



English version:

March 8, 2024

NEUTRALITY STATEMENT

Dear **RV Fresh Foods S. A. de C. V. (hereinafter RV Fresh Foods) employees:**

On this occasion, we are addressing you because it seems to us of great importance to remind you and reaffirm, our unwavering commitment to the fundamental principles of labor rights. It is important that we all remember what we believe in as a company, and that we keep in mind the values and principles under which we conduct ourselves to avoid any type of manipulation and/or misinformation. The following are the principles I am referring to:

1. **Freedom of Association and Collective Bargaining:** At **RV Fresh Foods** we respect and defend the right of all workers to freedom of association and collective bargaining, including the right to decide not to join any union, without fear of reprisals of any kind.

It is important to emphasize that **RV Fresh Foods** has no position for or against workers forming a union or choosing not to join a union.

2. **Union Neutrality:** At **RV Fresh Foods**, we reaffirm our commitment to neutrality in the face of any decision by our employees to form, join, manage and/or vote for the union of their choice.
3. **Non-Interference and Zero-Tolerance Policy:** **RV Fresh Foods** has a zero-tolerance policy against any retaliation in connection with any exercise of freedom of association and collective bargaining rights and any intimidation by or against our employees.

At **RV Fresh Foods** we do not retaliate or discriminate against any employee based on union preference or affiliation, or for any other reason.

We condemn any act or threat of obstruction, intimidation, or corruption, promises to influence a vote, improper surveillance or any internal or external activity that may result in a negative impact on their labor rights to freedom of association and collective bargaining.

The zero-tolerance policy includes any action or omission contrary to this same statement of neutrality.

4. **Good Faith Bargaining:** We reiterate our dedication to actively and transparently participate in collective bargaining processes, always maintaining integrity and good faith in all interactions with our employees.
5. **Non-discrimination:** At **RV Fresh Foods** we reaffirm our commitment to non-discrimination at work towards workers or people who apply for an employment in the company, for any reason or criteria that could be considered as discrimination, including employment background, union membership facility or participation in previous or current union activities.



Our goal is, and has always been, to promote a work environment where every **RV Fresh Foods** employee has the certainty that their rights are respected and valued.

In addition to sharing this reminder, we would like to inform you that we have decided to take several actions in the coming days to ensure understanding and compliance with these principles.

We are counting on the cooperation of every member of this organization to keep this commitment alive in the company.

We take this opportunity to remind everyone that we have an anonymous complaint line, where we can report any irregular conduct committed in our facilities that, among other things, attempts against your collective and labor rights in the following email: denuncias@rvfreshfoods.com or you can also do so at the email address of the Secretary of Labor and Social Welfare of the Government of Mexico: inspeccionfederal@stps.gob.mx All complaints are treated confidentially.

Yours truly

RV Fresh Foods S.A. de C.V.

A handwritten signature in black ink, appearing to read "JRV", is written over a horizontal line.

José Ramón Valencia González
Director General

A handwritten signature in black ink, appearing to read "Jenifer", is written over a horizontal line.

Jenifer Elena Martínez Rauda
Human Resources Manager