SUSTAINABILITY REPORT 2025

Bienparado
Nyctibius griseus

Alliance
Bioversity & CIAT

Let's transform together
Sustainable Campus

Alliance of Bioversity International
and the International Center for Tropical Agriculture (CIAT)

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The Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT) delivers research-based solutions that harness agricultural biodiversity and sustainably transform food systems to improve people's lives. Alliance solutions address the global crises of malnutrition, climate change, biodiversity loss, and environmental degradation.

With novel partnerships, the Alliance generates evidence and mainstreams innovations to transform food systems and landscapes so that they sustain the planet, drive prosperity, and nourish people in a climate crisis.

The Alliance is part of CGIAR, a global research partnership for a food-secure future.

https://alliancebioversityciat.org www.cgiar.org

The bienparado (*Nictibius griseus*) is a silent guardian of Colombia's ecosystems. While its camouflage allows it to go unnoticed, its presence signals a healthy and balanced environment. On the Alliance campus, it finds a refuge where biodiversity is valued and protected. It reminds us that every species—no matter how small or seemingly invisible—is essential for life.

MESSAGE FROM THE DIRECTOR GENERAL of the Alliance of Bioversity International and CIAT

GRI 102 –14

During 2025, the Alliance of Bioversity International and CIAT continued to strengthen its commitment to sustainability by integrating environmental, social, and governance (ESG) principles into its institutional strategy. As part of this process, the Alliance Board approved the Sustainability Policy and the ESG Plan, which will be implemented in phases, beginning with the Americas Hub, located in Palmira, Colombia.

This report shows that alignment among operational sustainability, community engagement, corporate governance, science, and international cooperation is essential to delivering our vision and mission in a harmonious, sustainable, and resilient manner.

We operate in a context shaped by the climate crisis and accelerating ecosystem degradation. As an international organization, our contribution is reflected not only in the scientific relevance of our solutions but also in how we manage our resources, our people, and our institutional risks, as well as in the positive effects our work generates in the communities and ecosystems we serve.

The vision presented in this report is translated into concrete actions. During the year, we advanced in measuring and managing our institutional carbon footprint, optimizing the use of natural resources, and incorporating environmental criteria into our operations. At the same time, through the Alliance Culture Framework and the Gender, Diversity, and Inclusion (GDI) Framework, we continue to embed an organizational culture grounded in diversity, equity, and respect, recognizing that our global team is the primary driver of our institutional impact and long-term sustainability.

We have also strengthened our standards of ethics, transparency, and compliance through internal policies that establish clear control and accountability mechanisms toward donors and partners. The integration of ESG considerations into our strategic and operational decision-making reinforces institutional trust, enhances our capacity to anticipate and manage risks, and strengthens the foundations for long-term sustainable impact.

The implementation of our Sustainability Plan and the publication of this report have enabled us to establish a robust system for monitoring, measurement, and continuous improvement, aligned with the GRI Standards and the 2030 Sustainable Development Goals (SDGs).

None of the progress reflected in this report would be possible without the commitment of our people, the trust of our donors, and the continued collaboration with governments, academic institutions, and the communities we serve. Behind every indicator and every outcome are individuals who believe in science as a driver for transformation.

We will continue to strengthen our ESG standards as a strategic tool to advance our mission of fostering more resilient, inclusive, and sustainable food systems.

JUAN LUCAS RESTREPO IBIZA
Director General
Alliance of Bioversity International and CIAT

MESSAGE FROM THE MANAGING DIRECTOR for the Americas of the Alliance of Bioversity International and CIAT

It is an honor to present the Sustainability Report of the Alliance of Bioversity International and CIAT, focused on the Americas Hub, located in the municipality of Palmira, Colombia. Prepared in accordance with the GRI 2021 Standard, this report outlines our progress, challenges, and commitments in environmental, social, and governance priorities during the reporting period. It reflects our institutional commitment to transparency, accountability, and continuous improvement, while demonstrating how sustainability is embedded in both our scientific agenda and operational practices.

At the core of our strategy is the transformation of our Palmira campus into a living laboratory for sustainability, an integrated platform where science, innovation, operations, and partnerships converge. Through the implementation of our Sustainability Plan and the leadership of the Green Campus Committee, we are advancing a holistic approach to campus management that combines cutting-edge research with practical solutions and behavioral approaches. Our initiatives aim to optimize natural resource use, reduce environmental impacts, strengthen circular economy practices, conserve biodiversity, and cultivate an organizational culture that prioritizes long-term resilience and responsible stewardship. At the same time, the campus serves as a collaborative space where partners, researchers, and institutions can learn, test, and adapt sustainable practices, fostering shared learning and accelerating the adoption of scalable solutions across organizations and landscapes.

Our work is closely aligned with the 2030 Sustainable Development Goals, particularly Climate Action (SDG 13), Life on Land (SDG 15), Clean Water and Sanitation (SDG 6), Affordable and Clean Energy (SDG 7), and Partnerships for the Goals (SDG 17). These goals and priorities guide our strategy and highlight the importance of integrating environmental challenges with social inclusion and economic development.

This report is the result of the collaborative effort of multidisciplinary teams and the collaboration of internal and external partners who share our commitment to sustainability. I extend my gratitude for the commitment and dedication of all those who contribute every day to ensure that the Alliance advances toward more comprehensive sustainability for the people and the planet.

As we look ahead, we remain committed to strengthening our role as a regional and global leader in sustainability, leveraging science, innovation, and partnerships to support food systems and landscapes that are productive, resilient, and equitable for present and future generations.

MAYA RAJASEKHARAN
Managing Director for the Americas
Alliance of Bioversity International and CIAT

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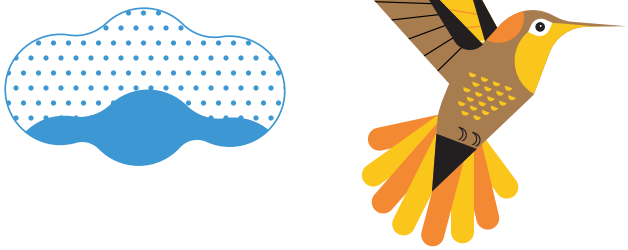
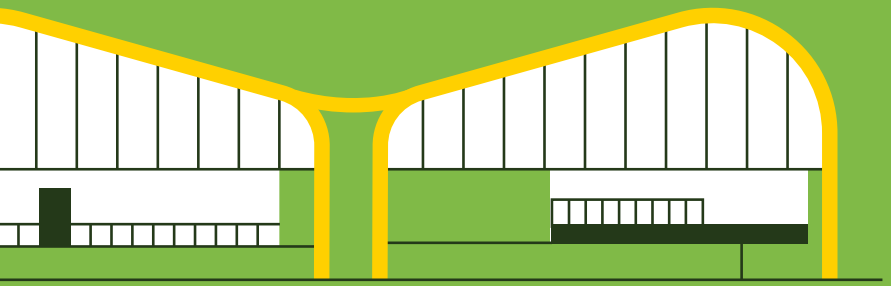


01

ACKNOWLEDGMENTS

We express our sincere gratitude to all the Alliance areas and teams that contributed their knowledge, commitment, and coordinated efforts to the development of this Sustainability Report. Their willingness to share information and promote good practices was essential to its preparation.

We also thank our stakeholders, strategic partners, and collaborators, whose support, trust, and ongoing collaboration strengthen our work and enable us to move forward together toward more sustainable development.



02

ABOUT THIS REPORT

GRI 2-2, 2-3

At the Alliance of Bioversity International and CIAT, Palmira campus – Colombia, we are firmly committed to sustainability. This report focuses on our environmental, social, and governance (ESG) performance during 2025, as part of our broader strategy to reduce impacts and promote sustainability within our operations. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and covers the period from January 1 to December 31, 2025. The material topics addressed correspond to the Agriculture, Aquaculture, and Fishing Sectors Standard (2022). The data presented reflect operations carried out during this reporting period and mark the beginning of an accountability process that will continue to evolve in the coming years.

Our vision is to become an agro-sustainable campus, where all our activities and operations are planned, managed, and implemented through the integration of sustainable practices, ensuring the efficient use of our natural, human, and economic resources.

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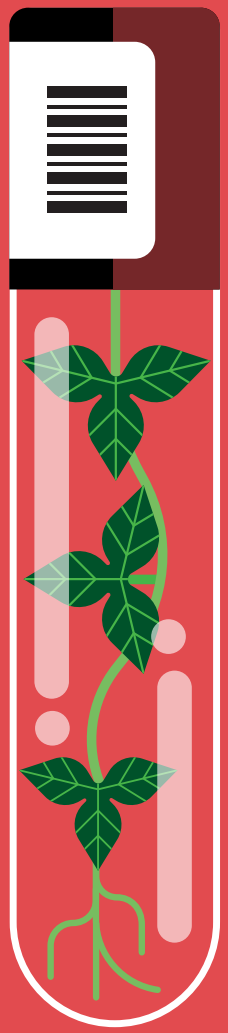

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THE ORGANIZATION

GRI 2-1, 2-6, 2-27

THE ALLIANCE OF BIOVERSITY INTERNATIONAL AND CIAT PALMIRA

The International Center for Tropical Agriculture (CIAT) was established in 1967 as a private, non-profit research organization. It acquired international organization status through an agreement signed on May 28, 1986, in Washington between the World Bank and the United Nations Development Program (UNDP). Headquartered in Palmira, Colombia, and operating under Law 29 of 1988, CIAT has more than 57 years of experience in its mission to improve nutrition and human prosperity in the tropics through research-based solutions in agriculture and the environment.

The International Plant Genetic Resources Institute (IPGRI), which operates under the name Bioversity International, is an international research organization that functions as a non-profit autonomous entity, international in status and non-political in its management, staffing, and operations. It was established as an independent international organization through the Agreement on the Establishment of the International Plant Genetic Resources Institute with the Government of Italy in 1991, under which the Government recognized Bioversity as an international organization with international legal personality and designated its seat. The agreement was revised in 2015.

In 2019, Bioversity International and CIAT entered into a private partnership agreement under the name Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT), through which they unified their operations under a single global corporate governance structure, with a Director General and a Board of Trustees, headquartered in Rome, Italy. Both research centers are part of CGIAR, a global research partnership focused on reducing poverty, preserving natural resources, and improving food and nutrition security.

OUR WORK

Our work focuses on the intersection of agriculture, environment, and nutrition, in collaboration with global partners across the public and private sectors and civil society. Through innovative research, we promote solutions to transform food systems and landscapes, addressing the climate crisis, supporting prosperity, and improving nutrition.

The Alliance also develops solutions to the most pressing environmental challenges, aligned with the Sustainable Development Goals (SDGs), particularly in the areas of biodiversity, climate change, environment, and nutrition.

Its work is structured around six main research areas that integrate science, innovation, and international cooperation to address global challenges related to food, climate, and biodiversity. Institutional activities range from in situ and laboratory research to the development of scientific and technical publications, participation in conferences, and the implementation of projects in collaboration with governments, multilateral organizations, the private sector, and non-profit organizations. Given its scientific and non-commercial nature, the Alliance does not engage in production, distribution, or sales activities. Its operations are funded through donations, grants, and international cooperation projects.

STAKEHOLDERS

STAKEHOLDER ENGAGEMENT

GRI 2-28, 2-29, 2-30.

The Alliance works closely with a wide range of stakeholders, fostering relationships based on good practices and generating results that highlight the strength of collaborative efforts. Through partnerships, networks, and coalitions—each committed to a shared mission—collective actions are strengthened, contributing to overall success.

- **Funders:** Strengthen and consolidate established relationships by demonstrating the social, environmental, and financial impact of our projects through transparent implementation.
- **Communities:** Are provided with knowledge and practical tools to support their well-being and contribute to their development through inclusion and participation in our projects.
- **Advisors:** Act transparently and collaboratively in providing information related to the Alliance's approaches and methodologies.
- **Government:** Contributes to and supports the achievement of public policies related to sustainability.
- **Partners:** Foster collaborative alliances to implement projects, programs, campaigns, strategies, and activities that support sustainability.

Stakeholders are recognized as playing a critical role in advancing sustainability, as their expectations, contributions, and decisions directly influence the organization's impact. Therefore, their active participation and shared commitment to environmental, social, and economic well-being are encouraged, strengthening contributions to sustainable development.

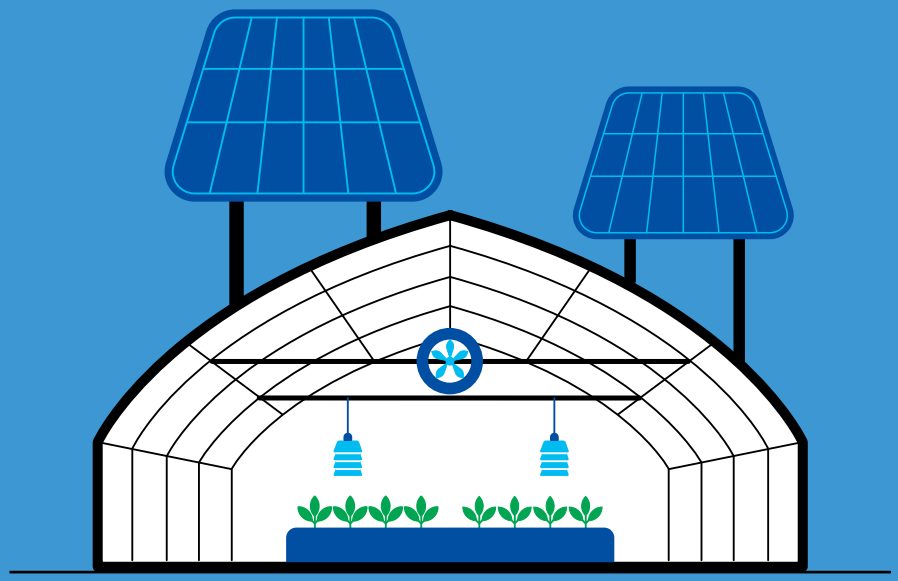
MEMBERSHIP IN ASSOCIATIONS

The Alliance is part of CGIAR, a global research partnership dedicated to building a future with food security and environmental sustainability. CGIAR brings together agricultural research centers, international funding mechanisms, and organizations working to transform food, land, and water systems in the face of the climate crisis.

Through this affiliation, the Alliance actively contributes to the generation of scientific knowledge and the implementation of collaborative research projects aimed at reducing rural poverty, improving food security and nutrition, and promoting the sustainable use of natural resources.

This relationship reinforces the organization's role as a key actor within the international agricultural research ecosystem, contributing to CGIAR's shared mission of generating positive and lasting impacts on global agri-food systems.

Figure 1. Target Groups of the Alliance Bioversity & CIAT



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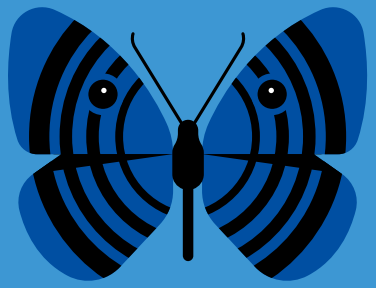
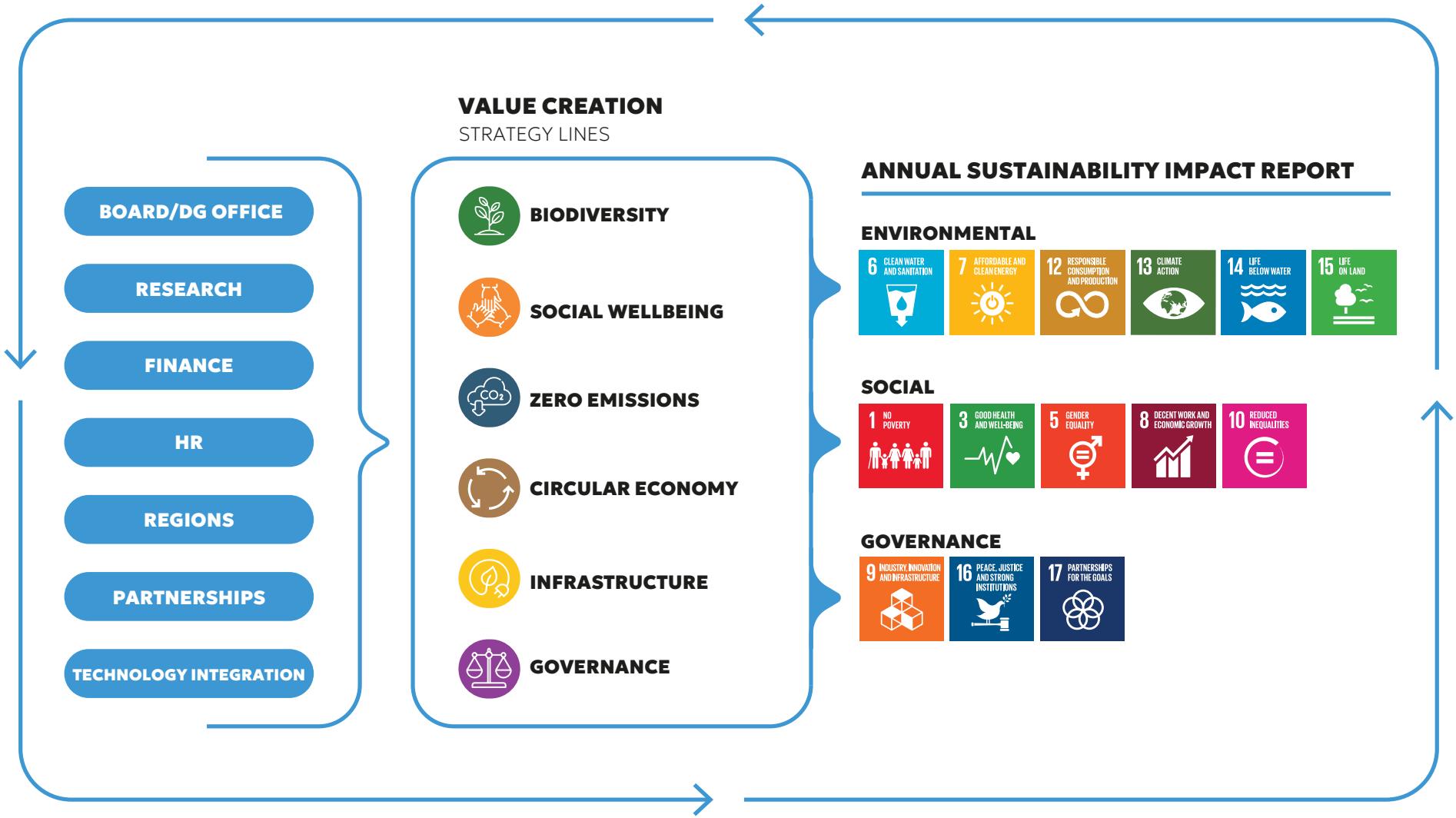


