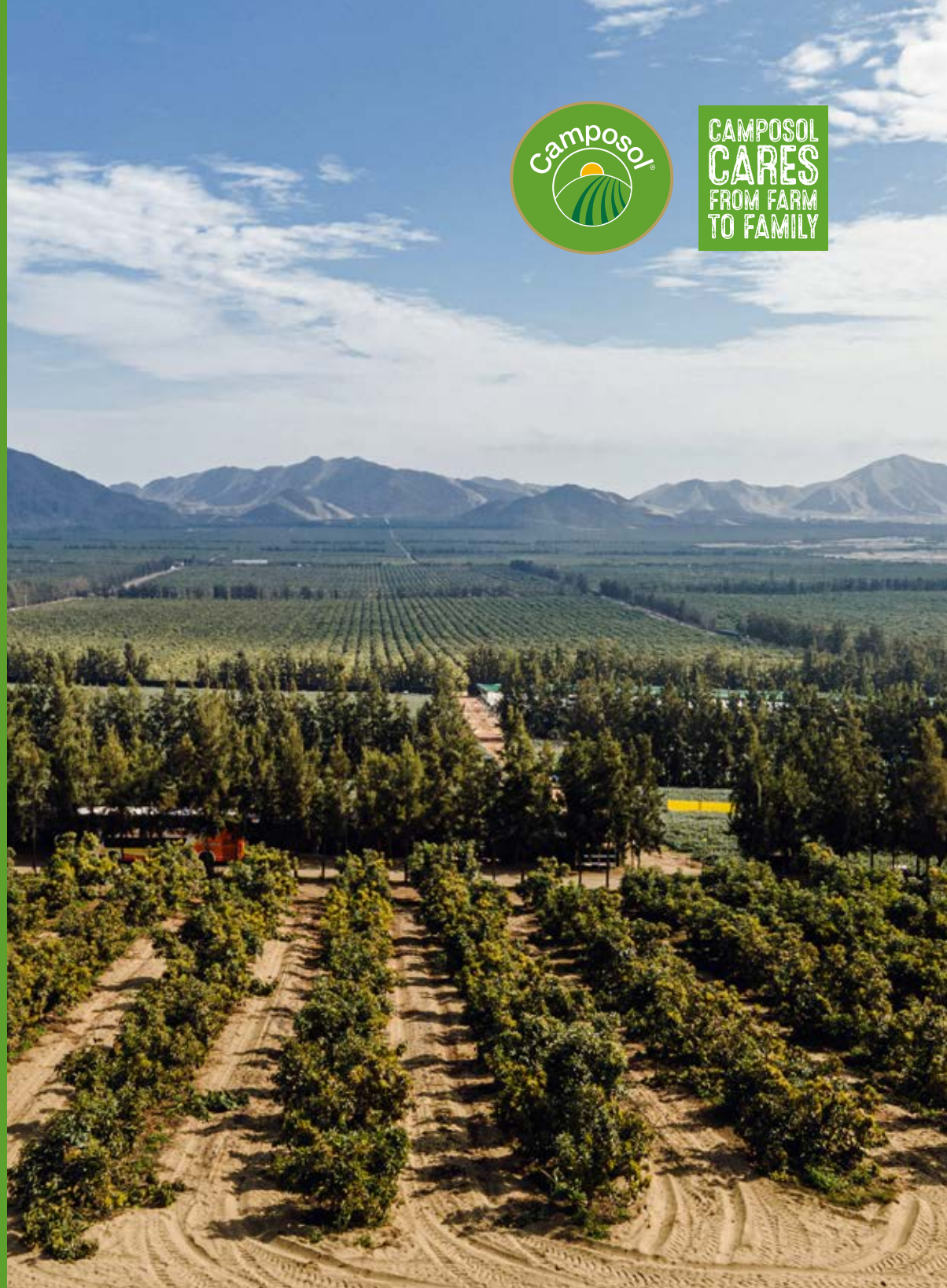




Sustainability Report 2023

We farm the land
to improve lives





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Letter to our stakeholders

(GRI 2-22)

**We are proud to present
our sustainability strategy,
which will establish the
basis for our actions in five
strategic axes: Governance,
People, Environment,
Communities and Product.**



Dear Stakeholders,

It is an honor to present Camposol's Sustainability Report for the year 2023. On behalf of the entire management team and our more than 21,500 dedicated employees, I want to express our sincere appreciation for the continued trust and support they have placed in us.

At Camposol our work goes beyond working in the field; We strive to improve lives. From our agricultural roots to our global markets, we work tirelessly towards this goal. With passion and dedication, we harvest, process, and market a variety of fresh produce, including blueberries, avocados, mangoes, tangerines, grapes, and more. Our commitment to quality, traceability and punctuality is reflected in the high standards that guarantee the delivery of exceptional food, all through a sustainable and socially responsible model that takes care of our people and planet.

Our global presence, with operations in Peru, Colombia, Uruguay, Mexico and Chile, and commercial offices in the United States, Spain, the Netherlands and China, allows us to establish strong relationships with major supermarkets and stores worldwide, connecting with customers in more than 40 countries. Our mission to provide healthy, sustainable food to consumers around the world continues to be the engine that drives our innovation and operational excellence. That's why every step we take is guided by our commitment to creating a positive and lasting impact in the regions where we operate.

In this report, we share our sustainability performance, as well as related initiatives and actions, from responsible natural resource management to our commitment to supporting local communities. In addition, we are proud to present our sustainability strategy, which will establish the basis for our actions in five strategic axes: Governance, People, Environment, Communities and Product.

This year we have recorded revenues totaling USD 497 million, which represents an increase of 14.4% compared to 2022. Regarding our operations in Peru, the production of blueberries and fresh mangoes reached 38,291 tons and 20,985 tons respectively, which positioned us as the company with the highest exported value of these fruits, according to the results of the Fluctuante #AgroExportaciones2023.

To be more efficient in the use of resources and mitigate our impact on the environment, we continue our efforts to promote sustainable agricultural practices. We continue to implement water management initiatives through the construction of infrastructure such as reservoirs and the implementation of technologies for the optimization of water in our crops. We maintain a biodiversity conservation approach through proper management of the agrochemicals we use. In addition, during this year we have begun to measure our organizational carbon footprint, which will allow us to know the Greenhouse Gas (GHG) emissions associated with our activities, and from there we will be able to take measures to manage them.

As part of our proposal to create shared value and in line with our mission to generate a positive and lasting impact on the well-being of the local communities in which we operate, we have managed to positively impact more than 1,700 people with the development of 18 social programs and 12 donations made. One of the most emblematic projects is CEBA Camposol, an educational proposal in collaboration with the Peruvian Ministry of Education so that our collaborators and the community in general can complete their initial, primary and secondary studies, achieving more than 160 people enrolled during 2023.

Beyond what these figures and achievements represent, at Camposol we are united by our shared passion for the well-being of people and the planet. Each of us plays a vital role in building a more prosperous and healthy future for generations to come.

Thank you for giving your time and attention to this Sustainability Report. We look forward to continuing to collaborate to create a more prosperous and healthier world for all.

With gratitude and determination,

ALVARO CARRASCO BENAVIDES
VP Legal, Compliance & ESG

Main results of 2023

100% of our products come from fields with Global Food Safety Initiative (GFSI) certifications.



100% of our operations have social certifications such as SMETA or GRASP.



+119,276 tons

of products sold during 2023, with blueberries being our main product.



+3,500 500 people benefited through our social programs in our operations in Peru, Colombia and Uruguay.



+21,500

direct collaborators in all Camposol operations, of which 44.1% are women. (+0.7% compared to 2022)



\$ 496.97 million of group-level revenue. (+14.4% compared to 2022)



100% of our effluents generated in the operations of the Chao Packaging Plant in La Libertad were reused for the irrigation of green areas.



1st place as the company with the highest exported value of Fresh Mango and Blueberries in Peru during 2023 according to the results of the Fluctuating #AgroExportaciones2023.





1

We are Camposol

(GRI 2-1, 2-6)

« We seek to remain a reliable partner and leader in the healthy and sustainable food industry. We are aware of the impact that Camposol has on its environment, it is our greatest motivation, which is why we are very focused on making our management sustainable and efficient. Only in this way can we continue to farm the land to improve lives. »

RICARDO DAVID NARANJO FERNANDEZ
Chief Financial Officer



1.1. Our Story

Camposol was founded in 1997, the result of a dream to transform a desert into a “great green sea”. Benefiting from modern and sustainable agricultural practices, the La Libertad region of Peru became a place that provided employment for thousands of employees and significantly improved the quality of life for their families.

During our first 10 years, we focused specifically on agricultural production, mainly asparagus for the European market. However, following the acquisition of the company by the D&C Group in 2007, Camposol evolved to become a world-class company, modifying the products offered, the geographical locations of its fields and facilities, and expanding its presence in major markets around the world.

1.2. Our business model

We are dedicated to the harvesting, processing and marketing of agricultural products such as avocados, blueberries, grapes, mangoes, tangerines, among others. Our products have high standards in terms of quality, traceability and delivery time; generated through a sustainable and socially responsible model with our planet.

We operate in Peru, Colombia, Uruguay, Mexico and Chile. In addition, we have offices in Costa Rica, the United States, Spain, Switzerland, the Netherlands, Cyprus and China, which allow us to establish trusting relationships with the main supermarkets and stores worldwide, as well as with customers in more than 40 countries.

MISSION


To provide our customers around the world with healthy food through operational excellence, innovation, sustainable practices; generating a positive and lasting impact on the well-being of the communities where we operate, creating sustainable value for our shareholders.

VISION

To be the benchmark and cutting-edge supplier of healthy and fresh food for families around the world.

PURPOSE

We work the field to improve lives.



We are Camposol, a Peruvian multinational agro-export company that seeks to provide all families around the world with fresh, nutrient-rich food.

1.3. Our Products

(GRI 2-6)

Today more than ever we need to take care of our planet, ourselves and what we eat. At Camposol we are committed to sustainable practices that guarantee the freshness and excellence of our fruits. Our broad portfolio of fresh produce encompasses a variety of options including blueberries, avocados, mangoes, tangerines, grapes, cherries and dragon fruits. In addition, we offer a selection of frozen fruits, such as mangoes, avocados, and blueberries.

CAMPOSOL PRODUCT PORTFOLIO



Blueberries

Blueberries are low in calories, fat and sodium. It does not contain cholesterol and is rich in fiber and minerals, especially vitamin C. Its antioxidant properties are well documented.



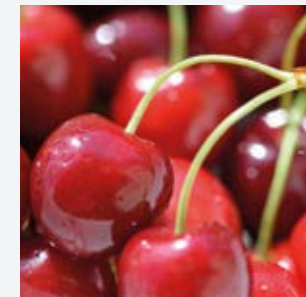
Mangoes

Mangoes contain a wide range of nutrients, vitamins, minerals and antioxidants; They also contain an enzyme with stomach-soothing properties. An average-sized mango contains about 40 percent of the recommended daily amount of fiber. If you are physically active, mangoes are an efficient way to replenish potassium.



Avocados

Avocados contain mainly monounsaturated oils, which reduce bad cholesterol (LDL) and maintain good cholesterol (HDL). In addition, they contain important nutrients such as vitamins C, E, potassium and fiber. Its regular consumption helps prevent diabetes, cardiovascular diseases, obesity and prostate cancer.



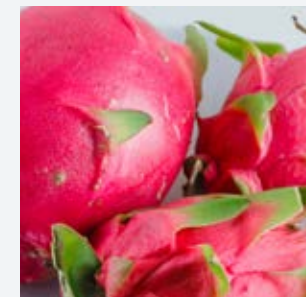
Cherries

Cherries are rich in vitamins A and C, and minerals such as potassium, calcium and iron. It also stands out for being rich in anthocyanins, pigments that, in addition to giving it color, have a high antioxidant power.



Tangerines

Tangerines are rich in vitamins A, B1, B2, B3, B6 and C. It also contains minerals such as potassium, calcium, magnesium and phosphorus. They are also a great source of folic acid, beta-carotene and antioxidants. Due to its high citric acid content, it promotes fat burning and is ideal for losing weight.



Pitahayas

Pitahayas are an exotic fruit that stands out for its high content of vitamin C, vitamin B2 and antioxidants such as flavonoids and betacyanins. In addition, they are a good source of iron, calcium and magnesium. Eating dragon fruit regularly can help strengthen the immune system, improve cardiovascular health and skin health due to its antioxidant and anti-inflammatory properties.



Grapes

Table grapes are rich in vitamin C and B6. It is also a good source of potassium, copper, iron and phosphorus. Its glucose and fructose are excellent natural sources of healthy sugars. Eating grapes is a great way to stay hydrated.

As part of our value proposition, we ensure that our products are available as many days of the year as possible. To achieve this, we follow a strategy based on geographical “windows” for its cultivation. To this end, we have expanded our operations beyond Peru, venturing into Colombia, Uruguay, Mexico and Chile where we grow our products. In this way, we seek to cover our offer in the future during the 12 months of the year, becoming an industry leader in the supply of quality products throughout the year.

1.4. Our operations

(SASB FB-AG-000.A, FB-AG-000.B, FB-AG-000.C, FB-AG-000.D, FB-PF-000.A, FB-PF-000.B)

We operate in five strategic locations, in Peru, Colombia, Uruguay, Mexico and Chile, where we produce and process foods that have gained a strong presence in international markets.

The expansion of our production and processing facilities represents a significant milestone in our business journey. We continue to expand our facilities with the aim of expanding our production capacity and also improving the working conditions of our entire team. These new spaces are designed to offer larger and more comfortable environments, equipped with the latest technology and enhanced resources.

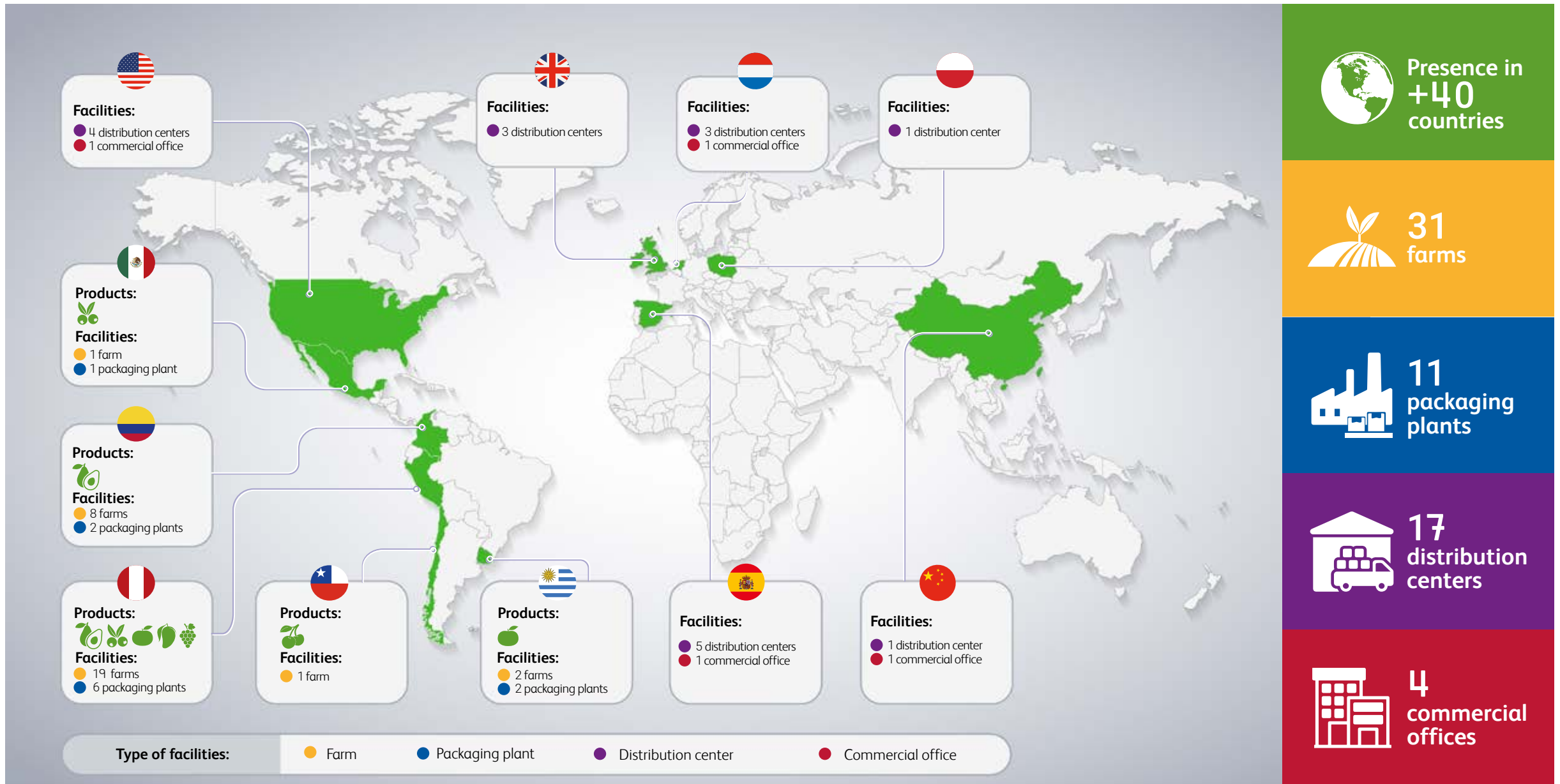
With commercial offices strategically located in China, the United States, Spain and the Netherlands, we facilitate access to our high-quality offering that meets the most exacting industry standards and provides superior nutritional benefits. Our commitment to excellence and customer satisfaction has allowed us to establish strong business relationships in more than 40 countries in the Americas, Asia and Europe, collaborating with 350 customers, mainly recognized supermarket chains worldwide.

We seek to remain a reliable and leading partner in the health food industry, meeting the demands of international consumers and contributing to promoting healthier and more conscious eating around the world.

PERIODS OF AVAILABILITY OF OUR PRODUCTS

	 Blueberries	 Avocados	 Tangerines	 Mangoes	 Grapes	 Cherries
COUNTRY	 	 	 			
JAN	●			●		
FEB	● ●			●		
MAR	● ●			●		
APR	● ●	● ●	●			
MAY	●	● ●	● ●			
JUN	●	● ●	● ●			
JUL	●	●	● ●			
AUG	●		●			
SEP	●	●			●	
OCT	●	●			●	
NOV	●	●		●	●	●
DEC	●	●		●	●	●

OUR OPERATIONS





1.4.1. Production

In 2023, the harvest in our operations was affected by atypical weather conditions, characterized by high temperatures. This phenomenon generated stress on the plants, resulting in a decrease in production in all crops, as well as quality problems that led to a portion of the harvest

not being exportable. This situation was observed both in blueberries, tangerines, and grapes in Peru, and in blueberries in Mexico. As a result, the overall harvest volume experienced a significant reduction.

1.4.2. Marketing

In 2023, total fruit sales saw a decline. The volume of commercialization in all crops fell mainly due to the high temperatures that were experienced throughout the year, impacting the volume and quality of the fruit, which caused the decrease in exports.

AREAS FOR PRODUCTION (HA) AND PRODUCTION BY MAIN CROP (TONNES)

Country	Product	Area for active production			Harvest volume		
		2021	2022	2023	2021	2022	2023
Peru	Blueberries	2,670.0	2,663.0	2,767.0	36,367.0	51,580.0	38,281.0
	Avocados	2,527.0	2,568.0	2,583.0	33,572.0	35,892.0	35,429.0
	Mangoes	739.0	726.0	726.0	17,387.0	20,048.0	20,985.0
	Tangerines	412.0	412.0	440.0	8,913.0	11,722.0	6,196.0
	Grapes	567.0	560.0	560.0	13,541.0	14,993.0	7,361.0
Chile	Cherries	139.0	139.0	139.0	0.0	0.0	118.0
Colombia	Avocados	2,162.0	2,162.0	2,058.0	1,724.0	2,651.0	2,831.0
Mexico	Blueberries	50.0	43.0	37.0	0.0	262.0	208.9
Uruguay	Tangerines	773.0	870.0	870.0	8,771.0	12,352.0	12,775.0
Total		10,039.0	10,143.0	10,180.0	120,275.0	149,500.0	124,184.9

TOTAL VOLUME OF PRODUCTS SOLD (METRIC TONS)

Product	2021	2022	2023
Blueberries	33,305.0	51,086.0	36,965.9
Avocados	31,894.0	30,451.0	36,492.5
Mangoes	23,171.0	24,548.0	22,892.3
Tangerines	11,255.0	17,717.0	13,047.8
Grapes	13,490.0	14,693.0	9,023.6
Others	636.0	689.0	854.8
Total	113,751.0	139,184.0	119,276.9



Maintaining consistent economic performance is key to the viability and continued success of our business.

1.4.3. Third-party purchase

Third-party purchases are activated when there is a need to comply with the commitments we have agreed with our customers. During 2023, we bought blueberries, avocados, mangoes, tangerines, and grapes, but we didn't stock up on cherries.

VOLUME (METRIC TONS) AND COST (USD) OF PRODUCTS PURCHASED FROM THIRD PARTIES.

Product	Purchase volume			Cost (USD)		
	2021	2022	2023	2021	2022	2023
Blueberries	61.00	152.00	0.00	333,016.00	777,434.00	0.00
Avocados	0.00	1,659.00	3,423.92	0.00	2,844,380.00	3,229,154.82
Industrial Avocados	0.00	0.00	126.19	0.00	0.00	18,270.39
Industrial Mangoes	20,718.00	13,825.00	4,320.22	6,257,897.00	2,710,623.00	610,435.00
Exportable Mangoes	130.00	372.00	158.81	38,799.00	499,653.00	54,812.86
Tangerines	0.00	451.00	0.00	0.00	824,317.00	0.00
Grapes	0.00	113.00	0.00	0.00	378,496.00	0.00
Others	0.00	0.00	0.00	0.00	0.00	0.00
Total	20,848.00	16,420.00	8,029.14	6,296,696.00	7,257,469.00	3,912,673.07

1.5. Our economic performance

(GRI 3-3) (GRI 201-1, 201-3, 201-4) (GRI 13.22)

Maintaining consistent economic performance is key to the viability and continued success of our business. To achieve this, we focus on maximizing efficiency in all processes related to harvesting, production, distribution and marketing, which translates into greater profitability and the ability to generate resources to reinvest and expand.

To continue this performance, we are committed to meticulously monitoring all income and expenses, effectively managing all economic and financial resources of the organization and establishing an appropriate equity structure to mitigate financial risks. We closely monitor the effectiveness of our actions through profitability measures and other indicators, and we carry out a thorough internal audit of productive, financial and commercial information, in addition to subjecting our financial statements to annual external audits.

In 2023, we encountered unusual weather conditions, including a warmer-than-average winter with temperatures that exceeded historical averages between 4° and 5°C, along with heavy rains in the northern part of the country. These weather anomalies significantly impacted our crop yields, campaign schedules, and overall volume and costs. However, our resilience and dedication were evident throughout the year, as evidenced by our ability



to achieve EBITDA growth and reduce net debt by the end of the year. In addition, these achievements were made possible by our ongoing efforts to improve efficiency across the company, streamline processes, and collaborate directly with our customers. We have demonstrated our resilience, flexibility and ability to anticipate challenges, underscoring Camposol's strong position for continued success in the future.

**DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED
(THOUSANDS OF USD)¹**

Component	2021	2022	2023
Direct economic value generated	401,070	434,432	496,974
Income	401,070	434,432	496,974
Distributed economic value ²	322,198	424,155	364,954
Operational costs ³	198,291	274,006	231,538
Employee salaries and benefits	118,704	142,897	124,900
Payments to the government ⁴	4,210	6,743	8,297
Investments in the community ⁵	993	509	223
Retained economic value	78,872	10,277	132,639

¹ Table note: The values correspond to Camposol's five operations (Peru, Colombia, Uruguay, Mexico and Chile).

² Payment to capital providers is not included because it is financed with medium-term debt.

³ Corresponds to spending on suppliers only.

⁴ Corresponds to the total payment of taxes.

⁵ Considers only the scope for the operations of Peru, Colombia and Uruguay, for which the information is available.

In relation to pension funds, we comply with the requirements of the regulations of each country where we operate. In 2023, the total amount of our contributions in Peru was USD 35,476,590, in Colombia USD 270,000, and in Uruguay USD 608,689. In addition, it is important to note that this year we have not received financial assistance from any government organization.

1.6. Our culture

All our policies are applicable to Camposol's entire supply chain, applying equally to all our collaborators, stakeholders and third parties linked to all the company's commercial and industrial activities. Likewise, they are incorporated into the organizational culture at the highest level of each country, through our cultural pillars:



1.6.1. Our main policies and rules of conduct

(GRI 2-23, 2-24)

We implement corporate policies and standards that are aligned with our mission, vision, and purpose. Our policies are communicated through the different means of communication, our internal stakeholders are communicated through wall newspapers, email, training talks; while to our external stakeholders through our website: www.camposol.com.

i. Code of Ethics and Conduct

In our constant search to achieve the highest ethical and behavioral standards, we have a Code of Ethics and Conduct, which contains all the guidelines under which all employees must be always guided and conduct themselves and circumstances, always safeguarding the well-being and good reputation of our company. Its content showcases our values and summaries the core beliefs of the companies of the Camposol group.

The main guidelines for the most relevant stakeholders are as follows:

- **Employees:** We respect diversity and equal opportunities, while providing them with a safe and healthy work environment.
- **Shareholders:** We value and respect the independence of their thoughts and protect the trust they place in our company, we are also committed to protecting the reputation, assets and ethical culture of the company, preventing any type of risk and sanctioning any act of irregularity.
- **Customers, Suppliers:** We provide a treatment based on respect and dignity towards our customers and suppliers.
- **Competition:** We compete honestly and vigorously based on our ethical principles and in full compliance with the rules that regulate the markets.
- **Community, Environment and State:** We respect human and labor rights, we reject any type of servitude or any form of forced labor. Regarding the environment, we promote a culture of protection and the efficient use of resources. In the interest of the State, we respect the authority of public entities and officials everywhere we conduct our business, and we maintain transparent, honest and ethical relations with them.

ii. Corporate Social Responsibility Policy

We have a Corporate Social Responsibility Policy which has the following guidelines:

- **Employee well-being:** We contribute to the personal growth of our employees, their families and communities through activities that provide a better quality of life and promote the development of secondary skills.

- **Caring for the environment:** We protect the environment through the rational use of natural resources and energy. We continuously develop or improve our pollution reduction strategies.
- **Product quality and traceability:** We carry out a comprehensive evaluation of the entire business system to achieve maximum integration and quality.
- **Product & Market Development:** We maintain a high level of trust with our customers. We listen to your needs and suggestions. This practice, combined with our unwavering focus on quality, reliability, the health of our team members, and the environment, allows us to continue to rapidly develop new markets and products.
- **Developing and Creating Shared Value:** We know that our core values align with current best practices from innovative industry leaders. Informed stakeholders will find that we share values in the creation and development of new markets and products.
- **Reputation of our management:** We closely follow our obligations under international agreements such as the Universal Declaration of Human Rights, the International Labour Organization (ILO) and the United Nations Global Compact.

iii. Human Rights Policy

This policy includes the following commitments:

- We respect and recognize the principles of human rights by treating people with dignity and respect, in accordance with the Universal Declaration of Human Rights, the International Bill of Human Rights, as well as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and, The Ethical Trading Initiative.
- We act in accordance with the criteria detailed in our Code of Ethics and Conduct, related to: prohibition of child labor; deprivation of liberty and forced labour; occupational safety and health; freedom of association and collective bargaining; non-discrimination; disciplinary measures; working hours; remuneration; sustainability and environment; purchasing and logistics; integrity in the company; conflict of interest and anti-corruption practices.



