



2023
SUSTAINABILITY
REPORT

HARVESTING FOR A SUSTAINABLE PLANET



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Message from our CEO

Dear Stakeholders,

I am pleased and honoured to introduce Unifrutti's fourth Sustainability Report, the first report released since my appointment as the Unifrutti Group CEO in November 2023.

Each year, the Sustainability Report signifies a crucial moment for Unifrutti, embodying our Group's commitment to sustainable practices within our fields, across our supply chain, and beyond. This moment also serves as a pivotal occasion for reflection that allows us to further refine our strategy and ESG goals across key pillars: Governance and Culture, Safe and Nutritious Fruit, Environmental Responsibility, and Social Footprint.

Aligned with these principles, we have made important forward-looking decisions that have propelled us forward while laying solid foundations for accelerated sustainable future growth. In March 2023, we officially joined forces with ADQ, our majority shareholder, and became a part of its globally renowned Food and Agriculture portfolio of companies.

From the governance perspective, this event marked the beginning of a new era for Unifrutti, which also encompassed the shifting of our headquarters to Abu Dhabi and the appointment of a new Board of Directors characterised by diverse competencies and membership, with more extensive ESG knowledge and oversight at Board level. Our governance model and compliance approach include important initiatives such as a solid business transformation plan, the Group "ethos" project, Group policy harmonisation, and solid post-merger integration plans for new acquisitions. These underscore our commitment to ethical conduct and global best practices.

Looking at our operations and production, also in the context of recent acquisitions, we have strengthened our global footprint, ensuring an ever more seamless and reliable delivery of fresh, high-quality fruits worldwide. Collaborating closely with growers and suppliers, we uphold compliance with global standards, responsible product sourcing, and new innovative farming practices that explore the latest technology to increase efficiency and revolutionise sustainable production.

Regarding the environment, our endeavours continued in the direction of renewable energy utilisation, resource management, sustainable farming practices, and circularity. In 2023, we launched a series of transformative projects focusing on harmonising our carbon footprint and setting Group-wide near and long-term net-zero targets in line with the SBTi.

Concerning employees and the community, the beating soul of our business, we prioritised health, safety and well-being, fostering fair working conditions, personal development, and inclusivity. We continued to focus on local sourcing and partnered with local foundations to enhance food security, generate sustainable income, provide essential training, and improve infrastructure for local communities, especially supporting women in our organisation to grow and succeed in the agriculture industry.

Additionally, in 2023, we established robust groundwork to facilitate growth and support our vision. The recent acquisitions of Verfrut, Bomarea, and AvoAmerica Peru signify for our Group much more than mere inorganic expansions; they represent the strengthening of our presence in Latin America and the entrance into new key crops, starting with premium blueberries and avocados. These agreements underscore our commitment to crafting a leading sustainability-driven multi-fruit platform, positioning our Group in the right direction to meet the increasing demand for high-quality fresh fruits while

upholding sustainability and strengthening direct control across our global operations.

Looking ahead, our strategy centres on leveraging these acquisitions while always remaining vigilant and open to new opportunities, integrating them into our global network, and driving innovation, efficiency, and sustainable growth, aligning with our ambition to deliver value and safe, nutritious fruit globally.

While I extend heartfelt gratitude to our global teams for bringing our sustainability vision to life, I look forward to the next chapter of our journey.

