

GRUPO DC



Sustainability Report

We farm the land to improve lives

2024

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Letter from the CEO

(GRI 2-22)

I am pleased to present Camposol's 2024 Sustainability Report, through which we reaffirm our commitment to sustainability, transparency and accountability to our stakeholders. In a dynamic and challenging global environment, we remain convinced that business growth must go hand in hand with generating value for people and preserving the planet. Therefore, every decision we make is aligned with our purpose: to offer healthy and sustainable food to consumers around the world, ensuring responsible development at every stage of our value chain.

Our business model continues to evolve with a comprehensive approach that allows us to balance economic performance with environmental, social and governance (ESG) management. Through our operations in Peru, Colombia, Uruguay and Chile, and with a commercial presence in the United States, Spain, the Netherlands and China; we strengthened our connection with customers in more than 40 countries. This ability to adapt allows us to continue to be a key player in global agro-exports, maintaining the highest standards of quality and sustainability.

Throughout this report, we share how we are making progress in integrating sustainability across our operations. In 2024, we consolidated

our sustainability strategy around five priority axes: Governance, People, Environment, Communities and Product. This approach allows us to manage our impacts in a structured way, ensuring that every aspect of our business contributes to the well-being of our stakeholders and the sustainable development of the regions where we operate.

This year we achieved revenues totaling \$574 million, reflecting a growth of 15.5% over the previous year. In Peru, our production of blueberries and fresh mango reached 52,486 tons and 17,691 tons, maintaining us as leaders in the export of these products.

From the environmental dimension, we continue to strengthen our management with concrete actions, which optimize the use of natural resources and reduce our impact. During 2024 we made progress in consolidating our climate strategy, with the measurement of our organizational carbon and water footprint in our operation in Peru, which will allow us to define more precise reduction and mitigation plans. We also continue to implement technologies to optimize water management in our crops, promoting more efficient and resilient agriculture. As part of our commitment to the clean energy transition, we installed a 1MWp solar plant on our farms in Peru, capable of supplying up to

100% of energy consumption at peak times and reducing 363.27 tons of CO₂ per year.

In the social scope, we reaffirm our commitment to the well-being of our communities through initiatives in education, health, and quality of life, benefiting more than 7,250 people during 2024. Through our social commitment and volunteerism, we strengthen the bond with our communities, ensuring a positive and sustainable impact in the regions where we operate.

At Camposol we firmly believe that sustainability is not a destination, but a process of constant transformation. We continue to challenge ourselves to improve, innovate and find new ways to generate a positive impact on our environment. We thank all our employees, customers and strategic partners for being part of this journey. I invite you to learn more about our performance and commitments in this 2024 Sustainability Report, and to continue joining efforts to build a more sustainable future.

With commitment and vision for the future,

Ricardo Naranjo Fernandez
CEO Camposol

Main results of 2024



+116,991 tons

of products sold during 2024, with our main product being blueberries.



100% of our products

come from fields with **Global Food Safety Initiative (GFSI) certifications**.



100% of our operations

have social certifications such as **SMETA or GRASP**.



28,024 direct employees

in all Camposol operations, of which **44.4% are women (+0.3% compared to 2023)**.



+7,000 people benefited

through our social programs in our operation in Peru, Colombia and Uruguay.



1st place

as the company with **the highest exported value of Fresh Mango and Blueberries** in Peru during 2024 according to the results of the Fluctuante #AgroExportaciones2024.



USD 574,697 million

of revenue at the group level. **(+15.63% compared to 2023)**





We are Camposol

We are committed to sustainable practices that guarantee the freshness and quality of our products. We remain convinced that business growth must generate a positive and lasting impact on the well-being of the communities where we operate and the care of the planet. Every decision we make is designed to fulfill our purpose "We farm the land to improve lives".

RICARDO DAVID NARANJO FERNANDEZ
CEO



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

1. We are Camposol

(GRI 2-22)

➤ 1.1. Our Story

Camposol was founded in 1997, the result of our dream of transforming a desert into a “great green sea”. Thanks to the application of modern and sustainable agricultural practices, we managed to turn the region of La Libertad, in Peru, into an engine of employment for thousands of employees, contributing to improving the quality of life of their families.

During our first ten years, we focused on agricultural production, mainly on the cultivation of asparagus for the European market. However, in 2007, with the acquisition of the company by the D&C Group, we began a transformation process to become a company with a global reach. As part of this evolution, we diversified our product portfolio, expanded our operations to new locations, and strengthened our presence in international markets.

➤ 1.2. Our business model

We are dedicated to the production, processing and marketing of agricultural products such as avocados, blueberries, grapes, mangoes and tangerines, among others. Our products meet the highest standards of quality, traceability and delivery times, reflecting our commitment to a sustainable and socially responsible business model.

We operate in Peru, Colombia, Uruguay and Chile. In addition, we have offices in the United States, Spain, Switzerland, the Netherlands, Cyprus and China, which allows us to strengthen relationships with the main supermarkets and retail stores worldwide, supplying customers in more than 40 countries.

Mission

Providing consumers around the world with healthy food through operational excellence, innovation, sustainable practices; generating a positive, lasting impact on the well being of the communities where we operate; creating consistent long-term value for our shareholders.

Vision

Being the preferred and superior supplier of healthy and fresh food for families worldwide.

Purpose

We farm the land to improve lives.

➤ 1.3. Our products (GRI 2-6)

Nowadays, it is essential to take care of our planet, our health and our diet. At Camposol, we are committed to sustainable practices that guarantee the freshness and quality of our fruits. We have a diverse portfolio of fresh produce, including blueberries, avocados, mangoes, tangerines, grapes, cherries, and dragon fruits. In addition, we offer a variety of frozen fruits such as mangoes, avocados, and blueberries.

Camposol Product Portfolio



Blueberries

They are low in calories, fat and sodium, cholesterol-free and rich in fiber and minerals, especially vitamin C. They stand out for their high antioxidant content.



Avocados

Composed mainly of monounsaturated oils, they help reduce LDL cholesterol and maintain healthy HDL levels. They are rich in vitamins C and E, potassium and fiber, favoring the prevention of cardiovascular diseases, obesity, diabetes and prostate cancer.



Grapes

Natural source of vitamin C and B6, potassium, copper, iron and phosphorus. Its glucose and fructose content provides energy in a healthy way, as well as contributing to hydration.



Tangerines

They provide vitamins A, B and C, as well as essential minerals such as potassium, calcium, magnesium and phosphorus. Its high citric acid content promotes fat burning and contributes to weight loss.



Mangoes

They contain a wide variety of nutrients, vitamins and antioxidants. They also have an enzyme with digestive properties. A medium-sized mango provides about 40% of the recommended daily amount of fiber, as well as being an excellent source of potassium.



Cherries

They stand out for their richness in vitamins A and C, as well as minerals such as potassium, calcium and iron. They are a natural source of anthocyanins, pigments with high antioxidant power.



Dragon fruits

Exotic fruit with a high content of vitamin C and B2, as well as antioxidants such as flavonoids and betacyanins. It is also a source of iron, calcium and magnesium, supporting the immune system, cardiovascular health and skin care.

As part of our value proposition, we work to make our products available for most of the year. To achieve this, we follow a production strategy based on geographical “windows”, expanding our operations beyond Peru to Colombia, Uruguay and Chile. Thanks to this strategy, we seek to guarantee a continuous supply during the 12 months of the year, consolidating ourselves as a benchmark in the high-quality fresh produce industry.

➔ 1.4. Our operations

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

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

We have strategically located commercial offices which facilitate access to our high-quality offering that meets the highest industry standards and provides superior nutritional benefits. Our commitment to our customers and operational excellence has allowed us to manage and maintain solid business relationships in more than 40 countries in America, Asia and Europe, collaborating with 350 customers, mainly recognized supermarket chains worldwide.

In 2024, we closed our operations in Mexico as part of a strategic decision of the company.

Availability periods of our products

						
COUNTRY		 	 			
JAN	●			●		
FEB	●			●		
MAR	●			●		
APR	●	● ●	●			
MAY	●	● ●	● ●			
JUN	●	● ●	● ●			
JUL	●	●	● ●			
AUG	●		●			
SEP	●	●			●	
OCT	●	●			●	
NOV	●	●		●	●	●
DEC	●	●		●	●	●

Our operations




 Presence in
+40 countries


30
 farms


10 packing
 plants


17 distribution
 center


4 commercial
 offices



1.4.1 Production

We seek to improve year after year despite the weather conditions. This year there was an increase in the production of many of our crops, this situation was observed both in blueberries,

mandarins and grapes in Peru, as well as in cherries in Chile, avocados in Colombia and mandarins in Uruguay. The overall harvest volume increased.

Areas for production (ha) and production by main crop (tonnes)¹

Origin	Product	Area for active production			Harvest volume		
		2022	2023	2024	2022	2023	2024
Peru	Blueberries	2,663	2,767	2,705	51,580	38,281	52,486
	Avocados	2,568	2,583	2,667	35,892	35,429	25,229
	Mangoes	726	726	638	20,048	20,985	17,691
	Tangerines	412	440	440	11,722	6,196	8,857
	Grapes	560	560	561	14,993	7,361	17,277
	Dragon fruit	-	-	30			355
Chile	Cherries	139	139	149	0	118	579
Colombia	Avocados	2,162	2,058	1,351	2,651	2,831	6,754
Mexico	Blueberries	43	37	-	262	208	-
Uruguay	Tangerines	870	870	870	12,352	12,775	13,881
Total		10,143	10,180	9,410	149,500	124,184	143,109

¹The operation in Mexico was discontinued in 2024 due to the company's strategic decision. Data for 2022 and 2023 have been retained to maintain historical continuity of information; therefore, figures for 2024 are not included.





1.4.2 Marketing

In 2024, the total sale of fruits experienced a reduction. The marketing volume of some crops such as avocados, mangoes and tangerines fell, while blueberries and grapes increased.

Total volume of products sold (metric tons)



1.4.3 Buy from third parties

Third-party purchases are activated when there is a need to meet the commitments we have agreed with our customers. During 2024, we bought avocados and industrial mangoes.

**Volume (metric tons) and cost (USD)
of products purchased from third parties**

Product	Purchase volume			Cost		
	2022	2023	2024	2022	2023	2024
Blueberries	152	0	-	777,434	0	-
Avocados	1,659	3,423	508	2,844,380	3,229,154	909,498
Industrial Avocados	0	126	-	0	18,270	-
Industrial Mangoes	13,825	4,320	3,639	2,710,623	610,435	574,017
Exportable Mangoes	372	158	-	499,653	54,812	-
Tangerines	451	0	-	824,317	0	-
Grapes	113	0	-	378,496	0	-
Cherries	0	0	-	0	0	-
Total	16,420	8,029	4,148	7,257,469	3,912,673	1,483,515

1.5. Our economic performance

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

Ensuring stable economic performance is critical to the sustainability and growth of our company. To do this, we prioritize optimizing efficiency at every stage of our operation, from harvesting and production to distribution and marketing, which allows us to increase profitability and reinvest in our expansion.

In order to maintain these results, we focus on rigorous control of income and expenses, efficient management of economic and financial resources, and the establishment of a wealth structure that minimizes financial risks. We constantly evaluate the impact of our actions

through profitability indicators and carry out detailed internal reviews of productive, financial and commercial information, in addition to subjecting our financial statements to annual external audits.

In 2024, Camposol generated an economic value of 574,697 thousand USD, which represents a growth of 15.63% compared to 2023. This increase is mainly due to a higher volume of blueberry sales, an increase in the sales volume and price of grapes, and an increase in the price of avocados, driven by better product quality.

These achievements have been made possible by our ongoing efforts to improve operational efficiency, optimize processes, and

Direct economic value generated and distributed (Thousands of USD)²

Component	2022	2023	2024
Direct economic value generated	434,432	496,974	550,697
Revenue	434,432	496,974	550,697
Economic value distributed³	424,155	364,954	399,230
Operational costs ⁴	274,006	231,538	279,121
Employee salaries and benefits	142,897	124,900	111,222
Government Payments ⁵	6,743	8,297	6,419
Community Investments ⁶	509	223	2,468
Retained Economic Value	10,277	132,639	175,467

² Table note: The values correspond to the four Camposol operations (Peru, Colombia, Uruguay and Chile).

³ Payment to capital providers is not included because it is financed with medium-term debt.

⁴ It corresponds to the expenditure on suppliers only.

⁵ It corresponds to the total payment of taxes.

⁶ Consider only the scope for operations in Peru, Colombia and Uruguay, for which the information is available.

strengthen our relationship with customers. Our adaptability, resilience and strategic vision reinforce Camposol's position to maintain long-term success.

In relation to pension fields, we comply with the requirements of the regulations of each country where we operate. In 2024, the total amount of our contributions was: Peru: USD 9,379,379, Colombia: USD 272,432 and Uruguay: USD 463,063. In addition, it is important to note that this year we have not received financial assistance from any government organization.

➔ 1.6. Our culture

Our policies extend to the entire Camposol supply chain, ensuring their equitable application to all our employees, stakeholders and third parties involved in our commercial and industrial activities. In addition, they are an integral part of our organizational culture in each country where we operate, incorporating through our cultural pillars:



Our policies are an integral part of our organizational culture in every country where we operate, incorporated through our cultural pillars: Integrity, Excellence, Responsibility, and Team Spirit



1.6.1 Our main policies and standards of conduct

(GRI 2-23, 2-24)

At Camposol, we align our corporate policies and standards with our mission, vision, and purpose, ensuring that these are understood and applied across all of our operations. To ensure its effective dissemination, we use various communication channels adapted to each interest group. Internally, our employees access this information through newspaper walls, emails, and training sessions. Meanwhile, we make our policies available to our external stakeholders through our website: www.camposol.com.

i. Code of Ethics and Conduct

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

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

- **Employees:** We respect diversity and equal opportunities, while providing them with a safe and healthy work environment.
- **Shareholders:** We value and respect the independence of their thoughts and protect

the trust they place in our company, likewise, we are committed to protecting the reputation, assets and ethical culture of the company, preventing any type of risk and sanctioning any act of irregularity.

- **Customers and Suppliers:** We provide a treatment based on respect and dignity towards our customers and suppliers.
- **Competition:** We compete honestly and vigorously based on our ethical principles and in full compliance with the rules that regulate the markets.
- **Community, Environment and State:** We respect human and labor rights, we reject any type of servitude or any form of imposition of forced labor. Regarding the environment, we promote a culture of protection and the efficient use of resources. In service to the State, we respect the authority of public entities and officials wherever we conduct our business, and we maintain relations in a transparent, honest and ethical manner with them.

ii. Corporate Social Responsibility Policy

Our Corporate Social Responsibility Policy guides our commitment to sustainable development, integrating principles that strengthen our relationship with employees, communities, customers and the environment. This policy is based on the following pillars:

- **Employee well-being:** We encourage the personal and professional growth of our employees, extending this impact to their families and communities. Through various initiatives, we promote a better quality of life and the development of new skills that contribute to their overall well-being.
- **Care for the environment:** We implement strategies for the efficient use of natural and energy resources, ensuring responsible environmental management. In addition, we focus on the continuous improvement of our practices to reduce our environmental footprint and minimize pollution.
- **Product quality and traceability:** We carry out rigorous monitoring at all stages of our operation to guarantee the quality and integration of our products, ensuring high standards in each link of our value chain.
- **Product and market development:** We build strong relationships with our customers, catering to their needs and expectations. Our focus on quality, reliability and sustainability allows us to diversify our offering and expand into new markets in an agile and effective manner.
- **Shared value and sustainable development:** We believe in the generation of shared value as the axis of our business strategy. We align ourselves with the best practices in the sector, encouraging innovation and joint development with our stakeholders to drive sustainable growth.

- **Commitment to international standards:** We ensure that our management is aligned with global sustainability and human rights frameworks, such as the Universal Declaration of Human Rights, International Labor Organization (ILO) conventions and the principles of the United Nations Global Compact.

iii. Human Rights Policy

We reaffirm our commitment to the promotion and respect of human rights, ensuring that our operations are aligned with globally recognized principles. Our policy is based on the following commitments:

- Respect and recognize internationally recognized human rights, guaranteeing dignified and respectful treatment to all people, in accordance with the Universal Declaration of Human Rights, the International Bill of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, and the Ethical Trading Initiative (ETI), with special emphasis on rights related to the private sector.
- Act in accordance with our Code of Ethics and Conduct, ensuring compliance with fundamental principles such as the prohibition of child labor, the prevention of forced labor, occupational safety and health, freedom



We promote a culture of Human Rights, encouraging awareness and training of all our workers in this area.

of association and collective bargaining, non-discrimination, respect for working hours and fair remuneration, environmental sustainability, transparency in purchasing and logistics, corporate integrity and the prevention of corruption.

- Address the impact on Human Rights, establishing mechanisms to identify, prevent and remedy possible negative impacts on our operations and value chain, while enhancing positive impacts.
- Promote a culture of Human Rights, encouraging awareness and training of all our workers in this area.
- Comply with current legal standards on Human Rights, as well as with the voluntary standards and other guidelines adopted by Camposol.
- Continuously improve our Human Rights management, establishing objectives, goals and action plans, with defined responsible parties and periodic reviews to evaluate their compliance.
- Integrate our Human Rights Policy with Camposol's other management systems, ensuring their alignment with our internal regulations and business processes.

iv. Integrated Management System Policy

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

- Protect the safety, integrity and health of our workers, suppliers, customers and visitors in all our facilities, guaranteeing safe and healthy working conditions. To this end, we implement

plans and programs for the prevention of occupational injuries, promotion of physical and mental health, identification and evaluation of hazards, and control measures for their reduction or elimination.

- Ensure compliance with the quality and food safety management system, through the implementation and maintenance of prerequisite programs and safety plans. This includes the identification of hazards, risk assessment and establishment of control measures to ensure the safety, food defense, legality, authenticity and sustainability of our products.
- To offer high quality and safe products, complying with the requirements of our customers and the regulations of the destination countries, ensuring timely deliveries, competitive prices and a business model that favors profitability, the development of the company, its workers and the community.
- Prevent environmental pollution, minimizing impacts through early identification of environmental aspects, risk assessment, and the application of preventive controls in all company processes.
- Promote safe international trade, identifying threats, assessing and managing risks, and preventing illicit activities such as corruption, bribery, and money laundering. In addition, we promote security in the use of information technologies.
- Promote fundamental values in human rights, labour standards, the environment and anti-corruption, in line with the principles of the UN Global Compact, of which we are active

members. This is part of our corporate social responsibility initiatives and our commitment to the Sustainable Development Goals.

- Comply with national and international legal and regulatory requirements, as well as our internal rules, voluntary adherence standards and other requirements applicable to our processes and integrated management system.
- Guarantee the participation and education of our workers, promoting their consultation, training, and education in the integrated management system to strengthen Camposol's commitment and organizational culture.
- Continuously improve our integrated management system, establishing and periodically reviewing objectives and opportunities for improvement, demanding effective performance in the implementation of action plans. We also work on the constant improvement of the culture of food safety and quality.

We also have several additional policies such as:

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

➤ 1.7. Our stakeholders

(GRI 2-29)

We promote open and transparent communication with our stakeholders, ensuring a continuous and constructive dialogue with each of them. Throughout this report, the activities and relationship strategies implemented are detailed; however, below, we present a summary of the main forms of communication carried out in Peru, Colombia and Uruguay, where we currently operate with a greater presence.

1.7.1. Peru

In 2024, we developed the Community Engagement Plan based on the findings of the 2023 Stakeholder Map, carried out at the local level in Camposol (Chao and Virú), in the La Libertad region.

Channels and frequency of communication with stakeholders in Peru

Interest Group	Communication channels	Frequency
Collaborators	Physical: informative murals, corporate advertising material, brochures and informative flyers	Permanent
	Face-to-face: integration and recognition events, communication cascade, face-to-face meetings	Permanent
	Digital: corporate email, virtual catalogs, WhatsApp, website, social networks (Facebook, Instagram, LinkedIn, Facebook group).	Permanent
	Campaigns.	According to the calendar worked with the respective area.
Operators	Physical: informative murals, corporate advertising material, brochures and informative flyers.	Permanent
	Face-to-face: integration and recognition events, communication cascade, face-to-face meetings.	Permanent
	Digital: WhatsApp, website, social networks (Facebook group), ads in the written press, radio and television (local).	Permanent
	Campaigns: Employer Brand, recognitions, among others.	According to the calendar worked with the respective area.
Clients	Physical: advertisements, brochures and informative flyers, boxes, labels, among others.	According to the proposed annual media plan
	Face-to-face: meetings, field visits, fairs.	According to the calendar of fairs in the year
	Digital: corporate email, brochures, catalogs, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Consumers	Physical: advertisements, brochures and informative flyers, boxes, labels, among others.	Permanent
	Face-to-face: sponsorships, fairs.	According to requests received and budget, participation is evaluated
	Digital: website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Investors	Face-to-face: meetings, field visits and conferences.	On request
	Conferences	Annually
	Digital: quarterly earnings conferences call, quarterly earnings press release and report.	Quarterly
	Digital: video calls, corporate email, IR website.	Permanent
Suppliers	Digital: corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Coordination with the area for publication of information.
Communities	Physical: advertisements in the written press, radio and television (local), advertisements, corporate advertising material, brochures, informative flyers	According to the calendar worked with the respective area
	Digital: website, social networks (LinkedIn, Facebook group)	Permanent
Media	Physical: advertisements, advertorials, press releases	According to the proposed annual media plan
	Face-to-face: interviews	According to the proposed annual media plan and interview request approved by VP People, Culture and Global Communications
	Digital: corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Government	Face-to-face: meetings, field visits	On request

1.7.2. Colombia

In Colombia, we have a base identification of stakeholders carried out by the Corporate social responsibility (CSR) area. The constant relationship made it possible to maintain an open and concerted agenda with these groups during 2024, favoring communication, the identification of possible needs and requests of these widely recognized groups in the Camposol territories. This knowledge allows us to rescue the two-way dialogue with them, managing an added value within these communities through the activities, works or donations developed by the CSR area.

Likewise, our key actors at the level of community relations were ratified, carrying out collaborative work between the parties in the different municipal contexts. Camposol strengthened its Social Responsibility policy in the territories by consolidating the campaigns established with the Stakeholders: 1. Collaborators, 2. CARS (Regional Autonomous Corporations - environmental authorities), 3. Guilds and associations, 4. Village Aqueducts, 5. Education Sector, 6. Social and Environmental Leaders, 7. Government Institutions and 8. Surrounding communities.

Channels and frequency of communication with stakeholders in Colombia

Interest Group	Communication channels	Frequency
Collaborators	Physical: informative murals, corporate advertising material, brochures and informative flyers	Permanent
	Face-to-face: integration and recognition events, communication cascade, meetings	Permanent
	Digital: corporate mail, virtual catalogs, WhatsApp, website, social networks (Facebook, Instagram, LinkedIn, Facebook group)	Permanent
	Campaigns.	According to the calendar worked with the respective area.
Operators	Physical: informative murals, corporate advertising material, informative brochures, newsletter	Permanent
	Face-to-face: communication cascade, meetings.	Permanent
	Digital: WhatsApp	Permanent
	Campaigns: Employer Brand, recognitions, among others.	According to the calendar worked with the respective area.
Clients	Physical: brochures and informative flyers, boxes, labels, among others.	According to the media plan and according to the calendar of fairs in the year
	Face-to-face: meetings, field visits, fairs.	According to requests received and budget, participation is evaluated
	Digital: corporate email, brochures, catalogs, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Consumers	Physical: advertisements, brochures and informative flyers, boxes, labels, among others.	Permanent
	Face-to-face: sponsorships, fairs.	According to requests received and budget, participation is evaluated
	Digital: website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Investors	Face-to-face: meetings, field visits and conferences.	On request
	Digital: online broadcasts, reports, corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
Suppliers	Digital: intranet	-
Communities	Physical: advertisements in the written press, radio and television (local), advertisements, corporate advertising material, brochures, informative flyers,	Permanent
	Digital: website, social networks, instant messaging chat, WhatsApp (LinkedIn, Facebook group)	Permanent
Media	Physical: advertisements, advertorials, press releases	According to the proposed annual media plan
	Face-to-face: interviews	According to the proposed annual media plan and interview request approved by VP People, Culture and Global Communications
	Digital: corporate email, website, social networks (Facebook, Instagram, LinkedIn).	According to the proposed annual media plan
Government - Regional Autonomous Corporations	Face-to-face: meetings, field visits, instant messaging, WhatsApp	On request
Social and environmental leaders	Face-to-face: social and environmental events, face-to-face meetings, field visits, fairs or exhibitions.	On request
	Digital: Corporate email, WhatsApp.	On request



1.7.3. Uruguay

Interaction with our stakeholders is an essential pillar of our business strategy. On the one hand, we manage multiple communication channels with our employees, which allows us to guarantee an optimal working environment and promote internal cooperation. We also cultivate strong relationships with customers and suppliers to create a reliable network and respond effectively to their needs. Our relationship with the community is based on a continuous and open dialogue, recognizing its key role as a provider of goods, services and human talent. This makes it easier for us to understand your expectations and needs, as well as contributing to the sustainable development of the regions where we operate. In addition, we maintain a close link with government institutions to address the demands for support that affect our company, the sector in general and the community. This

strategic alliance allows us to identify areas for improvement and collaborate on initiatives that promote the economic and social development of our region.

Channels and frequency of communication with stakeholders in Uruguay

Interest Group	Communication channels	Frequency
Collaborators	Physical: informational murals	Permanent
	Face-to-face: communication cascade, face-to-face meetings, birthday celebrations.	Permanent
	Face-to-face: integration events.	Specific occasions
	Digital: corporate email, WhatsApp.	Permanent
Operators	Physical: informative murals.	Permanent
	Face-to-face: communication cascade, face-to-face meetings.	Permanent
	Face-to-face: integration days	Permanent
Clients	Digital: WhatsApp.	Permanent
	Digital: corporate email.	Permanent
Consumers	Physical: advertisements.	As needed
	Digital: social networks (LinkedIn).	As needed
Investors	Face-to-face: meetings, field visits.	On request
Suppliers	Digital: corporate email.	Permanent
Communities	Physical: Donations of waste containers, end-of-year baskets, toys.	On request
Government	Face-to-face: meetings, field visits	On request

➤ 1.8. Recognitions and Partnerships

(GRI 2-28)

In this section, we present the recognitions obtained and the strategic partnerships established throughout 2024, reflecting our continued commitment to excellence, sustainability and collaboration with key stakeholders. These achievements are the result of the effort and dedication of our team, as well as a sign of the positive impact we continue to generate in our communities and in the business environment. Below, we highlight some of the most relevant recognitions achieved during 2024:

MOODY'S RATINGS

CAMPOSOL HOLDING PLC ANNOUNCES CREDIT RATING UPGRADE FROM FOR MOODY'S RATINGS.

Camposol is pleased to announce that Moody's Ratings has upgraded the credit rating of its USD 350 million 6% Senior Unsecured Notes due 2027 to B3 from Caa1. The outlook has been changed to stable from negative. The upgrade in Camposol's ratings reflects higher liquidity and improved credit metrics, as well as lower refinancing risk on short-term debt. The stable outlook reflects the company's improved operating performance, cost control, commercial execution, and liquidity management.



BASC World Congress

We received the recognition of the World BASC Organization. At the 11th BASC 2024 World Congress, we were recognized for 21 consecutive years in the BASC Control and Safety Management System, highlighting our commitment and excellence in the Control and Safety Management System, highlighting our commitment and excellence in supply chain safety.



Santander Bank

We were granted a green loan for \$30,000,000 with the objective of evidencing our good agricultural practices under the GLOBAL GAP certification. We are excited and proud of how our sustainable agriculture not only strengthens our relationship with the banking sector, but also allows us to access green financing.



DEI AWARDS 2024 Recognition

Camposol was recognized with the DEI AWARD, awarded by Inclúyeme, for its commitment to the inclusion of people with disabilities. This recognition reflects our efforts to promote a diverse and accessible work environment.