- We address the impact on human rights, understanding how activities within our value chain can positively or negatively impact its stakeholders, establishing mechanisms that help identify, address and remedy adverse impacts and re-empower those that have a positive influence.
- Promote a culture of human rights through awareness and/or training of all our collaborators on this subject.
- We comply with current national human rights legal standards; as well as voluntary adherence rules and other voluntarily adopted guidelines.
- We continuously improve the performance of the commitments of this policy, establishing objectives, goals, action plans, responsible; as well as a periodic review to assess follow-up.
- We integrate this human rights policy with the company's other management systems.

iv. Integrated Management System Policy

This policy is communicated to all our collaborators; It is also available for consultation by our stakeholders and is reviewed annually. Among the main guidelines are:

- Protect the safety, integrity and health of all employees as well as that of all our suppliers, customers and visitors who enter any of our facilities; providing safe and healthy working conditions through the execution of plans and programs focused on the prevention of occupational injuries and the promotion of physical and mental health, the identification of hazards, the periodic evaluation of hazards and their reduction or elimination through the implementation of control measures.
- Comply with the requirements established in the quality and food safety management system, based on the implementation and

We protect the environment through the rational use of natural resources and energy.



maintenance of prerequisite programs and food safety plans, which are reflected through the identification of hazards, risk assessment and establishment of control measures, to ensure food safety, food defense, legality and authenticity of the products we supply.

- Prevent environmental pollution, minimizing possible environmental impacts, through the timely identification of environmental aspects, risk assessment and the establishment of preventive controls in all the company's processes.
- Promote safe international trade in our processes and business partners; through threat identification, risk assessment, management and treatment, as well as; the prevention of illicit activities, corruption and bribery crimes, money laundering, among others. Likewise, promote security in the use of information technologies.
- Comply with the national and international legal and regulatory requirements of the destination countries of our fruit; as well as internal rules, voluntary adherence rules and other requirements related to our processes and the integrated management system.
- To supply quality and safe products that meet the requirements of customers and legal requirements of the destination countries, delivering them on time, at competitive prices and in a framework that favors profitability, the progress of the company, its collaborators and the community.

We also have several additional policies such as:

- Donation Policy
- Gift and Hospitality Management Policy
- Third Party Due Diligence and Integrity Policy
- Conflict of Interest Policy
- Occupational Health and Safety Policy
- Contract Management Policy
- Environmental Policy
- Communications Policy
- Labor Policies (Salary, Bonuses, among others.)
- Community Relations Policy
- Policy for the Inclusion of People with Disabilities

Prevent environmental pollution, minimizing possible environmental impacts, through the timely identification of environmental aspects, risk assessment and the establishment of preventive controls in all the company's processes.



1.7. Our Stakeholders

(GRI 2-29)

We encourage open and transparent communication with our stakeholders, maintaining a constant dialogue with each of them. The activities and relationships can be seen in detail in each of the chapters of this report, however, below, we summarize the different forms of communication carried out in Peru, Colombia and Uruguay: whose operations are the largest that we manage today.

1.7.1. Peru

In 2023, we focused on the development of the Community Communication Procedure, which aims to establish guidelines and criteria that guide communication efforts aimed at local populations. In addition, we developed the Community Relations Policy, with the purpose of establishing lasting and constructive relationships in the areas where Camposol carries out its operations. We have also made progress in the preparation of the Relationship Plan, based on the results obtained from the 2023 Stakeholder Map carried out at the local level in Camposol (Chao and Virú), located in La Libertad.

CHANNELS AND FREQUENCY OF COMMUNICATION WITH STAKEHOLDERS IN PERU

Stakeholder	Channels of communication	Frequency
Collaborators	Physical: informational murals, corporate advertising material, brochures and informational flyers	Permanent
	In-person: integration and recognition events, communication cascade, in-person meetings	Permanent
	Digital: corporate email, virtual catalogs, WhatsApp, website, social networks (Facebook, Instagram, LinkedIn, Facebook group).	Permanent
	Campaigns.	According to the calendar worked with the respective area.
Operators	Physical: informational murals, corporate advertising material, brochures and informational flyers	Permanent
	In-person: integration and recognition events, communication cascade, in-person meetings.	Permanent
	Digital: WhatsApp, website, social networks (Facebook group), advertisements in the written press, radio and television (local).	Permanent
	Campaigns: Employer Brand, recognitions, among others.	According to the calendar worked with the respective area.
Customers	Physical: advertising notices, brochures and information flyers, boxes, labels, among others.	According to the proposed annual media plan
	In-person: meetings, field visits, fairs.	According to the calendar of fairs in the year
	Digital: corporate email, brochures, catalogues, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Consumers	Physical: advertising notices, brochures and information flyers, boxes, labels, among others.	Permanent
	In-person: sponsorships, fairs.	According to received requests and budget, participation is evaluated.
	Digital: website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Investors	In-person: meetings, field visits and conferences.	On request
	Digital: online broadcasts, reports, corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Suppliers	Digital: corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Coordination with the area for publication of information.
Communities	Physical: advertisements in the written press, radio and television (local), advertisements, corporate advertising material, brochures, information flyers	According to the calendar worked with the respective area
	Digital: website, social networks (LinkedIn, Facebook group)	Permanent
Media	Physical: advertisements, advertorials, press releases	According to the proposed annual media plan
	In-person: interviews	According to the proposed annual media plan and request for interviews approved by VP People, Culture and
	Digital: corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Government	In-person: meetings, field visits	On request



1.7.2. Colombia

The active participation of stakeholders is of utmost importance in Colombia. These groups have been in frequent contact with the company, either to identify needs or express their expectations regarding the development of our productive activities in their territories. Their importance lies in the fact that they keep us updated on these needs or perceptions, which allows us to be attentive to generate new forms of response, innovate and develop alternatives according to the dynamics of these territories.

It is especially relevant in Colombia to adopt a conservationist approach to ecosystem services, given the constant concerns about the sustainability of Hass avocado cultivation. Ongoing interaction with stakeholders allows us to address these concerns effectively and work collaboratively to find solutions that promote the conservation and sustainable use of natural resources in our territories.

It is especially relevant in Colombia to adopt a conservationist approach to ecosystem services, given the constant concerns about the sustainability of Hass avocado cultivation.

CHANNELS AND FREQUENCY OF COMMUNICATION WITH STAKEHOLDERS IN COLOMBIA

Stakeholder	Channels of communication	Frequency
Collaborators	Physical: informational murals, corporate advertising material, brochures and informational flyers	Permanent
	In-person: integration and recognition events, communication cascade, in-person meetings	Permanent
	Digital: corporate email, virtual catalogs, WhatsApp, website, social networks (Facebook, Instagram, LinkedIn, Facebook group).	Permanent
	Campaigns.	According to the calendar worked with the respective area.
Operators	Physical: informational murals, corporate advertising material, brochures and informational flyers	Permanent
	In-person: integration and recognition events, communication cascade, in-person meetings.	Permanent
	Digital: WhatsApp, website, social networks (Facebook group), advertisements in the written press, radio and television (local).	Permanent
	Campaigns: Employer Brand, recognitions, among others.	According to the calendar worked with the respective area.



Stakeholder	Channels of communication	Frequency
Customers	Physical: brochures and information flyers, boxes, labels, among others.	According to the proposed annual media plan.
	In-person: meetings, field visits, fairs.	According to the calendar of fairs in the year.
	Digital: corporate email, brochures, catalogues, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Consumers	Physical: advertising notices, brochures and information flyers, boxes, labels, among others.	Permanent
	In-person: sponsorships, fairs.	According to received requests and budget, participation is evaluated.
	Digital: website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Investors	In-person: meetings, field visits and conferences.	On request
	Digital: online broadcasts, reports, corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Suppliers	Digital: intranet	-
Communities	Physical: advertisements in the written press, radio and television (local), advertisements, corporate advertising material, brochures, information flyers.	Permanent
	Digital: website, social networks, instant messaging chat, WhatsApp (LinkedIn, Facebook group)	Permanent
Media	Physical: advertisements, advertorials, press releases	According to the proposed annual media plan.
	In-person: interviews	According to the proposed annual media plan and interview request approved by VP People, Culture and Global Communications.
	Digital: corporate email, website, social networks (Facebook, Instagram, LinkedIn).	According to the proposed annual media plan.
Government - Regional Autonomous Corporations	In person: meetings, field visits, instant messaging, WhatsApp	On request
Social and environmental leaders	In-person: social and environmental events, in-person meetings, field visits, fairs or exhibitions.	On request
	Digital: Corporate email, WhatsApp.	On request





 **1.7.3. Uruguay**

Stakeholder engagement is central to our business strategy. On the one hand, we maintain various communication channels with our collaborators to ensure a favorable work environment and encourage internal collaboration. In addition, we build strong relationships with our customers and suppliers to build a strong network and meet their needs efficiently. We maintain an open and continuous dialogue with the community, as they are the ones who provide us with services, goods and labor. This interaction allows us to better understand their needs and expectations, as well as contribute to the sustainable development of the areas where we operate.

In addition, we maintain close communication with the government to address support needs affecting both our company and other companies in the industry and the community at large. This collaboration allows us to identify opportunities for improvement and work together to promote the economic and social development of our region.

CHANNELS AND FREQUENCY OF COMMUNICATION WITH STAKEHOLDERS IN URUGUAY

Stakeholder	Channels of communication	Frequency
Collaborators	Physicists: informational murals	Permanent
	In-person: communication cascade, in-person meetings, birthday celebrations.	Permanent
	In-person: integration events.	Specific occasions
	Digital: corporate email, WhatsApp.	Permanent
Operators	Physical: informative murals.	Permanent
	In-person: communication cascade, in-person meetings.	Permanent
	In-person: integration days.	Specific occasions
	Digital: WhatsApp.	Permanent
Customers	Digital: corporate email.	Permanent
Consumers	Physical: advertisements.	According to need
	Digital: social networks (LinkedIn).	According to need
Investors	In-person: meetings, field visits.	On request
Suppliers	Digital: corporate email.	Permanent
Communities	Physical: Donations of waste containers, end-of-year baskets, toys.	On request
Government	In-person: meetings, field visits	On request

1.8. Recognitions & Partnerships

(GRI 2-28)

In this section, we highlight the recognitions obtained and the partnerships established during 2023, which reflect our commitment to excellence, sustainability and joint work with various key actors. These achievements are not only a testament to our team's effort and dedication, but also to the positive impact we make on our communities and the business environment.

Below, we detail some of the most significant recognitions achieved during 2023:



Great Place To Work

We obtained the Great Place To Work (GPTW) certification 2022-2023. This achievement reflects our continued commitment to excellence in the work environment and the well-being of our collaborators.



Merco Talento, ESG y Empresa 2023

We were recognized with the 2nd. position in the agricultural sector in MERCO Talent, ESG and Company 2023. This achievement reflects our efforts with the attraction and retention of talent, as well as our dedication to socially responsible and ethical practices with the environment, our communities and our investors. Furthermore, this achievement positions us as the second agroindustrial company with the best corporate reputation.



Semana Económica ESG Award

We won the ESG Award from Semana Económica, in the "Culture and Organizational Wellbeing" category with the Wawa Wasi project: "Rayito de Sol", a pioneering initiative in La Libertad that provides an exclusive daycare service for the children of our collaborators.



AGAP Sustainability 2023

We obtained the AGAP 2023 Sustainability recognition in the "Innovation and technology" category. The project "Bioformulated based on native bacteria" developed by our R+D+E colleagues managed to stand out as an innovative alternative of biological origin for the control of fungal diseases in blueberry cultivation.



Alas20 Recognition

We got 4th. place as a "Leading Company in Sustainability" and also as one of the best companies in investor relations, due to our constant dedication to answering their questions and doubts, which guarantees a lasting relationship based on trust, transparency and goodwill. communication.

We are part of the following associations and organizations:

- Active member of the United Nations Global Compact.
- Participation in Proarandanos (Association of Blueberry Producers and Exporters of Peru).
- Collaboration with the Chamber of Commerce of La Libertad.
- Partnership with ADAS (Association for Sustainable Agricultural Development).
- Participation in Prohass (Association of Hass Avocado Producers and Exporters of Peru).⁶
- Collaboration with Procitrus (Association of Citrus Producers of Peru).
- Partnership with Provid (Association of Table Grape Producers of Peru).
- Collaboration with AGAP (Association of Agricultural Producers Guilds of Peru).
- Participation in APAG (Association of Agroindustrial Producers of Piura).
- Active participation in CorpoHass (Corporation of Producers and Exporters of Avocado HASS in Colombia), including activities aimed at the agro-export guild.
- Full members of UPEFRUY (Union of Fruit Producers and Exporters of Uruguay).

⁶ Since the beginning of 2024 Camposol is no longer a member of Prohass

2

Sustainability at Camposol

« Sustainability is in Camposol's DNA. With our ESG strategy we hope to contribute even more to the growth of the communities in our area of influence, the preservation of the environment and the strengthening of our corporate governance practices. »

ALVARO CARRASCO BENAVIDES
VP Legal, Compliance & ESG





We are pleased to present our sustainability strategy, which is a fundamental pillar of our commitment to corporate responsibility and sustainable development.

2.1. Our Sustainability Strategy

Since our founding, we have recognized the importance of operating ethically and transparently, generating value not only for our company, but also for our communities and the environment in which we live. In line with this conviction, we have developed our sustainability strategy with the aim of comprehensively addressing the environmental, social and governance challenges we face as an organization. It is our firm conviction that, by implementing this strategy, we not only strengthen the resilience of our company, but also contribute significantly to the well-being of present and future generations.

Below, we present our pillars and strategic objectives that make up our strategy to move towards a more sustainable future, in line with international standards and the expectations of our stakeholders.

SUSTAINABILITY STRATEGY





2.2. Our Material Themes

(GRI 3-1, 3-2)

As part of our strategy, we will update the results of our materiality analysis every two years, with the last year in which this exercise was conducted in 2022. However, during 2023 we developed a Materiality Workshop with the leaders of Camposol where emerging ESG trends and risks in the agribusiness sector were presented and a benchmarking of the leading practices of peer companies in the sector. During the workshop, a dynamic was carried out to evaluate the impact on the business and the relevance to stakeholders of 5 ESG topics that were partially or unrelated to Camposol's current material issues. The results obtained during the workshop will be used as inputs for future updates of our materiality analysis.

During our 2022 materiality analysis process, in accordance with the guidelines established by the Global Reporting Initiative (GRI), we considered the following steps:

1) Identification of topics: A benchmarking of initiatives and companies was carried out, along with international agribusiness standards, such as OECD, WBCSD, FAO and OECD guidelines, and reporting material topics such as GRI and SASB.

- 2) Fieldwork:** A total of 17 interviews were conducted with the different managers and VPs of Camposol to understand the positive and negative impacts, as well as the opportunities for improvement in management. After this analysis, online surveys were run for prioritization. This survey was attended by employees, contractors, suppliers, communities, customers, employees and managers from Chile, China, Cyprus, Colombia, Costa Rica, the USA, Mexico, the Netherlands, Peru, Switzerland and Uruguay.
- 3) Analysis of results:** By means of the results of the surveys, the number of responses was analyzed based on the classification granted. Additionally, 5 focus groups were held to understand the expectations of the different stakeholders, with the participation of collaborators and communities from Peru, Colombia and Uruguay, as well as suppliers.
- 4) Results matrix:** The results of managers and other stakeholders were graphed. The materiality matrix was submitted to management for consideration and validation.
- 5) The prioritized topics were reviewed, which were initially 22 and these were grouped into 14 themes, resulting in the following materiality matrix.**

The resulting material themes were:

- 1) **Community Engagement**
- 2) **Occupational Health and Safety Management**
- 3) **Water Resource Management**
- 4) **Talent retention and development**
- 5) **Circular economy, waste management and sustainable agriculture**
- 6) **Diversity, Inclusion & Gender**
- 7) **Supplier Management (Efficient Logistics)**
- 8) **Human rights**
- 9) **Quality, Marketing, and Nutrition (includes labeling and customer management)**
- 10) **Energy efficiency, GHG management and climate change**
- 11) **Working conditions**
- 12) **Economic Performance, Economic Development and Local Investment**
- 13) **Ethics, compliance, risk management and transparency**
- 14) **Biodiversity, soil conservation and treatment**

2.3. Our contribution to the SDGs

At Camposol, **sustainability** is a cornerstone of our operation, which is why we strive to integrate sustainable practices into all our activities, with the aim of generating long-term value for all our stakeholders.

We are fully committed to meeting the United Nations **Sustainable Development Goals (SDGs)**, which is why we have analyzed our various initiatives and programs with the aim of identifying and prioritizing the SDGs that are most aligned with our strategy.

Below, we present Camposol's initiatives and programs aligned with the prioritized SDGs:

At Camposol we contribute to 16 SDGs and 84 targets.



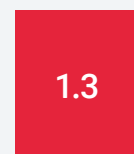
SDG 1: No Poverty

SDG TARGET



42,290 new hires in our 5 countries of operation during 2023.

Decent remuneration for our employees which is above the minimum living wage.

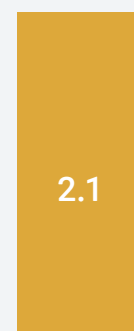


100% of employees covered by **private insurance or social security**.



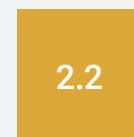
SDG 2: Zero Hunger

SDG TARGET

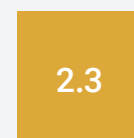


435 girls and boys went through a screening process to detect possible cases of anemia as part of the **Zero Anemia program**.

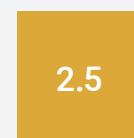
74% of cases identified of anemia were able to recover successfully.



9,238 kilos of feed donated to the Food Bank during 2023.



124,185.9 metric tons production volume during 2023.



Genetic Improvement Program focused on developing new varieties of blueberries.



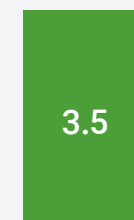
SDG 3: Good health and well-being

SDG TARGET



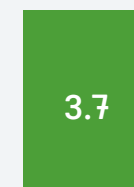
33 older adults were part of the **White Hair initiative**, promoting physical activity and well-being in them.

25 rural children participated in the **Food Security Campaign** in Colombia, strengthening a healthy lifestyle.



Code of Ethics and Conduct

We have a Code of Ethics and a IWR with guidelines prohibiting the consumption of alcoholic beverages and drugs.



57 collaborators participated in training sessions on family planning, contraception, and prevention of sexually transmitted diseases.



SDG 4: Quality education

SDG TARGET

160 people registered in the **Ceba Camposol program** with the opportunity to complete their preschool, primary and secondary studies.

61 people completed their basic studies through the Ceba Camposol program.

+7750 school kits were delivered to children in rural areas located near the operation in Colombia and to the children of our collaborators in Peru.

700 people participated in the Environmental Education Campaign on issues related to the protection of forests, biodiversity and water care.

4.1

4.7



SDG 5: Gender Equality

SDG TARGET

Business Alliance for Secure Commerce (BASC)
We adhere to the (BASC) standards, promoting a safe environment, free from violence, sabotage, intimidation, drug trafficking and/or terrorism, and illegal activities and conduct.

304 girls and boys benefited from having a safe place available while their parents worked through the **Wawa Wasi “Sunbeam” program**.

44.1% of our workforce are women, demonstrating our commitment to equal opportunities.

5.5



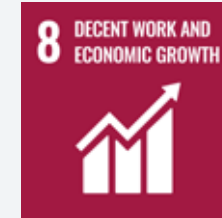
SDG 7: Affordable and clean energy

SDG TARGET

100% energy-efficient LED luminaires for the production of avocado at the Chao Plant.

20% denergy-efficient LED luminaires for the production of blueberries at the Chao Plant.

7.3



SDG 8: Decent Work and Economic Growth

SDG TARGET

Carbon footprint Peru
We are calculating our carbon footprint of operations in Peru, which will allow us to lay the groundwork for the implementation of emission reduction strategies.

Peru Water Footprint
We are calculating our water footprint of operations in Peru, which will allow us to analyze our Water Footprint inventory, impact assessment, and design reduction plans.

3 trade union associations in our operations in Peru, with which we have had successful collective bargaining since 2015.

8.5

8.8



SDG 15: Life on land

SDG TARGET

0.25 km2 of restored and protected territory as part of the Conservation and Sustainable Agriculture Plan.

177 hectares total area of the first nature reserve by Camposol Colombia.

15.1

3

Governance

« From the Board of Directors and the shareholders, we are committed to carrying out our activities in an integral and responsible manner, ensuring economic efficiency that in turn guarantees the long-term sustainability of our business. »

SAMUEL DYER CORIAT
Chairman of Camposol's Board of Directors





At Camposol we abide by the principles of transparency and respect for all our stakeholders, recognizing their importance in our decision-making process.

3.1. Corporate Governance

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-16, 2-17, 2-18)

At Camposol we are committed to maintaining the highest standards of corporate governance, which involves the implementation of a series of measures designed to ensure effective management and rigorous control. We abide by the principles of transparency and respect for all our stakeholders, recognizing their importance in our decision-making process.

Our governance structure is made up of three fundamental pillars: the General Shareholders' Meeting, the Board of Directors and the regulated Committees. These elements are key to promoting accountability, diversity of thought, and oversight of our operations in line with market best practices. In addition, we foster a culture of corporate responsibility at all levels of the organization, ensuring that our ethical values and commitment to sustainability are reflected in every aspect of our business performance.

General Shareholders' Meeting

Our General Shareholders' Meeting plays a crucial role in the corporate governance structure and strategic decision-making, since they are in charge of appointing the Directors and members of the committees. In collaboration with senior management and advised by specialized external consultants, they are also responsible for selecting independent advisors who will contribute their expertise to the development of the organization.

The members of the Board of Directors are elected for a three-year term, with the possibility of being re-elected multiple times. This election process is carried out with the aim of ensuring a solid management committed to the interests of all Camposol's stakeholders.

The General Shareholders' Meeting is mainly made up of two families: Dyer Coriat, who own 83% of the shares, and Dyer Osorio, who own the remaining 17%. This shareholding distribution reflects an ongoing

commitment to the long-term success of the company, demonstrating an alignment of interests between the founding families and other shareholders and stakeholders.

Board of Directors

During 2023, Camposol's Board of Directors underwent significant changes in its composition. Initially made up of five members, it ended the year with three. During the period when it had five Directors, two were independent. However, at the end of the year, the Board of Directors was composed entirely of non-executive directors. There was no female presence on the Board of Directors throughout 2023.

In terms of age distribution, 60% of the Board members are in the 30-50 age group, providing a balanced combination of experience and vitality in strategic management. In addition, 40% of the members are over 50 years old, bringing knowledge acquired throughout their professional careers. The average tenure on the Board is 10.4 years, reflecting continuity and stability in long-term decision-making.

To ensure the effectiveness of the Board of Directors, we seek members from a wide variety of professions and skills, backed by strong ethical values, knowledge in the company's specific field, and vast experience in business management. Each time a new member joins the Board of Directors, the Secretary of the Board of Directors is responsible for providing a presentation on corporate governance practices and providing a copy of the Director's Guide and Code of Conduct. Subsequently, the CEO and the company's executive team give talks to ensure the new member's understanding of Camposol's management.

In particular, for independent members, there is an active search for profiles that can complement and enrich the team, bringing unique perspectives and experience in key areas. The selection of Independent Directors is carried out considering not only the competencies required



for the challenges and impacts of the organization, but also the opinions of relevant stakeholders, ensuring equitable representation and corporate governance based on accountability and transparency.

In addition, all members of the Board of Directors receive annual training in Antitrust, Competition and the Anti-Corruption Model.

The main functions and responsibilities of the Board include:

- Evaluate and approve the strategies and objectives of the Camposol Group and ensure that they are met.
- Ensure the reliability of accounts.
- Evaluate business risks together with the Audit, Internal Control and Risk Committee.
- Ensure compliance with the Code of Conduct and the Anti-Corruption Policy and approve their amendments.
- Receive reports related to the ethics hotline.
- Approve compensation and incentive policies through the Corporate Governance and Talent Committee.
- Evaluate your own management annually.
- Monitor and evaluate the performance of committees.

MEMBERS OF THE BOARD OF DIRECTORS OF CAMPOSOL

Name	Age	Year of entry to the Board of Directors	Years of permanence until 2023	Nationality	Independence
Samuel Dyer Coriat (President)	47	2007	16	Peruvian	No
Piero Dyer Coriat	43	2007	16	Peruvian	No
William Dyer Osorio	43	2007	16	Peruvian	No
Chris Santis	70	2021	2	Cypriot	Yes
Andreas Demetriou	70	2021	2	Cypriot	Yes

Committees

Strategy and Investment Committee

The Strategy and Investment Committee is composed of Samuel Dyer Coriat (Chairman), Piero Dyer Coriat and William Dyer Osorio. In addition, Mr. Jorge Kuryla and Mr. Piero Ghezzi (the latter will be Director as of the beginning of 2024) have joined as independent advisors.

This Committee plays a crucial role in providing guidelines for the development of the Strategic Plan and the Annual Budget to Management. Subsequently, it approves these documents for submission to the Board of Directors. Likewise, to ensure sound investment decisions, it ensures that integrity due diligence is conducted on the target company prior to any investment.



Audit and Risk Committee

The Audit and Risk Committee is composed of Andreas Demetriou (Chair), Chris Santis and William Dyer Osorio. For the election of members, priority was given to the search for Directors who have experience in risk management. This Committee plays a key role in ensuring the integrity and reasonableness of the financial statements; It is responsible for selecting the external auditors and evaluating their performance, as well as supervising and approving their work plan.

In addition, the Committee evaluates the performance of the internal audit manager and approves his or her annual work plan, as well as the resulting recommendations. It also plays an important role in promoting the culture of control and ensures that the company has a risk matrix aligned with the company's strategy, monitoring its execution.

During 2023, he oversaw the company's anti-corruption monitoring plan, a key aspect for risk management and governance.

Corporate Governance and Talent Committee

The Corporate Governance and Talent Committee, made up of independent advisors Jackeline Dyer Coriat, Jorge Kuryla and Lieneke Schol, plays a crucial role in complying with approved corporate governance practices. This Committee develops the evaluation process of the Board of Directors and individual evaluations, as well as the review of the self-evaluation of the Principles of Corporate Governance. In addition, it proposes the annual evaluation of the General Manager and ensures the development of a succession plan.

He is also responsible for reviewing and approving the comprehensive compensation plan for the General Manager and Senior Management, as well as overseeing reports on talent development and management. Finally, the Committee approves and supervises the implementation of the Social Responsibility and Sustainability plan in the short and long term.



3.2. Ethics & Compliance

(GRI 3-3, 2-27)

At Camposol we are governed by a business culture based on honesty and integrity in all our interactions with the various stakeholders that make up our business environment. As part of our commitment to these principles, we have developed a Code of Ethics and Conduct that reflects our ongoing pursuit of the highest ethical and behavioral standards. This Code of Conduct represents a fundamental frame of reference for all our collaborators, who must be guided and act in accordance with its principles at all times and in all circumstances. Its main objective is to ensure the well-being of our workforce, promote solid and constructive relationships with our stakeholders, and prevent any risk associated with the violation of ethical principles.

In addition, in our commitment to conduct our business activities with integrity and responsibility, we consider it essential that both our customers and our suppliers adhere to the same ethical standards as we do. This not only strengthens our reputation and credibility as a company, but also contributes to maintaining an ethical and transparent business environment throughout our operations.

This approach has allowed us to have 0 cases of significant non-compliance with the legislation and regulations applicable to Camposol.

At Camposol we are governed by a business culture based on honesty and integrity in all our interactions with the various stakeholders that make up our business environment.

3.2.1. Anticorruption

(GRI 205-1, 205-2, 205-3, 415-1) (GRI 13.26)

Camposol has established a robust Corruption Prevention Model that is based on international guidelines, such as those established by the OECD, the OAS and the UN, as well as local regulations, such as Law 30,424 in Peru and the Foreign Corrupt Practices Act of the United States of America (FCPA). This model guarantees compliance with the highest ethical standards and promotes an organizational culture based on integrity and transparency, and for this it has the following elements:

- 1) Leadership of the Governing Body:** The commitment and leadership of senior management are fundamental to the success of the Prevention Model. The Board of Directors annually defines the Anti-Corruption Work Plan, in accordance with the progress made in the implementation of the Model and the recommendations of the Compliance Officer. Progress is reported to the Audit and Risk Committee, ensuring effective oversight.
- 2) Risk Assessment:** We conduct a comprehensive corruption risk assessment annually across all of our operations. We detect risks, evaluate causes, probability and impact, as well as the controls implemented, ensuring early identification and proactive management of the associated risks.
- 3) Policies, procedures and controls:** We have a robust Fraud, Bribery and Corruption Prevention Policy, supported by complementary policies on Conflicts of Interest, Gifts and Hospitality, Third Party Integrity Due Diligence and Donations. We conduct background checks for risky transactions, preventing misconduct by suppliers and third parties.
- 4) Dissemination and training:** We annually conduct training on anti-corruption issues for all employees, with specialized sessions for the Board of Directors, Management and other key positions. This training ensures understanding and adherence to Camposol's anti-corruption principles and policies.
- 5) Monitoring and evaluation:** Our Prevention Model is constantly improving and developing. We have a Compliance Officer who accompanies and monitors the Model on an annual basis, ensuring its effectiveness and compliance.

