

Sustainability Report 2022

WE FARM THE LAND TO IMPROVE LIVES



CAMPOSOL
CARES
FROM FARM
TO FAMILY



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Letter from the CEO

(GRI 2-22)

Dear readers,

It is a pleasure for us to present you the 2022 Sustainability Report. We want to start expressing our gratitude to all our stakeholders for the trust they continue placing in us day by day.

At Camposol, we work the land to improve lives. We are passionately devoted to harvest, processing and commercialization of agricultural products such as avocados, blueberries, grapes, mangoes and mandarins, among others. Our commitment with quality, traceability and punctuality is reflected in our high standards that guaranty the delivery of exceptional foods. All this is conducted through a sustainable and socially responsible model that cares for our planet.

We operate in many countries, including Peru, Colombia, Uruguay, Mexico and Chile, and we have offices that are strategically located in Costa Rica, the United States, Spain, Switzerland, Holland, Cyprus, and China. These operations allow us to establish relationships of trust with the main global supermarkets and stores, as well as to connect

«*Our mission is to provide consumers from around the world with healthy food through operational excellence, innovation and sustainable practices.*»

with customers in more than 40 countries. We are convinced that diet is a fundamental factor for life quality, and we constantly make efforts to be a leading company that makes the difference in people's health and wellbeing.

Our mission is to provide consumers from around the world with healthy food through operational excellence, innovation and sustainable practices. Generating a positive and lasting impact on the wellbeing of the communities where we operate, as well as creating constant long-term value for our shareholders, is our motivation. For us, sustainability is a profound commitment that is reflected in every step we take.

In this Sustainability Report, you will find detailed information on our initiatives and actions related to sustainability, responsible management of natural resources, particularly water resource, environmental conservation, climate change, and support to local communities.

In Camposol, we are more than a company. It is a family of more than 15,000 workers that are committed to the people's wellbeing and the planet. We expect this report to reflect our constant effort to be better, and that our values and actions inspire other people to join the path to a sustainable future.

We thank your time and dedication in reviewing this report and hope to continue working together to create a more prosperous and healthier world.

Sincerely yours,



Jose Antonio Gómez-Bazán
CEO



We are Camposol

(GRI 2-1, 2-6)

We are Camposol, a Peruvian multinational agribusiness company that intends to provide all families around the world with fresh and nutrient-rich foods. We are devoted to the harvest, processing and commercialization of agricultural products such as avocados, blueberries, grapes, mangoes and mandarins, among others. Our products have high standards regarding quality, traceability and delivery time and are produced through a sustainable model that is socially responsible with our planet.

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

Mission

Providing our customers around the world with healthy foods through operational excellence, innovation, and sustainable practices, generating a positive, lasting impact on the wellbeing of the communities where we operate, and creating consistent long-term value for our shareholders.

Vision

Being the benchmark and superior supplier of healthy and fresh foods for all families worldwide.

Purpose

We farm the land to improve lives.

OUR CULTURE

(GRI 2-23, 2-24)

All our policies apply to all types of trade relations and apply equally to all our collaborators, stakeholders and third parties that are linked to the company's commercial and industrial activities. Likewise, they are incorporated into the organizational culture at the highest level of every country through our cultural cornerstones:

INTEGRITY	<ul style="list-style-type: none"> • We make certain that our actions entirely comply with our principles and guidelines. • What we decide is coherent and we comply with that. • It is our responsibility to make warnings and disagree regardless our hierarchy. • We take decisions that strengthen our value proposal.
EXCELLENCE	<ul style="list-style-type: none"> • We constantly assess our team's performance. • We know the details of the processes for which we are responsible. • We promote innovation and take disruptive ideas. • We plan and execute well the first time.
RESPONSIBILITY	<ul style="list-style-type: none"> • We are totally responsible for our actions and decisions. • We comply with the scope, time and budget commitments. • We make sure of having all the information we need to take a decision. • We delegate or divide tasks instead of responsibilities.
TEAM SPIRIT	<ul style="list-style-type: none"> • We fully accept the enthusiasm for a clear and shared strategy. • We solve our differences in a direct way. • We guarantee the understanding of the information. • We look for synergy and use the others' skills with trust.

i. Code of ethics and conduct

In our constant search for achieving the highest ethical and behavioral standards, we have a Code of ethics and conduct that includes all the guidelines under which collaborators must be ruled by and behave at all times and under every circumstance, in order to safeguard our company's wellbeing and good reputation. Its contents show our values and summarize the basic beliefs of Camposol group's companies.





The main guidelines for the most relevant stakeholders are the following:

- **Workers:** We respect diversity and equal opportunities, providing them 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. Likewise, we are committed with the protection of the company's reputation, assets and ethical culture by preventing any type of risk and sanctioning all acts of irregularity.
- **Customers, suppliers:** We give a treatment based on respect and dignity for our customers and suppliers.
- **Competition:** We compete honestly and vigorously based on our ethical principles and fully comply with market regulations.

- **Community, environment and State:** We respect the human and labor rights and reject any type of servitude or any form of forced labor. Regarding the environment, we promote a culture of protection and efficient use of resources. As per the State, we respect the authority of public entities and officers everywhere where we conduct our businesses and keep relationships with them in a transparent, honest and ethical way.

ii. Corporate social responsibility policy

We have a Corporate social responsibility policy, which has the following guidelines:

- **Collaborators' wellbeing:** We contribute to the personal growth of our collaborators, their families and communities through activities that provide a better life quality and promote the development of secondary skills.

- **Environmental care:** We protect the environment through the rational use of natural resources and energy. We continuously develop strategies to reduce contamination.
- **Product quality and traceability:** We conduct a comprehensive assessment of the entire business system to achieve the highest integration and quality.
- **Development of products and markets:** We keep a high level of trust with our customers. We listen to their needs and suggestions. This practice, along with our unbreakable approach to quality, reliability, health of the members of our team and environment, allows us to continue to rapidly develop our markets and products.
- **Shared value development and creation:** We know that our fundamental values align with the best current practices of the industry's innovative leaders. The interested informed parties will find that we share these values during the creation and development of new markets and products.
- **Reputation of our management:** We closely follow our obligations pursuant to international agreements such as the Universal Declaration of Human Rights, the International Labor Organization (ILO), and the United Nations Global Compact.

iii. Human rights policy

This policy determines the generality of the universal principles, as follows:

- We respect and recognize the human rights principles by treating people with dignity and respect according to the Universal Declaration of Human Rights, the International Bill of Human Rights, the International

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



Labor Organization (ILO) Declaration on fundamental principles and rights at work, the United Nations Global Compact, and the ethical trading initiative.

- We act according to the criteria detailed in our Code of ethics and conduct related to: prohibition of child labor; deprivation of liberty and forced labor; occupational safety and health; freedom of association and collective bargaining; non discrimination; disciplinary measures; working hours; remuneration; sustainability and environment; purchases and logistics; integrity within the company; conflict of interest, and anti-corruption practices.
- We deal with the impact on human rights by understanding how the activities inside our value chain may have a positive or negative impact on our stakeholders, as well as establishing mechanisms that help to identify, deal with, and solve the adverse impacts and boost the impacts that have a positive influence.
- We promote a human rights culture through awareness and/or training of all our workers about this subject.
- We comply with the national legal regulations regarding human rights, as well as voluntary regulations and other voluntarily adopted guidelines.
- We continuously improve the commitments' performance of this policy by setting responsible objectives, goals and action plans, and we conduct a periodical review to follow-up.
- We integrate this human rights policy with other management systems of the company.

Likewise, we have several additional policies such as:

- Donation policy
- Gift and hospitality policy



« We promote a human rights culture through awareness and/or training of all our workers about this subject. »

- Third-party integrity due diligence policy
- Conflict of interest policy
- Occupational safety and health policy
- Contract management policy
- Environmental policy
- Communications policy
- Labor policies (salary and bonuses, among others)

ACKNOWLEDGEMENTS AND COLLABORATIONS

(GRI 2-28)

We are part of the United Nations Global Compact as an active member and have been acknowledged by Great Place to Work and Merco Talento.



Our collaborators

TALENT RETENTION AND DEVELOPMENT

(GRI 3-3 Talent retention and development) (GRI 2-7) (GRI 2-30)

At Camposol, hiring and talent development are fundamental as we value all our collaborators' experience, know-how and contribution to achieve our strategic objectives, as the sector to which we belong characterizes for having a high turnover of the personnel working at plants and fields. Furthermore, it is also important to attract and build up the loyalty of the best professionals in order for them to lead the various areas within the company, in all places and countries where it operates.

To achieve this purpose, we make efforts to be an appealing company for our workers and future candidates. We provide a safe, healthy and human-rights-respectful work environment, guarantee a fair and competitive compensation, offer professional development programs, as well as additional benefits than those established by law.

The People and Culture Vice-Presidency at a corporate level and the People and Culture Management in every country where we operate are responsible for this matter. Likewise, they rely on the Code of Ethics, Recruitment and Hiring Policy, Human Rights Policy, Salary Policy, Goal-Based Bonus Policy, Performance Assessment Procedure, Sexual Harassment Prevention Investigation and Sanction Policy, and Internal Work Regulations, among others.

In the same way, we take into account our workers' opinions and recommendations in order to improve our management; that is why we have several communication channels at their disposal:

- **Ethics Line:** Managed by a third party (EY), who receives the complaints and/or claims by telephone or email. It is sometimes necessary for the labor relations area to investigate these complaints. If there is a sexually related complaint, this will be analyzed by the Committee Against Sexual Harassment.

- **Representatives:** At all locations, farms and plant, the area's representatives receive grievances and claims. There is also a Collaborators' Service Office in Agromás."

- **Labor relations:** The area is responsible for receiving letters about workers' or unions' claims, grievances and requests.

As of December 2022, our workforce consisted of 24,253 collaborators, 95.99% of which is located in Peru. Fifty-seven percent (57%) is of the masculine gender and 43% of the feminine gender. Furthermore, 20% of collaborators has an indefinite contract and 80%, a temporary contract as a result of agricultural campaigns and other needs. We do not have workers with neither non-guaranteed work hours nor part-time employed.

It is important to mention that 16% of the total workers in Peru are unionized. There are no other unions.

Total collaborators by country

	Total	Percentage
Peru	23,280	95.99
Colombia	584	2.41
Uruguay	274	1.13
Chile	19	0.08
Mexico	96	0.40
Total	24,253	100

Total collaborators by gender

	M	%	F	%
Peru	12,976	55.74	10,304	44.26
Colombia	459	78.60	125	21.40
Uruguay	219	79.93	55	20.07
Chile	13	68.42	6	31.58
Mexico	63	65.63	33	34.38
Total	13,730	56.61	10,523	43.39

Total collaborators with indefinite contract

	M	F	Total
Peru	2,988	1,711	4,699
Colombia	94	68	162
Uruguay	33	17	50
Chile	5	4	9
Mexico	12	6	18
Total	3,132	1,806	4,938

Total collaborators with temporary contract

	M	F	Total
Peru	9,988	8,593	18,581
Colombia	365	57	422
Uruguay	186	38	224
Chile	8	2	10
Mexico	51	27	78
Total	10,598	8,717	19,315



HIRING OF NEW EMPLOYEES AND TURNOVER

(GRI 401-1) (GRI 3-3 Talent retention and development)

The employees' hiring and turnover process is a key point for our organization, as we need the right people in the right place to properly develop our activities. People working in Camposol are the most valuable asset for us. That is why, from the attraction and selection process on, we base the "people in the center of the organization" strategy and guarantee that their experience is the best.

We constantly come across organizational challenges and generate an intensive unskilled labor demand in our operations' areas of influence, which challenges us to be responsible for mainly mitigating absenteeism and dropout of our field and plant operators.

We look forward to be an attractive company and, therefore, we design, implement and execute several development and productivity programs based on the approach of knowing people deeply and placing them in the center of the activity, from a much more human perspective, and stop seeing them as resources that work at the company only for achieving quantitative operational goals.

Due to the Camposol's type of business, the high turnover rate relates to the high harvest seasons where labor demand is significantly higher than in other times of the year. Another cause for this rate is that we operate in areas where there is much agricultural activity, so competition for talent is extremely high.

During high harvest seasons, we temporarily hire a large quantity of workers to face production. This additional temporary hiring may lead to the highest hiring rate of 100% and the same applies to the turnover rate.



New hirings

New hirings by region

	2020	2021	2022	
	Quantity	Quantity	Quantity	Rate
Peru	31,892	37,420	52,680	226.29
Colombia	297	193	276	47.26
Uruguay	178	136	94	34.31
Mexico	0	48	1,734	9,126.32
Chile	11	13	2	2.08
Total	32,378	37,810	54,786	225.89

New hirings by age

	2020	2021	2022	
	Quantity	Quantity	Quantity	Rate
Less than 30	19,416	22,574	32,744	285.25
Between 30 and 50	11,377	13,208	19,148	184.47
More than 50	1,585	2,028	2,894	120.89
Total	32,378	37,810	54,786	225.89

New hirings by gender

	2020	2021	2022	
	Quantity	Quantity	Quantity	Rate
M	16,678	19,482	29,712	216.40
F	15,702	18,328	25,074	238.28
Total	32,380	37,810	54,786	225.89

Terminations of employment

Terminations of employment by region

	2020	2021	2022	
	Quantity	Quantity	Quantity	Rate
Peru	2,886	30,142	28,985	124.51
Colombia	112	171	266	45.55
Uruguay	134	83	80	29.20
Mexico	0	7	1,647	8668.42
Chile	10	6	1	1.04
Total	3,142	30,409	30,979	127.73

Terminations of employment by age

	2020	2021	2022	
	Quantity	Quantity	Quantity	Rate
Less than 30	1,867	17,725	18,306	159.47
Between 30 and 50	1,108	10,647	11,004	106.01
More than 50	167	2,037	1,669	69.72
Total	3,142	30,409	30,979	127.73

Terminations of employment by gender

	2020	2021	2022	
	Quantity	Quantity	Quantity	Rate
M	1,836	16,155	16,567	120.66
F	1,306	14,254	14,412	136.96
Total	3,142	30,409	30,979	127.73



WORKING CONDITIONS

(GRI 3-3: Working conditions)

Labor remuneration

(GRI 13.20, 13-21)

At Camposol, we have a corporate salary policy that intends to compensate collaborators according to the market and objective criteria. Since 2021, we annually manage a salary review process, which considers several factors to reward the best collaborators, especially the performance assessment and goals compliance. Based on these results, we suggest salary adjustment percentages.

All corporate positions are appraised, and the same methodology is applied in all countries. As per Peru, operators are managed according to the minimum vital remuneration (S/. 1,025) and, considering that, bonuses according to law and productivity bonuses and/or bonuses related to the tasks in which they participate are applied, obtaining higher salaries than the minimum vital remuneration.

Benefits for collaborators

(GRI 401-2, 401-3)

In Peru, all benefits established by law are given to all our collaborators without discrimination. These benefits are detailed below:

- Mandatory life insurance since the first day of work
- Health insurance
- Family allowance
- Maternity and paternity leave
- Leave due to critically illness of an immediate family member
- Leave due to death of an immediate family member

« Since 2021, we annually manage a salary review process, which considers several factors to reward our best collaborators, especially the performance assessment and compliance with goals.»



- Leave for breastfeeding
- Vacation
- Inclusion in profit sharing

At the same time, we offer additional benefits than those required by law according to the following detail:

- The company guarantees 100% of the personnel transport.
- Food services.
- Private health and cancer insurance premiums are covered at 100%.
- Childcare in a day-care center.
- Education and training courses.
- Loans for employees (personal reasons, health, school, etc.).
- Delivery of school equipment kits.
- Christmas basket or another similar

Maternity and paternity leave

Peru	2020	2021	2022
Right to parental leave	1928	2231	942
Invoked parental leave	1928	2231	942
Returned to work after parental leave and continued being workers 12 months after it	968	1185	735

Colombia	2020	2021	2022
Right to parental leave	388	462	528
Invoked parental leave	5	2	7
Returned to work after parental leave and continued being workers 12 months after it	5	2	6
Right to parental leave	0	1	0

PERFORMANCE ASSESSMENT

(GRI 3-3 Talent retention and development) (GRI 404-3)

The name of our corporate performance assessment process is Creciendo Juntos (Growing Together), which is conducted through a digital platform Rankmi that allows to make the constant monitoring (i.e., the evolution of people can be seen regarding the compliance with individual competences and objectives). We intend to develop and retain people that would be possible successors of critical positions. We invest in international training programs and coaching programs for our leaders according to their development needs. In this performance and talent process, we include the feedback of our collaborators and the identification of talent throughout the organization. In 2021, we identified people with high performance and potential with the Korn Ferry methodology. In 2022, we had one-to-one conversations with the identified persons as part of the talent management to generate engagement and know their career interests to generate customized development plans.

Percentage of collaborators whose performance was assessed by work category and gender

Work category	2021			2022		
	M	F	Total	M	F	Total
Managers and assistant managers	100	100	100	96.15	100	100
Heads of area, coordinators and superintendents	82.72	67.57	78.49	91.75	57.65	81.36
Office workers	84.77	82.48	83.77	93.61	89.25	91.55
Total	85.33	80.12	83.33	93.06	83.2	88.95

As per our operators, the direct head of area is responsible for a general assessment of their work. Such assessment is conducted based on their productivity, and we guarantee their retention with several loyalty creation programs for the benefit of those who are more interested in staying in the company.

COLLABORATOR'S TRAINING AND EDUCATION

(GRI 404-1, 404-2)

At Camposol, we have a digital platform *Aprende Camposol* (Learn Camposol), a tool that offers a cross-sectional training and gathers several educational initiatives. In this platform, our collaborators have access to learning capsules, induction programs, trainings on policies, information security, code of ethics, and a variety of courses, including contents in English. In this period, we conduct an important innovation, the learning capsules, which can be view online and offline, so we can adapt to the current technological needs and make the access easier for our collaborators from their mobile devices.

Likewise, during 2022, our approach in training has stood out due to Camposol's growth in the region. Last year we successfully launched Camposol's University and unified the training efforts that were previously independent in every country. Among the most outstanding achievements is the implementation of an international certification for our agricultural heads in all operations, which aimed to strengthen their team supervision and management skills. This training was conducted in a virtual format and its objective was to create a sense of belonging and unity inside the company, as well as the learning goals related to leadership.

Aside from the *Aprende Camposol* (Learn Camposol) platform, we have other plans focused on development and training, with curricula adapted to different types of work that are conducted in our company. These strategies are aligned with other programs such as *Orgullo Camposol* (Camposol's Pride) that intend to create commitment through activities such as championships, acknowledgements and reinforcement messages. This entire approach is integrated into our annual schedule of activities in order to benefit all workgroups and continue growing as a company committed to the development and wellbeing of our human talent.



Regarding the training of operators, we have schools where methods to improve the harvesting are studied. Moreover, we have Camposol's alternative basic education center (centro de educación básica alternativa, CEBA) project, an initiative that gives our operators the opportunity to finish their elementary and secondary studies. In 2022, we have already 150 students benefited, which proves the added value this represents for them.

Our plans for the future include to continue expanding our educational offer to other areas, especially the operational heads of area, as well as continue reinforcing the leadership training.

