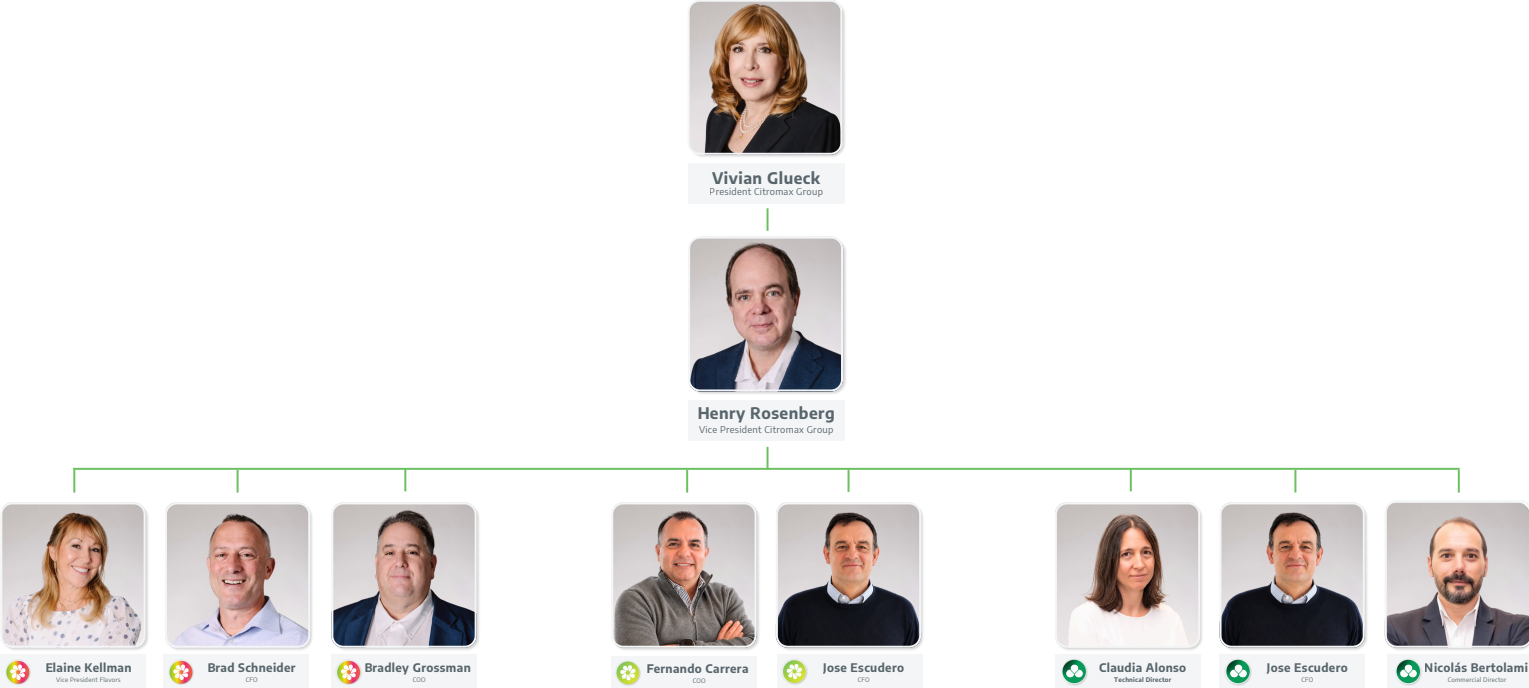


Citromax
Flavors

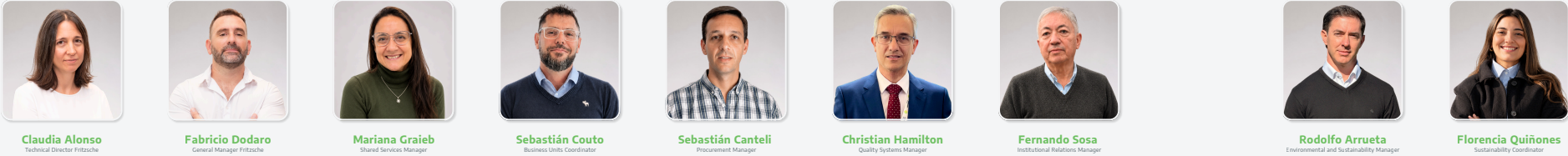


An Integrated Decision-Making Structure

GRI 2-22 | 2-9 | 2-12 | 2-13 | 2-14



Citromax Group Sustainability Committee





Our Integrated Value Chain

GRI 2-6 | 3-3 | 308 | 414 | 416 | 417

At Citromax Group, we manage an integrated, traceable, and global value chain that connects agricultural production, industrial processing, innovation, and international markets.