Warm regards,

MOHAMED ELSARKY
UNIFRUTTI GROUP CEO



THE UNIFRUTTI GROUP



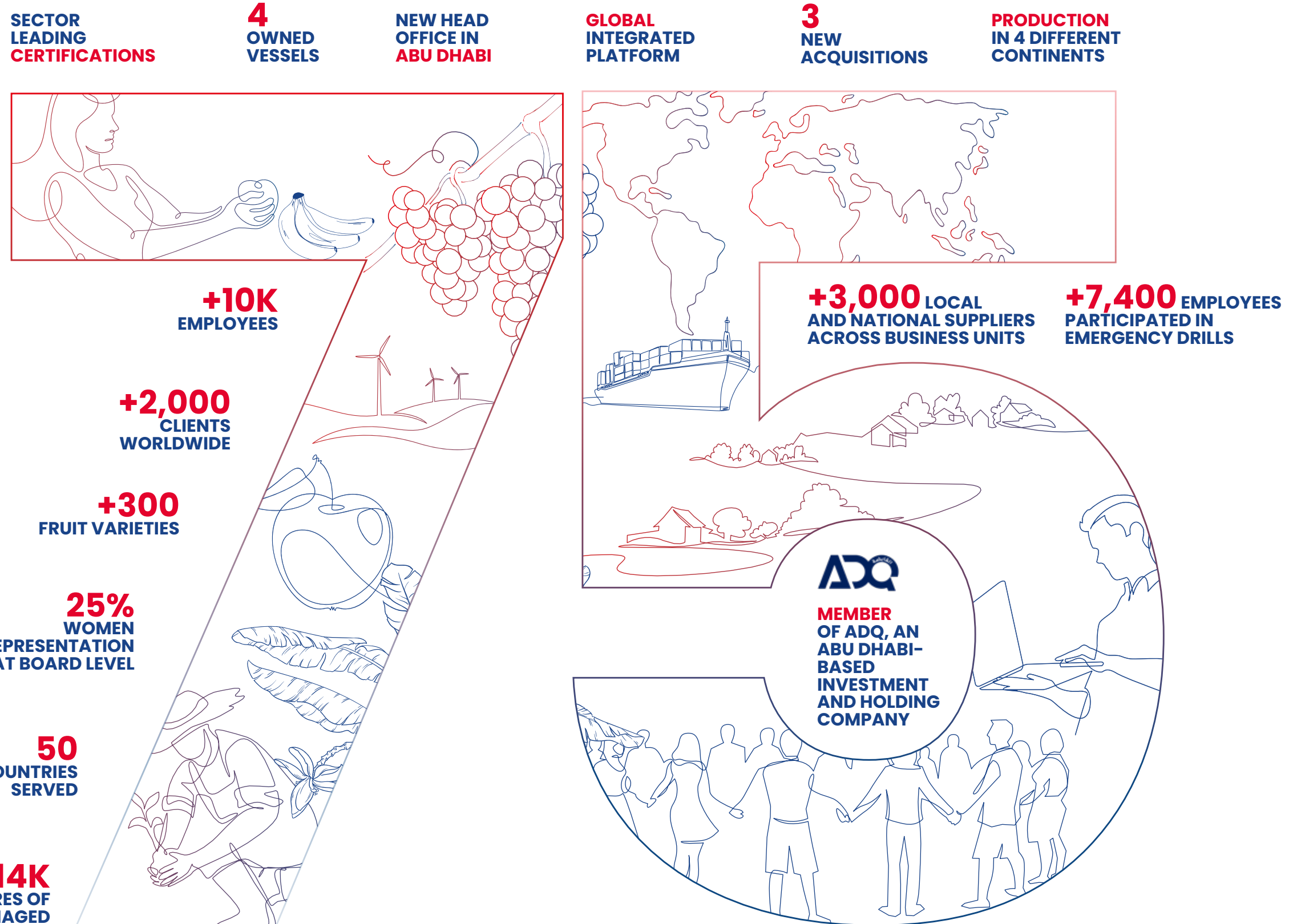
2023 HIGHLIGHTS

CELEBRATING 75 YEARS OF EXPERIENCE AND EXCELLENCE

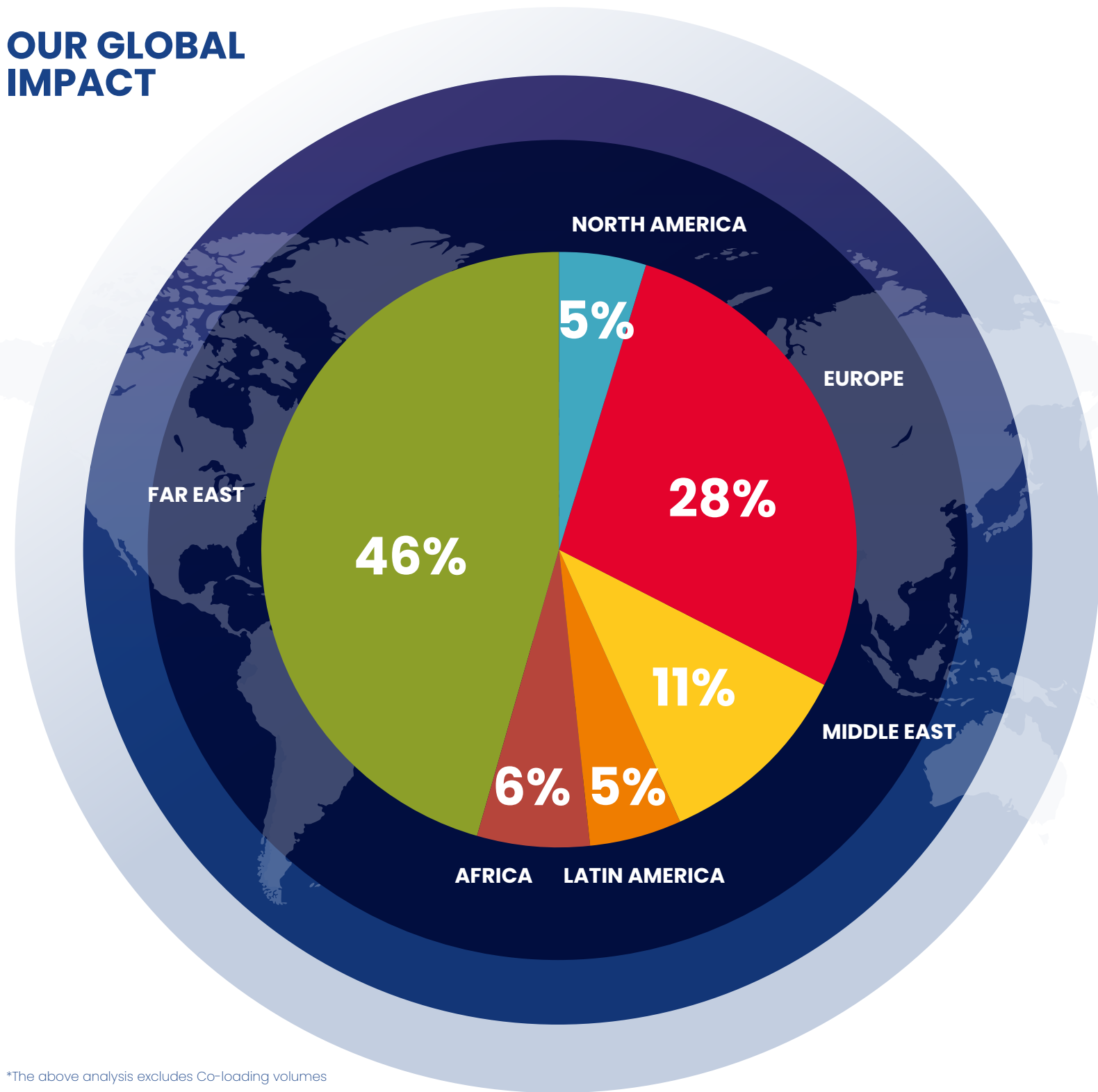


Through Vision 2045, we gave voice to three of our people to tell their stories about how our Group embraces sustainable agriculture and lays the groundwork for lasting change.

We, therefore encourage you to watch the Vision 2045 campaign through the link below and to hear inspiring insights from our people - Gary from the Philippines, Felipe from Chile and Ilze from South Africa - as they share their thoughts on our legacy and unwavering commitment to harvesting value.