Progress reports to the Audit and Risk Committee have been satisfactory, and we have had no cases of corruption this year.



During 2023,
there have been
no cases related
to corruption.

Based on the results of the ISO 37001 Diagnostic Audit conducted in 2023, we plan to make improvements to our model during 2024 to comply with this international standard in anti-corruption management, reaffirming our commitment to integrity and transparency in all our operations.

Along these lines, every year we carry out a corruption risk assessment of 100% of our operations, in which we detect these risks in the processes under their responsibility, evaluate their possible causes, probability and impact on the company, as well as the controls implemented. During 2023, there have been no cases related to corruption and no contribution has been made to political parties and/or representatives.

Communication and training on anti-corruption policies and procedures

Upon entering Camposol, all employees must sign the "Commitment to Adhesion", through which they confirm that they have read and agreed to comply with the Code of Ethics and Conduct, which includes our Policy for the Prevention of Fraud, Bribery and Corruption. The People and Culture Department is responsible for requesting and verifying these signatures, ensuring the commitment of each team member.

In addition, we communicate our anti-corruption policies and procedures through emails addressed to all employees. For Directors, the information is available on the Dilitrust platform, ensuring adequate and timely access to the established guidelines.

Over the past year, we have focused on strengthening our organizational culture, especially among senior management and key positions, through customized training on anti-corruption issues. This effort has been key to consolidating our ethical values and addressing areas susceptible to potential corrupt practices. For the coming year, we plan to continue intensifying our communication campaign on the Prevention Model, with the aim of further reinforcing the culture of integrity throughout the company. We are committed to continuing to promote ethical and transparent conduct in all our operations.

3.2.2. Conflicts of interest

(GRI 2-15)

Conflict of interest arises when a personal interest hinders the ability to act in the company's best interest, especially when there

are legal, contractual, or fiduciary obligations at play. At Camposol we have established a Conflict of Interest Policy with the aim of identifying and addressing activities that may generate harmful conflicts for the company, as well as implementing preventive measures and sanctions in case of violation of this policy. We inform all our stakeholders about this policy to prevent situations that could put the integrity of the company at risk.

The established guidelines are detailed below:

- 1) **Identification of conflict-of-interest activities/scenarios:** We work closely with the areas responsible for the processes and the Compliance Officer to identify possible activities or situations that may give rise to conflicts of interest.
- 2) **Determination of positions/areas most susceptible to conflicts of interest:** We identify potential scenarios within the company to select the areas and, especially, the positions most likely to enter into conflict of interest.
- 3) **Detection and monitoring of employees exposed to potential conflicts of interest:** We use the information collected to identify exposed employees, perform checks on them, and take necessary action.
- 4) **Supplier or Customer Evaluation:** We implement a supplier evaluation process that requires detailed information as a requirement for their selection.
- 5) **Training and promotion of values:** We communicate the existence of the Conflict of Interest Policy and explain the possible consequences or sanctions in case of non-compliance.
- 6) **Conflict of interest event log:** We keep a detailed record of detected events to have a database with relevant information.
- 7) **Application of sanctions:** We implement the disciplinary provisions established in the Internal Work Regulations for all employees and managers who violate the conflict of interest policy.

3.2.3. Antitrust and Competition

(GRI 206-1) (GRI 13.25)

At Camposol we are committed to competing vigorously and, above all, honestly, based on ethical principles, good business faith and respect for applicable laws. We recognize that respect for free competition is fundamental to promoting economic efficiency in markets. For this reason, we determine our commercial policy and prices independently, ensuring that our purchases and sales are made fairly and based on rational economic criteria such as price, availability and quality.

All Camposol employees are required to comply with competition laws in the countries where we do business. In this regard, we are committed to following clear principles, including:

- Not to participate in agreements with competitors or other market agents that affect free competition.

- Avoid unfair, deceptive or confusing practices.
- Always present our products in a transparent and honest manner.

As part of our prevention measures, in 2022 we carried out a comprehensive assessment of risks related to free competition. As a result of this evaluation, two manuals were produced: one for our operation in Peru and the other for our commercial offices. In addition, training on its content was provided to all parties involved. During 2023, we have prepared the content of a unified course on this topic for all contributors, which will be launched in 2024. We are pleased to report that during the reporting period, there were no cases involving infringements affecting competition, reflecting our ongoing commitment to ethical business practices and the promotion of fair and transparent competition in all markets in which we operate.





We value the opinions and recommendations of our collaborators as an opportunity to improve our management.

3.3. Ethics and Compliance

(GRI 2-25, 2-26)

In our organization, we have implemented an Ethics Line as a fundamental part of our business ethics management. This hotline is available to all employees, as well as to external individuals or institutions who wish to communicate anonymously, confidentially and without fear of reprisals, in case they require advice or report possible breaches of the Code of Ethics and Conduct. This communication channel operates 24 hours a day and is managed by an independent company, guaranteeing impartiality and confidentiality in each communication.

Every complaint or claim received through the Ethics Line is dealt with diligently by our Ethics Committee. A thorough investigation is conducted on a case-by-case basis, and where evidence of inappropriate business practices or conduct is found, appropriate action is taken to correct the situation and ensure compliance with our Code of Ethics and Conduct.

In addition, we value the opinions and recommendations of our collaborators as an opportunity to improve our management. For this reason, we have established several communication channels:

- **Ethics Hotline:** Managed by a third party (EY), which receives complaints and claims by telephone or email. In some cases, it is necessary for labour relations to investigate these allegations. In the case of complaints of a sexual nature, these are reviewed by our Sexual Harassment Committee.
- **Representatives:** In all our headquarters, farms, fields and packaging plants, we have representatives from the area who receive complaints and claims. In addition, we have implemented staff service offices in Agromas, where the procedure for Queries, Complaints and Claims is followed.
- **Labor Relations:** This department is responsible for receiving letters about claims, complaints and requests from employees or unions, ensuring adequate attention and a timely response to each request.

To ensure a full understanding in the use of the ethics hotline, we conduct regular trainings on its proper use. In addition, we disseminate messages through platforms such as WhatsApp, informative videos and the publication of posters at strategic points within our facilities.

We also extend the promotion of the use of the ethics line to our suppliers. In this sense, we include a note in the purchase orders issued, highlighting the availability of this channel so that they can express their concerns or make complaints. In addition, when appropriate, we provide on-site training during the new supplier entry protocol.

To ensure that this information reaches all our stakeholders, we also disseminate the ethics communication channel on our website, where stakeholders can find detailed information on how to use the ethics hotline and what types of situations can be reported through this medium.

In addition, the Consultations, Complaints and Claims (CQR) procedure is disseminated among employees, which provides an additional channel for employees to express their concerns or raise claims on various issues related to their work and the work environment.

During 2023, following the receipt of complaints through our Ethics Hotline, we carried out exhaustive investigations that concluded that none of these complaints resulted in relevant facts. In addition, it is important to note that the complaints received were not related to Camposol's failure to comply with regulations.

This result reflects our firm commitment to transparency and adherence to the highest ethical standards across our operations. We continue to work constantly to maintain and strengthen our culture of integrity and responsibility, ensuring the well-being of our employees and respect for our stakeholders.

3.4. Risk Management

(GRI 2-12, 2-13, 201-2) (GRI 13.2)

We are committed to maintaining comprehensive and proactive risk management, which supports the fulfillment of strategic initiatives, the sustainability and success of our operations. To this end, we have a corporate methodology of Comprehensive Risk Management, supported by a specialized area within the company, which provides us with the guidelines for the evaluation, treatment and periodic communication of the most critical risks.

Our approach encompasses all types of inherent risks, from compliance to operational, financial and strategic. In addition, we are vigilant about emerging risks, including those related to ESG aspects that may affect our activities.

Our methodology is applied through specific matrices adapted to each of our operations, which are developed in collaboration with Senior Management and are updated annually or in response to relevant events. In this regard, we are actively working on mapping ESG risks as a short-term goal. We have identified the main risks we face, including social conflicts, water availability, labor, price fluctuations, technological challenges, and potential conflicts with the communities or third parties with whom we interact.

In addition, as part of the pillars of our work approach based on COSO ERM, we have established a risk management culture that includes all levels of the organization, which has been reinforced through the definition of risk managers in all operations, key personnel who support the deployment of the risk culture.

3.4.1. Risks arising from climate change

Climate change and its effects pose a critical risk to our operations. In order to anticipate these risks, we conduct annual assessments to identify new exposures to any changes in weather conditions. In addition, we

carry out regular monitoring of risk indicators (KRIs) to generate early warnings of possible events such as extreme temperatures and water deficits.

During 2023, considering the occurrence of the El Niño phenomenon and other adverse weather events such as high temperatures and heavy rains in our operations, the categorization of the risk associated

with climate change went from moderate to high. In response, our risk team led a specific exercise to identify, assess, and propose mitigation measures for these risks across all operations, with the participation of the areas with the greatest exposure to the effects of climate change, such as agricultural operations, participated in this process. We identified droughts, increased rainfall, high temperatures and landslides as the main risks.

RISKS AND IMPACTS DERIVED FROM CLIMATE CHANGE

Identified risks and impacts	Risk type	Magnitude of impact	Probability of occurrence	Mitigation measures implemented
Disabling access or exit routes for transportation.	Physical	Low	Low	Articulation with government entities and/or unions in the areas where we operate. In addition, alternative routes that can be used for transportation are mapped.
Loss or damage to equipment and infrastructure (warehouses, camp, among others).	Physical	Half	Half	Reinforcement and/or implementation of improvements in infrastructure exposed to weather phenomena.
Operational interruption due to low availability of inputs or materials.	Physical	Low	Low	Expansion of stock coverage of inputs that are critical for the operation.
Reduction in fruit volume and quality due to high temperatures.	Physical	High	Half	Adjustments in crop management, preparation of trials for the use of new products.



3.5. Supply Chain

As of 2021, we have moved our supply chain department to our offices in Costa Rica. This decision was based on the remarkable growth and diversification of our operations. Costa Rica has become a strategic place for our activities due to its privileged location. From there, we coordinate all our operations with commercial offices or traders, as well as being the epicenter for strategic purchases and international transport management.

In 2023, we carried out our first cherry exports from our fields in Chile, transporting our fruit exclusively by air to the Asian market. We also carried out our first commercial export of dragon fruit from our fields in Peru, transporting our fruit through a combined logistics of air and sea transport to the markets of Europe and Canada.

3.5.1. Suppliers management

(GRI 3-3) (GRI 2-6)

Our vertically integrated supply chain operates efficiently and is controlled in every aspect. This integration allows us to have complete control from the beginning to the end of the process. To ensure a solid and sustainable supply, we establish strategic alliances with suppliers of key materials, maintaining long-term relationships. Since costs can be affected by external factors, such as the international and national context, we are constantly involved in negotiation processes to obtain the best prices and conditions. In addition, we maintain an extensive and stable supplier database to reduce the risk of stock-outs and ensure a reliable and continuous supply flow.

We would like to highlight some of the recognitions obtained by some of our suppliers in 2023:

- **CARMVinsa**, a supplier of cardboard packaging, was recognized by the company GRI LATAM for the completion of its 2023 sustainability report.
- **EQUILIBRA**, a fertilizer supplier, partnered with the Aniquem Association to participate in its “Recycle with Help” program, which provides funds for the medical treatment of people treated in this association. In addition, in collaboration with Mitsui Group & Co., Ltd., they have implemented the “Project 4000”, aimed at sustainable activities.
- **SILVESTRE**, a supplier of agrochemicals, was awarded in the Top 10 agricultural biotechnology companies in Latin America by Agri Business Review magazine, thanks to its commitment to sustainable agriculture through innovative products of organic origin and training in eco-friendly cultivation practices.

These recognitions fill us with pride, as it demonstrates our commitment to working with companies with the same vision towards sustainable development and transparency towards their stakeholders.

TOTAL NUMBER OF SUPPLIERS, BY TYPE AND OPERATION

Types of suppliers	Peru	Colombia	Uruguay	Total
Packaging suppliers	81	8	9	98
Agricultural input suppliers	145	29	9	183
Packaging and storage service providers	17	4	2	23
Local service providers (transport, import, others)	318	109	15	442
Various supplies	0	94	85	179
Total	561	244	120	925

3.5.2. Contractor management

(GRI 2-8)

We recognize the importance of building strong relationships with our contractors, who play a vital role in the success of our operations. These key partners bring their expertise and commitment at every stage of the production process.


We are proud to have a select network of highly trained and reliable contractors who share our vision of excellence and quality. Their collaboration is critical to achieving our goals and maintaining the highest standards in all our activities.

In our operations in Uruguay, the crews with the best performance were rewarded, being the only company in the field to grant this type of distinction. Attendance, quality of harvest work and yields were evaluated, and prizes were awarded directly to the employees of these companies. We have a daily log of the people who enter, grouped by each crew. Our evaluators conducted random samples of the crop to assess various aspects, such as crop damage, cosmetic damage caused by wind or hail, as well as sanitary damage. These reports allowed us to clearly identify which crew had the best harvest quality, based on criteria

such as the amount of damage from scissors, scissoring, rot in the bin, among others.

The information collected, along with attendance records, allowed us to reward the employee directly. The prizes consisted of vouchers for shopping at a local supermarket, where the first prize was worth USD 75, the second prize USD 50 and the third prize was worth USD 25.

TOTAL NUMBER OF CONTRACTORS, BY GENDER AND OPERATION



Operation	Contractual relationship	Activity performed	Workplace	M	F	Total
Peru	Sodexo	Cleaning	Chao Packaging Plant	19	16	35
	Raf Barcenes	Food & Beverage	Chao Packaging Plant & Chao y Virú fields	27	16	43
	Prosegur	Surveillance	Chao Packaging Plant & Chao, Virú y Piura fields	73	6	79
	Eurorenting	Rent of cars	Chao Packaging Plant & Chao, Virú y Piura fields	4	0	4
	Ecopaking	Assembling Cardboard Boxes	Chao Packaging Plant	12	0	12
Subtotal				135	38	173
Colombia	Fortox	Security	Colombia Operations	27	0	27
	Job and Talent	Outsourcing company	Colombia Operations	73	32	105
	Manpower	Outsourcing company	Colombia Operations	1	1	2
Subtotal				101	33	134
Uruguay	11 outsourced suppliers	Tangerine harvest	El Tero y El Zorzal fields, Zona El Espinillar, Slato Uruguay	2037	280	2318
Subtotal				2037	280	2318
Total				2,273	351	2,625

We are proud to have a select network of highly trained and reliable contractors who share our vision of excellence and quality.

3.5.3. Supplier Selection and Evaluation

(GRI 13.23) (GRI 308-1, 308-2, 414-1, 414-2) (FB-AG-430a.1, FB-AG-430a.2, FB-AG-430a.3, FB-PF-430a.1, FB-PF-430a.2)

Our Management System is responsible for the traceability of all our packing centres and raw materials, identifying the plot and farm of origin. In line with our input purchasing procedures, we carry out an assessment of suppliers and identify the origin of the raw material supplied.

It is important to note that 100% of the raw material used in the production of fresh fruit is certified with safety standards. In addition, all our operations are subject to social audits, such as SMETA or GRASP, to ensure compliance with labor and social standards.

In line with our commitment to a sustainable and responsible supply chain, during 2023 all new suppliers or suppliers renewed during 2022 were asked to make a complete update of the legal documents, including the incorporation of the company and Camposol's commitment documents, such as the Code of Ethics and Conduct. This ensures that our suppliers are aligned with our values and business principles. Currently, our supplier selection process does not include the assessment of environmental, social and governance (ESG) criteria. However, we are working in collaboration with the Sustainability area to integrate these criteria into the assessment.

At Camposol we strive to ensure that our suppliers share our commitment to sustainability. Therefore, we require that each of them complies with the regulations in force in the countries where they operate. In addition, we are implementing additional measures to promote sustainable practices throughout our supply chain. We have planned to start a supplier diagnosis process in collaboration with a specialized consulting firm, with the aim of being able to know and analyze the performance of our suppliers in terms of sustainability, allowing us to establish action plans to strengthen sustainable supplier management.

In the Peru operation, we have been proactive in identifying and correcting certain suppliers whose labor regimes exceeded what

was stipulated by national regulations. Specifically, we observed this situation in some providers of internal services and asset security at the Chao Packaging Plant. As a corrective measure, new working hours were established that fit within the range established by national regulations. During 2023, no other suppliers with significant negative impacts were identified.



It is important to note that 100% of the raw material used in the production of fresh fruit is certified with safety standards.

4

People

« Empowering through diversity, protecting safety and cultivating well-being, our commitment to people not only drives sustainability towards an inclusive and prosperous future, but also reflects our purpose: We farm the land to improve lives. »

ALEJANDRO ESTRADA BLANCO
VP People & Culture, Global Communication



At Camposol, the hiring and development of talent is essential since we value the experience, know-how and contribution of all our collaborators to achieve our strategic objectives, in addition to the sector to which we belong is characterized by having a high turnover of personnel working in the packaging plant and field. Likewise, it is also important to attract and engage the best professionals to lead the various areas that make up the company in all the places and countries where we operate.

To achieve this goal, we strive to be an attractive company for our employees and future candidates. We provide a safe, healthy and respectful work environment, guaranteeing fair and competitive compensation, as well as professional development programs and benefits in addition to those established by law.

The Vice Presidency of People, Culture and Organization at the corporate level and the areas of People, Culture and Organization in each country where we operate are in charge of these aspects. The framework for people management is supported by policies such as the Code of Ethics, Recruitment and Hiring Policy, Human Rights Policy, Salary Policy, Objective Achievement Bonus Policy, Performance Evaluation Procedure, Sexual Harassment Prevention and Investigation Policy, Internal Work Regulations, among others.

We provide a safe, healthy and respectful work environment, guaranteeing fair and competitive compensation, as well as professional development programs and benefits in addition to those established by law.

4.1. Our collaborators

(2-7)

Our employees are critical to the success of our operations, therefore it is a priority for us to build strong relationships with them, as we recognize their valuable contributions. At the end of 2023, the total workforce of our operations in Peru, Colombia, Uruguay, Chile and Mexico consisted of 21,540 direct employees; of which 95.56% were located in Peru.

TOTAL NUMBER OF COLLABORATORS, PER OPERATION

Operation	2022		2023	
	Number of collaborators	Percentage	Number of collaborators	Percentage
Peru	23,280	95.99%	20,799	96.56%
Colombia	584	2.41%	457	2.12%
Uruguay	274	1.13%	157	0.73%
Chile	19	0.08%	23	0.11%
Mexico	96	0.40%	104	0.48%
Total	24,253	100.00%	21,540	100.00%

Of the total number of direct collaborators, 55.9% were men and 44.1% were women. Regarding the percentage of female employees, there was an increase of 0.7% compared to the previous year, reflecting our firm commitment to the promotion of gender diversity and the guarantee of equal opportunities in our work environment, fundamental aspects of our sustainability strategy.

TOTAL NUMBER OF EMPLOYEES, BY GENDER AND OPERATION

Country	2022				2023			
	M	Percentage	F	Percentage	M	Percentage	F	Percentage
Peru	12,976	55.7%	10,304	44.3%	11,517	55.4%	9,282	44.6%
Colombia	459	78.6%	125	21.4%	345	75.5%	112	24.5%
Uruguay	219	79.9%	55	20.1%	112	71.3%	45	28.7%
Chile	13	68.4%	6	31.6%	11	47.8%	12	52.2%
Mexico	63	65.6%	33	34.4%	64	61.5%	40	38.5%
Total	13,730	56.6%	10,523	43.4%	12,049	55.9%	9,491	44.1%



Regarding the contractual composition of our workforce, 23.5% of our employees have permanent contracts, while 76.5% operate under temporary contracts, mainly due to the seasonal fluctuations inherent to agricultural campaigns and other operational needs. In this sense, temporary contracts provide the necessary flexibility to adapt to peaks in demand and variations in production. It is important to note that in our labor policy we do not include employees with non-guaranteed working hours or part-time, thus ensuring job stability and security for all our employees.

TOTAL NUMBER OF EMPLOYEES WITH PERMANENT CONTRACTS, BY GENDER AND OPERATION

Operation	2022			2023		
	M	F	Total	M	F	Total
Peru	2,988	1,711	4,699	2,957	1,655	4,612
Colombia	94	68	162	224	52	276
Uruguay	33	17	50	104	38	142
Chile	5	4	9	7	7	14
Mexico	12	6	18	10	6	16
Total	3,132	1,806	4,938	3,302	1,758	5,060

TOTAL NUMBER OF EMPLOYEES WITH TEMPORARY CONTRACTS, BY GENDER AND OPERATION

Country	2022			2023		
	M	F	Total	M	F	Total
Peru	9,988	8,593	18,581	8,560	7,627	16,187
Colombia	365	57	422	121	60	181
Uruguay	186	38	224	7	8	15
Chile	8	2	10	4	5	9
Mexico	51	27	78	54	34	88
Total	10,598	8,717	19,315	8,746	7,734	16,480

It is important to note that in our labor policy we do not include employees with non-guaranteed working hours or part-time, thus ensuring job stability and security for all our employees.

4.2. Hiring new employees and turnover rate

(GRI 3-3) (GRI 401-1)

The process of hiring and rotating employees is of vital importance for Camposol, given that we need to have people who meet the profile we require and thus properly develop our activities. We recognize that the people who work in our organization are our most valuable asset, and as such, we strive to ensure that their experience is optimal from the moment of attraction and selection. However, we face organizational challenges, especially in the areas where we operate, where the demand for unskilled labor is intensive. This challenges us to mitigate absenteeism and attrition among our field and packaging plant collaborators.

We seek to be an attractive company for our employees, and to this end we design development and productivity programs that focus on getting to know people and putting them at the center of our activities, adopting a more human perspective and recognizing their value beyond mere operational resources.

Our high turnover rate is largely due to the seasonal nature of our business, with harvest seasons leading to significantly higher demands for labor. In addition, we operate in areas where competition for talent is intensive, adding additional pressure to our recruitment and retention process. During peak seasons, we temporarily hire a large number of collaborators to meet our production needs, which can result in hiring and turnover rates in excess of 100%.

New Hires

TOTAL NUMBER OF NEW HIRES, PER OPERATION

Operation	2021	2022	2023
Peru	37,420	52,680	39,823
Colombia	193	276	205
Uruguay	136	94	543
Mexico	48	1,734	1,713
Chile	13	2	6
Total	37,810	54,786	42,290

TOTAL NUMBER OF NEW HIRES, BY AGE

Age	2021	2022	2023
Under 30	22,574	32,744	25,561
Between 30 and 50	13,208	19,148	14,302
Over 50	2,028	2,894	2,427
Total	37,810	54,786	42,290

TOTAL NUMBER OF NEW HIRES, BY GENDER

Gender	2021	2022	2023
Male	19,482	29,712	22,380
Female	18,328	25,074	19,910
Total	37,810	54,786	42,290

Number of terminations

TOTAL NUMBER OF TERMINATIONS, PER OPERATION

Operation	2021	2022	2023
Peru	30,142	28,985	40,166
Colombia	171	266	285
Uruguay	83	80	618
Mexico	7	1,647	1,665
Chile	6	1	8
Total	30,409	30,979	42,742

TOTAL NUMBER OF TERMINATIONS, BY AGE

Age	2021	2022	2023
Under 30	17,725	18,306	25,587
Between 30 and 50	10,647	11,004	14,593
Over 50	2,037	1,669	2,562
Total	30,409	30,979	42,742

TOTAL NUMBER OF TERMINATIONS, BY GENDER

Gender	2021	2022	2023
Male	16,155	16,567	22,846
Female	14,254	14,412	19,896
Total	30,409	30,979	42,742

4.3. Working conditions

In this chapter, we highlight Camposol's commitment to fair and equitable working conditions across our operations. We recognize that the well-being of our employees is critical to our success. That's why we've implemented policies and practices that ensure a safe, inclusive, and respectful work environment.

4.3.1. Compensation

(GRI 2-21) (GRI 13.20, 13.21)

At Camposol, we have a corporate salary policy designed to compensate our employees in a fair and equitable manner, based on market conditions and objective criteria. This policy applies to all our job categories, including CEO and senior executives.

Since 2021, we have carried out an annual salary review process, considering several factors with special emphasis on performance evaluation and the fulfillment of specific objectives defined for each employee. We seek to reward the best collaborators, and based on these results, we propose salary adjustment percentages. All job categories are evaluated and the same methodology is applied in all countries. Currently, no performance related indicators are evaluated in ESG (environmental, social and governance) or sustainability management.

At Camposol, operators are managed in accordance with the minimum living wage and bonuses are applied in accordance with the law and bonuses for productivity and/or related to the work in which they participate. This allows them to earn wages above the minimum living wage.

For operations in Colombia, the ratio of total annual compensation of the highest-paid person in the organization was calculated with respect to the median total annual compensation of all employees (excluding the highest-paid person), resulting in a ratio of 19.02.



4.3.2. Benefits for our collaborators

(GRI 401-2)

At Camposol we strive to provide a work environment that promotes the well-being and satisfaction of our team throughout our operations. We recognize the importance of providing competitive benefits that support the personal and professional development of our employees. Below are the benefits provided, which may vary by country of operation:

Legal Benefits:

- Mandatory life insurance from the first day of work.
- Health insurance.
- Family allowance.
- Maternity and paternity leave.
- Serious immediate family leave.
- Leave due to the death of an immediate family member.
- Breastfeeding leave.
- Vacation.
- Profit sharing.
- Other legal benefits.

On the other hand, we also offer additional benefits to those required by law, according to the following detail:

- Personnel transport 100% insured by the company.
- Meal Services / Food Vouchers.

We recognize that the well-being of our employees is critical to our success. That's why we've implemented policies and practices that ensure a safe, inclusive, and respectful work environment.

- 100% coverage of health insurance premiums and private cancer insurance.
- Childcare center.
- Education and training courses.
- Loans for employees (health and school emergencies).
- Delivery of school supply packages.
- Christmas basket or other similar benefit.
- Special celebrations such as birthdays, Father’s Day, Mother’s Day, among others.
- Leave for birthdays or personal errands.

During 2023, we have carried out a series of initiatives for both recognition and improvement aimed at the well-being and development of our employees. Some of the prominent examples include:

- Implementation of the Supervisory Skills Program in our operations in Peru, Uruguay, Colombia, Mexico and Chile.
- Implementation of the Mother Earth Peru Program.
- Development of the Agro Peru Leader Program.
- Organization of sporting events to promote physical activity and teamwork among our collaborators.
- Special celebrations in commemoration of Women’s Day, Mother’s Day, Father’s Day and other relevant dates in each country where we operate.
- As a result, we have achieved important recognitions and achievements during 2023, among them we highlight:
- Receive recognition from the Association of Good Employers (ABE) with an award for the Mother Earth program, which recognizes the work of our workers in the field and packaging plant.
- There were no days of formal shutdown, which demonstrates the stability and commitment of our collaborators.
- Opportunities for technological improvement were identified in our processes, especially in mass recruitment, which will allow us to optimize our operations and resources efficiently.

4.3.3. Maternity and paternity leave

(GRI 401-3)

In compliance with the labor legislation in force in each country where we operate and with the firm purpose of guaranteeing the well-being of our employees, we recognize the importance of parental leave. This leave not only allows parents to enjoy the time needed to care for their newborn children, but also facilitates the recovery of mothers after childbirth. It is an integral part of our commitment to respect the rights and dignity of our employees.

DETAIL OF MATERNITY AND PATERNITY LEAVE⁷

Category	2023		Total
	M	F	
Employees who accessed the right to parental leave	506	349	855
Employees who returned to work after parental leave and continued to be employees 12 months later	168	342	510
Retention rate	33.2%	98.0%	59.6%

4.4. Training of our collaborators

(GRI 3-3) (GRI 404-1, 404-2)

The training of our employees is an essential pillar to enhance their skills and competencies, allowing them to adapt effectively to a constantly evolving work environment. We recognize that education and professional development not only enrich the individual employee, but also drive the performance and success of the entire organization. By investing in the

training of our team, we seek not only to improve individual performance, but also to strengthen the company’s competitiveness in the labor market.