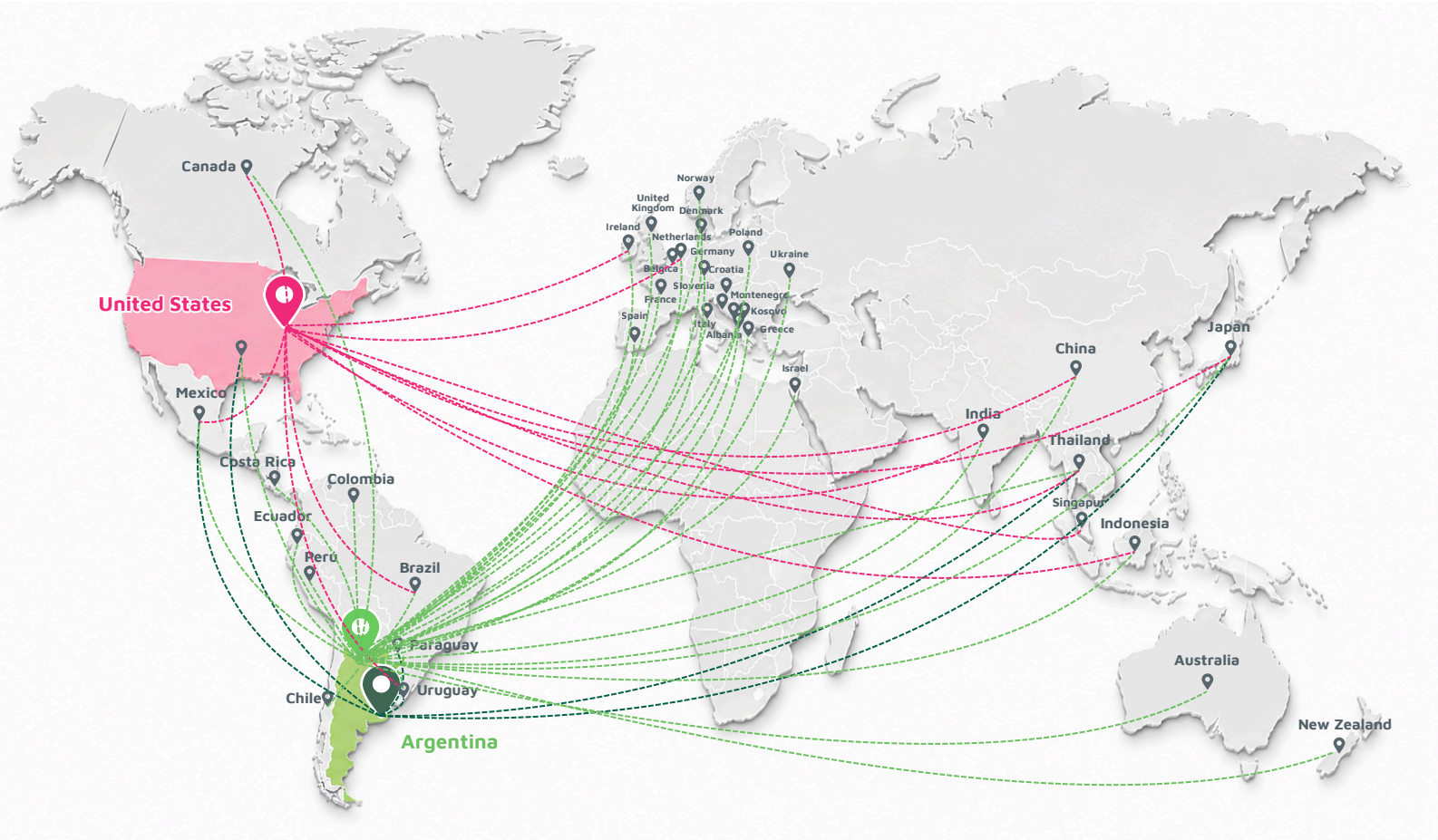




Value Chain

Global Market Presence

GRI 202-2



		
Location		
Tucumán, Argentina	Buenos Aires, Argentina	United States
Export Markets		
Albania, Canada, China, Denmark, Spain, United States, France, Greece, Italy, Norway, the Netherlands, Poland, the United Kingdom, Ukraine, Hong Kong, Kosovo, the Philippines, Croatia, Montenegro, Singapore, Australia, Chile, India, Ireland, Japan, Peru, Germany, Belgium, Brazil, Colombia, Israel, New Zealand, Slovenia, Uruguay, Costa Rica, Ecuador.	United States, Japan, Mexico, Paraguay, Thailand, Uruguay.	Brazil, Canada, China, India, Indonesia, Ireland, Japan, Mexico, the Netherlands, Singapore, Thailand, Uruguay.



Sustainability Strategy

GRI 2-22 | 2-24 | 2-25 | 3-3

Sustainability is embedded in the way we manage our business and make decisions across the Group, particularly within the agribusiness sector, where environmental, social, and business priorities are closely interconnected.

We promote a strategy built on continuous improvement, transparency, and responsible governance, supported by measurement systems that enable us to assess and continuously enhance our sustainability performance. We view sustainability as an ongoing journey of learning, innovation, and long-term value creation.

Our Sustainability Strategy is structured around eight strategic objectives that guide our environmental, social, and governance (ESG) performance. Developed through our materiality assessment and stakeholder engagement process, these objectives address governance, environmental efficiency, innovation, transparency, employee well-being, responsible value chains, climate change adaptation, and positive social impact.

Since 2024, our Sustainability Committee, coordinated by the Environmental & Sustainability Department, has been responsible for leading and supporting the implementation of our Sustainability Strategy across all operations.

The Committee works collaboratively with teams across the organization to monitor key performance indicators, track progress toward objectives, and oversee the implementation of sustainability initiatives.



Annual Sustainability Committee Meeting



Citromax SACI | 2025 Highlights

GRI 2-7 | 2-22 | 2-23 | 2-24 | 2-29 | 3-3



4,090

Productive hectares + infrastructure