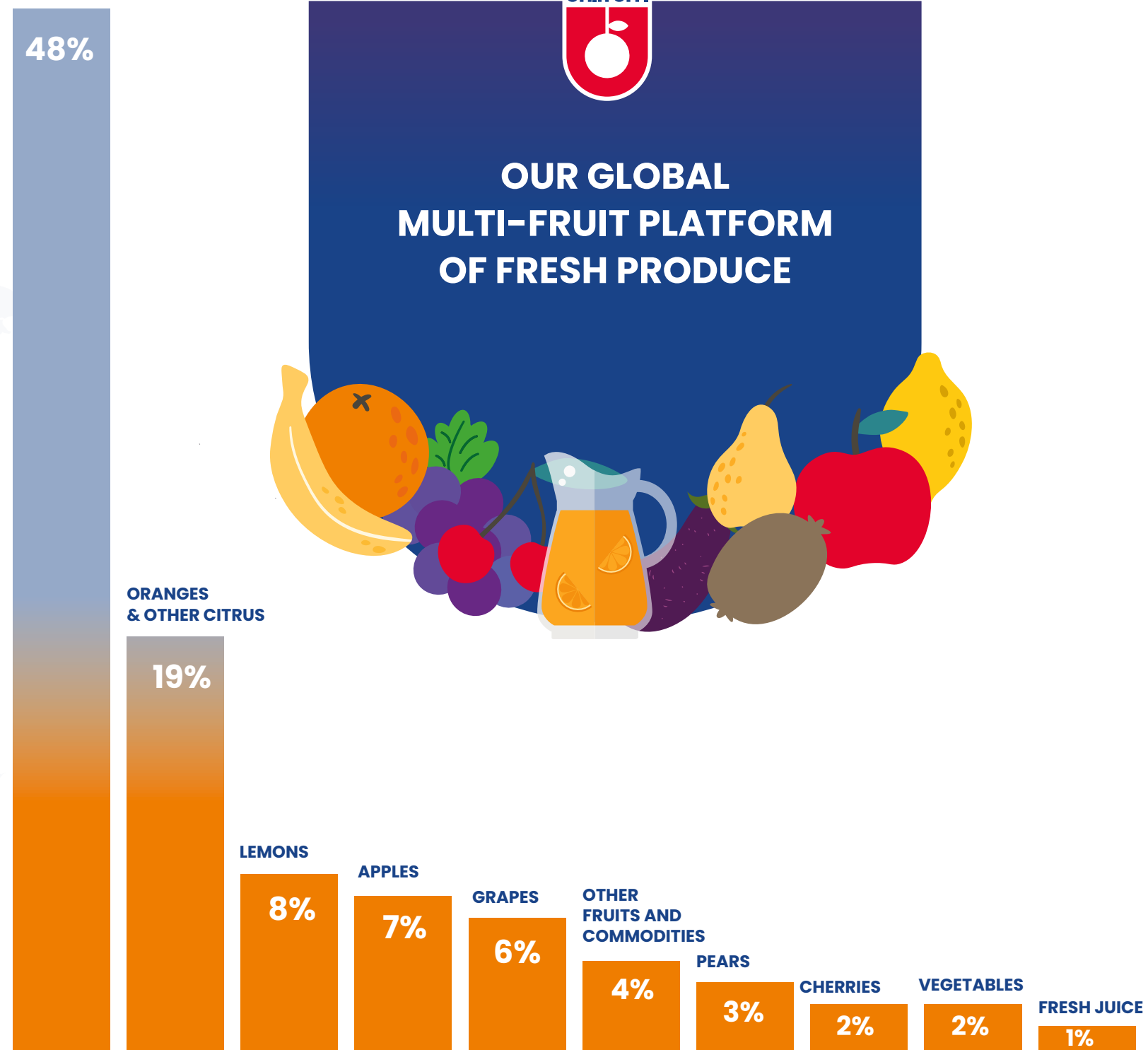


OUR GLOBAL IMPACT



*The above analysis excludes Co-loading volumes

BANANAS



UNIFRUTTI GROUP

Founded in 1948, Unifrutti specialises in the production, procurement and trading of fresh fruits and vegetables. Since its establishment, Unifrutti has transformed into a prominent global player in the industry, focusing on research and development (R&D), production and sourcing, processing, trading and distribution of high quality produce worldwide.

Today, Unifrutti has a broad and diverse geographic and product footprint, responding to the dynamic demands of the global market, while staying attuned to local needs. Each year, Unifrutti distributes fresh fruit from an extensive 14,000 hectares of agricultural land and external grower production, catering to over 2,000 clients globally.

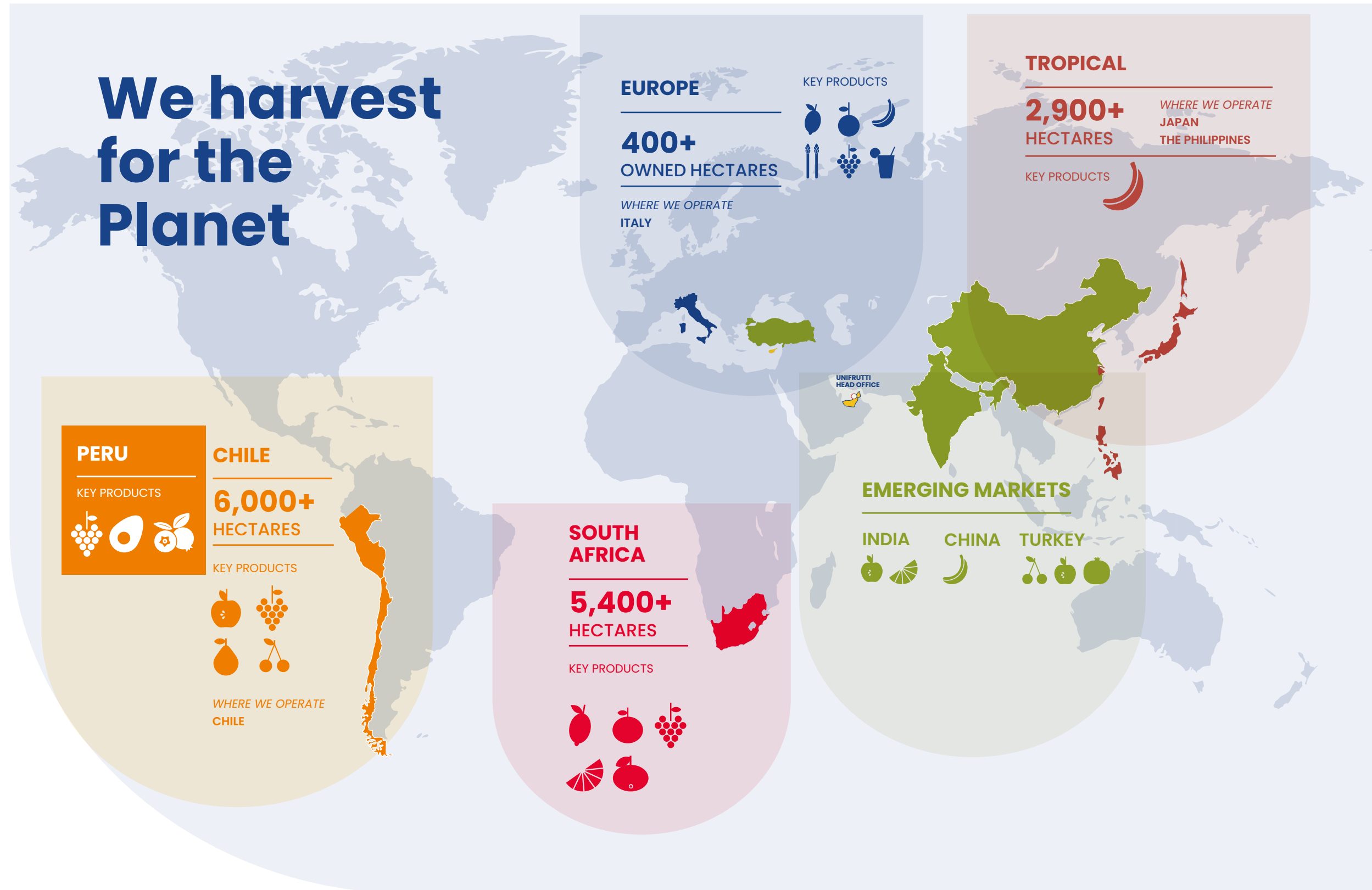
Our recent acquisition by ADQ, an Abu Dhabi-based investment and holding company, initiates a new phase of growth in many different ways, which will further expand Unifrutti's footprint as well as support our ongoing commitment to quality, value and sustainable growth.