La Chaquitacla Agroexportadora Award

We received this recognition from the Association of Exporters (ADEX) for our commitment to Social and Environmental Responsibility, which is awarded to companies for their great performance and commitment to quality and environmental social responsibility.



Merco Reputation 2024

We were again recognized by Merco (Corporate Reputation Business Monitor), within the "General Ranking of Companies with the Best Reputation in Peru". We climbed 10 positions with respect to last year, placing us in 73rd place for 2024.

We are part of the following associations and organizations:

- ADEX (Association of Exporters) - Peru
- APEM (Peruvian Association of Mango Producers and Exporters) - Peru
- Partnership with ADAS (Association for Sustainable Agricultural Development).
- Association with Provid (Association of Table Grape Producers of Peru).
- Collaboration with AGAP (Association of Agricultural Producers Guilds of Peru).
- Collaboration with Procitrus (Association of Citrus Producers of Peru).
- Fruits of Chile (Cherry Committee)
- Groente Fruit huis (Fresh Produce Center) - Holanda
- Active member of the United Nations Global Compact.
- Full members of UPEFRUY (Union of Fruit Producers and Exporters of Uruguay).
- North American Blueberry Council (NABC) - USA
- Active participation in CorpoHass (Corporation of HASS Avocado Producers and Exporters in Colombia), including activities aimed at the agro-export guild.
- Participation in APAG (Association of Agroindustrial Producers of Piura).
- Participation in Proarandanos (Association of Blueberry Producers and Exporters of Peru).
- Peruvian Avocado Commission - USA
- U.S. Highbush Blueberry Council - USA





Sustainability at Camposol

"We continue to integrate sustainability into all our operations, focusing on our five priority axes: Governance, People, Environment, Communities and Product. Our strategy reflects this process of continuous improvement, ensuring more resilient operations aligned with global sustainability trends."

ALVARO CARRASCO BENAVIDES
VP Legal, Compliance & ESG



2. Sustainability at Camposol

➔ 2.1. Our sustainability strategy

(GRI 2-8)

At Camposol, sustainability is a fundamental pillar of our business management and our commitment to responsible development. Over the years, we have consolidated a work model based on ethics, transparency and the creation of shared value for our communities and the environment in which we operate.

We continue to strengthen our comprehensive approach to addressing environmental, social, and governance challenges, incorporating learnings and optimizing our practices to meet the expectations of our stakeholders. Our strategy reflects this process of continuous improvement, ensuring more resilient operations aligned with global sustainability trends.

In this line, we present the pillars and strategic objectives that guide our management, in harmony with international standards and with a vision of a responsible and sustainable future.

Sustainability strategy

ENVIRONMENTAL



- Measurement and monitoring of our greenhouse gas (GHG) emissions to calculate our carbon footprint and implement actions to reduce it.
- Measuring and monitoring the water footprint of our operations.
- Waste management and circular economy.
- Biodiversity and soil conservation plans.
- Access to green financing.

COMMUNITIES



- Laying the foundations for the correct relationship and mutual benefit with our communities.
- Caring for our image and reputation.

PRODUCT



- Monitor ESG risks in our supply chain through the management and evaluation of our suppliers and contractors.

PEOPLE



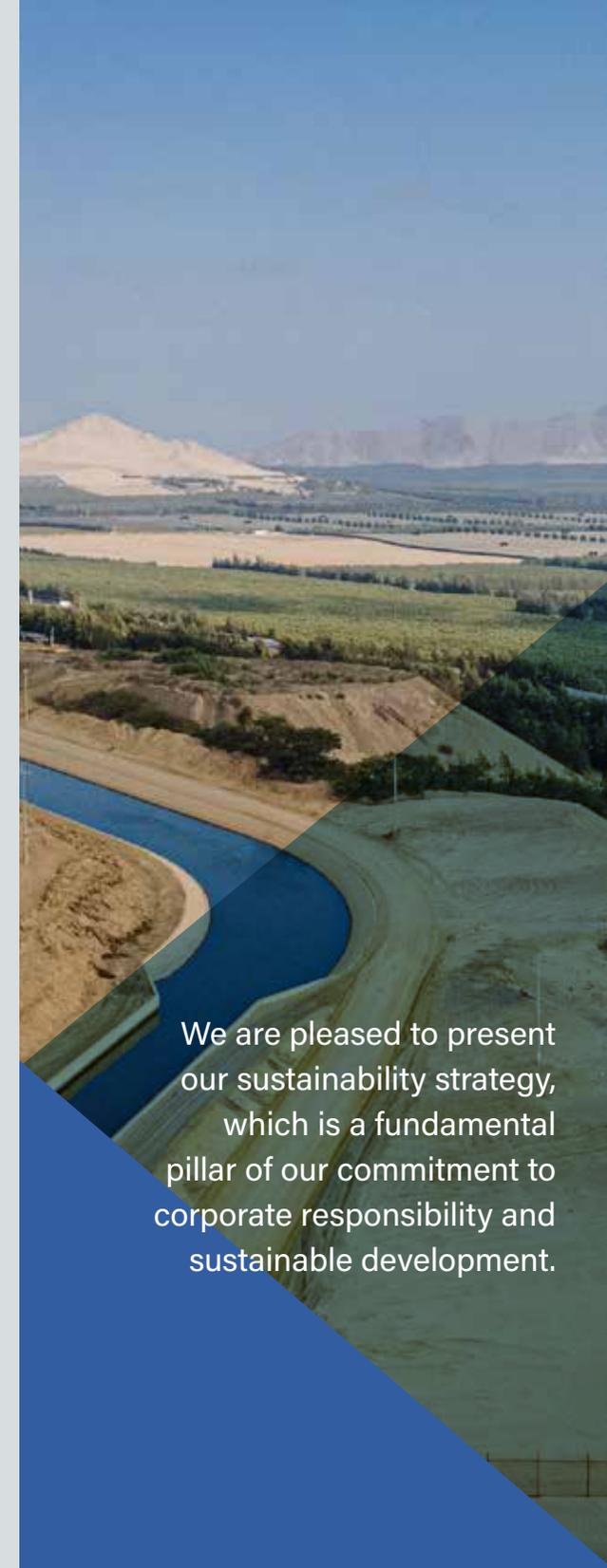
- Reputational positioning.
- Diversity and equal opportunities.
- Retaining talent.
- Staying competitive.

GOVERNANCE



- Transparent two-way communication with our stakeholders.
- ESG reporting.
- Ethical behavior.
- ESG risk prevention and management.

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





➤ 2.2. Our Material Topics

(GRI 3-1, 3-2)

In 2023, we continued to strengthen our materiality analysis by conducting a Materiality Workshop aimed at Camposol leaders. In this session, emerging ESG trends and risks within the agribusiness sector were presented, along with a benchmarking of best practices adopted by comparable companies. Through a participatory dynamic, we assessed the business impact and relevance to our stakeholders of five ESG themes that were not part of our materiality matrix or had a partial relationship with it. The results obtained will serve as a key input for future updates of our materiality analysis.

In line with the Global Reporting Initiative (GRI) standards, our 2022 materiality analysis process included the following stages:

1) Identification of relevant issues:

A comparative analysis was carried out with sectoral initiatives and leading companies, considering international standards such as the OECD, WBCSD and FAO guidelines, as well as ESG reporting frameworks such as GRI and SASB.

2) Fieldwork and information gathering:

To understand the positive and negative impacts of our operations and detect opportunities for improvement, we conducted 17 interviews with Camposol managers and vice presidents. Subsequently, we conducted online surveys with the participation

of employees, contractors, suppliers, communities, customers and managers in Chile, China, Cyprus, Colombia, the USA, the Netherlands, Peru, Switzerland and Uruguay.

3) Analysis and prioritization of results:

The responses obtained in the surveys were processed to classify them according to their level of importance. In addition, we organized five focus groups in which employees and communities from Peru, Colombia and Uruguay participated, along with suppliers, with the aim of better understanding their expectations.

4) Construction of the materiality matrix:

Based on the results of the previous analyses, the materiality matrix was developed, which was presented to senior management for review and validation.

5) Review and consolidation of themes:

Initially, we identified 22 priority themes, which were later grouped into 14 key themes, resulting in the final materiality matrix.

The resulting material themes were:

- 1) Community Engagement
- 2) Occupational health and safety management
- 3) Water resource management
- 4) Talent retention and development
- 5) Circular economy, waste management and sustainable agriculture
- 6) Diversity, inclusion and gender
- 7) Supplier management (efficient logistics)
- 8) Human rights
- 9) Quality, marketing and nutrition (includes labelling and customer management)
- 10) Energy efficiency, GHG 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, Soil Conservation and Treatment

At Camposol we contribute to **16 SDGs** and **84 targets**.

2.3. Our contribution to the Sustainable Development Goals (SDGs)

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

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



SDG 1: No Poverty

SDG TARGET

1.1

32,925 new hires in our 5 countries of operation during 2024.

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

1.3

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



SDG 2: Zero Hunger

SDG TARGET

2.1

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

77.4% of cases identified of anemia were able to recover successfully.

2.2

19,020 kilos of feed donated to the Food Bank during 2024.

2.3

143,109 metric tons production volume during 2024.

2.5

Genetic Improvement Program focused on developing new varieties of blueberries.



SDG 3: Good health and well-being

SDG TARGET

3.4

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

25 rural children participated in the **Food Security Campaign in Colombia**, promoting a healthier lifestyle.

3.5

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

3.7

40 collaborators participated in training sessions on "HIV Health" in Piura.



SDG 4: Quality education

SDG TARGET

4.1

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

48 people completed their basic studies through the **Ceba Camposol program**.

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

4.7

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



SDG 5: Gender Equality

SDG TARGET

5.5

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

351 girls and boys benefited from having a safe place available while their parents worked through the **Wawa Wasi "Rayito de Sol"** program.

44.4% of our workforce are women, demonstrating our commitment to equal opportunities.



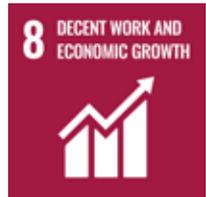
SDG 7: Affordable and clean energy

SDG TARGET

7.3

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

100% of peak energy consumption powered Through a 1 Mwp sola plant in our farms in Peru.



SDG 8: Decent Work and Economic Growth

SDG TARGET

8.5

Carbon Footprint Peru

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

Peru Water Footprint

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

8.8

3 trade union associations

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



SDG 15: Life on land

SDG TARGET

15.1

0.936 km2 of restored and protected territory

as part of the Conservation and Sustainable Agriculture Plan.

177 hectares total area

of the first nature reserve by Camposol Colombia.





3

Governance

“Directors and shareholders promote accountability, diversity of thought, and strategic oversight of our operations, in line with market best practices. We ensure that our ethical values and commitment to sustainability are reflected in every aspect of our management.”

SAMUEL DYER CORIAT
Chairman of Camposol's Board of Directors



3. Governance

3.1. Corporate governance

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

At Camposol, we maintain our commitment to the highest standards of corporate governance, ensuring effective management and rigorous control through measures that guarantee transparency and respect for our stakeholders, who play a key role in our decision-making process.

Our governance structure is based on three fundamental pillars: the General Shareholders' Meeting, the Board of Directors and the regulated Committees. These bodies are essential to promote accountability, diversity of thought and strategic oversight of our operations, in line with market best practices. We also strengthen a culture of corporate responsibility at all levels of the organization, ensuring that our ethical values and commitment to sustainability are reflected in every aspect of our management.

General Shareholders' Meeting

The General Shareholders' Meeting plays a fundamental role within our corporate governance structure, as it is responsible for the appointment of Directors and members of the committees in charge of strategic oversight. In addition, in coordination with senior management and with the support of specialized external consultants, it participates in the selection of independent advisors who contribute their knowledge to strengthen the development of the organization.

The Board of Directors is composed of members elected for a period of three years, with the option of being successively re-elected, thus ensuring a stable direction aligned with the interests of all our stakeholders. The shareholding composition of the company is maintained with the Dyer Coriat family as the owner of 83% of the shares and the Dyer Osorio family with the remaining 17%. This structure reflects the company's focus on sustainable growth, supporting the alignment of interests between the founding families, shareholders and other stakeholders.

Directory

In 2024, the composition of Camposol's Board of Directors underwent significant changes in its composition. It started the year with three members and ended it with five, including two independent Directors. There was no female presence on the Board of Directors throughout 2024.

In terms of age distribution, 60% of the members are 50 years old or younger, which contributes with dynamism and new perspectives to strategic management. The remaining 40% are over 50 years old, contributing with their accumulated experience in decision-making. The average tenure on the Board of Directors is 10.2 years, which reinforces the stability and continuity in the company's leadership.

We seek that the composition of the Board of Directors integrates profiles with diverse

professional backgrounds and skills, aligned with solid ethical principles and strategic knowledge in the sector. To ensure proper induction of new members, the Secretary of the Board of Directors provides them with an introduction to corporate governance practices, along with the Director's Guide and Code of Conduct. Subsequently, the CEO and the executive team complement this process with briefings on Camposol's management.

In the case of independent Directors, a selection process is carried out focused on identifying profiles that complement the team with specialized knowledge and diverse approaches. This choice considers not only the competencies needed to meet the company's challenges, but also the opinion of key stakeholders, promoting corporate governance based on transparency and equitable representation. In addition, all members of the Board of Directors receive annual training in Antitrust and our corruption prevention model.

Directory Functions

- Define and approve the strategies and objectives of the Camposol Group, ensuring their compliance.
- Ensure the reliability of financial statements.
- Evaluate the risks of the business in conjunction with the Audit, Internal Control and Risk Committee.
- Supervise compliance with the Code of Conduct and the Anti-Corruption Policy, as well as approve its updates.



We strengthen a culture of corporate responsibility at all levels of the organization, ensuring that our ethical values and commitment to sustainability are reflected in every aspect of our management.



- Receive and analyze reports related to the ethics hotline.
- Approve compensation and incentive policies.
- Annually evaluate their own performance.
- Supervise and evaluate the functioning of the committees.

Comittes

Audit and Risk Committee

The Audit and Risk Committee is made up of Manuel del Río (President and independent advisor), Gonzalo Echeandia and William Dyer Osorio. In its integration, priority was given to the selection of Directors with extensive experience in risk management, thus ensuring a strategic focus on the financial and operational supervision of the company.

Among its main responsibilities, this Committee ensures the reliability and accuracy of the financial

Members of the Board of Directors of Camposol

Name	Age	Year of joining the Board of Directors	Years of permanence to 2023	Nationality	Independence
Samuel Dyer Coriat (Chairman)	48	2007	17	Peruvian	No
Piero Dyer Coriat	44	2007	17	Peruvian	No
Piero Ghezzi	56	2024	0	Peruvian	Yes
Gonzalo Echeandia	64	2024	0	Peruvian	Yes
William Dyer Osorio	44	2007	17	Peruvian	No

statements, leading the selection of external auditors, evaluating their performance and approving their work plans. It also supervises the

work of the internal audit manager, validating its annual plan and analyzing the recommendations derived from its reviews.

A key aspect of his management is the promotion of a strong culture of control in the company. To this end, it ensures that the risk matrix is aligned with the corporate strategy and continuously monitors its implementation, strengthening Camposol's ability to anticipate and manage risks effectively.

Business Unit Committees

In 2024, the following committees were established for the management of the business units:

- **Blueberries:** Samuel Dyer Coriat, Piero Dyer Coriat, William Dyer Osorio y Piero Ghezzi.
- **Avocado Peru:** Piero Dyer Coriat, William Dyer Osorio, Piero Ghezzi and Alfredo Lira Chirif (independent advisor).
- **Avocado Colombia:** Piero Dyer Coriat y William Dyer Osorio.



These committees play a key role in the consolidation and evolution of the strategies of each business unit, ensuring efficient management aligned with the company's objectives.

- **Citrus:** Samuel Dyer Coriat and Piero Dyer Coriat.
- **Grape:** Samuel Dyer Coriat y Piero Dyer Coriat.
- **Mango:** Samuel Dyer Coriat y Piero Dyer Coriat.
- **Commercial:** Samuel Dyer Coriat, William Dyer Osorio and Fernando Sagredo (independent advisor)

These committees play a key role in the consolidation and evolution of the strategies of each business unit, ensuring efficient management aligned with the company's objectives. In addition to reviewing and strengthening strategic plans, their work is essential to ensure proper monitoring and successful execution of operational campaigns.

Innovation and Development Committees

The Innovation and Development Committee plays a strategic role in guiding and overseeing the company's innovation and technology initiatives, ensuring their alignment with long-term corporate objectives. In addition, it is responsible for monitoring the mitigation of technological risks and strengthening information security measures.

Key features include:

- Evaluate and approve the innovation strategy, as well as the information and communications policies of the corporation.
- Analyze relevant technological trends that may influence the company and the sectors

in which it operates.

- Continuously monitor the execution of the portfolio of innovation projects.
- Ensure the allocation of resources and the effective implementation of the innovation plan.
- Provide support to the Board of Directors in fulfilling its innovation responsibilities, including assessing emerging technologies, managing information security risks, and taking mitigation measures.
- Oversee and review genetics initiatives within the company.

➤ 3.2. Ethics and Compliance (GRI 3-3)

At Camposol, we promote a business culture based on transparency and ethics, ensuring that every interaction with our stakeholders reflects these core values. To consolidate our commitment, we have a Code of Ethics and Conduct that establishes clear guidelines to guide the actions of our employees. This document not only reaffirms our commitment to the highest standards of integrity but also reinforces the importance of acting responsibly in all circumstances. Its purpose is to strengthen a respectful work environment, foster relationships of trust with our stakeholders and mitigate risks associated with possible ethical breaches.

We also recognize that building an integral and transparent business environment requires the commitment of all stakeholders with whom we interact. For this reason, we encourage our

customers and suppliers to adopt the same ethical principles that govern our management. In this way, we continue to promote a value chain based on trust, responsibility and compliance with high standards of conduct.

In 2024, Camposol received a sanction related to the fulfillment of labor obligations, specifically for not reliably accrediting the delivery of uniforms in 2022, which was considered a massive breach of compliance with the union. The fine imposed amounted to approximately \$/500,000 and is currently in the process of legal review.

In response to this case and as part of our commitment to continuous improvement in labor management, we have reinforced the registration and traceability processes in the delivery of implements to personnel. For the distribution of the 2025 uniform, we have implemented more rigorous verification mechanisms and more structured documentation that guarantees compliance with our obligations and provides greater transparency in management. In this way, we reaffirm our commitment to the well-being of our employees and rigorous compliance with current labor regulations.

3.2.1. Anticorruption

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

Camposol established a robust Corruption Prevention Model that is based on international guidelines, such as those established by the OECD, the OAS and the UN, as well as local regulations, such as Law 30,424 in Peru and the Foreign Corrupt Practices Act of the United

States of America (FCPA). This model guarantees compliance with the highest ethical standards and promotes an organizational culture based on integrity and transparency, and for this it has the following elements:

1) Leadership of the Governing Body:

The commitment and leadership of the Board of Directors as the Governing Body and of our CEO as Senior Management are fundamental to the success of the Prevention Model and our anti-bribery management system. The Board of Directors annually defines the Anti-Corruption Work Plan, in accordance with the progress in the implementation of the Model and the recommendations of the Compliance Officer, previously approved by our CEO. Progress is reported to the Audit and Risk Committee, ensuring effective oversight.

2) Risk assessment:

We conduct a comprehensive corruption risk assessment annually across all of our operations. We detect risks, evaluate causes, probability and impact, as well as the controls implemented, ensuring early identification and proactive management of associated risks.

3) Policies, procedures and controls⁷:

All our employees are committed to complying with the integrity guidelines of the Code of Ethics and Conduct that was updated and disseminated during 2024. We have a strong Fraud, Bribery and Corruption Prevention Policy, reinforced by the recently published Anti-Bribery Policy. We also have complementary

policies on Conflicts of Interest, Gifts and Hospitality, Integrity Due Diligence with Third Parties, Donations, and Policy on Interaction with Public Officials. We carry out a due diligence process on critical positions and third parties that are part of transactions considered risky by the company, in order to identify, evaluate and mitigate risks associated with the anti-bribery management system. Critical positions sign an anti-bribery commitment in order to guarantee their integrity of conduct.

4) Dissemination and training:

We have an internal communications plan in order to convey to our workers the importance of zero tolerance to corruption, as well as the guidelines of our anti-bribery management system and main related policies. We carry out annual training on anti-corruption issues for all employees, with specialized sessions for the Board of Directors, Management, and other key positions. This training ensures understanding and adherence to Camposol's anti-corruption principles and policies.

5) Monitoring and evaluation:

Our Prevention Model is constantly improving and developing. We have a Compliance Officer who accompanies and monitors the Model on an annual basis, ensuring its effectiveness and compliance.

⁷ The first version of the prevention policy was published in 2016, then there was a second version in 2017 which is the one currently used, and in 2024 a complementary policy was published that speaks exclusively of bribery.



“During 2024, there have been no cases related to corruption.”

Based on the results of the Diagnostic Audit to obtain ISO 37001 carried out in 2023, improvements were implemented in our model during 2024 to comply with this international standard in anti-bribery management, reaffirming our commitment to integrity and transparency in all our operations.

The progress reports to the Audit and Risk Committee are satisfactory, and we had no cases of corruption this year.

Based on the results of the Diagnostic Audit to obtain ISO 37001 carried out in 2023, improvements were implemented in our model during 2024 to comply with this international standard in anti-bribery management, reaffirming our commitment to integrity and transparency in all our operations.

Along these lines, every year we carry out a corruption risk assessment of 100% of our operations, in which we detect these risks in the processes under their responsibility, evaluate their possible causes, probability and impact on the company, as well as the controls implemented. During 2024, there have been no cases related to corruption and no contribution has been made to political parties and/or representatives.

Communication and training on anti-corruption policies and procedures

Upon entering Camposol, all employees must sign the "Commitment of Adherence", through which they confirm that they have read and agreed to comply with the Code of Ethics and Conduct, which includes our Policy for the Prevention of Fraud, Bribery and Corruption. Likewise, positions considered key sign an Anti-Bribery Commitment, as well as a declaration of conflict of interest. The People and Culture Management is in charge of requesting and verifying these signatures, ensuring the commitment of each member of the team.

In addition, we communicate our anti-corruption policies and procedures through emails addressed to all employees. The main policies are found in the Legal Platform for employee access. For the Directors, the information is available on a virtual platform, guaranteeing adequate and timely access to the established guidelines.

Our training plan focuses on strengthening our organizational culture, especially among senior management and key positions, through personalized training on anti-corruption issues, in addition to online training for all employees. This effort has been key to consolidating our ethical values and addressing areas susceptible to potential corrupt practices. This year we have reinforced our internal communications program, reinforcing through *maling* the importance of the anti-bribery management system for the company, summary of main policies, as well as reinforcement of the whistleblowing channel. We are committed to continuing to promote ethical and transparent conduct in all our operations.

3.2.2. Conflicts of interest

(GRI 2-15)

We recognize that conflicts of interest can compromise objectivity in decision-making and affect the integrity of the company, especially when there are legal, contractual, or fiduciary obligations involved. For this reason, we developed a Conflicts of Interest Policy, whose purpose is to identify, mitigate and effectively manage those situations that could generate risks for the organization. This policy not only establishes preventive measures and sanctions in the event of non-compliance but

also reinforces our commitment to transparency and ethics in all our operations. To ensure its correct implementation, we inform and train our stakeholders about its content, promoting an organizational culture aligned with our values.

The established guidelines are detailed below:

1) Identification of risk scenarios:

In collaboration with the responsible areas and the Compliance Officer, we analyze situations that could lead to conflicts of interest, ensuring early detection.

2) Areas and positions with the highest exposure:

We evaluate internal processes to determine which positions and departments are most susceptible to these risks.

3) Monitoring of employees in sensitive situations:

Based on risk analysis, we supervise those employees who, due to the nature of their role, could be exposed to conflicts of interest, establishing specific controls when necessary.

4) Third-party evaluation:

We apply a rigorous selection process for suppliers and customers, demanding detailed information to prevent possible conflicts and guarantee business relationships aligned with our corporate policies.

5) Training and awareness:

We disseminate the Conflicts of Interest Policy at all levels of the organization, explaining the implications of non-compliance and promoting a culture of shared responsibility.



6) Incident logging and tracking:

We maintain a database with detected events, which allows us to continuously improve our control and response mechanisms.

7) Application of disciplinary measures:

In case of non-compliance, we execute the sanctions stipulated in the Internal Work Regulations, reaffirming our commitment to ethical and transparent management.

3.2.3. Free competition

(GRI 206-1) (GRI 13.25)

At Camposol, we reaffirm our commitment to vigorous and, above all, ethical competence, based on principles of integrity, good business faith and compliance with applicable regulations. We understand that respect for free competition is key to strengthening the efficiency of markets and ensuring fair trade practices.

For this reason, we define our commercial policy and pricing strategy independently, ensuring

that our buying and selling decisions are based on objective economic criteria, such as price, availability and quality.

All our employees are responsible for complying with competition regulations in the countries where we operate. In this sense, we are governed by clear principles, among which the following stand out:

- Refrain from any agreement with competitors or other market agents that may affect free competition.
- Avoid unfair, deceptive or confusing practices.
- To ensure that the presentation of our products is always transparent and honest.

As part of our prevention measures, we carried out a comprehensive antitrust risk assessment in 2022. As a result of this evaluation, two manuals were developed: one for our operation in Peru and the other for our commercial offices. In addition, training on antitrust issues is given annually to key employees. We are pleased to report that there were no cases involving competition-affecting violations during the reporting period,

reflecting our continued commitment to ethical business practices and the promotion of fair and transparent competition in all markets in which we operate.

➤ 3.3. Mechanisms for Complaints and Grievances

(GRI 2-25, 2-26)

At Camposol, we maintain our commitment to a culture of integrity and transparency through the Ethics and Respect Line, a fundamental channel within our ethical management. This mechanism is available to all our employees, as well as to any person or external entity that needs to report, anonymously and confidentially, possible breaches of our Code of Ethics and Conduct or request advice. Operating 24 hours a day and managed by an independent third party, this channel guarantees impartiality and confidentiality in each communication.

Each complaint or complaint received is rigorously evaluated by our Internal Audit and

Risk Committee. In cases where inappropriate conduct is identified, thorough investigations are carried out and corrective measures are implemented to ensure compliance with our ethical principles. In addition, we consider that the opinions and suggestions of our collaborators are a valuable opportunity to strengthen our management.

To do this, we have several communication channels:

- **Ethics and Respect Line:** Managed by a third party (EY), it allows complaints to be received through different means such as telephone, voicemail, web platform and email. Complaints that require investigation are handled by Labor Relations, while cases of a sexual nature are analyzed by our Sexual Harassment Committee.
- **Representatives:** In each of our headquarters, farms and plants, we have representatives of the area in charge of receiving complaints and claims. Likewise, we have established staff



To ensure proper and effective use of the Ethics and Respect Line, we carry out periodic training aimed at our employees, reinforcing its importance and correct functioning.

service offices in Agromás plant headquarters and in the Terra and Agro Alegre farms, ensuring adequate follow-up through the Consultations, Complaints and Claims procedure.

- **Labor Relations:** This department receives and manages letters with claims, complaints and requests from employees or unions, guaranteeing a timely response. It also attends to requirements of state entities such as SUNAFIL, the Judiciary and the PNP, among others.

To ensure proper and effective use of the Ethics and Respect Line, we carry out periodic training aimed at our employees, reinforcing its importance and correct functioning. We complement these sessions with a multichannel dissemination strategy, using platforms such as WhatsApp, Camposol University (internal training module), informative videos and posters located at strategic points within our facilities.

Our commitment to ethics and transparency also extends to our suppliers. To ensure that they are aware of and use this channel, we include a note in all purchase orders issued, highlighting their availability to report concerns or complaints. In addition, when necessary, we carry out on-site training as part of the protocol for the entry of new suppliers, thus strengthening the culture of integrity throughout our value chain.

In order to ensure that this information reaches all our stakeholders, we also disseminate the Ethics and Respect Line through our website, where

detailed information is provided on its use and the types of situations that can be reported.