3,433

Productive lemon hectares

1,134,955

Total lemon trees



91%

Conventional lemon trees



9%

Organic lemon trees



164,950

metric tons of Lemon production



1,571

metric tons of Organic blueberry production



228

metric tons Fresh blueberries exported



1,286

metric tons of Frozen blueberries exported



57

metric tons of Organic blueberry production



260,000

m² of processing facilities



130,010

Final plants in the nursery





Our Certifications & International Standards

GRI 2-27 | GRI 3-3

Throughout 2025, we strengthened our international certification framework by consolidating an integrated management system that encompasses our entire value chain—from the nursery, primary agricultural production, and fresh fruit packing operations to lemon and blueberry production and industrial processing.

This comprehensive approach ensures compliance with internationally recognized standards for quality, food safety, sustainability, traceability, and responsible business practices.

A key milestone in our industrial operations was the continued growth of sustainably sourced juice. During the year, 74% of the total juice volume sold was assessed in accordance with the Sustainable Juice Covenant (SJC) criteria. This achievement reflects the progressive integration of sustainability principles into both raw material sourcing and manufacturing processes, strengthening traceability and transparency throughout the supply chain. The adoption of these internationally recognized standards supports the continuous improvement of our operational performance, reinforces customer and market confidence, and reaffirms our commitment to responsible and sustainable production.





Operational Efficiency Across the Value Chain

GRI 3-3 | GRI 203 | GRI 302 | GRI 303 | GRI 203-1



2025 Milestone: SeeTree Platform Implementation

We implemented SeeTree, an artificial intelligence-powered platform that enables individual tree inventory management and resource optimization through drone monitoring, satellite images, and advanced agronomic data analytics.



2025 Milestone: GLOBALG.A.P. Community Membership

Joining the GLOBALG.A.P. Community provides early access to technical updates and enables us to align our controls with evolving global sustainability and food safety standards.