INORGANIC GROWTH

Unifrutti is keen on enhancing its portfolio and recently acquired Bomarea and AvoAmerica Peru, enriching Unifrutti's multi-fruit portfolio. With a combined area of close to 2,000 hectares, Bomarea and AvoAmerica Peru are recognized as leading Peruvian producers of premium blueberries and avocados, respectively, and increase Unifrutti's access to important markets including the US and China.

This move builds on the acquisition of Verfrut. Established in 1996, Verfrut is a prominent fresh produce player with presence in Chile and Peru, where it operates over 7,500 hectares of fully integrated farming and processing facilities. Verfrut grows a wide array of crops, including grapes, cherries, apples and blueberries, is renowned as the largest exporter of grapes in Peru and relies on a robust commercial and distribution network in the US, the EU, South America, and China. With Verfrut's inclusion, Unifrutti becomes a major fruit company in Chile, one of the largest production centers for grapes and cherries globally, and a leading apple player in the southern hemisphere.

These new acquisitions represent an important step in expanding Unifrutti's integrated and sustainable global multi-fruit platform, and strategically position Unifrutti to meet the growing global demand for healthy produce.



OUR INTEGRATED PLATFORM

VALUE CHAIN STAGES



RESEARCH & DEVELOPMENT

- Research and development of new varieties.
- Varietal innovation of existing varieties operated by the Group's Nursery.
- Testing of new varieties and techniques in the fields and process.



PRODUCTION & SOURCING

- Direct fruit production through owned fields, management of fields and sourcing from external growers.



PACKING, STORAGE & RIPENING

- Fruit processing, preparation and other services, including ripening and cold storage.



WORLDWIDE TRADING

- International fruit export and trading.
- Fruit handling, packing, food safety and integration.



DISTRIBUTION & LOGISTICS

- Fruit distribution to target market freight and order management, custom and freight forwarder.
- In market distribution and logistics.



SALES

- Retail and wholesale clients, sales and servicing.
- Provision of services to the final clients.

END-TO-END VALUE CHAIN

With its distinctive business model characterised by a seamless integration throughout the value chain, Unifrutti stands out in the fresh fruit industry. Through a diligent fusion of our technical expertise in R&D, quality control, all year around production and sourcing expertise from our own and managed farms, independent growers and external suppliers; alongside our expansive network of processing facilities, we ensure the seamless distribution of premium products across various geographical boundaries.

With a strong operational presence across 4 continents, we serve as a comprehensive one-stop platform, engaging at every level of the value chain.



Our strategic presence in 4 continents, vertically integrated model, synergies and vast experience allow us to customise our approach for retail and wholesale clients and service providers, timely respond to market fluctuations and client needs, manage our risks and ultimately maximise value for our customers and the Group.

Unifrutti's global network of interconnected Business Unit hubs not only remain connected to and supported by our extensive international network and the collective strength of the Group but are also deeply attuned to local markets. The hubs leverage our coherent strategy and leadership, yet remain flexible to adapt to specific market needs.

This strategic global positioning, synergies and vast experience allow us to customise our approach for retail and wholesale clients and service providers, timely respond to market fluctuations and client needs, manage our risks and ultimately maximise value for our customers and the Group.

In this way, Unifrutti can serve retail and wholesale clients as well as service providers of all sizes and types, across a diversified geographical portfolio.

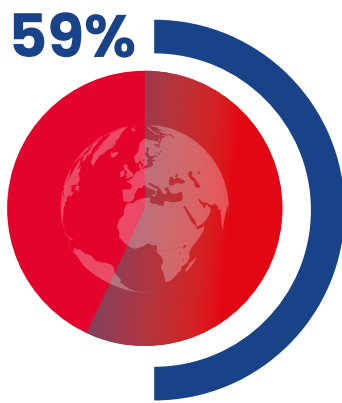
	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
APPLES	🍏	🍏	🍏	🍏	🍏	🍏	🍏	🍏	🍏	🍏	🍏	🍏
BANANAS	🍌	🍌	🍌	🍌	🍌	🍌	🍌	🍌	🍌	🍌	🍌	🍌
CHERRIES	🍒		🍒		🍒	🍒	🍒				🍒	🍒
GRAPEFRUITS	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊
GRAPES	🍇	🍇	🍇	🍇	🍇	🍇	🍇	🍇	🍇	🍇	🍇	🍇
LEMONS	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋
PEACHES & NECTARINES	🍑	🍑	🍑			🍑	🍑					
ORANGES	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊	🍊
PEARS	🍐	🍐	🍐	🍐			🍐	🍐	🍐	🍐		
SOFT CITRUS	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋	🍋
BLUEBERRIES	🫐	🫐					🫐	🫐	🫐	🫐	🫐	🫐
AVOCADOS				🥑	🥑	🥑	🥑	🥑				
VEGETABLES	🍆	🍆	🍆	🍆	🍆	🍆	🍆	🍆	🍆	🍆	🍆	🍆

COMMITTED TO A DIVERSIFIED PLATFORM AND EXCELLENCE

Unifrutti is dedicated to providing fresh fruits and vegetables daily, all year round. Our commitment to excellence, innovation and sustainability has secured us a reputation for supplying premium products worldwide.

To achieve this challenging objective, Unifrutti pursues a balanced growth strategy that focuses on both advanced and emerging markets & developing economies, and prefers the creation of long-term relationships and partnerships with global and local players while also limiting Unifrutti's exposure to individual partners or markets.

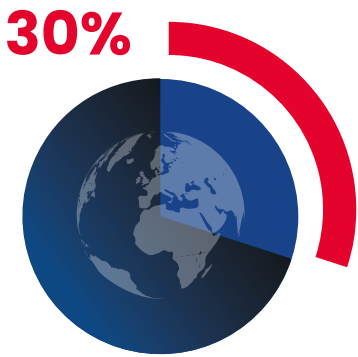
SALES TO ADVANCED ECONOMIES*



- Flexibility of service
- Wide varieties of products and origins
- Global reach
- One-stop group for clients of all sizes and locations

*Per the latest IMF World Economic Outlook. The IMF World Economic Outlook classifies 39 economies as "advanced," based on such factors as high per capita income, exports of diversified goods and services, and greater integration into the global financial system.

EXPOSURE TO OUR TOP CLIENTS



- Experts in finding the product-market fit
- Wide varieties of products and origins
- Global reach
- One-stop group for clients of all sizes and locations

AND MUCH MORE FRUIT AND VEGETABLES...

OUR SUSTAINABILITY APPROACH



ESG APPROACH AND COMMITMENT

It's with great pleasure that we welcome you to the 4th Sustainability Report of Unifrutti Group. This year has been pivotal and transitional for our Group with strategic developments that transformed our sustainability journey as we constantly envision Environmental, Social and Corporate Governance (ESG) parameters as key business enablers and sources of value creation.

We have revisited our ESG policy, which outlines the key principles driving our ESG strategy and governance across Unifrutti Group's 4 core ESG pillars: Governance and Culture, Safe and Nutritious Fruit, Environmental Responsibility, and Social Footprint.