Our main tools, such as the Universidad Camposol platform, our annual training plan, supervisory and leadership skills development programs, and training schools, have allowed us to reach more people during 2023.

Camposol University, as an umbrella for all learning initiatives, was launched in 2021 and has been consolidated through our supervisory and leadership skills development program, the onboarding program with virtual courses and other knowledge that have allowed us to obtain certifications that position us as a benchmark company globally.

The platform deploys an onboarding plan designed to offer an agile and consistent experience to new employees during their first 30 days in the company. This plan considers aspects of our organizational culture, as well as ethical issues, with the purpose of strengthening our conduct within the organization. Since 2022, the learning capsules have been available both online and offline, adapting to current technological needs and facilitating access to our collaborators from their mobile devices. This flexibility in access ensures that our employees can participate in training at any time and place that is convenient for them, thus optimizing their learning experience.

To ensure our continued progress, in 2023 we are moving forward with our leadership program called **LIDERAGRO**. This program is designed specifically for the leaders of our operation, with the aim of improving important skills such as growth mindset, accountability towards teams and results, as well as personal development and recognition. These issues, among others, are addressed in a comprehensive manner within the framework of LIDERAGRO, thus consolidating our commitment to growth and excellence in leadership within Camposol.

⁷ Note: Values include operations in Peru and Colombia.



When it comes to the training of our operators, we have implemented **training schools** designed to strengthen both technical skills and interpersonal skills. More than 600 people have actively participated in these sessions, including the school of harvesting supervisors and the school of projection operators. These schools represent Camposol's firm commitment to the continuous development of our operators, promoting continuous improvement and greater efficiency in our operations.

We also have the **CEBA Camposol** project, an initiative that provides the opportunity for our operators to finish their primary and secondary education. In 2023, we have managed to get 61 operators to finish their basic studies and graduate to face the next level of education, technical and/or university higher studies.

4.5. Evaluation of the performance of our collaborators

(GRI 404-3)

At Camposol we are committed to promoting a culture of continuous improvement and high performance, prioritizing the professional and personal development of our employees. We seek to align organizational expectations with strategic objectives, ensuring that each team member contributes to their individual goals.

Our performance appraisal process, known as **"Growing Together"**, is carried out through the Rankmi digital platform. This tool allows each employee to self-evaluate, receive feedback and monitor their progress in relation to the individual competencies and objectives planned for the year. In addition, it provides historical data for long-term talent management.

We strive to develop and retain potential successors to critical positions. We have invested in international training and coaching programs, in accordance with the development needs of our leaders.

During 2023, we conducted the 360° assessment of leadership competencies for our CEO, VP, Directors and Managers at the country

AVERAGE TRAINING HOURS PER EMPLOYEE IN 2023, BY GENDER AND JOB CATEGORY

Job category	2021			2022			2023		
	M	F	Total	M	F	Total	M	F	Total
Manager and deputy managers	0.72	1.21	0.90	3.85	8.24	5.58	6.00	8.79	7.26
Bosses, Coordinators and Superintendents	0.09	0.23	0.13	0.74	0.75	0.75	4.13	4.66	4.26
Administrative	0.05	0.07	0.06	0.65	1.33	0.97	1.42	1.80	1.55
Interns	-	-	-	-	-	-	2.49	1.96	2.16
Operators	-	-	-	-	-	-	5.15	4.63	4.94
Total	0.10	0.16	0.12	0.84	1.51	1.12	4.71	4.40	4.59

level. We continue to identify high performers and potential through the Korn Ferry methodology. During 2023, we held calibration sessions at the management committee level and by country and generated development plans for the talent pool.

For our operators, direct managers make a general evaluation of their work, based on their productivity.

PERFORMANCE EVALUATION OF EVALUATED EMPLOYEES, BY GENDER AND JOB CATEGORY (PERCENTAGE)

Job category	2022			2023		
	M	F	Total	M	F	Total
Manager and deputy managers	96.15%	100.00%	100.00%	100.00%	100.00%	100.00%
Heads, Coordinators and Superintendents	91.75%	57.65%	81.36%	98.66%	98.51%	98.61%
Administrative	93.61%	89.25%	91.55%	97.04%	96.53%	96.81%
Total	93.06%	83.20%	88.95%	97.91%	97.33%	97.67%

4.6. Diversity & Inclusion

(GRI 3-3) (GRI 405-1)

At Camposol we strive to create an inclusive environment where diversity is respected and supported in all its forms: cultural, gender, sexual orientation, race, creed, religion, physical ability or social status of our employees. Our goal is to establish an organization where everyone feels integrated, respected, valued, and has equal opportunities for development. To achieve this, we have established clear guidelines regarding diversity, inclusion and gender:

- We respect the work environment; our collaborators and we act thinking about the reputation and good image of the company.
- We respect pluralism and cultural diversity. We respect each other and strive to maintain an inclusive environment free from discrimination, intimidation, and harassment based on race, religion, sex, age, physical ability, nationality, or other status.
- Verbal, computer, or physical harassment for any reason is unacceptable.
- We treat all our employees with respect, dignity, fairness and courtesy. The use of corporal punishment, psychological punishment, imprisonment, threats of violence, or other forms of harassment or abuse as a means of discipline and control is not permitted. Harassment and sexual harassment are prohibited.



Our goal is to establish an organization where everyone feels integrated, respected, valued, and has equal opportunities for development.

- We encourage and promote team spirit. We build mutual relationships based on mutual trust, recognizing that everyone is committed to doing the right thing, both personally and professionally.
- We strive for open and honest communication. We consult with each other and respect the perspectives of those who differ from us or who challenge ours.
- We respect workers' choice and do not interfere with their right to freedom of association and collective bargaining.
- We encourage our employees to explore professional and personal development and promote meritocracy, evaluation and continuous learning. We care about ensuring a safe and healthy work environment for our employees, visitors and customers.
- We provide our employees with wages and benefits that comply with applicable laws and relevant collective bargaining agreements.
- We are respectful of the applicable laws, regulations and standards in our industry. We respect the provisions of our company policy and the rights of defendants to defend themselves.
- We adhere to the *Business Alliance for Secure Commerce* (International Security Standard – BASC) standards and promote a safe environment for visitors, contractors and process development in general, free of violence, sabotage, intimidation, drug trafficking and/or terrorism, and illegal activities and conduct.

These guidelines reflect our commitment to diversity, inclusion, and respect for all members of our organization, and we strive to always uphold them.

Below is the breakdown of our employees according to their job category, gender and age group:

TOTAL NUMBER OF EMPLOYEES, BY GENDER AND JOB CATEGORY

Job category	M		F		Total
	Count	%	Count	%	
Executives	20	56%	16	44%	36
Middle Management	202	69%	90	31%	292
Employees	282	51%	267	49%	549
Operators	11,545	56%	9,118	44%	20,663
Total	12,049	56%	9,491	44%	21,540

TOTAL NUMBER OF EMPLOYEES, BY AGE GROUP AND JOB CATEGORY

Job category	under 30 years old		between 30 and 50 years		over 50 years		Total
	Count	%	Count	%	Count	%	
Executives	0	0%	29	81%	7	19%	36
Middle Management	32	11%	245	84%	15	5%	292
Employees	303	55%	227	41%	19	3%	549
Operators	10,592	51%	8,102	39%	1,969	10%	20,663
Total	10,927	51%	8,603	40%	2,010	9%	21,540



4.7. Occupational health and safety

(GRI 3-3) (GRI 403-1, 403-2, 403-6, 403-7, 403-8) (FB-AG-320a.1)

4.7.1. Occupational Health and Safety System

At Camposol, our commitment to occupational health and safety is reflected in our solid Health and Safety Management System, where we recognize our employees as the organization's most valuable asset. Our focus is on establishing precise guidelines to prevent accidents and fostering a culture of occupational risk prevention at all levels of the company.

Through our Occupational Health and Safety Policy, we ensure safe and healthy working conditions by implementing plans and programs designed to prevent injuries, preserve physical and mental health, identify and eliminate risks, and regularly assess hazards associated with our processes. This approach extends to all of our operations, encompassing both in-house staff and contractors working in our facilities, whether they are in the field, on the packaging plant or in our back offices.

During 2023, we have made significant progress in terms of occupational safety. We especially highlight the remarkable 58% reduction in the accident rate compared to 2022.



4.7.1.1 Peru

Our adherence to Law 29783 ensures compliance with all legal requirements in the field of occupational health and safety. This regulatory framework is the basis on which we structure our management system, without exception.

We monitor the effectiveness of occupational health and safety management, through inspections, internal audits, training and accident indicators. We verify the accident indicators that are updated monthly, allowing us to act in a timely manner to improve any deviation.



4.7.1.2 Colombia

At Camposol Colombia, we rigorously comply with established national regulations, including Decree 1072 of 2015 on the Labor Sector, Resolution 0312 of 2019 on the minimum standards of the Occupational Health and Safety Management System, as well as the international standard ISO 45001.

During 2023, we have made significant progress in terms of occupational safety. We especially highlight the remarkable 58% reduction in the accident rate compared to 2022. This improvement reflects our ongoing commitment to the safety and well-being of our employees.



4.7.1.3 Uruguay

We comply with Agricultural Decree 321_09, which establishes the legal requirements for the implementation of an occupational health and safety management system in Uruguay. This regulatory framework covers all our activities, both for our own staff and for the contractors operating at our headquarters in the field.

To ensure the effectiveness of our occupational health and safety management system, we carry out rigorous follow-up through inspections,





internal audits, training and the monitoring of accident indicators. These indicators are updated monthly, allowing us to identify and address any deviations that may arise in a timely manner, thus ensuring a safe work environment for all our employees.

4.7.2. Risks, Hazards & Accidents

Our proactive approach to risk management is reflected in the Hazard Identification, Risk Assessment and Control Measures (IPERC) Matrix, which comprehensively details significant hazards and risks. This tool allows us to execute control plans and update risk assessments at least once a year, or in case of changes in working conditions.

To eliminate or mitigate identified risks, we apply a hierarchy of operational controls that includes elimination, substitution, engineering controls, administrative controls, and the use of personal protective equipment. Each process is thoroughly analyzed, determining the probability of occurrence and the severity of events. Control measures are established through an analysis of the root causes of previous accidents, the review of

inspection findings, and the promotion of a preventive culture that ensures the optimal functioning of our operations.

In order to train our employees in occupational risk prevention, at least four training sessions are held per year. In addition, through continuous inspections and evaluations, observations are identified that are addressed in a timely manner and fed back to all relevant areas of the company.

As for our suppliers, we have the Safety, Occupational Health and Environment Documentation Booklet, which establishes the requirements to align with our IPERC procedure and execute the corresponding control measures. We require our suppliers to comply with the training required by law before entering our facilities, and they also receive a prior induction from our company.

If a dangerous event occurs, we have a rigorous accident and incident investigation procedure in place to determine the root cause and take corrective action to prevent its recurrence.

4.7.3. Occupational health services

(GRI 403-3)

4.7.3.1 Peru

To guarantee timely and quality medical care for our collaborators and contractors, we have four Medical Units (2 in La Libertad and 2 in Piura) equipped and operated by highly trained personnel. The main objective of these units is to ensure the overall health of our team and are available 24 hours a day, 365 days a year, to attend to any situation that may arise.

In addition, as part of our commitment to the well-being of our employees, we offer medical coverage through private insurance or social insurance. In the case of social security, we have specialized programs that address everything from chronic diseases to orphan diseases, allowing adequate control of pathologies and preventing the deterioration of the health of our employees.

Employees of contractor companies are also covered by the Complementary Risk Work Insurance (SCTR), which provides them with access to health services in case they suffer any mishap during their work in our company. Likewise, we require these third-party companies to provide documentation that proves compliance with health programs for their employees as part of their management system.



4.7.3.2 Colombia

Through agreements with Health Service Providers (IPS), we guarantee the performance of a wide range of occupational medical examinations necessary for our company, such as entry, periodic, discharge, post-disability exams, laboratory tests and any other required to safeguard the health and safety of our employees.

These health services are provided during working hours at IPS facilities. If transportation is necessary to carry out the occupational medical examinations, the company assumes the corresponding costs. For periodic medical examinations, we adapt the facilities of our farms to carry out the days in the workplaces, thus facilitating access to medical care in a convenient way for our collaborators.

In addition, we have established alliances with Health Care Providers (EPS) to carry out health days in all the farms of Camposol Colombia. During these days, cardiovascular screenings are carried out that include the measurement of blood pressure, weight and abdominal circumference. The main objective of these activities is to promote healthy habits and good nutrition among our employees, thus promoting a healthy lifestyle and contributing to their general well-being.



4.7.3.3 Uruguay

We have a container that functions as the consultation office of the Doctor, who visits our facilities once a week to attend to the staff according to an established program to carry out medical check-ups and prepare or renew



health cards. The main objective of this instance is to ensure the general health of our employees and to provide care in any situation that may arise. The container is equipped with a fixed and movable stretcher, neck brace, a complete emergency kit, blood pressure meters, and thermometers. The doctor works closely with the Human Resources area and reports directly to the business unit management.

In addition, our collaborators have access to the social security “Centro Médico” or polyclinics in nearby towns or villages. This social insurance offers differentiated programs for chronic diseases and orphan diseases, which allow us to control pathologies and prevent deterioration in the health of our employees.

4.7.4. Participation of employees in the OH&S

(GRI 403-4)



4.7.4.1 Peru

The active participation of employees in the development, implementation and evaluation of the occupational health and safety management system is carried out through working groups led by the Occupational Health and Safety Committee (OSHC). This committee, which operates autonomously, meets monthly and is composed of 24 members, divided into 12 members and 12 alternates, all of whom are trained in various aspects of occupational safety. In addition, we maintain fluid communication with our collaborators through platforms and applications such as “Camposol Informa”.

We have established alliances with Health Care Providers (EPS) to carry out health days in all the farms of Camposol Colombia.

In these working groups, formal agreements are established on issues related to the safety and health of employees. This includes risk assessment in new or modified areas, as well as in activities that have undergone changes in work procedures. It is our responsibility to ensure that our collaborators are consulted and actively participate in Camposol's Occupational Health and Safety Management System, complying with the established legal requirements.

As for the participation of external personnel, this is channeled through their security supervisors, who transfer concerns to the SSOMA Camposol area directly. In this way, we ensure an effective avenue of consultation and participation for all our staff, both internal and external.

4.7.4.2 Colombia

Camposol Colombia has two large operational zones, each of which is supported by a Joint Committee on Occupational Safety and Health. These committees act as an open channel for any employee to report unsafe risks, acts, and conditions in the workplace. They are made up of representatives of both employees and the company and meet monthly to make decisions aimed at improving working conditions in each area.

Among the responsibilities of these committees is the proposal and development of measures and activities aimed at preserving health in and around workplaces. They also make regular visits to the workplaces to inspect machines, equipment and the tasks performed by the staff, thus guaranteeing a safe environment for all employees.

In addition, the committees consider the suggestions of employees on issues related to occupational medicine, hygiene and industrial safety, and actively participate in training activities on occupational safety and health. They collaborate in the analysis of the causes of accidents and occupational diseases, proposing corrective measures to the employer to prevent their recurrence and guarantee the comprehensive protection of the health and safety of employees.

4.7.4.3 Uruguay

Employee participation in the development, implementation and evaluation of the occupational health and safety management system is carried out through bipartite meetings led by the Occupational Health and Safety Committee (OSHC). This autonomous committee meets quarterly and is made up of representatives of the Human Resources Management, GIS and prevention technician heads, as well as delegates of the operators, both regular and alternate, who have received training on various safety issues.

We maintain active communication with our collaborators through various platforms and applications to ensure their effective participation in Camposol's Occupational Health and Safety Management System, in accordance with legal requirements.

During these bipartite meetings, formal agreements are established on issues related to the safety and health of employees, such as risk assessment in new or modified areas, as well as in activities that have undergone changes in work procedures. Our goal is to ensure that our employees are consulted and actively participate in all stages of the management system, in accordance with legal requirements.

As for the participation of external staff, they are involved through the GIS area, with which they work directly and to which they report. This ensures that the perspective and needs of external collaborators are also considered in Camposol's occupational health and safety management system.

4.7.5. Training for employees on occupational safety and health (GRI 403-5)

4.7.5.1 Peru

Our annual training program is mandatory for all employees and is a fundamental pillar of our commitment to workplace safety. Designed to

address both general and specific topics, its main objective is to make employees aware of the risks inherent to their functions and provide them with the necessary tools to deal with them effectively.

During 2023, we have complied 100% with our annual training program, which is approved at the meeting of the Occupational Health and Safety Committee (OSHC). General topics covered in our internal training sessions include:

- Occupational health and safety policies.
- Emergency preparedness and response.
- Proper use of personal protective equipment.
- Identification of hazards and risks according to the Hazard Identification, Risk Assessment and Control Measures (IPERC) Matrix.
- Brigade training.
- Safe handling and storage of chemicals.
- Basic concepts of the General Law on Occupational Safety and Health (OSH).

The selection of specific courses and training is based on the risk assessment carried out through the IPERC, adapting to the needs and daily activities of each employee. These sessions are held during the working day and include teaching material that includes practical examples related to daily tasks. Upon completion, an evaluation is conducted to measure the effectiveness of the training, either through direct questions or through a virtual platform.

In the case of external collaborators, they receive an induction in Occupational Health and Safety (OSH) adapted to the specific activities and location of their work, in accordance with the IPERC matrix and the work procedures previously provided. In addition, they are required to be inducted into OSH by their own company.

On the other hand, in order to carry out specific activities, we ask external collaborators to have specific training related to the tasks they are going

to perform, in accordance with the provisions of the IPERC matrix and the corresponding security controls.

4.7.5.2 Colombia

In Colombia, each training module included in our annual training program is developed in accordance with the requirements of current Colombian legislation and the specific needs of our operation. Our in-house trainers are professionals and experts in Occupational Safety and Health (OSH), thus ensuring the quality and relevance of the training provided. In addition, for external trainings, we work closely with legally accredited institutions, ensuring quality and compliance with the required standards.

All the courses offered are completely free and are carried out within the working day, thus facilitating the participation of all our collaborators.

As part of our training and professional development initiatives, we have certified six employees in the transport of dangerous goods, in compliance with Decree 1609 of 2012. In collaboration with the National Learning Service (SENA), we have granted certifications to 430 operators of various trades and agricultural supervisors in the Rational Management of Pesticides, covering all our operations in Colombia.

In addition, we have certified 11 employees of our operation in the Advanced Working at Heights course, reflecting our ongoing commitment to safety in elevated work environments. These certifications demonstrate our proactive approach to training and skills development, ensuring a safe and healthy work environment for all our employees at Camposol Colombia.

4.7.6. Occupational ailments and illnesses

(GRI 403-10)

During 2023, our operations in Colombia and Uruguay had no deaths resulting from an illness or injury, or cases of work-related illnesses and injuries that could be recorded, for both direct and external personnel.



4.7.7. Workplace Accident Injuries

(GRI 403-9)


4.7.7.1 Peru

In 2023, we have unfortunately recorded three deaths due to workplace accidents in our operations in Peru. We recognize that every loss of life is a tragedy that impacts us deeply.

At Camposol we are firmly committed to taking concrete and effective measures to reduce this figure to zero by 2024. To achieve this goal, we will further strengthen our workplace safety policies, procedures, and practices, as well as our trainings on an ongoing basis. In addition, we will strengthen the culture of risk prevention in all our operations, encouraging the active participation and shared responsibility of all our employees in the identification, evaluation and mitigation of risks in the workplace.

We are committed to working closely with our employees, trade unions, regulatory authorities and other stakeholders to implement effective measures to ensure a safe and healthy working environment for all. Through a comprehensive and proactive approach, we are confident that we can achieve our goal of zero fatal accidents and continue to move towards a future where the safety and well-being of our employees is a top priority.

All the courses offered are completely free and are carried out within the working day, thus facilitating the participation of all our collaborators.

 4.7.7.1 Peru

WORKPLACE ACCIDENT INJURIES IN PERU - COLLABORATORS^{8 9}

Types of work accidents	2021	2022	2023
Deaths	0	1	3
Death rate	0.00	0.02	0.09
Injuries with great consequences	8	7	3
Serious injury rate	0.26	0.17	0.098
Recorded injuries	180	236	201
Injury rate	5.91	5.61	6.58
Hours worked	30,458,413	42,034,756	30,516,235

PERU WORKPLACE ACCIDENT INJURIES - CONTRACTORS

Types of work accidents	2021	2022	2023
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	0	0	0
Serious injury rate	0.00	0.00	0.00
Recorded injuries	0	0	0
Injury rate	0	0	0
Hours worked	9,314	11,332	13,598

⁸ Table note: The main types of injuries are from falls from the same level, insect bites, blows from handling tools, among others.

⁹ A factor K = 1,000,000 hours worked was considered for the calculation of the death rate and injury rate (Employees and Contractors).

 4.7.7.2 Colombia

WORKPLACE ACCIDENT INJURIES IN COLOMBIA - COLLABORATORS^{10 11}


Types of work accidents	2021	2022	2023
Deaths	1	0	0
Death rate	0.21	0.00	0.00
Injuries with great consequences	0	0	2
Serious injury rate	0.00	0.00	0.39
Recorded injuries	96	73	68
Injury rate	20.44	12.23	13.29
Hours worked	939,264	1,194,048	1,022,976

COLOMBIA WORKPLACE ACCIDENT INJURIES - CONTRACTORS

Types of work accidents	2021	2022	2023
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	0	0	0
Serious injury rate	0.00	0.00	0.00
Recorded injuries	449	340	103
Injury rate	64.86	43.74	48.07
Hours worked	1,384,512	1,554,624	428,544

¹⁰ Note: The main types of injuries were from blow or contusion, sprain, muscle tear, wounds, or superficial trauma.

¹¹ A factor of K = 200,000 hours worked was considered for the calculation of the death rate and injury rate (Employees and Contractors).

 4.7.7.3 Uruguay

WORKPLACE ACCIDENT INJURIES IN URUGUAY - COLLABORATORS^{12 13}

Types of work accidents	2021	2022	2023
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	11	5	13
Serious injury rate	6.85	2.46	7.13
Recorded injuries	17	12	33
Injury rate	10.59	5.90	18.10
Hours worked	321,077	407,122	364,724

URUGUAY WORKPLACE ACCIDENT INJURIES - CONTRACTORS

Types of work accidents	2021	2022	2023
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	0	0	0
Serious injury rate	0.00	0.00	0.00
Recorded injuries	0	0	0
Injury rate	0	0	0
Hours worked	0	0	0

¹² Note: The main types of injuries are from falls to the same level, insect bites, blows from handling tools, among others.

¹³ A factor of K = 200,000 hours worked was considered for the calculation of the death rate and injury rate (Employees and Contractors).

4.8. Human rights

(GRI 3-3, 406-1) (GRI 408-1, 409-1)

With a proactive vision and an unwavering commitment to human rights, at Camposol we are proud to adhere to the United Nations Global Compact. Our firm belief in respecting, recognizing and defending internationally recognized human rights is reflected in all our operations.

Our commitment is manifested in our Human Rights Policy, where we commit to respect and recognize the principles of internationally recognized Human Rights, treating all people with dignity and respect, in accordance with the Universal Declaration of Human Rights, the International Bill of Human Rights, as well as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the Ethical Trading Initiative. We focus specifically on human rights directly related to private companies. It is crucial to highlight that respect for human rights not only guides our actions towards a positive impact on our value chain, but also fosters substantial business benefits through the adoption of good practices.

Our firm belief in respecting, recognizing and defending internationally recognized human rights is reflected in all our operations.

We establish strict controls that ensure non-discrimination, the prevention of sexual harassment and the right to collective association. To foster a culture of transparency and accountability, the channels for filing human rights-related complaints are aligned with those for ethical whistleblowing.

In our crusade against child labor, we have implemented rigorous procedures to ensure that at no time are children employed during the recruitment and selection process. Emphatically, all our employees must be of a minimum age according to the law of the country to be considered for employment. We demand the same from our service providers, who must sign a self-declaration of commitment to ethical standards and the absolute prohibition of child labor.

During the year 2023, we have received a total of three complaints of discrimination. After a thorough investigation, we confirmed the validity of one of these allegations. As a corrective measure, the indicated sanctions were applied in accordance with the Internal Work Regulations.

4.8.1. Human Rights Management in the Supply Chain

Through our Human Rights Policy, we are committed to addressing the impact of human rights within our Value Chain. We establish mechanisms to identify, address and remedy adverse impacts on human rights, and enhance those that have a positive influence.

As part of our management, we ask our suppliers to sign our “Declaration of Commitment on Social Ethics and Labor Standards”, which aims to ensure compliance with our Code of Ethics and Conduct, aligned with international standards of social ethics. In addition, most of our suppliers complete the “Supplier Social Ethics and Labor Standards Self-Assessment”.

At Camposol, we closely monitor the measures implemented by our fruit packing service providers, following up on their critical audits.

Our operations in Peru and Mexico are evaluated under the SMETA standard and our operations in Uruguay and Colombia are evaluated under the GRASP standard, which evaluates controls to mitigate risks related to child labor, forced labor, freedom of association and collective bargaining.

In 2023, there has been no evidence of any significant risk from child labor or forced labor in our operations or business relationships.

4.8.2. Freedom of association and collective bargaining

(GRI 2-30, 407-1) (GRI 13.21)

At Camposol we respect the right to freedom of association of our employees. Each employee is free to decide whether or not to join a union organization, or to leave at any time, according to his or her individual preferences. Since 2015, we have held successful collective bargaining with all three union organizations, demonstrating our commitment to dialogue and collaboration to ensure harmonious and equitable industrial relations. Each union organization establishes its own internal election procedures and regulations in accordance with the legislation in force.

In our operations in Peru, approximately 20% of our total employees are unionized, distributed among the three registered union organizations with which we collaborate. It is important to note that we do not currently have union organizations in our operations in Colombia or Uruguay. However, we have established spaces where employee representatives can raise concerns, complaints, suggestions, and opportunities for improvement.

During 2023, no operations or commercial relationships have been identified in which the right to freedom of association and collective bargaining could be at risk.



5

Environment

« Our sustainable agriculture focuses on efficiency in the use of natural resources, such as water, energy and biodiversity, as well as the optimal performance of our operational processes to mitigate our environmental impacts. »

FEDERICO MAGGIO CAPELLI
Industrial Operations Manager



We face constant environmental challenges, especially in relation to access, supply and distribution of critical resources such as water and energy. To address these challenges, our sustainable agriculture focuses on efficiency in the use of natural resources, such as water, energy and biodiversity, as well as on the optimal performance of our operational processes to mitigate our environmental impacts. This translates into a progressive reduction of waste and a constant commitment to the preservation of biodiversity.

Our Environmental Policy guides our efforts to minimize any potential environmental impacts. This involves early identification of environmental aspects, a rigorous assessment of the associated risks, and the implementation of preventive controls throughout our operations.

We are committed to complying with all applicable environmental rules and regulations. Through our Environmental Management System, we strive to achieve continuous improvement, always keeping environmental sustainability as a central objective. All of this is done with a careful balance between the environmental interests of our stakeholders and ensuring the continuity of our business.

5.1. Water Resource Management

(GRI 3-3) (FB-PF-140a.2, FB-PF-140a.3, FB-AG-140a.3)

Efficient water resource management is a fundamental pillar in agribusiness, given that water is an essential and limited resource to produce food and raw materials. The availability of quality water is crucial to ensure the productivity and profitability of crops, as well as to ensure the long-term sustainability of production systems. In this sense, implementing sustainable water management practices becomes a priority for Camposol, not only to optimize the use of water, but also to protect this vital resource for future generations.

5.1.1.1 Water management in Peru

(GRI 303-1, 303-3) (FB-PF-140a.1, FB-PF-140a.2, FB-PF-140a.3, FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3)

La Libertad

The Board of Water Users of the Minor Hydraulic Sector of Pressurized Irrigation is a private, non-profit entity that operates as a Water User Organization in the region of La Libertad, Peru. Its main responsibility lies in the management of the minor hydraulic infrastructure destined for pressurized irrigation in the new lands of the Chavimochic irrigation. This involves ensuring an adequate distribution of water for the irrigation of crops in the area, as well as taking care of the maintenance and continuous development of the hydraulic infrastructure under its jurisdiction.