2025 Highlights

+19,000t

Increase in Fruit Processed
Compared to the Previous Year

-10.8%

Water Consumption

-9%

Effluent Sent for Treatment

USD 400K

Plant Investments

0

Product Recalls

0

Sanctions Related to Product
Health and Safety

0

Critical Food Safety Non-
Compliance Cases



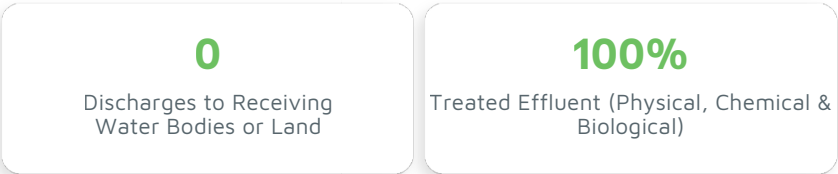
Click here to view the full report



Environmental Performance: Citrus and Industrial Operations in Tucumán

GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5 | 302-1

Water & Effluents



Water Withdrawal & Effluent Generation

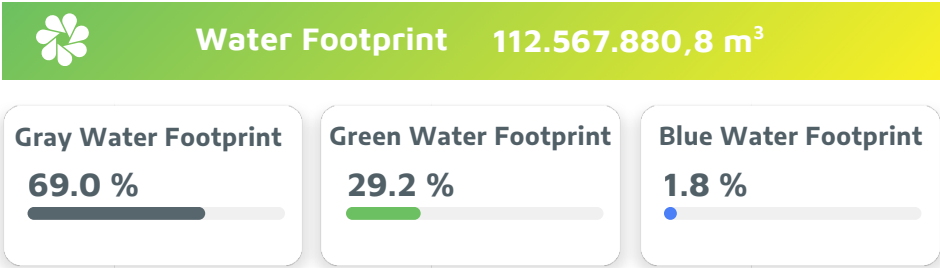
Indicator	2023	2024	2025	Change
Total Water Withdrawal	2,260.04	2,149.87	2,798.68	▲ 30.2%
Total Effluent Generation	842	833	891	▲ 7%

2025 Performance: Increased production volumes, seasonal conditions, and drought in Tucumán contributed to higher water withdrawal. However, effluent generation per metric ton of fruit processed decreased by 5%.

Energy

Source	2023	2024	2025	Change
Electricity (kWh)	18,3M	20,0M	19,4M	▼ 3%
Natural Gas (m³)	10,5M	11,4M	11,7M	▲ 2.2%

Higher natural gas consumption in 2025 was driven by increased production at the industrial facility, while electricity consumption declined compared with 2024.



100 hectares within the industrial complex are dedicated to the controlled reuse of treated effluents for irrigation in an area not classified as water-stressed.

100% Renewable Electricity

Achieved at selected operations within the Acheral facility during the final months of 2025, increasing from 51% in August to 100% in November and December.
Impact: Lower Scope 2 greenhouse gas emissions, greater energy diversification, enhanced operational resilience, and improved long-term competitiveness.

Click here to view the full report



Greenhouse Gas (GHG) Emissions, Waste & Biodiversity

GRI 305-1 | 305-2 | 305-3 | 306 | 304

Total GHG Emissions

47,896

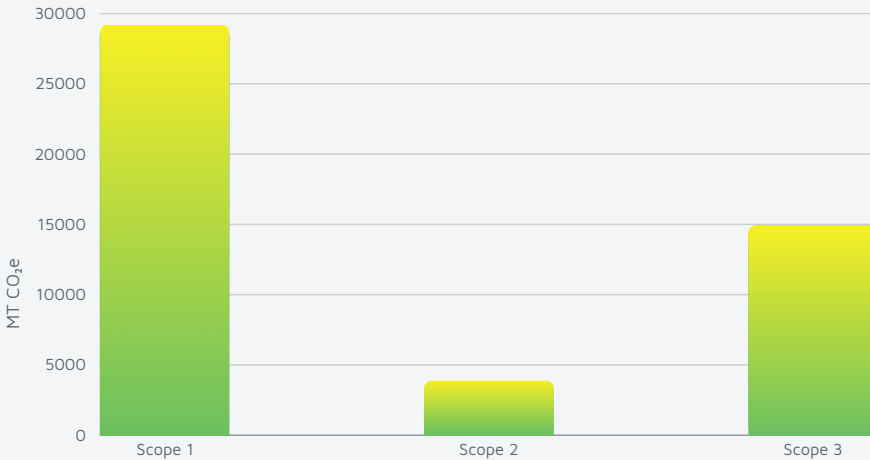
Total tCO₂e
(Scopes 1, 2 & 3)

-23%

Scope 1 & 2 Emissions Reduction
Compared to the 2021 Baseline

B-

2025 CDP Climate Change Score



Scope 1 emissions account for 61% of total emissions, Scope 2 represents 8%, and Scope 3 accounts for 31%.