Regarding the attention of complaints and claims, from the induction stage we inform our collaborators about the different platforms available to present any observations. They can do so directly with their supervisors or with the representatives of the Labor Relations area in the field and plant, such as the monitors, who are in charge of resolving doubts and channeling complaints for timely attention.

In 2024, the mechanisms implemented worked properly, allowing cases to be dealt with effectively. Corrective action was taken and followed up to prevent the identified problems from recurring. The commitment of the areas involved has been key to strengthening confidence in the mechanisms implemented. For the future, it is important to maintain timely and diligent case management, accompanied by the strengthening of a culture of prevention. Also, an integration of our ethical line and respect with a corporate plan as a company, part of the DC group, was carried out. During this time, we maintained a constant dialogue with our stakeholders and, in line with our commitment to continuous corporate improvement, the measurement of the performance of our established mechanisms was incorporated into our 2025 work plan, with the aim of **collecting opinions through anonymous surveys, ensuring confidentiality and encouraging the active participation of stakeholders.**

3.4. Risk Management

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

At Camposol, we maintain a comprehensive and proactive approach to risk management, thus ensuring compliance with our strategic initiatives, business sustainability and operational success. To this end, we have a corporate methodology of Integrated Risk Management, supported by a specialized team that establishes the guidelines for the evaluation, mitigation and constant communication of the most critical risks.

Our management covers a wide spectrum of risks, from those related to regulatory compliance to operational, financial and strategic aspects. In addition, we continuously monitor emerging risks, including those linked to ESG criteria, which may influence our activities.

To apply this approach, we use specific matrices adapted to each operation in Peru, developed in conjunction with Senior Management and updated annually or in response to relevant events. As part of our commitment to continuous improvement, we are advancing ESG risk mapping as a near-term priority. The risks have been grouped according to the pillars of Camposol.

Following the guidelines of the **COSO ERM** (*Enterprise Risk Management*) framework, developed by the *Committee of Sponsoring Organizations of the Treadway Commission* (COSO), a joint initiative of several U.S. professional organizations whose approach is

used internationally, we have strengthened our organizational culture around risk management, ensuring that this practice is present at all levels of the enterprise. This framework aims to provide reference models that enable organizations to improve internal control, better manage risks, ensure greater financial transparency, and promote good governance.

In this regard, we have appointed risk managers in each operation, who play a key role in the implementation and dissemination of our risk management strategy.

3.4.1. Risks arising from climate change

Climate change and its effects represent a key challenge for our operations. To proactively manage these risks, we conduct annual assessments that allow us to detect new vulnerabilities associated with changes in weather conditions. We also carry out continuous monitoring of risk indicators (KRIs), which allows us to generate early warnings of events such as extreme temperatures or water deficit.

In 2024, the Risk team led the implementation of the **Weather Monitoring** project in collaboration with the Agricultural Operations teams of each Business Unit. This project allows anticipating and mitigating the effects of deviations in critical climatological variables, such as wind and precipitation, through the execution of contingency plans. In addition, a correlation

analysis was carried out with the phenological stages, identifying the periods of greatest vulnerability and establishing specific strategies to minimize their impact.

Risks and impacts arising from climate change

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



➤ 3.5. Supply chain

Over the past few years, we strengthened our logistics capacity with key milestones. In 2023, we exported cherries from our fields in Chile for the first time, using exclusively air freight to meet the demand of the Asian market. We also started the commercial export of dragon fruit from Peru, implementing a combined logistics model of air and sea transport to reach Europe and Canada.

In 2024, we implemented significant improvements in our supply chain to make it more efficient and expand our presence in new markets. In Peru, we achieved our first exports of fresh blueberries by sea to India and Chile and we were part of the group that led the first export of fresh blueberries on the Chancay-Shanghai route, with a transit time of 23 days. In Chile, we

optimized cherry export logistics by migrating from a 100% aerial scheme to a 56% air and 44% maritime combination. In Uruguay, we resumed the export of mandarins using a bimodal land-sea model via Chile. We also received recognition for maintaining the BASC certification for 21 years, a milestone that reaffirms our commitment to the management of safe commerce.

3.5.1. Supplier management

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

Our supply chain, operated under a vertical integration model, allows us total control at every stage of the process, guaranteeing efficiency and traceability. To strengthen a stable and sustainable supply, we establish strategic alliances with key suppliers, fostering long-term relationships.

Since costs can be impacted by external factors, both national and international, we actively participate in negotiation processes to obtain the best conditions. In addition, we have a large and diversified database of suppliers, which allows us to mitigate risks of shortages and ensure a constant and reliable supply flow.

We would like to highlight some of the recognitions obtained by some of our suppliers in 2024:

- **TRUPAL**, a supplier of cardboard packaging, uses 111 tonnes of recycled cardboard per year. At their plant in Trujillo, they inaugurated a wastewater treatment area that allows them to recover 50% of the water used in their processes, allocating the rest to irrigation of green areas.
- **CARMVINSA**, a supplier of cardboard packaging, maintains an alliance with ZIS Peru - UNIDO to develop projects focused on the reduction of greenhouse gases. In addition, it has a recycling program that allows it to reuse 150 thousand tons of cardboard waste per year. As part of its environmental commitment, it recycles 75% of its wastewater for the irrigation of green areas in the district of Villa El Salvador, in coordination with the local municipality.
- **SQM**, a fertilizer supplier, received the Pioneer in Energy Award at the Green Achievement Awards - Chile, in recognition of its use of clean energy in production processes.
- **SILVESTRE**, a supplier of agrochemicals, signed an agreement with the Municipality of Chao and SENASA for the construction

Total number of suppliers, by type and operation

Types of suppliers	 Peru	 Colombia	 Uruguay	Total
Packaging Suppliers	87	13	7	107
Suppliers of agricultural inputs	107	29	16	152
Packaging and Storage Service Providers	11	3	3	17
Local service providers (transportation, import, other)	465	202	69	736
Miscellaneous inputs	378	57	89	524
Total	1,048	304	184	1,536

In 2024, we implemented significant improvements in our supply chain to make it more efficient and expand our presence in new markets.



of a collection center for empty pesticide containers. In addition, it promotes sustainable agriculture through the development of innovative products of organic origin and training in eco-friendly cultivation practices.

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

3.5.2. Contractor management

(GRI 2-8)

We deeply value the relationship with our contractors, whose role is essential to the success of our operations. Their experience and commitment contribute at every stage of the production process, ensuring the efficiency and quality that characterizes us.

We are proud to work with a network of highly trained and trusted contractors who share our vision of excellence. Your collaboration is key to meeting our objectives and maintaining the highest standards in all our activities.

In our operations in Peru, we highlight the agreement between the company BOXER and the NGO Traperos de EMAÚS for the recycling of unused clothing.

On the other hand, in Uruguay, we reward the crews with the best performances, being the only company in the sector to grant this type

Total number of contractors, by gender and operation

Operation	Contractual relationship	Activity carried out	Workplace	M	F	Total
Peru	Mapower	Cleaning	Chao Plant	14	21	35
	Raf Barcenes	Feeding	Chao and Virú Plant and Estates	27	12	39
	Boxer	Vigilance	Chao Plant and Chao, Virú and Piura farms	115	3	118
	Eurorenting	Car Rental	Chao Plant and Chao, Virú and Piura farms	3	0	3
	Ecopaking	Cardboard Box Assembly	Chao Plant	18	0	18
	Pips	Armed Security	Chao Plant and Chao Farms, Virú	12	0	12
Subtotal				189	36	225
Colombia	Fortox	Safety	Colombia Operations	0	0	0
	Job and Talent	Outsourcing Company	Colombia Operations	113	18	131
	Manpower	Outsourcing Company	Colombia Operations	2	1	3
Subtotal				115	19	134
Uruguay	11 outsourced providers	Harvesting mandarins	He founded El Tero and founded El Zorzal, El Espínilar Zone, Slato Uruguay	208	313	521
Subtotal				208	313	521
Total				512	368	880

of recognition. The evaluation considered attendance, the quality of the harvest work and productivity levels, and the awards were given directly to the employees of these companies. To do this, we keep a daily record of the people who enter, organized by crew, and we carry out evaluations through random samples of the harvest. In this process, we analyze various

aspects, such as crop damage, aesthetic damage caused by climatic factors (wind or hail) and health damage. These reports allowed us to accurately identify the crews that achieved the best crop quality, based on criteria such as the amount of scissor damage, presence of goats, and levels of decomposing fruit in the bins, among others.



Our Management System allows detailed traceability monitoring in all our packaging centers and raw materials, accurately identifying the plot and the farm of origin.

3.5.3. Supplier selection and evaluation

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

Our Management System allows detailed traceability monitoring in all our packaging centers and raw materials, accurately identifying the plot and the farm of origin. As part of our input purchasing procedures, we evaluate our suppliers and identify the origin of the raw material they supply us, ensuring transparency and control in our supply chain.

84% of the raw material used in the production of fresh fruit has safety certifications, ensuring the highest quality standards. In addition, all our operations are subject to social audits, such as SMETA or GRASP, which verify compliance with labor and social regulations.

Reaffirming our commitment to a sustainable and responsible supply chain, in 2024 we are asking all new or renewed suppliers during 2023 to fully update their legal documents, including the company's incorporation and the commitments set out in Camposol's Code of Ethics and Conduct. This measure ensures that our business partners align with our values and business principles.

In Peru and Uruguay, although our supplier selection process does not yet include a specific assessment of environmental, social and governance (ESG) criteria, we are currently

working together with the Sustainability area to integrate these aspects into our assessment, thus strengthening our corporate responsibility approach.

Within our operations in Colombia, 100% of new suppliers go through the screening screen, which includes compliance with legal, financial, environmental and social requirements, we also made sure to initiate business relationships with suppliers that meet the standards required by Camposol, including social and environmental criteria.

We actively work to ensure that our suppliers share our commitment to food safety, quality and safety, as well as compliance with our Code of Ethics and Conduct, environmental protection, occupational health and safety, human rights and sustainability. To do this, we require each supplier to comply with the regulations in force in the countries where it operates.

As part of this commitment, in 2024 we conducted audits of our maquila service providers in Peru (2), Colombia (2), Uruguay (3), Chile (1), and the Netherlands (1). In addition, we audited 20 key suppliers, including shipping companies, logistics operators and customs brokers, under safe trade standards. We also carry out audits of our suppliers in-house at the plant, covering catering, transport, external cleaning and laundry services, ensuring compliance with food safety standards. Throughout the year, no negative impacts were identified in any of the audits carried out on our suppliers.

Contractor companies that enter Camposol's facilities are required to meet safety, occupational

health and environmental requirements prior to entry, this year there were 31 companies registered as Permanent Service Providers that attached their Solid Waste Management Plan.

In Colombia, in 2024, an evaluation was carried out on suppliers considered strategic, who were given feedback on the rating received, which measured their performance in the 2022-2023 period, related to quality, service, compliance with specifications, times and requirements. 121 suppliers considered strategic in 2023 were evaluated, of which 10 received a critical rating, who were notified, and the contracting of new services or supplies was suspended.



People

“We focus on talent development and management, maintaining our commitment to a safe, healthy and human rights-respecting work environment. Working for the well-being of our employees continues to be a fundamental pillar for the sustainability of our operations.”

ALEJANDRO ESTRADA BLANCO
VP People & Culture, Global Communication



4. People

At Camposol, talent development and management continue to be key strategic axes, as we value the experience, knowledge and contributions of our employees in achieving our strategic objectives. Given the dynamics of the agribusiness sector, we are constantly reinforcing our strategies to attract, develop and retain talent. We also seek to incorporate the best professionals to lead our operations in each of the regions and countries in which we have a presence.

To strengthen our position as an attractive company for current and future talent, we remain committed to a safe, healthy and human rights-respecting work environment. In addition to ensuring fair and competitive compensation, we continue to optimize our professional development programs and expand benefits that complement those established by current regulations.

Talent management at Camposol is led by the Vice Presidency of People, Culture and Organization at the corporate level, together with the specialized areas in each country in which we operate. This management framework is based on policies and regulations such as the Code of Ethics, the Recruitment and Hiring Policy, the Human Rights Policy, the Salary Policy, the Bonus Policy for Achievement of Objectives, the Performance Evaluation Procedure, the Policy for the Prevention and Investigation of Sexual Harassment and the Internal Work Regulations, among others.

4.1. Our collaborators

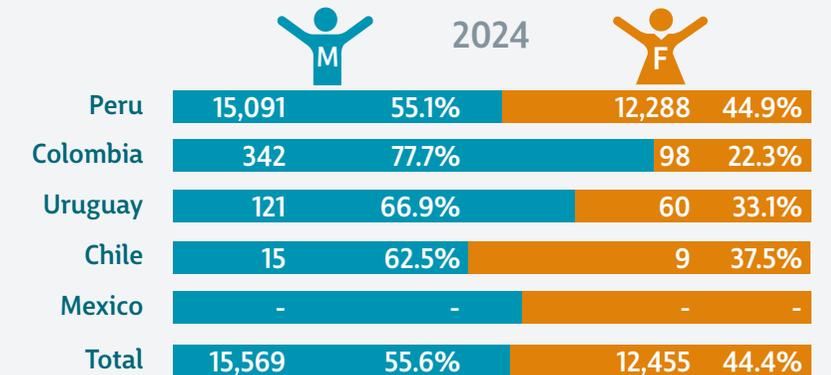
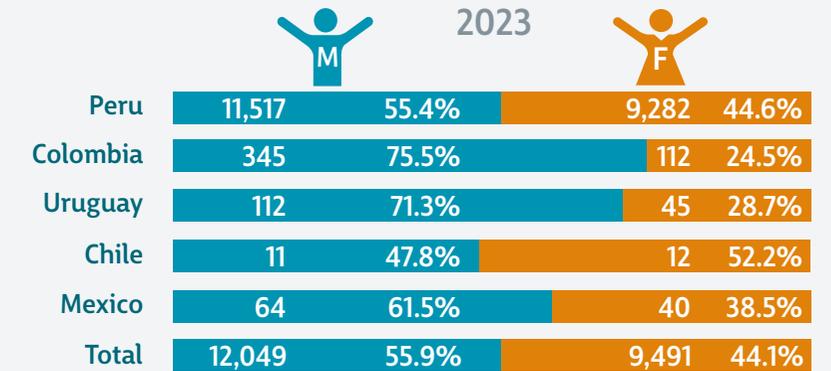
(GRI 2-7)

The commitment to our employees continues to be a fundamental pillar for the sustainability of our operations. At the end of 2024, our total workforce reached 28,024 direct employees in Peru, Colombia, Uruguay and Chile, of which 97.7% are located in Peru.



At the end of 2024, our direct workforce was made up of 55.6% men and 44.4% women. This level of female representation reaffirms our commitment to diversity and equal opportunities, consolidating itself as a key pillar within our sustainability strategy. We continue to promote initiatives to foster a more inclusive and equitable work environment, promoting access and professional development on equal terms.

Total number of employees, by gender and operation





We maintain our commitment to the stability and job security of our employees. Our hiring policy does not contemplate schemes with non-guaranteed working hours or part-time jobs, thus guaranteeing fair and structured working conditions for our entire workforce.

The contractual composition of our workforce reflects the dynamic nature of our operations. At the end of 2024, 20.6% of our employees had permanent contracts, while 79.4% were under temporary contracts, a necessary condition to adapt to the seasonal variations of agricultural campaigns and other operational demands. This flexibility allows us to efficiently manage production peaks and ensure the continuity of our activities.

We also maintain our commitment to the stability and job security of our employees. Our hiring policy does not contemplate schemes with non-guaranteed working hours or part-time jobs, thus guaranteeing fair and structured working conditions for our entire workforce.

Total number of employees with permanent contracts, by gender and operation

	2023			2024		
	M	F	TOTAL	M	F	TOTAL
Peru	2,957	1,655	4,612	3,431	1,941	5,372
Colombia	224	52	276	203	53	256
Uruguay	104	38	142	99	44	143
Chile	7	7	14	12	8	20
Mexico	10	6	16	-	-	-
Total	3,302	1,758	5,060	3,745	2,046	5,791

Total number of employees with temporary contracts, by gender and operation

	2023			2024		
	M	F	TOTAL	M	F	TOTAL
Peru	8,560	7,627	16,187	8,948	13,059	22,007
Colombia	121	60	181	139	45	184
Uruguay	7	8	15	22	16	38
Chile	4	5	9	3	1	4
Mexico	54	34	88	-	-	-
Total	8,746	7,734	16,480	9,112	13,121	22,233

➤ 4.2. Hiring new employees and turnover rate

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

At Camposol, the recruitment process and the management of labor rotation are key aspects for the efficient development of our operations. Having talent that fits our requirements is essential, since our employees represent the organization's most valuable asset. Therefore, we focus on offering a positive experience from attraction and selection to development within the company.

One of the main challenges we face is the high demand for unskilled labor in the regions where we operate, which challenges us to reduce absenteeism and attrition, especially in our field and plant areas. To address this challenge, we seek to differentiate ourselves as an attractive employer, implementing development and productivity programs with a people-centered approach. Our vision goes beyond the operational: we recognize the individual value of each employee and promote an environment that favors their growth and well-being.

The high turnover in our workforce is largely due to the seasonal nature of our activities, where harvest periods require a greater number of people. In addition, the strong competition for talent in our areas of operation represents an

additional challenge in recruitment and retention. During peak demand seasons, we temporarily incorporate a significant number of employees to meet our production needs, which can lead to turnover rates that exceed 100%.

New hires

Total number of new hires, by operation^{9,10}

	2022	2023	2024
Peru	52,680	39,823	31,339
Colombia	276	205	305
Uruguay	94	543	1,276
Mexico	1,734	1,713	-
Chile	2	6	5
Total	54,786	42,290	32,925

⁹ Note: The total number of new hires is greater than the size of the workforce due to the seasonal nature of our operations. During harvest periods, we bring in a high volume of temporary workers, which increases turnover and generates high hiring numbers.

¹⁰ The operation in Mexico was discontinued in 2024 due to the company's strategic decision. Data for 2022 and 2023 have been retained to maintain historical continuity of information; therefore, figures for 2024 are not included.

Total number of new hires, by age

	2022	2023	2024
Under 30	32,744	25,561	18,334
Between 30 and 50	19,148	14,302	12,659
Over 50	2,894	2,427	1,932
Total	54,786	42,290	32,925

Total number of new hires, by gender

	2022	2023	2024
 Male	29,712	22,380	15,705
 Female	25,074	19,910	17,220
Total	54,786	42,290	32,925

Number of terminations

Total number of terminations, per operation

	2022	2023	2024
Peru	28,985	40,166	22,469
Colombia	266	285	176
Uruguay	80	618	1,108
Mexico	1,647	1,665	-
Chile	1	8	2
Total	30,979	42,742	23,755

Total number of terminations, by age

	2022	2023	2024
Under 30	18,306	25,587	12,951
Between 30 and 50	11,004	14,593	9,342
Over 50	1,669	2,562	1,462
Total	30,979	42,742	23,755

Total number of terminations, by gender

	2022	2023	2024
 Male	16,567	22,846	11,432
 Female	14,412	19,896	12,323
Total	30,979	42,742	23,755

4.3. Working conditions

In this chapter, we highlight Camposol's commitment to promoting fair and equitable working conditions throughout our operations. We understand that the well-being of our employees is key to our success, which is why we have adopted policies and practices that ensure a safe, inclusive, and respect-based work environment.

4.3.1. Compensation

(GRI 13.20, 13.21)

At Camposol, we have a corporate salary policy that guarantees fair and equitable compensation for all our employees, based on market conditions and objective criteria. This policy applies to all job categories, from operators to senior executives, including the CEO. Each position has a salary band determined by Camposol Peru.

Since 2024, we have been conducting an evaluation of salary conditions compared to the market, establishing salary bands according to various factors, with special emphasis on the evaluation of performance and compliance with specific objectives. Our goal is to recognize outstanding performance, so based on these results, we propose salary adjustments. This methodology is applied uniformly in all the countries where we operate.

For operational personnel, remuneration at Camposol is governed by the minimum living wage, supplemented by legal and productivity bonuses, which allows workers to receive

incomes higher than the established base. In Uruguay, day laborers receive wages according to the current award, with additional compensation in certain activities to ensure competitiveness in the market. For monthly staff, remuneration is defined considering the system applied in Camposol Peru and Uruguay.

4.3.2. Benefits for our employees

(GRI 401-2)

At Camposol, we are committed to creating a work environment that supports the well-being and satisfaction of our team in each of our operations. We understand that offering competitive benefits is key to promoting both the professional development and personal growth of our employees, thus guaranteeing a motivating and equitable work environment.

“Mi Mundo” Program

At Camposol we have the “Mi Mundo” program that frames all the benefits we offer to our workers, both administrative and operators. During the year 2024, in the case of administrative staff, we have implemented a chatbot on the MS Teams platform that facilitates access to our catalog of benefits and allows you to ask questions. The benefits are categorized as follows:

- Camposol University
- Health Agreements
- Days off coupon
- Policies and insurance
- Life and work
- Entertainment Benefits



In the case of operators, the benefits have been disseminated through flyers in the Orgullo Camposol group and have been attached to their income documentation in order to generate greater use. The benefits are organized as follows:

- Economic facilities
- Work-Life Balance
- Campaigns, programs and trainings
- Policies and insurance

Below, we detail the benefits provided, which may vary by country of operation:

Legal Benefits:

- Mandatory life insurance from the first day of work.
- Health insurance.
- Family allowance.
- Maternity and paternity leave.
- Leave for serious direct family members.
- Leave for the death of a direct family member.
- Breastfeeding leave.

- Vacation.
- Profit sharing.
- Other legal benefits.

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

- Personnel transport 100% insured by the company.
- Meal Services/Food Vouchers.
- 100% coverage of health insurance premiums and private cancer insurance.
- Childcare center.
- Education and training courses.
- Loans for employees (health and school emergencies).
- Economic allowance for the death of the worker or direct family members.
- Delivery of school supply packages.
- Christmas basket or other similar benefit.
- Special celebrations such as birthdays, Father's Day, Mother's Day, among others.

- Leave for birthdays or personal procedures.
- Time-off vouchers (midday and days off for personal transactions)
- Bonuses for productivity and/or achievement of objectives.

Some additional benefits for operators:

- Uniforms (as applicable)
- Monthly amount for hygiene items
- Leave for pregnant control
- Physical Therapy License
- Comprehensive program for pregnant women
- Access to Medical Unit
- Health Relocation Program

We have also carried out a series of initiatives aimed at the well-being, development and recognition of our employees. Some of the prominent examples include:

- Implementation of the Supervisory Skills Program in our operations in Peru, Uruguay,

Colombia and Chile.

- Execution of the Mother Earth Peru Program.
- Development of the Agro Peru Leader Program.
- Organization of sporting events to promote physical activity and teamwork among our employees.
- Special celebrations in commemoration of Women's Day, Mother's Day, Father's Day and other relevant dates in each country where we operate.
- There were no days of formal stoppage, which demonstrates the stability and commitment of our employees.
- Leaders' Meeting Program in Colombia.
- Camposol DNA Program: We seek to recognize employees who celebrate 5, 10, 15, 20 or 25 years of service and honor the effort, dedication and commitment of those who have contributed to the company's purpose.

4.3.3. Maternity and paternity leave

(GRI 401-3)

We guarantee compliance with the labor legislation in force in each country where we operate and reaffirm our commitment to the well-being of our employees through the recognition of parental leave. We understand that this right is essential for mothers and fathers to be able to dedicate time to raising their newborn children, while facilitating the adequate recovery of mothers after childbirth.

This leave not only allows parents to enjoy the time needed to care for their newborn children but also facilitates mothers' recovery after childbirth. It is an integral part of our commitment to respecting the rights and dignity of our employees.

4.4. Training of our collaborators

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

The training of our employees is an essential pillar to enhance their skills and competencies, allowing them to adapt effectively to a constantly evolving work environment. We recognize that professional development not only enriches each employee but also drives the performance and success of the entire organization. By investing in their training, we seek to improve individual performance and strengthen the company's competitiveness in the labor market.

To do this, we have several key tools, such as: the promotion of continuous learning, our training plan, supervision and leadership skills development programs, training schools and Camposol University.

a global benchmark company. The platform includes an induction plan designed to offer an agile and coherent experience to new employees during their first 30 days in the company, addressing our organizational culture and ethical aspects to strengthen conduct within the organization. Since 2022, the learning capsules have been available online and offline, adapting to current technological needs and facilitating access from mobile devices, thus optimizing the learning experience.

LIDERAGRO

In 2024, we continue with our LIDERAGRO leadership program, designed for our operational leaders in order to strengthen skills such as growth mindset, responsibility towards teams and results, personal development and recognition. These aspects are addressed in a comprehensive manner, consolidating our commitment to excellence in leadership within Camposol.

Camposol University

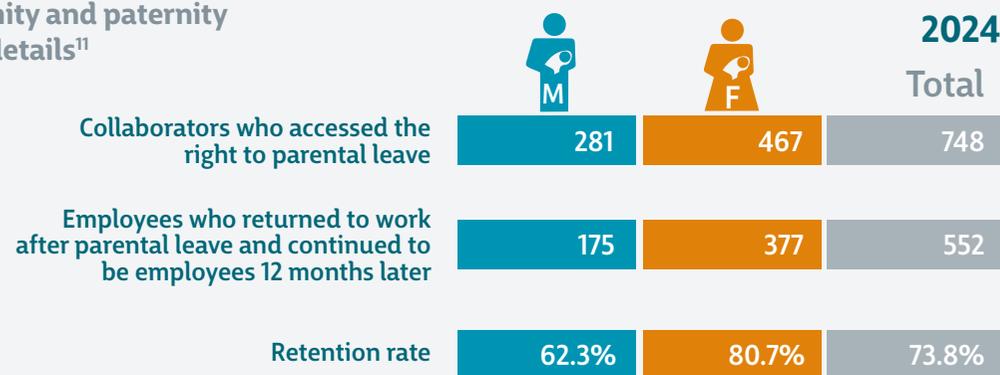
It is a comprehensive training and learning strategy that enhances soft skills and technical development in our leaders, employees and operators. Its objective is to strengthen the technical, professional and personal skills of our employees.

Since its launch in 2021, Camposol University has consolidated itself with programs such as the development of supervision and leadership skills, the onboarding program with virtual courses and other initiatives that have contributed to obtaining certifications that position us as

Training schools for Operators

For the training of our operators, we have implemented training schools that strengthen both technical and interpersonal skills. More than 600 people have actively participated in sessions such as the school of harvest supervisors and the school of projection operators. These initiatives reflect our commitment to the continuous development of our operators, promoting constant improvement and greater efficiency in our operations.

Maternity and paternity leave details¹¹



¹¹ Note: Values include operations in Peru and Colombia.



In addition, we have the Camposol project, an initiative that gives our operators the opportunity to complete their primary and secondary studies, reaffirming our commitment to their integral development.

TRAINERS Program

During 2024, the TRAINERS program was worked on, a program designed to enhance the skills of our Camposol trainers (currently more than 80 people) and strengthen the development of internal talent, in order to improve the experience of training, inductions, and workshops within the

company. This is how we had a first class of 30 trainers certified by the Cesar Vallejo University as TRAIN THE TRAINERS, making them more employable professionally. The courses taught by the trainers are oriented to normative topics, specific to the function. That is why by 2025 we are planning a second promotion, since our goal is for all TRAINERS to be certified.