Average of training hours by collaborator

Work category	2020			2021			2022		
	M	F	Total	M	F	Total	M	F	Total
Managers and assistant managers	1.93	3.47	2.48	0.72	1.21	0.90	3.85	8.24	5.58
Heads of area, coordinators and superintendents	0.27	0.72	0.39	0.09	0.23	0.13	0.74	0.75	0.75
Office workers	0.16	0.23	0.19	0.05	0.07	0.06	0.65	1.33	0.97
Total	0.35	0.61	0.45	0.10	0.16	0.12	0.84	1.51	1.12





DIVERSITY, INCLUSION AND GENDER

(GRI 3-3: Diversity, inclusion and gender) (GRI 405-1, 406-1, 13.15)

At Camposol, we look forward to create an inclusive environment by respecting and supporting our collaborators' cultural diversity, gender, sexual orientation, creed, religion, physical capacity and social condition. We intend to create an organization where everybody feels integrated, respected and valued and effectively have the same development opportunities. We treat all people with respect, dignity, justice and courtesy inside and outside the organization and look for favorable and open behaviors regarding diversity. Therefore, we have the following diversity, inclusion and gender guidelines:

- We respect the work environment and our collaborators, and we act thinking in the company's reputation and good image.
- We respect pluralism and cultural diversity. We respect each other and make efforts to maintain an inclusive environment free of discrimination, intimidation and harassment due to race, religion, sex, age, physical capacity, nationality or other conditions.
- The verbal, computer or physical harassment due to any reason is unacceptable.
- We treat all our collaborators with respect, dignity, justice and courtesy. The use of corporal and psychological punishment, incarceration, threats of violence or other forms of harassment or abuse as means of discipline and control are not allowed. Mobbing and sexual harassment are prohibited.
- We foster and promote team spirit. We build mutual relationships based on mutual trust and recognize that everybody is committed to do the right thing both personally and professionally.
- We make efforts to achieve an open and honest communication. We consult each other and respect the points of view of those who differ from us or challenge ours.

- We respect the workers' choice and do not interfere with their freedom of association or non-association and collective bargaining right.
- We encourage our employees to explore the professional and personal development and promote the meritocracy, evaluation and continuous learning. We worry about guaranteeing a safe and healthy work environment for our employees, visitors and customers.
- We provide our employees with salaries and benefits that comply with the applicable laws and relevant collective agreements.
- We are respectful of laws, regulations and standards that are applicable to our industry. We respect the

provisions in our corporate policy and the rights of the accused to defend themselves.

- We adhere to the Business Alliance for Secure Commerce (international security standard – BASC) standards, promote a safe environment for visitors and contractors, and develop processes in general free of violence, sabotage, intimidation, drug trafficking and/or terrorism, and illegal activities and behaviors.

The breakdown of our collaborators by work category, gender and age group can be seen below:

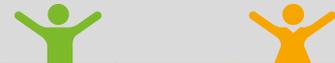
Total collaborators by work category and gender 2020

Work category	M		F		Total
	Count	%	Count	%	
Managers	27	64.29	15	35.71	42
Coordinators	194	72.93	72	27.07	266
Office workers	324	58.70	228	41.30	552
Operating staff	14,610	53.38	12,759	46.62	27,369
Total	15,155	53.69	13,074	46.31	28,229

Total collaborators by work category and gender 2021

Work category	M		F		Total
	Count	%	Count	%	
Managers	25	64.10	14	35.90	39
Coordinators	191	72.08	74	27.92	265
Office workers	302	56.34	234	43.66	536
Operating staff	11,074	53.54	9,611	46.46	20,685
Total	11,592	53.85	9,933	46.15	21,525

Total collaborators by work category and gender 2022



Work category	M	%	F	%	Total
Managers	26	60.47	17	39.53	43
Coordinators	194	69.53	85	30.47	279
Office workers	313	52.87	279	47.13	592
Operating staff	13201	56.57	10134	43.43	23,335
Total	13729	56.62	10520	43.38	24,249

Total collaborators by work category and age group 2020

Work category	Less than 30 years	%	Between 30 and 50 years	%	More than 50 years	%	Total
Managers	0	0.00	26	61.90	16	38.10	42
Coordinators	13	4.89	224	84.21	29	10.90	266
Office workers	164	29.71	354	64.13	34	6.16	552
Operating staff	12,992	47.47	11,519	42.09	2,858	10.44	27,369
Total	13,169	46.65	12,123	42.95	2,937	10.40	28,229

Total collaborators by work category and age group 2021

Work category	Less than 30 years	%	Between 30 and 50 years	%	More than 50 years	%	Total
Managers	0	0.00	29	74.36	10	25.64	39
Coordinators	22	8.30	216	81.51	27	10.19	265
Office workers	208	38.81	306	57.09	22	4.10	536
Operating staff	9,519	46.04	9,135	44.18	2,021	9.78	20,675
Total	9,749	45.31	9,686	45.02	2,080	9.67	21,515

Total collaborators by work category and age group 2022

Work category	Less than 30 years	%	Between 30 and 50 years	%	More than 50 years	%	Total
Managers	0	0.00	30	69.77	13	30.23	43
Coordinators	24	8.60	233	83.51	22	7.89	279
Office workers	303	51.18	270	45.61	19	3.21	592
Operating staff	11,152	47.79	9,845	42.19	2,338	10.02	23,335
Total	11,479	47.34	10,378	42.80	2,392	9.86	24,249

HUMAN RIGHTS

(GRI 3-3: Human rights) (GRI 409-1, 408-1, 407-1) (13.16, 13.17, 13.18)

With a proactive view of and an unbreakable commitment to human rights, in Camposol we are proud of adhering to the United Nations Global Compact. Our strong conviction is the respect, recognition and defense of the human rights that are internationally recognized and reflects in all our operations.

It is crucial to highlight that the respect for human rights does not only guide our actions towards a positive impact in our value chain, but also promotes significant commercial benefits through the adoption of good practices. Our management intertwines with compliance, anti-corruption, and ethics, and forms a comprehensive network of guiding principles. In this sense, some strict controls that guarantee non-discrimination, sexual harassment prevention and collective association rights are set. To promote a transparency and responsibility culture, the channels to file complaints related to human rights are aligned to those assigned for ethical complaints.

«...some strict controls that guarantee non-discrimination, sexual harassment prevention and collective association rights are set.»»

In our crusade against child labor, we have implemented rigorous procedures to guarantee that children are never employed during the hiring and selection process. All our employees must emphatically have the minimum age of 18 years old to be considered for the work. We demand the same to our service suppliers, who must sign a self-declaration of commitment to ethical standards and absolute prohibition of child labor.

OCCUPATIONAL HEALTH AND SAFETY

(GRI 3-3) (GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10) (13.19) (FB-AG-320 a.1) (13.11)
(GRI 3-3: Occupational health and safety management)

Occupational health and safety system



We have an Occupational Health and Safety Management System that recognizes the collaborator as the center of the organization; therefore, we establish specific safety guidelines to prevent accidents and be able to promote a labor risk prevention culture with all our collaborators.

Through our Occupational Safety and Health Policy, we provide safe and healthy working conditions that are carried out through the plans and programs and are aimed to prevent injuries and physical and mental health deterioration, identifying and eliminating dangers, regularly assessing and reducing the risks related to processes, and implementing control measures.

We are ruled by Law, which details all legal requirements to comply with an occupational safety and health management system. The scope covers all our activities for all our own personnel and contractors that are located in our central offices (field, plant and administrative offices) without exclusions.

We conduct a follow-up of the occupational safety and health management efficiency through inspections, internal audits, trainings and accident rate indicators. We verify the accident rate indicators which are monthly updated allowing us to timely act and improve any deviation. As an achievement, we highlight that we



have reduced the accident frequency rate by 15%, as well as the number of external audit remarks.



«... we stand out by having reduced the accident frequency rate by 15%...»



At Camposol Colombia, we comply with the national regulations such as the Decree 1072 from 2015-Work Sector, Resolution 0312 from 2019-Occupational safety and health management system, and international standard ISO 45001.

During 2022, we manage to reduce the accident frequency rate by 24%. We certified 51 brigade members in first-aid care in alliance with the Colombian



During 2022, we manage to reduce the accident frequency rate by 24%.

Red Cross. In partnership with the National Training Service, we certified 292 health operators in the entire Colombian operation in the Rational Pesticide Management. Likewise, we certified 13 collaborators in the entire operation as Forest Brigade Members in alliance with the Corpocaldas Corporation.

Risks, dangers and accidents



The significant dangers and risks are detailed in the Identification of Dangers, Risk Assessment and Control Measures (Identificación de Peligros, Evaluación de Riesgos y Medidas de Control, IPERC) matrix. With that, we execute the control plans and update the risk assessment at least once per year or in case there is a change in the working conditions.

To eliminate or mitigate the risks, we apply a hierarchy of operational controls (elimination, replacement, engineering controls, administrative controls, personal protection equipment). We detail all activities in every process and determine the probability of occurrence and severity of each event. We establish control

measures through the analysis of the root cause of previous accidents, the review of the inspections' findings, and the generation of a preventive culture that guarantees the optimal functioning of the operations. All collaborators are trained at least four times per year in occupational risk prevention matters to be able to develop their activities safely. Likewise, through inspections and evaluations, we make remarks, which are timely rectified and feedbacked to the diverse areas of the company.

Furthermore, we have a card of the Occupational Safety, Health and Environment documentation for third parties, where we request the suppliers to align to our Risk Identification and Risk Assessment procedure and execute the suggested control measures. We demand the suppliers to comply with the trainings required by law to be able to enter our facilities, as well as to receive a prior induction by our company.

If a dangerous event takes place, we have an accident and incident investigation procedure in order to determine the root cause and take actions so that event does not occur again.

Health services at work



We have a Medical Unit that is in charge of highly trained personnel to perform their functions. The purpose of this unit is to protect the general health of the collaborators and contractors, as well as to take care of any situation that may arise. Therefore, this unit is available 24 hours a day, every day of the year.

Moreover, our collaborators have a private insurance or social insurance. As per the social insurance, it has differentiated programs of chronic diseases and orphan diseases that allow to control pathologies and prevent the collaborators' health deterioration.



Third-party companies' workers have a Complementary Risk Work Insurance (Seguro Complementario de Trabajo de Riesgo, SCTR), which allow them to access health if they have an event inside the company. Within their management system, they are also requested the documentation proving the compliance with the workers' health programs in their companies.



 **Colombia**

Through the agreements with the Health Service Provider Institutions (Instituciones Prestadoras de Servicios de Salud, IPS), we guarantee the performance of different occupational medical tests that the company may need, such as the occupational tests at entry, regular tests, exit tests, after-disability tests, lab tests and other required tests.

These health services are rendered during working hours in the IPS facilities. If requiring transport to conduct the occupational tests, the company bears these expenses. To conduct the regular medical tests, the farms' facilities are adjusted to be conducted at the workplaces.

Participation of workers in the Occupational safety and health management system (Sistema de gestión de seguridad y salud en el trabajo, SGST)

 **Peru**

The participation of workers in the development, application and evaluation of the occupational health and safety management system is through working groups in the Occupational Health and Safety Committee (Comité de Salud y Seguridad en el Trabajo, CSST). This committee is autonomous, meets once a month, and consists of 24 members (12 regular members and 12 alternate members), who were trained

in several safety matters. Likewise, we maintain an active communication with our collaborators through several platforms and applications, such as "Camposol Informa" (Camposol informs).

The working groups serve to make formal agreements in subjects related to workers' safety and health, as well as: risk assessments of new or modified areas, risk assessment of new activities or activities in which working procedure have been modified, etc.

We have the task of guaranteeing that our collaborators are consulted about and actively participate in Camposol's Occupational Safety and Health Management System according to the legal requirements.

Regarding the participation of external personnel, they carry out the participation and inquiry through their safety supervisor, who directly transmits the doubts to Camposol's Occupational Safety and Health and Environment (Seguridad y Salud Ocupacional y Medio Ambiente, SSOMA).

 **Colombia**

Camposol Colombia has 4 operational areas and each of them has an occupational safety and health joint committee, which acts as the entity to which any employee may report risks, acts and unsafe conditions.

These committees consist of both the workers' and company's representatives and meet every month to make decisions that contribute with the improvement of working conditions in each area. Their responsibilities include the proposal and development of measures and activities to safeguard the health at workspaces and their environments. Furthermore, they conduct regular visits to workspaces to inspect machines, equipment and the tasks the personnel carries out. They also take into consideration the workers' suggestions on aspects related to medicine, hygiene and industrial security, and participate in occupational health training activities. They also collaborate in the analysis of the causes of

occupational accidents and diseases and propose corrective measures to the employer to prevent their recurrence.

Training of workers in occupational safety and health (GRI 403-5)

 **Peru**

The training offered is part of our exclusive mandatory annual training program for all collaborators and covers general and specific subjects as required. The main objective of our training is to make workers aware of the risks they face during the development of their activities and to provide them with the necessary tools and means to face them.



In 2022, the entire annual training schedule has been complied with. The general subjects developed in the internal training is mainly divided into the following:

- Community and occupational safety and health policies.
- Preparation and response to emergencies.
- Personal protection equipment.
- Detection of threats.
- Local and occupational dangers and risks.
- Fire prevention.

The courses and/or trainings in occupational safety and health given to workers are chosen according to the Identification of Dangers, Risk Assessment and Control Measures (Identificación de Peligros, Evaluación de Riesgos y Medidas de Control, IPERC) matrix, and the subjects are developed according to the reality of their daily activities. They are also given during the working day and have teaching material with examples about their daily tasks. At the end, an evaluation with questions or through a virtual platform is conducted to know the efficacy of the used methodology.

As per external workers, they receive an occupational safety and health (Seguridad y Salud en el Trabajo, SST) induction according to the activities and the place where they are going to work, which is conducted according to the IPERC matrix and the work procedures that are previously sent. Additionally, an SST induction by their company is requested.

Furthermore, regarding the conduction of specific activities, the third-party personnel is requested to have a specific training in the activities they are going to conduct and according to the controls they describe in their IPERC matrix.



Colombia

In Colombia, each training module that is included in the annual training program is prepared according to the requirements of the Colombian legislation and to the specific needs of the operation. The instructors giving the internal trainings are professionals and experts in SST. As per external trainings, they are carried out in collaboration with institutions that are legally authorized to give specialized trainings. All courses offered are completely free and are conducted during working hours.

«*The external trainings are carried out in collaboration with institutions that are legally authorized to give specialized trainings.*»

Occupational illnesses and diseases (GRI 403-10)

During 2022, no deaths resulting neither from an illness or disease nor from cases of recordable occupational illnesses or diseases took place in both direct personnel and external personnel.

Injuries due to occupational accident (GRI 403-9)

Peru

Workers

	2020	2021	2022
Deaths	0	0	1
Death rate	0.00	0.00	0.02
Injuries with major consequences	12	8	7
Serious injury rate	0.38	0.26	0.17
Recorded injuries	187	180	236
Injury rate	5.86	5.91	5.61
Worked hours	31,889,256	30,458,413	42,034,756
Calculated per 1000000			

The main types of injuries are due to falls at the same level, insect bites, and bruises made by handling tools, among others.

Contractors

	2020	2021	2022
Deaths	0	0	0
Death rate	0	0	0
Injuries with major consequences	0	0	0
Serious injury rate	0	0	0
Recorded injuries	0	0	0
Injury rate	0	0	0
Worked hours	9,632	9,314	11,332
Calculated per 1000000			

Colombia

Workers

	2020	2021	2022
Deaths	0	1	0
Death rate	0.00	1.06	0.00
Injuries with major consequences	0	0	0
Serious injury rate	0.00	0.00	0.00
Recorded injuries	110	96	73
Injury rate	164.07	102.21	61.14
Worked hours	670,464	939,264	1,194,048
Calculated per 1000000			

The main types of lesions were bruises or concussions, sprains, muscle strains, wounds or superficial traumas.

Contractors

	2020	2021	2022
Deaths	0	0	0
Death rate	0	0	0
Injuries with major consequences	0	0	0
Serious injury rate	0	0	0
Recorded injuries	581	449	340
Injury rate	360.500556	324.301992	218.7024
Worked hours	1,611,648	1,384,512	1,554,624
Calculated per 1000000			



Environment

ENVIRONMENTALLY RESPONSIBLE

We face constant environmental challenges such as the access to, supply and distribution of highly important resources as water and energy. To deal with it, our sustainable agriculture is based on the water and energy resource efficiency, as well as on the right performance of our operational processes, which reflects in the reduction of waste and biodiversity care.

In line with the aforementioned and according to the guidelines of our Environmental Policy, we seek to minimize every potential environmental impact through an early identification of the environmental aspects, the assessment of the risks related, and the establishment of preventive controls in the production processes.

In parallel, we aim to comply with the environmental legal standards and regulations currently in force with a continuous improvement approach, which is established in our Environmental Management System, as well as with our stakeholders' environmental interests guaranteeing the business continuity.

WATER RESOURCE MANAGEMENT

(GRI 3-3: Water resource management) (303-1, 303-2, 303-3, 303-4, 303-5) (13.7) (SASB FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3, FB-PF-140a.1, FB-PF-140a.2, FB-PF-140a.3, FB-AG-440a.2, FB-PF-440a.1)

Water resource management is fundamental in agroindustry because water is a restricted and essential resource in the production of food and raw materials. Furthermore, the availability of quality water is fundamental to guarantee the crops' productivity and profitability, as well as to ensure the sustainability of the productive systems.

Water management - Peru

La Libertad

(SASB - FB-PF-140a.2)

The Board of Water Users of the Minor Hydraulic Sector for Pressurized Irrigation is a non-profit private-law institution that, as a Water Use Organization, is responsible for the operation of the minor hydraulic infrastructure for pressurized irrigation in Chavimochi's new irrigation lands that are located in the region of

La Libertad in Peru. Its main function is to guarantee the appropriate water distribution for the irrigation of the crops in the area, as well as the maintenance and development of the hydraulic infrastructure under its charge.

Through weekly requirements, a given water volume is requested to this administrative body for production purposes. Our irrigation area is in charge of capturing and treating surface water from the 7 capture intakes located in the different Chavimochi irrigation farms to irrigate our crops. During the period under review, no non-conformity incidents regarding water quality-related permits, standards and regulations were registered.

In 2022, we faced 2 seasons when water availability was affected, which are frequent every year:

- Flood season (abundance of water and high degree of suspended solids), when we can comply with our water requirements without restriction, except for the high turbidity (suspended solids) the captured water has, which increased the expenses for its treatment.
- Low water season (water deficit), when water availability is affected due to shortage of rains; therefore, irrigation enters in a restricted management



during the 24 hours of the day, and when the Board of Pressurized Irrigation Users regulates the irrigation consumptions depending on every company's sown area.

For this reason, we built a 0.53 MM3 reservoir in the Mar Verde farm was finished. Likewise, the construction of 1 reservoir in the Gloria farm is under process and will have an approximate capacity of 1.4 MM3. The construction of reservoirs in the farms is fundamental in order to avoid water incidents or water deficits during low water seasons.

Piura

(SASB - FB-PF-140a.2)

The same as with our operations in La Libertad, we are users of the water managed by the Board of the Chira Piura Special Project's Users (Junta de Usuarios del Proyecto Especial Chira Piura, PECHP). Water is requested weekly according to the crop's phenological stage¹ and is captured through 3 water intakes to be used in the Terra farm and 1, for the Agroalegre farm. We have been affected by shortage of rains in our operations, which has caused a water deficit in the area where the Board of Users acts as a supervising body that regulates the irrigation consumptions in order that they can be complied by each company, in accordance with its sown area.

An irrigation program is used to apply the appropriate quantity of water to the crops through pressurized irrigation. During water scarcity periods as a cause of the absence of rains, some maintenance works in the hydraulic system are postponed due to the high demand of water for crops irrigation. Compliance with the hydraulic system maintenance in all crops is important to have a pressurized irrigation efficiency.

Likewise, and as mitigation of the water scarcity risks due to absence of rains, we have reservoirs in both farms (Terra and Agroalegre).



« The construction of reservoirs in the farms is fundamental in order to avoid water incidents or water deficit during low water seasons. »

Water management - Colombia

In each of our country estates (or farms), we use water from watersheds and rivers. This water is released through rural water outtakes for the use in our farms. However, this resource is managed by three Regional Autonomous Corporations (Corporación Autónoma Regional Caldas (Corpocaldas), Corporación Autónoma del Quindío (CRQ), and Corporación Autónoma

del Valle del Cauca (CVC), which give the permit or concession for its use. Only our estate "Navarco," in Salento, department of Quindío, has had a restriction for the agricultural use as this property is located inside an integrated management area, which is a regional protection figure.

The use of water imposes a number of recommendations and obligations that are subject to an annual follow-up to verify every user's compliance. We do not incur in regulatory restrictions as the areas have abundant water supply.