SUSTAINABILITY STRATEGY

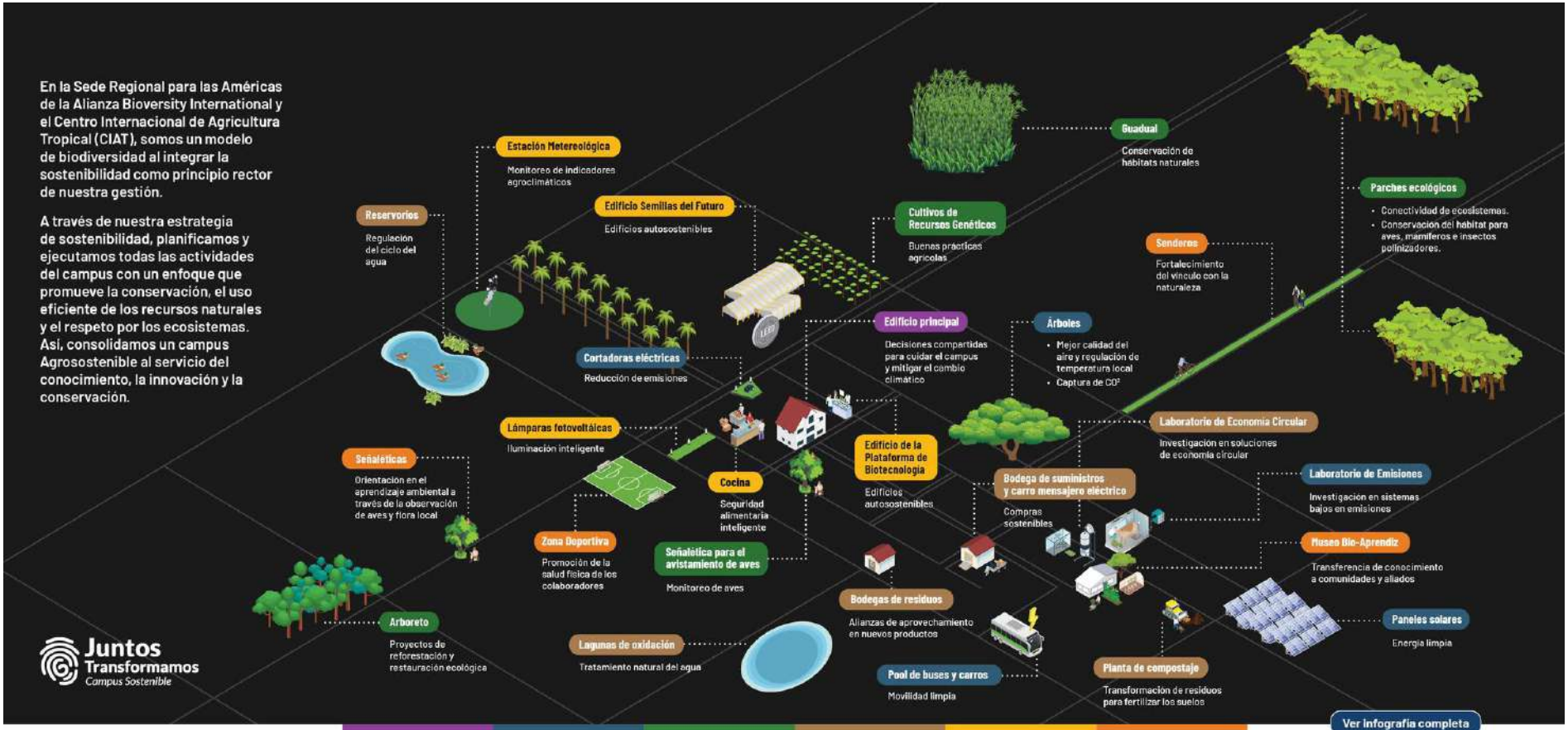
This sustainability strategy aims to align the Alliance's operations—including research, support offices, and governance—with the Sustainable Development Goals (SDGs). This alignment is guided by three core pillars: Environmental, Social, and Governance, as well as the ESG Policy. The objective is to generate positive impacts by improving, optimizing, and leveraging the performance of natural, human, and economic resources within a strong governance framework.

Figure 2. Sustainability Strategy



To implement this strategy, six lines of action have been defined, working in an integrated manner and aligned with international GRI standards. Within each line, annual strategies have been designed to measure progress and achieve established targets, ensuring continuous improvement and an effective transition. It is important to highlight that these strategies are grounded in the Colombian legal framework that regulates the local operations of the CIAT campus.

EXPLORE OUR SUSTAINABLE CAMPUS



Ver infografía completa

Palmira - Campus Agrosostenible

LÍNEAS ESTRATÉGICAS

Gobernanza | Cero emisiones | Biodiversidad | Economía Circular | Infraestructura | Bienestar social

Alianza Bioversity & CIAT | CGIAR

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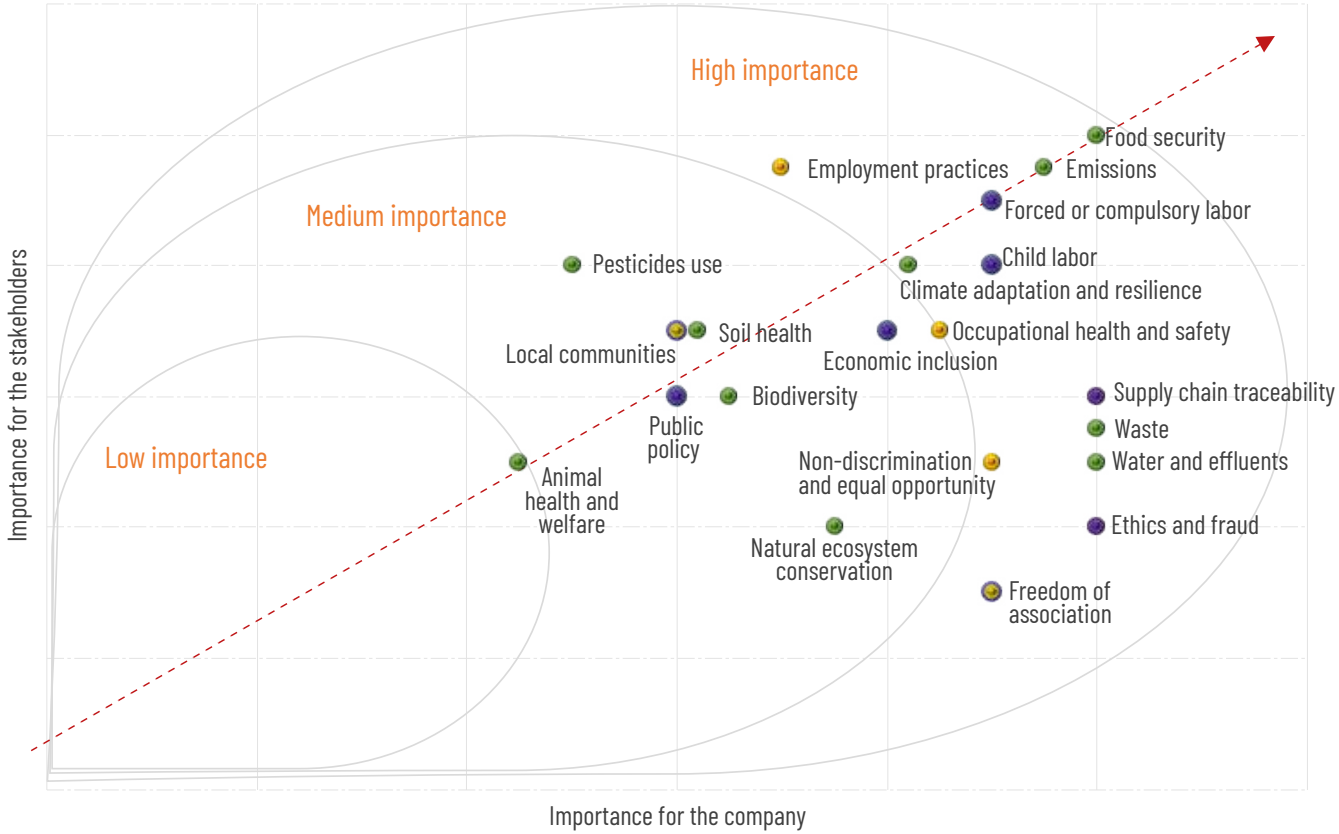
MATERIALITY

GRI 3-1, 3-2, 3-3.

Materiality is an essential process for identifying and prioritizing relevant topics in sustainability reporting. It ensures that the most significant impacts for the organization and its stakeholders are addressed. In our case, the GRI Standards were selected due to their flexibility, impact-based materiality approach, and comprehensive portfolio of material topics.

The materiality assessment methodology was conducted through a process of identification, evaluation, and analysis of the most relevant, significant, and critical topics for the sustainability of the campus and its stakeholders, within the flexible and detailed framework provided by the GRI Standards.

MATERIALITY MATRIX 2024



ESG POLICY

GRI 2-5, 2-12, 2-13, 2-14

The Alliance of Bioversity International and CIAT has a Sustainability Policy and an ESG (Environmental, Social, and Governance) Plan that guide its actions toward responsible and transparent management.

The Alliance recognizes the importance of sustainability and corporate responsibility in promoting positive environmental and social impact. Therefore, it is committed to integrating sustainable ESG practices into all its operations, contributing to social and environmental well-being by implementing its ESG Plan.

The Sustainability Policy and the ESG Plan are led by the Director General (DG), who has delegated their implementation to the Legal Office (LO). Implementation began at the Palmira campus as the first phase of the institutional process. Each unit of the organization submits a quarterly report with key performance indicators (KPIs), defined in accordance with the GRI Standards. The Legal Office consolidates these reports for the preparation of the Sustainability Report.

The Legal Office reports ESG Plan progress to the Director General and the Senior Management Team (SMT), while the Board of Trustees reviews and approves progress, ensuring the integration of ESG principles into the organization's strategic decision-making.

GREEN CAMPUS COMMITTEE:
Science, innovation, and action for sustainability

As part of the 2025 sustainability strategy, an interdisciplinary and comprehensive committee, **Green Campus**, was consolidated to strengthen sustainability implementation through high-impact environmental and technological projects.

This committee functions as an expert platform that integrates scientific knowledge, innovation, and operations, with the goal of transforming the campus into a living laboratory for sustainable solutions. Its core focus is applied science and innovation, driving pilot projects in regenerative agriculture and promoting the use of digital tools, including data platforms, sensors, artificial intelligence, and robotics.

Green Campus focuses on strategic issues, including soil health, water-use efficiency, biodiversity, carbon capture, and productivity, to ensure an evidence-based approach and continuous improvement. It also fosters knowledge exchange across technical teams, researchers, and operations, strengthening a collaborative and robust environmental governance framework.

Through this initiative, the Palmira campus is advancing in a structured manner toward a sustainable development model, positioning itself as a benchmark in sustainability, innovation, and environmental transformation within the agricultural and scientific sectors.

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GOVERNANCE

We work to strengthen ESG (Environmental, Social, and Governance) capacities among our members, to promote diversity of knowledge and gender representation within our governing body, and to uphold transparency as a fundamental pillar through sustainability reporting and clear decision-making processes. This approach ensures trust and meaningful engagement with all our stakeholders.

OUR GOVERNANCE STRUCTURE

GRI 2-9, 2-11

The Alliance of Bioversity International and CIAT has a corporate governing body—its Board of Trustees. This body is responsible for defining strategic decisions, overseeing the organization's overall performance, and ensuring alignment with its mission, institutional objectives, and governance framework.

The Board operates as a collective body and through specialized committees that enhance efficiency and transparency in decision-making processes. Its structure, composition, and functioning ensure inclusive, technical, and representative governance of the various stakeholders involved in international agricultural research.

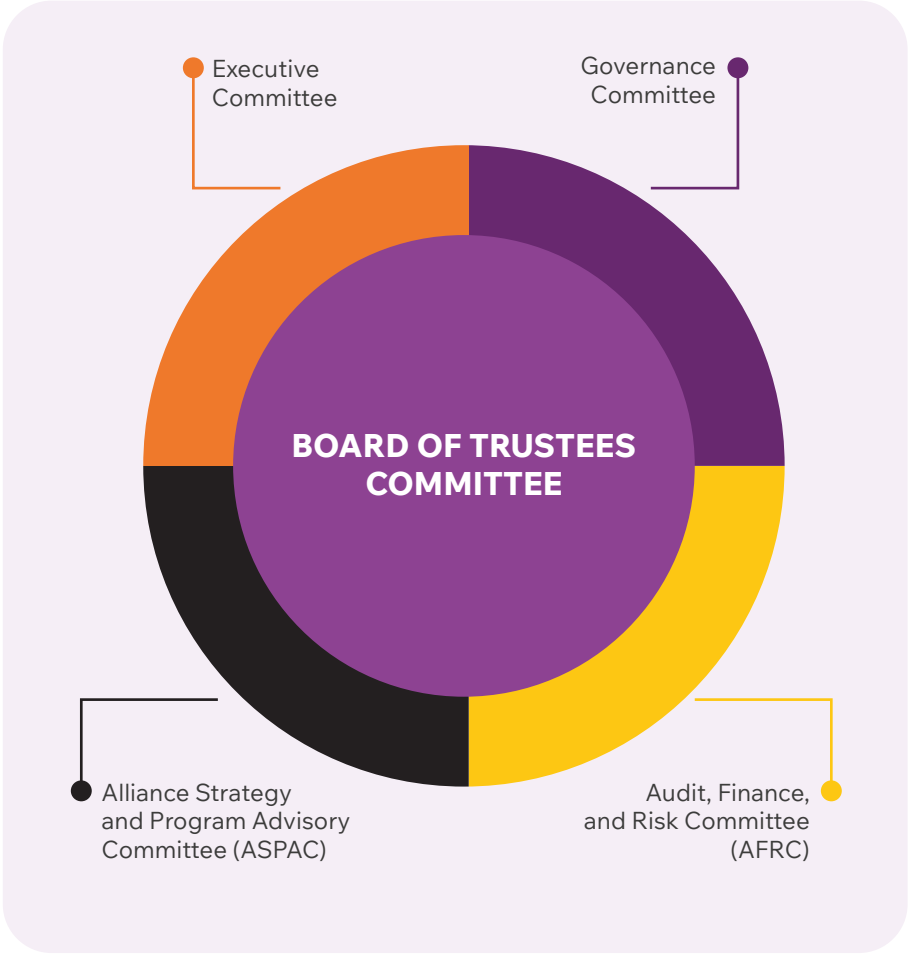
The Board promotes the strengthening of ESG capacities among its members, fostering diversity of knowledge, gender equity, and inclusive representation. It also upholds transparency as a core principle through sustainability reporting and the implementation of clear and accountable decision-making processes that integrate ESG dimensions across the organization.

According to the Constitutions of Bioversity International and CIAT, the Board of Trustees may consist of between twelve and sixteen members.

The Board is currently composed of thirteen (13) members:

1	One member from the CGIAR System Organization Integrated Partnership (IP) Board
1	One member from the IP-AFRC (who is also a member of the CGIAR Board's Audit, Finance, and Risk Committee – AFRC)
2	Two ex officio members representing the host countries (Italy and Colombia)
1	One member of Colombian nationality, as required by the CIAT Constitution
6	Six independent members appointed by the Alliance
1	The Director General, who serves ex officio as a non-voting member and participates in Board sessions prior to voting

In addition to operating as a full Board, the Board of Trustees functions through specialized committees:



The board may establish ad hoc working groups when necessary for the fulfillment of its responsibilities.

KEY CHARACTERISTICS OF THE BOARD OF TRUSTEES IN 2025:

Criteria	Description
Independence	The Board includes three ex officio members (two representatives of host countries and the Director General). Additionally, three members are linked to the IP Board, strengthening institutional coordination within the CGIAR system. The remaining members serve as independent members.
Tenure	Two members were in the final year of their second term. The remaining members were in their first or second term, while the tenure of host country representatives is determined by their respective governments. The Chair of the Board will enter the final year of her term in 2026.
Gender	In 2025, the Board consisted of 8 men and 5 women.
Underrepresented social groups	No specific social groups are formally defined. Members come from academia, research institutions, multilateral organizations, foundations, and host governments.
Relevant competencies	Members bring expertise in environment, agriculture, food systems, gender, and international cooperation.
Stakeholder representation	Members represent the interests of donors, governments, multilateral organizations, and foundations such as the Gates Foundation.

APPOINTMENT AND SELECTION OF THE HIGHEST GOVERNANCE BODY

GRI 2-10

ELECTION OF THE BOARD OF TRUSTEES

The members of the Board of Trustees are elected for a period of three years by vote of the members themselves, renewable for a second three-year term, subject to approval by a majority vote of the Board.

ELECTION OF THE DIRECTOR GENERAL

The Director General is elected for a period of five years by vote of the Board of Trustees, renewable for a second five-year term, also by vote of the Board.

The Director General has the authority to appoint directors of the organization's different units and offices, in accordance with the Constitutions of Bioversity International and CIAT, and under the guidance of the governing body.

EVALUATION OF THE HIGHEST GOVERNANCE BODY

GRI 2-18

The Board of Trustees conducts an annual performance evaluation to assess its effectiveness, structure, and functioning. Although this evaluation does not explicitly incorporate ESG indicators, it provides a comprehensive assessment of the Board's ability to fulfill its strategic and oversight responsibilities.

- The process is coordinated by the Board Secretary, who administers electronic surveys to members and selected staff six weeks prior to the Board's second annual meeting.
- The evaluation covers the Chair, individual members, and the Board as a whole, identifying opportunities for continuous improvement in governance processes.