CDP Climate Change Performance



Above the global average (C), reflecting our continued progress in water stewardship and responsible water management.





Waste

21,799

Recycled & Reused
Materials

98.5%

Organic Waste Recovered

During 2025, 21,579 metric tons of organic waste were generated, and 100% were recovered through beneficial reuse, including animal feed and soil improvement applications.

Waste Type	Metric Tons
Wooden Pallets & Timber	116
Municipal Solid Waste (MSW)	83
Plastics / Cardboard	56.4 / 47.6
Hazardous Waste	12.7

Biodiversity



Camera Traps



Species Recorded



Native Species



Species with
Conservation
Status

Key Species: Ocelot (keystone species).

Monitoring has been conducted at Taruca Farm, Yupi Farm, and El Solco Farm in partnership with Fundación ProYungas since 2018 as part of the Protected Productive Landscape Program.





2025 Highlights Community Impact

17

University interns hosted across our operations.

**6,230**

Students reached through community engagement and education programs.

**47**

Secondary, technical, and university students participating in internship programs.

**49**

Schools engaged through the Sustainable Institutions Program.

**100**

Teachers trained through the "Understanding Biodiversity and Ecosystem Services" education program.

**70**

Recognitions received for triple-impact initiatives, innovation, sustainability leadership, and circular economy practices.

**5,000**

Kg Paper donated for recycling and community initiatives.



Participation in an environmental awareness event attended by more than 8,000 people.

130

Food boxes distributed through the Christmas Eve Community Support Program to vulnerable families.

**4**

Recognition for Triple Impact, Innovation, Sustainability Leadership, and Circularity Initiatives





People & Communities

GRI 2-21 | GRI 405-2 | GRI 202-1

Workforce by Gender 2025



Direct Employment

GRI 2-7 | GRI 2-8 | GRI 401-1



Three cybersecurity awareness and training campaigns were conducted during 2025.

65% of employees completed the organization's cybersecurity awareness and training program.



5,466
Training Hours



21%
Women Trained



5.43
Average Training Hours
per Employee



79%
Men Trained

Local Suppliers

Services **62,5 %**

Materials **44,1 %**





Fritzsche SAICA | 2025 Highlights

GRI 2-7 | 2-22 | 2-23 | 2-24 | 2-29 | 3-3



39%

Liquid Flavors,
Emulsions, and
Oleo-resins



12%

Fragrances

17%

Encapsulated and Spray-
Dried Flavors (Powders)



89%

Metric Tons for the
Domestic Market



11%

Metric Tons Exported



32%

Citrus Essential Oils,
Terpenes, and Mint Oils





Our Certifications

GRI 2-27 | GRI 3-3



Quality Management

We maintain a Product Recall System supported by full traceability, timely notification, and effective product withdrawal procedures. Nonconformities are managed through root cause analysis and corrective and preventive actions (CAPA). Our quality management system is supported by comprehensive data management and analytical tools that drive informed decision-making and continuous improvement.



We maintained active engagement channels with our industrial customers, strengthening long-term commercial relationships. Throughout the year, we continued assessing the expectations and needs of our 330 active customers as part of our continuous improvement approach and commitment to delivering long-term value.