As per the domestic wastewater discharges, they are treated through a septic treatment system (grease traps, septic tank, and anaerobic filter) in every generation site. Therefore, the generated contaminant loads are minimal. Likewise, there are neither agricultural nor domestic discharges into bodies of water.

When some stakeholders express their concerns about the presence of our crops in their environment, we proceed to communicate with them and even conduct tours around the estates in order that they can verify how the company acts and how it uses water, such as

quantities, distribution conditions, and wastewater piping and treatment.

The impacts due to our use of water are really small compared to other countries where we operate, as the use of extracted water is mainly for the application of phytosanitary compounds² in the field and the rest of it is used for human or domestic consumption.

We measure water consumption for phytosanitary applications² in a volumetric manner for each application and workday. Regarding the surface water collection, we are planning the implementation of instruments to exactly measure the assigned volume of water and are implementing measurement instruments in each water distribution tank.

¹ The phenological stage refers to different stages of development in the plant or crop lifecycle.

² Phytosanitary applications are the crops' health and nutrition supplies, which are applied using water.



« In our operations in Peru, we monthly measure our consumption at the level of our water intakes located in our farms.»»

Water management - Uruguay

In our operations in Uruguay, water is extracted from the Arapey river for the supply of artificial reservoir (also called cutwaters) through collection pumps. Water is then diverted to an irrigation system through which the fertigation³ of our mandarin crops is conducted. This year we finished the installation of our drip irrigation system in the El Tero and El Arapey farms and, thanks to that, we have increased the efficiency in the use of water. We have set as an objective the installation of this irrigation system in our El Zorzal farm, which is the only one that is pending for 2023.

We have identified that one of the risks related to water management is water shortage. The agricultural properties are under the influence of the Salto Grande dam, so we have a regulation for the maximum and minimum work levels. To mitigate the risk, we have higher capacity artificial reservoirs that can be filled with river water or rainwater.

Another related risk is our water sources to suffer contamination, so we delegate the annual quality monitoring of the surface water extracted from the Arapey river to an external certified laboratory, where they conduct microbiological and physicochemical

analyses. This allows us to verify that our extraction activity does not affect the river's environmental quality standards.

During the period, no non-conformity incidents related to the utilization permits, affectation of environmental quality standards or regulations associated with water quality have been registered.

Water consumption

(SASB - FB-AG-140 a.1, FB-PF-140a.1)

In our operations in Peru, we monthly measure our consumption at the level of our water intakes located in our farms. Water enters through piping networks and is distributed to the crop's soil through our drip irrigation system (which is constantly assessed for maintenance in order to prevent leakages. The increase or changes in water consumptions depends on the crops' phenology, the weather in the area, the soil and the expansion of new areas for seed sowing.

Likewise, as we have the industrial processes at our Chao plant, the secondary plants for frozen products and fresh products generate a higher water demand, approximately between 39.11% and 18.71%, respectively.

Furthermore, our operations in Colombia registered an increase in consumption for 2022, mainly due to the growing stage of crops and the increase in the application of phytosanitary supplies.

³ Fertigating is to use the automated irrigation system in which water and fertilizer are applied. This way soil receives the nutrients the crops require through the irrigation water.

⁴ The recorded water consumption refers only to phytosanitary application.

⁵ This information is not available for Colombia and Uruguay.

Likewise, an increase in the water demand was recorded in our operations in Uruguay, which was directly related to the incorporation of new production areas. For 2022, we incorporated three plots to our farmlands, which total 465.67 hectares that increased by 41% our production regarding 2021.

Surface water consumption (megaliters)

	2020	2021	2022
Peru (Chao farms)	77,441	82,008	96,313
Peru (Chao plant)	668	659	655
Peru (Piura farms)	14,630	13,723	14,555
Colombia (farms) ⁴	2,824	16,099	26,824
Uruguay (farms)	24	694	1037
Total	95,563	113,183	137,692

Distribution of water consumption in farms⁵

In our operations in Peru, we have our water demand monitored by intake and crop, the Mar Verde and Yakuy Minka farms being the farms, together with their blueberry, avocado, mandarin, persimmon, lemon and pitaya crops, which require more water.

Farms	Crops	2021	2022
Gloria farm	Blueberries	9.72 %	11.97%
Mar Verde and Frusol 1 farms	Blueberries, avocados	33.48 %	28.81%
Yakuy Minka, Frusol II and Oro Azul farms	Blueberries, avocados, mandarins, persimmons, lemons, pitayas	27.42%	27.31%
Agromas and San José farms	Blueberries, avocados, mandarins	9.06 %	7.87%
Agricultor and Sincromax farms	Blueberries	20.33 %	24.04%



Water storage⁶

The water storage processes are vital to guarantee the availability of this resource in our operational activities, especially when facing weather events that may be a risk for water availability and may, therefore, affect our value chain and profitability.

We have a larger storage capacity in our farms in comparison with our production plant, which is due to the higher demand the field operations imply regarding the water resource.



Water storage (cubic meters)

	Chao plant	Trujillo farms	Piura farms
Total water storage at the end of the year	655,046	96,312,576	14, 554, 577
Total water storage at the beginning of the year	76,790	10,564,267	1,448,200.6
Change in water storage (a-b)	578,256	85,748,309	13,106,376.4

Effluents

Regarding the effluents that are generated in the operations at the Chao plant in La Libertad, they are 100% reused for the irrigation of green areas (gardens). Even though we do not keep records about the volume of effluents, they are treated by a physical and biological treatment system so that the reused water may comply with the environmental quality standards for irrigation water established by the Supreme Decree 002-2008-MINAM.

In Camposol Colombia, no discharge of wastewater into the water sources is carried out, and in our operations

in Uruguay, the residual waste is of domestic nature, therefore a company, specialized in them is in charge of their disposal.

Disposed residual waste (tons) – Uruguay

2020	144
2021	240
2022	240

⁶ This information is not available for Colombia and Uruguay.

BIODIVERSITY

(GRI 3-3: Biodiversity and soil conservation and treatment)
(GRI 304-1, 304-2, 304-3, 304-4) (13.3, 13.4, 13.5, 13.11, 13.13) (FB-AG-430b.1)

Biodiversity management - Peru

Camposol's Peruvian operations are developed in the regions of La Libertad and Piura, where the farms and plants are located. These areas, which are used for agricultural production, are not inside, or near, protected natural areas according to the State-Protected Natural Areas Service. Moreover, no activities in subsurface or underground lands are reported.

Production areas in km²

Farms and plant – Chao	58,56
Farms – Piura	12.58

The production of different agricultural crops implies an indirect impact on biodiversity. This is because, at the moment of generating a new agricultural crop, new species for the ecosystem that may represent risks of pests or diseases for the crop appear. As a response to this, we were able to conserve the local biodiversity through the application of the Conservation and Sustainable Agriculture Plan, biodiversity care trainings, and our integrated pest management.

Likewise, to manage the biodiversity of the ecosystems where agriculture (agroecosystem) is developed, Camposol establishes areas of refuge in the fields, places where shrub and herbaceous species are sown to comply with the important function of increasing biodiversity in the area, as they provide refuge for species such as the biological controllers, which provide stability.

This Plan includes flora and fauna conservation, protection and recovery measures, as well as an appropriate management of high-value ecosystem. We value and preserve the native flora and fauna from the area and pay special attention to the endemic species that are part of the natural heritage of the region. We also commit with the recovery of degraded habitats by reestablishing essential ecological processes to guaranty the biodiversity sustainability. We have restored and protected 0.25 km² of territory. The detail of the distribution of these areas can be seen below:

Percentage of forested areas per farm – Peru

Area	Percentage
Mar Verde	1.17 %
Yakuy Minka	2.25 %
San José	12.7 %
Frusol I	0.43 %
Frusol II	0.99 %
Oro Azul	13.21 %
Gloria I y II	3.2 %
Gloria III	2.11 %
Agricultor III	6.94 %
Agricultor I	3.65 %
Sincromax	1.34 %

Although we do not operate inside the areas protected by the State-Protected Natural Areas Service (Servicio de Áreas Naturales Protegidas por el Estado, SERNANP), we have identified conservation areas such as Mar Verde Huaca, an area located in plot 27 of the Mar Verde farm. This area is protected with curtains of trees sown around it, and shelters populations of owls, lizards, and Peruvian thick-knees.

Likewise, the following conservation areas have been identified:

- Nests of birds as owls, swallows, and Peruvian thick-knees, among others.
- Habitat of reptiles, Peru desert tegus, and Ecuador desert tegus.
- Introduced forests.
- Hills which are habitat of several species.



Species that appear in the IUCN's red list

Classification	2020		2021		2022	
	Number of species		Number of species		Number of species	
	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	1	0	0
Least Concern	2	2	2	2	2	2
Near Threatened	11	11	13	6	13	6

We monitor the biodiversity that is present in the farms through annual censuses of fauna and samplings of flora; the results help to visualize how these populations behave. Likewise, the Health area, with the support of the business units, count the population of beneficial insects and keep this data to monitor the increase or decrease of these beneficial insects. According to the annual census on biodiversity, we have found and reported that the indicators of the biological populations do not decrease.

Furthermore, in order to mitigate the potential negative impacts on the biodiversity in the area, we have installed wildlife corridors to contribute to, establish, and strengthen the beneficial entomofauna⁷ in our fields. Likewise, we have wildlife protection areas outside the areas of agricultural activity. We also give trainings that were in charge of the Quality Area in order to make our collaborators aware of the importance of taking care of habitats and preserving the flora and fauna that are in our farms.

Furthermore, we constantly look for biological control alternatives in our crops in order to decrease the damages caused due to the use of non-biological agricultural supplies.

We are currently planning the commitment regarding the respect to the land and natural resource rights.

Agricultural soil management

The soil is considered as a very important component in the agriculture, as it contributes with the improvement of the crops' quality and production. To conserve and manage the soils, agricultural techniques and/or practices that prevent soil degradation and erosion are being developed.

We conduct some nutritional monitoring to guarantee the appropriate absorption of nutrients in the crop. This monitoring implies to take samples of leaves or fruits, depending on the growth stage, to verify if nutrients are at the optimal levels for a good development and production. Moreover, a follow-up of soil nutrients are conducted at different depths to control their

consumption and prevent the chemical degradation of the soil due to the pH changes and/or electrical conductivity and, therefore improve their management and conservation.

Water also plays a crucial role in soil conservation and crop nutrition, as well as in the environmental impact of agriculture. Therefore, water is monthly analyzed to assess the nutrients it provides and detect the presence of toxic elements that may affect the crop.

Complementary to the nutritional analysis, there are agricultural soil analysis processes that assess parameters such as salinity, porosity, humidity, and density, among others.

However, we also face risks related to the heavy metal presence regulation in the fertilization supplies such as, for instance, cadmium. To control these risks, we have processes for analyzing cadmium in the avocado pulp in order to verify the quality and safety of the products that will be on the table of our consumers.

⁷ Fauna represented by insects and arthropods.



Technology for soil conservation at Camposol

The conservation of soils and water are closely related to serious land degradation problems. At Camposol, we are developing different technologies to help to control the soil mitigation.

We have a generator of nanobubbles, which are extremely small water bubbles that improve the water filtration capacity through the agricultural soil (only for blueberries) and allow a larger quantity of nutrients to reach the plant root zone, where the crop needs it the most. They also decrease the size of the groups of nutrients and increase the ionic mobility, which contributes to increase the availability of nutrients and the efficacy plants have to absorb the nutrients.

Likewise, we have the Phytech and Morpho technology, some sensors directly connected to the plant that analyze the data in real time and translate them in recommendations for irrigation in an intelligent and simple way.

As per management of agricultural soils that depend on the right ecosystem balance, we have the CERES program, a monitoring system by remote sensing through light aircrafts, which compile parameters such as the vegetation index and soil's water stress, among others. This allows us to identify and prepare strategies to efficiently manage the water resource, fertilizers and biostimulants.

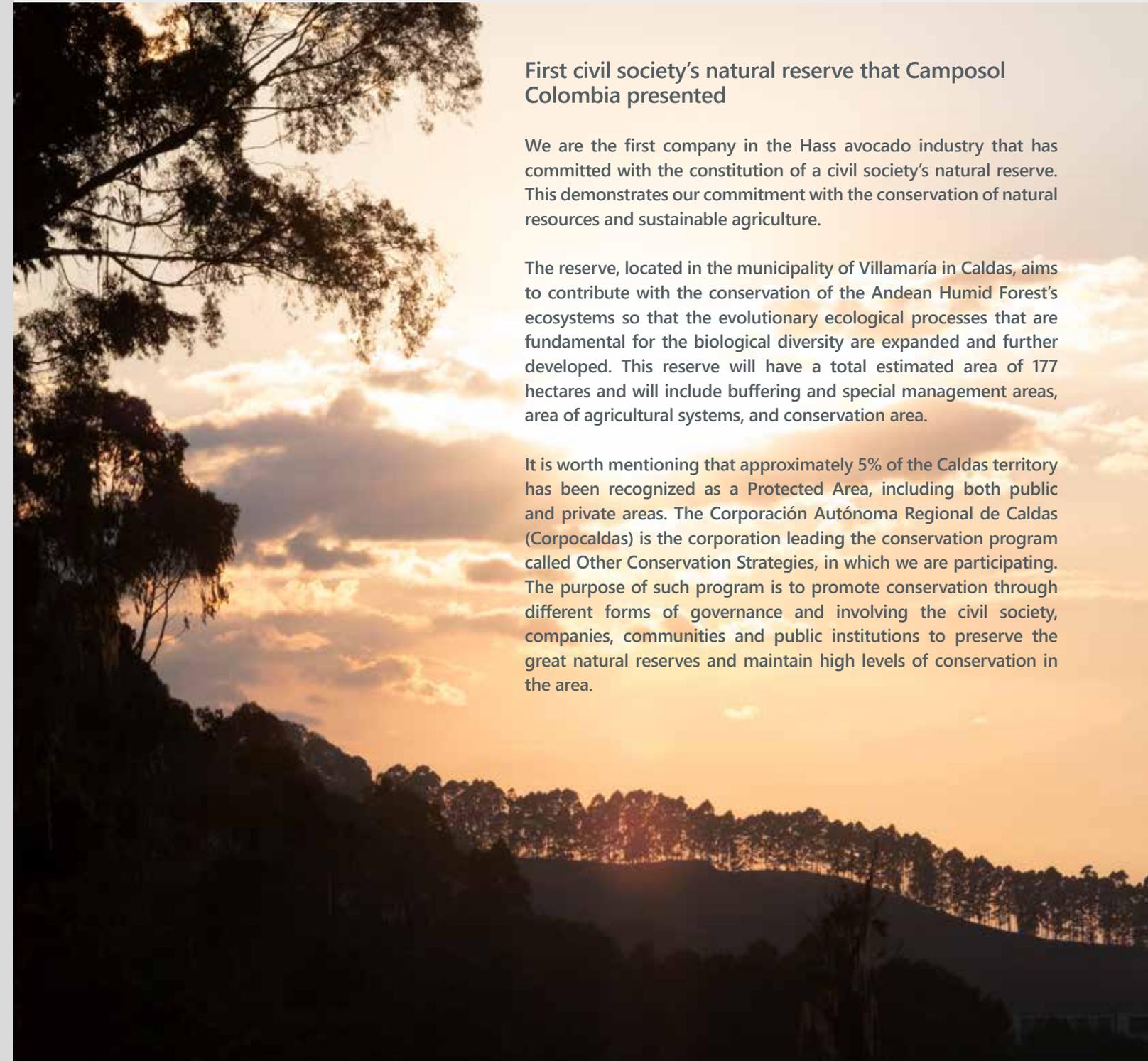
Likewise, for soil conservation, some living fences are installed and used as windbreakers, which are used to reduce wind force and therefore decrease the effect of the soil erosion caused by this weather agent.

Additionally, the native mycorrhiza collection, selection and multiplication project was started in order to improve the blueberry and avocado's nutrient absorption capacity. Moreover, we have been working in the project of native bacteria, which Camposol selects and produces in order to test and significantly increase the use of efficient microorganisms for soil management.

Finally, it is worth mentioning that, during 2022, the varietal replacement process with the best commercial characteristics was started. Here arised the opportunity to begin the potted plant growing, which started with 65 hectares approximately with two different plantation densities. Making an average between these two densities, we identify that 39% in nitrogen, 28% in phosphorus oxide (P2O5), 54% in potassium oxide (K2O) and 56% in water have been saved. It is planned to use pots for the blueberry crop in the future given the excellent results we have had this year and the environmental impact this generates.

Biodiversity management - Colombia

We commit to the preservation of ecosystems and have a natural resource care culture. We implement actions to compensate and care for the protective belts in watercourses, making the recovery of ecosystems easier, and promoting the connectivity of natural resources. Moreover, we conduct trainings to prevent indiscriminate felling, mistreatment of wild fauna, and improper use of water resources.



First civil society's natural reserve that Camposol Colombia presented

We are the first company in the Hass avocado industry that has committed with the constitution of a civil society's natural reserve. This demonstrates our commitment with the conservation of natural resources and sustainable agriculture.

The reserve, located in the municipality of Villamaría in Caldas, aims to contribute with the conservation of the Andean Humid Forest's ecosystems so that the evolutionary ecological processes that are fundamental for the biological diversity are expanded and further developed. This reserve will have a total estimated area of 177 hectares and will include buffering and special management areas, area of agricultural systems, and conservation area.

It is worth mentioning that approximately 5% of the Caldas territory has been recognized as a Protected Area, including both public and private areas. The Corporación Autónoma Regional de Caldas (Corpocaldas) is the corporation leading the conservation program called Other Conservation Strategies, in which we are participating. The purpose of such program is to promote conservation through different forms of governance and involving the civil society, companies, communities and public institutions to preserve the great natural reserves and maintain high levels of conservation in the area.

Our production units have Environmental Management Plans, which, although they are not required by law, are an environmental management tool that allows us to establish environmental management and conservation measures. Moreover, they also include measures such as signaling to protect wild fauna, and fences to delimit areas of native forests and special protection.

Likewise, these production units, which are intended to be used for Hass avocado cultivation and harvest, and are set up in lands we own, are located in:

- The municipalities of Roldanillo, Sevilla, Trujillo, Caicedonia and Versalles in the department of Valle del Cauca.
- The municipality of Salento in the department of Quindío.
- The municipalities of Villamaría, Aranzazu and Pacora in the department of Caldas.

The detail of the operation size can be seen below:

Size of operations⁸ (Km2)

Navarco	2.76	La Edelmira	1.76
Las Delicias	1.38	El Castillo	1.59
San Luis	2.38	El Parnaso	3.86
La Hondina	2.39	El Recreo	0.72
Mateguadua	4.10	El Bosque	1.91
La Palmera	3.18	Los Cristales	0.38
La Moravia	1.63	El Carmelo	0.47
La Breña	4.19	La Cristalina	3.29
La Primavera	0.72	La Pradera	0.46
El Paraíso	1.50	Santa Inés	0.54

The following estates record fractions of area in forest reserves that are established according to the Second Law of 1959: Moravia Estate, Breña Estate, and Mateguada Estate. Likewise, fractions of the Navarco estate are located in the Regional District for the Integrated Management of the upper basin of the Quindío river.

In order to promote biodiversity, we have made progresses in the protection and conservation processes in Navarco (2.5 hectares) and Palmera (6 hectares).

We have not identified species that are in any category of the red list of endangered or vulnerable species.

⁸ The properties that make up the Production Units have their corresponding soil use certificates, documents issued by the local government bodies and, therefore, their vocation is agricultural.

Biodiversity management - Uruguay

We are in a process of implementation of the Biodiversity Management Program (Programa de Manejo de Biodiversidad, PMB), which aims to

achieve a production development of plantations in harmony with biodiversity, aside from maximizing the richness and abundance of the native fauna and flora in the existing ecosystems in the estates (farms). In this regard, the Program has four goals:

BIODIVERSITY MANAGEMENT PROGRAM (PMB)

01 REGULATION OF PHYSIOGNOMY OF ECOSYSTEMS

Regulating the plant physiognomy by keeping the characteristic matrix of pastures in the forest park and the gallery structure in the riverside forest. Promoting the growth of populations of big wild herbivores through the control of hunting and the creation of reservoirs. Adapt the biotic and abiotic conditions of reservoirs to permanently establish the populations of capybaras to maintain the ecological landscape structure.