Main results of Training:

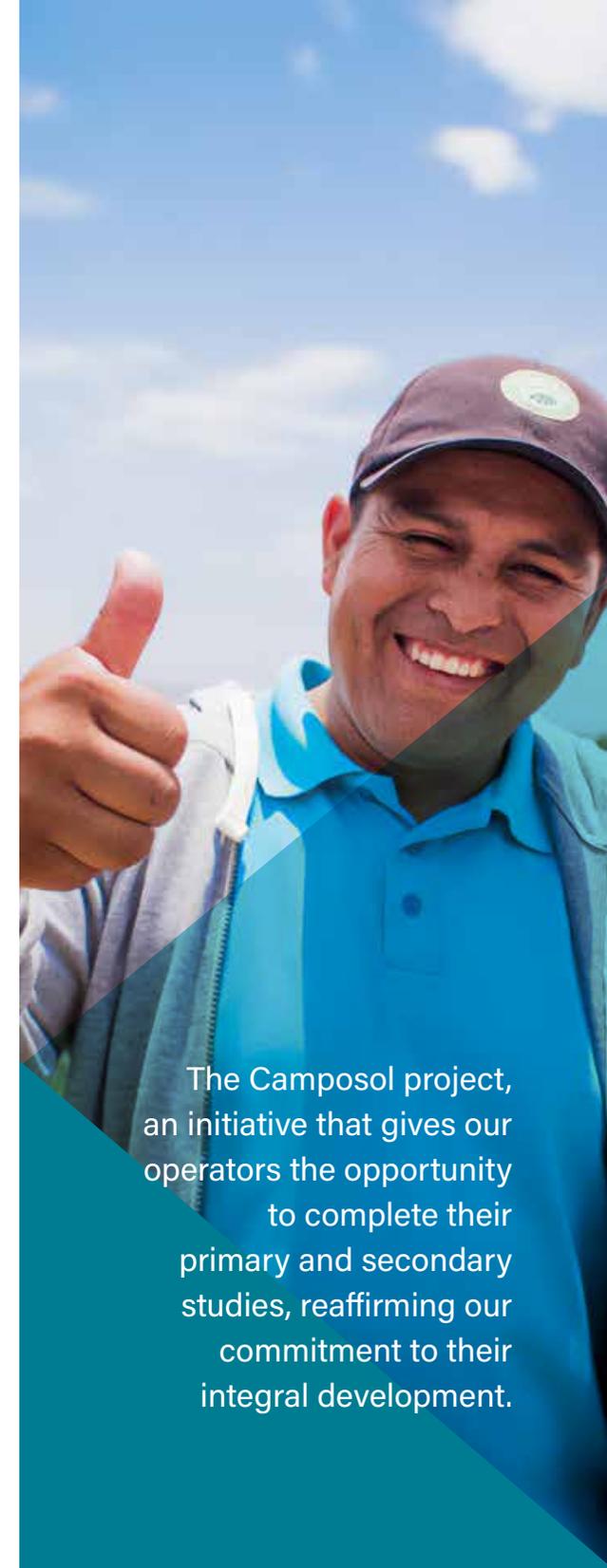
- A total of 885 trainings were carried out with a total of 87,041 hours trained.

- Participants in operator training schools: 1,022 participants, including 880 graduates. These schools have been held in person on the farms of the operation.
- 29 leaders, Assistant Managers and Superintendents, carried out a skills program with the TEC de Monterrey.
- 4 collaborators have been sponsored in different training modalities, (MBA, Higher Career, Diploma, Technical Career).

Average hours of training per employee in 2024, by gender and job category¹²

	2022			2023			2024		
	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL
Manager and Assistant Managers	3.85	8.24	5.58	6.00	8.79	7.26	5.56	4.96	5.26
Chiefs, Coordinators and Superintendents	0.74	0.75	0.75	4.13	4.66	4.26	4.35	3.89	4.12
Administrative	0.65	1.33	0.97	1.42	1.80	1.55	4.47	3.42	3.95
Practitioners	-	-	-	2.49	1.96	2.16	4.00	5.00	4.50
Operators	-	-	-	5.15	4.63	4.94	6.24	5.11	5.68
Total	8,746	7,734	16,480	9,112	13,121	22,233	4.92	4.48	4.70

¹² Note: The reported values correspond to operations in Peru.



The Camposol project, an initiative that gives our operators the opportunity to complete their primary and secondary studies, reaffirming our commitment to their integral development.



At Camposol, we reaffirm our commitment to a culture of continuous improvement and high performance, strengthening the professional and personal growth of our employees.

➤ 4.5. Performance evaluation of our employees

(GRI 404-3)

At Camposol, we reaffirm our commitment to a culture of continuous improvement and high performance, strengthening the professional and personal growth of our employees. Our approach seeks to align individual goals with the company's strategic objectives, ensuring an effective contribution of each team member to organizational success.

Through the Rankmi digital platform, we carry out the "Growing Together" performance evaluation process, which facilitates self-evaluation,

continuous feedback and monitoring of progress based on competencies and annual objectives. This tool also allows us to have key historical information for a more strategic and long-term talent management.

As part of our commitment to the training and retention of future leaders, we continue to promote international development programs and coaching sessions adapted to the needs of our key talents. In 2024, we reinforced our leadership assessment through the 360° model, applied

to the CEO, VP, Directors and Managers at the country level. We also continued to identify high-performing and potential employees using the Korn Ferry methodology. During this period, we conducted calibration sessions at both management committee and country level, which allowed us to design customized development plans for our talent pool.

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

Performance evaluation of evaluated employees, by gender and job category (Percentage)

	2023			2024		
	M	F	TOTAL	M	F	TOTAL
Manager and Assistant Managers	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Chiefs, Coordinators and Superintendents	98.66%	98.51%	98.61%	99.39%	98.06%	98.73%
Administrative	97.04%	96.53%	96.81%	98.18%	98.17%	98.18%
Total	97.91%	97.33%	97.67%	99.19%	98.74%	98.97%

➤ 4.6. Diversity and inclusion

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

At Camposol, we promote an inclusive environment where diversity is respected and valued in all its forms, including culture, gender, sexual orientation, race, religion, physical ability and social status. Our commitment is to ensure that each employee feels integrated, respected and has equal opportunities for development.

To this end, we have established clear guidelines on diversity, inclusion and gender equity, ensuring a work environment free of discrimination, harassment or intimidation:

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

to doing the right thing, both personally and professionally.

- We strive for open and honest communication. We consult with each other and respect the perspectives of those who differ from us or who challenge our own.
- We respect workers' choice and do not interfere with their right to freedom of association or non-association and collective bargaining.
- We encourage our employees to explore professional and personal development and promote meritocracy, assessment, and continuous learning. We care about ensuring a safe and healthy work environment for our employees, visitors and customers.
- We provide our employees with salaries and benefits that comply with applicable laws and relevant collective agreements.
- We are respectful of the laws, regulations and rules applicable in our industry. We respect the provisions of our company policy and the rights of defendants to defend themselves.
- We adhere to the Business Alliance for Secure Commerce (BASC) standards and promote a safe environment for visitors, contractors and process development in general, free of violence, sabotage, intimidation, drug trafficking and/or terrorism, and illegal activities and conduct.

These principles reflect our commitment to an inclusive, equitable, and respectful organizational culture.

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

Total number of employees, by gender and job category

	 M	%	 F	%	Total
Executives	25	54%	21	46%	46
Middle Managers	169	65%	93	35%	262
Employees	272	53%	241	47%	513
Operating	15,103	56%	12,100	44%	27,203
TOTAL	15,569	56%	12,455	44%	28,024

Total number of employees, by age group and job category

	Under 30s	%	Between 30 and 50 years old	%	Over 50 years old	%	Total
Executives	0	0%	37	80%	9	20%	46
Middle Managers	22	8%	226	86%	14	5%	262
Employees	272	53%	223	43%	18	4%	513
Operating	12,921	47%	11,548	42%	2,734	10%	27,023
Total	13,215	47%	12,034	43%	2,775	10%	28,024

➤ 4.7. Occupational health and safety

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

4.7.1. Occupational Health and Safety System

At Camposol, the health and safety of our employees is a priority. We have a robust Occupational Health and Safety Management System, designed to prevent accidents and foster a culture of risk prevention at all levels of the company.

Our Occupational Health and Safety Policy guarantees safe working conditions through the implementation of plans and programs aimed

at injury prevention, physical and mental health care, the identification and elimination of risks, and the continuous evaluation of hazards in our processes. This approach applies to our internal collaborators as well as contractors in the field, plants and offices.

4.7.1.1 Peru

We ensure compliance with Law 29783, which regulates occupational safety and health in the country. We carry out inspections, internal audits and training, in addition to monitoring accident indicators updated monthly to act in a timely manner in the event of any deviation.

4.7.1.2 Colombia

At Camposol Colombia, we rigorously comply with current national regulations, including Decree 1072 of 2015 on the Labor Sector and Resolution 0312 of 2019, which establishes the minimum standards of the Occupational Health and Safety Management System (SG-SST).

During 2024, the accident rate increased by 16.69% compared to the previous year. However, no serious accidents were recorded in this period. However, an accident that occurred in 2022 was reclassified as serious in 2024. This reclassification was carried out in accordance with Colombia's Resolution 1401 of 2007, which establishes the criteria for determining

the severity of a workplace accident, mainly based on the medical diagnosis. In this case, a collaborator suffered a work accident in 2022, but his initial diagnosis was not classified as serious. However, in 2024, after the evolution of the case, the Occupational Risk Administrator (ARL) reevaluated the situation and classified it as a serious accident.

In view of this increase in accidents, risk management programs, prevention training and safety inspections have been reinforced with the aim of improving safety indicators and strengthening the preventive culture for the year 2025.

4.7.1.3 Uruguay

We comply with Agricultural Decree 321_09, which establishes the requirements for the management of occupational health and safety in the country. We carry out inspections, internal audits and training, and monitor accident indicators monthly, guaranteeing a safe environment for all our employees and contractors.

In the case of workplace accident injuries in Uruguay - for contractor companies, no indicators related to contractor companies are kept, only for Camposol Uruguay's own workers.

4.7.2. Risks, Dangers, and Accidents

4.7.2.1 Peru

In Peru, we approach safety with a proactive approach through our Hazard Identification, Risk Assessment and Control Measures Matrix (IPERC). This tool allows us to identify significant hazards, assess risks and establish effective control measures, with annual updates or when working conditions are modified.

To mitigate risks, we apply a hierarchy of controls that includes disposal, replacement, engineering controls, administrative controls, and the use of personal protective equipment. Our analysis considers the likelihood and severity of events, integrating lessons from previous accidents and inspections to strengthen the preventive culture.

Main actions implemented:

- **Training:**
We carry out at least four training sessions a year to raise awareness among our employees about the prevention of occupational risks.
- **Inspections and Assessments:**
We continuously monitor compliance with safety measures and address observations in a timely manner.
- **Suppliers:**
They must align themselves with our Safety, Occupational Health and Environmental



Documentation Booklet, comply with legal training and receive a prior induction before entering our facilities.

- **Incident investigation:** We apply a rigorous procedure to identify root causes and establish corrective measures to prevent their recurrence.

4.7.2.2 Colombia

In Colombia, within the framework of Camposol Colombia's Occupational Health and Safety Management System (OHS-MS), we have identified and managed the main occupational hazards and risks associated with our agricultural operations.

Main dangers and risks:

- **Locative Hazard:** Uneven work surfaces, voids and trenches, with a risk of falls, trips and twists.
- **Chemical Hazard:** Exposure to phytosanitary substances, with risk of inhalation, dermal absorption and cross-contamination.
- **Biomechanical hazard:** Forced postures, repetitive movements and manual handling of loads, with a risk of musculoskeletal disorders.

Control measures implemented:

- **Fall prevention:** Inspection and adaptation of terrain, marking of risk areas, use of safety footwear and training in safe movement techniques.
- **Chemical risk prevention:** Use of personal protective equipment (PPE), safe procedures

for the storage and application of phytosanitary products, exposure monitoring and training.

- **Prevention of musculoskeletal injuries:** Ergonomic evaluation, active breaks, optimization of tools and work equipment, and training in manual handling techniques of loads.
- **Training and induction in occupational risks:** Continuous training in occupational health and safety, emergency management and safety protocols.
- **Safety inspections:** Periodic verification of compliance with safety standards and establishment of corrective measures.
- **Behaviour analysis:** Observation of safe and unsafe behaviours, reinforcement of good practices and feedback to workers.

These measures allow for comprehensive management of occupational risks, promoting safe work environments and strengthening the culture of prevention.

4.7.2.3 Uruguay

In Uruguay, we have identified and managed the following occupational hazards in our activities:

- **Pruning**
 - ▶ **Hazard:** Use of hand tools (saw and scissors).
 - ▶ **Risk:** Cuts and projection of objects/particles.
 - ▶ **Control measures:** Staff training, mandatory use of flesh gloves and protective glasses with mesh.
- **Harvest**
 - ▶ **Hazard:** Use of ladders.

- ▶ **Risk:** Fall to different levels.
- ▶ **Control measures:** Staff training, supervision and inspections to verify the correct use of the stairs.

- **Phytosanitary application**

- ▶ **Hazard:** Use of chemicals.
- ▶ **Risk:** Intoxication by different routes of entry.
- ▶ **Control measures:** Staff training, mandatory use of PPE (full suit, mask, gloves and safety glasses).

These actions ensure the reduction of occupational risks and strengthen safety in our operations in Uruguay.

4.7.3. Occupational Health Services

(GRI 403-3)

4.7.3.1 Peru

We have four Medical Units (2 in La Libertad and 2 in Piura) operated by trained personnel and available 24/7 to attend to any eventuality.

We offer medical coverage through private insurance and social insurance, including specialized programs for chronic and orphan diseases. Employees of contractor companies have the Complementary Risk Work Insurance (SCTR), and we require these companies to provide documentation that proves their compliance with occupational health.



4.7.3.2 Colombia

Through agreements with Health Service Provider Institutions (IPS), we guarantee occupational medical examinations (admission, periodic, discharge, post-disability and others). These services are provided during business hours, and the company covers transportation costs if needed.

To facilitate access, we organize medical days on our farms. In addition, through Health Provider Companies (EPS), we carry out cardiovascular screenings to promote healthy habits among our employees.

4.7.3.3 Uruguay

We have an equipped medical office within our facilities, where a doctor attends weekly, performs medical check-ups and manages health cards.

Employees have access to the “Centro Médico” social security or nearby polyclinics, with programs specialized in chronic and orphan diseases to guarantee their well-being.

4.7.4. Participation of partners in the OH&S Management System

(GRI 403-4)

4.7.4.1 Peru

Our employees actively participate in safety management through the Occupational Health and Safety Committee (OHSC), made up of 24 members (12 full and 12 alternate) trained in occupational safety. This committee meets monthly to assess risks and propose improvements.

We maintain continuous communication with employees through platforms such as “Camposol Informa”. In addition, external personnel channel their concerns through their security supervisors, who transfer them to the SSOMA Camposol area.

4.7.4.2 Colombia

Each operational area of Camposol Colombia has a Joint Occupational Health and Safety Committee, made up of representatives of employees and the company. They meet monthly to identify risks and improve working conditions.

These committees are also involved in safety inspections, analysis of the causes of accidents and occupational diseases, and in the planning of training in industrial safety and hygiene.

4.7.4.3 Uruguay

Safety management is carried out through bipartite meetings of the Occupational Health and Safety Committee (CSST), made up of representatives of Human Management, GIS, the prevention technician and trained operator delegates. These quarterly meetings ensure the consultation and participation of employees in the risk assessment and improvements of the management system.

External staff are involved through the GIS area, ensuring that their perspective and needs are considered in Camposol’s security management system.

4.7.5. Training of employees on occupational safety and health

(GRI 403-5)

4.7.5.1 Peru

Our annual Occupational Health and Safety (OSH) training program is mandatory for all employees and is a key pillar in our culture of prevention. Its objective is to raise awareness about occupational risks and provide effective tools to manage them.

In 2024, we achieved 100% compliance with the program, approved by the Occupational Health and Safety Committee (CSST). Topics addressed include:

- Occupational health and safety policies.
- Emergency preparedness and response.
- Proper use of personal protective equipment.
- Hazard and risk identification according to the Hazard Identification, Risk Assessment and Control Measures Matrix (IPERC).
- Training of brigade members.
- Safe handling and storage of chemicals.
- Basic concepts of the General Law on Safety and Health at Work (OSH).
- Specific risks

The trainings are adapted to the needs of each employee, based on the risk assessment (IPERC). They are taught during working hours with didactic material and evaluations to measure their effectiveness.

For external collaborators, an OSH induction is offered aligned with their activity and work location. In addition, they are required to have specific training for critical tasks, according to the IPERC matrix and the established security controls.

4.7.5.2 Colombia

Our annual training program in Colombia complies with local regulations and operational needs. We have internal instructors specialized in OSH, guaranteeing the quality of the training, and we collaborate with accredited entities for external training.

The trainings are free and are given during working hours, ensuring the participation of all employees and strengthening our culture of safety at work.

As part of our training and professional development initiatives, in collaboration with the National Learning Service (SENA), we have granted certifications to 350 operators of various trades and agricultural supervisors in the Rational Management of Pesticides, covering all our operations in Colombia.

These certifications demonstrate our proactive approach to training and skills development, ensuring a safe and healthy work environment for all our employees at Camposol Colombia.



We have granted certifications to 350 operators of various trades and agricultural supervisors in the Rational Management of Pesticides, covering all our operations in Colombia.

4.7.6. Occupational ailments and diseases

(GRI 403-10)

During 2024, no occupational disease has been recorded in our operations in Peru. In Colombia, a case of occupational disease of musculoskeletal origin was registered in a direct collaborator of the Mateguadua farm. This fact highlights the importance of strengthening our musculoskeletal risk prevention program, through the analysis of workstations, the optimization of the active break program and the improvement in the implementation of safe work standards. With respect to our operations in Uruguay, there were no deaths resulting from an illness or injury, nor were there any recordable cases of occupational illnesses and diseases, both for direct and external personnel.

4.7.7. Workplace Accident Injuries

(GRI 403-9)

4.7.7.1 Peru

In 2024, we unfortunately recorded five deaths due to workplace accidents in our operations in Peru. Each loss represents a profound impact for employees, their loved ones and the community, reinforcing the urgency of strengthening our safety culture.

Our commitment is clear: zero fatal accidents. To achieve this, we are strengthening our safety policies and procedures, implementing more rigorous training, and ensuring that each worker has the necessary tools to identify and mitigate risks in their work environment.

As part of our response, we have initiated a comprehensive review of our protocols with the active participation of trade unions, regulatory authorities and occupational safety experts. In addition, we will strengthen field inspections, improve reporting mechanisms for unsafe conditions, and promote a culture of prevention based on shared responsibility.

With a proactive approach and everyone's commitment, we work to ensure a safer work environment and prevent future tragedies.

Workplace Accident Injuries in Peru - Employees^{13 14}

Types of workplace accidents	2022	2023	2024
Deaths	1	3	5
Death rate	0.02	0.09	0.13
Injuries with great consequences	7	3	7
Serious injury rate	0.17	0.098	1.18
Recorded Injuries	236	201	140
Injury rate	5.61	6.58	3.65
Hours worked	42,034,756	30,516,235	38,311,746

¹³ Table note: The main types of injuries are from falls to the same level, insect bites, blows from handling tools, among others.

¹⁴ For the calculation of the death rate and injury rate (Collaborators and Contractors), a factor K = 1,000,000 hours worked was considered.

Workplace Accident Injuries in Peru - Contractors

Types of workplace accidents	2022	2023	2024
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	0	0	0
Serious injury rate	0.00	0.00	0.00
Recorded Injuries	0	0	0
Injury rate	0.00	0.00	0.00
Hours worked	11,332	13,598	33,861

4.7.7.2 Colombia 

Workplace Accident Injuries in Colombia - Collaborators^{15 16}

Types of workplace accidents	2022	2023	2024
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	0	2	0
Serious injury rate	0.00	0.39	0.00
Recorded Injuries	73	68	79
Injury rate	12.23	13.29	22.13
Hours worked	1,194,048	1,022,976	713,916

¹⁵ Note: The main types of injuries were from blow or contusion, sprain, muscle tear, wounds, or superficial trauma.
¹⁶ For the calculation of the death rate and injury rate (Employees and Contractors), a factor K = 200,000 hours worked was considered.

4.7.7.3 Uruguay 

Workplace Accident Injuries in Uruguay - Collaborators^{17 18}

Types of workplace accidents	2022	2023	2024
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	5	13	10
Serious injury rate	2.46	7.13	3.93
Recorded Injuries	12	33	22
Injury rate	5.90	18.10	56
Hours worked	407,122	364,724	509,447

¹⁷ Note: The main types of injuries are from falls to the same level, insect bites, blows from handling tools, among others.
¹⁸ For the calculation of the death rate and injury rate (Employees and Contractors), a factor K = 200,000 hours worked was considered.

Workplace Accident Injuries in Colombia - Contractors

Types of workplace accidents	2022	2023	2024
Deaths	0	0	0
Death rate	0.00	0.00	0
Injuries with great consequences	0	0	0
Serious injury rate	0.00	0.00	0
Recorded Injuries	340	103	58
Injury rate	43.74	48.07	37.92
Hours worked	1,554,624	428,544	305,904

Workplace Accident Injuries in Uruguay - Contractors

Types of workplace accidents	2022	2023	2024
Deaths	0	0	0
Death rate	0.00	0.00	0.00



The integration of good practices in this area not only improves our relations with stakeholders but also contributes to the sustainability and competitiveness of the company.

➤ 4.8. Human rights

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

We reaffirm our commitment to human rights through a proactive vision and a firm commitment to the principles of the United Nations Global Compact. Our adherence to these principles reflects our belief in the respect, recognition and promotion of universally recognized human rights, integrating them into all our operations and business practices.

This commitment is embodied in our Human Rights Policy, in which we adhere to key international standards, including the Universal Declaration of Human Rights, the International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the Ethical Trading Initiative. We focus especially on those human rights with a direct impact on the business environment, ensuring that all people are treated with dignity and respect.

In addition to representing a fundamental principle of our organizational culture, respect for human rights strengthens our value chain and generates positive impacts both at the social and business levels. The integration of good practices in this area not only improves our relations with stakeholders but also contributes to the sustainability and competitiveness of the company.

To ensure an inclusive and safe work environment, we apply strict controls in the prevention of discrimination, sexual harassment and respect for the right to collective association. We also promote a culture of transparency and accountability,

aligning human rights reporting channels with our ethical reporting system, thus facilitating access to reliable mechanisms for attention and response.

In 2024, in our operations in Peru, we received a total of 4 complaints of discrimination. Of these, 3 were closed after concluding that the accusations were not confirmed, while one remains under investigation

4.8.1. Human rights management in the supply chain

At Camposol, we are committed to the protection and promotion of human rights throughout our value chain. Through our Human Rights Policy, we establish mechanisms to identify, address and remediate adverse impacts, as well as to strengthen those that generate a positive effect.

As part of this effort, we ask our suppliers to sign the “Declaration of Commitment on Policies and Procedures”, thus guaranteeing compliance with our Code of Ethics and Conduct, aligned with international standards of social ethics. In addition, most of our suppliers complete the “Supplier Social Ethics and Labor Standards Self-Assessment”, which allows us to monitor their performance in these aspects.

We maintain rigorous monitoring on the measures implemented by our fruit packing service providers, with special attention to critical audits. Our operations in Peru are evaluated under SMETA, GRASP and Rainforest Alliance standards, while our operations in Uruguay and Colombia are evaluated

under GRASP, which allows us to monitor controls to mitigate risks related to child labor, forced labor, freedom of association and collective bargaining. In the case of our operation in Peru, we have been proactive in identifying and correcting suppliers whose labor regimes exceeded the limits established by national regulations. We detected this situation in some internal service and asset security providers at our Chao Plant, so we implemented corrective measures, adjusting working hours within the current regulatory framework. During 2024, no other suppliers with significant negative impacts were identified.

In addition, there has been no evidence of any significant risk related to child labour or forced labour in our operations or in our business relationships throughout the year.

4.8.2. Freedom of association and collective bargaining

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

At Camposol, we fully respect the right of our employees to freedom of association, allowing them to join or resign from a trade union organization at any time, according to their personal decision. We are firmly committed to social dialogue and cooperation with all trade union organisations, with the aim of promoting a harmonious working environment and the well-being of our workers.

Currently, 100% of our employees are covered by collective bargaining agreements. Non-affiliated workers also receive protection through agreements established by two minority unions,



which extend their benefits to all employees, regardless of affiliation. In contrast, the union with the largest number of members applies the terms of its collective agreement exclusively to its members, representing approximately 10% of the workforce. In this way, we ensure that all our employees have access to the benefits derived from collective bargaining, guaranteeing equity and respect for their labor rights.

Two of the three unions with which we maintain industrial relations extend the benefits of collective bargaining to non-affiliated workers. As a result, the working conditions and terms of employment for those who are not directly covered by these agreements are governed by both current regulations and extended agreements, ensuring equal treatment and access to benefits for all. This approach reaffirms our commitment to a fair and equitable work environment.

It is important to note that collective agreements apply exclusively to Camposol's direct employees. Contractor workers, being independent, are not covered by these agreements, as they only regulate aspects such as salary levels and working conditions for our direct collaborators.

We do not currently have trade union organizations in our operations in Colombia and Uruguay. However, we have established spaces where employee representatives can raise concerns, complaints, suggestions and opportunities for improvement. During 2024, no operations or commercial relationships have been identified in which the right to freedom of association and collective bargaining could be at risk.

In Peru, to date no Camposol operations or suppliers have been identified where the rights of workers to exercise freedom of association may be

violated. However, as part of our commitment to respect labor rights, we carry out unannounced visits to field and plant activities, as well as meetings with trade union organizations and groups of workers, to ensure that our operations comply with current legislation and the principles of freedom of association. In case of detecting any risk, we take the necessary corrective measures to guarantee full respect for the rights of workers, promoting a fair and equitable work environment.

Currently, 100% of our employees are covered by collective bargaining agreements.

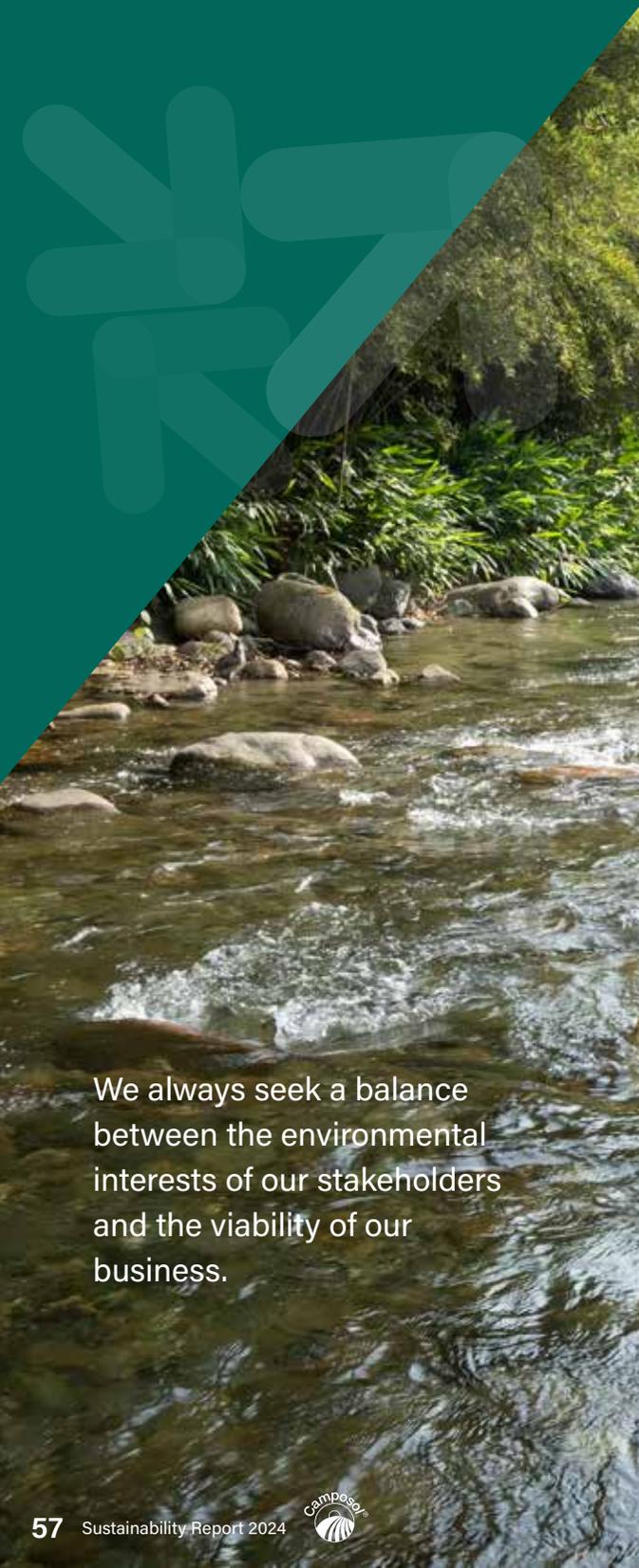


Environment

“Our sustainable agriculture strategy is based on optimizing the use of natural resources and reducing our impact. During 2024 we made progress in consolidating our climate strategy, with the measurement of our organizational carbon and water footprint in our operation in Peru; which will allow us to define more precise reduction and mitigation plans.”