Value Chain Highlights

GRI 308-1 | GRI 308-2 | GRI 414-1 | GRI 414-2



Local Supplier Participation



Suppliers Located
in Buenos Aires

Regional Distribution of Procurement



Emergency Preparedness & Continuous Improvement

During the reporting period, we conducted **two scheduled and unannounced evacuation drills to assess our emergency response capabilities**, strengthen workforce preparedness, and identify opportunities for **continuous improvement in collaboration with specialized companies and professionals.**

2025 Occupational Health & Safety Highlights





Emissions, Waste & Biodiversity

GRI 302-1 | 303-1 | 303-3 | 303-5 | 305-1 | 305-2 | 305-3 | 306 | 304

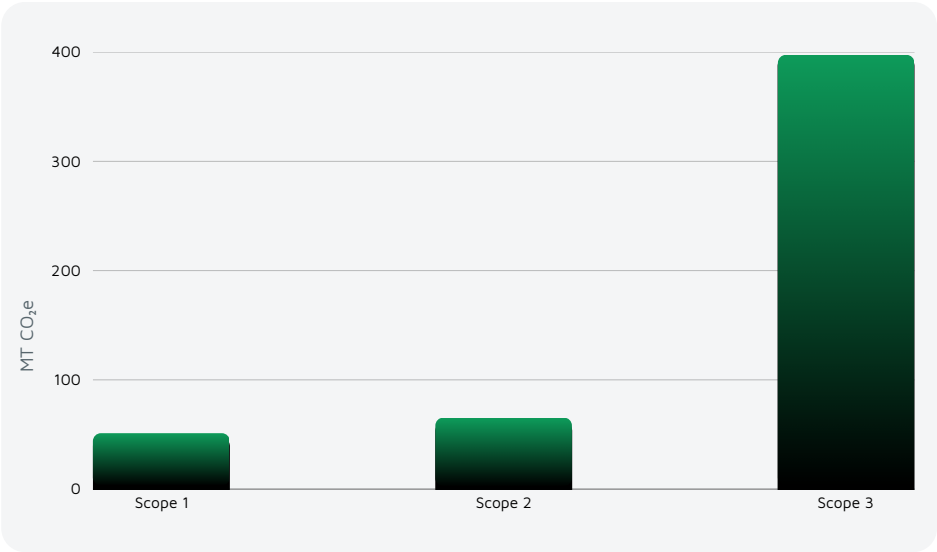
Greenhouse Gas (GHG) Emissions

509

metric tons CO₂e

78%

of Total Emissions Correspond to
Scope 3 (Value Chain)



Scope 1: 9.6% · Scope 2: 12.4% · Scope 3: 78% of Total Emissions

Waste

Waste Composition (Metric tons)

Waste Type	Metric tons
Mixed Waste	957
Cardboard	239
Steel Drums	51.9
Hazardous Waste	10.8
Plastic Drums	3.5

Cardboard, mixed waste, and steel drums are recycled or recovered. All waste is collected and managed by authorized waste management service providers.

Positive Trend: A sustained increase in recycled and recovered waste was achieved during the reporting period, reflecting improvements in waste segregation and collaboration with authorized waste management providers.



Click here to view the full report



Social Performance 2025

GRI 306 | GRI 413-1

Throughout 2025, Fritzsche SAICA continued strengthening its commitment to the community through initiatives with positive social and environmental impact. We donated food to individuals and families in vulnerable situations and participated in the Garrahan Foundation Recycling and Environmental Program, creating shared value for both the community and the environment..



375 kg

of paper donated to the Garrahan Foundation Recycling and Environmental Program.



1,828.5 kg

of sunflower oil donated to support the work of community organizations.



328

units of unused materials delivered for recovery and reuse to different stakeholder groups