Camposol, through weekly requirements, requests a specific volume of water according to the demand of the crops from this administrative body for productive purposes. Our irrigation area is responsible for capturing and treating surface water through our 7 catchment intakes located in sector I, II and III of our mother canals of the Chavimochic project, with the purpose of irrigating our crops. During 2023, there were no incidents of non-compliance with permits, standards, or regulations related to water quality.

In 2023, we faced two seasons in which water availability was affected, situations that are recurring annually:

- **Dry Season:** In this season, characterized by the scarcity of rainfall, the availability of water is reduced. As a consequence, restricted irrigation management is implemented 24 hours a day. The Board of Pressurized Irrigation Users regulates water consumption at the irrigation level, ensuring that the volumes assigned to each company according to the planted area are respected.
- **Avenue Season:** During this season, there is an abundance of water, but with a high degree of suspended solids, which affects its quality. Although we can meet our water requirements without restriction, water treatment becomes more expensive due to the high turbidity.



The availability of quality water is crucial to ensure the productivity and profitability of crops, as well as to ensure the long-term sustainability of production systems.



The strategy adopted by Camposol consists of the implementation of large reservoirs for water storage. In November 2022, the construction of a 0.53 million cubic meter reservoir was completed at field Mar Verde. In addition, in July 2023, we completed the construction and expansion of two reservoirs, with an approximate capacity of 1.5 million cubic meters between them to close the year, the construction of one of our reservoirs in the Agricultor field was completed, as a first stage, with a capacity of 0.4 million cubic meters. These important works provide us with the necessary sustainability to achieve our goals as a company, being essential to avoid water deficit problems during the dry season.

Piura

As in our operations in La Libertad, we are also users of the water managed by the Board of Users of the Chira Piura Special Project (PECHP). Water is requested weekly, adapting to the specific phenological stage of each crop.

At Terra field, we have 3 water intakes, while at Agroalegre field we have 1 water intake. However, our operation in Piura has faced a lack of rainfall, which has led to a water deficit in the area. In this context, the Board of Users plays a crucial role in supervising and regulating irrigation consumption to ensure an equitable use of water resources, taking into account the planted area and water license of each company.

During periods of drought, when the lack of rain affects the availability of water, some maintenance work on the hydraulic system is postponed due to the priority need for water for crop irrigation. However, it is crucial to maintain the hydraulic system of all crops to ensure the efficiency of pressurized irrigation. In addition, as a mitigation measure against the risks of water scarcity due to the lack of rain, we have reservoirs on both estates (Terra and Agroalegre).

In Terra field there is an availability of water resources in reservoirs of 633,977 m³ and Agroalegre field availability of water resources in reservoirs of 355,644 m³.

5.1.1.2 Water management in Colombia

(GRI 303-1) (FB-PF-140a.1, FB-PF-140a.2, FB-PF-140a.3, FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3)

On our farms in Colombia, we obtain water resources through watersheds and rivers through rural intakes for agricultural use. However, the management of this resource is in charge of three regional autonomous corporations: Corporación Autónoma Regional Caldas (Corpocaldas), Corporación Autónoma del Quindío (CRQ) and Corporación Autónoma del Valle del Cauca (CVC), which grant the necessary permits for its use. At the “Navarco” farm in Salento, Quindío, we have faced restrictions due

to its location within an integrated management zone, established by the regional environmental authority. On some farms, we have begun to venture into rainwater harvesting using Australian tanks equipped with water capture systems.

The use of water entails a series of recommendations and obligations that must be followed and evaluated annually to ensure compliance by all users. Fortunately, we do not face significant regulatory restrictions due to the abundance of water in our operating areas. During 2023, we received visits from environmental authorities on some of our farms, and we are pleased to report that there was no evidence of non-compliance on our part with regard to extractions exceeding authorized volumes or unauthorized dumping. This demonstrates our commitment to compliance with environmental regulations and our respect for natural resources in the communities where we operate.

The impacts of our water use are minor compared to other countries where we operate, as most of the water withdrawn is destined for applications of phytosanitary compounds in the field and the rest is used for human or domestic consumption. We carefully measure water consumption for phytosanitary applications on a workday basis and plan to implement accurate measuring instruments in our surface water catchments and distribution tanks.



5.1.1.3 Water management in Uruguay

(GRI 303-1) (FB-PF-140a.1, FB-PF-140a.2, FB-PF-140a.3, FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3)

In Uruguay, our operation is supplied by the Arapey River to feed artificial reservoirs through catchment pumps. From there, we implemented an irrigation system that allows us to apply fertigation to our mandarin crops. Recently, we completed the installation of drip irrigation systems at El Tero field and El Arapey, which has significantly improved our water use efficiency. Our next goal is to install this system at El Zorzal field during 2024.

Over the course of 2023, we made significant improvements to our facilities. In the El Tero Estate, improvements were made to an unlined section of canal, covering an extension of 1.24 kilometers. In addition, an increase in the capacity of two cutwaters was carried out: pit 1 now has a capacity of 79,823 cubic meters, while cutwater 3 reached a capacity of 61,530 cubic meters. As part of our investments in water infrastructure, we acquired a repumping system on the river, which is equipped with a submersible pump capable of pumping approximately 1400 cubic meters per hour. These improvements allow us to strengthen our ability to manage water efficiently and ensure adequate supply for our agricultural operations.

We identified water scarcity as one of the main risks in our water management. Since our agricultural lands are influenced by the Salto Grande dam, we follow regulations on the maximum and minimum working levels. To mitigate this risk, we have larger reservoirs that can be filled with river water or rainwater, as well as a repumping system in the river that is activated in the event that river levels reach minimum levels.

Another risk we face is the potential contamination of our water sources. To address this risk, we conduct annual monitoring of the quality of surface water extracted from the Arapey River. These analyses, carried out by a certified external laboratory, include microbiological and physicochemical tests that allow us to ensure that our extraction activity does not compromise the environmental quality standards of the river. During 2023, there were no incidents of non-compliance with permits, standards, or regulations related to water quality.

5.1.2. Water Consumption

(GRI 2-4, 303-1, 303-5) (FB-PF-140a.2, FB-PF-140a.2, FB-AG-140a.3) (FB-PF-440a.1, FB-AG-440a.2)

At our operation in Peru, we conduct monthly measurements of our water consumption on our farms. The water enters through pipeline networks and is distributed to the crop soil by our efficient drip irrigation system. Importantly, our irrigation maintenance team conducts constant evaluations to ensure that our irrigation system is kept in optimal condition, thus preventing leaks.

The increase or variation in our water consumption is influenced by various factors, such as crop phenology, local climate, soil characteristics, and the expansion of planting areas. In addition, due to the presence of industrial processes in our Chao Packaging Plant, the sub-plants for frozen and fresh products generate an additional demand for water.

In our operation in Colombia, we observed a significant reduction in water consumption. This decrease is due to the pruning and pruning work carried out on several of our farms, which results in a lower need for phytosanitary¹⁴ applications as there is less vegetative material available to treat.

On the other hand, in our operation in Uruguay we observed a notable increase in the demand for water, due to the phenological phases of the crop, thus reflecting the active development of our plantations. This additional demand for water highlights the importance of efficient and adaptable water management, which can meet the changing needs of our crops throughout their life cycle.

By not operating in areas with high water stress, 100% of our water consumption comes from sources that are not affected by water scarcity issues.

To deal with possible impacts, water resources are managed efficiently, ensuring adequate planning in an integrated and sustainable manner. This implies efficient water consumption in crops, with the implementation of control measures to ensure and meet water needs



WATER CONSUMPTION IN PERU, BY LOCATION (MEGALITER)¹⁵

Location	2021	2022	2023
Peru (La Libertad fields)	82,008	96,313	89,055
Peru (Chao Packaging Plant)	659	655	530
Peru (Piura fields ¹⁶)	13,723	14,555	14,770
Colombia (Farms)	16.10	26.82	11.68
Uruguay (Farms)	694	1,037	2,290
Total	97,100.1	112,587	106,657

through our contingency reservoirs. In addition, we control the high water table through vertical drains (wells) and open pit drains to avoid waterlogging problems that can affect the development of crops.

¹⁴ Phytosanitary applications are inputs for the health and nutrition of crops, which are applied through water.

¹⁵ Table note: Colombia's consumption values (fields) have been updated for the years 2020, 2021 and 2022; affecting the value of the total water consumption (Megaliters) of the aforementioned years.

¹⁶ The value reported for fields Piura includes only the water consumption of Terra and Agroalegre fields.

5.1.3. Distribution of water consumption in farms

In our operations in Peru, we have closely monitored our demand for water by intake and crop, identifying that the Agricultor, Mar Verde and Yakuy Minka farms are the ones that require the highest volumes of water, mainly due to the blueberry, avocado, mandarin, persimmon, lemon and dragon fruit crops grown on these lands. This monitoring allows us to efficiently manage our water resources and ensure a responsible and sustainable use of water in our agricultural activities.

WATER CONSUMPTION IN PERU, BY TYPE OF CROP AND FARM (PERCENTAGE)¹⁷

Farms	Crops	2021	2022	2023
Gloria field	Blueberries	9.72%	11.97%	12.20%
Mar Verde and Frusol 1 fields	Blueberries and avocados	33.48%	28.81%	24.06%
Yakuy Minka, Frusol II and Oro Azul fields	Blueberries, avocados, tangerines, persimmons, lemons and pitahayas	27.42%	27.31%	27.51%
Agromas and San Jose fields	Blueberries, avocados and tangerines	9.06%	7.87%	7.82%
Agricultor and Sincromax fields	Blueberries	20.33%	24.04%	28.41%

¹⁷ Note: The information is for operations in Peru only

5.1.4. Water Storage

(GRI 303-1, 303-5)

The importance of water storage processes lies in ensuring the availability of this resource for our operational activities, especially in the face of climatic events that may pose a risk to water availability and, therefore, affect our value chain and profitability. On our farms, we have a higher storage capacity compared to our packaging plant, due to the greater demand that field operations imply in terms of water resources. At our operation in Colombia, our focus on water storage is primarily focused on provisioning for daily consumption. We do not have long-term storage due to the constant availability of flows in our water sources.



WATER STORAGE IN PERU, BY LOCATION (CUBIC METERS)

	2022			2023		
	Chao Packaging Plant	La Libertad fields	Piura fields	Chao Packaging Plant	La Libertad fields	Piura fields
Total water storage at the end of the year	655,046	96,312,576	14,554,577	530,265	89,054,636	893,800
Total water storage at the beginning of the year	76,790	10,564,267	1,448,201	73,469	10,026,412	509,055
Change in water storage (a-b)	578,256	85,748,309	13,106,376	456,796	79,028,224	384,745



5.1.5. Effluents

(GRI 3-3) (GRI 303-1, 303-2, 303-4)

In relation to the effluents generated in the operations of the Chao Packaging Plant in La Libertad, we want to highlight that we implement a comprehensive approach to its management. These effluents are reused in their entirety for the irrigation of green areas, such as gardens. Although we do not keep a record of the exact volume of effluents, it is important to note that they are subjected to a physical and biological treatment process, thus ensuring that our environmental impact is minimal and that we contribute to the preservation of water resources.

In our operation in Colombia, domestic wastewater is discharged, which is treated by septic treatment systems at each generation site, which minimizes pollutant loads. In addition, we do not discharge agricultural or domestic into bodies of water.

In our operation in Uruguay, discharges are predominantly domestic. In order to properly manage these discharges, we have established a collaboration with a specialized company. This approach allows us to ensure that discharges are handled professionally and responsibly, thus fulfilling our environmental responsibilities and contributing to the preservation of the environment.

5.2. Energy Management

(GRI 3-3)

At Camposol we understand that efficient and responsible energy management is fundamental to our commitment to sustainability and the mitigation of environmental impact. In this section, we focus on highlighting our key results, initiatives, and strategies aimed at optimizing energy use across our operations, with the goal of sharing our comprehensive approach to energy management and demonstrating our ongoing commitment to innovation and continuous improvement in this crucial aspect of our operation.

5.2.1. Efficient energy management

5.2.1.1 Peru

Efficient energy management is a fundamental pillar in Camposol's operation, especially in the context of sustainable agriculture. Electricity and fuels play a crucial role in the mechanization of our agricultural work, allowing for greater efficiency in field work and a significant reduction in production costs. From pumping water to precise management through our advanced drip irrigation system, electric power drives vital processes in our agricultural activities.

In addition, at our food processing facilities, such as the Chao Packaging Plant, electrical power is essential for a variety of processes, from cooling and refrigeration to drying, cutting, and packaging products. This energy supply guarantees the quality and safety of our final products, complying with the most demanding standards in the industry. In order to reduce our energy consumption, we have been implementing various energy efficiency measures, such as:

- Automation of the lighting system of the Mar Verde platform.
- Implementation of high-efficiency LED luminaires for 100% of the lighting for fresh avocados and 20% for the lighting of blueberries at the Chao Packaging Plant.
- Implementation of higher efficiency refrigeration equipment (compressors).
- Implementation of a demand management plan to perform Peak Sheaving, reducing consumption during the SEIN's peak demand hours to avoid penalties for matching power.

On the other hand, fuel use management is essential to the mobility and logistics of our extensive operation. From the agile movement of our mobile units to cultivation or processing areas to the careful management of consumption in agricultural machinery, we are committed to the efficient use of resources and the minimization of environmental impacts.



At Camposol we understand that efficient and responsible energy management is fundamental to our commitment to sustainability and the mitigation of environmental impact.

Through tools such as TOCKAP and SAP, we monitor and control fuel consumption in real time, optimizing our operations and reducing pollution risks. In addition, the renewal and modernization of our vehicle fleet, with initiatives such as the transition from Kia to Chevrolet units, has allowed us to significantly improve performance efficiency, reaching levels of up to 40 km/gallon. This constant search for efficiency and improvement in our energy management reflects our commitment to sustainability and operational excellence in all our activities.

5.2.1.2 Colombia

Our Sustainable Agriculture and Environment Policy sets out key guidelines to promote responsible practices in the use of natural resources. Within these guidelines, we prioritize the implementation of strategies aimed at the efficient use and saving of water and energy at all stages of our agricultural process. Through the adoption of innovative technologies and sustainable practices, we seek to optimize the use of these vital resources, thus contributing to the conservation of the environment and the long-term sustainability of our operations.

The goal of using energy resources responsibly goes beyond climate change mitigation. We also strive to ensure that energy and fuel consumption on each farm is adequate and proportionate to specific operational needs. Accordingly, we provide training and continuous education to all our staff, enabling them to use energy rationally and efficiently in all facets of our daily work.

In the area of Agricultural and General Services, we assume the responsibility of comprehensively supervising public services, including the supply of electric power. In addition, we effectively manage the Rumbo Terpel Platform, which serves as the main means of fueling our company's administrative vehicles. This management allows us to ensure a continuous and reliable supply of energy and fuel, while controlling and optimizing its use throughout our operations.

5.2.1.3 Uruguay

The availability of energy is of great importance to ensure the proper functioning of the water pumping equipment, which is used to irrigate our crop fields. Currently, most crops in Uruguay depend on this equipment for their proper development and growth. In addition to its vital role in water supply, the efficient use of this energy resource is a priority that we constantly monitor. Our management processes include rigorous monitoring and follow-up of energy consumption, with the aim of optimizing its use and minimizing any waste. Importantly, in recognition of our sustainable practices, the Uruguayan state offers incentives and bonuses for the efficient use of energy, reaffirming our shared commitment to resource conservation and environmental protection.

5.2.2. Power Consumption (GRI 302-1, 302-4) (FB-AG-130a.1) (FB-PF-130a.1)

In our operation in Peru, a reduction in energy consumption is observed, with the decrease recorded at the Chao Packaging Plant being the most significant. This decrease in energy consumption at the Chao Packaging Plant was directly related to the restrictions imposed by the electricity distributor, due to problems in the electrical distribution infrastructure. Faced with this situation, we implement measures to manage energy consumption more efficiently and optimize the use of available resources. This included greater control of load consumption and input, as well as a more intensive use of generator sets to meet the packaging plant's energy needs during periods of restriction. These actions allowed us to adapt to adverse conditions and maintain operational continuity effectively, while working collaboratively with the distributor to resolve electrical infrastructure issues and improve the reliability of power supply in the future.

On the other hand, in our operation in Uruguay, energy consumption has increased due to the incorporation of a new plot. This increase is

mainly due to the increase in the operating hours of the equipment, as well as the change in the type of consumer, going from being a medium consumer to a large consumer of energy. As part of this expansion, we have installed a new filtration system that includes transformers and water pumping equipment. These additions are vital to ensure an adequate water supply and maintain high quality standards in our agricultural operations in Uruguay. Although this change has led to an increase in our energy consumption, we are committed to optimizing our processes and seeking sustainable solutions that minimize our environmental impact while maintaining the efficiency and productivity of our activities.

Likewise, in our operation in Colombia, electricity consumption has not shown major differences compared to the previous year.

ELECTRICAL POWER CONSUMPTION, BY LOCATION (MWH)

Location	2021	2022	2023
Peru (Fields at La Libertad)	3,675	5,757	4,702
Peru (Fields at Piura)	8,079	8,822	8,159
Peru (Chao Packaging Plant)	22,867	20,822	16,209
Colombia (Fields)	39	55	56
Uruguay (Fields)	417	928	1,119
Total	35,077	36,384	30,245

5.2.3. Fuel Consumption

5.2.3.1 Peru

In line with our process of continuous improvement in the management and traceability of fuel consumption data in our operation in Peru, this year we have begun to report the consumption of the Chao Packaging Plant, which gives us a more complete view of the fuel consumption associated with our operations. Considering the representativeness of the Chao Packaging Plant's fuel consumption with respect to the total fuel consumption, this year 2023 will be established as a new baseline, so that in the next sustainability reports we will report the evolution (increase or decrease) of fuel consumption with respect to this year.

FUEL CONSUMPTION IN PERU, BY LOCATION AND FUEL TYPE (GIGAJOULE)

Location	Fuel type	2023
Field Agrolegre	Diesel B5 S-50	6,645
	Gasohol 90 Plus	492
	Liquefied Petroleum Gas (LPG)	39
	Propane gas	2
	Mapro Gas Bottle	0.1
Field Terra	Diesel B5 S-50	8,696
	Gasohol 90 Plus	1,153
	Liquefied Petroleum Gas (LPG)	208
	Propane gas	6
Fields La Libertad (Fields Chao)	Diesel B5 S-50	70,891
	Gasohol 95 Plus	16
	Gasohol 90 Plus	12,012
	Liquefied Petroleum Gas (LPG)	18
	Propane gas	25
Chao Packaging Plant	Diesel B5 S-50	3,746
	Liquefied Petroleum Gas (LPG)	5,943
	Propane gas	10
TOTAL		109,903

5.2.3.2 Colombia

The increase in diesel fuel consumption is directly attributable to the increase in our fleet of cargo fleet, which is mainly composed of trucks that run on diesel fuel. This fleet expansion responds to Camposol's operational needs, especially about the transportation of cargo and logistics of our products.

As we have added more diesel trucks to our fleet, we have naturally experienced an increase in diesel fuel consumption. This phenomenon is a direct consequence of the growth and expansion of our business

activities and reflects our ongoing commitment to meeting market demand and ensuring efficient and effective operations.

FUEL CONSUMPTION IN COLOMBIA, BY FUEL TYPE (GIGAJOULE)

Fuel type	2021	2022	2023
Diesel	329	267	372
Gasoline	540	612	590
Total	869	879	962



5.2.3.3 Uruguay

In our operation in Uruguay, we observed a slight reduction in diesel consumption, which was mainly attributed to the decrease in the use of tractors equipped with irrigation tanks, reflecting an optimization in our operating practices. On the other hand, gasoline consumption increased due to the incorporation of three additional trucks in our field operations.

FUEL CONSUMPTION IN URUGUAY, BY FUEL TYPE (GIGAJOULE)

Fuel type	2021	2022	2023
Gasoil	5,291	6,222	6,206
Nafta	899	1,173	1,201
Total	6,190	7,395	7,407

5.2.4. Energy Intensity

(GRI 302-3)

To calculate the energy intensity of our operations in Peru and Uruguay, we have chosen to use the amount of water pumped (m³) for irrigation as the denominator. This choice is due to the fact that pumping water for irrigation is the activity with the highest electricity consumption in our agricultural operations. This approach provides us with an accurate metric to evaluate the energy efficiency of our agricultural activities in relation to the amount of water used. By focusing on irrigation, one of the critical stages of the agricultural process, we can identify specific opportunities to improve energy efficiency and reduce our environmental impact in these operations.

ENERGY INTENSITY IN PERU AND URUGUAY (KWH/M3)

Country	2021	2022	2023
Uruguay	0.60	0.74	1.12
Peru	0.24	0.27	0.21

To calculate the energy intensity of our operation in Colombia, we have opted for a different approach due to the specific characteristics of our activities in this region. Since energy consumption for water pumping is minimal and limited to a small part of the San Luis farm in the municipality of Sevilla, Valle del Cauca, we have decided to use an alternative denominator to calculate this metric. Instead of the amount of water pumped, we have selected the number of tons of avocado produced as the denominator. This approach allows us to have a better visibility of the efficiency of the process, as it considers fuel consumption for machinery, transport and cargo vehicles, which are key aspects of our farming operation in Colombia. By using avocado production as the denominator, we can more accurately assess the relationship between energy consumption and agricultural production, which helps us identify opportunities for improvement and optimize our energy management in this region.

ENERGY INTENSITY IN COLOMBIA (KWH/TON PRODUCED)

Country	2020	2021	2022	2023
Colombia	311.94	526.38	352.77	359.73



5.3. GHG emissions

(GRI 3-3)

We recognize the importance of understanding and managing the greenhouse gas (GHG) emissions our company generates, as part of our commitment to sustainability. Therefore, we are currently working on the calculation of Camposol's corporate carbon footprint for 2023. This process is being conducted following the guidelines established by ISO 14064-1:2018, a methodology widely recognized and certified nationally and internationally for its reliability and accuracy. Importantly, this measurement will not only allow us to understand the environmental impact of our operations but will also lay the groundwork for the implementation of emission reduction strategies and the establishment of ambitious and achievable environmental goals.

While this information will be available by 2024, we want to assure all our stakeholders that we are committed to transparency and accountability regarding our greenhouse gas emissions. Furthermore, it should be noted that this measurement will not be a one-off event, but will become a regular practice at Camposol, with the aim of continuously monitoring our environmental performance and making proactive improvements in our approach to sustainability. The results of this first corporate carbon footprint calculation can be found on our website.

...we want to assure all our stakeholders that we are committed to transparency and accountability regarding our greenhouse gas emissions.

5.4. Materials

Packaging plays an important role in the protection, preservation and presentation of our agricultural products, guaranteeing their quality and freshness from the field until they reach our customers. In addition to ensuring the integrity of products during transport and storage, packaging also differentiates us as a brand and allows us to highlight the unique characteristics of our superfoods, providing information on their origin, variety and quality.

Our packaging management is aligned with our Integrated Management System (IMS), which focuses on preventing environmental pollution and minimizing potential environmental impacts. For this reason, we are working on using sustainable packaging, including materials made from recycled raw materials and which, due to their characteristics, can be used at the end of their useful life in all our operations.

For the packaging of our products we use cardboard boxes, which have between 35% and 60% recycled material; and clamshells and punnets, made from 100% recycled PET plastic (RPET), both of which are recyclable at the end of their useful life.



5.4.1. Peru

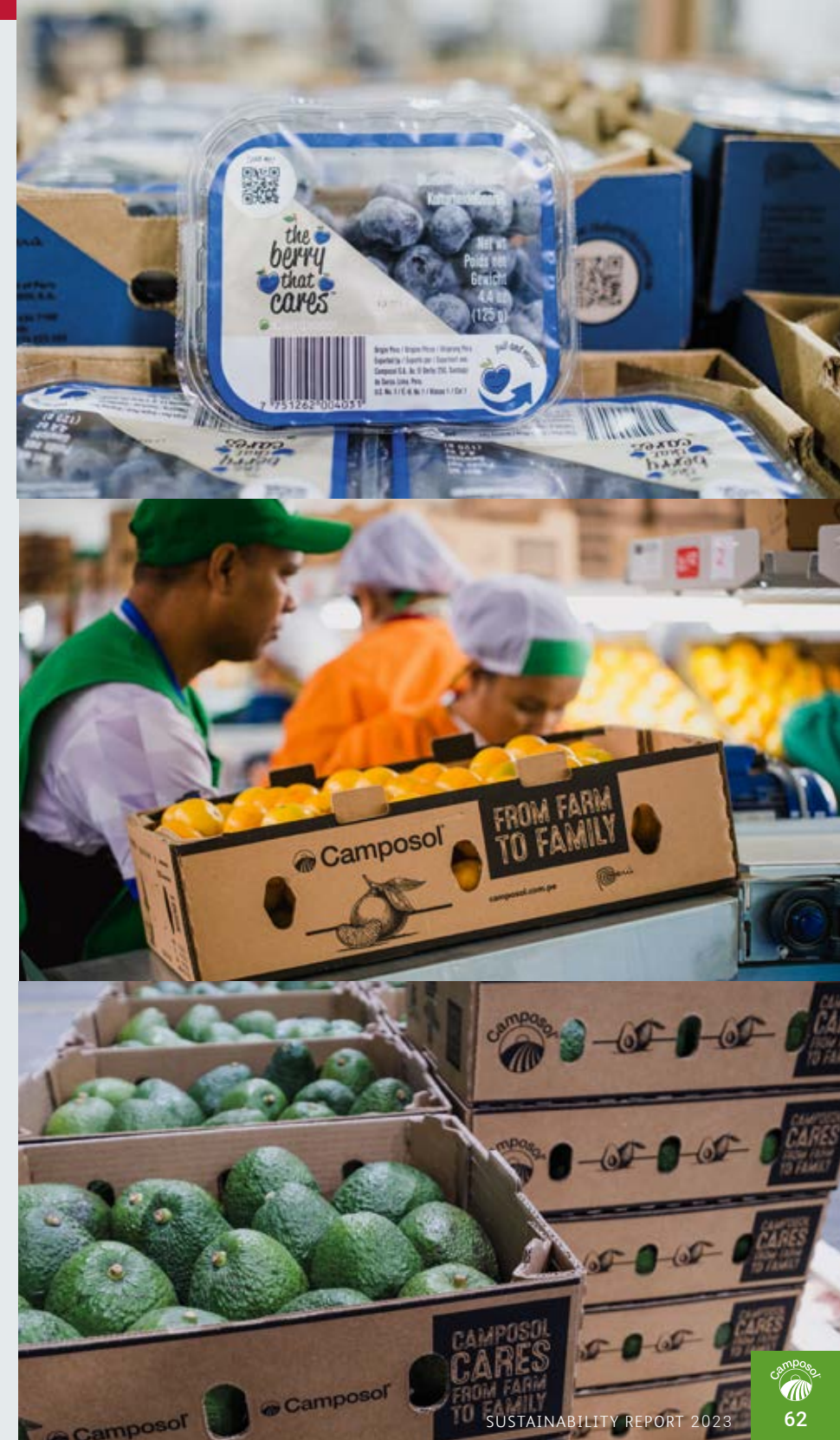
(GRI 3-3) (GRI 301-1, GRI 301-2, GRI 301-3) (GRI 13.8) (SASB FB-PF-410a.1, FB-PF-410a.2)

Currently, for the packaging of our products we use cardboard boxes, which have between 35% and 60% recycled material; and clamshells and punnets, made from 100% recycled PET plastic (RPET), both of which are recyclable at the end of their useful life.

A relevant milestone in 2023 was to reduce by 30% the use of plastic for fresh blueberry packaging, one of our main products, by switching from clamshell to punnet. By 2024 and 2025, we plan to incorporate cardboard punnets that will further reduce the volume of plastics we use in our processes. In addition, we are in the process of approving washable labels to improve the recycling of clamshells.