KEY EVALUATION DIMENSIONS OF THE BOARD OF TRUSTEES:

Dimension	Evaluated Aspects
Governance and leadership	- Timeliness and effectiveness in decision-making - Leadership planning to ensure continuity and quality - Adequate composition and structure of the Board and its committees
Institutional management	- Quality and timeliness of documentation for decision-making - Definition of mission, purpose, and institutional policies - Oversight of financial resources and organizational performance
Participation and relationships	- Onboarding and guidance for new members - Interaction with staff and stakeholders - Evaluation of internal dynamics and operational processes
Performance and continuous improvement	- Assessment of individual and collective performance - Identification of improvement opportunities in governance processes

INTEGRITY, ETHICS, AND INSTITUTIONAL COMPLIANCE

CONFLICTS OF INTEREST

GRI 2-15

The Alliance of Bioversity International and CIAT is not a shareholding company; therefore, there is no controlling group within its governance structure. The organization has a Conflict of Interest Policy, managed by the Ethics Officer, which regulates the identification, prevention, and management of potential conflicts at all institutional levels, including the Board of Trustees.

In cases where a conflict of interest affects partners or external stakeholders, the policy requires disclosure, ensuring integrity and trust in institutional relationships.

INSTITUTIONAL POLICY FRAMEWORK

GRI 2-23, 2-24

The Alliance currently has a framework consisting of **165 institutional documents**, including: **42 policies, 31 annexes, 28 procedures, 19 guidelines, 12 forms, 9 templates, 9 terms of reference, 6 manuals, and 3 plans/strategies.** This framework forms the foundation of a robust governance system that promotes transparency, accountability, and clearly defined parameters, contributing to formal controls that mitigate financial, operational, and reputational risks.

COMPREHENSIVE COVERAGE ACROSS AREAS AND FUNCTIONS

The regulatory framework covers key areas and is evenly distributed across institutional functions. In terms of volume, the most prominent areas include **Operations and Finance (33), Regional Operations (29), Human Resources (25), Technology Integration (24), Ethics Unit (16), and Organizational Development (14)**, among others.

This coverage reduces regulatory gaps, strengthens control mechanisms by function, and enhances the coherence and efficiency of institutional processes.

RISK MANAGEMENT

FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE

GRI 201-2

IDENTIFIED RISK:

Reputational and funding risks may arise from failure to fully comply with ESG standards and commitments related to climate change mitigation, carbon footprint reduction, stakeholder engagement, and governance obligations established in the ESG Plan.

RISK MANAGEMENT APPROACH:

- The Board regularly oversees management's assessment of ESG-related risks and opportunities in the short, medium, and long term, ensuring that climate-related actions are proportional to their impact and carbon footprint.
- Annual evaluations and audits are conducted across the three ESG pillars.
- The Alliance has a structured Sustainability Policy and ESG Plan with clear objectives and continuous monitoring mechanisms.

A formal reporting process ensures that the Legal Office informs the Board about progress and actions under the ESG Plan.

OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

GRI 205-1

RISK:

Fraud, corruption, sexual harassment, conflicts of interest, and other unethical behaviors (e.g., abuse of authority or discrimination) could damage the Alliance's reputation, create legal or financial liabilities, negatively affect staff morale and well-being, and jeopardize future funding opportunities.

CONTROLS:

- A fraud prevention policy and updated guidelines are in place.
- A formal communication protocol that ensures timely and transparent reporting to funders in case of incidents, including the disclosure of internal policies and controls to manage and mitigate risks.
- Regular staff training on fraud prevention, ethics, and harassment.
- Strong and confidential reporting channels through the external provider Lighthouse.
- A CGIAR dashboard that provides monthly (not real-time) the status of accounts across all centers, enabling each center to review them and take appropriate action.

An Ethics Officer position has been established to oversee ethical matters and review any necessary updates to the institutional framework in line with the Integrated Partnership's Business Ethics.

Our objective is to foster a diverse, inclusive, and equitable organization that promotes fair working conditions, personal development, social well-being, and employee health. We also aim to strengthen the capacities of our stakeholders and the broader community.

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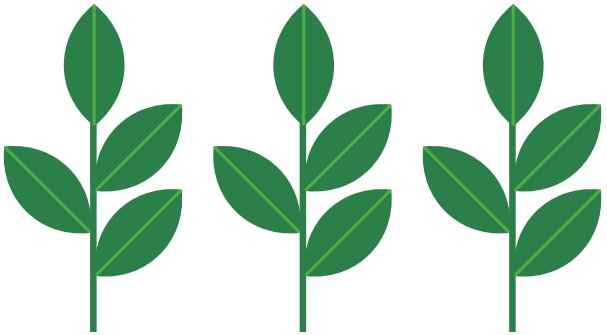
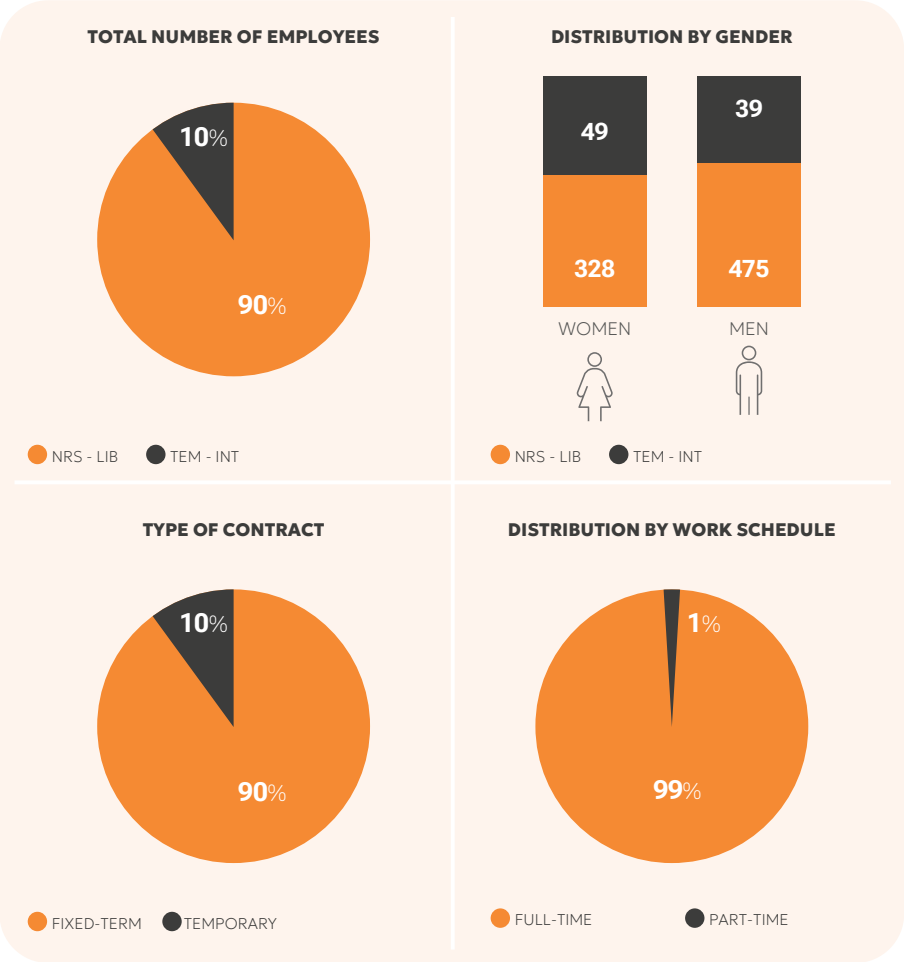


SOCIAL WELL-BEING

STAFF

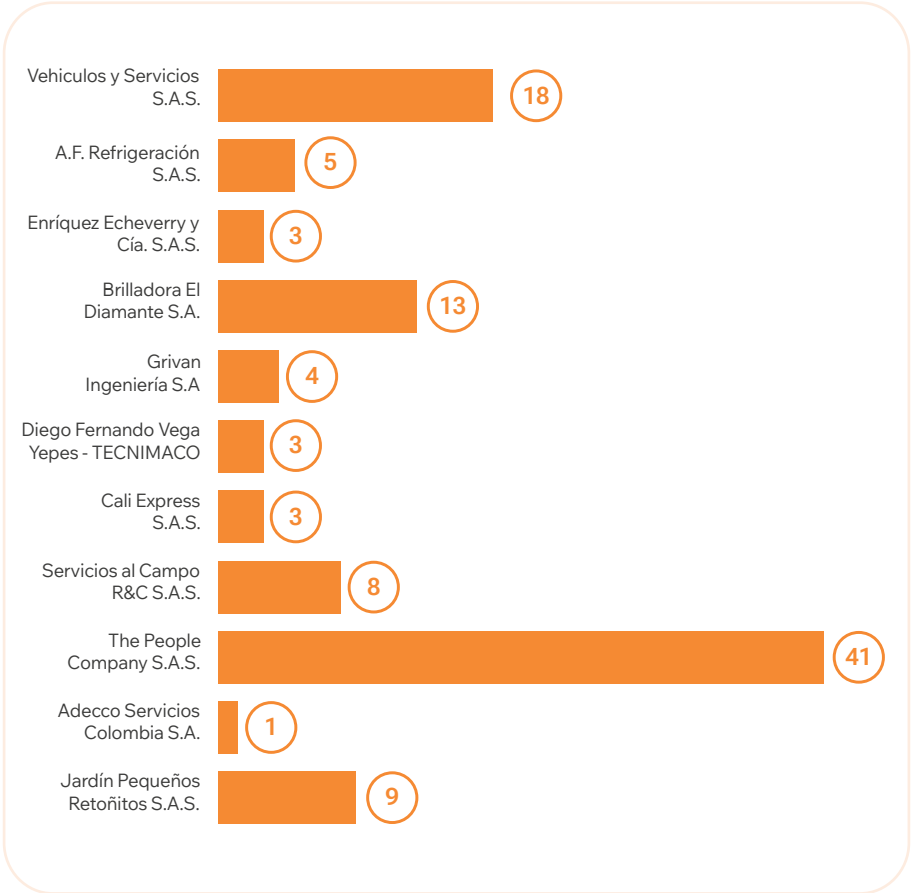
GRI 2-7, 2-8, 2-30

The organization has a total workforce of **890 employees,** primarily composed of **fixed-term contracts (90%) with full-time schedules (99%).** Additional employment modalities include **NRS** and **LIB** (national contracts), **TEM** (temporary service contracts), and **INT** (internships).



NON-EMPLOYEE WORKERS

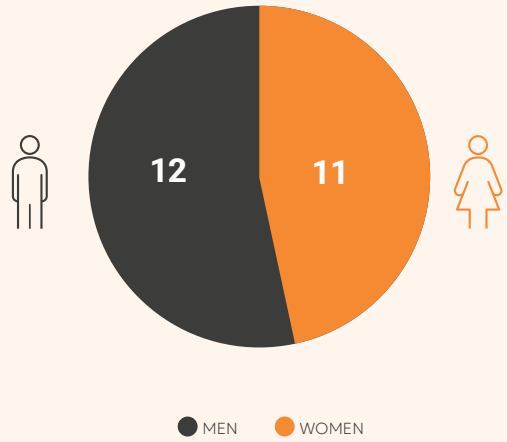
During the reporting period, 100% of non-employee workers provided services under outsourcing arrangements through contractor companies supporting key campus operations, including **infrastructure maintenance, agricultural services, cleaning and catering, refrigeration, logistics, transportation, and educational services.** The organization maintains oversight mechanisms to ensure adequate working conditions aligned with its institutional standards. Variations in the number of these workers reflect normal operational adjustments in support service provision.



PARENTAL LEAVE

GRI 401-3

During the reporting period, the organization granted maternity and paternity leave to employees of all genders and ensured their effective return to work upon completion of the leave period. A high employee retention rate after 12 months was also observed. The organization continues to promote and strengthen management practices that support work–life balance and talent retention.



DATA:

- Employees who took leave (by gender): 12 men and 11 women
- Return-to-work rate: 100%
- Retention after 12 months: 95.7%

COLLECTIVE BARGAINING AGREEMENTS AND WORKING CONDITIONS

GRI 2-30

To date, the organization has 173 unionized workers.
The Alliance of Bioversity International and CIAT does not establish working conditions through collective bargaining agreements, whether internal or external.

Employment conditions and terms are primarily determined based on labor market supply and demand in each country where the organization operates, considering applicable local standards and regulations, as well as the specific professional requirements for each role.

This approach seeks to ensure fairness, competitiveness, and alignment with applicable labor frameworks while safeguarding fundamental labor rights and compliance with local regulations.

OCCUPATIONAL HEALTH AND SAFETY

GRI 403-1, 403-2, 403-4, 403-5, 403-6, 403-7

The organization's Occupational Health and Safety Management System (OHSMS) is implemented in compliance with applicable legal requirements and aligned with Resolution 0312 of 2019 and Decree 1072 of 2015, which establish minimum standards in Colombia. Its purpose is to ensure safe and healthy working environments, protect employees' physical and mental integrity, and promote well-being.

In 2025, the system achieved 96% compliance, according to the evaluation reported to the social security system and the occupational risk administrator (ARL). The OHSMS operates under the Plan–Do–Check–Act (PDCA) cycle, strengthening continuous improvement and risk prevention.

The system includes an interdisciplinary team in occupational health and safety, medicine, physiotherapy, and environmental management, responsible for hazard identification, risk assessment, and implementation of preventive and corrective measures. All actions are carried out in coordination with the **Joint Committee on Occupational Health and Safety (COPASST)** to ensure active worker participation.

The OHSMS covers 100% of direct employees, contractors, and third parties, ensuring ongoing training, risk control, and participation mechanisms. This integrated management approach is aligned with health promotion and occupational prevention programs, fostering a preventive culture and promoting safe, healthy, and inclusive workplaces.

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

During 2025, the organization maintained 100% of its hazard identification and risk assessment matrices up to date, incorporating periodic reviews of occupational risks as well as the effectiveness of the controls and management measures implemented across the different occupational health and safety programs. This process is part of the continuous management of risks associated with operational and research activities.

Specifically, the organization has a structured system for chemical risk management, considered a significant risk, which includes hazard identification, training of exposed personnel, and the support of trained focal points within work teams that carry out activities involving chemical substances.

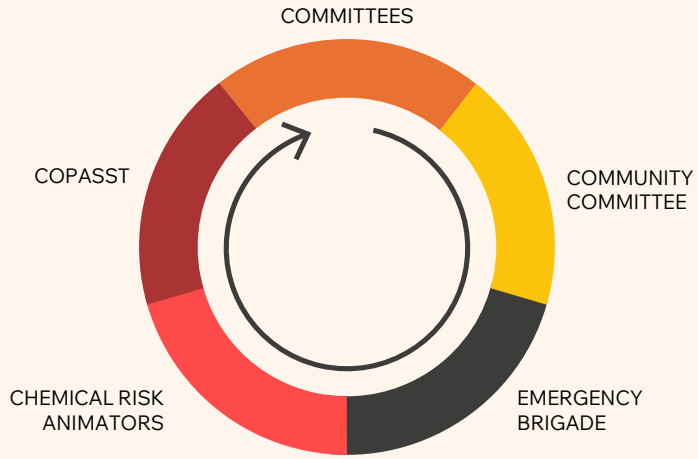
OCCUPATIONAL HEALTH SERVICES

Occupational health services are provided by qualified professionals in compliance with legal requirements. Occupational medical care is delivered by a licensed physician through a certified health services provider responsible for data confidentiality.

Workers have access to occupational health services on campus, and when external medical care is required, the organization provides protected area services to ensure timely transportation to healthcare facilities.

WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION

Formal mechanisms are in place to ensure worker participation, consultation, and communication within the OHSMS, enabling their involvement in the implementation, monitoring, and continuous improvement of preventive actions.These include procedures, committees, and working groups that meet regularly to support risk management, safety inspections, and emergency response. The system includes a specific procedure, as well as committees and working groups that meet regularly to support risk management, safety inspections, and emergency response.



Brigade

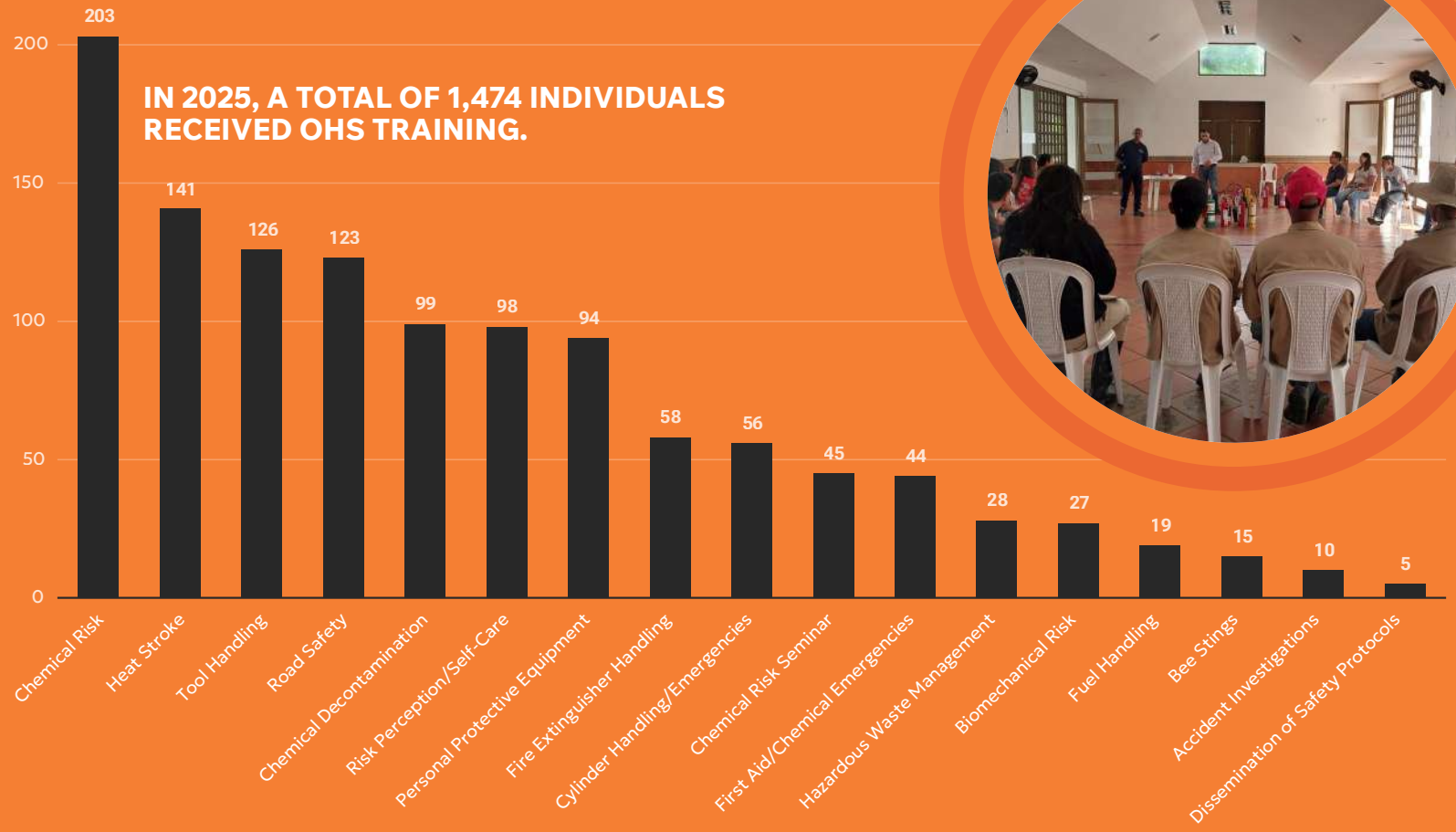
Copasst

TRAINING IN OCCUPATIONAL HEALTH AND SAFETY

An annual training plan is implemented across all organizational levels, including employees, contractors, and temporary staff. Training is delivered through in-person, virtual, and hybrid modalities, including mandatory induction sessions for new employees and periodic specialized training.