02 ENRICHMENT OF TREE FLORA

Increasing the richness and abundance of tree species that have a more restricted distribution and are a hallmark of local flora in the restoration areas; promoting the growth of populations of flora with high capacity for providing important resources for other strategies; and regenerating the tree stratum in areas where the removal of dominant and invasive exotic flora will be conducted. Focusing on the cultivation of species that have an important and scarce ecological function in the restoration site.

03 CONTROL OF EXOTIC AND INVASIVE FLORA

Removing exotic and invasive plant species in environments where they compete with the native flora in order to maximize the native flora and fauna richness and abundance. Filling up the sites with native, fast-growing trees. Having a soil seed bank to have a maintenance of plants of the same species throughout the years.

04 ENVIRONMENTAL PERFORMANCE MONITORING

Obtaining measures of environmental performance indicators of plantations and of the biodiversity response to the measures that are implemented to achieve the previous goals.



In compliance with the first goal, we have conducted the translocation of 988 tree seedlings that were distributed in 10 plots, 4 in the El Tero farm, 4 in El Zorzal, and 2 in Arapey. The seedlings belong to 18 tree species, among which the following stand out:

- Spanish gold (*Sesbania punicea*)
- Myrtle (*Blepharocalyx salicifolius*)
- Aroeira (*Lithraea molleoides*)
- White peach (*Sebastiania commersoniana*)

Furthermore, we conducted development and maintenance tasks for the native flora nursery and achieved 1000 seedlings transplanted to individual containers and protected them in an exclusive greenhouse for native plants. In October 2022, the transplanted seedling inventory was updated, and the survival of 777 seedlings was proved.

Moreover, as part of the environmental performance monitoring goal, we conducted the control of several indicators. They include the percentage of invasive herbaceous plants, native herbaceous plants and perennial herbaceous plants in pastures from different environments and soil management, as well as the percentage of bare soil in such pastures. The survival and health condition of the seedlings in the revegetation plots, as well as the diversity and relative abundance of mammals, were also assessed through camera traps distributed in 12 plots in locations with different treatments for each farm. Likewise, diversity, relative abundance and vocal activity times of birds and amphibians through acoustic records.

For the vocal activity of birds, the use of passive acoustic monitoring has arisen as a promising tool to estimate their diversity efficiently and non-invasively. These studies have proved that the acoustic activity of birds as songs and calls is positively correlated to the presence and abundance of species in the area of study. The biomass, abundance and individual mean mass of insects and pollinating Apidae in catching containers are recorded. 28 priority species



were recorded for conservation, including 21 birds, 6 mammals, and 1 reptile. The results and conclusions of these biodiversity monitoring have been submitted in the final report of the first year of the PMB execution in 2023 before the National Directorate of Environmental Quality and Assessment (Dirección Nacional de Calidad y Evaluación Ambiental, DINACEA) in July 2023.

In conclusion, the PMB has 2 main objectives. The first is to promote the biodiversity regeneration, and the second, to restore the riverside forests and wooded savannah.

To determine the current environmental management, it is necessary to analyze the time trends of indicators. That is the reason why such current indicators must be taken as baseline to be compared with the indicators from future years.

The indicators taken, of both birds and mammals, are only from one sampling year, so they have to be compared to those from the subsequent years in order

to contribute with the information on the effects in the crop management area and restoration areas.

The total acoustic activity of birds did not have significant differences between the restoration areas and the control areas. It is worth mentioning that the Shannon diversity index for birds was significantly lower in the crop areas than in the control areas. Therefore, this indicates that the crop conditions are less favorable for the crop biodiversity than for wild environments.

Pest management - Peru

(GRI 13.6.1, 13.6.2)

For us, the prevention of diseases and pests in our crops is a priority; therefore, we have a Phytosanitary Management Plan, which allows us to protect our crops from diseases and pests that may affect their performance, quality and safety.

The phytosanitary strategy does not consider the use of chemical products that are categorized as “highly or extremely” hazardous but does authorize the use of products with green (precaution), blue (slightly hazardous) and yellow (moderately hazardous) toxicological label. The use percentages depend on the pests and diseases that arise in the crops.

Volume of use and intensity of the pesticides used according to the level of toxicity

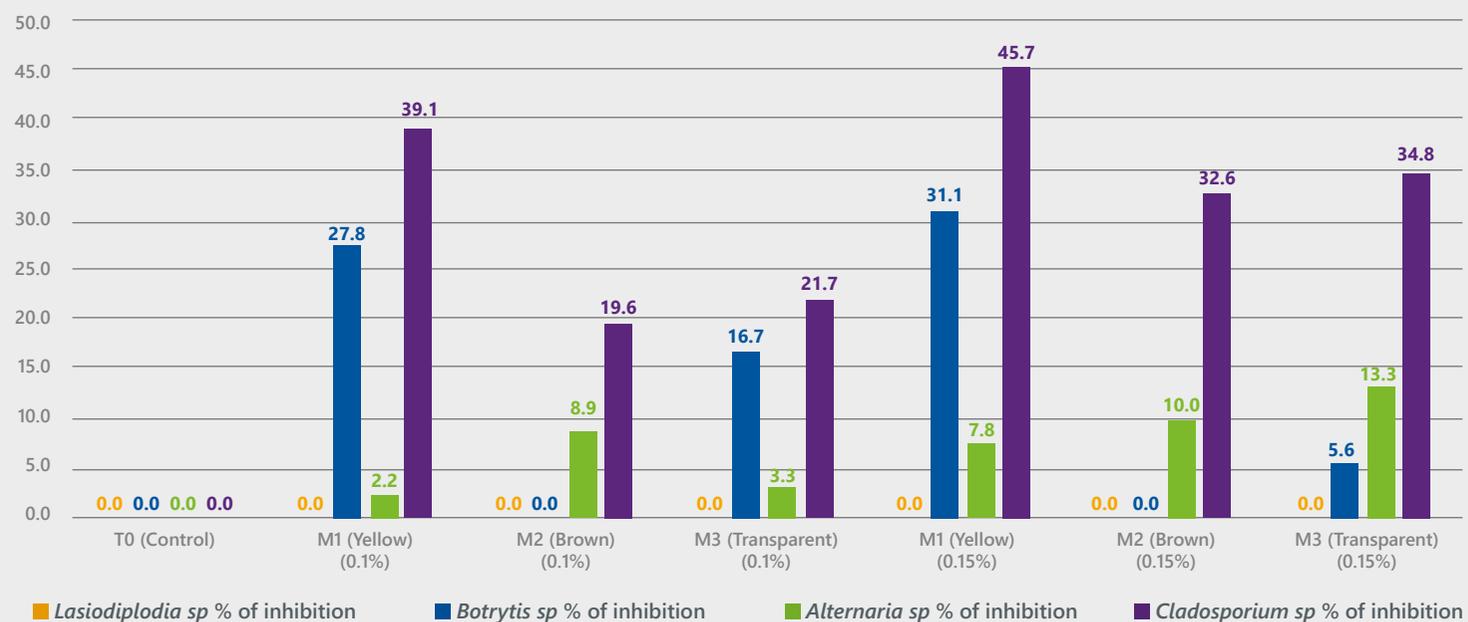
Levels	Volume of use
Extremely hazardous	0 %
Highly hazardous	0 %
Moderately hazardous	20%
Slightly hazardous	44%
It is unlikely to have an acute hazard	36%





In line with the aforementioned, our Health Area is continuously working with the R+D area to validate our alternatives in order to allow us to reduce the number of pesticide molecules and also to be able to improve our current tools and processes. Therefore, we conduct comparisons of several commercial products with the same active ingredient or similar behavior in the laboratory.

Microbial confrontation: Phytopathogens vs molecules



Source: Biotec



Likewise, we develop training programs that aim at reinforcing the knowledge about pests and diseases and their control, all this focused on the education of our team of assessors and supervisors. The health advisors and engineers monthly supervise such trainings.

Biological pest management

(GRI 13.6.1)

We have created, in our operations in Peru, a new agricultural ecosystem that promotes the presence of several species, both beneficial and harmful for the crops. Instead of exclusively depending on the conventional pesticides, we use a biological control approach to manage pests, which allows us to gradually diminish our dependence on chemical products.

Therefore, we implemented the Integrated Pest Management (Manejo Integrado de Plagas, MIP) to minimize the presence of pests in our crops by using different biological control methods. As part of our policies on Sustainable Agriculture and Integrated Pest Management, we use biological supplies such as parasitoids, predators and entomopathogens, as nematodes, fungi and bacteria, in our crops.

The *Trichoderma viride*, a microscopic beneficial fungus that protects our avocado and blueberry plantations against the attack of harmful fungi, is among our most outstanding species.

Our goal is to reduce the use of chemical products and preserve both the human health and the environment. Through these actions, we look for establishing an ecological balance in our agricultural system, fostering the coexistence of species and promoting long-term sustainability.

We have a mass production of *Anagyrus Pseudocci* to control the mealybug. This controller is a very efficient biological alternative that is used in both blueberry and avocado.

Indeed, thanks to the mass production of *Anagyrus Pseudocci*, Camposol obtained an acknowledgment in the "Business Innovation" category in the first edition of the "Peruvian Industry Innovation Award," which the National Society of Industries (Sociedad Nacional



de Industrias, SIN) organized. It also obtained the first place in the first edition of the "AGAP Sustainability 2022" acknowledgement.

Finally, it is worth mentioning that we are working in multiplying predatory mites and other beneficial insects that complement the integrated management of different crops.

Ethological pest management

(GRI 13.6.1)

Through the ethological management, we use traps, which are installed in the early stages of the crop. With this management, we look for monitoring and reducing populations. Among the practices we carry out, the installation of light and molasses traps, which operate with two types of light spectrum, lilac and white, are included. In this regard, we focus on capturing adults of lepidopterans, beetles and orthopterans so that we cut the reproduction cycles.

Likewise, the installation of glue traps, which are panels of different colors and are 4 meter high by 6 meter long. They are soaked with oil and capture smaller insects such as thrips, whiteflies and micro-lepidopterans. Finally, we also use attractive substances or elements



«*...we look for establishing an ecological balance in our agricultural system by fostering the coexistence of species and promoting long-term sustainability.*»

that may be pheromones or attractive food, which are used in specific points in the field and look for capturing key pests, such as fruit flies and cochineals.

Our goal is to reduce the use of chemical products and preserve both the human health and the environment. Through these actions, we look for establishing an ecological balance in our agricultural system by fostering the coexistence of species and promoting long-term sustainability.

CIRCULAR ECONOMY

(GRI 3-3: Circular economy, waste management, and sustainable agriculture) (GRI 301-1, 301-2, 301-3, 306-1, 306-2, 306-4, 306-5) (13.8) (SASB FB-PF-410a.1, FB-PF-410a.2)

Supply and wastes management

The way we manage the solid wastes is essential to maintain a continuous cycle of the elements that result from our operations. We identify this waste from their origin and assess it to be able to reuse it later, preventing the generation of negative impacts due to its improper disposal.

We recognize the potential of the waste we generate and look forward for taking advantage of it in a continuous circular economy cycle. We conduct projects for reducing the grammage of our packages, which decreases the quantity of packing material used and, in turn, reduces the quantity of generated waste. This has also an influence on reducing the production costs and improving the efficiency of processes.

Percentage of supply reduction and percentage of recycled material

Material	Project objective	Initial weight (g)	Final weight (g)	Reduction %	Status	Recycled material%
Grape clamshell 3LB H=126	Grammage reduction	49	43.5	11%	Under development	95%
Grape SUB bags	Flap removal	8.1	7.7	5%	Under development	0%
	Change from bilaminated structure to single layer	8.1	7.3	10%	Completed	0%
4.4 ounce clamshell	Plastic reduction	12.5	10	20%	Completed	95%
11 ounce clamshell		24	22	8%	Completed	95%
18 ounce 7x7 clamshell		42.5	41	4%	Completed	95%
18 ounce 7x5 clamshell		31	25	19%	Completed	95%
Clamshell 6 ounce punnet		14	10	29%	Completed	95%
Clamshell 11 ounce punnet		22	14.5	34%	Completed	95%
Clamshell 18 ounce punnet		41	23	44%	Completed	95%
Clamshell 18 ounce 7x5 punnet		25	17	32%	Completed	95%
4 kg mango box	Cardboard reduction	240	220	8%	Completed	35%
Generic blue bulk bag / export	Reduction of measures	65	58	11%	Completed	0%
10 kg Blue IQF LDPE bag 28"x26"x3.0 mils						

We also carry out inspections and internal audits in the agricultural processes to guarantee that an appropriate waste management is being conducted.

Likewise, we have agreements and alliances with several companies that are authorized for waste transport, proper disposal or utilization.



Finally, we also keep a detailed record of the generated waste, which allows us to monitor which operations have the highest potential for waste reutilization. In

this regard, it must take into consideration that we reuse 57% of our generated non-hazardous waste in our operations in La Libertad, Peru.

Generated waste by location in Peru (ton)

Operation of origin	Non-hazardous	Hazardous
7A farm	1.80	0.00
Agricultor farm	158.65	24.18
Agromas farm	10.48	6.31
Frusol farm	12.05	6.68
Frusol 1 farm	0.00	1.02
Frusol 2 farm	0.00	0.72
Gloria farm	150.32	10.25
Gloria farm	1.65	0.00
Gloria baja farm	6.64	0.00
Mar verde farm	67.87	49.55
Oro azul farm	29.74	1.63
San Jose farm	0.87	0.00
Sincromax farm	0.00	3.80
Yacuyminka farm	103.03	17.12
Yacuyminka farm - Marverde farm	1.43	0.00
Chao plant	1,022.06	22.80
Total	1,566.59	144.06

Waste reutilization in Peru (ton)

Generated waste	Usable waste	Transport and final disposal in landfill
Non-hazardous waste	907	660
Hazardous waste	3	141

Note: For more detail about the different types of generated waste and their disposal destinations, see **Appendix No. 1.**

« ... we reuse 57% of our generated non-hazardous waste in our operations in La Libertad, Peru. »

Types of waste generated in Colombia

Type of waste	Waste generation place	Environmental impacts prevented through waste management
Phytosanitary supply containers	Estates	Generation of gases with greenhouse effect potential such as methane, impact of the generation of leachates on water and soil.
Packages of fertilizers		
Obsolete personal protection elements and hoses		
Waste from tools/equipment		
Water treatment waste		
Ordinary waste		
Phytosanitary supply containers		
Packages of fertilizers		

Types of waste generated in Uruguay

Type of waste	Waste generation place	Environmental impacts prevented through waste management
Cardboard	Health dosage and warehouse	Generation of gases with greenhouse effect potential such as methane, impact of the generation of leachates on water and soil.
Disused plastic	Field production	
Scrap	Machinery workshop	
Firewood	Felling in the fields	
Paper	Offices	
General waste	Field dining areas	
Plastic pesticide containers	Health dosage	
Bags of fertilizers	Field production	



Total generated waste
(306-3)

 Peru	2020	2021	2022
Non-hazardous waste	457	1,153	1,567
Hazardous waste	22	129	144

 Colombia	2020	2021	2022
Non-hazardous waste	11.10	26.50	26.21
Hazardous waste	2.50	7.90	20.30

 Uruguay	2020	2021	2022
Non-hazardous waste	0.57 tons	0.64 tons	1.62 tons
Hazardous waste	3,987 units	6,031 units	7,503 units

Note: The generated waste is reported in tons, except for the hazardous waste in Uruguay, which are reported in units.

Our operations in Peru are under constant production and growth, which, even though it is reflected in the increase of generated waste, more than 50% of the waste is non-hazardous.

The increase of hazardous waste in our operations in Colombia in 2022 is due to the growth of the avocado trees, which required the use of more supplies such as pesticides and fertilizers. However, it is worth highlighting that only 6.8 tons of the 20.30 tons of generated hazardous waste were disposed of in a safe landfill and the rest was given for their use in the production of plastic pallets and lumbers.

Finally, the incorporation of 3 new plots in our operations in Uruguay had repercussions on an increase in the waste generation.

ENERGY EFFICIENCY AND CLIMATE CHANGE

(GRI 3-3: Energy efficiency and management of greenhouse effect gases (gases de efecto invernadero, GEI) and climate change) (GRI 201-2, 302-1, 302-2, 302-3, 302-4, 302-5) (GRI 13.1, 13.2) (FB-AG-110 a.3, FB-AG-130 a.1) (FB-PF-130 a.1)

Energy efficiency – Peru

Electric power and fuel are essential for the mechanization of the agriculture and help to increase the field work efficiency and decrease the production costs. Water pumping and its later management through our advanced drip irrigation system depend on electric power.

Likewise, electric power is also required for food processing in our Chao plant, for example, the cooling processes, refrigeration, and product drying, cutting and packing processes. In order to reduce the use of power, we have conducted the automation of the lighting system in the Mar Verde platform. Moreover, 70% of the lighting for avocado was changed to LED lights in the Chao plant.

Furthermore, having extensive farms located in different parts of our operation, require vehicles (that depend on fuel) to rapidly move from our management areas to the crop or harvested product processing places. In this regard, we have an appropriate fuel consumption management that helps to improve the efficiency of its use and minimize environmental contamination risks.

We manage the consumption of fuels through the TOCKAP and SAP applications, which allow us to control the consumption of fuel in agricultural machines and mobile units through calculations of the transport units and machinery's needs. We have also updated the fleet vehicles as, for instance, the renewal of the Kia units to Chevrolet, which allowed to have an output efficiency of 24 to 40 km/gallon.

Energy efficiency – Colombia

Our Sustainable Agriculture and Environment Policy considers in its guidelines the implementation of strategies to efficiently use and save water and energy in the entire process through technologies and practices that allow the optimization of their use. In this regard, a pilot energy supply system for the collection of fruit from solar power was implemented in the El Castillo estate this 2022.

The objective of responsibly using the energy resource does not only consist in the reduction of the climate change impact, but also guarantees that energy and



fuel consumption in every estate is appropriate for the operation's needs. Therefore, we provide all our personnel with training and education in order that they rationally use energy.

The Agricultural and General Services is in charge of supervising utilities, including the power supply, as well as managing the Rumbo Terpel platform, which is the means through which fuel for administrative-use vehicles is supplied.

Power consumption (MWh)

Electric power consumption by location and year

 Peru	2020	2021	2022
La Libertad farms	1,364	3,675	5,757
Piura farms	7,525	8,079	8,822
Chao plant	16,556	22,867	20,822

 Colombia	2020	2021	2022
Farms	32,78	38,61	54,44

 Uruguay	2020	2021	2022
Farms	2.7	416.66	927.7

Energy efficiency – Uruguay

Power availability is greatly important for the proper operation of the water pumping equipment, also known as electric pumps, which is fundamental for the irrigation of farmlands. Most of our fields have currently an irrigation system through electric pumps.



The increase in the energy used in our Peruvian operations was due to the increase of the pumping equipment acquired. Moreover, the increase in Colombia was because our operations are still growing and, as the human capital is expanded, the demand of power services to meet the operation's needs increases.

Finally, the incorporation of 3 plots in Uruguay had as result an increase in the power consumption as it was necessary to increase the equipment operation hours. Likewise, 2 new filtering systems, including transformers and water pumping equipment.