FEDERICO MAGGIO CAPELLI
Industrial Operations Manager





We always seek a balance between the environmental interests of our stakeholders and the viability of our business.

5. Environment

We face constant environmental challenges, especially in the access, supply and distribution of key resources such as water and energy. To meet these challenges, our sustainable agriculture strategy is based on optimising the use of natural resources and the efficiency of our operational processes, minimising environmental impact. This allows us to progressively reduce waste generation and reinforce our commitment to biodiversity conservation.

Our Environmental Policy guides our efforts to mitigate any possible environmental impact. This involves early identification of environmental aspects, thorough risk assessment, and the implementation of preventive measures across our operations.

We ensure that we comply with all applicable environmental standards and regulations. Through our Environmental Management System, we promote continuous improvement, keeping sustainability as a central axis of our operations. We always seek a balance between the environmental interests of our stakeholders and the viability of our business.

5.1. Water resource management

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

Efficient water management is essential in agribusiness, as it is an essential and limited resource to produce food and raw materials. Having adequate availability of quality water is key to ensuring long-term crop productivity and sustainability. In this context, implementing responsible water resource use practices is a priority for Camposol, allowing us to optimize its use and contribute to its conservation for future generations.

5.1.1.1 Water management in Peru

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

La Libertad

The Board of Water Users of the Minor Hydraulic Sector of Pressurized Irrigation is a private non-profit organization responsible for managing the hydraulic infrastructure for pressurized irrigation in the new irrigation areas of Chavimochic, in La Libertad, Peru. Its main function is to ensure an efficient distribution of water for the crops in the area, as well as the maintenance and development of the infrastructure under its administration.

Camposol coordinates the request for water volumes with this entity on a weekly basis, according to the demand of its crops. Our

irrigation area is responsible for capturing and treating surface water through seven collection points located in sectors I, II and III of the mother canals of the Chavimochic project. During the period evaluated, there were no non-compliances in permits, standards or regulations related to water quality.

In 2024, we face two seasons that affect water availability, which happens on a recurring basis every year:

- **Dry season:** It is characterized by a reduction in rainfall, which limits the availability of water. As a control measure, a restricted irrigation regime is implemented 24 hours a day. The Board of Users regulates water consumption, ensuring that companies respect the volumes assigned according to their cultivated area.
- **Flood season:** Currently, water is abundant, but it has a high level of suspended solids, affecting its quality. Although there are no restrictions on availability, water treatment becomes more expensive due to its high turbidity.

To mitigate the risks associated with water scarcity, Camposol has developed a strategy based on the construction of water storage reservoirs. In November 2022, a reservoir with a capacity of 0.53 million cubic meters was completed at the Mar Verde Estate. In July 2023, we completed the construction and expansion of two additional reservoirs, adding 1.5 million cubic meters between them. Likewise, to close the year, we have 6 mega reservoirs, which,





adding to the volumes already stored, amounts to more than 3mm³. These infrastructures are key to ensuring the availability of water during the dry season and guaranteeing the sustainability of our operations.

Piura

In our operations in Piura, as in La Libertad, we access water resources through the Chira Piura Special Project User Board (PECHP). The request for water is made on a weekly basis, adjusting to the phenological phase of each crop.

At Field Terra we have three water collection points, while at Field Agroalegre we have one. However, the scarcity of rainfall in the area has generated a water deficit, which has led the Board of Users to regulate and supervise the use of water, guaranteeing its equitable distribution according to the cultivated area and the water licenses of each company.

During periods of drought, when water availability is critical, some maintenance activities on the hydraulic system may be delayed prioritizing crop irrigation. However, keeping the hydraulic system in optimal condition is essential for the efficiency of pressurized irrigation.

To address the risks associated with water scarcity, Camposol has 13 reservoirs, of which 9 are from Field Terra, whose water storage capacity is 619,851 m³, while the 4 reservoirs of Field Agroalegre reach 355,644 m³. These infrastructures are essential to guarantee the availability of the resource and the continuity of our agricultural operations.

5.1.1.2 Water management in Colombia



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

In our operations in Colombia, the water supply comes from watersheds and rivers

through rural intakes intended for agricultural use. The administration of this resource falls to three regional autonomous corporations: Corpocaldas, CRQ and CVC, entities in charge of granting the corresponding permits. At the “Navarco” farm, located in Salento, Quindío, we have faced restrictions due to its location within an integrated management zone regulated by the environmental authority. To improve our water efficiency, we have begun to implement rainwater harvesting systems using Australian tanks on some farms.

Water use is subject to regulations and guidelines that must be complied with and reviewed annually to ensure compliance with the regulations. Thanks to the abundant availability of the resource in our operating areas, we have not faced significant regulatory constraints. We also received periodic inspections from environmental authorities on some farms, and to date no non-compliance

has been identified related to over-the-allowed extraction or unauthorized dumping, reinforcing our commitment to environmental regulations and the preservation of local ecosystems.

The impact of our activities on water resources is small compared to other countries in which we operate, since most of the water is used for the application of phytosanitary inputs, while the rest is used for human and domestic consumption. To optimize consumption control, we monitor water use in agricultural applications on a daily basis and implement measuring devices in our catchments and distribution tanks. However, some of this equipment have presented obstructions due to the presence of solids in the water, which has generated difficulties in their operation.



5.1.1.3 Water management in Uruguay

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

In Uruguay, the water supply for our operations comes from the Arapey River, from where it is extracted by pumps to feed artificial reservoirs. From these deposits, we manage an irrigation system that allows us to apply fertigation to our mandarin crops. As part of our water efficiency strategy, we recently completed the installation of drip irrigation systems on the El Tero and El Arapey estates, which has significantly improved the management of the resource.

One of the main challenges we face in water management is water scarcity. Since our agricultural operations depend on the Salto Grande dam, we strictly follow regulations on maximum and minimum catchment levels. To mitigate this risk, we have developed high-capacity reservoirs that can be filled with both rainwater and water drawn from the river. Additionally, we have a repumping system that is activated in case the flow of the river decreases to critical levels.

Another major risk is the possible contamination of water sources. To address this problem, we carry out annual monitoring of the quality of the water extracted from the Arapey River. These assessments, carried out by certified third-party laboratories, include microbiological and physicochemical analyses to ensure that our catchment activity does not affect the river's environmental standards. During the period evaluated, there have been no non-compliances

in use permits, environmental quality standards or regulations related to water.

5.1.2. Water consumption

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

At our operations in Peru, we conduct monthly measurements to monitor water consumption on our farms. This resource is distributed through conduction networks and applied directly to the crop soil by means of a highly efficient drip irrigation system. To ensure optimal operation and prevent leaks, our maintenance team performs regular inspections of the irrigation system.

Variations in water consumption depend on a variety of factors, including the stage of crop development, climatic conditions, soil composition, and the expansion of agricultural areas. Likewise, the water demand in our Chao plant is increased by the industrial processes of its frozen and fresh products sub-plants.

In Colombia, water consumption increased by 7.27% due to the foliar growth of the avocado crop, which generated a greater need for phytosanitary applications. In Uruguay, there was also a significant increase in the demand for water, in response to the phenological phases of the crops, reflecting their active development. This situation underscores the importance of efficient and adaptable water resource management, adjusted to the changing needs of crops throughout their life cycle.

In all Camposol operations we do not operate in areas with high water stress, 100% of the water used comes from sources without scarcity problems.

None of Camposol's operations are located in areas of high-water stress, so 100% of the water comes from sources without scarcity problem.

In our operations in Peru, in order to minimize possible impacts, we apply an integrated and sustainable management of the resource, optimizing its use in crops and ensuring a continuous supply through contingency reservoirs. In addition, we control the water table by means of vertical drains (wells) and open pit drains, thus avoiding waterlogging that could affect the development of the plants.

Variations in water consumption depend on a variety of factors, including the stage of crop development, climatic conditions, soil composition, and the expansion of agricultural areas.

Water consumption, by location (Megaliters)

Location	2022	2023	2024
Peru (La Libertad fields)	96,313	89,055	89,162
Peru (Chao Plant)	655	530	426.87
Peru (Piura fields ¹⁹)	14,555	14,770	15,244
Colombia (Farms)	26.82	11.68	12.53
Uruguay (Farms)	1,037	2,290	4,360
Total	112,587	106,657	109,205

¹⁹ The value reported for Piura fields includes only the water consumption of Terra and Agroalegre fields.

5.1.3. Distribution of water consumption on farms

In our operations in Peru, we carry out detailed monitoring of water consumption according to the point of collection and the type of crop. We identified that the Agricultor, Mar Verde and Yakuy Minka farms have the highest water demand, mainly due to the cultivation of blueberries, avocados, tangerines, persimmons, lemons and dragon fruit. This monitoring allows us to efficiently manage our resources and ensure sustainable water use in our agricultural activities.

Water consumption in Peru, by type of crop and farm (Percentage)²⁰

Fields	Crops	2022	2023	2024
Gloria Field	Blueberries	11.97%	12.20%	12.64%
Field Mar Verde, Frusol 1	Blueberries and avocados	28.81%	24.06%	23.31%
Field Yakuy Minka, Frusol II y Oro Azul	Blueberries, avocados, tangerines, persimmons, lemons, and dragon fruit	27.31%	27.51%	27.27%
Field Agromas and San José	Blueberries, avocados and tangerines	7.87%	7.82%	7.43%
Field Agricultor and Synchronax	Blueberries	24.04%	28.41%	29.47%

²⁰ Note: The information is for operations in Peru only

5.1.4. Water Storage

(GRI 303-1, 303-5)

Water storage is a key process to ensure the availability of the resource in our operations, especially in the face of weather events that could affect its supply and, consequently, impact our value chain and profitability. On our farms, we have a greater storage capacity compared to our production plant, since agricultural activities require a greater volume of water.

In Colombia, water storage is mainly oriented to daily consumption. We do not have long-term reserves, as the region's water sources ensure a constant supply.

Water storage in Peru, by location (cubic meters)²¹

	2023			2024		
	Chao Plant	La Libertad Fields	Piura Fields	Chao Plant	La Libertad Fields	Piura Fields
Total water storage at the end of the year	530,265	89,054,636	893,800	426,872	89,162,362	793,844
Total water storage at the beginning of the year	73,469	10,026,412	509,055	37,140	9,424,682	893,800
Change in water storage (a-b)	456,796	79,028,224	384,745	389,732	79,737,680	-99,956 ²²

²¹ Note: The information is for operations in Peru only.

²² At the end of 2024, the reservoirs were at 81% since in the previous months there was a water emergency in the Piura area.



5.1.5. Effluent

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

At our Chao Plant, located in La Libertad, we apply a comprehensive approach to the management of productive and domestic wastewater. These are reused for the irrigation of green areas, such as gardens. Although we do not keep an exact record of the volume of effluents, we ensure that they are treated through physical and biological processes, thus minimizing our environmental impact and contributing to the conservation of water resources.

In addition, wastewater from sanitation operations is treated using an evaporation system and wastewater is managed by EO-RS.

Domestic wastewater is also treated through septic tanks. We do not carry out agricultural or domestic discharges in bodies of water.

In Colombia, domestic wastewater is treated through septic systems at each point of generation, significantly reducing the pollutant load. The water generated in the premix area is minimal and is retained in a containment area of 3.5 m by 3.5 meters roofed to prevent the entry of rainwater. This is how the evaporation of these small amounts of water is achieved, minimizing risks and looking for more sustainable alternatives. We do not carry out agricultural or domestic discharges in bodies of water.

In Uruguay, wastewater is mostly of domestic origin. For its proper management, we work with a company specialized in its treatment, thus ensuring responsible management and compliance with our environmental obligations, contributing to the preservation of the environment.

5.2. Energy Management

(GRI 3-3) (GRI 2-4)

At Camposol, we recognize that efficient and responsible energy management is essential to advance our commitment to sustainability and reduce our environmental impact. In this section, we highlight the key results, initiatives, and strategies we have implemented to optimize energy consumption across our operations. Our goal is to present a comprehensive approach to energy management, showing our constant commitment to innovation and continuous improvement in this crucial aspect of our operation.

5.2.1. Efficient energy management

5.2.1.1 Peru

At Camposol, efficient energy management continues to be a key axis to strengthen our operation under a sustainable agriculture approach. Electricity and fuels continue to play an essential role in the mechanization of our agricultural activities, helping to optimize efficiency in the field and improve operating cost management. From pumping water to controlled distribution through our advanced drip irrigation system, electric power continues to drive critical processes for agricultural productivity.

Likewise, in our processing facilities, such as the Chao plant, electrical energy is essential to

guarantee the quality and safety of our products. Its use is key in processes such as cooling, cooling, drying, cutting and packaging, allowing us to meet the highest industry standards. We continue to implement improvements to optimize energy consumption throughout our operations, reaffirming our commitment to efficiency and sustainability.

In order to reduce our energy consumption, we have been implementing various energy efficiency measures, such as:

- **Installation of a 1 MWp solar plant**, which reduces energy consumption on the farms by up to 100% during peak hours and by 33% throughout the year, avoiding the emission of 363.27 tons of CO₂ per year.
- **Implementation of a 2 MW centralized generation system**, designed to cover 100% of field consumption in the event of power supply interruptions.
- **Optimization of energy consumption**, achieving a 10% reduction compared to 2023 through strategies such as *peak shaving* and tariff differentiation.
- **Modernization of the lighting in our plants**, with 100% LED lighting installed in the fresh avocado plant and a 40% advance in the blueberry plant by the end of 2024.
- **Acquisition of more efficient refrigeration equipment (compressors)**.



On the other hand, the efficient management of fuel consumption continues to be a key aspect in the mobility and logistics of our operation. From optimizing the movement of our mobile units in cultivation and processing areas to the responsible use of agricultural machinery, we remain committed to energy efficiency and reducing environmental impacts.

To improve control and optimization of consumption, we use advanced tools such as TOCKAP and SAP, which allow us to monitor fuel use in real time, identify opportunities for improvement and mitigate pollution risks.

We also continued to modernize our vehicle fleet, implementing initiatives such as the transition from Kia to Chevrolet units. This change has led to significant improvements in performance, reaching efficiencies of up to 40 km/gallon. These actions reflect our constant pursuit

of innovation and efficiency, reaffirming our commitment to sustainability and operational excellence.

5.2.1.2 Colombia

Our Sustainable Agriculture and Environment Policy guides our actions to promote the responsible use of natural resources. Within this framework, we maintain our commitment to energy efficiency and the optimization of water consumption, ensuring its application in all stages of our agricultural process. Through the incorporation of innovative technologies and the implementation of sustainable practices, we continue to make progress in improving energy use, reducing our environmental impact and strengthening the sustainability of our operations in the long term.

Our focus on energy efficiency not only responds to the need to mitigate climate change, but also to the importance of ensuring that energy and fuel consumption on each farm is adequate and in line with operational demands. To this end, we promote a continuous training and awareness program for our team, ensuring that the rational use of energy is an integrated practice in all our daily activities.

From the Agricultural and General Services area, we continue to comprehensively manage public services, with an emphasis on the efficient administration of the electricity supply. In addition, we continue to optimize the management of the Rumbo Terpel Platform, our main fueling system for administrative vehicles, which allows us to guarantee a reliable supply and maximize efficiency in the use of these resources throughout our operation.

5.2.1.3 Uruguay

Ensuring a reliable supply of energy is essential for the optimal operation of water pumping equipment, essential for the irrigation of our crop fields. In Uruguay, most crops depend directly on these systems for their development and growth. In addition to its key role in water supply, we continue to prioritize the efficient use of energy, ensuring constant monitoring of its consumption. Through rigorous management, we seek to optimize its use and minimize any type of waste, thus strengthening our commitment to operational efficiency and sustainability.

5.2.2. Power consumption

In our operation in Peru, in order to reduce our energy consumption, we have been implementing various energy efficiency measures, such as: the installation of a 1MWp solar plant that manages to reduce energy consumption in farms by up to 100% during peak hours and 33% throughout the year, thus reducing the emission of 363.27 tons of CO2 per year; the installation of a 2MW centralized generation system to cover 100% of the field consumption in case of power outages; a reduction in energy consumption by 10% compared to 2023, through energy efficiency strategies such as peakshaving and tariff differentiation. We also obtained an 11.5% reduction in energy consumption in the field, compared to 2023 and an 88% reduction in penalties for coincident power compared to 2022.

On the other hand, in our operation in Uruguay, energy consumption has experienced a decrease compared to the previous year, due to more favorable weather conditions, characterized by a rainy year. This situation reduced the need for water pumping, resulting in lower energy consumption than projected. Despite this reduction, we remain focused on optimizing energy use and strengthening the efficiency of our processes. We continue to implement improvements to our infrastructure, such as the optimization of filtration and pumping systems, thus ensuring the sustainability and performance of our agricultural operations.

In our operation in Colombia, electricity consumption registered a significant reduction of 22.45% in 2024, which is mainly attributed to the inoperability of some farms during this period.

Electrical energy consumption, by location (MWh)

Location	2022	2023	2024
Peru (La Libertad fields)	5,757	4,750 ²³	3,020
Peru (Piura fields)	8,822	8,159	8,332
Peru (Chao Plant)	20,822	16,209	18,117
Colombia (Farms)	55	56	43
Uruguay (Farms)	928	1,119	1,043
Total	36,384	30,245	30,555

²³ This figure differs from 2023 because it was honest about an energy bill that had been projected at the time.

5.2.3. Fuel consumption

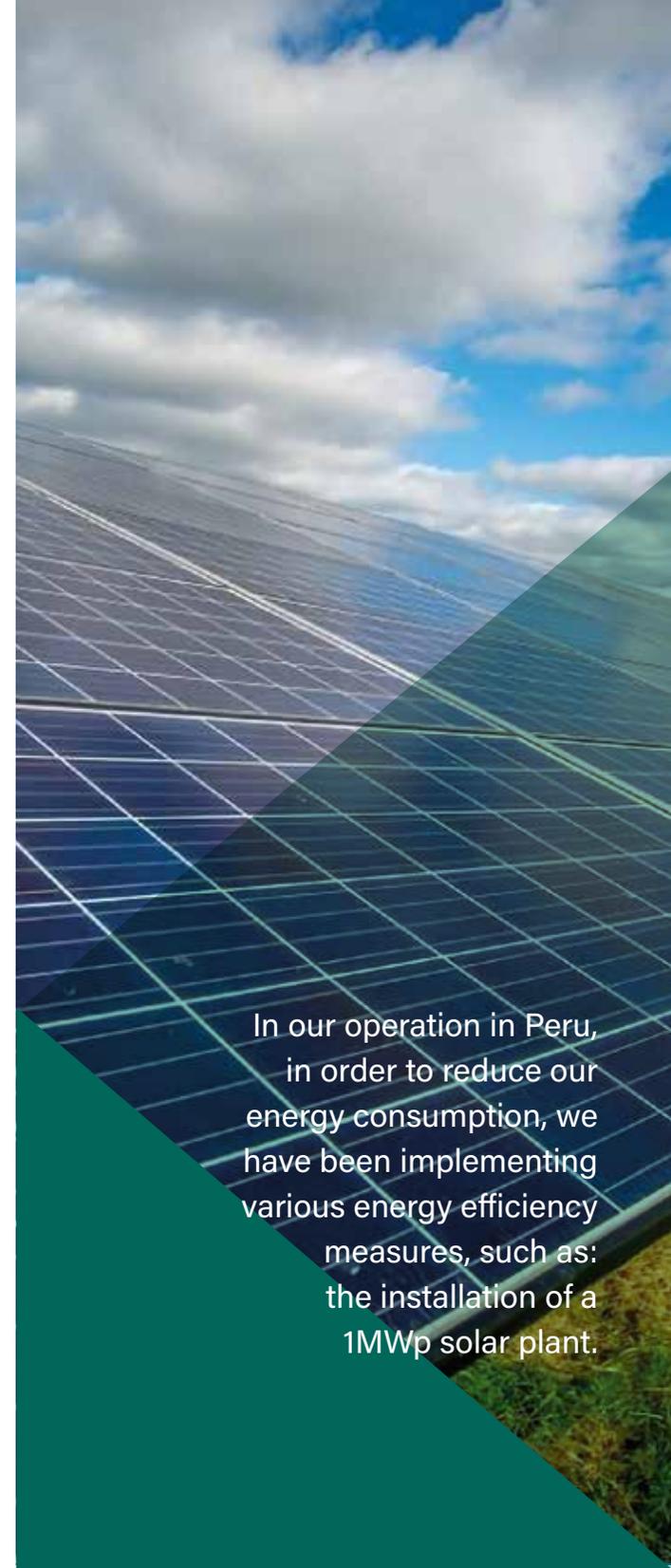
5.2.3.1 Peru

In 2023, as part of our commitment to continuous improvement in the management and traceability of fuel consumption in our operations in Peru, we expanded our reporting scope to include the consumption of the Chao Plant. This update has allowed us to obtain a more comprehensive view

of fuel use in our activities, facilitating a more accurate analysis of our energy performance.

Given the representative impact of the Chao Plant's consumption within our operation, we established 2023 as a new baseline. Based on this reference, we now present the evolution of our fuel consumption and will continue to monitor its behavior in the coming years, evaluating the impact of our energy efficiency strategies.

In our operation in Peru, in order to reduce our energy consumption, we have been implementing various energy efficiency measures, such as: the installation of a 1MWp solar plant.



Fuel consumption in Peru, by location and type of fuel (Gigajoule)

Location	Fuel Type	2023	2024
Agroalegre Field	Diesel B5 S-50	6,645	7,053
	Gasohol 90 Plus	492	583
	Liquefied Petroleum Gas (LPG)	39	48
	Propane	2	0
	Mapro Gas Bottle	0.1	0
Earth Field	Diesel B5 S-50	8,696	9,820
	Gasohol 90 Plus	1,153	1,192
	Liquefied petroleum gas (LPG)	208	212
	Propane	6	4
La Libertad Field (Chao Field)	Diesel B5 S-50	70,891	58,478
	Gasohol 95 Plus	16	3
	Gasohol 90 Plus	12,012	10,336
	Liquefied petroleum gas (LPG)	18	16
	Propane	25	23
Chao Plant	Diesel B5 S-50	3,746	2,302
	Liquefied petroleum gas (LPG)	5,943	6,573
	Propane	10	6
Total		109,903	96,649

5.2.3.2 Colombia

The reduction in diesel fuel consumption is mainly due to the temporary inoperability of some machinery on the farms, especially tractors, due to mechanical issues. Likewise, gasoline consumption decreased in 2024, attributed to the reduction of personnel in administrative areas, which led to a lower use of vehicles intended for their mobility. These factors reflect operational adjustments that have impacted the use of fuels in our operations.

Fuel consumption in Colombia, by fuel type (Gigajoule)

Fuel Type	2022	2023	2024
Diesel	267	372	331
Petrol	612	590	539
TOTAL	879	962	870

5.2.3.3 Uruguay

In our operation in Uruguay, we have registered a slight reduction in diesel consumption, mainly due to the lower use of tractors with tankers for irrigation. This adjustment reflects an optimization in our operating practices and greater efficiency in the use of resources. On the other hand, gasoline consumption increased, associated with the incorporation of three new trucks in our field operations, which has allowed us to improve logistics and support for our agricultural activities.

Fuel consumption in Uruguay, by fuel type (Gigajoule)

Fuel Type	2022	2023	2024
Diesel	6,222	6,206	6,113
Nafta	1,173	1,201	1,025
TOTAL	7,395	7,407	7,137

5.2.4. Energy intensity

To assess the energy intensity of our operations in Peru and Uruguay, we maintain the use of the amount of water pumped (m³) for irrigation as the denominator. This methodology responds to the fact that water pumping continues to be the activity with the highest consumption of electrical energy in our agricultural operations, allowing us to accurately measure our energy efficiency based on the use of this key resource. By focusing on irrigation, one of the most energy-demanding stages of the agricultural process, we continue to identify opportunities to optimize our energy performance and reduce our environmental impact.

Energy intensity in Peru and Uruguay (kWh/m³)

Country	2022	2023	2024
Uruguay	0.74	1.12	1.04
Peru	0.27	0.21	0.13

To calculate the energy intensity of our operation in Colombia, we have adopted a differentiated approach that is adapted to the particularities of this region. Given that the energy consumption for water pumping is minimal and is restricted to a small section of the San Luis estate, located in the municipality of Seville, Valle del Cauca,

we have opted for a more representative denominator of our activities: the number of tons of avocado produced.

This method provides us with a more accurate view of the energy efficiency of our operation, by considering the consumption of fuels associated with agricultural machinery and transport and cargo vehicles, key elements in our management. By using avocado production as a baseline, we can more accurately assess the relationship between energy use and agricultural productivity, allowing us to identify opportunities for optimization and strengthen our efficiency strategies.

The significant reduction in energy intensity recorded is largely due to the increase in production: in 2024, we reached a total of 6,954 tons of avocado, which represents a considerable increase compared to the 2,831 tons produced in 2023.

Energy intensity in Colombia (KWh/ton produced)

Country	2022	2023	2024
Colombia	352.77	359.73	131.35

5.3. GHG emissions

(GRI 3-3) (GRI 305-1, 305-2, 305-3)

We recognize the importance of understanding and managing the greenhouse gas (GHG) emissions generated by our operations, as part of our commitment to sustainability. For this reason, in 2024, we completed the measurement of Camposol's Corporate Carbon Footprint for the year 2023, following the guidelines of the ISO 14064-1:2018 standard, a methodology widely recognized nationally and internationally for its reliability and accuracy.

This assessment has allowed us to obtain a comprehensive view of the environmental

impact of our operations and establish the basis for the implementation of emission reduction strategies, as well as the definition of ambitious and achievable environmental goals.

We reaffirm our commitment to transparency and accountability, ensuring that measuring our carbon footprint will not be an isolated effort, but an ongoing process that will allow us to monitor our environmental performance and strengthen our actions in favor of sustainability.

GHG emissions 2023

Categories	Emissions 2023 (tCO ₂ eq)
Scope 1	
GHG emissions (direct sources)	20,957.74
Scope 2	
GHG emissions (energy purchased, location-based)	5,274.86
Scope 3	
Total indirect GHG emissions (Scope 3)	121,186.08
TOTAL	147,418.68

➤ 5.4. Materials

Packaging plays a key role in the protection, conservation and presentation of our agricultural products, ensuring their quality and freshness from their harvest to their arrival at customers. In addition to preserving the integrity of the products during transport and storage, the packaging differentiates us as a brand and allows us to highlight the distinctive characteristics of our superfoods, providing information on their origin, variety and quality.

Our packaging strategy is aligned with our Integrated Management System (IMS), which prioritizes the prevention of pollution and the reduction of environmental impact. In this sense, we are moving towards more sustainable packaging, incorporating recycled materials and promoting their reuse at the end of their useful life in all our operations.

5.4.1. Peru

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

Today, we use a variety of materials to package our products, including cardboard boxes with a recycled content of between 35% and 60%, as well as clamshells and punnets made entirely from recycled PET plastic (RPET), both of which are recyclable at the end of their useful life.