PACKAGING MATERIALS RECYCLED DURING MANUFACTURING AND AT THE END OF LIFE IN PERU

Criteria	Unit	2021	2022	2023
Total weight of the packaging used	ton	71,701	104,804	81,436
Percentage of packaging used that is manufactured with recycled or renewable materials	%	96	95	95
Percentage of packaging used that is recyclable, reusable or compostable at the end of its useful life	%	100	100	100



During the 2023 season, our operations were affected by adverse weather conditions that impacted crop development and, consequently, production. As a result, there was a reduction in the amount of packaging used during that period.

TYPES OF PACKAGING MATERIALS USED IN PERU

Type	Material	Unit	2021	2022	2023
Renewable	Cardboard boxes	Unit	17,378,297	32,608,642	26,059,143
	Paper stickers	Unit	99,166,610	137,997,951	106,459,078
Nonrenewable	Plastic bags	Unit	8,020,940	10,048,462	5,497,184
	Plastic boxes	Unit	701,710	656,104	975,248
	Clamshells	Unit	89,886,631	135,698,031	108,178,856
	Film (punnet heat sealing)	Meters	324,840	6,899,304	5,613,208
	Punnets	Unit	18,246,916	47,027,897	34,971,557
	Polypropylene sticks	Unit	82,229,108	135,848,762	132,270,200

Year after year, we have been working on projects to reduce the grammage of our packaging, which reduces the number of raw materials used in their production and in turn, reduces the amount of waste generated. This also reduces production costs and improves process efficiency. During 2023, we have completed projects to reduce the amount of cardboard in the boxes we use to package products such as avocados and pitahayas.

PROJECTS TO REDUCE THE GRAMMAGE OF PACKAGING USED IN PERU

Material	Project objective	Initial Weight (g)	Final Weight (g)	% reduction	% Recycled material
Pintas Box H126	Cardboard reduction	372	360	3%	35%
6 oz Open Box	Cardboard reduction	248	208	16%	35%
4 kg Avocado Cal Circ Box	Cardboard reduction	326	246	25%	35%
11.34 Kg Avocado EB Box	Cardboard reduction	674	624	7%	35%
4 Kg Dragon Fruit Box	Cardboard reduction	452	340	25%	35%

5.4.2. Colombia

At Camposol Colombia we have technical specifications that indicate the exact quantities of inputs and packaging materials to be used for each product. During 2023, the increase in production and size of our avocados has resulted in an increase in the use of cardboard and plastic packaging.

TYPES OF PACKAGING MATERIALS USED IN COLOMBIA

Type	Material	Unit	2022	2023
Renewable	Cardboard boxes	Kg	36,250,440	60,174,620
	Cardboard corners	Unit	5,920	7,300
	Paper labels	Unit	216,304	340,868
	Wooden pallets	Unit	1,480	1,840
Nonrenewable	Plastic boxes	Meter	99,731	123,269
	Plastic strapping	Kg	35,533,050	-

5.4.3. Uruguay

At Camposol Uruguay, packaging management is important for proper distribution. The growth of our operation entails an increase in the packaging materials to be used for the mandarins we produce.

TYPES OF PACKAGING MATERIALS USED IN URUGUAY

Material	Unit	2022	2023
Blue generic box sends 15-16kg h178 bc high	Unit	-	36,480
Blue generic box mandarin 15 kg high	Unit	153,661	6,383
Camposol cares box mandarin 15kg 40x50 uy	Unit	360,895	355,963
Camposol blue mandarin 10kg tele box tap h205 uy	Unit	80,121	95,605
Mandarin 10kg tele box kraft base h205 uy	Unit	19,290	95,605
Camposol cares mandarin 10kg open box uy	Unit	16,919	32,648
Camposol blue mandarin 10kg open box uy	Unit	-	125,495
Lidl mandarin 15-16kg h178 bc high box	Unit	-	26,220
Sol produce mandarin 15kg 40x50 uy box	Unit	15,478	144



... we seek to maximize the use of waste as part of a circular economy approach, based on reduction at source, use through reuse and recycling, and proper disposal.

5.5. Solid Waste

(GRI 3-3) (GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5) (GRI 13.8.1, 13.8.2, 13.8.3)

We are aware that our operations can have significant impacts if not properly managed, especially in terms of water and soil contamination and possible impact on the health of living beings. Our solid waste management is the basis for promoting circularity in the elements resulting from our operation. Beyond complying with regulations or preventing environmental impacts, we seek to maximize the use of waste as part of a circular economy approach, based on reduction at source, use through reuse and recycling, and proper disposal. We work with specialized operating companies that correctly treat both non-hazardous and hazardous waste.

In each of our operations, we have established commitments to have efficient waste management. In Peru, we have the Environmental Policy; in Colombia, we have a Sustainable Agriculture and Environment Policy; and in Uruguay, we have a commitment to correctly classify solid waste according to the designated colored containers, to properly treat solid waste for final disposal, to use chemical products and their effluents responsibly, and to rationally manage resources to ensure the sustainability of the business.

5.5.1. Peru

The waste is segregated from its source and transferred to our warehouses in Chao and Sullana for proper disposal. Subsequently, they are prepared for delivery to operating companies with which we have agreements and alliances, authorized for the transport, proper disposal or use of waste. The user areas are the ones who request the evacuation of their waste, and in view of this, the collection is scheduled with these companies, who also carry out the weighing and give us a control with the information of the waste collected.

In the last three years, the generation of waste at our Chao, Agroalegre and Terra farms has increased due to the expansion of our activities. This waste includes hazardous materials, such as agrochemical containers, as well as other non-hazardous waste with potential for recovery, such as scrap metal, plastic and cardboard. It is important to note that more than 50% of our waste is of a non-hazardous nature.

We keep a detailed record of the waste generated, which allows us to monitor which operations have the greatest potential for waste reuse. At Chao, we collaborate with Ecopacking, to whom we deliver our unused waste material, such as punnets, clamshells and cardboard boxes. This company reuses the inputs contained in these materials as raw material within its production process. In this way, during 2023 we managed to reuse 4.76 tons of unused clamshells.

TOTAL WEIGHT OF WASTE GENERATED IN PERU, BY COMPOSITION (METRIC TONS)

Composition	2021	2022	2023
Hazardous waste	129.00	144.00	206.07
Non-hazardous waste	1,153.00	1,567.00	1,598.49
Total	1,282.00	1,711.00	1,804.56

TOTAL WEIGHT OF WASTE USED, DISPOSED OF AND GENERATED IN PERU, BY COMPOSITION (METRIC TONS)

Composition	Used	Eliminated	Total generados
Hazardous waste	44.70	161.37	206.07
Non-hazardous waste	1,084.56	513.93	1,598.49
Total	1,129.26	675.30	1,804.56

5.5.2. Colombia

To mitigate the impacts of the solid waste we generate, our integrated management process begins with the collection and separation of waste at each site of origin. The waste is then stored in a differentiated and secure manner and is registered before being delivered to authorized operating companies. In the case of potentially usable waste, these companies reprocess it and convert it into useful products. In the case of waste that cannot be used, the companies are responsible for its final disposal. The companies issue detailed certificates with information on delivery dates and quantities collected by type of waste. In addition, we carry out inspections and internal audits of agricultural processes to ensure that waste is being managed correctly, and we maintain alliances with several authorized companies for the transportation, proper disposal or utilization of waste.

During 2023, we have managed to reduce our solid waste generation by 36.9% compared to the previous year, mainly due to the reduction of agricultural activities, since in some estates we have carried out crop zoning for vegetative renewal, and the consequent reduction in the use of phytosanitary products and fertilizers. Similarly, the reduction in activities has had an impact on the non-hazardous waste generated. Of the total waste generated, 51.5% was used by specialized companies for reprocessing as pallets or plastic lumber, while the rest was disposed of in a sanitary or safety.

TOTAL WEIGHT OF WASTE GENERATED IN COLOMBIA, BY COMPOSITION (METRIC TONS)

Composition	2021	2022	2023
Hazardous waste	7.90	20.30	11.42
Non-hazardous waste	26.50	26.21	17.94
Total	34.40	46.51	29.36

TOTAL WEIGHT OF WASTE USED, DISPOSED OF AND GENERATED IN COLOMBIA (METRIC TONS)

Composition	Used	Eliminated	Total generados
Hazardous waste	8.73	2.69	11.42
Non-hazardous waste	3.54	14.40	17.94
Total	12.27	17.09	29.36

WASTE GENERATION, RELATED SIGNIFICANT IMPACTS AND MANAGEMENT MEASURES IN COLOMBIA

Waste generation site	Inputs, activities, and products that can generate impacts	Type of Impact	Management measure
Farms	Pesticide input containers	Generation of greenhouse gases such as methane and impact on water and soil due to leachate generation.	Circularity
	Fertilizer packaging		Circularity
	Personal Protective Equipment (PPE)		Circularity
	Tool/equipment waste		Circularity
	Ordinary waste		Circularity and disposal in sanitary landfills
	Obsolete application hoses		Confinement in secure landfills

We carry out inspections and internal audits of agricultural processes to ensure that waste is being managed correctly, and we maintain alliances with several authorized companies for the transportation, proper disposal or utilization of waste.

 **5.5.3. Uruguay**

In our waste management process in Uruguay, we begin with the segregation of waste at the points of generation, classifying it according to its type. We then temporarily store hazardous waste, metal waste and empty phytosanitary product containers at specific points. We deliver our waste to Campo Limpio, a specialized operator that recycles agrochemical and fertilizer containers and other types of products. Before the containers are delivered, they are pre-treated. Once collected, Campo Limpio reprocesses them to create plastic wood, a material made from a mixture of various recycled plastic components.

During 2023, we observed a 43.6% increase in the amount of hazardous waste generated compared to the previous year. This increase is mainly due to the incorporation of three new plots in our operations, with the main waste in this category being agrochemical and fertilizer containers. As for non-hazardous waste, there was also an increase of 38.3%, due to the increase in the total number of plots in our three farms.

WASTE GENERATION, RELATED SIGNIFICANT IMPACTS AND MANAGEMENT MEASURES IN URUGUAY

Waste generation site	Inputs, activities, and products that can generate impacts	Type of Impact	Management measure
Farms	Disused plastic	<ul style="list-style-type: none"> - Generation of greenhouse gases such as methane. - Impact on water and soil due to leachate generation. 	Reuse and management through Campo Limpio
	Firewood		Donation
	General waste		Segregation and management through Campo Limpio
	Fertilizer bags		Management through Campo Limpio
Other facilities	Cardboard		Reuse and management through Campo Limpio
	Scrap metal		Reuse and management through Campo Limpio
	Paper		Reuse and management through Campo Limpio
	Plastic pesticide containers		Management through Campo Limpio

WEIGHT AND TOTAL AMOUNT OF WASTE GENERATED IN URUGUAY, BY COMPOSITION

Composition	2021	2022	2023
Hazardous waste (units)	6,031	7,503	10,772
Non-hazardous waste (metric tons)	0.64	1.62	2.24

WEIGHT AND TOTAL AMOUNT OF WASTE USED, DISPOSED OF AND GENERATED IN URUGUAY, BY COMPOSITION

Composition	Used	Eliminated	Total
Hazardous waste (units) ¹⁸	10,772	0	10,772
Non-hazardous waste (metric tons)	2.24	0.00	2.24

¹⁸ The amount of hazardous waste is recorded in units.



5.6. Biodiversity and ecosystems

(GRI 3-3) (GRI 304-1, 304-2, 304-3, 304-4) (GRI 13.3.1, 13.3.2, 13.3.3, 13.3.4, 13.3.5, 13.4.1, 13.4.2)

Agricultural production has an impact on biodiversity, as the introduction of new crops can upset the balance of the ecosystem, leading to the emergence of species that can pose pest and disease risks. At Camposol we recognize the fundamental importance of biodiversity and ecosystems for the long-term sustainability of our agricultural operations.

Aware of this responsibility, we have developed plans and strategies in all our operations that seek to preserve and promote biodiversity in all our areas of influence. We implement practices that address various threats to biodiversity, such as habitat loss, conversion, and ecosystem degradation. In addition, we prioritize the conservation of protected areas and the restoration of degraded ecosystems through reforestation actions.

5.6.1. Peru

At Camposol Peru we implement the Conservation and Sustainable Agriculture Plan, which includes measures for the conservation, protection and recovery of flora and fauna, as well as proper management of high-

value ecosystems. To preserve biodiversity, we establish refuge areas in the estates, spaces that are home to shrub and herbaceous species that contribute significantly to the increase of biological diversity, providing refuge to biological controllers and guaranteeing the stability of our agroecosystems. In addition, we have established biological corridors to promote and strengthen the presence of beneficial entomofauna. We have also designated wildlife protection areas outside of our agricultural zones.

We monitor biodiversity on our farms by conducting annual censuses of fauna and flora sampling. These data allow us to understand the dynamics of these populations and evaluate the effectiveness of our actions to prevent ecosystem degradation. Our last censuses were conducted in 2022, but this activity will resume in 2024. In addition, our Health team, with the support of the business units, carries out counts of the population of beneficial insects to monitor their evolution.

We complement our management approach with training for our employees on the importance of habitat care and the conservation of flora and fauna. We also set out specific procedures for activities that may have significant impacts on biodiversity and ecosystems, such as a procedure for felling and pruning trees, recording the number of trees lost and committing to restore this amount through the request for felling.

SIGNIFICANT IMPACTS OF ACTIVITIES ON BIODIVERSITY IN PERU

Significant Impact	Nature of Impact	Species Affected	Duration of Impact	Reversibility of Impact
Beehive Management	Real and positive	-	Long term	-
Implementation of Refuge Zones	Real and positive	-	Long term	-
Installation of Biological Corridors	Real and positive	-	Long term	-
Species Reduction	Potential and negative	Beneficial insects	Short term	-
Habitat Transformation	Real and negative	Flora and fauna	Short term	Irreversible
Use of Biological Controls	Real and positive	Pests	Long term	-
Use of Chemical Pesticides	Real and negative	Beneficial insects	Short term	Irreversible



We seek to preserve the native flora and fauna of the areas where our estates are located, paying special attention to the endemic species that are part of the natural heritage.

Protected Areas and Areas of High Value

Our farms and packing plants are in La Libertad and Piura. Agricultural areas are far from areas classified as protected natural areas. In addition, our activities do not affect subsurface or underground soils.

However, we have identified a conservation area in the Mar Verde estate, specifically in plot 27. This area, known as Huaca Mar Verde, is protected by planting tree curtains around it. As a result, this area is home to populations of owls, lizards and harquebus, thus contributing to the preservation of local biodiversity.

IDENTIFICATION OF PROTECTED AREAS OR AREAS OF GREAT VALUE FOR BIODIVERSITY IN PERU

Operational Site	Geographic Location	Operational Site Size (ha)	Area of Interest	Biodiversity Value (4)
Field Mar Verde	La Libertad	927.91	Huaca Verde Mar, located within the field	Populations of owls, lizards, and geckos

Protection and restoration of habitats

We work on the restoration of degraded habitats to restore the fundamental ecological processes that ensure the sustainability of biodiversity. As part of this commitment, as of 2022 we had restored or protected a total of 140.20 hectares on our estates through reforestation initiatives. While during 2023, we did not carry out the planned flora census, in 2024, we will resume these censuses with a new measurement to assess the progress of our commitments. In addition, we intend to implement projects to increase the planting of native trees such as carob in our conservation areas on each farm.

PROTECTED OR RESTORED HABITATS IN PERU

Farm	Geographic Location	Type of Intervention	Percentage of Protected/ Restored Areas
Mar Verde	La Libertad	Reforestation	1.2%
Yakuy Minka	La Libertad	Reforestation	2.3%
San José	La Libertad	Reforestation	12.7%
Frusol I	La Libertad	Reforestation	0.4%
Frusol II	La Libertad	Reforestation	1.0%
Oro Azul	La Libertad	Reforestation	13.2%
Gloria I y II	La Libertad	Reforestation	3.2%
Gloria III	La Libertad	Reforestation	2.1%
Agricultor III	La Libertad	Reforestation	6.9%
Agricultor I	La Libertad	Reforestation	3.7%
Sincromax	La Libertad	Reforestation	1.3%

Conservation of vulnerable species

We seek to preserve the native flora and fauna of the areas where our estates are located, paying special attention to the endemic species that are part of the natural heritage. Until 2022, no species classified as “endangered” or “critically endangered” had been identified on our farms in the regions of La Libertad and Piura. In 2023, we have not been able to carry out the biodiversity assessment. However, in the first quarter of 2024, we will resume efforts to carry out a wildlife census.

VULNERABLE SPECIES AFFECTED BY ACTIVITIES IN PERU¹⁹

Classification	2021		2022		2023	
	La Libertad	Piura	La Libertad	Piura	La Libertad*	Piura
Critically Endangered	0	0	0	0	0	0
Endangered	0	0	0	0	0	0
Vulnerable	0	1	0	0	0	0
Near Threatened	2	2	2	2	2	2
Least Concern	13	11	13	11	13	11

¹⁹ Table note: Vulnerable species are considered to be those that appear on the IUCN Red List and/or on national conservation lists.





5.6.2. Colombia

In our Sustainable Agriculture and Environment Policy, we make it a priority to conserve the ecosystems present in our production units, ensuring the protection of the flora and fauna that inhabit them. In addition, we promote the conservation of forest resources by preventing indiscriminate logging in our production units and avoiding the reception of plant material of dubious origin.

Our farms have Environmental Management Plans, which, although not required by law, are environmental management tools that allow us to establish the operating conditions to ensure the proper use of natural resources and their conservation over time. Among the measures included are signage to protect wildlife, the installation of fences to delimit areas of native forests and areas of special protection such as water sources and wetlands, where we implement actions to compensate and care for protective strips of water sources.

We train our collaborators to treat the local flora and fauna appropriately. For the management of wildlife, we have implemented the wildlife management booklet and conducted inductions to the operational staff so that they know how to act in the presence of fauna on our properties, especially in cultivation areas. As a result, in 2023 no incidents were reported due to improper effects or actions against this resource. In addition, we carry out training to prevent indiscriminate logging, hunting, as well as the improper use of water sources.

This year we also consolidated the project of declaring the Civil Society Nature Reserve on the La Bretana farm, Caldas, obtaining the Resolution of Declaration by National Parks. We have made progress in the formulation of the Environmental Management Plan for the reserve and we plan to present the Plan for review by the Environmental Authority and to begin its execution.

To date, we have not identified species that are in any category of the red list of endangered or vulnerable species.

SIGNIFICANT IMPACTS OF ACTIVITIES ON BIODIVERSITY IN COLOMBIA

Significant Impact	Nature of Impact	Species Affected	Duration of Impact	Reversibility of Impact
Reforestation of 2.5 hectares in Navarco	Real and positive	-	Long term	-
Removal of native trees	Potential and negative	Native tree species	Long term	Irreversible

Protected Areas and Areas of High Value

Our farms dedicated to the cultivation and harvesting of Hass avocados are in several municipalities in the departments of Valle del Cauca, Quindío and Caldas. Four of these estates have fractions of area within forest reserves established in accordance with the Second Law of 1959.

IDENTIFICATION OF PROTECTED AREAS OR ZONES OF GREAT VALUE FOR BIODIVERSITY IN COLOMBIA

Operational Site	Geographic Location	Operational Site Size (ha)	Area of Interest	Biodiversity Value (4)
Field Moravia	Caldas	160.00	Central forest reserve located within the estate	Forest reserve
Field Breñaña	Caldas	218.60	Central forest reserve, with plots on the estate	Forest reserve
Field Mateguada	Valle del Cauca	476.50	Pacific forest reserve located within the estate	Forest reserve
Field La Edelmira	Caldas	438.00	Central forest reserve, with plots on the estate	Forest reserve

Protection and restoration of habitats

With the objective of recovering biodiversity, we have been developing protection and conservation actions in Navarco and Palmera since 2021, reaching a total of 8.5 hectares conserved. During 2023, maintenance work was carried out in these areas in the process of recovery, which included weeding, fertilizing and replacing trees where necessary. In addition, 2,000 trees were planted throughout the operation, prioritizing support to nearby communities through the reforestation of areas adjacent to community aqueducts, benefiting communities in the municipalities of Villamaría, Caicedonia, Sevilla, Versalles, Trujillo and Roldanillo. It is important to note that 100% of our avocado production comes from areas that have not been converted.

PROTECTED OR RESTORED HABITATS IN COLOMBIA

Farm	Geographic Location	Type of Intervention	Percentage of Protected/Restored Areas
Navarco	Quindío	Protection and conservation	0.8%
Palmera	Valle del Cauca	Protection and conservation	1.9%

 **5.6.3. Uruguay**

In 2022, we began the implementation of the Biodiversity Plan (PB), formerly known as the Biodiversity Management Plan (PMB), in our three estates El Tero, El Zorzal and Arapey, covering a total area of 1,628 hectares. This plan, designed for a period of six years, represents a voluntary initiative on our part, with the aim of achieving a net impact of citrus farming on biodiversity that is close to zero or positive.

Our strategy is structured around four different programs that focus on promoting biodiversity management on our land. To achieve this purpose, we are carrying out ecological restoration actions in the uncultivated areas of our properties, regardless of whether they have suffered recent degradation or in the remote past. We are also concentrating efforts on the restoration of riparian forests and wooded savannahs, strategically located in the biological corridor of the Uruguay River. This stretch plays

a vital role in the flow of fauna and flora associated with the Paraná and Chaco Espinal forests.

Over the course of 2023, we have carried out several initiatives as part of our biodiversity and ecosystem management plan. This includes activities focused on the production and reintroduction of native trees, the control of exotic and invasive flora, the management of the physiognomy of ecosystems, and the monitoring of biodiversity.

We established and trained staff to operate a native flora nursery. As of April, this nursery had a stock of 6,000 plants of 27 different species. In addition, we carried out the translocation of 988 tree seedlings to repopulate restoration areas. We are pleased to report that this effort resulted in a 79% success rate in regenerating these seedlings.

Regarding the control of exotic and invasive flora, we have carried out experimental treatments to evaluate the efficacy of two methods on

Ligustrum lucidum, an invasive species of native forests. Preliminary results indicate high efficacy in herbicide treatment.

In addition, we have developed a community communication strategy aimed at combating poaching in Camposol's areas of action. To strengthen this initiative, we have intensified surveillance and coordination with the rural police to respond effectively to the presence of poachers.

With regard to the monitoring of biodiversity on our farms, we have evaluated various indicators of species richness that are priorities for conservation. We have also examined the effects of environmental management practices on these lands, observing significant differences between cultivation areas and control areas in terms of bird and mammal diversity.



5.7. Sustainable agriculture

(GRI 3-3) (GRI 13.5.1, 13.6.1, 13.6.2)

Our commitment to sustainable agriculture is not only reflected in our operating practices, but also in our constant pursuit of innovation and continuous improvement to promote a more resilient and responsible agricultural model. Our approaches to agricultural soil management and pest and disease control are the main aspects we control.

At Camposol we recognize the critical role that soil health plays in agricultural quality and production and we are committed to implementing practices that promote soil conservation and proper management. To this end, we have developed a comprehensive approach that encompasses various agricultural techniques and practices.



Soil nutritional monitoring

We conduct nutritional monitoring to ensure proper assimilation of nutrients in our crops. These monitoring activities include monthly sampling of leaves or fruits to verify optimal nutrient levels at each stage of growth. Additionally, we assess soil nutrients at different depths to monitor their consumption and prevent chemical degradation.



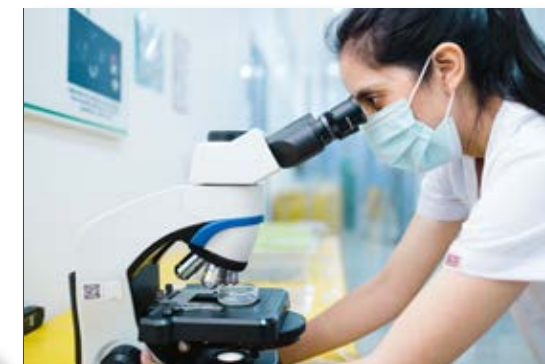
Conservation practices

We implement live fences as windbreaks, which reduce soil erosion caused by wind. Additionally, we have initiated projects for the collection, selection, and multiplication of native mycorrhizae and bacteria, aimed at enhancing nutrient absorption capacity of our crops and promoting soil health in a natural way.



Water and soil analysis

We conduct monthly analyses to assess the quality and nutrition of water and identify the presence of toxic elements that could affect crops. Additionally, we carry out agricultural soil analysis processes to evaluate parameters such as salinity, porosity, moisture, density, among others.



Risk management

We acknowledge the risks associated with regulating the presence of heavy metals in fertilizer inputs, such as cadmium. Therefore, we implement analysis processes for heavy metals in products to maintain their quality.

Pest & Disease Control

The prevention of pests and diseases is the fundamental pillar for the sanitary management of our crops, as it allows us to protect our crops from insects and pathogens that can affect their performance, quality and safety. At Camposol we are committed to promoting best practices that minimize the risks to human health and the environment associated with the use of pesticides. To achieve this, we implement sustainable agriculture policies that prioritize the prevention and mitigation of environmental impacts, in full compliance with national and international regulations.

Our strategy focuses on the design of pest and disease monitoring and control (MIPE) measures and the development of Integrated Crop Management Plans (ICMs). These plans combine the use of phytosanitary products, beneficial organisms, ethological control and crop-specific cultural practices, adapted to the needs and regulations of each operation.

In addition, we carry out comprehensive management of the use of pesticides, so we analyze all stages of their life cycle, from production to the disposal of empty containers, applying measures such as triple washing. Furthermore, our phytosanitary strategy does not contemplate the use of chemicals classified as “highly or extremely” dangerous, opting for products with a green (caution), blue (slightly dangerous) and yellow (moderately dangerous) toxicological label, depending on the pests and diseases present in the crops.

Our health and R+D areas collaborate closely to validate new alternatives that reduce the use of pesticides and improve our current tools and processes. We carry out laboratory comparisons of different commercial products with the same active ingredient or similar behavior, in search of more effective and sustainable solutions.

In all our operations, we develop training programs aimed at strengthening knowledge about pests, diseases and their control, aimed at our team of evaluators and supervisors, with the aim of staying at the forefront of responsible and effective phytosanitary practices.

5.7.1. Peru

Health of agricultural soils

The agricultural activities of our operation in Peru pose various threats to soil health and their corresponding impacts. Among these threats are soil compaction due to the passage of agricultural machinery, contamination from the use of fertilizers and pesticides with low levels of heavy metals, soil acidification that requires constant monitoring and adjustment of pH, soil salinization that demands monitoring of electrical conductivity and the use of appropriate fertilizers, the decrease in soil biological activity that is addressed through the application of microorganisms and liquid organic matter, water erosion controlled with techniques such as drip irrigation, wind erosion mitigated by controlling the speed of motor vehicles on farm roads, and soil nutrient depletion that is avoided with efficient use of fertilizers and water, along with constant monitoring of nutrient levels in plants.

In 2023, we managed to implement a Soil Management Plan with the aim of improving the management of this resource. The plan includes strategies for the rational use of land through the use of chemical and physical analyses to assess its fertility, as well as the use of advanced technologies for decision-making.

Among the technologies we use are Nanobubbles to improve the filtration and percolation of water in the soil, the implementation of Phytech software for accurate irrigation management, and the use of TERS moisture probes to monitor soil conditions. In addition, technical drip irrigation is employed to increase water use efficiency, efficient microorganisms are used to improve nutrient availability in the soil, and an Integrated Pest Management plan is implemented to reduce the use of pesticides that could damage the soil through water.



At Camposol we are committed to promoting best practices that minimize the risks to human health and the environment associated with the use of pesticides.

Pest & Disease Control

We implement Integrated Management Plans for our crops, which address biological, cultural and ethological pest control as a fundamental part of our strategy to reduce pesticide use. In addition, through laboratory and field trials, we constantly evaluate and validate new products for pest and disease control.

Biological Control

- In terms of biological control, we created a new agricultural ecosystem that favors the presence of beneficial and harmful species for crops, we focus on the gradual decrease of our dependence on conventional pesticides. We use biological inputs such as parasitoids, predators and entomopathogenic organisms in our crops.
- We highlight the mass production of *Anagyrus Pseudocci* for the control of the white pig, a very effective biological alternative in blueberries and avocados. This effort has earned us recognition in the “Business Innovation” category in the first edition of the “Peruvian Industry Innovation Award”, organized by the National Society of Industries (SIN) and first place in the first edition of “AGAP 2022 Sustainability”.
- In addition, we use commercial products based on beneficial organisms and entomopathogens, such as *Bacillus thuringiensis*, nuclear polydriosis virus, *Bacillus subtilis* and *Bacillus amyloquefasciens*.