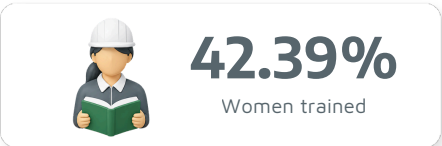




People & Communities

GRI 2-7 | 2-8 | 401-1 | 404-1 | 405-1

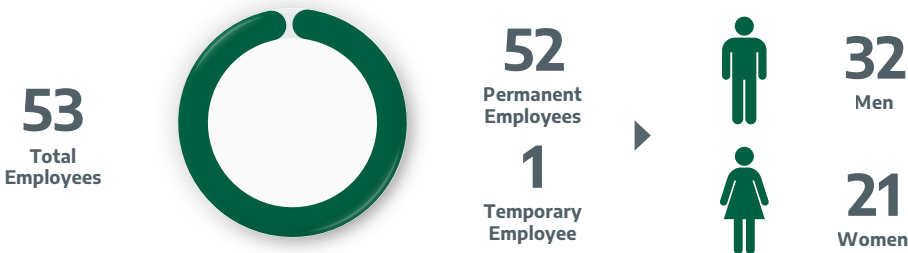
Employee distribution by gender in 2025



Click to view the full report

Direct Employment

GRI 2-7 | GRI 2-8 | GRI 401-1



Employees by collective bargaining agreement

57.9%

Employees covered by collective bargaining agreements

Union representation
4 Union delegates

Confidential reporting channels



Immediate Supervisor



Comunicaciones@fritzschesaica.com



2025 Highlights

GRI 2-7 | 2-22 | 2-23 | 2-24 | 2-29 | 3-3



1,021

metric tons of Flavors sold in the domestic Market.



56.4

metric tons of Oils and Raw Materials sold in the Export Market.



1,125

metric tons of Flavors sold in the Export Market.



237.4

metric tons of Oils and Raw Materials produced



2,146

metric tons of Flavors produced



181

metric tons of Oils and Raw Materials sold in the domestic Market.





Certifications & International Standards

GRI 2-27 | GRI 3-3



We maintain long-term commercial relationships with our customers through **continuous technical and commercial support, focusing on specification compliance, supply reliability, and the development of customized flavor solutions.** Direct communication channels are also maintained to ensure continuous customer feedback.



We operate under a **Code of Ethics and Business Conduct**, with commitments to human rights, fair labor conditions, and safe and respectful work environments. We maintain an open-door policy with Human Resources as a communication channel for any ethical or labor-related concerns.



We manage product quality and food safety through certified FSSC 22000 and SQF management systems, which establish controls for critical points, allergen management, and product specification verification.
During 2025, no food safety accidents or incidents were recorded, and stable performance was maintained across all product safety indicators.

We manage labeling in compliance with FDA requirements and destination markets, **with controls integrated into the food safety management system.**

Key Indicators

- Lot Identification and traceability
- Allergen information
- Storage conditions
- FDA requirements and destination market regulations
- SQF Certification
- Food safety integrated into the QMS



Value Chain Highlights

[GRI 308-1](#) | [GRI 308-2](#) | [GRI 414-1](#) | [GRI 414-2](#)

Vertical Integration

At Citromax Flavors, a portion of our raw materials is sourced from the Group's operations in Argentina, strengthening traceability and quality control throughout the value chain. This integrated approach ensures consistent standards for product safety and supply reliability while supporting sustainability and continuous improvement. Through this collaboration, we maintain a traceable supply chain aligned with international standards, enhancing operational efficiency and the responsible management of natural ingredients.





Environmental Performance 2025

GRI 303-1 | 303-5 | 302-1

Water

Total Water Consumption

149,594.02 m³

Water is sourced exclusively from the municipal supply. We recognize the strategic importance of advancing toward more robust water stewardship supported by enhanced monitoring capabilities.

Energy

658,383 kWh

Electricity Consumed

36,389 m³

Natural Gas Consumed



144MWh

Solar Energy Generated

During 2025, **100% of the electricity generated from renewable sources was exported to the grid**, contributing to the expansion of clean energy within the electricity system and reinforcing the company’s commitment to the energy transition and decarbonization.