Training activities are planned and delivered through structured programs, based on needs identified across work areas and aligned with OHSMS guidelines, promoting participation and collaborative learning.

IN 2025, A TOTAL OF 1,474 INDIVIDUALS RECEIVED OHS TRAINING.

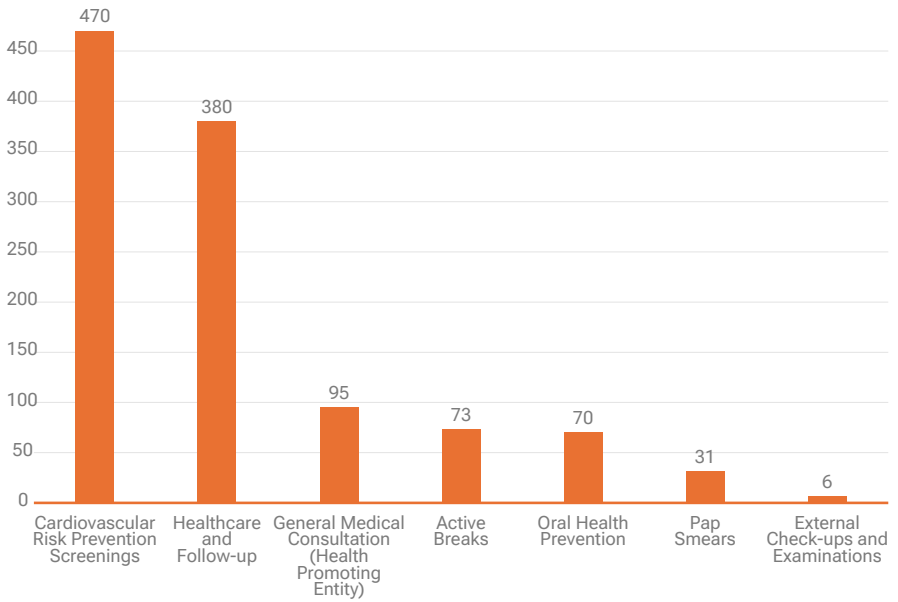


HEALTH PROMOTION

A healthy lifestyles program is implemented for all employees, with special focus on individuals with cardiovascular risk factors identified through medical exams or absenteeism data. The program includes actions aimed at promoting health and improving quality of life.

Additionally, health promotion and prevention activities are carried out, including female and male cancer prevention, oral hygiene, accident prevention workshops for motorcycle users, and comprehensive Health Week activities that provide access to external health services. Substance use prevention campaigns are also conducted. All activities were implemented according to the planned schedule in 2025.

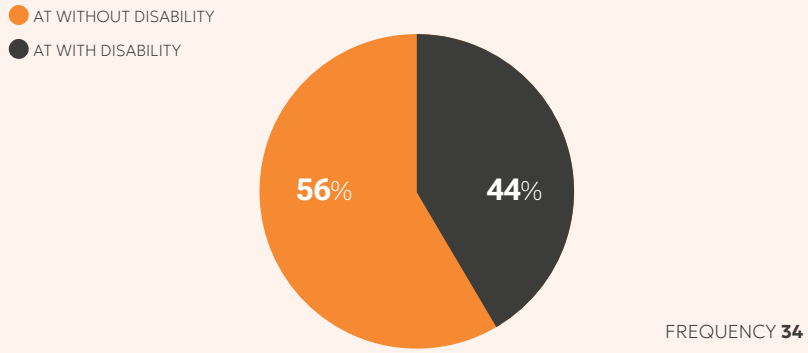
2025 HEALTH PROMOTION ACTIVITIES

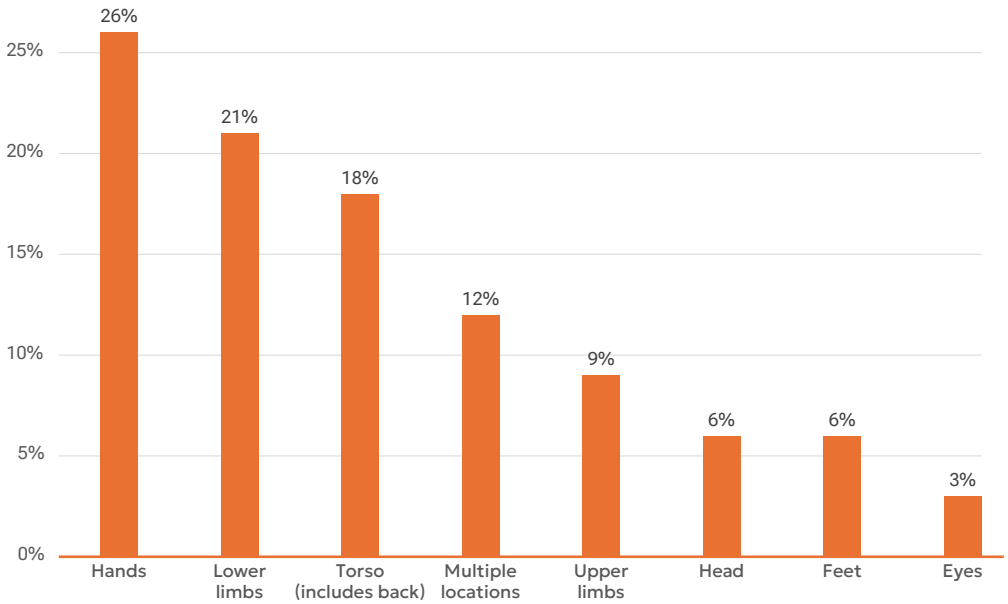


OCCUPATIONAL INJURIES

In 2025, 35 occupational injuries were recorded, resulting in **165 lost workdays.**

The most commonly affected body parts were: **hands (26%), torso (18%), and lower limbs (21%).**





OHSMS COVERAGE

The system covers 100% of direct personnel and extends to contractors and third parties. Both on-site and virtual audits are conducted to verify compliance.

PREVENTION AND MITIGATION OF OHS IMPACTS

The organization has an Occupational Health and Safety Policy that establishes its commitment to protecting health and safety across all processes, organizational levels, and stakeholders, including third parties.

In line with this policy, resources—physical, human, technological, and financial—are allocated to identify, assess, and control risks associated with activities, products, and services, thereby helping prevent occupational accidents and diseases and maintain healthy working conditions.

OCCUPATIONAL DISEASES

No occupational diseases or fatalities were reported in 2025. Medical surveillance and ergonomic control programs remain in place.

Work-related deaths 2024	Work-related deaths 2025
0	0
Occupational diseases 2024	**Occupational diseases 2025**
1	0
Risk factor for occupational disease 2024	**Controls implemented according to a prioritized list of causes**
Biomechanical	• Monitoring system for the prevention of musculoskeletal disorders • Job evaluation • Medical follow-up of workers

TRAINING AND DEVELOPMENT

GRI 404-1, 404-2

Employee training is a key enabler for fulfilling our scientific mission and contributing to the sustainability of food and agricultural systems. During the reporting period, training initiatives were implemented for staff in Colombia to strengthen technical, scientific, and cross-cutting competencies needed to address environmental, social, and climate challenges of the territories where we operate.

The training strategy follows a continuous learning, equity, and well-being approach, integrating mandatory training with opportunities for professional and personal development. This approach recognizes training as an investment that strengthens institutional capacity, promotes safe and inclusive workplaces, and contributes to long-term organizational sustainability.

During the reporting period, training activities were organized into the following areas: **legal compliance and OHS, higher education and academic support, leadership development, gender, diversity and inclusion (GDI), technical and soft skills, and mental health and well-being.** Through these areas, the organization ensures that its workforce has the tools needed to innovate, collaborate, and generate sustainable scientific and social impact.

EMPLOYEE WELL-BEING AND ENGAGEMENT

GRI 403, 404

The Alliance promotes a work environment focused on holistic well-being, work–life balance, and employee engagement. In 2025, the **People Engagement Index reached 85%**, reflecting high levels of satisfaction, sense of belonging, and retention intention. This result reinforces the organization's commitment to responsible talent management and a sustainable organizational culture.

Training and Development Pillar	Employee Participation	Training Hours	Total Investment (USD)
Mandatory and legal training	4,244	8,753	$27,001*
Higher education	72	22,240	$114,030
Leadership skills	230	2,403	$28,918
GDI (Gender, Diversity, and Inclusion)	91	146	$-**
Technical and soft skills	1,023	9,508	107,871
Mental health	274	548	$4,000
Total	5,934	43,598	$281,820

* Some mandatory and legal training programs are carried out through agreements with external entities; some of them have no associated cost.

** Internal training programs delivered at no cost.

ETHICS

MECHANISMS FOR SEEKING ADVICE AND REPORTING CONCERNS

GRI 2-16, 2-25, 2-26

The Alliance promotes an organizational culture based on integrity, transparency, and respect. To ensure these values are upheld across all operations and working relationships, **clear, accessible, and confidential mechanisms** are in place for staff to seek advice, raise concerns, or report misconduct safely.

ETHICS REPORTING AND ADVISORY CHANNELS

The Alliance has various channels that ensure the confidential handling of each communication and the protection of individuals who report any situation or conduct contrary to institutional policies:

ETHICS EMAIL:

alliance-ethicspoint@cgiar.org

This channel is available for any employee to submit inquiries or reports related to ethical conduct in a direct and confidential manner.

- **Whistleblowing Service – Lighthouse Services:**
  This is an external, independent, anonymous, and secure service for reporting potential irregularities or violations of the Alliance's Code of Conduct. The service is available 24 hours a day, 7 days a week, and allows reports to be submitted through the following means:

Web:
Visit https://report.syntrio.com/AllianceBVIandCIAT, then click on "Report an Incident" and follow the instructions.

Phone:
Local access number + hotline: **800-603-2869**

Email:
reports@lighthouse-services.com

INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

GRI 406-1

In 2025, one case of alleged discrimination was reported. The situation was reviewed and addressed in accordance with internal investigation procedures.

OPERATIONS AND SUPPLIERS AT RISK OF FORCED LABOR

GRI 409-1

The organization has a **Anti-Trafficking in Persons Policy** applicable to all operations to prevent any form of **forced or compulsory labor.** This policy follows international standards and requires that any individual who witnesses or becomes aware of a case must report it immediately through **confidential Lighthouse channels** or other institutional mechanisms.

07

ENVIRONMENT

GRI 3-3

Our commitment is to promote environmental protection across all operations and facilities, prioritizing the responsible use of natural resources and ecosystem services, with particular focus on:

- Implementing a circular economy model for the management of water, solid waste, and the supply chain, ensuring proper life cycle management of goods and services through a comprehensive strategy.
- Achieving energy efficiency by optimizing energy-consuming operations.
- Minimizing atmospheric impact by reducing greenhouse gas (GHG) emissions from all operational, administrative, and research activities of the Alliance.
- Conserving, protecting, and enhancing biodiversity within the Alliance through the preservation of natural resources, ecosystem services, ecological restoration, and improved sustainable agricultural practices.

CIRCULAR ECONOMY LINE

The purpose of this line of action is to develop a circular economy model that prevents negative environmental impacts caused by inadequate management of solid waste, water, and the supply chain by designing appropriate strategies for improvement and optimization.

WATER MANAGEMENT

GRI 303-1, 303-2, 303-3, 303-4, 303-5

Water is a strategic resource for our operations and a shared asset, whose responsible management is essential for the environmental and social sustainability of the territory where we operate. Our water management approach seeks to ensure resource availability, prevent adverse impacts on the watershed, and comply strictly with applicable regulations.

Our operations interact with water resources primarily through groundwater extraction for campus supply and agricultural irrigation, and through the discharge of treated wastewater into the Bolo River.

The identification and assessment of water-related impacts consider the context of the receiving watershed, extracted and discharged volumes, local environmental conditions, and risks related to availability and quality. This analysis enables the implementation of efficiency, control, and continuous improvement measures under a preventive and responsible resource management approach.

MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS
(GRI 303-2)

Wastewater generated by our operations is treated prior to discharge through a system composed of three facultative lagoons and complementary treatment processes, with sufficient capacity to meet operational demand.

Effluent quality parameters are defined in accordance with applicable regulations, including Resolution 0495 of June 8, 2021, accredited by IDEAM. These standards consider the characteristics of the receiving water body, ensuring that the process does not generate significant adverse environmental impacts.

WATER WITHDRAWAL
(GRI 303-3)

Our primary water source is groundwater, extracted through authorized wells. Systematic monitoring of extraction volumes is conducted, differentiated by source and water quality, in line with GRI requirements.

The organization also monitors local water conditions to identify potential water stress scenarios and strengthen planning and efficient resource use.

WATER DISCHARGE
(GRI 303-4)

All discharged water corresponds to previously treated wastewater released into the Bolo River. Total discharge volumes, quality classification, and compliance with regulatory limits are reported.

Regular monitoring of physicochemical and biological parameters ensures traceability, documented evidence, and regulatory compliance.

WATER CONSUMPTION
(GRI 303-5)

Water consumption is calculated as the difference between total water withdrawn and total water discharged. This allows identification of water incorporated into processes, evaporated water, or water used in agricultural activities.

This analysis supports decision-making aimed at optimizing resource use and reducing impacts on water availability within the watershed.

WATER MANAGEMENT PERFORMANCE

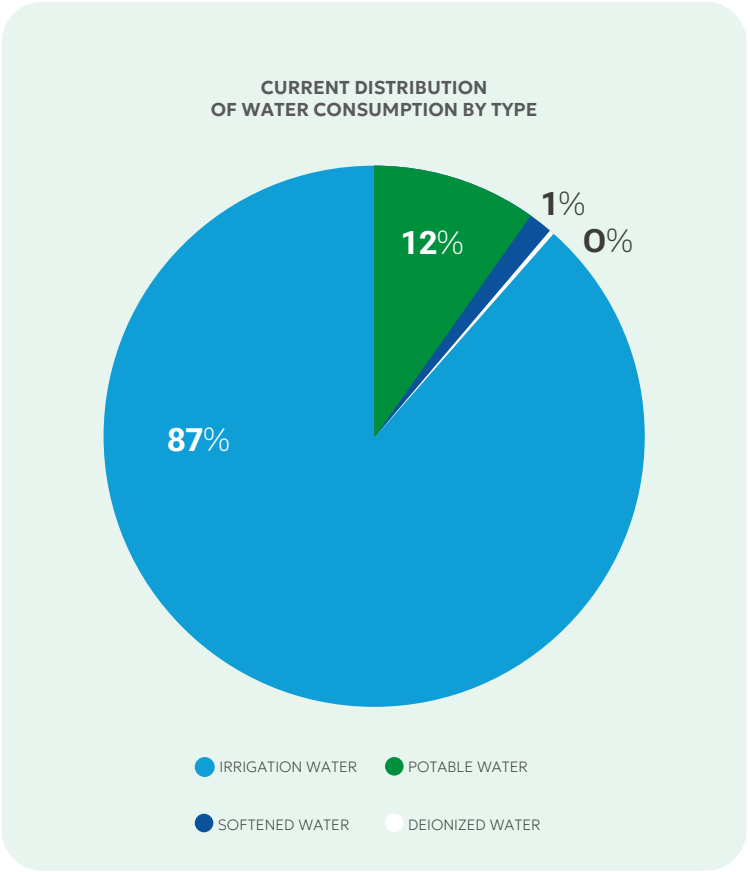
CURRENT DISTRIBUTION OF WATER CONSUMPTION

During the reporting period, water consumption on campus was primarily concentrated in agricultural activities, consistent with the organization's operational nature. **87% of water consumption corresponds to crop irrigation; 12% is used as potable water for facilities**, while a smaller proportion corresponds to reused water. This reflects the high water demand associated with managing approximately **410 hectares of irrigated crops** year-round.

In terms of trends, **irrigation water consumption peaked in 2024** due to higher operational demands. **In 2025, a significant reduction was observed—from 2,736,780 m^3 to 1,680,690 m^3**—representing a decrease of approximately **39%**, driven by improved irrigation management and operational adjustments.

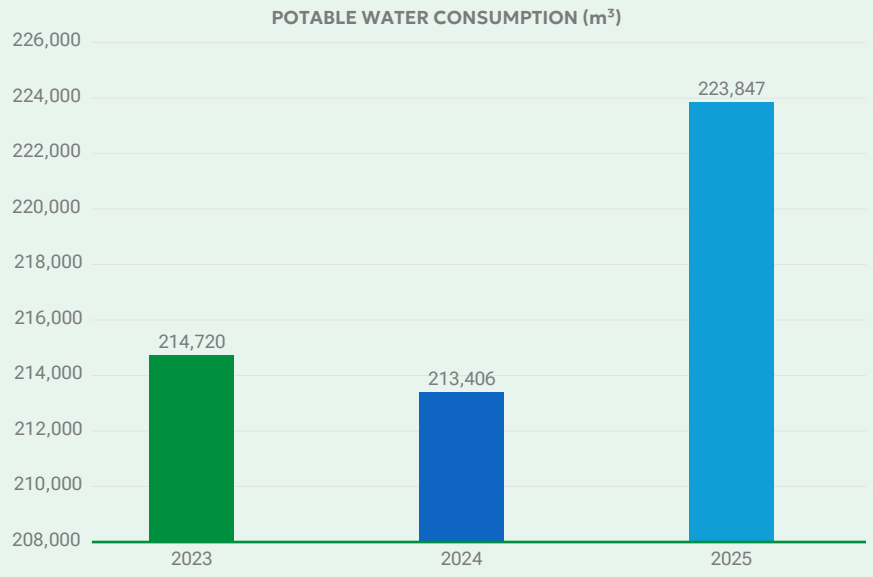
Potable water consumption increased slightly in 2025, reaching **223,847 m^3**, associated with increased on-site activities and personnel. However, it remains a relatively small proportion of total consumption.