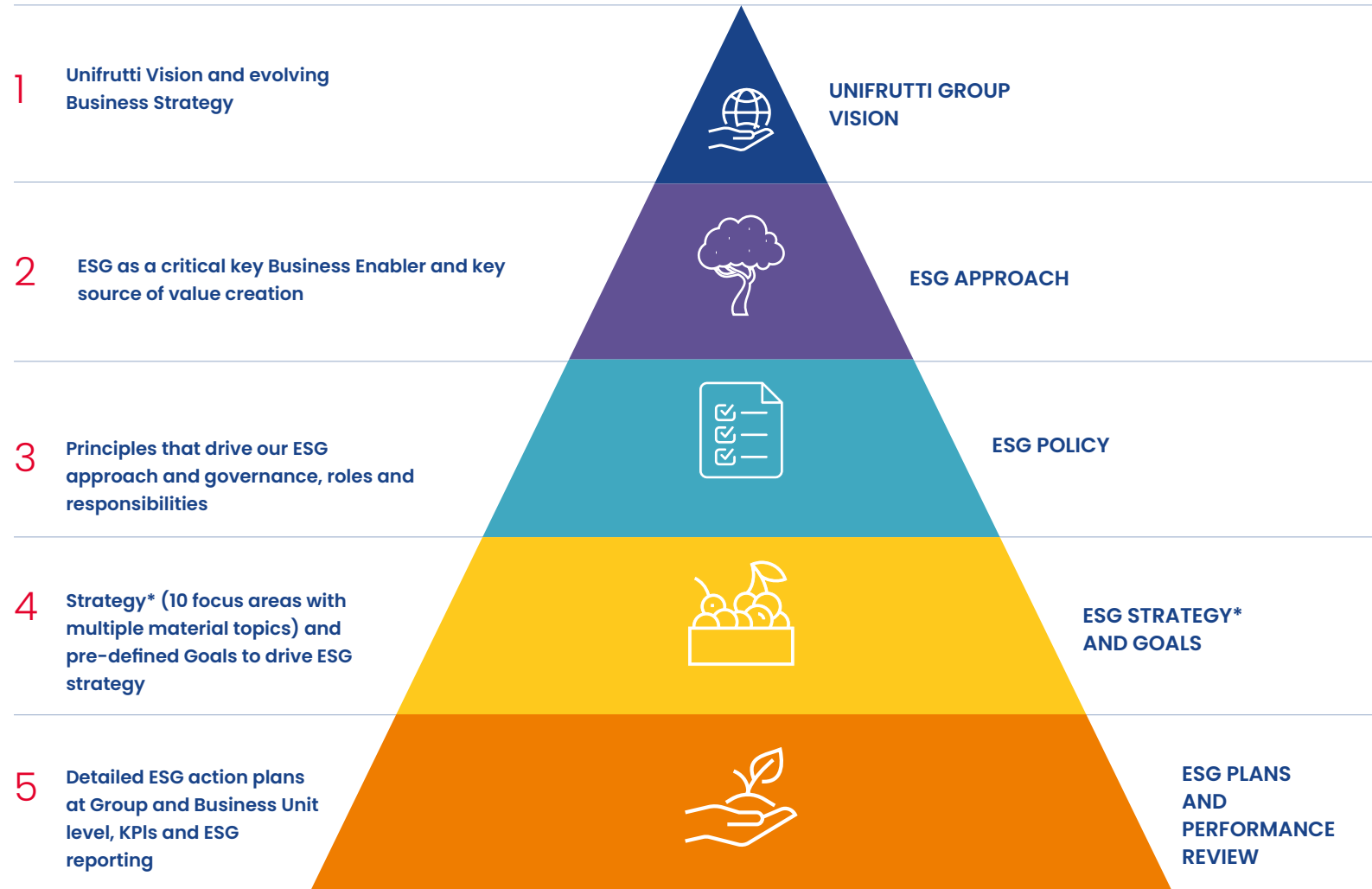
In all aspects of ESG management, we aim to establish and maintain robust ESG leadership, focusing on material topics that we have reassessed to ensure alignment with strategic priorities and stakeholders' expectations. This analysis is informed by regular engagement with key internal and external stakeholders, partners, competent authorities and global industry benchmarks and standards. Our approach includes setting goals, launching bold initiatives as well as defining well-structured action plans at both the Group and Business Unit levels. Our recent Group decarbonisation journey is an example of how we work to align our commitments to global net-zero efforts.

As part of the ADQ portfolio family, we aim to align our ESG approach with ADQ's ESG goals, leveraging access to ESG knowledge and resources that help accelerate our ESG journey. We continuously evaluate ESG risks, assess the financial and operational impacts of climate change on the fresh fruit industry as well as focus on identifying and adapting to climate change risks. ESG is at the core of our investment strategies as we aim to expand our business and global footprint. We conduct rigorous ESG due diligence for targeted investments. For example, a detailed ESG assessment was performed for the recent acquisitions in Peru and Chile. All findings were addressed accordingly, and any required actions are reflected in the ESG post-merger integration plans, led and supported by the Group Integration Office and ESG function.

Driven by our passion to positively impact the global supply of fresh fruit, we aim to harvest value for our stakeholders and foster a more sustainable planet. As our Group continues to expand globally, we are setting a solid roadmap paired with ambitious ESG goals, always with respect for our environment, our people, the communities we serve and our consumers, by offering healthier and more nutritious fruit.

Kalia Larkou
Group Chief Compliance, Risk and Sustainability Officer

ESG TRIANGLE*



* The ESG strategy is being refreshed and will be fully endorsed by 2025.

OUR ESG VISION

As a global Group with a strong heritage and local focus, we are committed to our role vis-à-vis local communities, livelihoods and ecosystems. Hence, through our operations around the globe we aspire to constantly harvest value for our stakeholders and for a better world by focusing on:

- Constantly striving for sustainable performance and value creation.
- Nurturing leaders with a sustainable development mindset.
- Growing safe and nutritious fruit.
- Reducing our environmental impacts and protecting the natural environment for generations to come.
- Being an employer of choice of employees of choice.
- Nurturing people and communities as well as improving livelihoods.

FOCUSING ON WHAT MATTERS THE MOST

In our sustainability approach, we emphasised on the pivotal aspects of sustainability that have the greatest impact on our business and external environment, the market, the natural environment and society at large. By conducting thorough materiality assessments regularly, we identify and prioritise those topics that are most integral to our strategic and operational decisions. Through this targeted approach, we can allocate resources efficiently, drive initiatives and enhance stakeholder value, while ensuring that our sustainability efforts remain focused and effective. Our approach is informed by the Global Reporting Initiative (GRI) Standards, the United Nation’s Sustainable Development Goals (SDGs), European legislation and corresponding standards. Through this lense, we commit to transparency, engaging regularly with our stakeholders to refine our focus and actions continually, ensuring that we address the sustainability challenges and opportunities that matter most to our business and our community.