Ethological control

- Ethological control is carried out by means of traps installed in the early stages of cultivation, seeking to monitor and reduce pest populations. We use light, molasses and chromatic traps, as well as food attractants and pheromones, to capture key pests, such as thrips, whiteflies, micro lepidoptera and mealybugs, cutting breeding cycles, reducing insecticide resistance and minimizing the use of chemicals.

In 2023, rising temperatures led to a shortening of insect life cycles, which increased the population of various pests. These populations

were minimized with the capture of adults through the traps installed for ethological control, reducing the use of pesticides.

LIQUID AND SOLID PESTICIDES USED IN PERU, BY LEVEL OF TOXICITY

Toxicity Level	Weight of Solid Pesticides (Kg)	Volume of Liquid Pesticides (L)
Moderately Hazardous	23,011.75	4,816.28
Slightly Hazardous	16,248.59	57,055.67
Low Potential for Acute Hazard	111,575.13	17,267.87
Total	150,835.47	79,139.81



5.7.2. Colombia

Soil Health

In our operation, agricultural activity can represent a threat to soil health due to the generation of wastewater, both of human-domestic origin and with agrochemical residues, and the solid waste produced. That’s why we have guidelines for wastewater treatment and solid waste management.

As for the use of agrochemicals, such as pesticides or fertilizers, these are regulated annually through fertilization plans and a pest and disease management plan. With regard to solid waste, its management prioritizes the use or proper final disposal, in accordance with the requirements of Colombian environmental regulations.

Soil nutrition is another relevant aspect, as it determines the efficient use of fertilizer products and the contribution that their composition of elements provides to the crop. That’s why we optimize product application by:

- The relationship between the phenological stages of the crop and the appropriate times in the application of nutrients.
- The definition of nutritional units related to the expected yields of the crop.
- Adjustment to predefined nutritional schemes, in accordance with laboratory nutritional analyses.
- The adjustment in the annual amount of soil fertilizer applications, according to the need and times of greatest nutrient absorption.

Pest & Disease Control

At Camposol Colombia we have managed to develop and establish the Integrated Management of avocado crops, encompassing different types of controls that contribute to reducing the use of agrochemicals.

Biological Control

- We enrich the soil with entomopathogenic fungi and bacteria that act preventively against a wide range of pests and fungi of economic importance for the crop. In addition, our farms are surrounded by large extensions of forests, which represent approximately 50% of the total area of the operation, and their protection is prioritized, as they are a source of a wide variety of beneficial insects that favor natural pest control.

Ethological Control

- We use different types of traps, such as light traps, glues, and pheromones, for preventative pest control. These traps aim to attract quarantine pests based on their behavior and reduce their populations in the fields.

Cultural Control

- We carry out various activities, such as the collection and burial of fruit infested by pests, sanitary pruning of diseased branches to reduce the inoculum of pathogenic fungi, tree surgeries to remove boring insects or diseased parts, construction and maintenance of drains to prevent flooding of fields and favor the prevention of fungi and weed control.

Biorational control

- We use chemicals of natural origin, approved in organic agriculture, such as Sulfocampo, based on sulfur and calcium, for the control of pests such as mites, thrips and whiteflies, in addition to having a control side effect on some pathogenic fungi that affect the crop.

During 2023, we made important progress in the control and use of pesticides, especially due to the work of the R+D Team. The Study of the Biological Cycle of two important pests, *Heilipus leopardus* and *Bruggmanniella perseae*, which affect the stems and fruits of the plant, was concluded. In addition, we started applying Trichocampo, which contains the fungus strain *Trichoderma* sp., to control soil pathogenic fungi, and Sulfocampo, based on sulfur and calcium, to control the mite. Both products are produced in our laboratory.

In compliance with Decree 1843 of 1991 on the use and handling of pesticides, a 60-hour course was held for all our employees who handle phytosanitary products in the operation. This course, carried out in strategic alliance with the National Learning Service (SENA), certified 430 people.

LIQUID AND SOLID PESTICIDES USED IN COLOMBIA, BY LEVEL OF TOXICITY

Toxicity Level	Weight of Solid Pesticides (Kg)	Volume of Liquid Pesticides (L)
Moderately Hazardous	6,624.30	10,802.40
Slightly Hazardous	3.62	14,344.14
Low Potential for Acute Hazard	198.56	4,508.73
Total	6,826.48	29,655.28



5.7.3. Uruguay

Pest & Disease Control

Due to Uruguay's climatic conditions, characterized by abundant rainfall and high temperatures, there are several diseases caused by fungi, such as *Esinoe fawcetti* (scabies) or *Alternaria* sp., and bacteria such as *Pseudomonas axonopodis* cv citri (canker). The prevention of these pests and diseases in mandarin cultivation is a priority, which is why we have a Phytosanitary Management Plan, which considers chemical control, through the application of pesticides, biological control and ethological control.

The health area has a phytopathology laboratory, where pathogens are isolated and identified, different fungicides are validated and the appropriate doses for their control are determined. The use of these tools allows us to validate the phytosanitary strategy, ensure the efficacy of applications, rotate active ingredients and prevent resistance of plant pathogenic fungi to fungicides.

For phytosanitary assessments, we have implemented the use of a digital application that allows us to monitor pests and diseases in our fields daily. This tool provides us with quick and targeted responses in the management of pests and diseases.

In addition, we have an annual training plan that addresses issues related to pests, diseases, biological controllers and integrated pest management, taught by technical staff and external advisors. Training is also carried out on agrochemical management, toxicological bands and the use of PPE and Good Agricultural Practices (GAP), complying with the requirements of the Global GAP certification.

LIQUID AND SOLID PESTICIDES USED IN URUGUAY, BY LEVEL OF TOXICITY

Toxicity Level	Weight of Solid Pesticides (Kg)	Volume of Liquid Pesticides (L)
Moderately Hazardous	4,462.00	15,826.00
Slightly Hazardous	1,230.00	3,299.00
Low Potential for Acute Hazard	15,709.00	2,580.00
Total	21,401.00	21,705.00

Biological Control

- We have efficient biological controllers for a wide variety of pests, such as aphids, *Icerya Purchasi*, and white pigs. We use insecticides in a controlled and targeted manner to maintain high populations of biological controllers in our fields, with the goal of keeping pests below the threshold of economic harm and resorting to the use of insecticides only as a last resort. The monitoring of these controllers is included in the daily monitoring of pests and diseases.

Ethological control

- Ethological pest control is used as a tool for the monitoring and control of fruit flies, using food attractants. *Aonidiella aurantii* (Australian red mealybug) is also monitored, using male-attractive pheromones.
- In fields with a high incidence of *Aonidiella* sp, sexual confusion devices have been installed, these devices emit pheromones that attract males, preventing fertilization of females and reducing populations of this insect.



6

Communities

« We seek to get closer to the communities to understand their concerns and needs, so that the wealth we generate is not only for our shareholders but for all members of our area of influence. Only then can we achieve true sustainability. »

FLAVIA QUEIROLO
ESG Legal Head



6.1. Community Engagement

(GRI 3-3) (GRI 203-1, 203-2) (GRI 13.12, 13.14, 13.22)

We are aware that we can influence job creation, regional growth and the impact on economic recovery. For this reason, we foster an environment of fluid and continuous dialogue that allows us to know the needs and expectations of our communities and generate well-being and development through the creation of programs that are mutually beneficial. All the activities carried out are reflected in our annual Social Management Plan, which is managed by the Social Responsibility team.

Our activities are governed by our Corporate Social Responsibility Policy, which focuses on the following points:



During 2023 we have begun the preparation of the Community Relationship Plan of Camposol Peru, which included a survey of actors, identification workshops and evaluation of social risks. We also plan to begin the development of our community engagement strategy in the last quarter of next year or early 2025.

In this way, we hope to have the Community Relationship Management System in place during 2024.

6.1.1. Peru (GRI 3-3) (GRI 413-1, 413-2)

Our operations are spread across two key locations: La Libertad (Chao, Nuevo Chao, Valle de Dios, San José, Virú and Victor Raul) and Piura (El Cereza, Lágrimas de Curumuy, San Juan de Curumuy, San Vicente de Piedra Rodada, Santa Rosa de Piedra Rodada and Huangalá). In these areas, we have established a strong connection with local communities by implementing community engagement programs. These programs seek to foster collaboration, dialogue, and inclusion, allowing communities to actively participate in decisions that affect their lives and environment.

In addition, for much of our operations, we have carried out comprehensive environmental impact assessments and have an ongoing monitoring system. We strive to minimize any negative impacts on local ecosystems and are committed to protecting and conserving the natural resources of these areas.

Thanks to the programs developed and the donations delivered in Peru, we were able to benefit 1,716 people in the community during 2023.

During 2023, we carried out a series of activities in Camposol to contribute to the well-being and development of our communities:

- **Ceba Camposol:** In collaboration with the Ministry of Education, we offered educational support for our collaborators and community members to complete their preschool, primary and secondary education. During 2023 we had more than 160 people who signed up for this initiative, and 61 people successfully completed their basic studies.
- **Anemia Cero (Zero Anemia):** We carried out a health screening process in the community of Chao to detect possible cases of anemia in 435 children. We identified 187 affected children and provided treatment and medical follow-up for 6 months. At the end of the project, 74% of the children showed improvements in their health.
- **Wawa Wasi “Rayito de Sol” (Daycare “Sunbeam”):** We create a safe space for the children of our employees to receive comprehensive care from trained professionals. During 2023, we benefited 304 children in this program. Thanks to this initiative, we received recognition from Semana Económica by being awarded the ESG and Sustainability Awards.
- **Los amigos de Hass (The friends of Hass):** As part of our commitment to the quality and safety of our products, we promote the responsible adoption of abandoned dogs and cats on our farms. In 2023, we managed to carry out 13 responsible adoptions and 14 sterilizations.
- **Volunteering Anemia Cero (Zero Anemia) program:** A group of 20 volunteers provided support to Anemia Cero (Zero Anemia) program, assisting in the registration of participating children, guiding parents, and providing logistical support.
- **Volunteering “Los amigos de Hass” (“The friends of Hass”):** More than 42 collaborators came together to take care of the animals on our farms, organizing activities to raise funds and promote responsible pet adoption.
- **Cabelleras Blancas (White Hairs) Volunteering:** Our goal was to promote the inclusion of 33 older adults through activities such as

games, barbering services, ophthalmology campaigns and donation of reading glasses, as well as rhythmic gymnastics sessions for a healthy lifestyle.

- **La Navidad Llegó a Lima (Christmas has arrived in Lima) Volunteering:** More than 20 volunteers brought joy to the children of the AA.HH. “15 de noviembre” in Villa María del Triunfo with a hot chocolate, shows and delivery of gifts during the Christmas season.

During the period, our solidarity work covered various areas beyond health and education, with donations that comply with the guidelines of our Donation Policy:

- **Food Bank:** We make important donations of food and fruits to the Food Bank, with the aim of helping those in a situation of food vulnerability. This initiative provided concrete and necessary support to meet the basic needs of the community.

In addition, to maintain a constant dialogue with the community, we carried out a Map of Actors in the districts of Chao and Virú, located in La Libertad. This map considered variables such as power, interest, and position, and 52 in-depth interviews were conducted from October 3 to 20.

We are proud to report that, during this period, we allocated a total investment of USD 167,717 in programs and donations in Peru. Through these initiatives, we were able to positively impact 1,716 people in our community. This commitment to the development and well-being of our community reflects our focus on making a positive impact and contributing to the progress of the areas where we operate.

Infrastructure Projects

In 2023, we made a significant investment of USD 2,778,000 in the Farmer Reservoir project in Peru. This project supplies water to the real estate company Marverde, located in Chao. In this way, the company can carry out the water treatment to guarantee its drinkability, thus benefiting the residents of this real estate development.



 **6.1.2. Colombia**
(GRI 413-1, 413-2)

The Social Responsibility policy in Colombia is implemented comprehensively in our operations, as we foster an ongoing dialogue with local communities, social and environmental leaders. Our cultivation of Hass Avocado in Colombia has generated significant interest from these stakeholders, especially in relation to the conservation and preservation of native forests and water resources on our farms. Given Colombia's globally recognized richness and biodiversity, we have established and maintained a constant dialogue with local communities and various social and environmental actors since the beginning of our operations in the country. This two-way communication has contributed to changing perceptions and paradigms about our approach to sustainability, strengthening our activities and campaigns to support the needs of communities, support local initiatives, and improve the quality of education in institutions neighboring our operations.

In this sense, we have prioritized respect for the worldview of social groups regarding water and its efficient use, as well as the improvement of infrastructures to guarantee better access and quality of this resource, as established in our Corporate Social Responsibility Policy. In addition, we have mapped the social actors in our operations in Colombia and have worked in coordination with environmental authorities and government agencies to promote the economic and sustainable development of communities and the agro-export sector in the region.

The productive project in Colombia covers 9 municipalities in 3 different departments: Aránzazu, Pácora and Villamaría in the department of Caldas; Salento in the department of Quindío; and Caicedonia, Seville, Versailles and Trujillo in the department of Valle del Cauca. As a result, we maintain a constant dialogue with the inhabitants of these communities surrounding our productive areas.

Every year, the Corporate Social Responsibility (CSR) area executes an action plan based on the needs identified in the dialogues with the



communities and the lines of work established with the environmental authorities. During 2023, the focus of socio-environmental actions was focused on obtaining the declaration of the Civil Society Nature Reserve (RNSC), along with the progress of the environmental management plan corresponding to this reserve.

Environmental education activities, both inside and outside the Camposol farms, were fundamental to sensitize social actors, especially in the knowledge of our Good Agricultural Practices (GAP), with emphasis on the phytosanitary management of the Hass Avocado crop. In addition, during 2023, we continue our commitment to reforestation and forest enrichment processes in relevant areas within the properties, especially in the protection of water rings.

The Corporate Social Responsibility area has four programs established throughout its social projection, which are of utmost importance within the territories of Camposol and have received recognition and response to the needs of the stakeholders mapped in the territories of Camposol:

- **Los amigos de Hass (The Friends of Hass):** In this program we have more than 18 volunteers and its main objective was to promote the responsible adoption of pets that may come to our farms or farms due to situations of abandonment or life on the street. Since its launch, this campaign has facilitated more than 29 responsible adoptions, especially among Camposol's collaborating staff. In addition, the campaign has been extended to local foundations, providing support with in-kind donations such as food and medicine. In 2023, this project was also implemented in the operations of Peru and Mexico.

We have prioritized respect for the worldview of social groups regarding water and its efficient use, as well as the improvement of infrastructures to guarantee better access and quality of this resource.

- **Reforestando Ando... con Camposol (Reforestation with Camposol):** With the aim of preventing, minimizing, mitigating and/or compensating for the environmental impacts generated in the productive activity, we implement a Plan for the Management of Landscape Tools (PMHP) in the areas that are part of the forest strips that protect water sources on farms owned by us. During the year 2023, we carried out reforestation with 2000 native species both in the Camposol properties and in properties surrounding our operation. This activity was carried out in collaboration with local communities, who recognize the importance of these plantings to preserve the forest relicts from which the water tributaries emanate.
- **Educational Campaign - Delivery of School Kits:** 2023 marked the third year of our campaign to deliver school kits to rural children located

in the Educational Institutions near our operations in Colombia. During this period, 320 school kits were delivered.

- **Environmental Education Campaign:** During the year 2023, we carried out 4 environmental education campaigns aimed at the educational community, including children, teachers and parents from different Educational Institutions. These campaigns had a direct impact on more than 700 people. Through a dynamic and pedagogical theme, we managed to educate and sensitize attendees about the importance of protecting forests, biodiversity and caring for water. These issues are especially relevant for local communities and contribute to the rescue of conservation traditions in the new generations that inhabit the territories of Camposol.

Regarding our donation policy, during 2023 the following contributions were made to social groups or communities in the Camposol territories:

- **Donation for the Day of the Peasant in the municipality of Salento, Quindío:** Annually, the Municipal administration celebrates the Day of the Peasant, an event that brings together all the people who cohabit the rural areas of this beautiful Municipality. Camposol Colombia linked up with basic necessities to celebrate this day with the people who make the art of agriculture possible in our country.
- **Donation of Christmas toys to rural children:** We participate in the Christmas days with the children neighboring the operation, exchanging gifts for smiles at Christmas time.
- **Donation of materials for the improvement of educational infrastructure (Camposol Volunteering):** We delivered materials for the improvement of the educational infrastructure of the Celio Baena rural school, located in the Municipality of Caicedonia, Valle.
- **Food Security Campaign:** We strengthened healthy lifestyles with rural children belonging to the school system adjacent to the operation through the food security project for laying hens.
- **Delivery and donation of school kits, benefiting 320 children from Educational Institutions (IES)**
- **Improvement of external roads:** We carry out the improvement of external roads, benefiting our operation and the adjacent community.
- **Donation to the Friends of HASS campaign:** Through this campaign, temporary shelters in the Camposol Municipalities were supported with in-kind donations of food for dogs and cats, as well as medicines for veterinary first aid.
- **Improvement of the road in the village of Palmichal, Municipality of Aranzazu, Caldas:** The improvement of the transit road was carried out, benefiting the quality of life of the inhabitants and neighbors near the La Moravia farm of Camposol Colombia.



We are proud to report that, during this period, we committed a total investment of USD 5,200 in programs and donations in Colombia. Through these initiatives, we were able to positively impact 1,200 people in our community.

Therefore, through the programs developed, the donations delivered and our investments in infrastructure, both social and own, during this period we made a total investment of USD 5,200 and benefited more than 1200 people.



Infrastructure Projects

In relation to investment in infrastructure, our projects focus on the maintenance of the access roads to our farms to ensure a smooth transit both for our collaborators and for the transport of inputs and products from Camposol Colombia. These works also benefit the communities that are users of these improved roads. The interventions are led by our social responsibility area that coordinates directly with the communities, schools and municipalities, potential beneficiaries, in the area of influence. In addition, when possible, we seek to work in alliance with the Community Action Boards (JAC) and other companies in the sector. During 2023, our investments in infrastructure projects have benefited more than 1,000 people.

INFRASTRUCTURE PROJECTS IN COLOMBIA

Type	Project	Geographic Location	Investment (USD)
Maintenance of external roads in areas adjacent to the operation	Maintenance of access roads to field El Parnaso	Villamaría / Caldas	1,845.29
	Maintenance of access roads to field La Cristalina.	Pacora / Caldas	2,689.18
	Maintenance of access roads to field La Moravia.	Aranzazu / Caldas	2,542.16
	Maintenance of access roads to field Las Delicias.	Caicedonia / Valle del Cauca	1,745.98
	Maintenance of access roads to field Navarco.	Salento / Quindio.	1,048.71
	Maintenance of access roads to field San Luis.	Sevilla / Valle del Cauca	6,735.80
Attention to landslides on the access road to the farm	Attention to landslides on the access road to field La Moravia	Aranzazu / Caldas	20,933.79
	Attention to landslides on the access road to field Las Delicias	Caicedonia / Valle del Cauca	1,970.19
	Attention to landslides on the access road to field Navarco	Salento / Quindio.	2,683.49
Construction of infrastructure	Construction of potable water tank infrastructure for the benefit of the rural school "Sede Guillermo Borrero", in the municipality of Caicedonia Valle	Caicedonia / Valle del Cauca	500.00



6.1.3. Uruguay

In our operations in Uruguay, the following donations have been made, which have allowed us to positively impact more than 600 individuals and 50 families.

DONATIONS MADE IN URUGUAY

Beneficiary Institution	Donation	Amount (USD)	Beneficiaries
School N° 64 - Salto	Fresh Fruit - Tangerines	750	100 children
School N°111 - Salto	Fresh Fruit - Tangerines	750	100 children
School N°14 - Salto	Fresh Fruit - Tangerines	750	100 children
Social Development Department - Salto	Fresh Fruit - Tangerines	1,000	100 people
Peruvian Ladies Association in Uruguay	Christmas Toys	185	100 children
Municipality Villa Constitución	Waste Containers	1,088	100 people
Municipality de Belén	Christmas Baskets	294	25 families
Soup kitchen "El Abrazo" - Villa Constitución	Christmas Baskets	294	25 families

6.2. Indigenous Peoples' Rights

(GRI 13.13, 13.14) (GRI 411-1)

During 2023, there were no impacts or cases of violation of the rights of indigenous peoples in our operations. It is important to note that our agricultural operation does not have the presence of these stakeholders in the vicinity. However, we maintain a constant commitment to respect the rights of indigenous peoples, even if they are not directly involved in our activities. Despite this situation, we are attentive to any changes in the environment and are prepared to implement remediation measures should needs arise in the future.

It is essential to highlight that the areas where Camposol runs its operations are subject to strict controls and measures to ensure that there are no negative effects on land rights and natural resources. Our company is committed to sustainable and responsible agricultural practices, including proper soil management, water and biodiversity conservation, as well as respect for local communities and their rights.

7

Products

« Every day in our work, we strive to deliver the finest products to consumers worldwide. We provide the highest quality, food safety, environmental sustainability, and the best practices. To reaffirm our commitment, we maintain a stringent certification program with industry-leading standards. »

Harold Mongrut Dias
Peru Country Manager





7.1. Food Quality & Safety

(GRI 3-3) (GRI 416-1, 416-2) (GRI 13.9.1, 13.10.4, 13.10.5) (SASB FB-AG-250a.1, FB-AG-250a.2, FB-AG-250a.3, FB-PF-250a.1, FB-PF-250a.2, FB-PF-250a.3, FB-PF-250a.4)

To guarantee the supply of quality, safe, legal and authentic products, we are involved in all phases of the business, from harvest to marketing. This commitment is based on our Integrated Management System Policy (IMS), in which we commit to meeting rigorous food safety requirements. To this end, we implement and maintain programs, requirements, and plans that are reflected in hazard identification, risk assessment, and the establishment of food safety control measures.

To ensure the quality of our products 100%, we have an integrated management system, supported by the connectivity provided by the SAP system, which allows us to be more efficient in monitoring the supply chain. The system contains detailed information on various stages of the process, including crop maintenance, grace periods, fertilizer use, harvesting, classification of the fruit according to its quality and condition, production times, storage and transport temperatures, controls during

dispatch, transit times, classification of the fruit when it arrives at its destination, storage times in distribution centers, etc. and repackaging processes, among other aspects.

7.1.1. Certifications

We comply with all the requirements of the safety, social responsibility, sustainability and safe trade standards under which we are certified. 100% of our operations have some type of safety certification and social standards. We even undergo additional audits requested by some customers to ensure the high level of quality of our processes and products. In addition, 100% of our products and our own packaging plants, as well as those of third parties, are certified under standards recognized by the Global Food Safety Initiative (GFSI).

In addition, all our operations and 100% of our suppliers of raw materials, destined for fresh processes, are certified according to the GlobalG.A.P. standard. 88% of our maquila suppliers are certified to the BRC Global Food Safety Standard (BRCGS).

To ensure the quality of our products 100%, we have an integrated management system, supported by the connectivity provided by the SAP system, which allows us to be more efficient in monitoring the supply chain.

FOOD SAFETY CERTIFICATIONS



Our Certified Operations:



The GlobalG.A.P. (Good Agricultural Practice), a world leader, establishes international guidelines for good agricultural practices to ensure safe and sustainable food production. Within the different approaches covered, it includes food safety. As Camposol, we conduct internal and certification audits to ensure compliance with these requirements..



Our Certified Operations:



The BRC Global Food Safety Standard (BRCGS Food Safety) provides guidelines for the production of safe food that complies with food regulations. It is the first standard to meet the GFSI Initiative benchmark. Having this certification demonstrates our commitment to the best practices in the food and beverage industry.



Our Certified Operations:



The International Featured Standard Food (IFS Food) certifies the quality and safety of the processes and products of agri-food companies. It is a GFSI-recognized standard. With the help of this certification, we are able to increase the credibility of our products and brands through food and product safety practices.

CCERTIFICATIONS IN SOCIAL RESPONSIBILITY



Our Certified Operations:



The Sedex Member Ethical Trade Audit (SMETA) is the most widely recognized and widespread social tool globally. It enables companies like us to conduct an ethical self-assessment while also assessing their suppliers to ensure that all actors involved in their business and supply chain are acting fairly and socially responsibly.



Our Certified Operations:



The Global Risk Assessment for Social Practice (GRASP) is a complementary module to the Global G.A.P. certification, which evaluates the management of social practices associated with human rights and labor standards of employees. This tool allows us to demonstrate our commitment to the health, safety and well-being of our employees.

SUSTAINABILITY CERTIFICATIONS



Our Certified Operations:



The Rainforest Alliance seal certifies products that contribute to a better future for people and the planet, made using methods that support the three pillars of sustainability. Certification furthers our commitment to environmental sustainability, social equity, and economic viability in agricultural communities

CERTIFICATIONS IN SAFE TRADING



Our Certified Operations:



The Business Alliance for Secure Trade (BASC) promotes safe practices in international supply chains to prevent risks such as corruption, bribery, and other illicit activities. In Peru, it works in collaboration with authorities and private sector actors, such as us, to promote a culture of risk prevention in international trade operations.



Our Certified Operations:



The certification as an Authorized Economic Operator (AEO) accredits companies in the security of the global logistics chain and provides facilities in customs control and simplification. This tool allows us to demonstrate that our processes are safe and compliant with customs regulations, resulting in greater efficiency in our supply chain.



The C-TPAT (Customs Trade Partnership Against Terrorism) certification, an initiative of collaboration between the United States government and private companies, aims to strengthen security in the supply chain where companies play an active role in preventing terrorism, ensuring safer logistics for employees, suppliers, and customers. It allows us to identify and mitigate internal security vulnerabilities and risks in coordination with the United States Customs and Border Protection (CBP).

7.1.2. Breaches

(GRI 416-2, 13.10.5) (SASB FB-AG-250a.1, FB-AG-250a.3, FB-PF-250a.1, FB-PF-250a.4, FB-PF-250a.3)

During 2023, 40 non-conformities were registered in our operations in Colombia, Uruguay, Mexico and Chile, within the framework of Global GAP's good agricultural practices. In the case of our operation in Peru, we obtained 0 non-conformities in this audit, the highest BRCGS rating (AA+), and we reduced the non-conformities and observations of the SMETA audit by 49% compared to 2022.

On the other hand, according to GFSI, 22 major and 28 minor non-conformities were documented across our operations. It is essential to highlight that these incidents were 100% addressed through corrective actions.

There have been no product recalls or notifications of food safety violations.

At Camposol we are committed to complying with the marketing and labeling regulations of each country where we operate and seek to provide detailed information for our customers and consumers to make informed decisions.

7.2. Marketing & Labeling

(GRI 3-3) (GRI 417-1, 417-2, 417-3) (SASB FB-PF-260a.2, FB-PF-270a.3, FB-PF-270a.4)

We understand the importance of fair, clear and responsible communication about our products, as well as the accessibility of information on their composition and proper use. For this reason, at Camposol we are committed to complying with the marketing and labeling regulations of each country where we operate and seek to provide detailed information for our customers and consumers to make informed decisions.

To guarantee this commitment, we have a Communications Policy and an Image Manual that establish the guidelines we follow when addressing our various stakeholders. In addition, we have a specialized technical team that monitors compliance with the legislation of the country of origin and destination of the labeling, as well as additional customer requirements. We conduct sampling upon receipt of batches of packaging materials to ensure the accuracy of the information printed.

Our minimum labeling includes essential elements such as the brand and logo of the product, name and variety (if applicable), traceability code, packing plant code (in the case of Peru), country of origin, name and address of the manufacturer. In addition, we may include additional information based on customer requests, such as importer and distributor name and address, net weight, and gauge.

To answer our customers' queries, we have an exclusive customer service channel operated by our customer service area. Through this channel, we can provide detailed information on good agricultural and manufacturing practices, food safety and quality controls, occupational health and safety, environment, social responsibility, labor practices, and ethics.

During 2023 we have not had cases of non-compliance in labeling or advertising, nor have we faced monetary losses associated with legal proceedings related to labeling.