A major milestone in 2023 was the 30% reduction in plastic use in fresh blueberry packaging, achieved by transitioning from clamshells to punnets. By 2025, we plan to introduce cardboard

punnets with the aim of further decreasing the use of plastics in our processes.

By 2024, we achieved a 13% reduction in the use of paper in fresh blueberry boxes, benefiting 15% of our total production. During the season, a higher volume of raw material was recorded compared to the previous season, which generated an increase in material consumption and, consequently, an increase in weight.

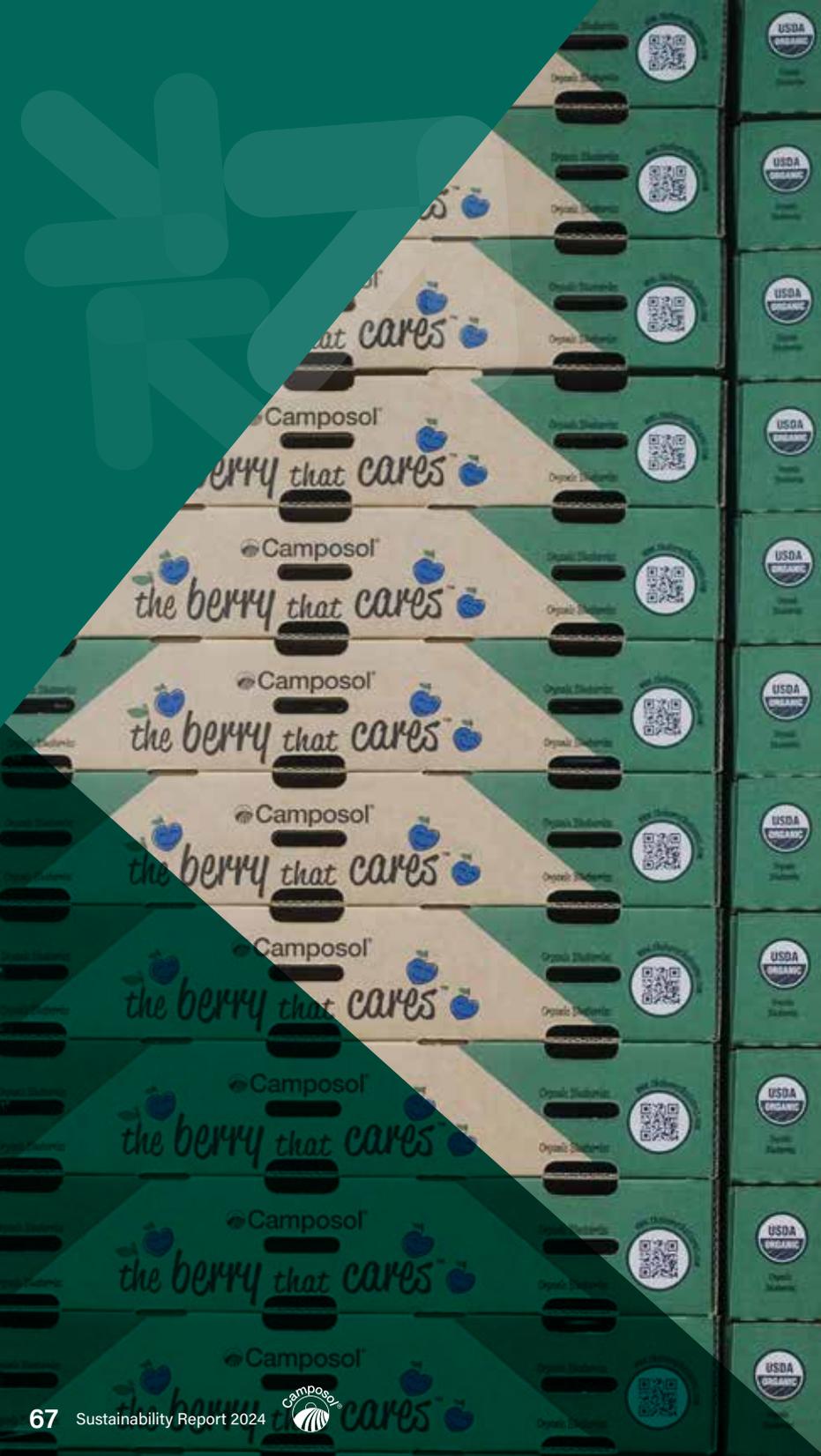
In the 2024 season, our crops in Chao had a significant recovery in production volumes. As a result, the use and consumption of our packaging increased considerably compared to the atypical 2023 season.

Packaging materials recycled during manufacturing and at the end of life in Peru

Criterion	Unit	2022	2023	2024
Total weight of the packaging used	Ton	104,804	81,436	116,359
Percentage of packaging used that is made from recycled or renewable materials	%	95	95	96
Percentage of packaging used that is recyclable, reusable, or compostable at the end of its useful life	%	100	100	100



By 2025, we plan to introduce cardboard punnets with the aim of further decreasing the use of plastics in our processes.



Types of packaging materials used in Peru

Type	Material	Unit	2022	2023	2024
Renewable	Cardboard boxes	Unit	32,608,642	26,059,143	25,017,322
	Paper labels	Unit	137,997,951	106,459,078	156,607,216
Non-renewable	Plastic bags	Unit	10,048,462	5,497,184	11,356,496
	Plastic boxes	Unit	656,104	975,248	864,000
	Clamshells	Unit	135,698,031	108,178,856	149,058,387
	Film (punnet heat sealing)	Meter	6,899,304	5,613,208	10,908,770
	Punnets	Unit	47,027,897	34,971,557	54,351,375
	Polypropylene sticks	Unit	135,848,762	132,270,200	172,636,211

At the same time, we are constantly working on optimizing the grammage of our packaging, which allows us to reduce the use of raw materials, reduce waste generation, improve the efficiency of our processes and optimize production costs.

Packaging weight reduction projects used in Peru

Material	Project Objective	Starting Weight (g)	Final Weight (g)	% reduction	% recycled material
H126 Pints Box	Cardboard reduction	372	360	3%	35%
H126 ED Pints Box	Cardboard reduction	360	310	14%	35%
Box 6 oz open	Cardboard reduction	248	208	16%	35%
Box 4 Kg Avocado Cal Circ	Cardboard reduction	326	246	25%	35%
Box 11.34 Kg Avocado EB	Cardboard reduction	674	624	7%	35%
Box 4 Kg Dragon fruit	Cardboard reduction	452	340	25%	35%



5.4.2. Colombia

At Camposol Colombia we have technical specifications that indicate the exact quantities of inputs and packaging materials to be used for each product. During 2024, there is a significant increase mainly in cardboard materials, this is due to an increase in exported volume vs 2023, plastic did not increase in a similar proportion since the gauge curve was more inclined to large gauges that have a cardboard requirement.

Types of packaging materials used in Colombia

Type	Material	Unit	2022	2023	2024
Renewable	Cardboard boxes	Kg	36,250,440	60,174,620	151,629,000
	Cardboard corner guards	Unit	5,920	7,300	19,360
	Paper labels	Unit	216,304	340,868	776,952
	Wooden pallets	Unit	1,480	1,840	4,840
Non-renewable	Plastic boxes	Meter	99,731	123,269	151,629
	Plastic strap	Kg	35,533,050	-	-

5.4.3. Uruguay

At Camposol Uruguay, packaging management plays a key role in efficient distribution. As our operation expands, the demand for packaging materials for the mandarins we produce also increases. In 2024, variations were recorded in the quantity of materials due to a decrease in exports, caused by climatic factors that affected operations.

Types of packaging materials used in Uruguay

Material	Unit	2023	2024
Generic blue tangerine box 15-16kg h178 bc high	Unit	36,480	9,413
Generic blue box alt mandarin 15 kg	Unit	6,383	216,334
Caja Camposol cares mandarina 15kg 40x50 uy	Unit	355,963	54,610
Camposol blue tangerine telescopic box cover 10kg h205 uy	Unit	95,605	41,765
Telescopic box base Kraft tangerine 10kg h205 uy	Unit	95,605	41,123
Caja Camposol cares mandarina 10kg open uy	Unit	32,648	-
Caja Camposol azul mandarina 10kg open uy	Unit	125,495	19,877
Caja Lidl mandarina 15-16kg h178 bc alta	Unit	26,220	13,869
Caja Sol produce mandarina 15kg 40x50 uy	Unit	144	24,200

5.5. Solid waste

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

We are aware that our operations can generate significant impacts if they are not managed properly, especially with regard to the contamination of water, soil and the possible impact on the health of living beings. For this reason, solid waste management is a fundamental pillar to promote circularity in the materials derived from our activity. Beyond complying with regulations or mitigating environmental impacts, we seek to optimize the use of waste within a circular economy approach, prioritizing its reduction at source, its reuse and recycling, as well as its correct final disposal. To do this, we collaborate with specialized operating companies that guarantee proper treatment of waste, both hazardous and non-hazardous.

5.5.1. Peru

The waste is classified from its origin and transferred to our warehouses in Chao and Piura to guarantee proper disposal. Then, they are prepared for delivery to operating companies with which we have agreements and alliances, authorized for the transport, disposal or use of waste. The user areas request the evacuation of their waste, after which the collection is coordinated with these companies, which also carry out the weighing and provide us with a detailed record of the waste managed.

In the last three years, waste generation at our Chao, Agroalegre and Terra farms has increased due to the expansion of our operations. This waste includes hazardous materials, such as agrochemical packaging, and other non-hazardous materials with potential for use, such as

scrap metal, plastic and cardboard. It is important to note that more than 50% of our waste is non-hazardous.

We keep a detailed control of the waste generated, which allows us to identify which operations have the greatest potential for reuse. In Chao, we collaborated with Ecopacking, to whom we delivered discarded materials, on this occasion the volume delivered was 6,620 kg of clamshells, which are reused as raw material in their production process.

Within our operations, we reinforce the culture of segregation through campaigns and training, promoting responsible waste management. This allows us to prioritize recycling and recovery, thus reducing the amount of waste destined for final disposal.

Solid waste management is a fundamental pillar to promote circularity in the materials derived from our activity. Beyond complying with regulations or mitigating environmental impacts, we seek to optimize the use of waste within a circular economy approach, prioritizing its reduction at source, its reuse and recycling, as well as its correct final disposals.

Total weight of waste generated in Peru, by composition (metric tons)

Composition	2022	2023	2024
Hazardous waste	144.00	206.07	359.01
Non-hazardous waste	1,567.00	1,598.49	1,603.13
Total	1,711.00	1,804.56	1,962.14

Total weight of waste used, eliminated and generated in Peru, by composition (metric tons)

Composition	Used	Deleted	Total generated
Hazardous waste	103.68	255.33	359.01
Non-hazardous waste	1,070.46	532.67	1,603.13
Total	1,174.14	788.00	1,962.14

5.5.2. Colombia

To mitigate the impacts of the solid waste we generate, our comprehensive management process begins with the collection and separation of waste at each site of origin. The waste is then stored in a differentiated and safe way and is recorded before being delivered to authorized operating companies. The company in charge of the collection and transport of hazardous waste generated in Camposol Colombia is called BIOENTORNO, which delivers it to the harvesting companies and those in charge of final disposal. In the case of plastic waste from pesticide containers, boots and fertilizer packaging, the company Maderas Plásticas receives it and reprocesses it in the production of pallets and posts for use in fences. On the other hand, in the case of waste that cannot be used, the company Veolia is responsible for its final disposal in safety cells.

These companies issue detailed certificates with information on delivery dates and quantities collected by waste type. In addition, we carry out internal inspections and audits on agricultural processes to ensure that proper waste management is being carried out.

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Waste generation, significant related impacts and management measures in Colombia			
Place of waste generation	Inputs, activities and outputs that can generate impacts	Type of Impact	Management measure
Farms	Phytosanitary input packaging	Generation of gases with greenhouse effect potential such as methane and impact on water and soil due to the generation of leachate	Circularity
	Fertilizer Packaging		Circularity
	Personal Protective Equipment (PPE)		Circularity and disposal in safety landfills
	Tool/Equipment Waste		Circularity
	Ordinary waste		Circularity and disposal in landfills
	Obsolete application hoses		Confinement in security landfills

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containers, boots and fertilizer packaging, the company **Maderas Plásticas** receives it and reprocesses it in the production of pallets and posts for use in fences. On the other hand, in the

case of waste that cannot be used, the company **Veolia** is responsible for its final disposal in safety cells.



These companies issue detailed certificates with information on delivery dates and quantities collected by waste type. In addition, we carry out internal inspections and audits on agricultural processes to ensure that proper waste management is being carried out. In 2024, a high percentage of hazardous waste has been used, reaching 65% (9.26 out of 14.22 tons), since these are recycled and reprocessed by specialized companies for the production of new materials, such as pallets and plastic poles used in agricultural activities.

Likewise, Camposol Colombia generated a total of 23.26 tons of solid waste, of which 10.21 tons were recovered and valued, which is equivalent to 44% of the total waste generated.

The increase in the generation of hazardous waste is due to the recovery of crops that were plowed or pruned between 2022 and 2023, which has required a greater application of phytosanitary products and fertilizers. As a result,

a greater volume of containers and packaging of these products has been generated

On the other hand, the generation of non-hazardous waste has decreased due to the closure of some farms, which has reduced the number of personnel and, consequently, the production of common waste. Of the total non-hazardous waste generated in 2024, 10.55% was used.

Total weight of waste generated in Colombia, by composition (metric tons)

Composition	2022	2023	2024
Hazardous waste	20.30	11.42	14.2
Non-hazardous waste	26.21	17.94	9.0
Total	46.51	29.36	23.2

Total weight of waste used, disposed of and generated in Colombia (metric tons)

Composition	Used	Deleted	Total generated
Hazardous waste	9.26	5.00	14.26
Non-hazardous waste	0.95	8.05	9.00
Total	10.21	13.05	23.26



5.5.3. Uruguay

In Uruguay, our waste management process begins with segregation at the points of generation, classifying them according to their type. Subsequently, hazardous waste, metal waste and empty containers of phytosanitary products are temporarily stored in specific areas. For its final disposal, we work with Campo Limpio, an

operating company specialized in the recycling of agrochemical containers, fertilizers and other products. Before delivery, the containers go through a pre-treatment. Once collected, Campo Limpio reprocesses them and transforms them into plastic wood, a material resulting from the combination of various recycled plastics.



Waste generation, significant related impacts and management measures in Uruguay

Place of waste generation	Inputs, activities and outputs that can generate impacts	Type of Impact	Management measure
Farms	Disused plastic	Generation of gases with greenhouse gas potential such as methane. Effects on water and soil due to the generation of leachate.	Reuse and management through Campo Limpio
	Firewood		Donation
	General waste		Segregation and management through Campo Limpio
	Fertilizer Bags		Reuse and management through Campo Limpio
Other facilities	Cardboard		Reuse and management through Campo Limpio
	Scrap		Reuse and management through Campo Limpio
	Paper		Reuse and management through Campo Limpio

During 2024, we observed a 31% reduction in the amount of hazardous waste generated compared to the previous year. This reduction is due to the optimization of agrochemical purchases using larger capacity containers (20 L containers), the main waste in this category is agrochemical and fertilizer containers. As for non-hazardous waste, there was an increase of 174.3%, due to the accumulated scrap that we had in the Temporary Stockpile and the increase in the total number of plots in our three farms.

Weight and total amount of waste generated in Uruguay, by composition

Composition	2022	2023	2024
Hazardous waste (units)	7,503	10,772	7,464
Non-hazardous waste (metric tons)	1.62	2.24	6.15

Weight and total amount of waste used, eliminated and generated in Uruguay, by composition

Composition	Used	Deleted	Total generated
Hazardous waste (units)	6,846	0	6,846
Non-hazardous waste (metric tons)	6.15	0.00	6.15

5.6. Biodiversity and ecosystems

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

Agricultural activities can influence biodiversity, as the introduction of new crops can alter ecosystems and promote the emergence of pests and diseases. At Camposol, we understand that biodiversity and ecosystems are essential to the long-term sustainability of our agricultural operations.

Aware of this responsibility, we implement strategies to preserve and promote biodiversity in all our areas of influence. We adopt measures to mitigate risks such as habitat loss and ecosystem degradation, prioritizing the conservation of protected areas and ecosystem restoration through reforestation programs.

To contribute to biodiversity in our operations, we carry out environmental management and conservation plans, which include actions such as the protection and recovery of flora and fauna, the delimitation of conservation areas, and the preservation of forest resources and water sources.

We have established refuge zones within our farms, where shrub and herbaceous species provide habitat for biological controllers and strengthen the stability of the agroecosystem. We also have biological corridors that favor the presence of beneficial entomofauna²⁴ and we delimit wildlife protection areas outside agricultural areas.

In each of our farms, we implement signage for the protection of wildlife and install fences that delimit areas of native forests. In addition, we promote the preservation of water sources and wetlands with compensation and protection measures, avoiding indiscriminate logging and the acquisition of plant material of uncertain origin.

We annually monitor the biodiversity on our farms through fauna censuses and flora studies, which allows us to evaluate the impact of our actions and prevent the degradation of ecosystems. We also train our employees to act appropriately in the presence of wildlife and promote good practices to prevent illegal logging, hunting and the inappropriate use of bodies of water.

²⁴ A group of species of insects that live in a certain locality, region or country.





5.6.1. Peru

In Peru, our actions focus on the implementation of the Sustainable Agriculture and Conservation Plan, which includes the creation of refuge zones and biological corridors within the farms. In addition, we carry out periodic biodiversity monitoring and train our employees in the protection of ecosystems.

Significant impacts of activities on biodiversity in Peru

Significant impact	Nature of impact	Species affected	Duration of impact	Reversibility of impact
Bee Hive Management	Real and positive	-	Long term	-
Using Biological Controllers	Real and positive	Pests	Long term	-
Installation of biological corridors	Real and positive	-	Long term	-
Use of chemical pesticides	Real and negative	Beneficial entomofauna	Short term	Irreversible
Reduction of beneficial entomofauna	Real and negative	Biological Controllers	Short term	Irreversible
Habitat transformation	Real and negative	Flora and fauna typical of the area	Short term	Irreversible
Implementation of refuge zones	Real and positive	Flora and fauna typical of the area	Long term	-



Protected areas and areas of high value

Our farms and packing plants in La Libertad and Piura are located far from protected natural areas, and our activities do not affect underground or subsurface lands. However, on the Mar Verde estate, we have identified the Huaca Mar Verde, a conservation area on plot 27, protected by planting tree barriers. This area is home to species such as owls, lizards and huerequeques, contributing to the preservation of local fauna.

Habitat Protection and Restoration

We work on the restoration of degraded habitats to restore the fundamental ecological processes that guarantee the sustainability of biodiversity. As part of this commitment, in the last tree census carried out in 2024; a total of approximately 25 thousand trees (casuarinas, carob trees, coastal molle, etc.) have been recorded in the Chao estates that fulfill different important functions as windbreaks, refuge for local fauna, etc. On the other hand, it is intended to propose projects to increase the planting of native trees such as carob in our conservation areas on each farm.

Identification of protected areas or areas of great value for biodiversity in Peru

Operational site	Geographical location	Operational Site Size (ha)	Area of interest	Value of biodiversity
Green Sea Background	Freedom	927.91	Huaca Verde Mar ²⁵ , located within the farm (0.02 km2 approx.)	Populations of owls, lizards and huerequeques

²⁵ Although this site is not officially registered as a huaca by the Ministry of Culture, it is called this way due to its particular shape and the presence of remains such as fragments of vessels and beads found in the place.

Habitats Protected or Restored in Peru

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

Conservation of vulnerable species

We seek to preserve the native flora and fauna of the areas where our estates are located, paying special attention to the endemic species that are part of the natural heritage; in the censuses carried out in 2024, no species classified as “endangered” or “critically endangered” have been identified on our farms in the regions of La Libertad and Piura.

5.6.2. Colombia

In Colombia, we have an Environmental Management Plan that allows us to sustainably manage natural resources within our production units. We promote the conservation of ecosystems through the delimitation of protected areas, the preservation of water sources and the awareness of our collaborators about the care of wildlife.

In 2024, we began a biodiversity monitoring process in our farms in Colombia, evaluating six in the first phase, which are: El Castillo, Navarco, Delicias, San Luis, Mateguadua and Palmera, with the aim of updating the inventory of species present in our lands.

The elimination of eucalyptus and cypress trees is given to improve the phytosanitary conditions of the avocado crop since they generate shade, competing for light and have also identified foci of pests and diseases that finally attack avocado crops. However, as a compensation measure, 1,750 native trees will be planted, which were

Vulnerable species affected by activities in Peru²⁶

Classification	2022		2023		2024	
	La Libertad	Piura	La Libertad	Piura	La Libertad*	Piura
Critically Endangered	0	0	0	0	0	0
In danger	0	0	0	0	0	0
Vulnerable	0	0	0	0	0	0
Near Threatened	2	2	2	2	2	2
Least Concern	13	11	13	11	13	11

²⁶ Table note: Vulnerable species are those that appear on the IUCN Red List and/or on national conservation lists: [IUCN Red List of Threatened Species](#)

Significant impacts of activities on biodiversity in Colombia

Significant impact	Nature of impact	Species affected	Duration of impact	Reversibility of impact
Removal of planted trees	Real and negative	Planted eucalyptus and cypress trees	Long term	Reversible

already acquired in December and are being planted at the beginning of 2025, we estimate that planting will be completed in May of the same year.

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



Protected areas and areas of high value

Our farms dedicated to the cultivation of Hass avocado are located in different municipalities of the departments of Valle del Cauca, Quindío and Caldas. Four of these estates have areas within forest reserves established by the Second Law of 1959.

Habitat Protection and Restoration

With the aim of recovering biodiversity, we have been developing actions to update biodiversity inventories on the farms of the operation in Colombia. During the year 2024, an update was made in 6 farms. As a result of this work, a booklet was designed where we show the most relevant aspects of the biodiversity sighted in each of them. Importantly, 100% of our avocado production comes from areas that have not been converted. The conservation areas on each farm

were delimited in some cases with fences and in others with posts, which are signs established on the boundaries to indicate that these areas must be respected, and even today the limit of

the cultivation areas is very noticeable because the conservation areas have well-defined characteristics preventing collaborators from entering them to carry out any type of activity.

Identification of protected areas or areas of great value for biodiversity in Colombia

Operational site	Geographical location	Farm size (ha)	Area of interest	Value of biodiversity
Moravia Field	Caldas	160.00	Central Forest Reserve, located within the farm	Forest Reserve
Bretaña Field	Caldas	218.60	Central forest reserve, with plots on the farm	Forest Reserve
Mateguada Field	Valle del Cauca	476.50	Pacific Forest Reserve, located within the farm	Forest Reserve
La Edelmira Field	Caldas	438.00	Central forest reserve, with plots on the farm	Forest Reserve



5.6.3. Uruguay

In 2022, we began the implementation of the Biodiversity Plan (PB) on our El Tero, El Zorzal and Arapey estates, covering a total of 1,521 hectares. This plan, with a six-year horizon, aims to ensure that the impact of citrus production on biodiversity is zero or positive.

Our strategy is based on four programs aimed at the sustainable management of biodiversity. As part of these efforts, we carry out ecological restoration actions in non-cultivated areas, regardless of their level of degradation. We are also focused on the recovery of riparian forests and wooded savannas within the biological

corridor of the Uruguay River, which connects species typical of the Paraná rainforest and the Chaco spinal forest.

To control invasive species, we have carried out experimental treatments on *Ligustrum lucidum*, an exotic tree that affects native forests. Initial results show a high efficacy in the control of this species with the use of herbicides.

We have also developed a community communication strategy to combat poaching in our areas of influence. This initiative is complemented by increased surveillance and

close coordination with rural police to respond to illegal activities.

Regarding biodiversity monitoring, we have evaluated key indicators on the richness of priority species for conservation. In addition, we analyze the effects of our agricultural practices on biodiversity, identifying significant differences in bird and mammal diversity between cultivated areas and control areas.

We are focused on the recovery of riparian forests and wooded savannas within the biological corridor of the Uruguay River, which connects species typical of the Paraná rainforest and the Chaco spinal forest.

Arboreal Flora Enrichment Program

We produce and reintroduce native trees that contribute to ecological restoration. We then reintroduce these species into the forests and savannas to accelerate their regeneration. We also incorporate characteristic species in the forest curtains that protect our crops and repopulate with trees in sites where we eliminate invasive species to prevent their regeneration.

Exotic and Invasive Flora Control Program

We focus on the control and management of exotic and invasive plant species to preserve the integrity of our ecosystems. Simultaneously, we repopulate affected sites with fast-growing native trees to promote ecosystem recovery. We also perform periodic maintenance to control the regeneration of new invasive plants.

Ecosystem Physiognomy Management Program

We maintain the structure and function of the natural ecosystems present on our lands. To this end, we carry out actions such as maximizing community communication and surveillance efforts to control poaching, especially in critical areas. In addition, we adapt environmental conditions in areas near reservoirs to promote the establishment of populations of key species.

Biodiversity Monitoring Program

We continually assess the state of biodiversity on our lands. We carry out actions such as the periodic evaluation of regeneration, the study of the response of the fauna inhabiting riparian forests and savannas, and the evaluation of the environmental performance of our agricultural activities and their impact on local biodiversity.

➤ 5.7. Sustainable agriculture

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

At Camposol, our vision of sustainable agriculture goes beyond operational practices, driving us to innovate and continuously improve with the aim of consolidating a more resilient and responsible agricultural model. Within this strategy, we place special emphasis on soil management and pest and disease control, key factors to ensure efficient and sustainable production.

We recognize that soil health is a fundamental pillar for agricultural quality and productivity, so we reaffirm our commitment to its conservation and proper management. To this end, we have developed a comprehensive approach that incorporates various agricultural techniques and practices, ensuring a sustainable use of resources and strengthening the resilience of our crops in the face of environmental challenges.



Soil nutritional monitoring

We perform nutritional monitoring to guarantee the adequate assimilation of nutrients in our crops. This monitoring includes monthly leaf or fruit sampling to corroborate optimal nutrient levels at each growth stage. In addition, we evaluate nutrients in the soil at different depths to control their consumption and prevent chemical degradation.



Conservation practices

We implemented live fences as windbreaks, which reduce soil erosion caused by wind. In addition, we have initiated projects to collect, select and multiply mycorrhizae and native bacteria to improve the nutrient absorption capacity of our crops and promote soil health in a natural way.



Associated risk management

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



Water and soil analysis

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



5.7.1. Peru

Pest Control

The prevention of pests and diseases is the fundamental pillar for the sanitary management of the crop. In blueberry cultivation, an Integrated Management Plan has been developed which allows us to protect our crops from insects and pathogens that can affect their yield, quality and safety.

Our phytosanitary strategy does not contemplate the use of chemicals categorized as “highly or extremely” dangerous, but it does consider the use of products with a green (caution), blue (slightly hazardous) and yellow (moderately hazardous) toxicological label. The percentages of use depend on the pests and diseases that arise in the crop.

In line with the above, our Health area has been working continuously with the R+D area to validate new alternatives that allow us to reduce the number of pesticide molecules and also to be able to improve our current tools and processes, which is why we carry out laboratory comparisons of various commercial products with the same active ingredient or similar behavior.

We also develop training programs aimed at reinforcing knowledge about pests and diseases and their control, all focused on training the base of our team of evaluators and supervisors. This year we resumed our School of Evaluators where we included our health supervisors, evaluators and future prospects of evaluators,

with the aim of promoting capacities and skills for the development of integrated crop management.

We also work with the installation of pheromones in the control of adults to cut the biological cycle of mealybugs of the following species: *Planococcus citri*, *Planococcus ficus*, *Pseudococcus longispinus*, in the control of lepidopteros such as *Argyrotaenia shaleropa*, and pheromones for the control of adult fruit flies. (*Ceratitis capitata*)

Health of agricultural soils

Agricultural practices at our operation in Peru create various challenges to soil health and their associated impacts. These include compaction caused by the transit of agricultural machinery, pollution from the use of fertilizers and pesticides with low levels of heavy metals, and acidification, which requires constant monitoring and pH adjustments. Likewise, salinization requires control of electrical conductivity and the application of appropriate fertilizers, while the reduction of soil biological activity is counteracted by the incorporation of microorganisms and liquid organic matter. To prevent water erosion, techniques such as drip irrigation are implemented, while wind erosion is mitigated by regulating the speed of vehicles on the roads of the estate. Finally, nutrient depletion is avoided through efficient use of fertilizers and water, complemented by continuous monitoring of nutrient levels in plants.