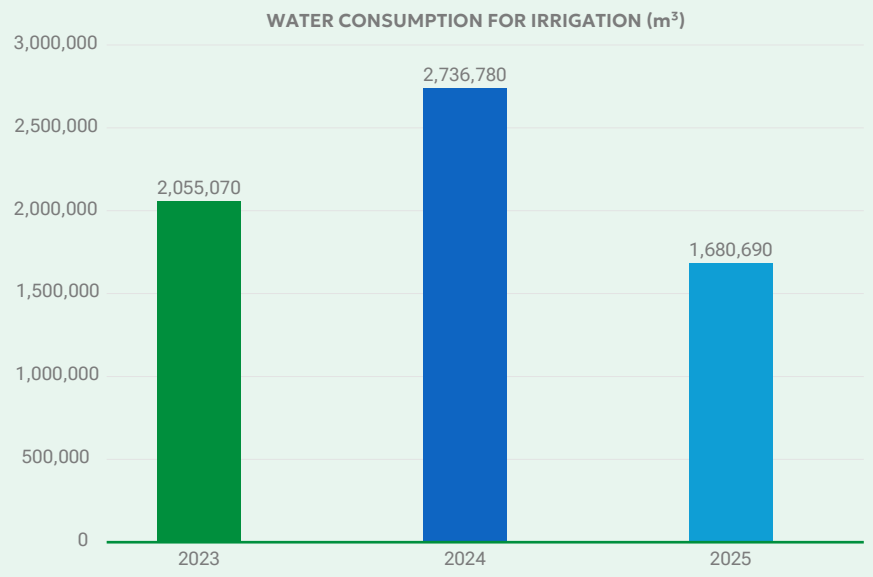
Regarding **reused water**, a variable trend is observed across the years analyzed, with an increase in 2024 and a decrease in 2025. These volumes correspond to internal reuse initiatives that contribute to optimizing water use in operations.

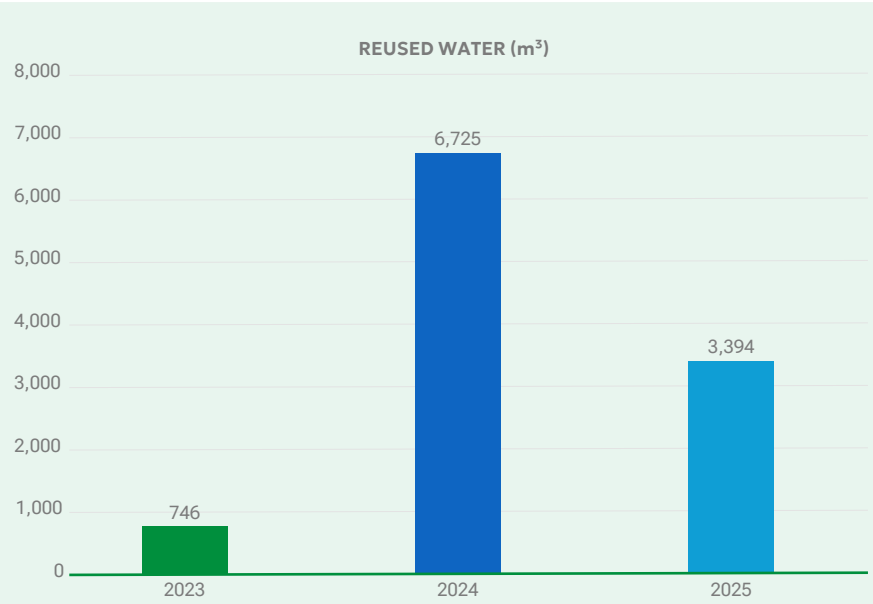


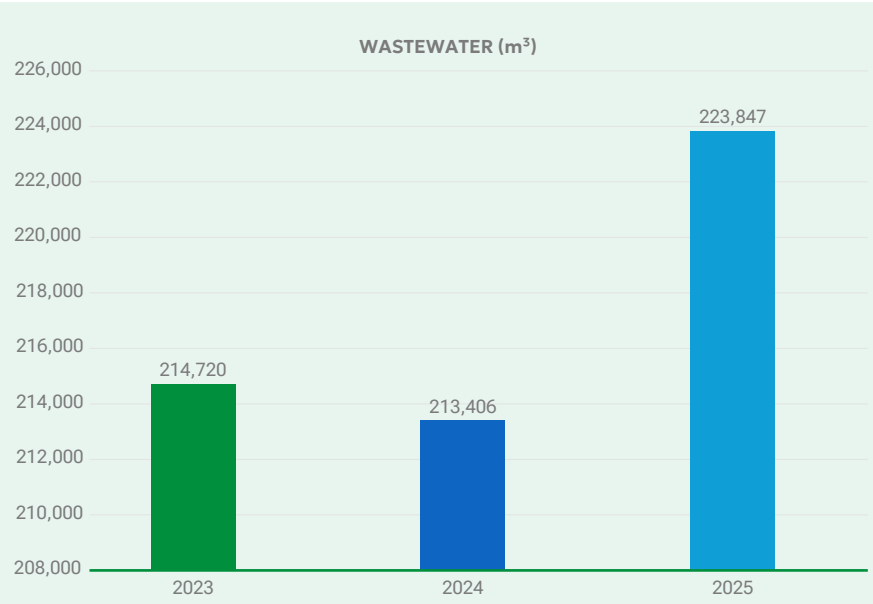
WATER CONSUMPTION BY TYPE

Consumption (m^3)	2022	2023	2024	2025
Potable water	210,769	180,054	214,003	223,847
Irrigation water	1,424,060	2,055,070	2,736,780	1,680,690
Reused water	4,105	746	6,725	3,394
Wastewater	34,379	1,814,496	0	702,396

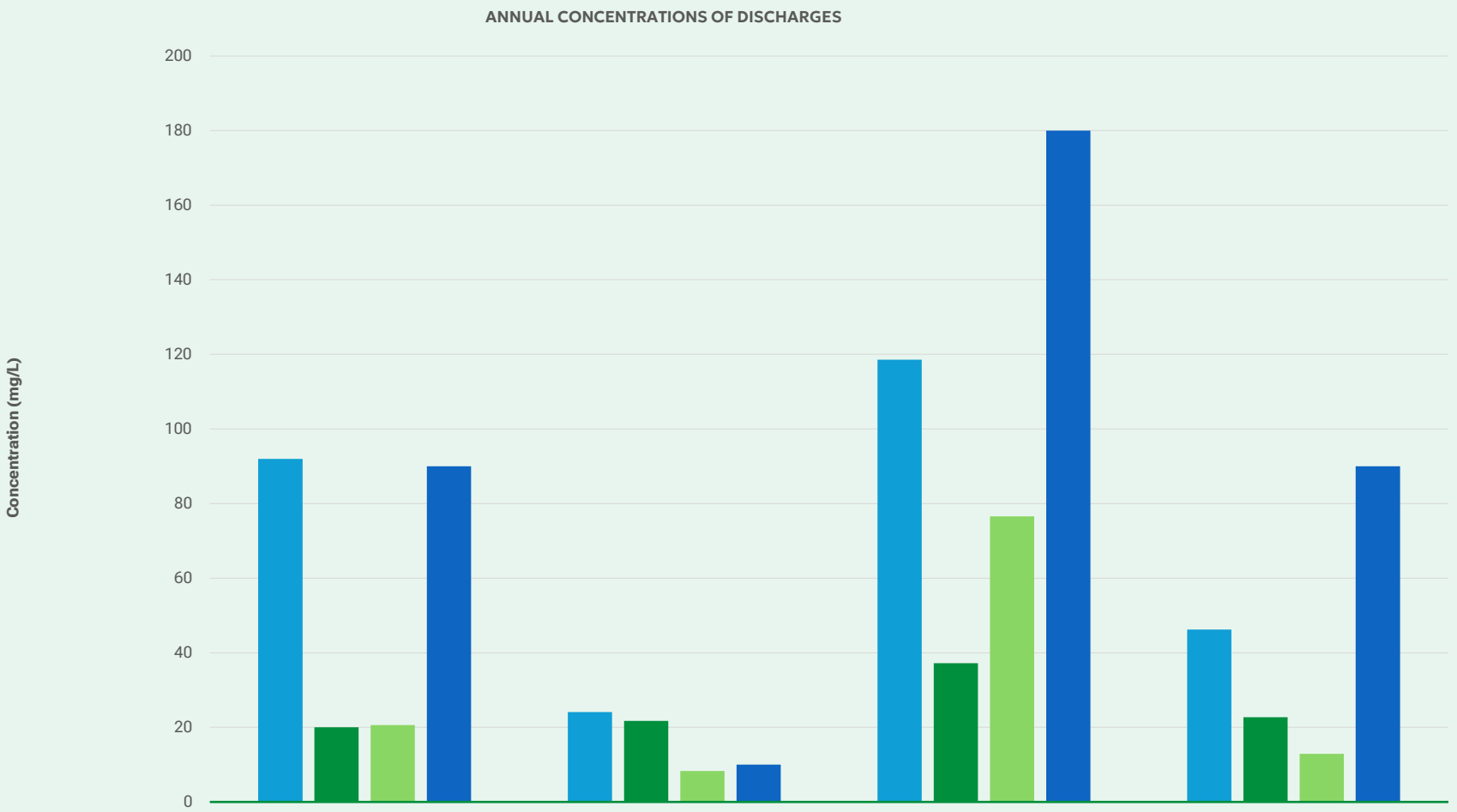

POTABLE WATER CONSUMPTION (m³)
226,000
224,000
222,000
220,000
218,000
216,000
214,000
212,000
210,000
208,000
214,720
213,406
223,847
2023
2024
2025


WATER CONSUMPTION FOR IRRIGATION (m³)
3,000,000
2,500,000
2,000,000
1,500,000
1,000,000
500,000
0
2,055,070
2,736,780
1,680,690
2023
2024
2025


REUSED WATER (m³)
8,000
7,000
6,000
5,000
4,000
3,000
2,000
1,000
0
746
6,725
3,394
2023
2024
2025


WASTEWATER (m³)
226,000
224,000
222,000
220,000
218,000
216,000
214,000
212,000
210,000
208,000
214,720
213,406
223,847
2023
2024
2025

REGULATORY COMPLIANCE



	SST (mg/L)	Fats and oils (mg/L)	DQO (mg/L)	DBO (mg/L)
2022	92	24.1	118.6	46.2
2023	20	21.7	37.21	22.73
2025	20.6	8.3	76.55	12.9
Maximun allowable value	90	10	180	90

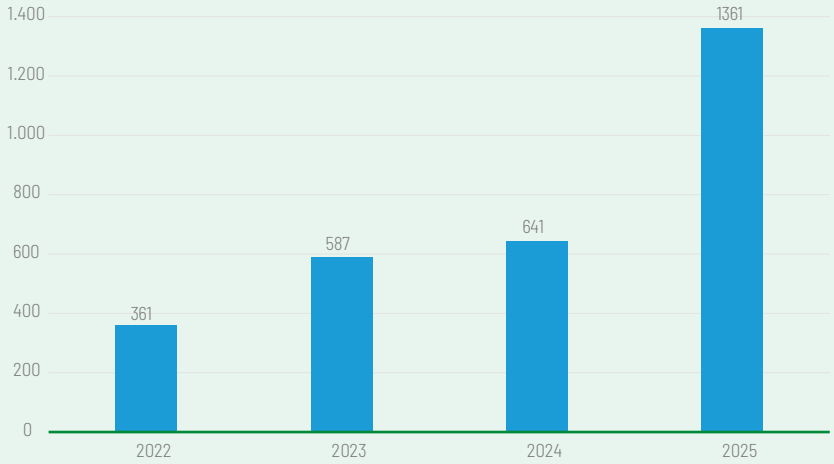
In 2024, the characterization was not conducted due to force majeure circumstances beyond our control.

WATER MANAGEMENT AT FUTURE SEEDS

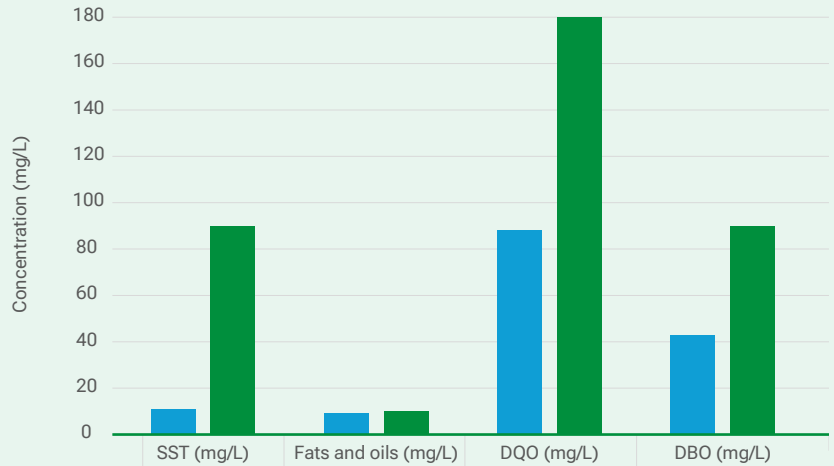
At the Future Seeds self-sustaining building, water is managed independently, as 100% of water consumption comes from rainwater harvesting. The system uses the roof as its main catchment surface and includes an underground storage tank with a capacity of 123 m^3, capable of collecting up to 4,234 m^3 annually.

The building has its own water treatment and wastewater systems. When there is excess rainwater, it is managed internally, allowing for a closed-loop hydrological cycle.

FUTURE SEEDS WATER CONSUMPTION (m^3)



ANNUAL CONCENTRATIONS OF DISCHARGES

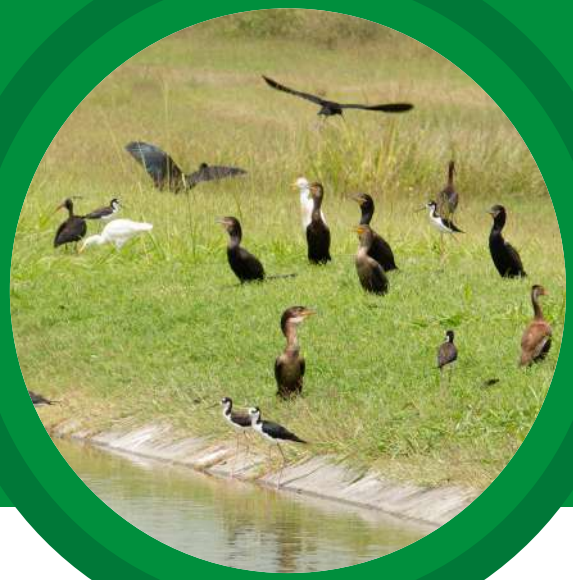


	SST (mg/L)	Fats and oils (mg/L)	DQO (mg/L)	DBO (mg/L)
2025	10,9	9,11	88,23	42,9
Maximun allowable value	90	10	180	90

OUTLOOK AND STRENGTHENING OF WATER MANAGEMENT

As part of our commitment to continuous improvement, we are advancing a data integration process to automate records of water withdrawal, consumption, and discharge. This initiative will enable more timely, traceable, and accurate information, thereby strengthening operational control and environmental monitoring.

Through this integration, we seek to optimize decision-making, improve resource-use efficiency, and strengthen monitoring mechanisms under the GRI Standards, ensuring increasingly rigorous water management aligned with the watershed context.



SOLID WASTE MANAGEMENT

GRI 306-1, 306-2, 306-3, 306-4, 306-5

Solid waste management on campus is carried out under a circular economy approach aimed at preventing environmental impacts and maximizing material recovery. This approach prioritizes **reduction at source, reuse, recycling, and valorization**, minimizing final disposal in landfills.

To support this, the organization implements a **Comprehensive Solid Waste Management Plan**, which defines operational guidelines for the identification, segregation, storage, recovery, and final disposal of waste generated from administrative, operational, and research activities.

This system is complemented by **five specific procedures by waste type and eight continuous improvement programs**, as well as the **Solid Waste Management Committee (CGIRS)**, responsible for monitoring and continuous improvement.

Strategies include staff training, improved waste segregation at source, partnerships with authorized waste managers, and recovery initiatives that reintegrate materials into new production cycles.

WASTE GENERATION

The organization conducts annual monitoring of waste generation, classified into **recyclable, non-recyclable, hazardous, and special waste streams**, enabling trend analysis and reduction strategies.

In recent years, there has been a progressive improvement in waste segregation and recovery. In 2024, a temporary increase in general waste was observed due to increased institutional events and greater on-site presence, particularly during COP16.

At the same time, **approximately eight tons of hazardous waste were reduced** through source minimization strategies, improved handling practices, and staff training.

WASTE DISPOSAL

Waste that cannot be recovered is managed through authorized service providers that ensure its final disposal in compliance with environmental regulations.

General waste is collected monthly by the company **Veolia**, while hazardous waste is managed by specialized providers that apply different treatment methods according to its nature, including incineration, secure landfills, valorization, or material recovery, among others.

Among the partner service providers are **ASGE, Ática, Bioger, Aprovet, Agroindustria de La Cumbre, Punto Azul, and Juanchito**, which ensure the proper management of hazardous waste generated in laboratories and agricultural operations.

The organization maintains as a strategic objective t**he progressive reduction of the amount of waste sent to landfills**, thereby strengthening prevention, segregation, and valorization strategies.

WASTE DIRECTED TO VALORIZATION

A significant portion of the waste generated is directed toward **reuse, recycling, or valorization** processes to avoid final disposal and contribute to a circular economy.

The organization maintains partnerships with specialized service providers to ensure the responsible recovery of materials such as plastics, metals, oils, tires, and polystyrene.