Fuel consumption (gigajoules)

 Peru	2020	2021	2022
Chao farms			
Diesel B5	84,018	70,568	78,572
Gasohol 90	15,346	17,353	19,006
Liquefied petroleum gas (LPG)	282	294	40
Gasohol 95	276	377	84
Agroalegre farm			
Diesel B5	7,482	7,984	9,775
Gasohol 90	662	688	758
Liquefied petroleum gas	4	0	8
Terra farm			
Diesel B5	9,710	8,359	9,558
Gasohol 90	2,158	1,543	1,596
Liquefied petroleum gas	20	0	29

 Colombia	2020	2021	2022
Diesel	1,409	1,183	962
Gasoline	1,428	1,945	2,202

 Uruguay	2020	2021	2022
Diesel oil	5,725	5,291	6,222
Naphtha	839	899	1,173

Energy intensity

 Peru	2020	2021	2022
kWh/m3	0,27	0,24	0,27

 Colombia	2020	2021	2022
MWh/produced ton	311,94	526,38	352,77

 Uruguay	2020	2021	2022
kWh/m3	N/D	0.60	0.74



Value chain

PRODUCTION AND PRODUCTS

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

We have 5 operations located in Peru, Colombia, Uruguay, Mexico and Chile, from which we produce foods that have successfully conquered international markets and have reached more than 37 countries in America, Asia and Europe. Our commitment to excellence and customer satisfaction has allowed us to establish solid commercial relationships with more than 350 customers, mainly globally recognized supermarket chains. To make the access to our products easier, we have commercial offices that are strategically located in China, United States, Spain, and the Netherlands. From these locations, we strive to offer a wide range of high quality “superfoods” that comply with the most demanding standards in the industry, and provide better nutritional benefits. Our goal is to continue being a reliable partner and a leader in the healthy food industry that meets the demands of international consumers and contributes to a healthier and more sensible nutrition around the world.

Production by main crop (SASB FB-AG-000.C)

In 2022, we have increased our production both per hectare and harvest volume, which has allowed us to have continuous growth and success in the market. As a company, we continue to invest in innovative technologies, train each of our suppliers and direct workers, constantly improving our production processes.

Origin	Product	Hectares			Harvest volume (tons)		
		2020	2021	2022	2020	2021	2022
Peru	Blueberry	2,644	2,670	2,663	31,612	36,367	51,580
	Avocado	2,516	2,527	2,568	36,246	33,572	35,892
	Mango	761	739	726	17,331	17,387	20,048
	Mandarin	306	412	412	8,642	8,913	11,722
	Grapes	570	567	560	17,316	13,541	14,993
Uruguay	Mandarin	745	773	870	7,305	8,771	12,352
Colombia	Avocado	2,124	2,162	2,162	2,631	1,724	2,651
Mexico	Blueberry	0	50	43	0	0	262
Chile	Cherries	0	139	139	0	0	0
Total		9,666	10,040	10,143	121,083	120,275	149,500

Quantity of processing facilities

We have been annually implementing new processing facilities to improve all our team’s working conditions. We have created wider spaces that are fitted with high-tech equipment and better resources. The expansion of the processing facilities has been an important landmark in our business trajectory, and we are excited about the growth and success awaiting for us.

	2020	2021	2022
Peru	12	12	13
Uruguay	2	2	2
Colombia	1	1	1
Mexico	0	0	1
Europe	14	13	11
USA	4	4	8
China	1	1	1
Total	34	33	37





Weight of sold products (tons)

In general, the total sale of fruits has gone through a constant growth in the last three years. In 2021 and 2022, blueberry became the most sold fruit. Grapes had a moderate growth, while mango experienced a stabler growth. One of the fruits that went through a significant growth was mandarin.

	2020	2021	2022
Blueberry	25,589	33,305	51,086
Avocado	31,890	31,894	30,451
Grapes	11,765	13,490	14,693
Mango	23,937	23,171	24,548
Mandarin	12,842	11,255	17,717
Other	0	636	689
Total	106,023	113,751	139,183

Cost of products of an external origin

(SASB FB-AG-000.D)

Product	Purchase volume (tons)			Cost (USD)		
	2020	2021	2022	2020	2021	2022
Blueberry	0	61	152	0	333,016	777,434
Avocado	0	0	1,659	0	0	2,844,380
Grapes	0	0	113	0	0	378,496
Ind. mango	17,033	20,718	13,825	3,291,804	6,257,897	2,710,623
Exp. mango	1,166	130	372	237,573	38,799	499,653
Mandarin	0	0	451	0	0	824,317
Total	18,199	20,909	16,573	3,529,377	6,629,712	8,034,902

Risks and opportunities of main crops

(SASB FB-AG-430a.3, FB-AG-440a.1, FB-PF-440a.2)

Among our main crops we have: blueberries, avocados, grapes, mangoes, and mandarins, which have the following risks and opportunities:

RISKS
Climate change (droughts, excess of rain, high temperatures, huaicos, etc.)
Political instability
Workforce migration
Complications in the logistics of supplies and finished product

OPPORTUNITIES
Climate change (larger water availability and increase of temperatures in key times of the year)
Growth in the consumption of our products



In Peru, we have environmental management instruments that allow to identify the operations' adaptation and environmental management risks and measures. We are also working on the implementation of social-labor standards.

Use of genetically modified organisms

(SASB FB-AG-430b.1)

We do not have products that are or have ingredients from Genetically Modified Organisms.

Supply chain

(GRI 2-6) (GRI 3-3: Management of suppliers) (SASB FB-PF-410a.1, FB-PF-410a.2)

From 2021, we have relocated the supply chain department to our offices located in Costa Rica. This decision was based on outstanding growth and diversification of our operations. Costa Rica has become a strategic place for our activities due to its privileged location. All coordination with our commercial offices or traders are conducted from there, and it is also the epicenter for strategic purchases and international transport management.

The supply chain of our company, which is vertically integrated, operates in an efficient and controlled manner in every aspect. This vertical integration allows us to have complete control of all systems from the beginning to the end of the process. To guarantee a sound and sustainable supply, we establish strategic alliances with strategic material suppliers, with whom we look to maintain long-term relationships. As the product costs may be affected by external factors, such as the international and national situation, we are constantly involved in negotiation processes to obtain the best prices and conditions. Furthermore, we make efforts to maintain a broad and stable database of

suppliers to reduce the raw material shortage risk and guarantee a reliable and continuous supply flow.

Therefore, we have the following types of global suppliers:

Type of supplier	Quantity
Packaging suppliers	430
Suppliers of agricultural supplies	300
Suppliers of packaging and storage services	32
Suppliers of local services (transport, import, other)	1123

Regarding the packing characteristics, see page 25.

Contractors

(GRI 2-8)

In our company we recognize the vital importance of establishing solid relationships with the contractors that work at our facilities. These key partners play a fundamental role in the success of our operations and contribute with their experience and commitment to each stage of the production process. We are proud of having an exclusive network of highly trained and reliable contractors, who share our excellence and quality vision.



SUPPLIERS' ENVIRONMENTAL AND SOCIAL ASSESSMENT

(GRI 3-3: Management of suppliers) (GRI 205-2, 308-1, 308-2, 414-1, 414-2) (GRI 13.23.1, 13.23.2, 13.23.3, 13.23.4) (SASB FB-AG-430a.1, FB-AG-430a.2) (SASB FB-PF-430a.1,FB-PF-430a.2)

Our Management System is in charge of conducting the traceability of all our raw materials and packing centers. According to the supply purchase procedure, we conduct the supplier's evaluation and identify the raw material origin. 100% of raw materials for fresh fruit is certified with safety standards. Moreover, 100% of our operations have social audits such as SMETA or GRASP. During 2022, we found 57 non-conformities among critical, major and minor at a global level, which were lifted.

In 2022, we made an analysis of suppliers who were introduced to our Code of Ethics and Conduct as part of a homologation process.

At Camposol, we intend that our suppliers share the same commitment to sustainability; therefore, each of them must, in the first place, comply with the regulations in each country where they operate. For 2023, we will start, together with a consulting company, the diagnosis of suppliers to analyze their performance in sustainability issues. We will do this to strengthen the management of suppliers through the transfer of good environmental, social and governance practices for the sustainable management of its supply chain from a sustainability approach.

Human rights

(GRI 409-1, 408-1, 407-1) (13.16, 13.17, 13.18)

In previous chapters, we have mentioned our commitment to human rights respect. In this section, we reaffirm that inside our supply chain. Therefore, we request our suppliers to sign our "Commitment declaration on social ethics and labor standards," which aims to guarantee compliance with our Code of Conduct, aligned to international social ethics standards. Moreover, the great majority of our suppliers fill out a self-assessment "Suppliers' self-assessment on social ethics and labor standards."

It is important to consider that the human rights management works hand in hand with the compliance, anticorrupt, and ethics management, as well as with the human resources management, which takes care for non-discrimination, sexual harassment prevention, and collective association right. For any complaint related to human rights, the same claim channels as those for ethical complaints that were mentioned in the ethics chapter can be used.

At Camposol, we conduct the follow-up of the diverse measures that fruit packaging suppliers implement, and we follow up their critical audits.

In 2022, no significant risks related to child labor, forced labor, freedom of association or collective bargaining cases have been evidenced.



Contractual relationship	Performed activity	Workplace	M	F	Total
Sodexo	Cleaning	Chao plant	19	16	35
Raf Barcenés	Nutrition	Chao and Virú plant and farms	15	22	37
Prosegur	Security	Chao plant, and Chao, Virú and Piura farms	85	5	90
Total			119	43	162



Production and marketing

OUR PRODUCTS

(GRI 2-6)

We need, today more than ever, to take care of our planet, of us, and of what we eat. At Camposol, our sustainable practices afford the best and freshest fruits. Our fresh product portfolio includes blueberries, avocados, grapes, mandarins, and mangoes. We also offer frozen fruits such as mangoes, avocados and blueberries. These products are grown, processed and commercialized in Peru, Uruguay, Colombia, Mexico, and Chile, where we have begun a small production of cherries.



Blueberries

Blueberries are low in calories, fat and sodium. They do not contain cholesterol and are rich in fiber and minerals, especially vitamin C. Their antioxidant properties are well documented.



Avocados

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



Grapes

Grapes are rich in vitamins C and B6. They are a good source of potassium, copper, iron, and phosphorus. Their glucose and fructose are excellent natural sources of healthy sugars. Eating grapes is a great way of keeping hydrated.



Mandarins

Mandarins are rich in vitamins A, B1, B2, B3, B6 and C. They also contain minerals such as potassium, calcium, magnesium, and phosphorus. They are also a great source of folic acid, beta-carotene and antioxidants. Thanks to their high content of citric acid, they favor the burning of fats and are ideal for losing weight.



Mangoes

Mangoes contain a wide range of nutrients, mineral and antioxidants. They also have an enzyme with calming effects for stomach. One average size mango contains around 40% of the daily recommended quantity of fiber. If a person is physically active, mangoes are an efficient way to restore potassium.



Cherries

Cherries are rich in vitamins A and C, as well as in minerals such as potassium, calcium, and iron. They also stand out for being rich in anthocyanins, some pigments that, aside from giving them color, have a high antioxidant power.

Thanks to our entire production and commercialization network, we are able to offer our products in markets such as the United States, Canada, European Union, England, China, Korea, Thailand, Taiwan, India, Dubai, Chile, Argentina, and Mexico, to customers that consist of traders, retailers and distributors.

Customers' health and safety

(GRI 416-1, 416-2) (GRI 13.9.2 , 13.10.4) (SASB FB-AG-250 a.2, FB-AG-250 a.3, FB-PF-260 a.2, FB-PF-250 a.1, FB-PF.250 a.2, FB-PF-250 a.3, FB-PF-250 a.4) (GRI 3-3: Quality, marketing and nutrition)

To guarantee the safety of the foods we offer, we are committed to our vertical strategy and involve ourselves from the beginning of the cultivation process, processing, distribution to the commercialization of our "superfoods."

Likewise, as part of our value proposal, we guarantee that our products are available the largest number of days of the year. To achieve this, we follow a strategy based on geographical "windows" for their cultivation. To do so, we have widened our activities beyond Peru and have acquired operations in Colombia, Uruguay, Mexico, and Chile. This way we look forward to cover in the future our supply during the 12 months of the year to make us become a leader in the industry for supplying quality products throughout the year.

To guarantee the quality of 100% of our products, we have an integrated management system, which is based on the connectivity our SAP system offers us. This system contains detailed information on crop maintenance, shortage periods, used fertilizer, harvest, fruit classification according to quality and condition, production times, storage temperatures and transport,

dispatch controls, transit times, classification of fruits upon arrival at destination, storage times in destination, and repackaging, among other relevant aspects.

Furthermore, in line with our commitment to maintaining a good relationship with our customers and consumers, we comply with the technical specifications and safety, social, sustainability and safe trading certifications that they require. 100% of our operations have some kind of safety certification and

social standards. We even submit to additional audits that some of our customers request to guarantee the high-quality level of our processes and products. Likewise, 100% of our products come from fields with the Global Food Safe Initiative (GFSI) certifications.

We highlight below some certifications that allow us to guarantee food safety, social responsibility, sustainability, and safe trading.

(GRI 13.9.2) (SASB FB-PF-430a.1,FB-PF-430a.2)

	PERU	COLOMBIA	URUGUAY	MEXICO	CHILE
FOOD SAFETY	Global GAP, BRCGS, IFS Food	Global GAP	Global GAP	Global GAP	Global GAP
SOCIAL	SMETA, GRASP	SMETA, GRASP	GRASP	GRASP	GRASP
SUSTAINABILITY	Rainforest Alliance	Rainforest Alliance			
SAFE TRADING	BASC, Authorized Economic Operator (AEO)				

Global GAP⁹

Global G.A.P. (Good Agricultural Practices) is an international standard that establishes food agricultural practices for the production of safe and sustainable foods. Food safety is among the different approaches this certification covers. We conducted internal audits and certification audits to comply with the Global G.A.P. certification.

BRCGS

BRC Food Standard provides guidelines that allow us to produce safe foods according to food regulations. BRC certification is a food safety standard that demonstrates the commitment of a food and beverage company with the best practices in the industry. The global BRC standard on food safety was the first standard in complying, which means that it is accepted by many of the greatest retailers in the world.

IFS Food

International Featured Standard (IFS) Food is a GFSI-recognized standard to certify the food product's safety and quality, as well as the production processes. IFS takes advantage of the experience of retailers, manufacturers, certification bodies and other professionals to develop product development programs and product quality and safety standards that are globally recognized. With the help of this certification, companies increase the credibility of their products and brands through cultural food and product safety practices.

BASC

Business Alliance for Secure Commerce – BASC, BASC PERU in this case, is the Peruvian Branch of the World BASC Organization (WBO) that was found in 1997 to promote safe practices and simplification mechanisms in the Peruvian foreign trade's supply chains, in cooperation with public and private authorities, as well as with international organizations. Its purpose is to promote a safety prevention culture in the international

trading operations against the risks of corruption and bribery, drug trafficking, money laundering, and cybercrime, among other illicit activities.

Authorized Economic Operator (AEO)

AEO is a tool to prove that the processes a company conducts are safe and that both, its controls and procedures, are sufficient to comply with the customs regulations, which result in higher efficiency in the supply chain processes.

GRASP

The GRASP allows us to prove our commitment with our collaborators' health, safety and wellbeing. It is for that reason that the Global G.A.P. offers us the GLOBAL G.A.P.'s risk assessment, which is a labor and/or social management tool at farm level for the global supply chains that use a combination with the Integrated Farm Assurance (IFA) standard.

SMETA

SMETA is widely recognized as the most globally widespread social audit. This tool allows the companies to conduct an ethical self-assessment and, at the same time, assess their suppliers to guarantee that all players involved in their business and supply chain act in a fair and socially responsible manner.

Rainforest Alliance

The Rainforest Alliance Certified™ certification fosters the commitment with the environmental sustainability, social equity and economic feasibility of the agricultural communities.

⁹ "GLOBAL G.A.P. is a world leading assurance program that manages the consumer's requirements to be reflected in the agricultural production in an increasing list of countries (currently more than 135 countries in all continents)." Source: <https://www.globalgap.org/es/who-we-are/about-us/history/>





TESCO NURTURE

The main purpose of this program is to ensure the consumer that the fruits and vegetables that come from TESCO suppliers are grown in an environmentally responsible way. To achieve this, the program is based on the implementation of more rigorous requirements than those the legislation establishes regarding the use of phytosanitary products and the maximum limits of allowed waste in fresh products.

The certifications are beneficial for us as an agribusiness, as they allow us to prove that our products comply with the high quality and safety standards that the international markets require. Moreover, it is directly beneficial for consumers and customers who increasingly trust our products.

Use of pesticides

(GRI 13.6.1)

We grew up thinking that the best way of controlling pests is not through chemicals but through biological balance. For more information about the use of pesticides, see the Environmentally Responsible chapter.

Non-compliances

(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)

In 2022, 40 "non-conformities" were registered throughout our 5 production operations within the Global G.A.P. certification program, 100% of which were addressed through corrective actions. Furthermore, according to the Global Food Safety Initiative (GFSI), 25 major non-conformities and 33 minor non-conformities were recorded. All of them were solved.

It is worth mentioning that neither recalls or removals of products from the market nor notifications due to security and food safety infringements have been registered.

MARKETING AND LABELLING

(GRI 417-1, 417-2, 417-3) (FB-PF260 a.1, FB-PF-270 a.1, FB-PF-270 a.2, FB-PF-270 a.3, FB-PF-270 a.4)

We are aware that the communication about our products must be fair, clear and responsible, as well as the information about their composition and proper use, must be easily accessible.

In line with this, our priority is to comply with every country's regulation regarding the labelling of our products. However, we always struggle to provide more useful information about our products in order for our customers and clients to take informed decisions. For this we have a Communications Policy and an Image Manual, which establish the communications guidelines we, as Camposol, must have when addressing our different stakeholders.

Likewise, we conducted an assessment of 100% of the information and labelling that correspond to all our fresh and frozen products to guarantee the compliance

The labelling of our products contains at least the following information:

Composition of label

- Product brand and logo
- Product and variety name
- Net weight (if applicable)
- Caliber (if applicable)
- Traceability code
- Packaging plant code (in case of Peru)
- Country of origin
- Manufacturer's name and address
- Importers and distributors' name and address

For more information, go to <https://www.camposol.com/product>

with local regulations and with regulations from the countries where our products are commercialized.

In this regard, we have recorded neither non-compliance cases due to labelling, or advertising, nor monetary losses due to judicial proceedings related to labelling.

Economic performance

(GRI 3-3: Economic performance, economic development and social investment) (GRI 201-1, 201-3, 201-4) (GRI 13.22)

Having a good economic performance is essential to guarantee the survival and success of our company. To achieve it, we must maximize the efficiency in harvesting, production, distribution and marketing processes, which translates into a higher profitability, and the generation of resources to reinvest and expand.

However, during this period, due to external factors such as the increase in the sea freight cost, the increase in the prices of fertilizers, the political situation that generated strikes, and the exposure to inflation in Peru, the group's economic performance was affected. In fact, these factors have contributed in the decrease of the profit margins.

Notwithstanding, our economic performance is based on the following commitments:

- Controlling the total income and expenses.
- Efficiently managing the organization's total economic and financial resources.
- Establishing the appropriate equity structure to prevent financial risks.

To comply with each of the commitments undertaken, we follow up the efficacy through profitability measures, and other indicators. Furthermore, we internally verify the production, financial and commercial information and conduct annual external audits of the financial statements.

GENERATED AND DISTRIBUTED DIRECT ECONOMIC VALUE

	2020	2021	2022
Income	342,947	401,070	434,432
Generated direct economic value	342,947	401,070	434,432
Operational costs (expenses in suppliers)	137,374	198,291	274,006
Employees' salaries and benefits	93,980	118,704	142,897
Payments to the government (taxes)	3,649	4,210	6,743
Investments in the community	-	993	509
Distributed economic value	235,003	322,198	424,155
Retained economic value	107,944	78,872	10,277

*It does not include the payment to capital providers as it is financed as medium-term debt.

The company's income has shown a progressive growth during the 3 analyzed years. Starting with 342,947 in 2020, they increased to 401,070 in 2021 and to 434,432 in 2022, which accounted for the growth of the operations. The operational costs, which include the expenses in suppliers, have shown a significant growth during these 3 years; they started at 137,374 in 2020, increased to 198,291 in 2021 and 274,006 in 2022. This increase is explained by the increase in the scale of the operations. The expenses in salaries and benefits for employees and payments to capital providers have also constantly increased. The payments to the government have increased year after year, which indicates that we are contributing more in terms of taxes and other governmental obligations. Even though we make social investment every year, we do not have consolidated information for the expenses in all our operations for the year 2020.