Likewise, there is the Soil Conservation Management Plan, which through the use of

physical-chemical analyses and technologies makes decisions that help the conservation of our soils, thus avoiding impoverishment or degradation of this resource; on the other hand, the use of technology that helps to optimize the use of water, thus avoiding damage to the profile of the soils of our fields.

Pest and Disease Management

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

- **Biological pest management**

We have created, in our operations in Peru, a new agricultural ecosystem that promotes the presence of various species, both beneficial and harmful to crops. Rather than relying exclusively on conventional pesticides, we use a biological control approach to manage pests, allowing us to gradually decrease our reliance on chemicals.

That is why we implement Integrated Pest Management (IPM) to minimize the presence of pests in our crops, using different biological control methods. As part of our Sustainable Agriculture and Integrated Pest Management policies, we use biological inputs such as parasitoids, predators, and entomopathogenic organisms, such as nematodes, fungi, and bacteria, in our crops.



We have a mass production of *Anagyrus Pseudocci* for the control of the white pig. This controller is a very effective biological alternative, thanks to the mass production of *Anagyrus Pseudocci*. Camposol obtained recognition in the “Business Innovation” category in the first edition of the “Peruvian Industry Innovation Award”, organized by the National Society of Industries (SIN) and won first place in the first edition of the “AGAP 2022 Sustainability” recognition for this initiative.

Our phytosanitary plan includes commercial products based on beneficial and entomopathogenic organisms such as: *Bacillus thuringiensis*, Nuclear polydriosis virus, *Bacillus subtilis*, *Bacillus amiloquefasciens*, among others.

• **Ethological Pest Management**

Through ethological management, traps are used, which are installed from the early stages of cultivation. With this management,

we seek to monitor and reduce populations. Among the practices we do, we include the installation of light and molasses traps, which work with two types of light spectrum, lilac and white, focusing on the capture of adults of lepidoptera, coleoptera and orthoptera. In this way, we cut reproduction cycles, avoiding resistance to insecticides and reducing the number of applications per campaign.

Likewise, it includes the installation of glue traps, which are panels of different colors three meters high by eight meters long, which are soaked with oil and capture smaller insects such as thrips, whiteflies and micro lepidoptera, and finally, we use substances or attractive elements that can be: pheromones or food attractants that are used in specific points of the field, looking to capture key pests, such as fruit flies and mealybugs.

Our goal is to reduce the use of chemicals and preserve both human health and the

environment. Through these actions, we seek to establish an ecological balance in our agricultural system, encouraging the coexistence of species and promoting long-term sustainability.

Liquid and solid pesticides used in Peru, by toxicity level

Level of toxicity	Weight of solid pesticides (Kg)	Volume of liquid pesticides (L)
Moderately dangerous	3,516.86	17,372.38
Slightly dangerous	83,416.45	43,206.26
Not likely to present an acute hazard	14,446.18	354,806.78
Total	101,379.48	415,385.42

5.7.2. Colombia

Pest and disease controls

Camposol is committed to using pesticides responsibly, always prioritizing people's health and the environment. We focus on adopting best practices to minimize the risks associated with the use of chemical products, looking for safer and less aggressive alternatives for the environment. In addition, we are committed to complying with local and international regulations, ensuring that our fruits are safe for consumption and that they do not pose any risk to those who produce them or to the environment. The combination of constant monitoring and the implementation of biological methods allows us to maintain efficient pest control.

We take a comprehensive approach to pest management, using constant monitoring and detailed assessments. We have implemented biological control programs that allow us to reduce the use of pesticides and protect soil biodiversity. We also work together with agricultural experts to adjust our practices to changes in the environment, ensuring that control methods are increasingly efficient and sustainable. For example, we have improved our biologics rotation techniques to maintain a natural balance and reduce chemical dependence.

During this year, we managed to reduce the use of chemical pesticides by 16.20%, highlighting our commitment to sustainability and efficient pest control through biological products. This change has not only reduced our environmental impact

but also allowed us to obtain the international certification that endorses our responsible practices in food safety.

In addition, we have digitized the evaluations of the farms, migrating from fifteen Excel templates to the Digi Proy platform. This update improves operational efficiency and reduces paper usage, reinforcing our commitment to sustainability.

In 2024, 350 employees were trained in the handling and use of pesticides, training carried out by the National Learning Service (SENA) in July 2024.

We are committed to complying with local and international regulations, ensuring that our fruits are safe for consumption and that they do not pose any risk to those who produce them or to the environment.

Liquid and solid pesticides used in Colombia, by level of toxicity

Level of toxicity	Weight of solid pesticides (Kg)	Volume of liquid pesticides (L)
Slightly dangerous	16,900.22	17,426.81
Moderately dangerous	3.62	14,344.14
Not likely to present an acute hazard	101.69	4,508.73
Total	17,005.54	36,279.68



5.7.3. Uruguay

Pest and disease control

Uruguay's climatic conditions, characterized by abundant rainfall and high temperatures, favor the appearance of various diseases in mandarin crops, caused by fungi such as *Elsinoë fawcetti* (scab) or *Alternaria* sp., and bacteria such as *Pseudomonas axonopodis* pv. *Citri* (canker). To prevent these diseases, we have a Phytosanitary Management Plan that integrates chemical control through the application of pesticides, biological control and ethological control.

At Camposol, we do not use extremely dangerous or highly hazardous agrochemicals for pest and disease control. We have a laboratory where we carry out in vitro fungicide efficacy tests, which allows us to select the most effective products for application in the field and optimize the doses necessary for efficient control. In this way, we guarantee the effectiveness of the treatment and reduce the unnecessary use of fungicides.

We remain committed to our zero-use policy of highly and moderately hazardous agrochemicals. In 2024, we entered the market biological products based on *Bacillus* sp., whose effectiveness is being evaluated in the laboratory with promising results. This expands our disease control alternatives and will allow us to replace, in part, chemicals in the sanitary management of citrus fruits.

Biological control

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

Ethological control

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

Liquid and solid pesticides used in Uruguay, by level of toxicity

Level of toxicity	Weight of solid pesticides (Kg)	Volume of liquid pesticides (L)
Moderately dangerous	22,282	4,810
Slightly dangerous	8,716	2,415
Not likely to present an acute hazard	3,000	18,473
Total	33,998	25,698





Communities



"We design and implement programs that generate shared value, strengthening the bond with our communities and ensuring a positive and sustainable impact in the regions where we operate."

ALESSANDRA ZAMORA FLORES
Sustainability Coordinator





Thanks to the programs developed and the donations delivered in Peru, we managed to benefit 7,250 people in the community during 2024.

6. Communities

➔ 6.1. Community Engagement

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

We recognize our impact on job creation, regional development, and economic recovery. For this reason, we maintain an open and constant dialogue with the communities where we operate, in order to understand their expectations and needs. This approach allows us to design and implement programs that generate shared value, driving well-being and sustainable growth. All our initiatives are aligned with the annual Social Management Plan, which is managed by the Social Responsibility team.

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



By 2024, we already have the Community Relations Plan of Camposol Peru, which included a survey of actors, workshops on identification and evaluation of social risks. We have also planned to start the development of our relationship strategy in 2025.

In this way, we hope to have the Community Relationship Management System in place by 2025.

6.1.1. Peru

(GRI 3-3) (GRI 413-1, 413-2)

Our operations are developed in two strategic regions: La Libertad (Chao, Nuevo Chao, Valle de Dios, San José, Virú and Víctor Raúl) and Piura (El Cereza, Lágrimas de Curumuy, San Juan de Curumuy, San Vicente de Piedra Rodada, Santa Rosa de Piedra Rodada and Huangalá). In these locations, we strengthen our relationship with communities through engagement programs that foster collaboration, effective communication, and inclusion. We seek that the inhabitants are key actors in the decision-making that impacts their environment and quality of life.

In addition, we maintain a firm commitment to environmental protection, conducting detailed environmental impact assessments and applying a continuous monitoring system in a large part of our operations. Our goal is to mitigate any adverse effects on local ecosystems, ensuring the conservation and responsible use of natural resources.

During 2024, we carried out a series of activities at Camposol to contribute to the well-being and development of our communities:

- **Ceba Camposol:**

In collaboration with the Ministry of Education, we offered educational support for our collaborators and community members to complete their initial, primary, and secondary studies. During 2024, 48 people successfully completed their basic studies.



We create a safe space for our employees' children to receive comprehensive care from trained professionals while their parents' work. During 2024, we benefited 351 children in this program.

• **Zero anemia:**

We carried out a health screening process in the community of Chao to detect possible cases of anemia in 660 children. We identified 269 affected children to whom we provided treatment and medical follow-up for 6 months. At the end of the project, 77.4% of the children showed improvements in their health.

• **Wawa Wasi “Rayito de Sol”:**

We create a safe space for our employees' children to receive comprehensive care from trained professionals while their parents' work. During 2024, we benefited 351 children in this program.

• **The friends of Hass:** As part of our commitment to the quality and safety of our products, we promoted the responsible adoption of abandoned dogs and cats on our farms. We also carry out sterilization campaigns in our surrounding communities. Thanks to this project, we have given more than 40 animals

for adoption at the headquarters in Colombia and Peru. In addition, there are more than 30 workers in Peru who voluntarily participate actively promoting the adoption of these animals, taking care of them and organizing activities to raise funds.

• **Volunteering “Beach Cleanup”** workers from the Lima headquarters joined the International Beach Cleanup Day. This cleanup campaign was carried out in collaboration with the organization Misión Océano on Napo beach in Pucusana. The volunteers managed to collect and sort more than 51 kg of garbage.

• **Volunteering “Christmas has arrived in Lima”** Camposol Lima workers brought joy to more than 29 older adults from the Center for Integral Family Development (CEDIF) Villa Hermosa, in Villa El Salvador.

During 2024, we expanded our social impact beyond the areas of health and education,

channeling our contributions in accordance with the company's Giving Policy.

• **Food Bank:** We reinforced our contribution to food security through significant donations of food and fruit to the Food Bank. This action made it possible to provide direct support to people in vulnerable situations, helping to cover essential needs within the community.

During this period, we allocated a total investment of USD 68,091.60 in donations in Peru. Through these initiatives, we were able to positively impact 7,250 people in our community. This commitment to the development and well-being of our community reflects our focus on making a positive impact and contributing to the progress of the areas where we operate.

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

Camposol Colombia, during its six years of operation, has established itself as a benchmark in environmental sustainability within the Hass avocado producing sector, thanks to its advanced Corporate Social Responsibility (CSR) policy. At Camposol we understand CSR as a strategic commitment to mitigating the impact of our activities on the environment and society. Our policy defines the guidelines for behavior with our stakeholders, establishing joint objectives that encompass interventions in education, water conservation and environmental protection.

One of our main commitments is the conservation of the fauna, flora and water resources adjacent to our farms. For this reason, we implement strategies that reinforce the trust and credibility of neighboring communities in our operations

and in the care of ecosystem services. It should be noted that in recent years Camposol Colombia has not registered negative effects or environmental sanctions, which motivates us to continue working with a sustainable production approach.

Our productive project covers nine municipalities in three departments: Aranzazu, Pácora and Villamaría in Caldas; Salento in Quindío; and Caicedonia, Seville, Versailles and Trujillo in Valle del Cauca. In these territories, Camposol is recognized in Good Agricultural Practices (GAP) and in environmental sustainability initiatives.

In 2024, Camposol Colombia focused its efforts on the development and completion of the Environmental Management Plan of the Camposol La Bretaña Civil Society Nature Reserve (RNSC), a conservation milestone that protects native forests and water quality in the municipality of Villamaría, Caldas. This reserve also protects the habitat of the puma concolor, a threatened species in the region. We also developed a circular economy project in Caicedonia, Valle, in collaboration with the educational community. This project allows the recovery of PET bottles to transform them into plastic wood, used in the construction of a playground for the local school, reducing the amount of plastic waste sent to landfills.

During 2024, we continue to strengthen our four CSR programs:

- **The Friends of Hass:** This campaign, widely recognized in our areas of operation, focused

on the sterilization of neighboring felines and canines to prevent overpopulation and encourage responsible ownership. Since its creation, we have promoted 40 responsible adoptions and carried out 40 sterilizations, contributing to animal welfare and preventing the proliferation of floating populations on our farms.

- **Reforestation Ando con Camposol:** We implemented the Landscape Tools Management Plan (PMHP) to minimize, mitigate and compensate for the environmental impacts of our productive activity. In 2024, we planted 2,400 native trees on our farms and in areas near water sources, benefiting water quality and promoting the participation of communities and educational institutions in forest conservation.
- **Delivery of School Kits:** In its third year of execution, this campaign benefited 320 children from educational institutions near our operation. In alignment with SDG 4 (Quality Education), we reinforce our commitment to access to school materials and the improvement of educational quality in rural communities.

Additionally, in 2024 we made various donations in our territories of influence:

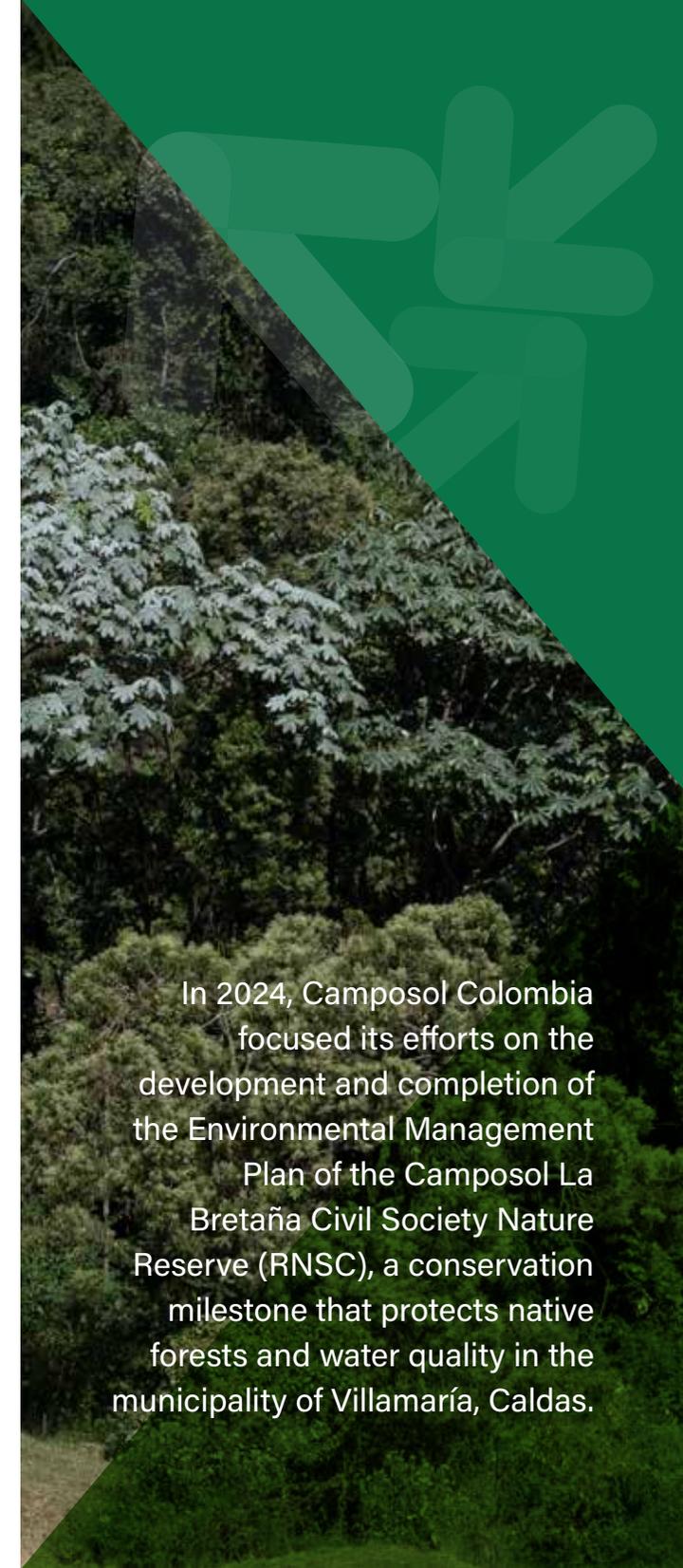
- **Day of the Farmer in Salento, Quindío (USD 640):** We support the food security of vulnerable communities with the donation of broilers.
- **Holiday Toy Donation (\$1,200):** We bring joy to children in rural areas during the holidays.
- **Improvement of educational infrastructure**

(USD 800): Through our volunteering, we rehabilitate spaces in the Celio Baena (Caicedonia) and Marco Fidel Suárez (Trujillo) educational institutions, benefiting the school community. 16 volunteers participated in this activity.

- **Delivery of school kits (USD 1,000):** We benefited 300 children from educational institutions in our areas of operation.
- **Support for the Friends of Hass campaign (\$900):** We donate food, medicine, and perform sterilizations for animals in temporary shelters.

The year 2024 was also a period of analysis and adjustment of strategies, prioritizing projects with greater acceptance and continuity. In this framework, we launched “Hassinto”, a character that personifies our commitment to sustainable Hass avocado production and environmental conservation. Through this initiative, we reinforce the trust of our stakeholders, especially social and environmental leaders, consolidating our relationship with communities and reaffirming our commitment to sustainability.

In 2024, Camposol Colombia focused its efforts on the development and completion of the Environmental Management Plan of the Camposol La Bretaña Civil Society Nature Reserve (RNSC), a conservation milestone that protects native forests and water quality in the municipality of Villamaría, Caldas.





Infrastructure projects

At Camposol, we maintain a close relationship with neighboring communities, promoting their well-being and development. We encourage continuous dialogue to identify needs and design mutually beneficial programs, aligned with our annual Social Management Plan.

Our Corporate Social Responsibility Policy prioritizes dialogue with community leaders, support for health and education, the promotion of entrepreneurship and the efficient use of water. During this period, we developed a corporate sustainability strategy that will soon be implemented in each country, along with a community engagement plan for the coming year.

In infrastructure, we work with communities and authorities to maintain external roads in optimal conditions. In 2024, we prioritize improvements in three municipalities due to budget constraints, with community support in opening ditches and

cleaning roads. We attended emergencies in Pácora, Caldas, due to landslides and improved access in Salento, Quindío, and Trujillo, Valle.

We constantly assess community needs, collaborating with schools and local governments to coordinate road maintenance. Despite

budgetary constraints, we continue to support vulnerable educational institutions.

As an outstanding achievement in 2024, we donated eight pipes to improve hydrosanitary facilities in La Siria and Cerro Azul, Trujillo, Valle, benefiting residents through the community

aqueduct. During the year, our investments in infrastructure projects have benefited more than 1,000 people.

Infrastructure projects in Colombia

Type	Project	Geographical location	Investment (USD)
Investment of external roads in the areas surrounding the operation	Attention to the collapse of the access to Field La Cristalina	Pacora/Caldas	958.74
	Maintenance of external roads Field La Moravia	Aranzazu/Caldas	2,132.92
	Maintenance of external roads Field La Palmera	Trujillo/Valle del Cauca	7,500.62
	Supply of Groove Bonded Type Material for External Pathway Maintenance	Salento/Quindio	12,360.46
	Supply of sewerage pipes municipality Trujillo VALLEY VEREDA LA SIRIA AND CERRO AZUL	Trujillo/Valle del Cauca	4,390.00





6.1.3. Uruguay

In our operations in Uruguay, the following donations have been made that have allowed us to positively impact our community:

Donations made in Uruguay

Beneficiary institution	Donation	Amount (USD)	Beneficiaries
La Tablada Children's Club	Fresh fruit - Tangerines	213	100 children

6.2. Indigenous peoples' rights

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

During 2024, there were no incidents or violations of rights against indigenous peoples in our operations. This is because our agricultural activities are carried out in areas where there is no presence of these stakeholders. However, we reaffirm our commitment to respect the rights of indigenous peoples and maintain a proactive attitude to adapt to any changes in the environment. Should new circumstances arise, we are prepared to adopt prevention and remediation measures that guarantee the protection of these rights.

We also ensure that the areas where we operate comply with rigorous controls and regulations to prevent negative impacts on land and natural resource rights. Our approach to sustainability

is based on the implementation of responsible agricultural practices, including efficient soil management, water conservation, and biodiversity protection. In addition, we promote respect and integration with local communities, ensuring that our growth goes hand in hand with the sustainable development of the environment.





Products

“Every day in our work we seek to bring the best products to consumers around the world. We deliver the best quality, food safety, environmental sustainability and good practices. To confirm our commitment, we have a strict certification program with industry-leading standards.”

7. Products

At Camposol, we provide the world with fresh, safe and high-quality products, developed under rigorous safety and traceability standards. Our commitment to excellence translates into comprehensive management that spans from the field to the end consumer, ensuring efficient, sustainable processes aligned with international best practices. Through our Integrated Management System (IMS), we continuously work to identify risks, implement effective controls, and ensure the authenticity of each product. This allows us to build trusting relationships with our customers and respond to the growing demands of the global market for food safety, sustainability and quality.

➤ 7.1. Food quality and safety

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

To ensure a supply of products that meet the highest standards of quality, safety and authenticity, we are actively involved at every stage of the process, from harvest to marketing. This commitment is part of our Integrated Management System Policy (IMS), through which we reinforce our focus on food safety. To this end, we continue to optimize our programs and plans, ensuring the identification of hazards, risk assessment, and the implementation of effective controls to strengthen the safety of our products.

We have established controls throughout our production chain, from the field to the plant, in order to guarantee food safety. To this end, we have risk analysis in the field and plant, allowing us to establish appropriate control measures at each stage of the process and plan strategies for effective risk management. We have also updated our HACCP plans and the flow of review and acceptance of phytosanitary chemical inputs, thus reinforcing our food safety practices.

In order to maintain efficient management and ensure quality in each phase of the process, we have an integrated management system that is supported by the connectivity of the SAP system. This tool allows us to monitor in real time the traceability of our supply chain, covering key aspects such as crop maintenance, shortage periods, fertilizer application, harvest, fruit classification, production times, storage and transport conditions, dispatch controls, transit times, reception and classification at destination, storage in distribution centers and repackaging processes.

To further strengthen our focus on risk management, we have established Key Risk Indicators (KRI) in field controls, ensuring continuous monitoring and constant improvement of our processes.

At Camposol, we do not have products that are or contain ingredients from Genetically Modified Organisms, thus ensuring the traceability and authenticity of our offer.

7.1.1. Certifications

Our high standards of quality, food safety, social responsibility, sustainability and safe trade are supported by the certifications in which we operate. Currently, 100% of our operations have some type of certification in safety and social standards. In addition, we participate in additional audits requested by clients, reaffirming our commitment to excellence and compliance with best practices in our processes and products.

We also maintain internationally recognized certifications that guarantee the safety of our products and processes. 100% of our packing plants, both in-house and third-party, meet Global Food Safety Initiative (GFSI) standards. Likewise, all our operations and all our suppliers of raw materials for fresh processes are Global G.A.P. certified. As for our maquila suppliers, 88% meet the requirements of the BRC Global Food Safety Standard (BRCGS), thus strengthening confidence in our supply chain.



Food Safety Certifications



Our Certified Operations:



The Global G.A.P. (Good Agricultural Practice) is a world leader in the implementation of international standards of good agricultural practices, with the aim of ensuring safe and sustainable food production. Among the aspects it covers is food security. At Camposol, we carry out internal and certification audits to verify compliance with these standards.



Our Certified Operations:



The International Featured Standard Food (IFS Food) standard guarantees the quality and safety of processes and products in companies in the agri-food sector. This GFSI-endorsed standard allows us to strengthen trust in our products and brands by implementing rigorous food and product safety practices.



Our Certified Operations:



Global G.A.P.'s Chain of Custody (CoC) certification It ensures the traceability of certified products throughout the supply chain, guaranteeing that the products marketed under this seal come from certified sources. This standard allows companies like ours to demonstrate transparency and commitment to sustainability, avoiding the mixing of certified and non-certified products in the distribution and marketing processes.



Our Certified Operations:



The BRCS Food Safety Standard establishes guidelines to ensure the production of safe food in compliance with industry regulations. It was the first to align with the GFSI Initiative benchmarks. Earning this certification reflects our commitment to best practices in the food and beverage industry.



Our Certified Operations:



The IFS Broker certification ensures that companies acting as intermediaries in the food and non-food supply chain meet high safety and quality standards. This internationally recognized standard verifies that brokers implement adequate controls to ensure traceability and compliance with legal requirements, strengthening trust throughout the supply chain.



Our Certified Operations:



Organic certification guarantees that the products have been grown and processed following sustainable practices that respect the environment and exclude the use of synthetic chemicals, genetically modified organisms and artificial pesticides. Obtaining this certification reaffirms our commitment to responsible production, ensuring consumers more natural products in harmony with ecosystems.

Social Responsibility Certifications



Our Certified Operations:



The Sedex Member Ethical Trade Audit (SMETA) is one of the most recognised and widely used social tools globally. It makes it easier for companies like ours to conduct an ethical self-assessment, in addition to evaluating their suppliers, ensuring that everyone involved in the business and supply chain operates fairly and with social responsibility.



Our Certified Operations:



The Global Risk Assessment for Social Practice (GRASP) is an additional module of the Global G.A.P. certification. designed to evaluate the management of social practices related to human rights and the working conditions of employees. This tool allows us to reaffirm our commitment to your health, safety, and well-being.

Certifications in Safe Trade



Our Certified Operations:



The Business Alliance for Secure Trade (BASC) encourages the implementation of safe practices in global supply chains, with the aim of preventing risks such as corruption, bribery, and other illicit activities. In Peru, he collaborates with authorities and the private sector, including our company, to strengthen a culture of risk prevention in international trade.



Our Certified Operations:



The Authorized Economic Operator (AEO) certification recognizes companies for their commitment to security in the global logistics chain, granting benefits in customs control and simplification. This accreditation allows us to guarantee the security of our processes and compliance with customs regulations, thus optimizing the efficiency of our supply chain.

Sustainability certifications



Our Certified Operations:



The Rainforest Alliance seal guarantees that products have been made with practices that promote a sustainable future for both people and the planet, aligning with the three pillars of sustainability. This seal reinforces our commitment to environmental protection, social equity, and the economic development of farming communities.



Our Certified Operations:



The C-TPAT (Customs Trade Partnership Against Terrorism) certification is a cooperative initiative between the U.S. government and the private sector, aimed at strengthening security in the supply chain. Through this certification, companies assume an active role in the prevention of terrorism, guaranteeing safer logistics for employees, suppliers and customers. In addition, it facilitates the identification and mitigation of internal risks and vulnerabilities in coordination with the United States Customs and Border Protection (CBP).



7.1.2. Breaches

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

In 2024, 43 non-conformities were registered in our operations in Colombia, Uruguay and Chile, within the framework of GlobalG.A.P.'s good agricultural practices. All of them were managed and corrected in their entirety through corrective actions. On the other hand, our operation in Peru did not present any non-conformity in said audit and obtained the highest ratings in food safety standards: AA+ in BRCGS and Higher Level in IFS Food.

Likewise, no product recalls or notifications of violations related to food safety and safety were reported.

➤ 7.2. Marketing and labeling

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

At Camposol, we recognise the importance of clear, fair and responsible communication about

our products, ensuring that information about their composition and use is accessible to all. For this reason, we maintain a firm commitment to compliance with marketing and labeling regulations in each country where we operate, providing detailed information that allows our customers and consumers to make informed decisions.

To reinforce this commitment, we have a Communications Policy and an Image Manual, which establish the guidelines we follow when addressing our different stakeholders. In addition, we have a dedicated technical team that monitors compliance with legislation in both the country of origin and destination, as well as the specific requirements of our customers. As part of our control measures, we conduct sampling upon receipt of batches of packaging materials, ensuring the accuracy of the information printed on the labels.