Our sustainability approach is structured under 4 core pillars:

- Governance and Culture
- Safe and Nutritious Fruit
- Environmental Responsibility
- Social Footprint

In alignment with our unified strategy, each Business Unit is responsible for developing and implementing Business Unit action plans. These action plans consider the Group’s objectives and Business Unit priorities and focus on specific and approved actions within our 4 key strategic pillars.



MATERIALITY

During 2023, we conducted a Materiality Review to reassess our sustainability priorities in light of evolving global trends, stakeholder expectations and our business impact.

Through a collaborative process, we gathered insights from across our internal and external stakeholders.

This iterative process ensures that our sustainability agenda remains aligned with both our strategic and ADQ objectives and stakeholder concerns, allowing us to adapt swiftly to new challenges and opportunities.

The findings from the materiality review feed our actions and reporting, enabling us to focus on what truly matters in our journey toward sustainable agriculture.

Governance and Culture

MATERIAL TOPICS

- ESG Leadership, Organisation and Integration (inorganic growth)
- Regulatory Compliance and Risk Management
- Ethics and Culture

Environmental Responsibility

MATERIAL TOPICS

- Fruit Loss and Waste Management
- Sustainable Packaging
- Water Stewardship
- Biodiversity and Natural Ecosystem Conservation
- Climate Change Resilience and Reduction of GHG Emissions
- Soil Stewardship

Safe and Nutritious Fruit

MATERIAL TOPICS

- Fruit Compliance and Traceability
- Technology and Innovation
- Responsible Sourcing and Sustainable Supply Chain

Social Footprint

MATERIAL TOPICS

- Employees’ Development and Quality of Life
- Promoting Healthy Eating Habits
- Protection of Human Rights
- External Growers and Farmers
- Uplifting Communities and Women’s Empowerment
- Occupational Health and Safety

OUR SUSTAINABILITY APPROACH



FOCUS AREAS

<ul style="list-style-type: none"> Ethics and Culture Governance and Performance 	<ul style="list-style-type: none"> Responsible Agriculture and Supply Chain R&D and Innovation Nutritious Fruit 	<ul style="list-style-type: none"> Climate Action Respecting Natural Ecosystems Waste Management and Circularity 	<ul style="list-style-type: none"> The Unifrutti Family Our Commitment to the Society
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Material Topics	Our Commitments	Material Topics	Our Commitments	Material Topics	Our Commitments	Material Topics	Our Commitments
<ul style="list-style-type: none"> ESG Leadership, Organisation and Integration (inorganic growth) Regulatory Compliance and Risk Management Ethics and Culture 	<ul style="list-style-type: none"> ESG KPIs at the leadership level Dedicated Sustainability Committees and LCRSO at each Business Unit ESG scorecard ESG due diligence and post-merger ESG integration plans 	<ul style="list-style-type: none"> Fruit Compliance and Traceability Technology and Innovation Responsible Sourcing and Sustainable Supply Chain 	<ul style="list-style-type: none"> Endorsement of Supplier Code of Conduct Critical supplier risk assessments Adopt advanced traceability solutions Invest in advanced agri-tech Conduct annual stakeholder surveys Certifications 	<ul style="list-style-type: none"> Fruit Loss and Waste Management Sustainable Packaging Water Stewardship Biodiversity and Natural Ecosystem Conservation Climate Change Resilience and Reduction of GHG Emissions Soil Stewardship 	<ul style="list-style-type: none"> Group climate change strategy and net zero targets (SBTi) to be set by 2025 Maximise energy from renewable energy sources Investment in biodiversity and reforestation programmes Regenerative agricultural practices Optimise water management Improve circularity and waste management Adopt reusable, recyclable, compostable or recyclable packaging 	<ul style="list-style-type: none"> Employees' Development and Quality of Life Promoting Healthy Eating Habits Protection of Human Rights External Growers and Farmers Uplifting Communities and Women's Empowerment Occupational Health and Safety 	<ul style="list-style-type: none"> Healthy living and mental health programmes Zero human rights incidents Global talent management programmes Zero occupational H&S incidents CSR strategy for social impact. Empower female leaders and growers On-going support to local growers Promote fruit nutritional value

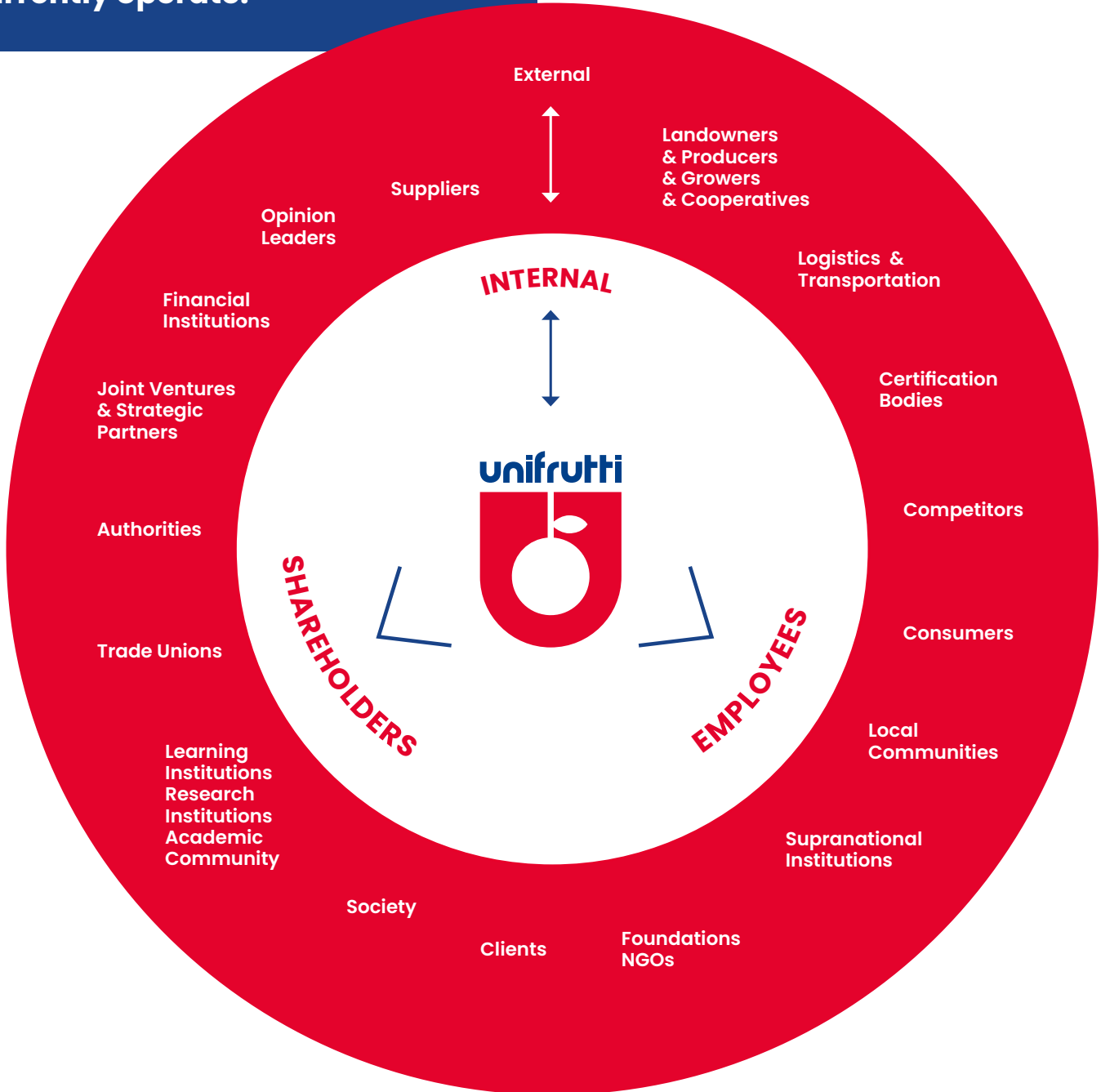
STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a key requirement for the successful implementation of our sustainability strategy. Our sustainability approach is conditioned to our ability to maintain clear and consistent lines of communication as well as engage in open dialogue with a wide range of identified stakeholders. Listening to our stakeholders allows us to capture new trends, understand their changing needs and expectations and adapt to new growth models that ensure mutual growth.