At Camposol, we have distributed a significant part of our generated economic value to different stakeholders

(235,003 in 2020, 322,198 in 2021, and 424,155 in 2022). This distribution includes operational costs, salaries and payments to the government.

RETIREMENT FUNDS

We complied with everything required by law regarding pension funds and retirement. To date, we do not have additional plans for it.

GOVERNMENT ASSISTANCE

We have not received financial assistance from any governmental body during the period subject matter to this report.



Community relations

(GRI 3-3) (GRI 203-1, 203-2, 413-1, 413-2) (13.12, 13.14)



We look for maintaining a friendly relationship that generates wellbeing, and development in the communities near our operations. We are aware that we can have an influence on the creation of employment, regional growth, and the impact on the economic recovery. For that reason, we favor a fluid and continuous dialogue environment that allows us to know their needs and expectations, and to create programs of mutual benefit. All activities conducted are embodied in our annual Social Management Plan, which is managed by the corresponding Social Responsibility teams.

Our activities are governed by our Corporate Social Responsibility Policy, which is focused on the following items:

- Favoring a fluid and continuous dialogue environment with community, social and environmental leaders.
- Support the health needs of our communities.
- Promote and support the community initiatives and entrepreneurships.
- Support basic education initiatives for workers and children.
- Respect and promote the efficient use of water.

During this period, we have conducted a diagnosis and preparation of a sustainability strategy at a corporate level. As a result, a community relationship strategy will then be prepared and we will start to develop it next year.



PERU

Our operations extend on two key locations: La Libertad (Chao, Virú, Nuevo Chao, San José, Valle de Dios, and Victor Raul) and Piura (El Cereza, Lágrimas de Curumuy, San Vicente de Piedra Rodada, San Juan de Curumuy, Santa Rosa, and Huangalá). In these areas, we have established a sound connection with the local communities through the implementation of community participation programs. These programs aim to promote collaboration, dialogue and inclusion, and enable communities to actively participate in the decisions that affect their lives and environment.

We have also conducted, in a great part of our operations, comprehensive environmental impact assessments and have a surveillance system in progress. We strive to minimize any negative impact on the local ecosystems and are committed to protect and conserve the natural resources in these areas.

Therefore, we have conducted the following activities during 2022:

- **Ceba Camposol**
It is an educational proposal that we work with the Ministry of Education in order for our collaborators, and the community in general, to finish their initial, primary and secondary education studies. In 2022, we had 160 workers that were enrolled in this initiative. This initiative is aimed to promote the learning and personal development of those who need it the most. Moreover, we had 10 workers who completed their basic studies.
- **Zero anemia**
We conducted a screening process to evaluate the health of 598 girls and boys from the community to detect possible anemia cases. After this thorough analysis, we identified 274 children that suffered this



« We are aware that we can have an influence on the creation of employment, the regional growth, and the impact on the economic recovery. »



disease and decided to intervene to provide them with the necessary support. During a 6-month period, we focused on collaborating with them and providing them with medical treatments and follow-up to improve their health condition.

- **Wawa Wasi's in-person workshops**

We reopened our Wawa Wasi doors by respecting the biosafety regulations in force. We conduct in-person workshops that are addressed to girls and boys from 1 to 6 years. We gave painting technique, language stimulation, fine and gross psychomotricity and story-telling workshops.

- **Corporate voluntary service for the Peruvian education**

Through this initiative, 18 of our volunteers have conducted school reinforcement in mathematics and language for 123 students in 3 Peruvian schools. A total of 45 virtual classes were given through our volunteers who gave 549 hours of their time.

Furthermore, our solidarity work expanded beyond health and education. We made several donations, which complied with the guidelines of our Donation Policy. The most important contributions were the following:

- **Food bank**

We made significant donations of provisions to the Food Bank. The goal of this initiative was to help people in a food vulnerability situation, and provide them with concrete and necessary support to meet their basic needs.

- **Cancer foundation**

We granted a cash donation to this NGO.

- **Teletón foundation**

We gave a cash donation to this organization.

- **Municipality of Virú**

We donated fuel in order for the Municipality of Virú to be able to do works in favor of the community.

- **Support to the Chao EsSalud hospital**

We sponsored the purchase of land for the ESSALUD hospital.

- **Support to small farmers**

We handed over 150 avocado seedlings to small farmers in the province of Santiago de Chuco.

Likewise, aware of the importance of maintaining a constant dialogue with the community, we conducted

a cycle of surveys that allowed us to compile our neighbors' perceptions and opinions. Through the valuable obtained results, we have been able to identify the need to update our Community Relations Plan and adapt it to the needs and expectations of those whom we serve. This process will help us to strengthen ties, better understand the community's demands, and continue to effectively contribute to its wellbeing.

It is worth mentioning that, through the programs developed and the donations given, we made, during this period, an investment of USD \$ 157,964, and benefitted 12,826 people.

Finally, it must be taken into account that an issue to work with the communities is the one related to the water table elevation. Due to this situation, we find it necessary to build drains in order to evacuate these waters. However, there are complaints by populators because this event resulted in the loss of their cultivation areas. It is important to take into consideration that this damage is at a general level and does not actually correspond to the company, but to a geographical condition in our area of influence; the same takes place in other areas in the valley which Camposol is adjacent to. Likewise, we have made and have been making, together with the Moche,

Virú and Chao Board of Water Users of the Minor Hydraulic Sector for Pressurized Irrigation, a series of contributions to improve the condition of drains, channels, sewers, and drainage to have less damage.

COLOMBIA

Our production projects cover 9 municipalities in 3 different departments; in the northern area of Aránzazu, Pácora and Villamaría in the department of Caldas; Salento in the department of Quindío; and Caicedonia, Sevilla, Versalles, El Dovio and Trujillo in the department of Valle del Cauca. As a result, we maintained a constant relationship with the inhabitants of these communities that are adjacent to our production areas.

In the Colombian coffee axis, where our Hass avocado crops are located, an initial resistance against its expansion was generated. However, thanks to the positioning of the Social Responsibility area, we have been working for 3 years in the popularization and knowledge of our good agricultural, social and environmental practices. During this period, we had the pleasure of generating employment for more than 26 workers that belonged to the WAYUU ethnic group



and were from the department of Guajira, located in the northern area of Colombia.

During 2022, the ESG¹⁰ team was consolidated, and is made up of professionals from the social, environmental and legal areas. It is an ideal team to manage the shared value with different stakeholders and to carry out the following activities for the benefit of our communities:

- **“Los amigos de Hass” (The Hass friends)**
After launching our responsible adoption campaign “Los amigos de Hass” (The Hass friends), we managed to conduct 29 responsible adoptions. This way we could promote and educate the responsible pet ownership, both at an internal and external level in the neighboring communities. For 2023, this project will be also implemented in the Peruvian operation.
- **Reforestando ando... con Camposol (I am being reforesting... with Camposol) campaign**
In order to prevent, minimize, mitigate and/or compensate the environmental impacts that are generated in the production activity, we implemented a Landscape Tool Management Plan (Plan para el Manejo de las Herramientas del Paisaje, PMHP) in the areas that are part of the protective forest belts of the water sources in the farms we own. We conducted this plan in partnership with the neighboring communities, unions and territorial institutionality.
- **Educational campaign – Schools kits**
For the second consecutive year, we conducted an educational campaign which was able to reach more than 400 children who were supported in their educational quality in the different rural schools near our operation. We also gave school kits.

Moreover, regarding the donations, we made the following contributions within the framework of our Donation Policy:

- **Donation for the Peasant’s Day in the municipality of Salento, Quindío**
We contributed with appliances in the celebration of Peasant’s Day in the municipality of Salento in Quindío.
- **Donation of Christmas toys to rural children**
We participated in Christmas days with the children that live near the operation.
- **Donation of materials for the improvement of educational infrastructure**
We delivered materials for the improvement of educational infrastructure in rural schools near our operation.
- **Donation of children’s games for educational institutions**
We delivered 2 children’s games to 2 schools in order to promote sport and recreation in rural children from the municipalities of Trujillo and Versalles Valle.
- **Donation of clothes as a support to sport**
We gave uniforms and sports equipment to the boys and girls from the municipality of Pacora, Caldas.
- **Food safety campaign**
(GRI 13.9.2)
We strengthen the healthy lifestyles of the rural children from the school system that is nearby the operation, that has an agricultural vocation the agricultural vocation.

About our investments in infrastructure and services supported, we have developed the following projects that have had an impact in more than 1,000 people in our community:

- **Investment in external roads in the areas that are adjacent to the operation**
We conducted the improvement of external roads, benefiting our operation and the neighboring community.
- **San Lorencito sidewalk’s tank in the municipality of Pacora, Caldas**
We finished the construction of this tank, which will benefit approximately 40 families that live close to the Cristalina farm in the municipality of Pacora.
- **Improvement of the Navarco and Huasano sections**
We improved the sections of the Navarco and Huasano sidewalks, optimizing the operation’s arrival and exit times, improving the life quality of the inhabitants that live near the operation.
- **Construction of infrastructure for the benefit of the “Sede Guillermo Borrero” rural school’s students in the municipality of Caicedonia Valle**
We installed a water tank and prepared the support for the sanitary facilities, improving the life quality and health conditions of rural students.

Therefore, through the developed programs, granted donations, and our social and own infrastructure investments, we made an investment of USD \$ 350,636 and benefitted 1,581 people during this program.

Finally, we have identified that a concerning issue for the communities is related to the quantity of extracted water for the Hass avocado cultivation. This is why we promote an efficient manage of this resource; we also maintain a constant communication with the inhabitants from the neighboring communities to be able to provide them with information about our good agricultural, social and environmental practices.



«... through the developed programs, granted donations, and our social and own infrastructure investments, we made an investment of USD \$ 350,636 and benefitted 1,581 people during this program.»»

¹⁰ ESG stands for Environmental, Social and Corporate Governance.

Transparency

CORPORATE GOVERNANCE

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-16, 2-17, 2-18)
(GRI 205-2, 405-1)

At Camposol, we comply with the highest corporate governance standards. We implemented a series of measures to guarantee effective management and control characterized by transparency and respect to all our stakeholders.

Our governance structure consists of the General Meeting of Shareholders, the Board of Directors, and the regulated Committees.

General Meeting of Shareholders

Shareholders are those responsible for appointing the directors and members of the committees. Furthermore, with the support of the senior management and certain external consultants, they choose the independent advisors. The Board of Directors' members are elected for a 3-year period and may be repeatedly reelected.

The Dyer Coriat family, holder of 83% of shares, and the Dyer Osorio family, holder of the 17% remaining shares, represent the General Meeting of Shareholders.

Board of Directors

The board of directors consists of 9 members, who distinguish themselves because they do not belong to the organization's executive sphere. In this regard, it is worth highlighting that 56% of the Board of Directors' members are independent, which guarantees an impartial perspective in the decision making process. In 2022, the female representation in the board of directors corresponds to 11%.

Regarding age distribution, 56% of the board is in the age group from 30 to 50 years, which enables a balanced combination of experience and vitality in strategic management. Moreover, 44% of the members are over 50 years old and, therefore, contribute the knowledge they acquired throughout their professional careers.

The average tenure on the board is 5.61 years, which reflects continuity and stability in the long-term decision making. To guarantee the board's effectiveness it is required for its members to have a wide variety

« El 56% of the Board of Directors' members are independent, which guarantees an impartial perspective in the decision making. »

of professions and skills, which must be backed by sound ethical values, knowledge in a specific field of the company, and a wide experience in business management.

Every time a new member joins the board, the Board of Directors' Secretary will be responsible for providing

Name	Age	Board joining year	Nationality	Independent
Samuel Dyer Coriat (Chairman)	47	2007	Peruvian	No
Piero Dyer Coriat	43	2007	Peruvian	No
Andreas Demetriou	70	2021	Cypriot	Yes
Chris Santis	70	2021	Cypriot	Yes
Giorgos Georgiou	49	2021	Cypriot	Yes
Christoforos Hadjikyprianou	62	2021	Cypriot	Yes
Costakis Mavrocordatos	67	2021	Cypriot	Yes
Jackeline Dyer Coriat	41	2021	Peruvian	No
William Dyer Osorio	43	2007	Peruvian	No

him/her with a presentation about the corporate governance practices and giving him/her a copy of the Director's Guide and Code of Conduct.

After that, the new member will receive the necessary induction from the company's CEO and executive team to guarantee he/she understands Camposol's management.

In particular, an active search of profiles is conducted for independent members so they may complement and enrich the team through unique perspectives and expertise in key areas. The selection of directors considers not only the required competences for the organization's challenges and impacts, but also the opinions of relevant stakeholders.

This guarantees equal representation and corporate governance based on responsibility and transparency. Likewise, all the board's members are annually trained in Antitrust and Anticorrupt Compliance Model.

During the period, EY consulting company conducted a diagnosis on the board's operation under which different initiatives are being implemented. At the end of 2023, another assessment will be conducted.

The main functions and responsibility areas are the following:

- Evaluating and approving Camposol Group's strategies and objectives and ensuring their compliance.
- Guaranteeing the reliability of accounts.
- Assessing the business risks together with the Audit, Internal Control and Risk Committee.
- Ensuring the compliance with the Code of Conduct and Anticorruption Policy approving their amendments.
- Receiving reports related to the ethical line.
- Approving the compensation and incentive policies through the Corporate Governance and Talent Committee.
- Annually assessing its own management.
- Supervising and assessing the committees' performance.

« *Audit and Risk Committee: During 2022, it was in charge of supervising the company's anticorruption monitoring plan, which is a key aspect for the risk management and governance.* »



Committees

Strategy and Investment Committee

The Committee consists of Samuel Dyer Coriat (Chairman), Piero Dyer Coriat, William Dyer Osorio, and Costakis Mavrocordatos.

In first place, the Committee provides Management with guidelines for the preparation of the Strategic Plan and Annual Budget and then approves these documents to be submitted to the Board of Directors. To guarantee sound investment decisions, the Committee makes sure that, before making any investment, a due diligence on the target company's integrity is conducted.

Audit and Risk Committee

It is constituted by Andreas Demetriou (Chairman), Chris Santis, and William Dyer Osorio. To choose the members, the search for directors that have experience in risk management is prioritized.

This Committee plays a fundamental role in guaranteeing the financial statements' integrity and reasonability. It is also in charge of choosing the external audits and assessing their performance, as well as supervising and approving their work plan. Moreover, the Committee assesses the performance of the internal audit manager and approves his/her annual work plan, as well as its resulting recommendations. It also plays an important role in promoting the control culture, guarantees that the company has a risk matrix, which allows to identify controls and their appropriate design, so aligning them with the company's strategy and monitoring their

fulfillment. In this regard, it is responsible for reviewing the reports of the corruption prevention system and approving the company's and its subsidiaries' corruption prevention model, as well as recommending the selection or removal of the Compliance Officer and the person responsible for the compliance functions. During 2022, it was in charge of supervising the company's anticorruption monitoring plan, which is a key aspect for the risk management and governance.

Corporate Governance and Talent Committee

It is constituted by Christoforos Hadjikyprianou, Jackeline Dyer Coriat, and Giorgos Georgiou. This Committee guarantees the approved corporate governance practices are complied with and maintains updated the Director's Guide. It develops the Board of Directors' assessments as well as individual assessments. It also conducts the review of the Corporate Governance

Principles' self-assessment. The Committee suggests the CEO's annual assessment and takes care of guaranteeing the development of a succession plan.

Likewise, it is responsible for reviewing and approving the CEO's and Senior Management's comprehensive compensation plan. The Committee also supervises the reports on talent development and their key human resources. Finally, it approves and supervises the short-term and long-term fulfillment of the ESG Plan.

ETHICS AND REGULATORY COMPLIANCE

(GRI 3-3: regulatory compliance, risk management, and transparency) (GRI 2-25, 2-26, 2-27, 206-1) (13.24, 13.25, 13.26)

At Camposol, we take on an irrevocable commitment to honestly and with integrity in our interactions with the different stakeholders that composes our business environment. In the interest of complying with such commitment, we have developed a Code of Ethics and Conduct that represents the manifestation of our constant search for reaching the highest ethical and behavioral standards.

This Code of Conduct is a fundamental benchmark by which all our collaborators must be guided and conduct at all times in every moment and circumstance. Its main objective lies in safeguarding our workforce's wellbeing, promoting a solid and constructive relationship with our stakeholders, and preventing potential risks related to the violation of ethical principles.

Likewise, in order to carry out our commercial activities in an upright and responsible way, it is essential that our customers and suppliers also embrace and comply with our own ethical standards. This way we express our

expectation that all parties involved in our commercial operations share our vision and ethical commitment.

In our organization, we have an Ethics Line implemented as a business ethics management mechanism. This line is at the disposal of all employees, as well as external people or institutions that want to communicate in an anonymous and confidential way without fear of retaliation, if they require advice or to report possible non-compliances with the Code of Ethics and Conduct. This communication channel is available 24 hours a day and is managed by an independent company.

Our Ethics Committee treats diligently all claims and complaints that are received through the Ethics Line. A thorough investigation is conducted in every case and, in those cases for which evidence of improper business practices or behaviors is found, the corresponding actions to correct the situation are taken.

We are pleased to inform that, during 2022, after investigating the claims received through our EthicsLine, we concluded that none resulted in a relevant event.

Furthermore, the claims filed through our Ethics Line have not referred to Camposol's regulatory noncompliance.

This demonstrates our commitment to transparency and compliance with the highest ethical standards in all our operations. We continue working constantly to maintain and strengthen our integrity and responsibility culture and take care of the wellbeing of our collaborators, as well as the respect to our stakeholders.

Anticorruption

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

To manage and prevent any noncompliance related to this matter, we have a sound Fraud, Bribery and Corruption Prevention Policy which emphasizes on our zero tolerance to any form of corruption.

Moreover, we implemented a Corruption Prevention Model that is based on international guidelines such as the OECD, OAS and UN, as well as the national regulations set forth in Law 30424, which governs the Administrative Liability of Legal Entities. This model looks for promoting a culture of integrity in the company and, to do so, it has the following elements:



Furthermore, our Prevention Model is under constant improvement and development. To guaranty the efficacy of our measures, we conduct an exhaustive follow-up through one of the key elements: "Monitoring and assessment." We annually carry out a follow-up of the most important processes and assess their performance and efficacy.

In this regard, every year we conduct a corruption risk assessment to 100% of our operations, in which we detect these risks in the processes under their responsibility, assess their probability and impact on the company, and assess the design and effectiveness of the implemented controls.



The Board of Directors defines the annual Anticorruption Workplan according to the progress in the implementation of the Model and the recommendations the Compliance Officer makes. The progress is reported to the Audit and Risk Committee. To date, the progress reports have been satisfactory and the annual goals posed have been complied with. We do not have had any case related to corruption during this year.

As per our contract platform, we were able to establish as a prerequisite for certain operations that were identified as risky the conduction of third-party background investigation in order to verify if the



counterparty complies with Camposol’s ethical values. This control allows to practically prevent any improper behavior on the part of the suppliers and other third parties to whom we relate. Furthermore, we currently have a suppliers’ Code of Ethics that is currently being updated.

Communication and education about anticorruption policies and procedures

When entering our company, all collaborators must sign the “Adherence Commitment” and, upon signing it, every collaborator confirms having read the Code of Ethics and Conduct and the Fraud, Bribery and Corruption Prevention Policy and, therefore, accepts to comply with their provisions. The Human Resources Development Management is responsible for requesting all collaborators to sign the commitment and verifying that they have signed it.

We also inform all our collaborators of the anticorruption policies and procedures by email. Regarding the directors, they have access to such information through the Dilitrust platform.