Our minimum labeling includes essential information such as the brand and logo of the product, name and variety (where applicable),

traceability code, packing plant code (in the case of Peru), country of origin, as well as the name and address of the manufacturer. Additionally, depending on the customer's requirements, we can include complementary data such as the name and address of the importer and distributor, net weight and caliber of the product.

Our international expansion is underpinned by strategic alliances and the opening of commercial offices in key countries, which allows us to access new markets and strengthen our brand globally. In addition, we guarantee high standards of quality and food safety through rigorous production and traceability processes, backed by international certifications such as Global GAP, BRCGS and IFS Food.

We complement our advertising strategies with participation in international fairs and events, key spaces where we highlight the benefits of our products and strengthen our commercial network. This approach has been decisive in consolidating ourselves as leaders in the agro-export industry.

To answer any questions from our customers, we have an exclusive service channel managed by our customer service area. Through this medium, we provide detailed information on good agricultural and manufacturing practices, food safety and quality controls, occupational health and safety, environmental impact, social responsibility, labor practices, and business ethics.

During 2024, we have not registered cases of non-compliance in terms of labeling or advertising, nor have we faced economic losses derived from legal proceedings related to this issue.



Our operation in Chile

Chilean cherry industry stands out for its advanced technical management at a global level, and at Camposol, we seek to participate through a learning and exploration approach to the crop."

➤ 8. Our operation in Chile

Our operation in Chile began in 2018 with a strategic focus on cherry production, establishing an area of 149 hectares in the O'Higgins region. This decision was due to key factors such as growing market demand, favorable margins, and the advantage of having a harvest in the off-season. The Chilean cherry industry is recognized worldwide for its advanced technical management, and at Camposol we have joined this sector with a vision of continuous learning and exploration of the crop, adopting innovative practices to improve quality and productivity.

In 2024, we achieved significant growth in our production, with an increase of more than 300% compared to the previous year. In addition, thanks to the implementation of hedging technologies and agronomic management strategies, we brought the harvest forward by ten days compared to 2023, which allowed us to optimize fruit quality and improve our position in the market. More than 50% of our production reached the dark category in color, while the 2J sizes (+80%) dominated the harvest, guaranteeing a high-quality product for export.

China was the only destination market for our production in 2024, with 60% of exports going to the port of Shanghai. However, recognizing the volatility of the market, in 2025 we will initiate a destination diversification strategy to mitigate the risk of fluctuations in prices and demand, thus responding to the commercial challenges observed at the beginning of the year.

The weather in the Pichidegua area presented additional challenges during 2024. Between January-February and November-December, we faced more intense and prolonged heat waves, with temperatures above 35°C on consecutive days, which increased water stress on crops. On the other hand, winter brought rains concentrated in short periods of time and cold temperatures, which allowed the necessary number of cold hours to be reached for the correct development of the crop, but also generated intermittent frosts, increasing uncertainty and the risk of productive losses.

Regarding our social performance, we recognize that the success of Camposol Chile is based on the commitment of our employees and the relationship with local communities. For this reason, we continue to promote local employment, generate development opportunities and maintain an open and transparent dialogue with our stakeholders.

Economic performance

- **Production and marketing:**
 - ▶ 580 tons of cherries produced, with an export rate of 90%.
- **Infrastructure:**
 - ▶ The implementation of hedging technologies made it possible to bring forward the harvest by ten days.
- **Certifications:**
 - ▶ We have Global G.A.P. and GRASP certifications, which are essential to access the Chinese market.

Environmental performance

- **Water management:**
 - ▶ 618.55 ML of water consumed in our agricultural activities.
 - ▶ We implement an efficient irrigation system, based on water monitoring and planning technologies according to the needs of the crop and climatic conditions.
 - ▶ We optimise the collection and storage of drainage water, maximising absorption by the roots and reducing evaporation.
- **Energy Management:**
 - ▶ 179.10 MWh of electricity and 34,660 liters of fuel used.
- **Waste management:**
 - ▶ We generate less than one ton of non-hazardous waste, reflecting our commitment to reducing environmental impact.

Social performance

- **Collaborators:**
 - ▶ 21 direct collaborators, with a female participation of 33%.
 - ▶ We invest in continuous training, strengthening skills and fostering a sense of belonging.
 - ▶ We invest in continuous training, strengthening skills and fostering a sense of belonging.
- **Health, Safety and Well-being:**
 - ▶ 0 registered workplace incidents, reflecting our commitment to safety at work.
 - ▶ We conduct regular risk assessments, train our employees in safety protocols, and ensure the proper use of PPE.
 - ▶ We implement emergency plans and carry out detailed investigations in the event of any event.
- **Local communities:**
 - ▶ 85% of our indirect collaborators come from nearby communities.
 - ▶ We operate in a rural area of Pichidegua, maintaining an active dialogue with the communities, informing them about our activities and their possible impact.



About the Report

Our vision is to be the benchmark and cutting-edge supplier of healthy and fresh food for families around the world.



➤ 9. About the Report

This Sustainability Report presents Camposol's environmental, social and governance (ESG) performance during the period from January 1 to December 31, 2024, covering our operations in Peru, Colombia and Uruguay. In addition, information is included on our activities in Chile, where we continue to promote projects under development, reporting on the progress available. In 2024, we closed our operations in Mexico as part of a strategic decision of the company.

The Report has been prepared in accordance with the standards of the Global Reporting Initiative (GRI), integrating the 2021 General Contents, the Thematic Standards and the GRI 13 Sector Standard: Agriculture, Aquaculture and Fisheries 2022. It also incorporates the metrics of the Sustainability Accounting Standards Board (SASB) for the Agricultural Products and Processed Food sectors, ensuring an approach aligned with international sustainability frameworks.

Through this Report, we reaffirm our commitment to transparency and dialogue with our stakeholders, providing a comprehensive vision of Camposol, its culture, values and sustainability strategy. In this edition, we not only reflect on our performance, but also highlight key advances and improvements in our impact management. In addition, we continue to align our actions with the Sustainable Development Goals (SDGs) and

the ten principles of the United Nations Global Compact, thus consolidating our contribution to global sustainability. The preparation of this Report has been led by Camposol's Sustainability team, in collaboration with the consulting firm EY. It has also been reviewed and approved by the Vice-Presidency for Legal, Compliance and ESG, ensuring its rigour and quality.

For this report, an update of information on energy consumption in the operations of La Libertad fields – Peru presented in the previous year's report has been considered, which has affected the value of total electricity consumption (MWh) for the year 2023. Likewise, this Report has not gone through an external verification process.

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



Annexes

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

10. Annexes

➤ 10.1 GRI Index

Statement of Use	Camposol has prepared the report in accordance with the GRI Standards for the period from January 1 to December 31, 2024.
GRI 1 Used	GRI 1: Fundamentals 2021
Applicable Sectoral GRI Standards	GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022

GRI	Content	Page	Omission			Reference to the Sectoral GRI
			Omitted requirement	Reason	Explanation	
General Contents						
GRI 2: General Contents 2021	2-1	Organizational Details				-
	2-2	Entities included in sustainability reporting				-
	2-3	Reporting period, frequency, and touchpoint				-
	2-4	Updating Information	59, 61			-
	2-5	External verification				-
	2-6	Activities, value chain and other business relationships	7			-
	2-7	Employees	39			-
	2-8	Non-Employee Workers	21			-
	2-9	Governance structure and composition	27			-
	2-10	Appointment and selection of the highest governing body	27			-
	2-11	President of the highest governing body	27			-
	2-12	Role of the highest governance body in overseeing impact management	27			-
	2-13	Delegation of responsibility for managing impacts	27			-
	2-14	Role of the highest governance body in sustainability reporting				-
	2-15	Conflicts of interest	31			-
	2-16	Communicating Critical Concerns	27			-

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
	2-17	Collective knowledge of the highest governing body	27				-
	2-18	Evaluation of the performance of the highest governing body	27				-
	2-19	Remuneration policies	-	a,b	Confidentiality Restrictions	Confidentiality Restrictions	-
	2-20	Process for determining remuneration	-	a,b	Confidentiality Restrictions	Confidentiality Restrictions	-
	2-21	Annual Total Compensation Ratio	-	a,b	Confidentiality Restrictions	Confidentiality Restrictions	-
	2-22	Declaration on the sustainable development strategy	3				-
	2-23	Commitments and policies	14				-
	2-24	Mainstreaming commitments and policies	14				-
	2-25	Processes to remediate negative impacts	32				-
	2-26	Mechanisms for seeking advice and raising concerns	32				-
	2-27	Compliance with legislation and regulations					-
	2-28	Membership of associations					
	2-29	Stakeholder engagement approach	16, 19				
2-30	Collective bargaining agreements	55					
Material Topics							
GRI 3: Material Themes 2021	3-1	Process of determining material issues	22	-	-	-	-
	3-2	List of material topics	22	-	-	-	-
Community Engagement							
GRI 203: Indirect Economic Impacts 2016	3-3	Management of material issues	85	-	-	-	13.22.1
	203-1	Investments in infrastructure and services supported	85	-	-	-	13.22.3
	203-2	Significant indirect economic impacts	85	a and b	Unavailable or incomplete information	A comprehensive assessment of the indirect economic impacts of its operations has not been conducted.	13.22.4
GRI 411: Rights of Indigenous Peoples 2016	3-3	Management of material issues	85	-	-	-	13.14.1
	411-1	Cases of violations of the rights of indigenous peoples	85	-	-	-	13.14.2
GRI 413: Local Communities 2016	3-3	Management of material issues	85	-	-	-	13.12.1
	413-1	Operations with local community engagement programs, impact evaluations and development	85, 86	-	-	-	13.12.2
	413-2	Operations with significant negative impacts – actual or potential – on local communities	85, 86	-	-	-	13.12.3



GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.13	Management of material issues		-	-	-	13.13.1
	13.13	Operations with local community engagement programs, impact evaluations and development		-	-	-	13.13.2
	13.13	Operations with significant negative impacts – actual or potential – on local communities		-	-	-	13.13.3
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.14	Locations of operations where indigenous peoples are present or where they may be affected by the organization's activities	85	-	-	-	13.14.3
	13.14	Inform whether the organization has participated in a process to obtain the free, prior and informed consent (FPIC) of indigenous peoples for any of its activities	85	-	-	-	13.14.4
Occupational health and safety management							
GRI 403: Occupational Health and Safety Management 2018	3-3	Management of material issues	48	-	-	-	13.19.1
	403-1	Occupational Health and Safety Management System	48	-	-	-	13.19.2
	403-2	Hazard identification, risk assessment, and incident investigation	48	-	-	-	13.19.3
	403-3	Occupational Health Services	49	-	-	-	13.19.4
	403-4	Worker participation, consultation and communication on occupational health and safety	50	-	-	-	13.19.5
	403-5	Training of workers on occupational health and safety	51	-	-	-	13.19.6
	403-6	Promoting workers' health	48	-	-	-	13.19.7
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked through business relationships	48	-	-	-	13.19.8
	403-8	Occupational Health and Safety Management System Coverage	48	-	-	-	13.19.9
	403-9	Workplace Accident Injuries	52	-	-	-	13.19.10
403-10	Occupational ailments and diseases	52	-	-	-	13.19.11	
Water resource management							
GRI 303: Water and Wastewater 2018	3-3	Management of material issues	57	-	-	-	13.7.1
	303-1	Interaction with water as a shared resource	57-61	-	-	-	13.7.2
	303-2	Management of impacts related to water discharge	61	-	-	-	13.7.3
	303-3	Water extraction		-	-	-	13.7.4
	303-4	Water discharge	61	-	-	-	13.7.5
	303-5	Water consumption	59-60	-	-	-	13.7.6



GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Talent retention and development							
GRI 401: Employment 2016	3-3	Management of material issues	41	-	-	-	-
	401-1	New Employee Hiring and Staff Turnover	41	-	-	-	-
	401-2	Benefits for full-time employees that are not given to part-time or temporary employees	42	-	-	-	-
	401-3	Parental leave	44	-	-	-	-
GRI 402: Worker-Company Relations 2016	3-3	Management of material issues	-	-	-	-	-
	402-1	Minimum notice periods for operational changes	-	a, b	Unavailable or incomplete information	There is no minimum or maximum number of weeks, it will depend on the decisions of the managements and/or areas involved	-
GRI 404: Training and Education 2016	3-3	Management of material issues	-	-	-	-	-
	404-1	Average training hours per year per employee	44	-	-	-	-
	404-2	Employee Skills Development Programs and Transition Assistance Programs	44	-	-	-	-
	404-3	Percentage of employees who receive periodic evaluations of their performance and career development	46	-	-	-	-
Circular economy, waste management and sustainable agriculture							
GRI 301: Materials 2016	3-3	Management of material issues	97	-	-	-	-
	301-1	Materials used by weight or volume	66	-	-	-	-
	301-2	Recycled inputs used	66	a	Unavailable or incomplete information	Information on recycled inputs used for all operations is not available.	-
	301-3	Recovered packaging products and materials	66	a and b	Not applicable	No packaging products or materials are currently recovered.	-



GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
GRI 306: Waste 2020	3-3	Management of material issues	102	-	-	-	13.8.1
	306-1	Waste generation and significant waste-related impacts	62	-	-	-	13.8.2
	306-2	Managing Significant Waste-Related Impacts	69	-	-	-	13.8.3
	306-3	Waste generated	69	a	Unavailable or incomplete information	The information on the organic waste generated has not been considered since this information is not available. Camposol has been working on methodologies to monitor and record this data.	13.8.4
	306-4	Waste Not Destined for Disposal	69	-	-	-	13.8.5
	306-5	Waste Destined for Disposal	69	-	-	-	13.8.6
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.5	Management of material issues	79	-	-	-	13.5.1
GGRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.6	Management of material issues	79	-	-	-	13.6.1
	13.6	Volume and intensity of pesticides used according to toxicity hazard levels	79	13.6.2	Unavailable or incomplete information	There is no information on the intensity of the application.	13.6.2
Diversity, inclusion and gender							
GRI 405: Diversity and Equal Opportunities 2016	3-3	Management of material issues	47	-	-	-	13.15.1
	405-1	Diversity of governing bodies and employees	47	-	-	-	13.15.2
	405-2	Ratio between the basic salary and the remuneration of women and men	-	a, b	Confidentiality Restrictions	Confidentiality Restrictions	13.15.3
GRI 406: Non-Discrimination 2016	3-3	Management of material issues		-	-	-	13.15.1
	406-1	Cases of discrimination and corrective actions taken		-	-	-	13.15.4
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.15	Describe any differences in the terms of employment and the organization's approach to remuneration based on the nationality and migrant status of the workers		-	Confidentiality Restrictions	Confidentiality Restrictions	13.15.5

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Supplier management (efficient logistics)							
GRI 308: Environmental Assessment of Suppliers 2016	3-3	Management of material issues	37	-	-	-	-
	308-1	New suppliers that have passed screening filters according to environmental criteria	37	-	-	-	-
	308-2	Negative environmental impacts on the supply chain and measures taken	37	-	-	-	-
GRI 414: Social Evaluation of Suppliers 2016	3-3	Management of material issues	37	-	-	-	-
	414-1	New suppliers that have passed selection filters according to social criteria	37	-	-	-	-
	414-2	Negative social impacts on the supply chain and measures taken	37	-	-	-	-
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.23	Management of material issues	37	-	-	-	13.23.1
	13.23	Level of traceability implemented for each product supplied	37	-	-	-	13.23.2
	13.23	Percentage of the volume supplied certified in accordance with recognized international standards, which allow products to be traceable throughout the supply chain	37	-	-	-	13.23.3
	13.23	Improvement projects to certify suppliers to recognized international standards, allowing products to be tracked throughout the supply chain	37	-	-	-	13.23.4
Human rights							
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3	Management of material issues	54	-	-	-	13.18.1
	407-1	Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	55	-	-	-	13.18.2
GRI 408: Child Labor 2016	3-3	Management of material issues	54	-	-	-	13.17.1
	408-1	Operations and suppliers at significant risk of child labor cases	54	-	-	-	13.17.2
GRI 409: Forced or Compulsory Labor 2016	3-3	Management of material issues	54	-	-	-	13.16.1
	409-1	Operations and suppliers with significant risk of forced or compulsory labour	54	-	-	-	13.16.2
GRI 418: Customer Privacy 2016	418-1	Substantiated Claims Regarding Customer Privacy Violations and Loss of Customer Data	-	a, b, c	Not applicable	There have been no substantiated complaints during 2023	-



GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Quality, marketing and nutrition (includes labelling and customer management)							
GRI 416: Customer Health and Safety 2016	3-3	Management of material issues		-	-	-	13.10.1
	416-1	Assessing the Health and Safety Impacts of Product and Service Categories	91	-	-	-	13.10.2
	416-2	Non-compliance cases relating to the health and safety impacts of product and service categories	91	-	-	-	13.10.3
GRI 417: Marketing and Labeling 2016	3-3	Management of material issues		-	-	-	-
	417-1	Requirements for information and labelling of products and services	94	-	-	-	-
	417-2	Non-compliance cases related to the information and labelling of products and services	94	-	-	-	-
	417-3	Cases of non-compliance related to marketing communications	94	-	-	-	-
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.9	Management of material issues	91	-	-	-	13.9.1
	13.9	Total weight of food loss in metric tons and percentage of food loss	91	-	Unavailable or incomplete information	There is no information on food loss. Camposol has been working on methodologies to monitor and record this data.	13.9.2
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.10	Percentage of production volume from sites certified to internationally recognized food safety standards	91	-	-	-	13.10.4
	13.10	Number of food safety recalls and total volume of recalls	91	-	-	-	13.10.4
Energy efficiency, GHG management and climate change							
GRI 302: Energy 2016	3-3	Management of material issues	61	-	-	-	-
	302-1	Energy consumption within the organization	63	-	-	-	-
	302-2	Energy consumption outside the organization	-	a,b,c	Not applicable	Camposol does not consume energy outside the organization	-
	302-3	Energy intensity	65	-	-	-	-
	302-4	Reduced energy consumption		-	-	-	-
	302-5	Reduction of energy requirements of products and services	-	a, b, c	Unavailable to incomplete information	No information is available. Camposol has been working on methodologies to monitor and record this data	-



GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
GRI 305: Emissions 2016	3-3	Management of material issues	97	-	-	-	13.1.1
	305-1	Direct GHG emissions (scope 1)	-	a, b, c, d, e, f, g	Unavailable to incomplete information	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.2
	305-2	Indirect GHG emissions associated with energy (scope 2)	-	a, b, c, d, e, f, g	Unavailable to incomplete information	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.3
	305-3	Other indirect GHG emissions (scope 3)	-	a, b, c, d, e, f, g	Unavailable to incomplete information	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.4
	305-4	GHG emissions intensity	-	a, b, c, d	Unavailable to incomplete information	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.5
	305-5	Reducing GHG emissions	-	a, b, c, d, e	Unavailable to incomplete information	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.6



GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
	305-6	Emissions of ozone-depleting substances (SDGs)	-	a, b, c, d	Unavailable to incomplete information	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.7
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	a, b, c	Unavailable to incomplete information	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.8
Working conditions							
GRI 3: Material Themes 2021	3-3	Management of material issues		-	-	-	-
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.20	Management of material issues	42	-	-	-	13.20.1
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.21	Management of material issues	42	-	-	-	13.21.1
	13.21	Percentage of employees and workers who are not employees and whose work is controlled and covered by collective bargaining agreements	42	-	-	-	13.21.2
	13.21	Percentage of employees and workers who are not employees and whose work is controlled and who are paid above the living wage	42	-	-	-	13.21.3
Economic performance, economic development and local investment							
GRI 201: Economic Performance 2016	3-3	Management of material issues	12	-	-	-	13.22.1
	201-1	Direct economic value generated and distributed	12	-	-	-	13.22.2
	201-3	Defined benefit plan and other retirement plan obligations	12	-	-	-	-
	201-4	Financial assistance received from the government	12	-	-	-	-
Ethics, regulatory compliance, risk management and transparency							
GRI 201: Economic Performance 2016	3-3	Management of material issues		-	-	-	13.2.1
	201-2	Financial implications and other risks and opportunities arising from climate change	34	a	Unavailable or incomplete information	The financial implications of the risks arising from climate change have not been identified.	13.2.2



GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
GRI 205: Anti-Corruption 2016	3-3	Management of material issues	30	-	-	-	13.26.1
	205-1	Operations assessed against corruption-related risks	30	-	-	-	13.26.2
	205-2	Communication and training on anti-corruption policies and procedures	31	-	-	-	13.26.3
	205-3	Confirmed corruption incidents and actions taken	31	-	-	-	13.26.4
GRI 206: Unfair Competition 2016	3-3	Management of material issues		-	-	-	13.25.1
	206-1	Legal actions related to unfair competition and monopolistic practices and against free competition	32	-	-	-	13.25.2
GRI 415: Public Policy 2016	3-3	Management of material issues		-	-	-	13.24.1
	415-1	Contribution to political parties and/or representatives	30	-	-	-	13.24.2
Biodiversity, Soil Conservation and Treatment							
GRI 304: Biodiversity 2016	3-3	Management of material issues	108	-	-	-	13.3.1
	304-1	Owned, leased or managed operational sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	73	-	-	-	13.3.2
	304-2	Significant impacts of activities, products and services on biodiversity	73	-	-	-	13.3.3
	304-3	Protected or restored habitats	73	-	-	-	13.3.4
	304-4	Species on the IUCN Red List and National Conservation Lists whose habitats are in areas affected by operations	108	-	-	-	13.3.4
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.4	Management of material issues	73	-	-	-	13.4.1
	13.4	Percentage of production volume from land owned, leased, or managed by the organization that is considered deforestation-free or conversion-free, by product	73	-	Not applicable	Camposol's operations are not carried out in natural ecosystems.	13.4.2
	13.4	Percentage of the volume supplied that is considered deforestation-free or conversion-free; percentage of the volume supplied for which the origin is unknown, so that it can be determined whether it is deforestation-free or conversion-free	73	-	Unavailable or incomplete information	There is no information on natural ecosystems converted by suppliers.	13.4.3
	13.4	Size in hectares, location and type of natural ecosystems converted since the cut-off date	73	-	Not applicable	Camposol's operations are not carried out in natural ecosystems.	13.4.4
	13.4	Size in hectares, location and type of natural ecosystems converted from the date of cut-off by suppliers or supply sites	73	-	Unavailable or incomplete information	There is no information on natural ecosystems converted by suppliers.	13.4.5



➤ 10.2 SASB Index

Applicable SASB Standard

Agricultural products (Version 2023-12)

Theme	Code	Accounting Parameter	Page
Greenhouse Gas Emissions	FB-AG-110a.1	Scope 1 gross global emissions	This information is not available
	FB-AG-110a.2	Discussion of the long-term and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets.	This information is not available
	FB-AG-110a.3	Fuel consumed by the fleet, renewable percentage.	This information is not available
Energy Management	FB-AG-130a.1	(1) Operational energy consumed, (2) percentage of electricity from the grid and (3) percentage renewable.	
Water Management	FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Basal Water Stress.	57
	FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks.	57
	FB-AG-140a.3	Number of non-conformance incidents related to water quantity or quality permits, standards, and regulations	57
Food safety	FB-AG-250a.1	Global Food Safety Initiative (GFSI) Audit: (1) non-compliance rate and (2) corresponding corrective action rate for a) major and b) minor non-conformance cases	91, 94
	FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified with a food safety certification recognized by the Global Food Safety Initiative (GFSI).	91
	FB-AG-250a.3	(1) Number of recalls issued and (2) total amount of food product recalled.	91, 94
Occupational Health and Safety	FB-AG-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) Fatality Rate, and (3) Nearby Incident Frequency Rate (NMFR) for (a) direct employees and (b) contract employees.	
Environmental and Social Impacts of the Ingredient Supply Chain	FB-AG-430a.1	(1) Percentage of agricultural products obtained that are certified to a third-party environmental or social standard, and (2) percentages per standard.	37
	FB-AG-430a.2	Supplier Social and Environmental Responsibility Audit: (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformities.	37
	FB-AG-430a.3	Discussion of the strategy to manage the environmental and social risks derived from contractual cultivation and the obtaining of raw materials.	37
Management of Genetically Modified Organisms (GMOs)	FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs).	Camposol does not use GMOs.
Ingredient Sourcing	FB-AG-440a.1	Identification of main crops and description of the risks and opportunities presented by climate change.	That information is not available
	FB-AG-440a.2	Percentage of agricultural products obtained from regions with High or Extremely High Basal Water Stress.	Not applicable

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

Applicable SASB Standard

Processed Foods (2023-12 Version)

Theme	Code	Accounting Parameter	Page
Energy Management	FB-PF-130a.1	(1) Total energy consumed, (2) percentage of electricity from the grid, and (3) percentage renewable	
Water Management	FB-PF-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Basal Water Stress	57
	FB-PF-140a.2	Number of non-compliance incidents associated with water quality permits, standards, and regulations	57
	FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	57
Food safety	FB-PF-250a.1	Global Food Safety Initiative (GFSI) Audit: (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformities	91
	FB-PF-250a.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified in a Global Food Safety Initiative (GFSI) recognized food safety certification program	91
	FB-PF-250a.3	(1) Total Food Safety Violation Notices Received, (2) Percent Corrected	91
	FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	91
Health & Nutrition	FB-PF-260a.1	Revenue from products labeled or marketed to promote health and nutrition attributes	
	FB-PF-260a.2	Discussion of the process for identifying and managing products and ingredients related to nutritional and health concerns among consumers	94
Product Labeling and Marketing	FB-PF-270a.1	Percentage of ad impressions (1) made to children and (2) made to children to promote products that meet dietary guidelines	Camposol does not use advertising impressions involving children.
	FB-PF-270a.2	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMOs	
	FB-PF-270a.3	Number of incidents of non-compliance with labeling or marketing codes from industry or regulation	
	FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labeling or marketing practices	94
Packaging Life Cycle Management	FB-PF-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	The information is not available for all operations.
	FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	66
Environmental and Social Impacts of the Ingredient Supply Chain	FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	37
	FB-PF-430a.2	Supplier Social and Environmental Responsibility Audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformities	37
Ingredient Sourcing	FB-PF-440a.1	Percentage of food ingredients obtained from regions with High or Extremely High Basal Water Stress	59
	FB-PF-440a.2	List of priority food ingredients and discussion of breeding risks related to environmental and social considerations	

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



➤ 10.3 Companies belonging to Camposol Holding PLC

Camposol S.A. belongs to Camposol Holding PLC, a group made up of various subsidiaries and traders operating in different countries. The main companies of the group, along with their location and activity, are detailed below:

Enterprise	Location	Activity
Camposol S.A.	Peru	Farmland - Business Office
Nor Agro S.A.C	Sullana, Piura, Peru	Farmland
Muelles y Servicios Paita S.A.C	Paita, Piura, Peru	Farmland
Camposol Europa S.L.	Spain	It is not trading as a trader and is currently not registering movement.
Camposol Fresh B.V.	Netherlands	Trader
Grainlens S.A.C	Peru	Holding company
Blacklocust S.A.C	Peru	Holding company
Persea, Inc.	USED	Holding company
Camposol Fresh U.S.A, Inc.	USED	Trader
Camposol Foods Trading Co. Ltd	China	Trader
Camposol Fresh Foods Trading Co. Ltd.	Hong Kong, China	Trader
Camposol Colombia S.A.S	Colombia	Farmland
Camposol Uruguay S.R.L.	Uruguay	Farmland
Camposol Chile S.P.A	Chile	Farmland
Camposol Cyprus Limited	Cyprus	Holding company
Camposol Switzerland GmbH	Switzerland	Trader
Camposol Trade España S.L.U.	Spain	Trader
Aliria S.A.C	Peru	Projects
Camposol I&D S.A.C	Peru	Projects
Camposol Corp.	USED	It does not have offices and does not currently register activity.

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