Among the most notable initiatives is the partnership with **Fundación Dos por el Planeta**, through which plastic waste is transformed into recycled plastic wood. As part of this program, for every 500 kg of plastic recovered, one food ration is donated to community kitchens in Palmira.

Likewise, recyclable waste is managed by the company **Servicios Empresariales Ambientales (SEA)**, allowing materials to be reincorporated into new production processes and generating carbon-emission mitigation certificates.

As a result of these actions, positive impacts were achieved in 2025, including food **donations and reduced emissions associated with waste recovery.**

RECOVERY OF ORGANIC WASTE

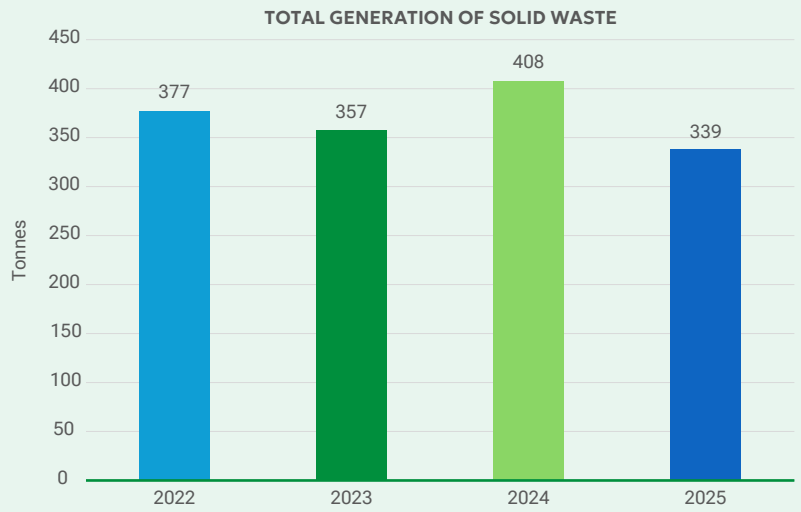
Circular Economy

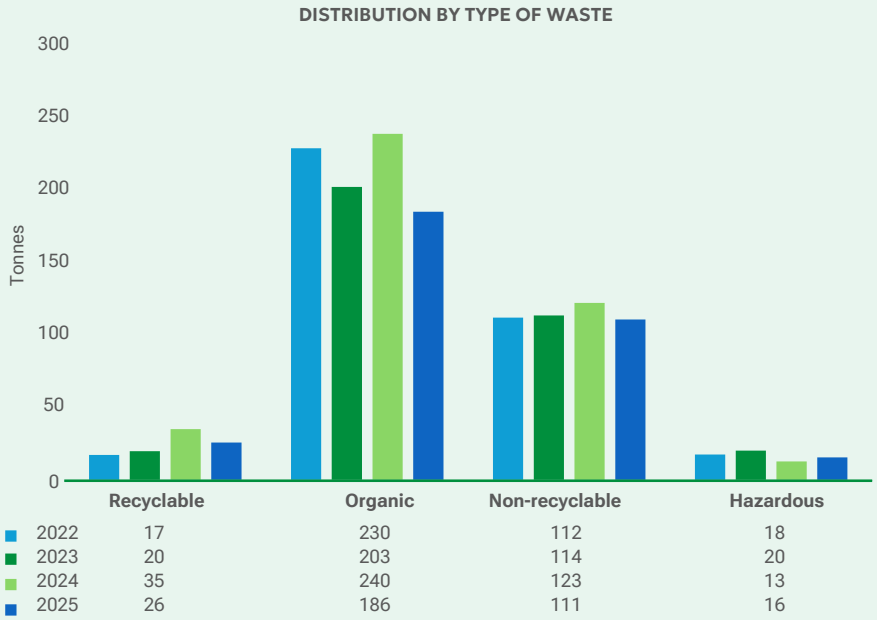
The campus has a **composting facility** that transforms organic waste from agricultural and operational activities into compost and mulch.

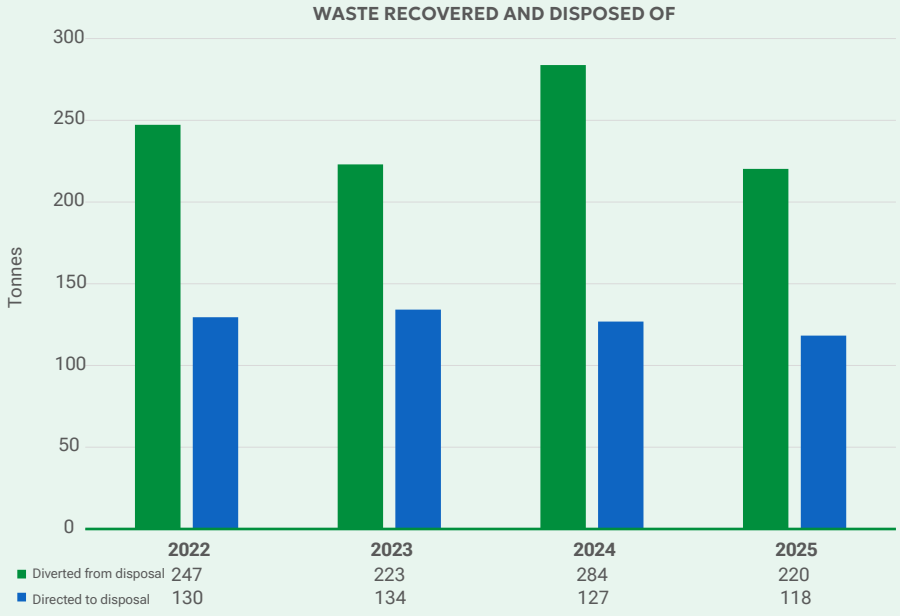
This process uses exclusively inputs generated within the campus, allowing the closure of nutrient cycles and strengthening soil health.

In 2025, approximately **200 tons of organic fertilizer** were produced and used in crop programs and green areas on campus, improving soil fertility and reducing the amount of organic waste sent for final disposal.

SOLID WASTE MANAGEMENT FIGURES







ENVIRONMENTAL CULTURE AND STRENGTHENING OF WASTE SEGREGATION

In 2025, **circular economy actions on campus** were strengthened, promoting waste reduction, reuse, and recovery. **Training activities in waste management** were conducted, **benefiting 382 people** and reinforcing a culture of source separation.

Furthermore, initiatives were promoted for the **reuse of materials**, such as eco-exchange activities, the creation of decorative elements from waste, and the incorporation of **furniture made from recycled plastic wood**, equivalent to approximately **2,000 recovered plastic bottles.**

382

people trained in risk management

Additionally, **three collection points for special waste** were consolidated, and a **compactor for recyclable materials** was installed, improving the efficiency of their management

195,840 recycled plastic bottles

Purchase of plastic wood tables

These actions contribute to **reducing waste, increasing material recovery, and strengthening the environmental culture on campus.**

COMPOSTING FACILITY

The campus has a **composting facility** where organic waste generated from different operational and maintenance activities is processed. In this facility, **mulch, compost, and mountain microorganisms** are produced, which are subsequently used in the campus agricultural plots.

This process allows **organic waste to be transformed into useful inputs for soil and crop management**, reincorporating them into the production system as **natural fertilizers and as support for weed control.** This reduces the need for external inputs and strengthens circular economy practices on campus.

After **three years of implementation**, agricultural teams have reported improvements in **soil texture and structure, increased drainage capacity, better conditions for root development, and more favorable crop growth.**

These results demonstrate the value of organic recovery not only as a waste management strategy but also as a practice that **contributes to soil health and the sustainability of campus production systems.**

SUSTAINABLE PROCUREMENT MANAGEMENT

GRI 308-1, 308-2

SUPPLIERS ASSESSED USING ENVIRONMENTAL CRITERIA

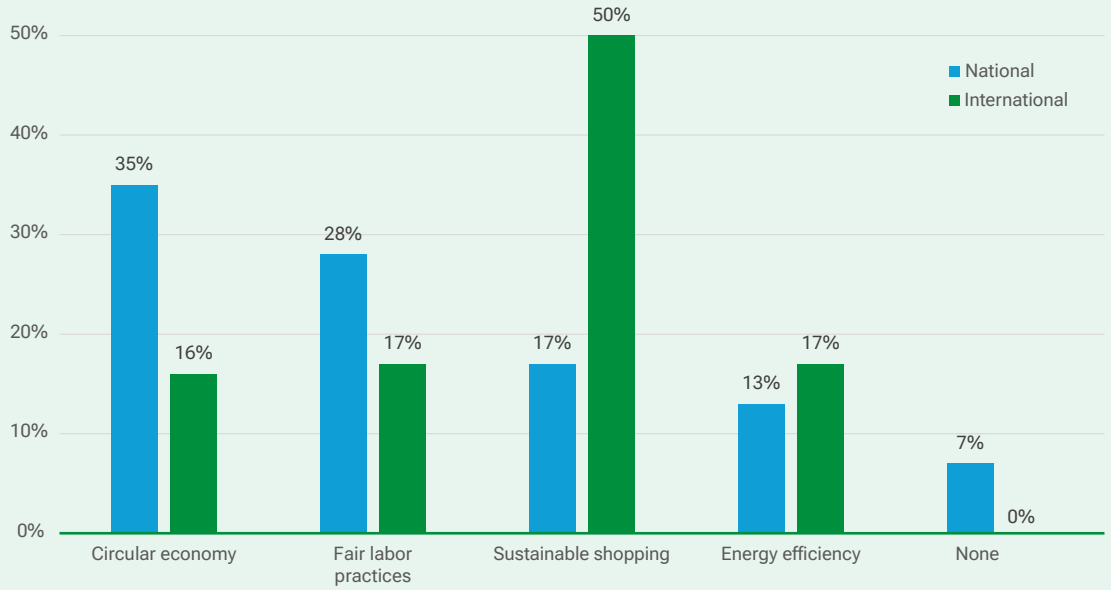
In 2025, a **sustainability assessment pilot was conducted with 10 campus suppliers** selected based on the results of the 2024 supplier survey. The organization strengthened its **sustainable procurement** strategy through supplier assessment and engagement, identifying practices aligned with environmental and social standards.

During the site visits, initiatives such as the **implementation of photovoltaic systems for renewable energy generation, comprehensive waste management and recycling programs**, the use of **recycled materials in production and packaging processes**, and the **implementation of environmental management programs and staff training in sustainability** were observed. These actions reflect significant progress in integrating environmental criteria into the supply chain and contribute to reducing environmental impacts, improving resource efficiency, and strengthening a more responsible and sustainable value chain.

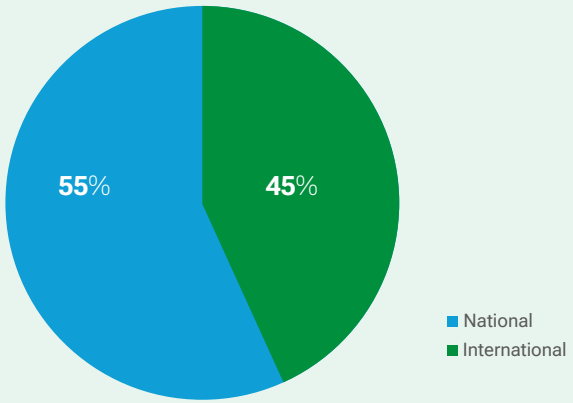
During the assessments, several suppliers stood out for implementing solar panels for energy supply, developing sustainable garments, and, in particular, using recycled materials in production processes. One example is the **work pants used by campus operators, which are made from 100% recycled cotton**, helping reduce the use of virgin raw materials.

SUSTAINABLE PROCUREMENT FIGURES

SUSTAINABILITY STRATEGIES IMPLEMENTED BY SUPPLIERS



SUPPLIERS THAT HAVE ENVIRONMENTAL OR SUSTAINABILITY POLICIES



In 2026, the organization expects to have **institutional sustainable procurement guidelines** in place to promote the adoption of responsible practices in the supply chain, strengthen relationships with suppliers advancing in these initiatives, and consolidate a portfolio of products and services with **lower environmental impact**, in line with the campus sustainability vision.

FOOD SAFETY

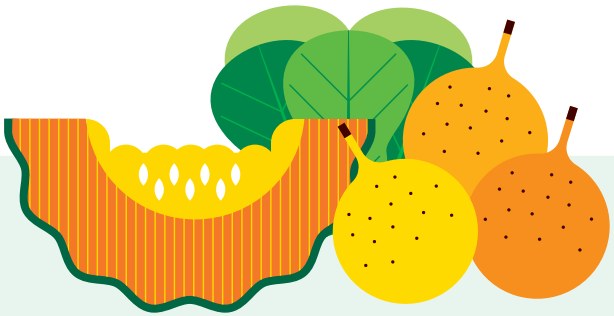
In our organization, we ensure food safety by implementing controls throughout the supply chain, ensuring that food is handled, stored, and distributed in accordance with quality, safety, and hygiene standards.

In addition, we promote a comprehensive approach to **reduce waste, encourage responsible consumption, and strengthen sustainable practices** aligned with our institutional commitments.

Efficient food supply chain management

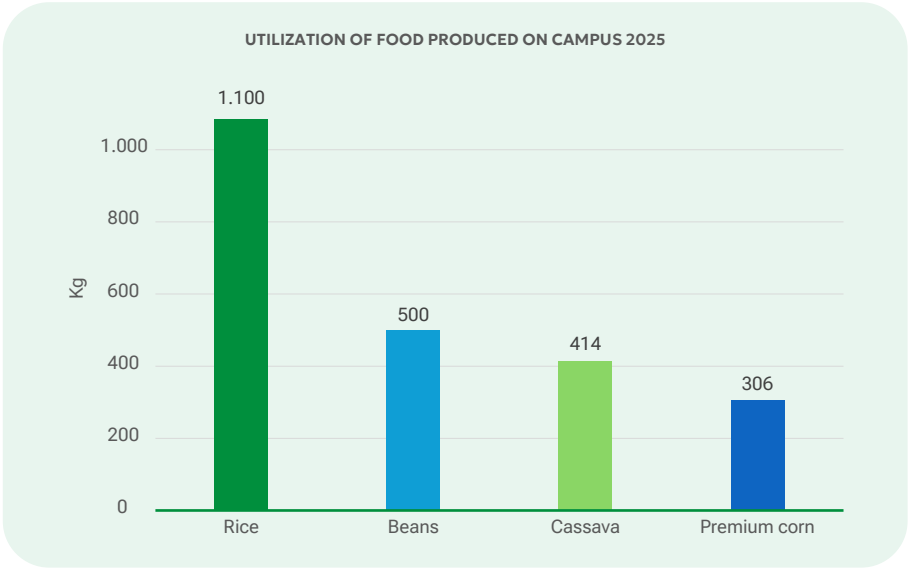
We implement key actions to optimize processes and ensure quality:

- **Efficient storage:** FIFO system to ensure proper rotation and minimize losses
- **Compliance with standards:** 100% of suppliers certified in Good Manufacturing Practices (GMP)
- **Process digitalization:** use of technological tools for traceability, inventory control, and operational management
- **Automation:** progress toward optimizing key processes in the supply chain
- **Training and organizational culture:** strengthening staff capacities through ongoing training in food handling and waste reduction



Responsible production and consumption

We promote the sustainable use of food produced on campus.



Responsible consumption (from campus to table)

We prioritize the use of food produced on campus and local products, contributing to sustainability and regional development.

Waste reduction

Waste rate: **5 kg/year per person** (target maintained).

We carry out awareness-raising and training activities to improve planning, preparation, and efficient food consumption.

Integration and cultural space

We held 15 institutional celebrations on campus featuring the preparation of typical Colombian recipes using campus products and recipes created by our teams, with the aim of consistently maintaining a positive organizational climate.

INFRASTRUCTURE LINE

The objective of this line of action is to improve energy efficiency by optimizing lighting systems, reducing energy consumption, automating air conditioning and other equipment, and expanding renewable energy generation capacity. In addition, it seeks to achieve structural improvements in facilities aligned with LEED (Leadership in Energy and Environmental Design) standards for sustainable buildings.

At the same time, as part of process optimization, progress has been made in the digital transformation of field operations by integrating technologies to improve crop management, monitoring, and decision-making. This includes implementing digital tools, sensors, and data analysis systems to enable real-time monitoring, resource optimization, and more efficient, sustainable production.

ENERGY AND ENERGY EFFICIENCY

GRI 302-1

Energy consumption on campus is managed through electricity supplied by the grid, provided by CELSIA, and complemented by on-site renewable energy generation through a photovoltaic system. Energy management focuses on optimizing energy use, promoting renewable sources, and reducing the environmental impact associated with operations.

The campus solar generation system was installed between 2017 and 2018 and consists of 8,028 photovoltaic panels, which produce clean energy to supply part of the campus's energy needs.

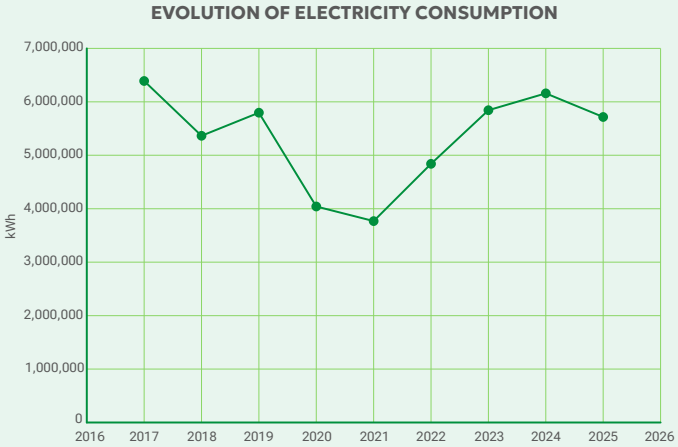
During 2025, total electricity consumption on campus reached 5,716,064 kWh. Of this total, 2,353,143 kWh corresponded to solar energy consumed, while total generation from the photovoltaic system reached 2,518,138 kWh.

Solar energy production represented approximately 41% of total electricity consumption, contributing to the reduction of emissions associated with electricity use. In 2025, this generation avoided approximately 467 tons of CO_2 equivalent.

Energy efficiency actions and the use of renewable energy have made it possible to optimize energy resources and reduce the environmental impact of campus operations.