We are proud to highlight that, during this year, the significant progresses we have made in our organizational culture, especially regarding our senior management, as we have individually trained both directors and managers in anticorruption matters. We have relentlessly worked to strengthen the ethical values in our company, and we have particularly focused on the areas where fraud issues may take place with greater susceptibility. Continuing with our commitment, we broadened our ethical trainings to include the collaborators that work at the commercial offices and recognized the importance of their role in maintaining the integrity and transparency in our operations. During 2022, we enabled the training course on “Corruption prevention” for 902 of our workers.

Looking to the future, we aim at conducting a Diagnosis Audit in 2023 in order to identify the aspects we must implement or improve to obtain the ISO 37001 certification, an internationally recognized anticorruption management standard.

Conflict of interest

(GRI 2-15)

Strictly speaking, the conflict of interest takes place in any situation where a personal interest interferes with the capability to act in favor of the company, provided that there is a legal, contractual and fiduciary obligation or other involved.

We have a Conflict-of-Interest Policy that aims at identifying the activities that give rise to a conflict to the detriment of the company, the measures that should be taken to reduce those actions, the controls that allow the identification of new conflict of interest matters, and the corresponding sanctions when the policy is breached. We report to all our stakeholders about this matter to prevent a case that may endanger the company. According to this, the following guidelines must be taken into consideration:

(SASB FB-PF-430a.1, FB-PF-430a.2)

1. Identification of activities/scenarios that may give rise to a conflict of interest

We identify possible activities or scenarios that may give rise to a conflict of interest in coordination with the areas responsible for the processes and the compliance officer.

2. Determination of the positions/areas that are more susceptible to conflicts of interest

We identify the possible scenarios inside the company to be able to select the areas and, even more importantly, those positions that are susceptible to come into a conflict of interest.

3. Detection and supervision of the collaborator that is exposed to potential conflicts of interest

The previous guidelines allow us to select the exposed collaborators, make controls over them, and take the corresponding measures.

4. Assessment of suppliers or customers

We conduct an assessment of suppliers by requesting the selected candidates and companies to provide sufficient information as a requirement for their application or selection.

5. Training and value inculcation

We inform the existence of the aforementioned Policy and explain the consequences or sanctions the company applies when collaborators act against the provisions thereof.

6. Registry of conflict-of-interest events

We register the detected events to have a database with the relevant information.

7. Sanctions

We take the corresponding disciplinary actions that are regulated in the Internal Labor Regulations against all company’s collaborators and executives that fail to comply with the policy.



Antitrust practices

(GRI 206-1)

We treat our customers with respect and dignity. We honor the established promises, agreements and commitments. We base our relationships on trust, transparency, veracity and mutual respect and maintain a long-term vision.

Our commitment is to maintain all our customers' trust and loyalty through the delivery of quality products and the transparent disclosure of information that allow us to conduct informed and responsible choices. At Camposol, we compete vigorously and, above all, honestly with the help of ethical principles and in compliance with legal regulations that govern the markets. The commercial policy and prices will be independently determined and will never be set, either formally or informally, with the competitors or other parties that are neither directly nor indirectly related. All our collaborators must comply with the following antitrust principles:

- Not participating in unfair, deceitful or confusing practices.
- Always showing the company's products in an honest and direct manner.
- Not offering, promising or giving a customer any benefit in return for obtaining an advantage for the company or themselves or third parties.
- Recording the negotiations and communications in mail or documents.

During 2022, we issued 2 free competition manuals: one for operations and the other for our commercial offices. These manuals were prepared based on a competition-related risk assessment during the year. Likewise, the operation managers and the members of the commercial offices are trained in the manual contents. Finally, no case related to antitrust matters arose.

RISK MANAGEMENT

(GRI 2-12, 2-13)

In our organization, we have a corporate area that specializes in risk management and provides support to all our operations. Since 2022, we have broadened our approach to cover all types of risks, including those related to compliance, operations, financial issues, and strategy. We also considered environmental, social and corporate governance aspects.

To guarantee an effective risk management, we have developed specific matrices for each of our operations, which have worked together with the

senior management. These matrices are updated every year or if a relevant event that justifies it takes place.

In 2022, we have strengthened our risk management team by appointing 34 business agents. These professionals act as facilitators and aim at fostering a risk management culture throughout the organization. To perform this important task, all risk managers have received specialized training.

Furthermore, we have also implemented a risk culture that extends from the highest levels of the organization to the smallest processes. We have identified the main risks we face, among which there are the social conflicts,

water supply, labor, price fluctuations, technological issues, and possible conflicts with the communities or third parties with which we interact.

For next year, 2023, we have foreseen to establish a formal statement of our risk appetite. Moreover, we carry out continuous monitoring using risk indicators, which will allow us to effectively assess and manage the risks we face in our operations. We are committed to maintaining comprehensive and proactive risk management, ensuring our organization's sustainability and success.



About the report

(GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-14)

This report has been prepared according to the Global Reporting Initiative (GRI) standards and using the new Universal Standards 2021 and the new Sector Standard GRI 13: Agriculture, Aquaculture and Fishing 2022, as well as the Sustainability Accounting Standards Board (SASB) parameters in the Agricultural Products and Processed Foods sectors.

Moreover, this report emphasizes the actions conducted as a contribution to the Sustainable Development Goals (SDG) and the 10 United Nations Global Compact principles, so proving Camposol's commitment to sustainability and corporate responsibility.

Camposol's sustainability team, together with the consulting company Personaz, has prepared this report, which the Legal, Compliance and ESG¹¹ Vice-Presidency and the company's CEO validated and approved.

The previous edition of Camposol's Sustainability Report corresponded to the ESG performance of year 2021 and was published in 2022. The issue frequency of this document is annually. No information update has been necessary. It is worth mentioning that the report has not been submitted to external verification.

Camposol S.A.'s legal domicile is Avenida El Derby 250, Urbanización El Derby de Monterrico, Santiago de Surco, Lima, Peru.

Camposol S.A. belongs to Camposol Holding PLC, which consists of the subsidiaries and traders that are detailed below:

Company	Location	Activity
Camposol S.A.	Peru	Farmlands – Business office
Nor Agro S.A.C	Sullana, Piura, Peru	Farmlands
Muelles y Servicios Paita S.A.C.	Paita, Piura, Peru	Farmlands
Camposol Europa S.L.	Spain	Trader
Camposol Fresh B.V.	The 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	Farmlands
Camposol Uruguay S.R.L.	Uruguay	Farmlands
Camposol Chile S.P.A	Chile	Farmlands
Camposol Cyprus Limited	Cyprus	Holding
Camposol Switzerland GmbH	Switzerland	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	Farmlands
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

¹¹ ESG: Environmental, Social and Corporate Governance.



This report includes the own field and plant operations in La Libertad, and the Agroalegre and Terra farms in Piura, Colombia and Uruguay. Regarding our Mexican and Chilean operations, they are reporting the available information as they are emerging operations. No information about offices located in other countries has been reported.

The contact points for any inquiry 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.

MATERIALITY ANALYSIS

(GRI 3-1)

In 2022, we hired KPMG, a consulting company, to prepare a sustainability diagnosis and a materiality analysis to identify matters that have a larger environmental, economic and social impact inside Camposol and are relevant for our stakeholders. During this process, we followed the guidelines the Global Reporting Initiative (GRI) establishes and are aligned with the methodological approach explained below:

1. Identification of subjects: The benchmark of initiatives and companies, together with the international

agribusiness standards, such as the OCDE, WBCSD and FAO guidelines and the material reporting subjects as the GRI and SASB.

2. Fieldwork: 17 interviews, which included Camposol's different managers and VPs, were held to understand the positive and negative impacts and the management improvement opportunities. After this analysis, online surveys were conducted to prioritize the findings. Workers, contractors, suppliers, communities, customers, officers and executives from Chile, China, Cyprus, Colombia, Costa Rica, USA, Mexico, the Netherlands, Peru, Switzerland and Uruguay participated in this survey.

3. Analysis of results: Through the results that were obtained from the surveys, the quantity of answers based on the given classification was analyzed. Additionally, 5 focus groups, in which collaborators, communities and suppliers from Peru, Colombia and Uruguay participated, were conducted to understand the expectations of the different stakeholders.

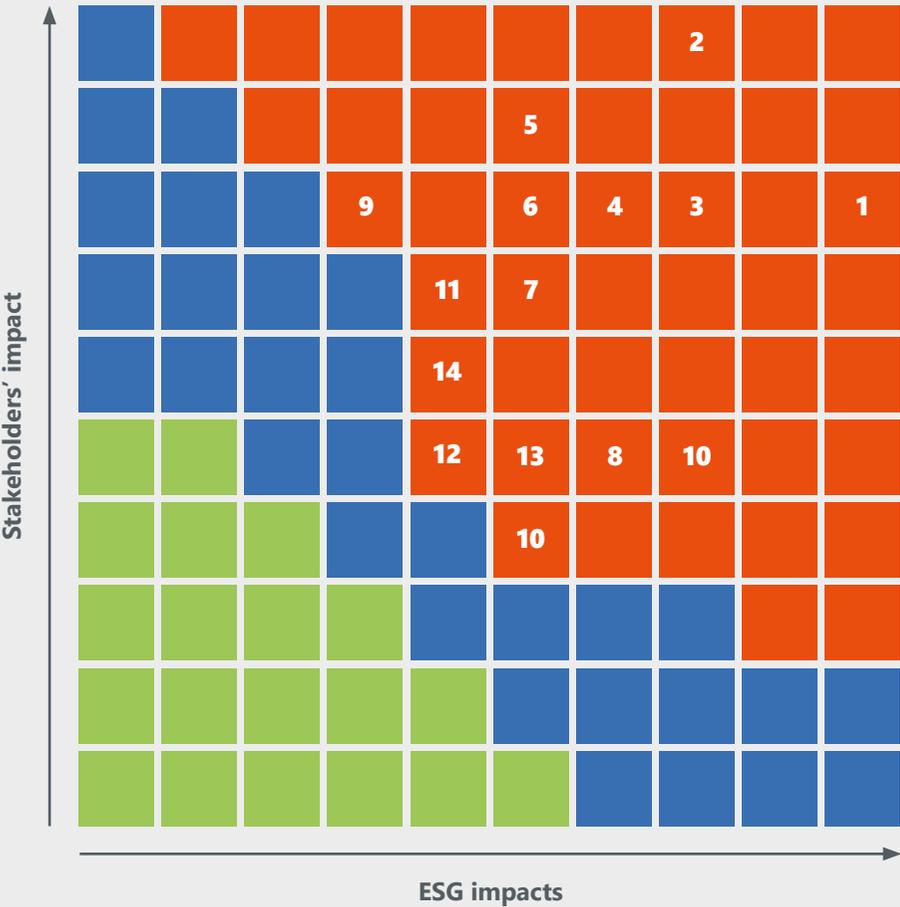
4. Matrix of results: The results from the managers and other stakeholders were graphed. The materiality matrix was submitted to the management to be considered and validated.

5. The prioritized issues that were initially 22 and were grouped into 14 issues were reviewed, and the following materiality matrix resulted from it.

Material issues:

(GRI 3-2)

1. Community relations
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 and gender
7. Suppliers Management (efficient logistics)
8. Human rights
9. Quality, marketing and nutrition (including labelling and customers' management)
10. Energy efficiency, GEG management, and climate change
11. Working conditions
12. Economic performance, economic development, and local investment
13. Ethics, regulatory compliance, risk management, and transparency
14. Biodiversity, conservation and soil treatment



High (or short term) Medium (or medium term) Low (or long term)



STAKEHOLDERS

(GRI 2-29)

We promote an open and transparent communication with our stakeholders and maintain a constant dialogue with each of them. The activities and engagement may be seen in detail in each of the chapters of this report; however, we summarize below the different communication ways that were conducted in Peru and Colombia, as they are the largest operations we currently manage.



STAKEHOLDER	COMMUNICATION CHANNELS	FREQUENCY
Employees	Physical: informative murals, corporate advertising materials, brochures, and corporate pamphlets.	Permanent
	In-person: integration and acknowledgement events, communication cascade, and in-person meetings.	Permanent
	Digital: corporate email, virtual catalogs, WhatsApp, web page, and social networks (Facebook, Instagram, LinkedIn, and Facebook group).	Permanent
	Campaigns.	According to the schedule worked in the corresponding area.
Operators	Physical: informative murals, corporate advertising materials, brochures, and corporate pamphlets.	Permanent
	In-person: integration and acknowledgement events, communication cascade, and in-person meetings.	Permanent
	Digital: WhatsApp, web page, social networks (Facebook group), ads in print media, radio and television (local).	Permanent
	Campaigns: Employer's brand and acknowledgements, among others.	According to the schedule worked in the corresponding area

STAKEHOLDER	COMMUNICATION CHANNELS	FREQUENCY
Customers	Physical: ads, brochures, corporate pamphlets, boxes, and labels, among others.	According to the suggested annual media plan.
	In-person: meetings, field visits, and fairs.	According to the schedule of fairs for the year.
	Digital: corporate email, brochures, catalogs, web page, social networks (Facebook, Instagram, and LinkedIn).	Permanent
Consumers	Physical: ads, brochures, corporate pamphlets, boxes, and labels, among others.	Permanent
	In-person: sponsorships and fairs.	Participation is assessed according to the requests received and the budget.
	Digital: web page and social networks (Facebook, Instagram, and LinkedIn).	Permanent
Investors	In-person: meetings, field visits, and conferences.	Upon request
	Digital: online broadcasting, reports, corporate email, web page, and social networks (Facebook, Instagram, and LinkedIn).	Permanent
Suppliers	Digital: corporate email, web page, and social networks (Facebook, Instagram, and LinkedIn).	Coordination with the area to publish the information.
Communities	Physical: ads in print press, radio and television (local), advertisements, corporate advertising material, brochures, and informative pamphlets.	According to the schedule worked in the corresponding area.
	Digital: web page and social networks (LinkedIn and Facebook group).	Permanent
Media	Physical: ads, advertorials, and press releases.	According to the suggested annual media plan.
	In-person: interviews	According to the suggested annual media plan and request of interviews that the People and Culture and Global Communications VP approves.
	Digital: digital email, web page, and social networks (Facebook, Instagram, and LinkedIn).	Permanent
Government	In-person: meetings and field visits.	Upon request



STAKEHOLDER	COMMUNICATION CHANNELS	FREQUENCY
Employees	Physical: informative murals and corporate advertising materials.	Permanent
	In-person: integration and acknowledgement events, communication cascade, and meetings.	Permanent
	Digital: corporate email, virtual catalogs, WhatsApp, web page, and social networks (Facebook, Instagram, LinkedIn, and Facebook group).	Permanent
	Campaigns.	According to the schedule worked in the corresponding area.
Operators	Physical: informative murals, corporate advertising materials, informative brochures, and bulletin.	Permanent
	In-person: communication cascade and meetings.	Permanent
	Digital: WhatsApp	Permanent
	Campaigns: Employer's brand, and acknowledgements, among others.	According to the schedule worked in the corresponding area.
Customers	Physical: informative brochures and pamphlets, boxes, and labels, among others.	According to the media plan and to the schedule of fairs for the year.
	In-person: meetings, field visits, and fairs.	Participation is assessed according to the requests received and the budget.
	Digital: corporate email, brochures, catalogs, web page, and social networks (Facebook, Instagram, and LinkedIn).	Permanent
Consumers	Physical: ads, informative brochures and pamphlets, boxes, and labels, among others.	Permanent
	In-person: sponsorships and fairs.	Participation is assessed according to the requests received and the budget.
	Digital: web page and social networks (Facebook, Instagram, and LinkedIn).	Permanent
Investors	In-person: meetings, field visits, and conferences.	Upon request
	Digital: online broadcasting, reports, corporate email, web page, and social networks (Facebook, Instagram, and LinkedIn).	Permanent

STAKEHOLDER	COMMUNICATION CHANNELS	FREQUENCY
Suppliers	Digital: intranet.	
Communities	Physical: ads in print press, radio and television (local), advertisements, corporate advertising material, brochures, and informative pamphlets.	Permanent
	Digital: web page and social networks (LinkedIn and Facebook group).	Permanent
Media	Physical: ads, advertorials, and press releases.	According to the suggested annual media plan.
	In-person: interviews	According to the suggested annual media plan and request of interviews that the People and Culture and Global Communications VP approves
	Digital: corporate email, web page, and social networks (Facebook, Instagram, and LinkedIn).	According to the suggested annual media plan.
Government - Regional Autonomous Corporations (Corporación Autónoma Regional, CAR)	In-person: in-person meetings and field visits.	Upon request
Social and environmental leaders	In-person: events, in-person meetings, and field visits.	Upon request
	Digital: corporate email and WhatsApp.	Upon request

Chile

Camposol Chile started its operations in 2018 and is focused on the production of 149 hectares of cherries. The company settled in Chile due to the high demand, excellent margins, and counter-seasonal harvest. The Chilean cherry industry has an advanced global technical management, and we, at Camposol, look for participating in this industry through a crop learning and exploration approach.



Corporate governance and economic actions



Camposol Chile has built a direct relationship with the Chinese market to plan the harvest at the beginning of November 2023 and coincide their demand during the Chinese New Year.

At the end of season 2022, we succeeded in certifying the field under the Global Gap/GRASP standard, which allows us to export to the Chinese market.

The incorporation of management and production technologies, as well as obtaining subsidies for the installation of advanced irrigation systems, suggests an investment in innovation and development.

Environmental actions



Between 2019 and 2020, technical analyses of the soil, as well as the topography surveying, were conducted to have a precise planning of the plantation.

A highly technified irrigation system, which includes automatic irrigation and 45,000 m3 to supply the drip irrigation, was installed. This reflects an approach to efficient water management.

During 2022, the KGB transport system that enables a low and pedestrian orchard was implemented, so decreasing the need for labor and possibly optimizing the use of resources.

Social actions



The work team includes 19 people among heads of areas, supervision and agricultural workers in the production, irrigation, health, IMS (Integrated Management Systems), and administration.

Personnel comes mainly from the local neighboring communities, contributing to local employment and development.



Mexico

At Camposol, in our effort to supply our customers throughout the year, we expanded our operations to Mexico in 2021. We have focused on blueberry production and intend to conduct both our own expansion in Sinaloa and associations with local producers under Camposol brand.

Regarding the market, our destination is the United States and Canada. During this period, we built the first blueberry packaging plant in Sinaloa, Mexico, which renders services not only for their own production, but also for local producers, so optimizing efficiency and costs.



Environmental actions



Implementation of sustainable agricultural technologies with a water, fertilizer and agrochemical use approach.

Responsible management of hazardous and non-hazardous waste with the collaboration of specialized institutions.

Conservation of endemic species with products that have a low impact on beneficial insects and live fences around the crop.

Strategies to prevent fauna damages, such as the use of gas cannons to scare away birds and night application of insecticides to protect bees.

Social actions



Generation of around 600 jobs in the neighboring communities during approximately 6 months.

Commitment to local ecosystem care and conservation for which we work in harmony with communities and biodiversity.

Corporate governance and economic actions



Approach to sustainable development to partner with independent producers.

Active participation in the agricultural industry and community reflects a responsible growth strategy.