Our approach involves proactively interacting with a wide range of stakeholders, both within and outside our organisation. We prioritise listening to their insights and aligning with their needs and expectations. To support this engagement, we utilise numerous communication channels, including personal meetings, telephone conversations, electronic correspondence and events. Each interaction offers a chance for us to share updates on our progress in sustainability and to gain a deeper understanding of what our stakeholders consider important in this area. Additionally, these interactions serve as a platform for us to actively collaborate with our stakeholders. Together, we explore and adopt new trends and practices in sustainability, fostering a culture that embraces continuous improvement and positive transformation.



Our stakeholder ecosystem reflects the complexity of our business and the wide range of geographies in which we currently operate.



LINKING THE SDG's TO OUR SUSTAINABILITY APPROACH

Operating globally, we tailor our sustainability approach to align with international and national goals, considering at the same time the priorities and unique initiatives of our Business Units and the markets we serve.

Unifrutti's commitment to the United Nations Global Sustainable Development Goals (SDGs) reflects our vision for a sustainable and equitable world. They represent a pathway fully integrated within our global strategy and Business Unit action plans.

Under this context, we have:



We have identified 13 SDGs as particularly relevant to our strategic goals and work.

SOUND GOVERNANCE AND CULTURE



Our Aim

- Constantly striving for sustainable performance and value creation.
- Nurturing leaders with a sustainable development mindset.

Our Focus Areas

- Ethics and Culture
- Governance and Performance

Progress Highlights

- Headquarters established in Abu Dhabi
- New Board composition and ESG skills
- Upscaled Management Business Model
- Business Transformation Plan
- Solid post-merger integration plans for new acquisitions
- Group Ethos and Speak up Culture
- Group Policy harmonization

OUR CORPORATE GOVERNANCE MODEL

Our Corporate Governance and management models have a profound impact on the long-term sustainable performance of Unifrutti and directly influence the achievement of its long-term objectives.

THE BOARD OF DIRECTORS AND ITS COMMITTEES

Following the acquisition by ADQ, a new Board of Directors was appointed on 17 February 2023. The Board is committed to the principles of diversity, equity and inclusion, embracing as well as overseeing our ESG performance, in line with Unifrutti's ethos and global culture.

The Board's composition brings in extensive global insights due to its diverse character and structure which includes members with strong ESG credentials and knowledge in sustainable agriculture. These profiles empower ESG lenses in key strategic decisions through solid and well-grounded ESG assessments.

In 2023, the Board members underwent comprehensive training and engaged in workshops which aimed at enhancing their understanding of Unifrutti's diverse operational sectors. These sessions covered a wide array of topics, encompassing key operational procedures across Human Resources, Finance, Information Technology and Digital Transformation, Compliance, Risk and Sustainability as well as Marketing and Corporate Governance.

Board members visited key operations across the Business Units and also held face-to-face Board meetings which were designed to broaden their knowledge across both vertical and horizontal matters crucial to our success, equip them with a holistic view of business operations as well as enable them to make more informed decisions.



BOARD OF DIRECTORS AS AT 31 DECEMBER 2023

GIL ADOTEYE ADOTEVI – AKUE



Non-Executive, Non-Independent Director and Chairman of the Board of Directors. Appointed 17 February 2023.

Gil is the Chief Investment Officer at ADQ, responsible for investments across the Food & Agriculture, Transport & Logistics, Financial Services and Tourism, Entertainment & Real Estate. He has an extensive global experience in the area including M&A's and restructuring while he previously served as an Executive Director at ADQ focusing on the Agri Business.

SUPUN MANARAM RANASINGHE



Non-Executive, Non-Independent Director. Member of the Board of Directors and the Audit and Risk Committee. Appointed 17 February 2023.

Supun is a Director in ADQ's Food and Agriculture team, overseeing upstream investments. He has extensive experience in investing and M&A with a focus on food & agribusiness.

TINA ELIZABETH LAWTON



Non-Executive, Independent Director. Member of the Board of Directors. Appointed 20 February 2023.

Tina is the EVP and Chief Growth Officer at Ynsect, a global leader in insect protein. Tina's experience spans general management, commercial, Agtech, innovation and change management across Asia, Europe and US.

NOORA OBAID QAMBAR OBAID



Non-Executive, Non-Independent Director. Member of the Board of Directors. Appointed 17 February 2023.

Noora is the Head of ESG at ADQ and works very closely with ADQ portfolio companies on ESG related initiatives. She served as a Board member at other companies and has extensive and invaluable experience in ESG matters.

PHILIPPE PALAZZI



Non-Executive, Independent Director. Member of the Board of Directors. Appointed 1 March 2023.

Philippe has immense experience in retail/wholesale and food manufacturing. He spent 26 years at Metro, including being the Global COO of Metro Group and CEO of Metro's Italy business. Most recently, he was appointed as the CEO of Casino group, one of the world leaders in the food industry.

SIMON BRUCE BEVAN



Executive, Non-Independent Director until 31 December 2023
Group Interim CEO until 13 November 2023.
Re-appointed as Chairman of the Audit and Risk Committee on 1 January 2024.