8

Our operation in Chile

The Chilean cherry industry stands out for its advanced technical management globally, and at Camposol, we aim to participate through a learning and exploration approach to cultivation.

Our operation, Camposol Chile, began its activities in 2018 with a specific focus on the production of cherries in an area of 149 hectares in the O'Higgins region. This decision was based on the high demand in the market, the favorable margins and the possibility of harvesting in the off-season that this country offers. The Chilean cherry industry stands out for its advanced technical management at a global level, and at Camposol, we seek to participate through a focus on learning and exploring the crop. In 2023, our economic performance was marked by the first harvest of our cherries as a result of planting in mid-2020. We grew the Santina and Lapins varieties, where we obtained cherries of three colors (light, dark and double dark) and of different sizes (XL, J, 2J, 3J, 4J and 5J), which were sold to the Chinese market. As next steps, in 2024 we will evaluate new markets for our products with smaller calibers.

Economic performance

Production and marketing:

- » 131 tons of cherries produced, 90% of which were successfully exported.

Infrastructure:

- » We completed the installation of 12 hectares of cultivation equipped with agricultural cover technology through macro tunnels and roofs, with the main objective of bringing forward the harvest and protecting the crops from inclement weather.
- » We implement drainage systems in areas with high water levels to ensure optimal growing conditions.

Certifications:

- » We are certified under Global G.A.P. and GRASP, conditions that allow us to export to the Chinese market.

On an environmental level, central Chile faced the highest rainfall in the last 30 years, exacerbated by the El Niño phenomenon, challenges that affected the operation. Adverse weather conditions impacted production, generating different phenological stages in the trees and causing the fruit to split. Despite our best efforts, our crops and those of other growers were affected.

In terms of our social performance, we recognize that the success of our operation is based on the commitment and well-being of our employees, as well as on the maintenance of strong relationships with local communities. To this end, we continue to promote employment and local development, and maintain channels for direct and transparent dialogue with these groups.

Environmental Performance

Water management:

- » 596.58 ML of water consumed in our agricultural activities.
- » We implement an efficient irrigation schedule, with monitoring technologies and irrigation patterns according to the water demands of the crop and climatic conditions.
- » We capture and store drainage water, which helps to maximize the absorption of water by the roots and therefore reduce evaporation.

Energy Management:

- » 1,270 MWh of electrical energy consumed and 1,207 GJ of fuel used.

Waste management:

- » 0,116 ton of non-hazardous waste generated.
- » We are in the process of implementing a waste management strategy, which will be ready by 2024, which focuses on the management of non-hazardous waste, such as masks with filters, gloves, coveralls, water suits, among others.

Social Performance

Collaborators:

- » 23 direct collaborators, of which 52.2% are women.
- » We invest in training for our employees, promoting the development of skills and a sense of belonging.
- » We prioritize an appropriate balance between life and work, respecting the needs of each person, and we maintain open communication channels to encourage constant dialogue.

Health, Safety & Wellness:

- » We strive to maintain a safe work environment which is why we have 0 recorded incidents.
- » We conduct periodic risk assessments, train our employees in safety protocols, and require the proper use of PPE. In addition, we implement emergency plans and conduct detailed investigations into any incidents that occur.

Local Communities:

- » 84.2% of our indirect collaborators come from local communities.
- » We operate in a rural sector of the commune of Pichidegua, which allows us to maintain a close relationship with the surrounding communities, who are informed about the activities of our operation that may affect them.



9

Our operation in Mexico

We conclude the second year of the blueberry production, packaging and marketing campaign in Mexico, focused on our own expansion, as well as on partnerships with local producers from whom we acquire products to supply the demands of our costumers.



Our operation, Camposol Mexico, began its activities in the state of Sinaloa in 2021 as part of our strategy to guarantee a continuous supply of blueberries to our customers throughout the year. Our focus of the business is on our own expansion, as well as partnerships with local producers from whom we purchase products to meet our demand, which we then market under the Camposol brand.

In 2023, we concluded the second year of the blueberry production, packaging and marketing campaign. We experienced an increase in production over the previous year and managed to install automated

cooling and packing systems to improve efficiency in the post-harvest areas. In addition, we optimize distribution routes and work on commercial approaches to reach our customers more efficiently and capture new opportunities. Although our main marketing destination has been the United States, we are evaluating the sale to other markets in the region.

On an environmental level, during the 2023 campaign, we had favorable weather conditions. However, the arrival of Hurricane Norma caused flooding that affected our processing facilities, especially the packing and inventory areas. Despite this, we continue to work on implementing

sustainable agricultural practices that focus on the efficient use of resources, as well as the care and conservation of biodiversity and local ecosystems.

In terms of our social performance, we maintain our ethical commitment and transparent, consistent and proactive communication with our stakeholders, including local communities and our collaborators. We contribute to sustainable development through the financing of projects aimed at meeting the needs of the community and we have initiatives to strengthen the capacities of our collaborators.

Economic and governance performance

Marketing and production:

- » 316,0 tons of blueberries marketed, of which 82.9% are produced in-house and the rest come from third parties.

Infrastructure:

- » We inaugurated and launched our first cold packing plant, which is available to us but also to farmers in the area, who will have the possibility of packing their products efficiently, at a competitive cost and faster.

Innovation:

- » We established our Genetic Improvement Program (GMP), which focuses on developing new varieties of blueberries for own use and for marketing to growers and nurseries. We are working on varieties with better attributes in terms of productivity, adapted to Mexico's climate, and resistant to pests and diseases.

Certifications:

- » We are certified in Global GAP and SMETA.

Environmental Performance

Water management:

- » We manage and pay the annual fee to obtain the water use permit for the irrigation module of the nearest community.

Energy Management:

- » 182,552 KWh of electrical energy consumed.

Waste management:

- » We manage the proper collection and disposal of the waste we generate through an external operator, which has the necessary permits issued by the corresponding government agencies.

Social Performance

Collaborators:

- » 104 direct collaborators, of which 38.5% are women.

Health, Safety & Wellness:

- » We strive to maintain a safe work environment which is why we have 0 recorded incidents.
- » We have a continuous risk assessment approach to understand what the hazards and risks are in our workplaces. We take measures to control them effectively, ensuring that such dangers and risks do not cause harm to our employees.

Local Communities:

- » 10,668 local jobs.
- » We focus on promoting local employment and partnerships with independent blueberry growers. For this reason, villagers and producers in nearby rural areas benefit from our activities, as we offer adequate wages and business opportunities.



10

About the report

Our vision is to be the leading and cutting-edge provider of healthy and fresh foods for families around the world.

(GRI 2-2, 2-3, 2-4, 2-5, 2-14)

This report contains information on our environmental, social and governance (ESG) performance of our operations in **Peru, Colombia and Uruguay** during the period **from January 1 to December 31, 2023**. Additionally, a section on our operations in Mexico and Chile is included, given that, as they are still projects, the available information is being reported.

The report has been prepared in accordance with the standards of the **Global Reporting Initiative (GRI)**, using the 2021 General Contents, the Thematic Standards and the **GRI 13 Sector Standard: Agriculture, Aquaculture and Fisheries 2022**; as well as the activity metrics of the **Sustainability Accounting Standards Board (SASB)** for the **Agricultural Products** and **Processed Food** sectors.

The purpose of this report is to inform our stakeholders about our ESG and sustainability performance in our operations; providing an overview of our company, our values and commitments, as well as details on our strategy to address our sustainability-related impacts. In addition, we highlight the actions carried out in contribution to the Sustainable Development Goals (SDGs) and the 10 principles of the United Nations Global Compact, thus demonstrating Camposol's commitment to sustainability and corporate responsibility. This report has been prepared by Camposol's Sustainability team in collaboration with the consulting firm EY. Additionally, validated and approved by the Legal, Compliance and ESG Vice Presidency.

For this report, an update of information on water consumption in Colombian operations presented in the reports of previous years has been considered, which has affected the value of total water consumption (Megaliters) for the years 2020, 2021 and 2022. On the other hand, this report has not been subjected to an external verification process.

The points of contact for any query or doubt are Alvaro Carrasco, Flavia Queirolo-Nicolini and Alessandra Zamora. The contact emails are: acarrasco@camposol.com, fqueirolonicolini@camposol.com, and azamora@camposol.com

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Annexes

11.1 GRI Index

Declaration of use	Camposol has reported in accordance with the GRI Standards for the period from January 1st to December 31st, 2023.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI	Disclosure	Location	Omission			GRI Sector Standard Ref.
			Requirements omitted	Reason	Explanation	
General contents						
GRI 2: General Disclosures 2021	2-1	Organizational details	5	-	-	-
	2-2	Entities included in the organization's sustainability reporting	89	-	-	-
	2-3	Reporting period, frequency and contact point	89	-	-	-
	2-4	Restatements of information	56, 89	-	-	-
	2-5	External verification	89	-	-	-
	2-6	Activities, value chain and other business relationships	5, 7, 34	-	-	-
	2-7	Employees	38	-	-	-
	2-8	Workers who are not employees	35	-	-	-
	2-9	Governance structure and composition	27	-	-	-
	2-10	Nomination and selection of the highest governance body	27	-	-	-
	2-11	Chair of the highest governance body	27	-	-	-
	2-12	Role of the highest governance body in overseeing the management of impacts	27, 33	-	-	-
	2-13	Delegation of responsibility for managing impacts	27, 33	-	-	-
	2-14	Role of the highest governance body in sustainability reporting	89	-	-	-
	2-15	Conflicts of interest	30	-	-	-
	2-16	Communication of critical concerns	27	-	-	-

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
	2-17	Collective knowledge of the highest governance body	27	-	-	-	-
	2-18	Evaluation of the performance of the highest governance body	27	-	-	-	-
	2-19	Remuneration policies	-	a, b	Confidentiality Restrictions	Confidentiality Restrictions	-
	2-20	Process to determine remuneration	-	a, b	Confidentiality Restrictions	Confidentiality Restrictions	-
	2-21	Annual total compensation ratio	41	-	-	-	-
	2-22	Statement on sustainable development strategy	3	-	-	-	-
	2-23	Policy commitments	13	-	-	-	-
	2-24	Embedding policy commitments	13	-	-	-	-
	2-25	Processes to remediate negative impacts	32	-	-	-	-
	2-26	Mechanisms for seeking advice and raising concerns	32	-	-	-	-
	2-27	Compliance with laws and regulations	29	-	-	-	-
	2-28	Membership associations	20	-	-	-	-
	2-29	Approach to stakeholder engagement	16	-	-	-	-
	2-30	Collective bargaining agreements	52	-	-	-	-
Material Topics							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	23	-	-	-	-
	3-2	List of material topics	23	-	-	-	-
Community Engagement							
GRI 203: Indirect Economic Impacts 2016	3-3	Management of material topics	76	-	-	-	13.22.1
	203-1	Infrastructure investments and services supported	76	-	-	-	13.22.3
	203-2	Significant indirect economic impacts	76	a y b	Information not available or incomplete	A comprehensive assessment of the indirect economic impacts of its operations has not been carried out.	13.22.4
GRI 411: Rights of Indigenous Peoples 2016	3-3	Management of material topics	80	-	-	-	13.14.1
	411-1	Incidents of violations involving rights of indigenous peoples	80	-	-	-	13.14.2
GRI 413: Local Communities 2016	3-3	Management of material topics	76, 78	-	-	-	13.12.1
	413-1	Operations with local community engagement, impact assessments, and development programs	76, 78	-	-	-	13.12.2
	413-2	Operations with significant actual and potential negative impacts on local communities	76, 78	-	-	-	13.12.3

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.13	Management of material topics	80	-	-	-	13.13.1
	13.13	List the locations of operations, where land and natural resource rights (including customary, collective, and informal tenure rights) may be affected by the organization's operations.	80	-	-	-	13.13.2
	13.13	Report the number, size in hectares, and location of operations where violations of land and natural resource rights (including customary, collective, and informal tenure rights) occurred and the groups of rightsholders affected.	80	-	-	-	13.13.3
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.14	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	76, 80	-	-	-	13.14.3
	13.14	Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities	76, 80	-	-	-	13.14.4
Occupational Health and Safety Management							
GRI 403: Occupational Health and Safety 2018	3-3	Management of material topics	46	-	-	-	13.19.1
	403-1	Occupational health and safety management system	46	-	-	-	13.19.2
	403-2	Hazard identification, risk assessment, and incident investigation	46	-	-	-	13.19.3
	403-3	Occupational health services	47	-	-	-	13.19.4
	403-4	Worker participation, consultation, and communication on occupational health and safety	48	-	-	-	13.19.5
	403-5	Worker training on occupational health and safety	49	-	-	-	13.19.6
	403-6	Promotion of worker health	46	-	-	-	13.19.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	46	-	-	-	13.19.8
	403-8	Workers covered by an occupational health and safety management system	46	-	-	-	13.19.9
	403-9	Work-related injuries	50	-	-	-	13.19.10
403-10	Work-related ill health	50	-	-	-	13.19.11	
Water Resource Management							
GRI 303: Water and Effluents 2018	3-3	Management of material topics	54, 55, 56, 57, 58	-	-	-	13.7.1
	303-1	Interactions with water as a shared resource	54, 55, 56, 57, 58	-	-	-	13.7.2
	303-2	Management of water discharge-related impacts	58	-	-	-	13.7.3
	303-3	Water withdrawal	54	-	-	-	13.7.4
	303-4	Water discharge	58	-	-	-	13.7.5
	303-5	Water consumption	56, 57	-	-	-	13.7.6

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
Talent retention and development							
GRI 401: Employment 2016	3-3	Management of material topics	40	-	-	-	-
	401-1	New employee hires and employee turnover	40	-	-	-	-
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	41	-	-	-	-
	401-3	Parental leave	42	-	-	-	-
GRI 402: Labor/Management Relations 2016	3-3	Management of material topics	-	-	-	-	-
	402-1	Minimum notice periods regarding operational changes	-	a, b	Information not available or incomplete	There is no established minimum or maximum number of weeks, it will depend on the decisions of the management and/or areas involved.	-
GRI 404: Training and Education 2016	3-3	Management of material topics	42	-	-	-	-
	404-1	Average hours of training per year per employee	42	-	-	-	-
	404-2	Programs for upgrading employee skills and transition assistance programs	42	-	-	-	-
	404-3	Percentage of employees receiving regular performance and career development reviews	43	-	-	-	-
Circular economy, waste management and sustainable agriculture							
GRI 301: Materials 2016	3-3	Management of material topics	97	-	-	-	-
	301-1	Materials used by weight or volume	62	-	-	-	-
	301-2	Recycled input materials used	62	a	Information not available or incomplete	There is no information on recycled inputs used for all operations.	-
	301-3	Reclaimed products and their packaging materials	62	a y b	Not apply	Currently no products or packaging materials are recovered.	-

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
GRI 306: Waste 2020	3-3	Management of material topics	64	-	-	-	13.8.1
	306-1	Waste generation and significant waste-related impacts	64	-	-	-	13.8.2
	306-2	Management of significant waste-related impacts	64	-	-	-	13.8.3
	306-3	Waste generated	64	a	Information not available or incomplete	Information on the organic waste generated has not been considered since such information is not available. Camposol has been working on methodologies to monitor and record this data.	13.8.4
	306-4	Waste diverted from disposal	64	-	-	-	13.8.5
	306-5	Waste directed to disposal	64	-	-	-	13.8.6
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.5	Management of material topics	71	-	-	-	13.5.1
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.6	Management of material topics	71	-	-	-	13.6.1
	13.6	Volume and intensity of pesticides used by the following toxicity hazard levels	71	13.6.2	Information not available or incomplete	There is no information on the intensity of the application.	13.6.2
Diversity, Inclusion & Gender							
GRI 405: Diversity and Equal Opportunity 2016	3-3	Management of material topics	44	-	-	-	13.15.1
	405-1	Diversity of governance bodies and employees	44	-	-	-	13.15.2
	405-2	Ratio of basic salary and remuneration of women to men	-	a, b	Confidentiality Restrictions	Confidentiality Restrictions	13.15.3
GRI 406: Non-discrimination 2016	3-3	Management of material topics	52	-	-	-	13.15.1
	406-1	Incidents of discrimination and corrective actions taken	52	-	-	-	13.15.4
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.15	Describe any differences in employment terms and approach to compensation based on workers' nationality or migrant status, by location of operations	-	-	Confidentiality Restrictions	Confidentiality Restrictions	13.15.5

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
Supplier Management (Efficient Logistics)							
GRI 308: Supplier Environmental Assessment 2016	3-3	Management of material topics	36	-	-	-	-
	308-1	New suppliers that were screened using environmental criteria	36	-	-	-	-
	308-2	Negative environmental impacts in the supply chain and actions taken	36	-	-	-	-
GRI 414: Supplier Social Assessment 2016	3-3	Management of material topics	36	-	-	-	-
	414-1	New suppliers that were screened using social criteria	36	-	-	-	-
	414-2	Negative social impacts in the supply chain and actions taken	36	-	-	-	-
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.23	Management of material topics	36	-	-	-	13.23.1
	13.23	Describe the level of traceability in place for each product sourced	36	-	-	-	13.23.2
	13.23	Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards	36	-	-	-	13.23.3
	13.23	Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified	36	-	-	-	13.23.4
Human rights							
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3	Management of material topics	52	-	-	-	13.18.1
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	52	-	-	-	13.18.2
GRI 408: Child Labor 2016	3-3	Management of material topics	52	-	-	-	13.17.1
	408-1	Operations and suppliers at significant risk for incidents of child labor	52	-	-	-	13.17.2
GRI 409: Forced or Compulsory Labor 2016	3-3	Management of material topics	52	-	-	-	13.16.1
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	52	-	-	-	13.16.2
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-	a, b, c	Not apply	There have been no substantiated claims during 2023.	-

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
Quality, Marketing, and Nutrition (includes labeling and customer management)							
GRI 416: Customer Health and Safety 2016	3-3	Management of material topics	82	-	-	-	13.10.1
	416-1	Assessment of the health and safety impacts of product and service categories	82	-	-	-	13.10.2
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	82, 84	-	-	-	13.10.3
GRI 417: Marketing and Labeling 2016	3-3	Management of material topics	84	-	-	-	-
	417-1	Requirements for product and service information and labeling	84	-	-	-	-
	417-2	Incidents of non-compliance concerning product and service information and labeling	84	-	-	-	-
	417-3	Incidents of non-compliance concerning marketing communications	84	-	-	-	-
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.9	Management of material topics	82	-	-	-	13.9.1
	13.9	Report the total weight of food loss in metric tons and the food loss percentage, by the organization's main products or product category, and describe the methodology used for this calculation.	-	-	Information not available or incomplete	There is no information on food loss. Camposol has been working on methodologies to monitor and record this data.	13.9.2
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.10	Report the percentage of production volume from sites certified to internationally recognized food safety standards and list these standards.	82	-	-	-	13.10.4
	13.10	Report the number of recalls issued for food safety reasons and the total volume of products recalled.	82	-	-	-	13.10.4
Energy efficiency, GHG management and climate change							
GRI 302: Energy 2016	3-3	Management of material topics	58	-	-	-	-
	302-1	Energy consumption within the organization	59	-	-	-	-
	302-2	Energy consumption outside of the organization	-	a, b, c	Not apply	Camposol does not consume energy outside the organization.	-
	302-3	Energy intensity	61	-	-	-	-
	302-4	Reduction of energy consumption	59	-	-	-	-
	302-5	Reductions in energy requirements of products and services	-	a, b, c	Information not available or incomplete	No information is available. Camposol has been working on methodologies to monitor and record this data.	-

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
GRI 305: Emissions 2016	3-3	Management of material topics	61	-	-	-	13.1.1
	305-1	Direct (Scope 1) GHG emissions	-	a, b, c, d, e, f, g	Information not available or incomplete	No information is available. Camposol has been working on methodologies to monitor and record this data.	13.1.2
	305-2	Energy indirect (Scope 2) GHG emissions	-	a, b, c, d, e, f, g	Information not available or incomplete	No information is available. Camposol has been working on methodologies to monitor and record this data.	13.1.3
	305-3	Other indirect (Scope 3) GHG emissions	-	a, b, c, d, e, f, g	Information not available or incomplete	No information is available. Camposol has been working on methodologies to monitor and record this data.	13.1.4
	305-4	GHG emissions intensity	-	a, b, c, d	Information not available or incomplete	No information is available. Camposol has been working on methodologies to monitor and record this data.	13.1.5
	305-5	Reduction of GHG emissions	-	a, b, c, d, e	Information not available or incomplete	No information is available. Camposol has been working on methodologies to monitor and record this data.	13.1.6

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
	305-6	Emissions of ozone-depleting substances (ODS)	-	a, b, c, d	Information not available or incomplete	No information is available. Camposol has been working on methodologies to monitor and record this data.	13.1.7
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	a, b, c	Information not available or incomplete	No information is available. Camposol has been working on methodologies to monitor and record this data.	13.1.8
Working conditions							
GRI 3: Temas Materiales 2021	3-3	Management of material topics	41	-	-	-	-
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.20	Management of material topics	41	-	-	-	13.20.1
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.21	Management of material topics	52	-	-	-	13.21.1
	13.21	Report the percentage of employees and workers who are not employees and whose work is controlled covered by collective bargaining agreements that have terms related to wage levels and frequency of wage payments at significant locations of operation.	52	-	-	-	13.21.2
	13.21	Report the percentage of employees and workers who are not employees and whose work is controlled paid above living wage, with a breakdown by gender	41	-	-	-	13.21.3
Economic Performance, Economic Development and Local Investment							
GRI 201: Economic Performance 2016	3-3	Management of material topics	11	-	-	-	13.22.1
	201-1	Direct economic value generated and distributed	11	-	-	-	13.22.2
	201-3	Defined benefit plan obligations and other retirement plans	11	-	-	-	-
	201-4	Financial assistance received from government	11	-	-	-	-
Ethics, compliance, risk management and transparency							
GRI 201: Economic Performance 2016	3-3	Management of material topics		-	-	-	13.2.1
	201-2	Financial implications and other risks and opportunities due to climate change	-	a	Information not available or incomplete	The financial implications of the risks derived from climate change have not been identified.	13.2.2

GRI	Disclosure		Location	Omission			GRI Sector Standard Ref.
				Requirements omitted	Reason	Explanation	
GRI 205: Anti-corruption 2016	3-3	Management of material topics	30	-	-	-	13.26.1
	205-1	Operations assessed for risks related to corruption	30	-	-	-	13.26.2
	205-2	Communication and training about anti-corruption policies and procedures	30	-	-	-	13.26.3
	205-3	Confirmed incidents of corruption and actions taken	30	-	-	-	13.26.4
GRI 206: Anti-competitive Behavior 2016	3-3	Management of material topics	31	-	-	-	13.25.1
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	31	-	-	-	13.25.2
GRI 415: Public Policy 2016	3-3	Management of material topics	30	-	-	-	13.24.1
	415-1	Political contributions	30	-	-	-	13.24.2
Biodiversity, soil conservation and treatment							
GRI 304: Biodiversity 2016	3-3	Management of material topics	67	-	-	-	13.3.1
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	67	-	-	-	13.3.2
	304-2	Significant impacts of activities, products and services on biodiversity	67	-	-	-	13.3.3
	304-3	Habitats protected or restored	67	-	-	-	13.3.4
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	67	-	-	-	13.3.5
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.4	Management of material topics	67	-	-	-	13.4.1
	13.4	Percentage of production volume from land owned, rented or managed by the organization that is considered free of deforestation or conversion, by product	-	-	Not apply	Camposol' s operations are not carried out in natural ecosystems.	13.4.2
	13.4	Percentage of the supplied volume that is considered free of deforestation or conversion; percentage of the supplied volume of which the origin is unknown, so that it can be determined if it is free of deforestation or conversion	-	-	Information not available or incomplete	There is no information on natural ecosystems converted by suppliers.	13.4.3
	13.4	Size in hectares, location and type of natural ecosystems converted from the cut date	-	-	Not apply	Camposol' s operations are not carried out in natural ecosystems.	13.4.4
	13.4	Size in hectares, the location and type of natural ecosystems converted from the cut date by suppliers or at supply sites	-	-	Information not available or incomplete	There is no information on natural ecosystems converted by suppliers.	13.4.5

11.2 SASB Index

Applicable SASB standard Agricultural products (Version 2023-12)

Subject	Code	Accounting parameter	Page
Greenhouse Gas Emissions	FB-AG-110a.1	Gross global Scope 1 emissions	Information not available
	FB-AG-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Information not available
	FB-AG-110a.3	Fleet fuel consumed, percentage renewable.	Information not available
Energy management	FB-AG-130a.1	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	59
Water management	FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	54, 55, 56
	FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks.	54, 55, 56
	FB-AG-140a.3	Number of incidents of non-compliance associated with water quality permits, standards and regulations	54, 55, 56
Food safety	FB-AG-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	82, 84, 98
	FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	82
	FB-AG-250a.3	(1) Number of recalls issued and (2) total amount of food product recalled	82, 84, 98
Workforce Health & Safety	FB-AG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	46
Environmental & Social Impacts of Ingredient Supply Chain	FB-AG-430a.1	(1) Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and (2) percentages by standard	36
	FB-AG-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	36
	FB-AG-430a.3	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing.	36
Management of Genetically Modified Organisms (GMO)	FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Camposol does not use GMOs.
Ingredient Supply	FB-AG-440a.1	Identification of principal crops and description of risks and opportunities presented by climate change	Information not available
	FB-AG-440a.2	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Not apply

Code	Activity parameters	Page
FB-AG-000.A	Production by principal crop	8
FB-AG-000.B	Number of processing facilities	8
FB-AG-000.C	Total land area under active production	8
FB-AG-000.D	Cost of agricultural products sourced externally	8

Applicable SASB standard Processed Foods (Version 2023-12)

Subject	Code	Accounting parameter	Page
Energy Management	FB-PF-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	59
Water Management	FB-PF-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	54, 55, 56
	FB-PF-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	54, 55, 56
	FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	54, 55, 56
Food Safety	FB-PF-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	82, 84
	FB-PF-250a.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	82
	FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	82, 84
	FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	82, 84
Health & Nutrition	FB-PF-260a.1	Revenue from products labelled or marketed to promote health and nutrition attributes	Confidentiality Restrictions
	FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Information not available
Product Labelling & Marketing	FB-PF-270a.1	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Information not available
	FB-PF-270a.2	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Information not available
	FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	84
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	84
Packaging Lifecycle Management	FB-PF-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	62
	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	62
Environmental & Social Impacts of Ingredient Supply Chain	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	36
	FB-PF-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	36
Ingredient Sourcing	FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	56
	FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks related to environmental and social considerations	Information not available

Code	Activity parameters	Page
FB-PF-000.A	Weight of products sold	8
FB-PF-000.B	Number of production facilities	8

11.3 Companies belonging to Camposol Holding PLC

Camposol S.A. belongs to Camposol Holding PLC, which is made up of various subsidiaries and traders, detailed below:

Companies	Location	Activity
Camposol S.A.	Peru	Farmland - Business office
Nor Agro S.A.C	Sullana, Piura, Peru	Farmland
Muelles y Servicios Paita S.A.C	Paita, Piura, Peru	Farmland
Camposol Europa S.L.	Spain	Trader
Camposol Fresh B.V.	Netherlands	Trader
Grainlens S.A.C	Peru	Holding
Blacklocust S.A.C	Peru	Holding
Persea, Inc.	USA	Holding
Camposol Fresh U.S.A, Inc.	USA	Trader
Camposol Foods Trading Co. Ltd	China	Trader
Camposol Fresh Foods Trading Co. Ltd.	Hong Kong, China	Trader
Camposol Colombia S.A.S.	Colombia	Farmland
Camposol Uruguay S.R.L.	Uruguay	Farmland
Camposol Chile S.P.A.	Chile	Farmland
Camposol Cyprus Limited	Cyprus	Holding
Camposol Switzerland GmbH	Swiss	Trader
Camposol Trade España S.L.U.	Spain	Trader
Aliria S.A.C	Peru	Projects
Camposol Operaciones Agrícolas Mx S.A.P.I. de C.V.	Mexico	Farmland
Camposol I&D S.A.C	Peru	Projects
Camposol Corp.	USA	Business office
Camposol Switzerland GmbH	Costa Rica	Business office
Camposol Fresh Trading Mx S.A.P.I. de C.V.	Mexico	Trader



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