ENERGY FIGURES

Average energy consumption	Average solar energy consumption	Average energy generated	Average annual emissions avoided	Renewable energy
5,639,448 kWh	2,569,085 kWh	2,725,816 kWh	985 tCO_2eq	41%



ENERGY EFFICIENCY ACTIONS

In line with the institutional commitment to responsible resource management and environmental impact reduction, several initiatives were implemented during the reporting period to improve campus energy efficiency. These include progress in modernizing the lighting system through the gradual installation of LED fixtures, the incorporation of motion sensors to optimize energy use in different spaces, and the replacement of air conditioning equipment with technologies that use lower-impact refrigerants.

These actions contribute to more efficient energy use, reduced emissions associated with electricity consumption, and the strengthening of sustainable practices in campus operations.

LED LIGHTING

80%

progress

21

sensors installled

AIR CONDITIONING

11

air conditioning units installed

Replacement of air conditioning systems with low-impact refrigerants

SUSTAINABLE INFRASTRUCTURE

FUTURE SEEDS
Scientific impact and innovation

The Future Seeds building is one of the most advanced research centers in the world dedicated to the conservation and use of crop genetic diversity. Located on the Alliance campus in Palmira, this genebank houses **more than 66,000 seed accessions** from different countries, including major global collections of **beans, cassava, and tropical forages.** These genetic resources constitute a fundamental basis for scientific research and the development of more productive, nutritious, and climate-resilient crops.

The center integrates **advanced research laboratories, technological platforms, and collaborative spaces** that accelerate the study of key crop traits such as drought tolerance, pest resistance, and adaptation to changing climate conditions. This work facilitates access for researchers and breeding programs worldwide to essential genetic material for the development of new crop varieties.

In this way, **Future Seeds contributes directly to global food security** by promoting the conservation of agricultural biodiversity and generating scientific knowledge that supports the development of more sustainable and resilient food systems.

66,000+ seed accessions conserved
of strategic crops for global food security

Genetic material from more than 100 countries
reflecting the world's agricultural diversity

One of the largest collections in the world of beans, cassava, and tropical forages

Advanced research laboratories
for genomics, seed analysis, and plant breeding

Genetic resources shared globally
with researchers and agricultural programs across countries

Research focused on resilient crops
adapted to drought, pests, and climate change

SUSTAINABILITY IMPACT

Future Seeds represents a model of sustainable infrastructure that integrates energy efficiency, innovation, and well-being for people.

The building—holding two LEED Platinum certifications (in Construction and in Operations and Maintenance)—reflects the organization's commitment to sustainable infrastructure development, integrating energy efficiency, responsible resource management, and user well-being.

Its design and operation incorporate strategies that reduce energy and water consumption, optimize waste management, and promote healthy and efficient work environments.

Through these practices, the building contributes to reducing the environmental impact of campus operations and strengthens an infrastructure model aligned with sustainability, innovation, and efficient resource use.

OTHER INFRASTRUCTURE ACHIEVEMENTS

The installation of water-saving sanitary fixtures reached **76%** completion, contributing to reduced water consumption.

WATER-SAVING SANITARY FIXTURES

77%

progress

2.2

liters per flush

Roof replacement:
A total of 7,908 m² of roofing was replaced with polyurethane-insulated roofing to optimize operational conditions, reduce risks, and improve energy efficiency in the facilities.

- Estimated indoor temperature reduction: 2 to 3 °C
- Improved safety conditions for work at height
- Reduction of rainwater leaks in buildings

DIGITAL TRANSFORMATION

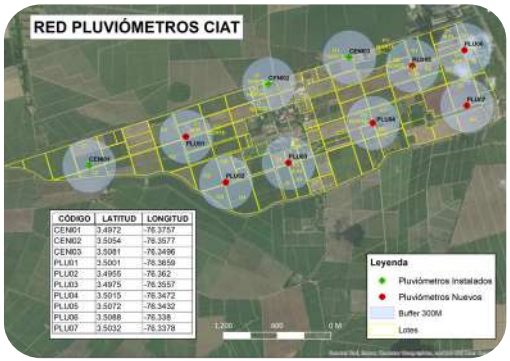
Own indicator | Innovation and data-driven management

Within the organization, digital transformation is promoted as a key enabler to strengthen decision-making, optimize campus management, and foster more sustainable production systems. Through the integration of technologies, data, and advanced analytics, progress is being made toward **an intelligent territorial management model.**

Agroclimatic monitoring and analytics
During 2025, we significantly strengthened our monitoring capabilities:

Sensor infrastructure

- Installation and integration of **10 precipitation sensors**, with hourly and daily data transmissio



- Deployment of **2 additional e-kakashi stations** (total: 8 active)
- Strategic relocation of stations to improve coverage

Analytical tools

- Development of an agroclimatic tool to monitor **drought, excess moisture, and crop health**
- Implementation of a precipitation monitoring system with **public access through web platforms and campus displays**

Advanced models

- Development of an **artificial intelligence model based on satellite imagery,** capable of differentiating crops (cassava and sugarcane) with **98.9%** accuracy

Connectivity and digital agriculture

We strengthened the technological infrastructure for precision agriculture:

- Implementation of **1 Starlink antenna** to improve field connectivity
- Development of protocols for **10 types of LoRa sensors** and validation of coverage across the campus
- Acquisition of **5 sensor sets** (2 configured)
- Purchase of **15 field cameras**, with 3 in operation

Data and artificial intelligence ecosystem

We consolidated a digital architecture for integrated knowledge management:

- **Technological infrastructure**
  - Processing servers (production and testing)
  - Cloud storage (AWS S3)
  - Databases and application servers
  - Progress in **containerized architecture** for greater scalability

- **Institutional data integration**
  - Climate and soil sensors
  - Forest inventory (carbon capture)
  - Geospatial and meteorological data
  - Sustainability indicators (Greenova)
  - Carbon emissions and field operations

Visualization and decision-making

We developed tools to facilitate the use of information:

- **Dashboards**
  - ADAGIA: **100 % operational**
  - Water management: **30% implemented**
  - Sustainability indicators (Greenova): **80% progress**

- **Access to information**
  - Integration of precipitation sensors with accessible AI systems (Genia)
  - Development of AI-based institutional applications for different teams

Artificial intelligence for institutional management

An artificial intelligence ecosystem was consolidated to facilitate access to and use of information:

- Development of platforms such as Genia, which enable non-technical users to use data
- Implementation of solutions such as Legalia, oriented toward institutional processes

These tools strengthen data-driven decision-making and promote efficiency, innovation, and sustainability.

ZERO EMISSIONS LINE

This line of action focuses on calculating the carbon footprint to assess the environmental impact of each organizational activity, in accordance with ISO 14064 and GHG Protocol criteria.

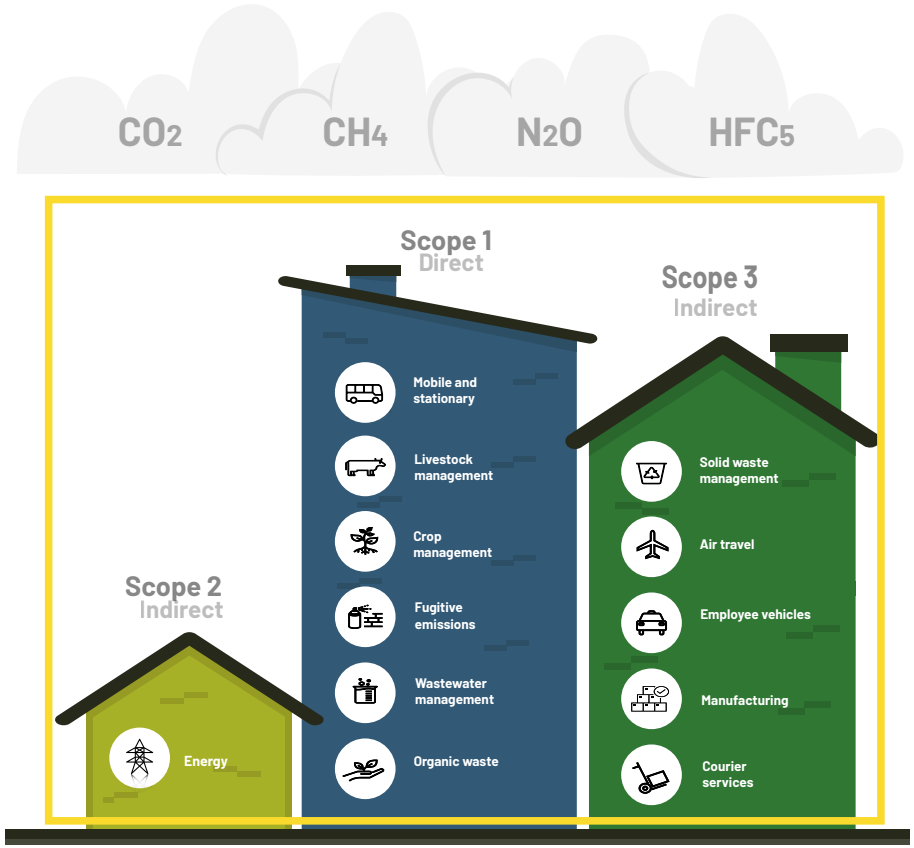
This calculation provides the basis for designing mitigation and compensation strategies, as part of the organization's environmental commitment. It involves diagnosing, analyzing, improving, and optimizing the processes with the greatest impact.

GREENHOUSE GAS EMISSIONS

GRI 305-1, 305-2, 305-3, 305-5.

The calculation of our carbon footprint is carried out annually, following international standards ISO 14064 and the GHG Protocol, to assess the environmental impact of greenhouse gas (GHG) emissions. This process allows us to identify and measure our emissions to implement mitigation strategies in the short, medium, and long term. In addition, our emissions inventories are verified by ICONTEC, ensuring the accuracy and transparency of our data. As part of our sustainability commitment, our goal is to achieve carbon neutrality by 2030.

The carbon footprint of our organization is geographically limited to the Palmira campus, located at Km 17 of the Cali–Palmira road, Valle del Cauca. This assessment covers the three main campus activities: administrative, operational, and research. The organizational boundary of the carbon footprint is defined by eleven emission sources identified through a significance assessment matrix. These sources represent key aspects of campus operations and reflect their relevance in the environmental impact of our activities.



During 2024, our institutional carbon footprint reached 4,267.27 tCO_2eq, considering the mitigated emissions reported in the inventory. These emissions are distributed across the three scopes defined by the GHG Protocol:

- **Scope 1 - Direct emissions:** 1,237.77 tCO_2eq (29%), generated mainly by fuel consumption in equipment and vehicles, as well as agricultural activities and organic waste management.
- **Scope 2 – Purchased energy:** No carbon footprint was generated, as the electricity consumed is certified under EcoGox, guaranteeing its origin in sustainable hydroelectric generation.
- **Scope 3 – Oher indirect emissions:** 33,029.50 tCO_2eq (71%), related to value chain activities such as air travel, staff transportation, courier services, waste management, and procurement of goods.

The higher share of Scope 3 reflects the nature of our research and international cooperation activities, which involve extensive interaction with partners, suppliers, and global scientific networks. This result highlights the need to strengthen collaboration with strategic partners to reduce emissions across our value chain.

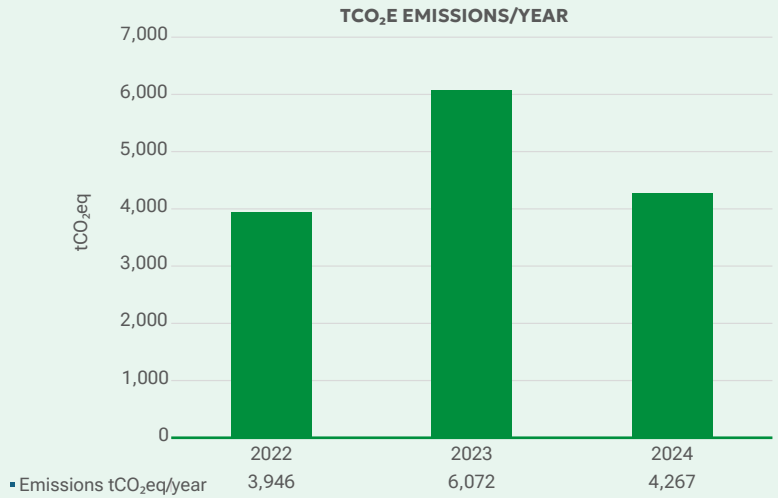
Among the main emission sources identified in 2024 are:

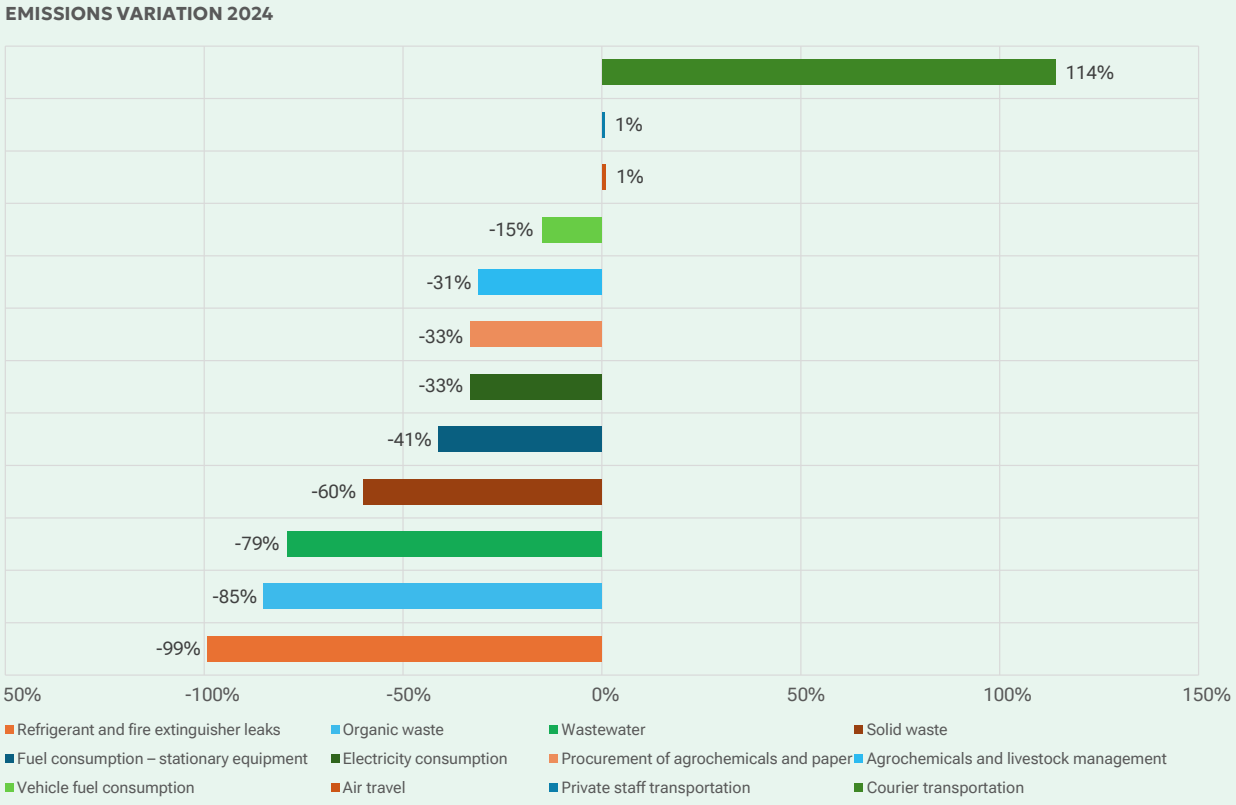
- **Air travel by staff: 2,026.64 tCO_2eq**
- **Electricity consumption: 1,339.18 tCO_2eq (without mitigation)**
- **Fuel consumption in mobile equipment: 772.29 tCO_2eq**

These sources account for the largest share of our carbon footprint and represent priority areas for implementing energy efficiency, sustainable mobility, and operational optimization strategies.

Compared to 2023, significant reductions were observed in several emission sources, particularly in refrigerant leaks, waste management, and wastewater treatment. These results reflect progress in environmental management practices and continuous improvement of operational processes.