APPENDIX N° 1: GENERATED WASTE PER TYPE – CAMPOSOL PERU 2022

	Usable	Transport and final disposal
NON-HAZARDOUS	899.7	666.894
Second-hand oil	5.6	0
Waste oil	5.36	0
Cardboard	467.56	0
Scrap	68.63	0
Plastic cylinder	1.43	0
Special coir (24 pallets)	0	63.32
Firewood	167.97	6.05
Wood	21.66	0
Disused wood	0.87	0
Obsolete hoses	79.33	0
Disused plastic pallets	1.44	0
Disused plastic	67.97	0
Plastic film	8.13	0
Waste contaminated with fertilizers	0	0.62
Waste contaminated with paint	0	2.66
General or unusable waste	0	593.374
Hazardous waste	0	0.87
PVC tubing	3.75	0

	Usable	Transport and final disposal
HAZARDOUS	2.72	36.73
Disused application fittings	0	0.22
Machinery fittings	0	0.2
Electric fittings	0	0.74
Disused electric fittings	0	0.35
Disused electric fittings	0	0.1
Oil contaminated with ammonia	0	0.61
Disused oil	0	0.25
Sand contaminated with hydrocarbon	0	0.35
Disused batteries	0	0.55
Discarded Better World materials	0	0.1
Chemical drums	2.72	0.4
Disused empty cement bags	0	0.12
Cardboards contaminated with hydrocarbons	0	0.05
Cardboards contaminated with pesticides	0	0.4
Empty containers	0	30.85
Empty containers contaminated with aerosol	0	0.01
PPE contaminated with pesticide	0	0.4
Disused PPE	0	1.03
PPE contaminated with pesticides	0	0.2
Broken Eternit fiber cement	0	0.5
Fiberglass	0	0.55
Disused oil filters	0	1.03
Air filters	0	0.6
Disused air filters	0	0.2

	Usable	Transport and final disposal
Disused aerosol bottles	0	0.05
Empty oil gallons	0	0.05
Disused sanitary grease	0	0.12
Disused rubbers	0	0.4
Empty paint cans	0	0.2
Disused glass cleaner	0	0.1
Disused light	0	0.1
Disused lights	0	0.5
Disused petroleum	0	0.1
Disused batteries	0	0.05
Plastic contaminated with pesticide	0	1
Plastics contaminated with pesticides	0	0.6
Aluminum security seals	0	0.2
WEEE	0	0.8
Bio-contaminated waste	0	1.41
Waste contaminated with oil	0	7.1
Waste contaminated with fertilizers	0	27.9
Waste contaminated with hydrocarbons	0	3.98
Waste contaminated with metal	0	0.6
Waste contaminated with pesticides	0	17.5
Waste contaminated with paint	0	2.75
Waste contaminated with chemicals	0	0.7
Aluminum waste	0	0.3
Hazardous waste	0	27.6
Empty sack contaminated with fertilizers	0	4.579
Expired industrial salt	0	1.89

	Usable	Transport and final disposal
Temocid tins	0	0.4
Empty paint tins	0	0.05
Disused toners	0	0.1
Cloths contaminated with hydrocarbons	0	0.3
Broken glasses	0	0.1



GRI index							
Declaration of use	Camposol has prepared the report according to the GRI standards for the period from January 1st to December 31st 2022.						
GRI 1	GRI 1: Rationale 2021						
GRI sector standard	Agriculture, Aquaculture and Fishing						
GRI standard	Content	Location	Omission			Sector GRI 13	
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	2-10.	Designation and selection of the highest governance body	39, 40, 41				
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	2-20.	Process to determine the remuneration	-		Confidentiality restrictions	Safety of our governance body members	
	2-21.	Total annual compensation ratio	-		Confidentiality restrictions	Safety of our governance body members	
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	2-23.	Commitments and policies	4, 5 ,6				
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	2-25.	Processes to remedy the negative impacts	41				
	2-26.	Mechanisms to request counselling and pose concerns	41				
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	2-28.	Affiliation to associations	6				
	2-29.	Approach for stakeholders' participation	46, 47				
	2-30.	Collective bargaining agreements	7				

GRI standard		Content	Location	Omission			Sector GRI 13
				Omitted requirement	Reason	Explanation	
GRI 3: Material issues 2022	3-1.	Process to determine the material issues	45				
	3-2.	List of material issues	45				
Community relations							
GRI 3: Material issues 2022	3-3.	Management of material issues	36, 37, 38				13.12.1, 13.13.1, 13.14.1
GRI 413: Local communities 2016	413-1	Operations with local community participation programs, impact assessments, and development	36, 37, 38				13.12.2
	413-2	Operations with significant negative impacts –real or potential– on the local communities	36, 37, 38				13.12.3
GRI 13: Land and resource use rights		Locations of operations where rights to land and natural resources may be affected by the operations of the organization	19, 20, 21, 22, 23				13.13.2
		Size in hectares and location of the operations where the land and natural resource use rights are affected	19,20, 21, 22, 23				13.13.3
GRI 13: Rights of native communities	411-1	Cases of violation of native people's rights	36, 37, 38				13.14.2
		Locations of operations with presence of native people or where they may be affected by the organization's activities	36, 37, 38				13.14.3
		Report about the participation in a process to obtain free, previous and informed consent of native people for any of its activities	36, 37, 38				13.14.4
Occupational health and safety management							
GRI 3: Material issues 2022	3-3.	Management of material issues	13, 14,15				13.19.1
GRI 403: Occupational safety and health 2018	403-1	Occupational health and safety management system	13, 14				13.19.2
	403-2	Identification of hazards, risk assessment, and investigation of incidents	13,14				13.19.3
	403-3	Occupational health services	13, 14				13.19.4
	403-4	Participation of workers, inquiries and communication about occupational health and safety	13,14				13.19.5
	403-5	Training of workers in occupational health and safety matters	13, 14, 15				13.19.6
	403-6	Promotion of workers' health	13,14				13.19.7
	403-7	Prevention and mitigation of the occupational health and safety impacts that are directly related through commercial relationships	13, 14				13.19.8
	403-8	Coverage of the occupational health and safety management system	13, 14				13.19.9
	403-9	Injuries due to occupational accidents	13, 14, 15				13.19.10
	403-10	Occupational illnesses and diseases	13, 14, 15				13.19.11



Water resource management							
GRI 3: Material issues 2022	3-3.	Management of material issues	16, 17, 18, 19				13.7.1
GRI 303: Water and effluents 2018	303-1	Interaction with water as a shared resource	16, 17, 18, 19				13.7.2
	303-2	Management of impacts related to water discharge	16, 17, 18, 19				13.7.3
	303-3	Water extraction	16, 17, 18, 19				13.7.4
	303-4	Water discharge	16, 17, 18, 19				13.7.5
	303-5	Water consumption	16, 17, 18, 19				13.7.6
Talent retention and development							
GRI 3: Material issues 2022	3-3.	Management of material issues	7, 10				
GRI 401: Employment 2016	401-1	Hiring of new employees and personnel turnover	8				
	401-2	Benefits for full-time employees that are not granted to part-time or temporary employees	9				
	401-3	Parent's permit	9				
GRI 402: Worker-company relationships 2016	402-1	Terms for minimum notice about operational changes	46, 47				
GRI 404: Training and education 2016	404-1	Average of training hours per year per employee	10				
	404-2	Programs to develop employees' competences and transition help programs	10				
		Percentage of employees that undergo regular career performance and development assessments	10				
Diversity, inclusion and gender							
GRI 3: Material issues 2022	3-3.	Management of material issues	11, 12				13.15.1
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity in governance bodies and employees	11, 12				13.15.2
	405-2	Ratio between the basic salary and the remuneration of women and men	11, 12		Confidentiality restrictions	Due to security reasons, this information cannot be published	13.15.3
GRI 406: Non-discrimination 2016	406-1	Cases of discrimination and taken corrective actions	11, 12				13.15.4



Management of suppliers (efficient logistics)							
GRI 3: Material issues 2022	3-3.	Management of material issues	30, 31				13.23.1
GRI 308: Environmental assessment of suppliers 2016	308-1	New suppliers that have passed the assessment and selection filters according to the environmental criteria	31				
	308-2	Negative environmental impacts on the supply chain and measures taken	31				
GRI 414: Social assessment of suppliers 2016	414-1	New suppliers that have passed the selection filters according to the social criteria	31				
	414-2	Negative environmental impacts on the supply chain and measures taken	31				
GRI 13: Chain value traceability		Level of traceability implemented by supplied product	31				13.23.2
		Percentage of the supplied volume	31				13.23.3
		Improvement projects to certify suppliers according to the recognized international standards	31				13.23.4
Human rights							
GRI 3: Material issues 2022	3-3.	Management of material issues	12				13.18.1, 13.17.1, 13.16.1
GRI 407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining could be at risk	12, 31				13.18.2
GRI 408: Child labor 2016	408-1	Operations and suppliers with significant risk of child labor cases	12, 31				13.17.2
GRI 409: Forced or mandatory labor 2016	409-1	Operations and suppliers with significant risk of forced or mandatory labor cases	12, 31				13.16.2
Quality, marketing (including labelling and customer management) and nutrition							
GRI 3: Material issues 2022	3-3.	Management of material issues	32, 33, 34				13.10.1, 13.6.1, 13.9.1
GRI 416: Customers' health and safety	416-1	Assessment of impacts on health and safety of product and service categories	32, 33, 34				13.10.2
	416-2	Cases of noncompliance related to impacts on health and safety of product and service categories	32, 33, 34				13.10.3
GRI 417: Marketing and labelling 2016	417-1	Requeriments for product and service information and labelling	34				
	417-2	Cases of noncompliance related to the product and service information and labelling	34				
	417-3	Cases of noncompliance related to marketing communications	34				
GRI 13: Use of pesticides		Information on volume and intensity of used pesticides	23, 24				13.6.2
GRI 13: Food safety		Information on food loss in metric tons and percentage by main products	-		Unavailable or incomplete information	This is information is not available	13.9.2

Energy efficiency, GEG management and climate change							
GRI 3: Material issues 2022	3-3.	Management of material issues	27, 28				13.1.1 13.2.1
GRI 302: Energy 2016	302-1	Energy consumption inside the organization	27, 28				
	302-2	Energy consumption outside the organization	-		Unavailable or incomplete information	This information is not available	
	302-3	Energy intensity	27, 28				
	302-4	Reduction of energy consumption	27, 28				
	302-5	Reduction of the energy requirements of products and services	27, 28				
GRI 201: Economic performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	27, 28				13.2.2
Labor conditions							
GRI 3: Material issues 2022	3-3.	Management of material issues	9				13.21.1
GRI 13: Employment practices		Relevant information to describe employment practices	9				13.20.1
GRI 13: Income and living wage		Percentage of employees and workers who are not employees and whose work is controlled and covered by collective bargaining agreements	9		Unavailable or incomplete information	There is no information about the workers who are not employees	13.21.2
		Percentage of employees and workers who are not employees and whose work is controlled and receive a payment that is above the living wage	9		Unavailable or incomplete information	There is no information about the workers who are not employees	13.21.3
Economic performance, economic development and social investment							
GRI 3: Material issues 2022	3-3.	Management of material issues	35				13.22.1
GRI 201: Economic performance	201-1	Generated and distributed economic value	35				13.22.2
	201-3	Obligations of the benefit plan and other retirement plans	35				
	201-4	Financial assistance received from the government	35				
GRI 203: Indirect economic impacts 2016	203-1	Investment in infrastructures and supported services	36, 37, 38				13.22.3
		Significant indirect economic impacts	36, 37, 38				13.22.4



Ethics, regulatory compliance, risk management and transparency							
GRI 3: Material issues 2022	3-3.	Management of material issues	41				13.24.1, 13.25.2, 13.26.1
GRI 205: Anticorruption 2016	205-1	Operations assessed for risks related to corruption	41, 42				13.26.2
	205-2	Communication and training in anticorruption policies and procedures	31, 41, 42		Unavailable or incomplete information	The percentage of collaborators trained in issues related to corruption is not available	13.26.3
	205-3	Confirmed corruption cases and measures taken	41, 42				13.26.4
GRI 206: Unfair competition 2016	206-1	Juridical actions related to unfair competition, behaviors against free competition, and monopoly practices	41, 43				13.25.2
GRI 415: Public policy 2016	415-1	Contributions to political parties and/or representatives	41				13.24.2
Circular economy, waste management and sustainable agriculture							
GRI 3: Material issues 2022	3-3.	Management of material issues	25, 26, 27				13.8.1
GRI 301: Materials 2016	301-1	Materials used by weight or volume	25				
	301-2	Recycled supplies	25				
	301-3	Reused products and packaging materials	25				
GRI 306: Waste 2018	306-1	Generation of waste and significant waste-related impacts	25, 26, 27		There is no information available for Fundo Terra and Agroalegre		13.8.2
	306-2	Management of significant waste-related impacts	25, 26, 27				13.8.3
	306-3	Generated waste	27				13.8.4
	306-4	Waste that are not for disposal	25, 26, 27				13.8.5
			Waste for disposal	25, 26, 27			
Biodiversity, conservation and soil treatment							
GRI 3: Material issues 2022	3-3.	Management of material issues	19, 20, 21, 22, 23				13.3.1,13.4.1,13.5.1
GRI 304: Biodiversity 2016	304-1	Owned, rented or managed operation centers located inside or next to protected areas or areas of great biodiversity value outside the protected areas	19, 20, 21, 22, 23				13.3.2
	304-2	Significant impacts of activities, products and services on biodiversity	19, 20, 21, 22, 23				13.3.3
	304-3	Protected or restored habitats	19, 20, 21, 22, 23				13.3.4
	304-4	Species that appear in the IUCN Red List and in national conservation lists which habitats are in the areas affected by the operations	19, 20, 21, 22, 23				13.3.5
GRI 13: Conversion of natural ecosystems		Percentage of the production volume from the own, rented or managed lands that are free of deforestation or conversion	19, 20, 21, 22, 23				13.4.2
GRI 13: Animal health and wellbeing		Percentage of the production volume from the organization's facilities that certified by third parties according to animal health and wellbeing standards	-		Unavailable or incomplete information	This information is not available as it is not relevant for the line of business	13.11.2



Unreported sector contents

Energy efficiency, GEG management and climate change							
GRI-305: Emissions 2016	305-1	Direct GEG emissions (scope 1)	27, 28		Unavailable or incomplete information	The new measure of CO2 footprint will be made in 2024 regarding 2023.	13.1.2
	305-2	Indirect GEG emissions when generating energy (scope 2)	27, 28		Unavailable or incomplete information		13.1.3
	305-3	Other indirect GEG emissions (scope 3)	27, 28		Unavailable or incomplete information		13.1.4
	305-4	Intensity of GEG emissions	27, 28		Unavailable or incomplete information		13.1.5
	305-5	Reduction of GEG emissions	27, 28		Unavailable or incomplete information		13.1.6
	305-6	Emissions of substances that deplete the ozone layer (ODS)	27, 28		Unavailable or incomplete information		13.1.7
	305-7	Nitrogen oxide (NOx), sulfur oxides (SOx) and other significant emissions into the air	27, 28		Unavailable or incomplete information		13.1.8



PROCESSED FOODS
SASB Index

Subject	Accountability parameters	CODE	Page number
Energy management	(1) Total energy used, (2) percentage of electricity from the grid, (3) percentage of renewables	FB-PF-130a.1	27, 28
Water management	(1) Total water extracted, (2) total water used, percentage of each one in regions with a high or extremely high initial water stress	FB-PF-140a.1	16, 18
	Number of non-conformity incidents related to water quantity or quality permits, standards and regulations	FB-PF-140a.2	16, 17, 18
	Description of water management risks and analysis of the strategies and practices to mitigate them	FB-PF-140a.3	16
Food safety	Audit of the Global Food Safety Initiative (GFSI): (1) non-conformity rate and (2) rate of corrective actions that correspond to a) important and b) minor non-conformity cases	FB-PF-250a.1	32, 33, 34
	Percentage of ingredients from level 1 suppliers' facilities that are certified by a food safety certification program that is recognized by the Global Food Safety Initiative (GFSI)	FB-PF-250a.2	32, 33, 34
	(1) Total number of notifications received due to a food safety violation, (2) corrected percentage	FB-PF-250a.3	32, 33, 34
	(1) Number of issued removals and (2) total quantity of removed food products	FB-PF-250a.4	32, 33, 34
Health and nutrition	Entries of products that have a labelling or marketing promoting the health and nutrition attributes	FB-PF-260a.1	34
	Analysis of the identification process and management of products and ingredients related to the consumers' nutritional and health concerns	FB-PF-260a.2	32, 33, 34
Product labelling and marketing	Percentage of public announcements (1) developed for children and (2) developed for children that promote products that comply with food recommendations	FB-PF-270a.1	34
	Entries of labelled products as (1) containing genetically modified organisms (GMOs) and 2) not containing GMOs	FB-PF-270a.2	34
	Number of non-conformity incidents of regulatory or sector codes for labelling or marketing	FB-PF-270a.3	34
	Total amount of monetary losses as result of judicial proceedings related to labelling or marketing	FB-PF-270a.4	34
Packaging lifecycle management	(1) Total weight of packages, (2) percentage manufactured with recycled or renewable materials and (3) percentage that is recyclable, reusable or compostable	FB-PF-410a.1	25, 26, 30, 31
	Analysis of strategies to reduce the environmental effect of packings throughout their lifecycle	FB-PF-410a.2	25, 26, 30, 31
Environmental and social impacts of the ingredient supply chain	Percentage of bought foods that are certified according to third parties' environmental or social standards	FB-PF-430a.1	31, 33, 34, 42
	Audit about the suppliers' social and environmental responsibility: (1) non-conformity rate and (2) rate of corrective actions that correspond to a) important and b) minor non-conformity cases	FB-PF-430a.2	31, 33, 34, 42
Ingredient supply	Percentage of food ingredients from regions with a high or extremely high initial water stress	FB-PF-440a.1	16, 31
	List of priority food ingredients and analysis of supply risks due to environmental and social considerations	FB-PF-440a.2	30
ACTIVITY PARAMETER		CODE	Page number
Weight of the sold products		FB-PF-000.A	29, 30
Number of production facilities			29, 30



AGRICULTURAL PRODUCTS
SASB Index

Subject	Accountability parameters	CODE	Page number
Emission of greenhouse effect gases	World gross scope 1 emissions	This information is not available	
	Analysis of the long- and short-term strategy or plan to manage scope 1 emissions, the emission reduction objectives, and analysis of results related to these objectives	This information is not available	
	Used fleet fuel, percentage of renewables	FB-AG-110a.3	27, 28
Energy management	(1) Used operational energy, (2) percentage of electricity from the grid, (3) percentage of renewables	FB-AG-130a.1	27, 28
Water management	(1) Total extracted water, (2) total used water, percentage of each of them in regions with a high or extremely high initial water stress	FB-AG-140a.1	16, 18, 19
	Description of the water management risks and analysis of the strategies and practices to mitigate them	FB-AG-140a.2	16
	Number of non-conformity incidents related to water quantity or quality permits, standards and regulations	FB-AG-140a.3	16
Food safety	Audit of the Global Food Safety Initiative (GFSI): (1) non-conformity rate and (2) rate of corrective actions that correspond to a) important and b) minor non-conformity cases	FB-AG-250a.1	34
	Percentage of agricultural products from suppliers that are certified by a food safety certification program that is recognized by the Global Food Safety Initiative (GFSI)	FB-AG-250a.2	32, 33, 34
	(1) Number of issued removals and (2) total quantity of removed food products	FB-AG-250a.3	32, 33, 34
Workforce health and safety	"(1) Total recordable incident rate (TRIR), (2) Mortality rate and (3) Near miss frequency rate (NMFR) for (a) direct employees and (b) temporary or migrant employees"	FB-AG-320a.1	13, 14
Environmental and social impacts of the ingredient supply chain	Percentage of obtained agricultural products that are certified according to a third party's environmental or social standards, and standard percentages	FB-AG-430a.1	31
	Audit of suppliers' social and environmental responsibility: (1) non-conformity rate and (2) rate of corrective actions that correspond to a) important and b) minor non-conformity cases	FB-AG-430a.2	31
	Analysis of the strategy for managing environmental and social risks that result from the contract crops and basic product supply	FB-AG-430a.3	30
GMO management	Analysis of strategies for managing the use of genetically modified organisms (GMOs)	FB-AG-430b.1	19, 20, 21, 22, 23
Ingredient supply	Identification of main crops and description of risks and opportunities the climate change represents	FB-AG-440a.1	27, 28, 30
	Percentage of agricultural products from regions with a high or extremely high initial water stress	FB-AG-440a.2	16
ACTIVITY PARAMETER		CODE	Page number
Production by main crop		FB-AG-000.A	29, 30
Number of processing facilities		FB-AG-000.B	29, 30
Total land surface under active production		FB-AG-000.C	29
Cost of external agricultural products			30



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