Click here to view the full report





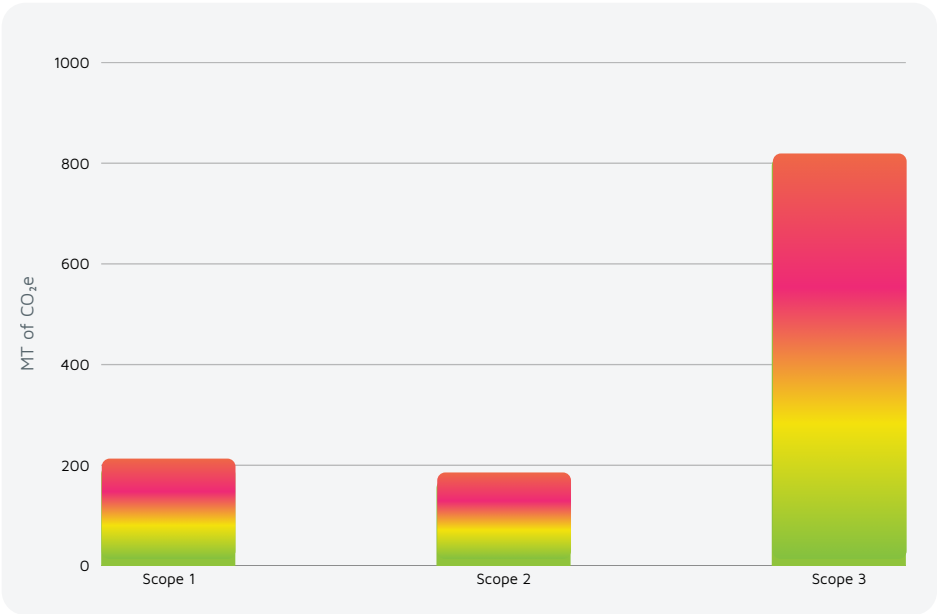
Environmental Performance 2025

GRI 305-1 | 305-2 | 305-3 | 306

GHG Emissions

1,193
Total tCO₂e
(Scopes 1, 2 & 3)

68.3%
Total GHG Emissions (tCO₂e)
(Scopes 1, 2 & 3)



Scope 1: 17% · Scope 2: 14.7% · Scope 3: 68.3% of Total GHG Emissions

Waste

Waste Composition (metric tons)

Type	Metric Tons
Mixed Waste	23,72
Recyclable Waste	Bulk Collection

Recyclable waste is collected in bulk. Mixed waste (municipal solid waste) is disposed of in a sanitary landfill. All waste is transported and managed by authorized waste management providers..

Strengthen traceability and monitoring capabilities for water and waste management to further enhance environmental performance across the business unit.





People and Communities

GRI 2-21 | GRI 405-2 | GRI 202-1

We implement differentiated compensation frameworks that promote internal equity and external competitiveness, while taking into account the operational diversity and regulatory requirements of each business unit.

Employee Gender Distribution in 2025



3,115
Training Hours



48
Average Training Hours
per Employee



31%
Women Trained



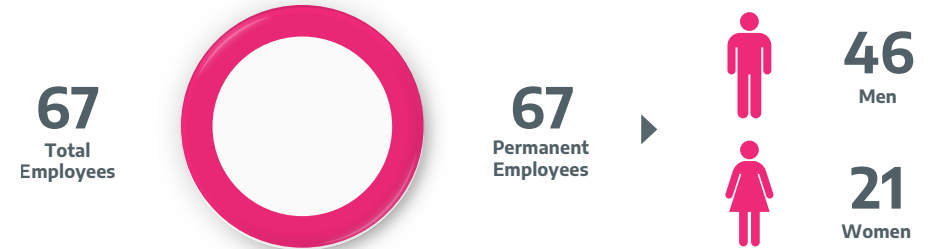
69%
Men Trained



[Click here to view the full report](#)

Direct Employment

GRI 2-7 | GRI 2-8 | GRI 401-1



Workplace Well-Being and Work Environment | Citromax Flavors

We foster a workplace culture built on respect, integrity, and open communication, guided by our Code of Ethics and Business Conduct. We support employee well-being through a comprehensive benefits program that includes health coverage, insurance, family leave, and flexible work arrangements. These initiatives strengthen employee engagement, enhance performance, and contribute to a positive workplace culture.

Confidential Reporting Channels



Web Reporting Channel



IFEAT Argentina Study Tour 2025

GRI 2-28 | GRI 2-29

In 2025, Tucumán, Argentina, hosted the IFEAT Argentina Study Tour, organized by the International Federation of Essential Oils and Aroma Trades.

The event brought together leaders from the global essential oils and fragrance industry. **During the visit, Citromax SACI and Citromax Flavors showcased their vertically integrated business model**, spanning from sustainable agricultural production to the development of high-quality ingredients for international markets.



Education and Community Engagement in the U.S.

GRI 306 | GRI 413-1

We believe our impact extends beyond the work carried out in our specialized laboratories.

That's why we promote community engagement initiatives that support education, professional development, and collaboration with local institutions.

Among these initiatives, our Work Day at Citromax Flavors gave employees' children the opportunity to explore our facilities, experience our day-to-day operations, and gain a firsthand understanding of the work we do.



2

Educational
Institutions

9

Interns

90

Students reached



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