EMISSIONS FIGURES





Achievements in emissions management

28%
Reduction in total emissions by 2024

49%
Reduction in Scope 1 emissions

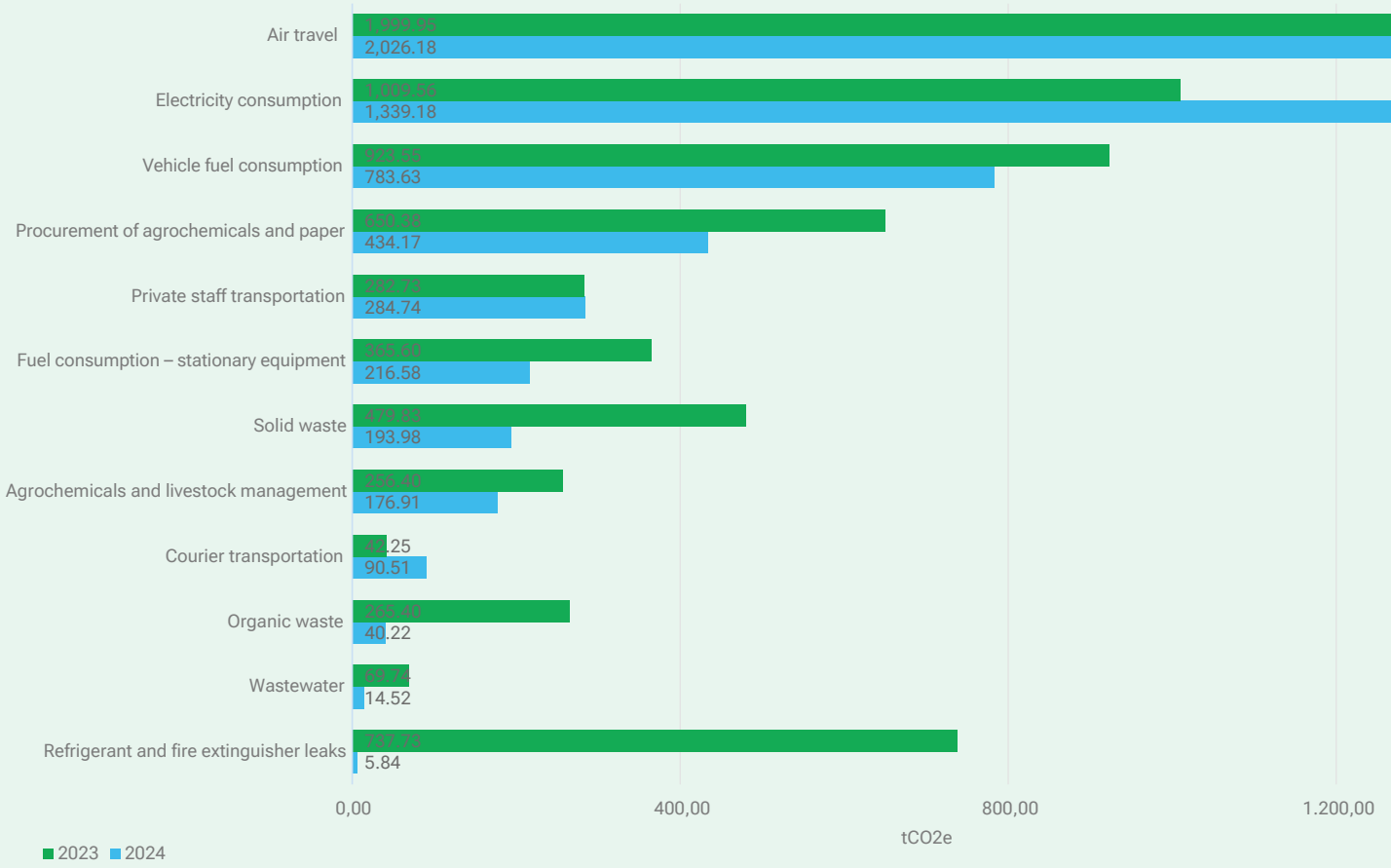
100%
Emissions avoided from electricity consumption

12%
Reduction in Scope 3 emissions

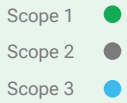
10%
Reduction in emissions from DHL courier services

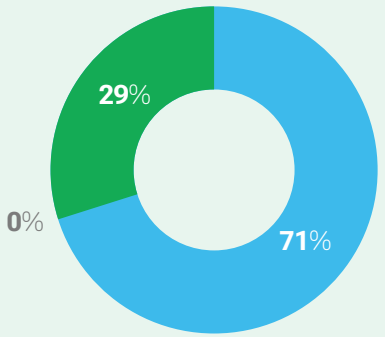
15%
Reduction in diesel fuel consumption

MAIN SOURCES OF GHG EMISSIONS (TCO_2EQ)



DISTRIBUTION OF EMISSIONS BY SCOPE 2024





OUR PATH TOWARD CARBON NEUTRALITY

As part of our commitment to sustainability and climate action, we continuously work to reduce the carbon footprint associated with our operations and have established the following targets:

2030 Target
To move toward carbon neutrality in our operations

Carbon capture
To annually measure forest carbon capture on campus.

Emission reduction
To achieve an annual 35% reduction in direct and indirect emissions.

Clean energy
To maintain zero emissions associated with electricity consumption through renewable energy sources.

Based on our carbon footprint analysis, we have identified priority areas where mitigation opportunities are concentrated. These lines of action guide the implementation of measures to progressively reduce emissions associated with our operations, while strengthening resource efficiency and promoting sustainable practices across the organization.

ENERGY AND ENERGY EFFICIENCY

We will continue to strengthen energy-efficiency efforts, including equipment optimization, intelligent energy management, and the use of on-campus renewable energy.

TRANSPORT AND MOBILITY

Given that travel and transport represent a significant share of emissions, we will promote sustainable mobility alternatives, optimize travel, and improve vehicle and fuel efficiency.

WASTE MANAGEMENT AND CIRCULAR ECONOMY

We will continue to strengthen waste reduction, recovery, and valorization strategies, including composting and improvements to organic and recyclable waste management processes.

SUSTAINABLE PROCUREMENT AND VALUE CHAIN

We will promote environmental criteria in procurement processes, encouraging suppliers and products with lower environmental footprints and fostering sustainable practices throughout the value chain.

BIODIVERSITY LINE

This line of action aims to conserve and safeguard biodiversity within the Alliance by designing ecological restoration strategies that preserve natural resources and mitigate the impact of the use of ecosystem services essential to operational, administrative, and research activities.

In addition, biodiversity conservation and management help us protect the habitats of native species on campus, ensuring a balance between natural ecosystem dynamics and our operations, in line with our sustainability commitment.

The results presented in this line of action constitute the baseline for defining strategic actions to protect campus biodiversity and guide decision-making for its conservation.

BIODIVERSITY AND LANDSCAPE MANAGEMENT

GRI 304 Biodiversity

The campus is located in a **tropical dry forest** ecosystem, one of the most threatened ecosystems in Colombia, characterized by its high biological diversity and its capacity to adapt to variable climatic conditions.

Our campus functions as a **productive and research landscape that integrates conservation, science, and sustainable land management.** In 2025, we continued to strengthen **environmental education activities, biodiversity monitoring, and sustainable agricultural practices** that contribute to the conservation of campus ecosystems.

As part of this strategy, the **Campus Landscape Management Plan** is under development to guide the integrated management of natural and productive areas, promoting ecological restoration, habitat connectivity, and sustainable land use.

FAUNA AND FLORA

We promote activities that support the knowledge and conservation of biodiversity present on campus.

Environmental education and awareness

- 41 people participated in birdwatching activities
- 3 birdwatching sessions conducted in 2025
- 5 signs installed for biodiversity awareness

Tree inventory

- 510 hectares inventoried (100% of campus)
- 4,678 individuals recorded

This inventory is a key tool for biodiversity monitoring, ecological planning, and carbon capture estimation on campus.

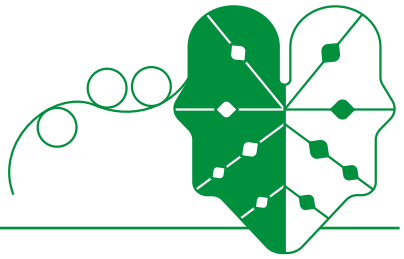
BIODIVERSITY AND REGENERATIVE AGRICULTUREA

In our productive areas, we promote sustainable agricultural practices that contribute to soil health, reduce chemical inputs, and conserve ecosystems.

Innovation trials

Trials were established in the J3 demonstration plot to evaluate sustainable systems:

- **1.9 hectares** under regenerative agriculture practices
- Implementation of intercropping, reduced tillage, and cover crops



Productivity results

- Beans: 1,44 t/ha
- Rice: 0,529 t/ha

Soil monitoring

- 156 samples collected
- More than 1,000 NIR spectra analyzed
- Development of an NIRS model for oxidizable carbon **(R^2 = 0.80)**
- 1 scientific publication produced

Innovation in crop management with more efficient equipment

- Greater efficiency in weed management
- Optimization and reuse of resources
- Technological innovation applied to agriculture

Weed control using Crotalaria and crop rotation

- Natural nitrogen fixation
- Incorporation of organic matter
- Improved soil structure
- Reduced use of agrochemicals
- Reduced fuel consumption

WILDLIFE MANAGEMENT AND PROTECTION

GRI 304-2

Direct drivers of biodiversity loss

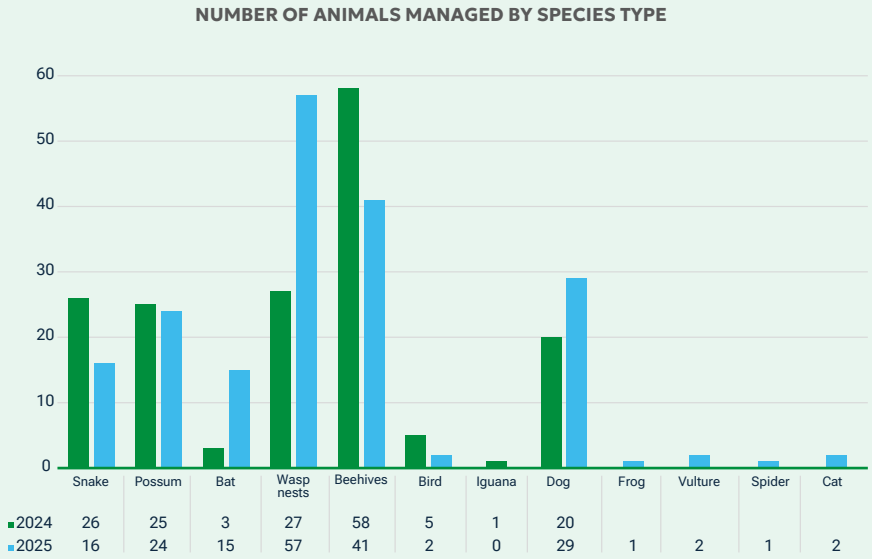
As part of our commitment to biodiversity conservation and the harmonious coexistence between institutional activities and campus fauna, we implement actions focused on the control, rescue, rehabilitation, and release of wild and domestic animals.

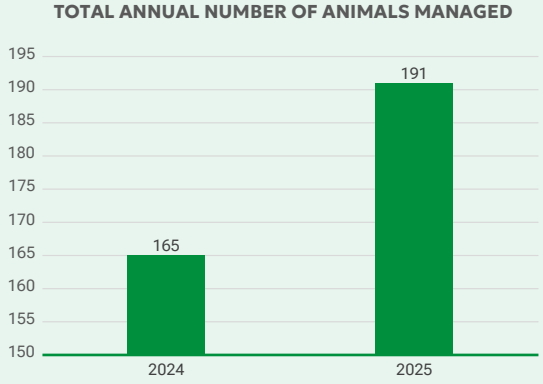
These actions aim to prevent risks to people and ecosystems, ensuring responsible species management and compliance with environmental regulations. When specialized attention is required, animals are transferred to the competent environmental authority to ensure proper care and rehabilitation.

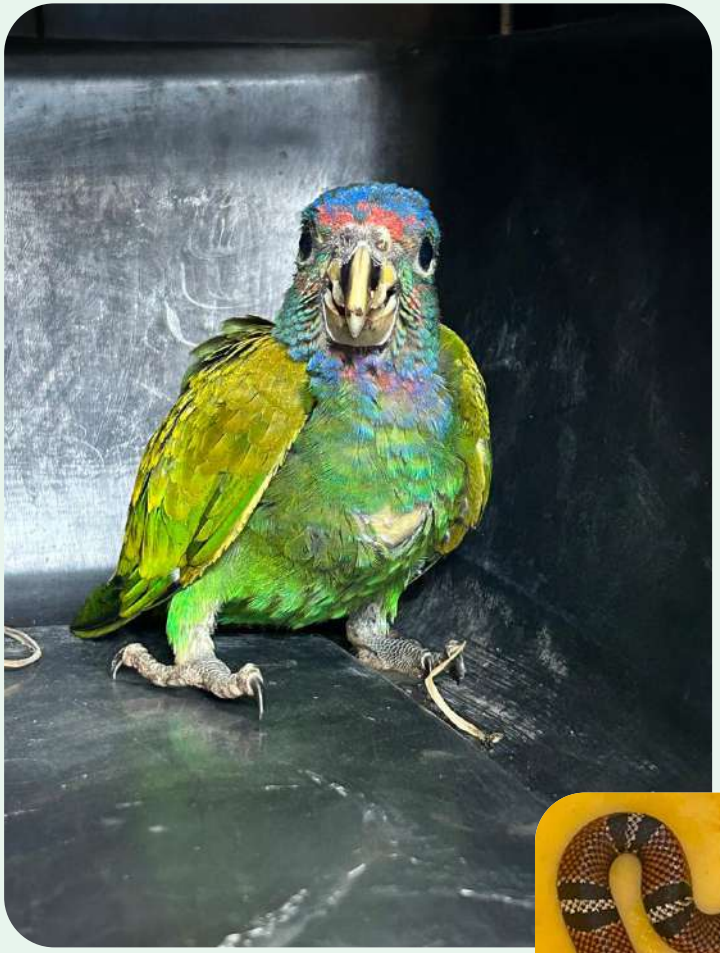
In parallel, we promote the responsible management of domestic animals and support adoption initiatives to prevent impacts on campus wildlife.

During 2025, training and technical strengthening activities were also carried out in coordination with specialized institutions, including training on wildlife management with the Regional Environmental Authority (CVC) and training on snakebite response with the Cali Zoo

WILDLIFE MANAGEMENT AND PROTECTION FIGURES







AGRO-INPUT MANAGEMENT

GRI 306

In our organization, we implement a comprehensive approach to the safe management of agro-inputs, in compliance with environmental and Occupational Health and Safety (OHS) regulations in Colombia. Through the OHS area, controls are applied across all stages of the product life cycle **to prevent risks to people and minimize environmental impacts.**

We apply controls from acquisition to final disposal:

- Risk assessment prior to purchase
- Verification upon product receipt
- Safe storage under technical conditions
- Controlled and standardized field application
- Responsible management of waste and containers

HEALTH PROTECTION AND TRAINING

We promote a prevention culture through:

- **Mandatory use of personal protective equipment (PPE)**
- **Occupational health monitoring** (including cholinesterase testing)
- **Periodic training for field staff**
- **Good Agricultural Practices (GAP) workshops**

Training delivered:

- 113 sessions on chemical risk and agrochemicals
- 126 sessions on pesticide use and handling

Most of the agrochemicals used comply with current Colombian regulations. Our objective is to protect workers and the environment, and we are continuously updating and replacing inputs with more sustainable alternatives.

Organic fertilization

Partial substitution of chemical fertilizers using compost produced on campus, enabling:

- Use of internal resources
- Addition of organic matter to the soil
- Improved soil structure and fertility
- Reduction of chemical inputs

Responsible use and transition to sustainable alternatives

We actively manage the agro-input portfolio under a continuous improvement approach:

- 268 products classified
- 79.5% correspond to lower-risk categories
- Progressive reduction of higher-risk inputs
- Ongoing evaluation of biological and sustainable alternatives

This approach allows us to move toward a safer, more efficient, and sustainability-aligned production model.

08

GRI CONTENT INDEX

Statement of use	The Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT), Palmira campus, has prepared this report in accordance with the GRI Standards for the period from [January 1, 2025 to December 31, 2025].
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD/ OWN INDICATOR	CONTENTS	LOCATION	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMISSION REQUIREMENTS	MOTIVE	EXPLANATION	
General contents						
GRI 2: General Disclosures 2021	**2-1** Organizational details	See: The organization and its practices				
	2-2 Entities included in the organization's sustainability reporting	See: About this report				
	2-3 Reporting period, frequency and contact point					
	2-7 Employees	See: Staff				13.20
	2-8 Workers who are not employees					
	2-9 Governance structure and composition	See: Our Governance Structure				
	2-10 Nomination and selection of the highest governance body					
	2-11 Chair of the highest governance body					

GRI 2: **General Disclosures 2021**	**2-12** Role of the highest governance body in overseeing the management of impacts	See: ESG Policy	
	2-13 Delegation of responsibility for managing impacts		
	2-14 Role of the highest governance body in sustainability reporting		
	2-18 Evaluation of the performance of the highest governance body	See: Our Governance Structure	
	2-22: Statement on sustainable development strategy	See: Message from the Director General and Message from the Managing Director of the Alliance of Bioversity International and CIAT	
	2-23 Policy commitments	See: Integrity, Ethics, and Institutional Compliance	
	2-24 Embedding policy commitments		
	2-26 Mechanisms for seeking advice and raising concerns		
	2-29: Approach to stakeholder engagemen	See: Stakeholder Engagement	
	2-30: Collective bargaining agreements	See: Training and Development	
Material Topics 2021			
GRI 3: Material Topics	**3-1** Process to determine material topics	See: Materiality	
	3-2 List of material topics		
Governance performance			
GRI 3: Material Topics	**3-3** Management of material topics	See: Governance	

GRI 201: Economic Performance 2016	**201-2** Financial implications and other risks and opportunities due to climate change	See: Risk Management	13.22.2
GRI 205: Anti-corruption 2016	**205-1** Operations assessed for risks related to corruption		13.2.2
Social performance			
GRI 3: Material Topics	**3-3** Management of material topics	See: Social Well-being	
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	See: Staff	
	401-3 Parental leave		13.20
GRI 403: Occupational Health and Safety 2018	**403-1** Occupational health and safety management system	See: Occupational Health and Safety	13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation		13.19.3
	403-4 Worker participation, consultation, and communication on occupational health and safety		13.19-5
	403-5 Worker training on occupational health and safety		13.19.6
	403-6 Promotion of worker health		13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		13.19.8

GRI 404: Training and Education 2016	**404-1** Average hours of training per year per employee	See: Training and Development	
	404-2 Programs for upgrading employee skills and transition assistance programs		
GRI 406: Non-discrimination 2016	**406-1** Incidents of discrimination and corrective actions taken	See: Ethics	13.15.4
GRI 409: Forced or compulsory labor 2016	**409-1** Operations and suppliers at significant risk for incidents of forced or compulsory labor	See: Ethics	13.16.2
Environmental performance			
GRI 3: Material Topics	**3-3** Management of material topics	See: Environment	
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	See: Infrastructure Line	
GRI 303: Water and Effluents 2018	**303-3** Water withdrawal	See: Circular Economy Line	13.7.4
	303-4 Water discharge		13.7.5
	303-5 Water consumption		13.7.6

GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	See: Zero Emissions Line		13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions			13.1.3
	305-3 Other indirect (Scope 3) GHG emissions			13.1.4
	305-5 Reduction of GHG emissions			13.1.6
GRI 306: Waste 2020	**306-2** Management of significant waste-related impacts	See: Circular Economy Line		13.8.3
	306-3 Waste generated			13.8.4
	306-4 Waste diverted from disposal			13.8.5
	306-5 Waste directed to disposal			13.8.6
GRI 308: Supplier Environmental Assessment 2016	**308-2** Negative environmental impacts in the supply chain and actions taken			
Own indicators	Digital Transformation	See: Infrastructure Line		
	Fauna and flora species	See: Biodiversity Line		
	Pesticide use			13.6.1 13.6.2
	Food safety	See: Circular Economy Line		13.9.1 13.9.2

Alliance
Bioversity & CIAT

alliancebioversityciat.org

CGIAR

cgiar.org

Let's transform
together
Sustainable Campus

Web site

The Alliance of Bioversity International and the Internacional Center for Tropical Agriculture (CIAT) is part of CGIAR, a global research partnership for a food-secure future dedicated to transforming food, land, and water systems in a climate crisis.