Simon served Unifrutti's previous Board and Audit Chair until 31 October 2022. From 1 November 2022 until 13 November 2023 acted as the Group's Interim CEO. Simon has 30+ years of auditing experience focused on food production, professional services, and real estate. He is the former UK Managing Partner at BDO LLP and a Board member at Grant Thornton UK LLP.

RICCARDO COVEZZI



Non-Executive, Non-Independent Director. Member of the Board of Directors. Appointed 17 February 2023.

Riccardo previously served as Unifrutti's Head of the Middle East, CFO of the Middle East and COO of Asia. He previously held various roles at JP Morgan. He is a Board member at One Warrington Gardens.

ROBERTO RIZZI



Non-Executive, Non-Independent Director. Member of the Board of Directors and Chairman of the Audit and Risk Committee. Appointed 17 February 2023.

Roberto served Unifrutti's previous Board as a non-executive director and member of the Risk Management and Audit Committee. Roberto has 20+ years of experience as an entrepreneur, with an extensive knowledge both in the food and agricultural industry and in Unifrutti Group.

Composition of the Board of Directors by Gender and Age

As at 31 December 2023	30-50	50+	Total
	1	1	2
	4	2	6
Total	5	3	8



25%

women representation at Board Level



+60%

of Board members below 50 years of age

BOARD COMMITTEES

AUDIT AND RISK COMMITTEE

The Audit and Risk Committee (previously the “Risk Management and Audit Committee”) was re-established on 23 March 2023. The primary purpose of the Audit and Risk Committee is to provide a structured, systematic oversight of Unifrutti’s corporate governance, risk management strategies, compliance protocols, internal control systems and statutory audits. It also advises and guides both the Board of Directors and the Management on a wealth of topics around ethics, governance, risk, internal frameworks and processes across all areas of operation.

MEMBERS OF THE AUDIT AND RISK COMMITTEE

Chairman	ROBERTO RIZZI Appointed as Chairman on 23 March 2023 and resigned on 1 January 2024.
	SIMON BRUCE BEVAN Appointed as Chairman on 1 January 2024
Members	SUPUN MANARAM RANASINGHE Appointed on 23 March 2023
	RACHEL POPE Appointed on 23 March 2023

On 29 February 2024, the following Board Committees were established:

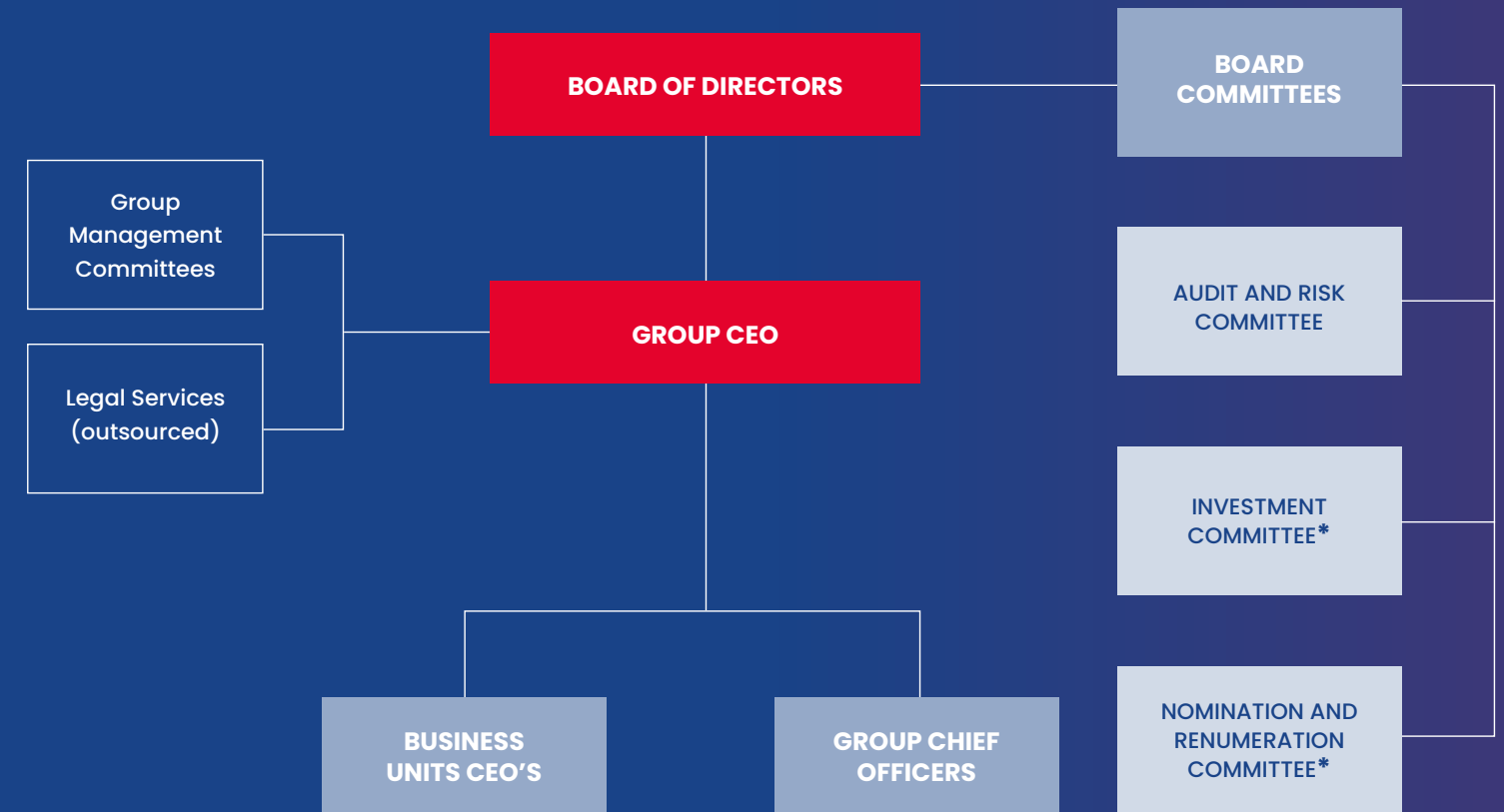
INVESTMENT COMMITTEE

Chairman	SUPUN MANARAM RANASINGHE
Members	PHILIPPE PALAZZI ROBERTO RIZZI

NOMINATION AND REMUNERATION COMMITTEE

Chairwoman	NOORA OBAID QAMBAR OBAID
Members	TINA ELIZABETH LAWTON RICCARDO COVEZZI

CORPORATE GOVERNANCE STRUCTURE



* Established on 29 February 2024

OUR CORPORATE MANAGEMENT MODEL

Unifrutti's business model integrates the core elements of a Transnational Business Model for cross-border management. It is enabled by a strong governance structure that promotes synergies, performance and the exchange of expertise across our Business Units. These Business Units are united by a common mission, vision and set of values, thus facilitating a shared value-creation plan and a collaborative culture that spans national boundaries.

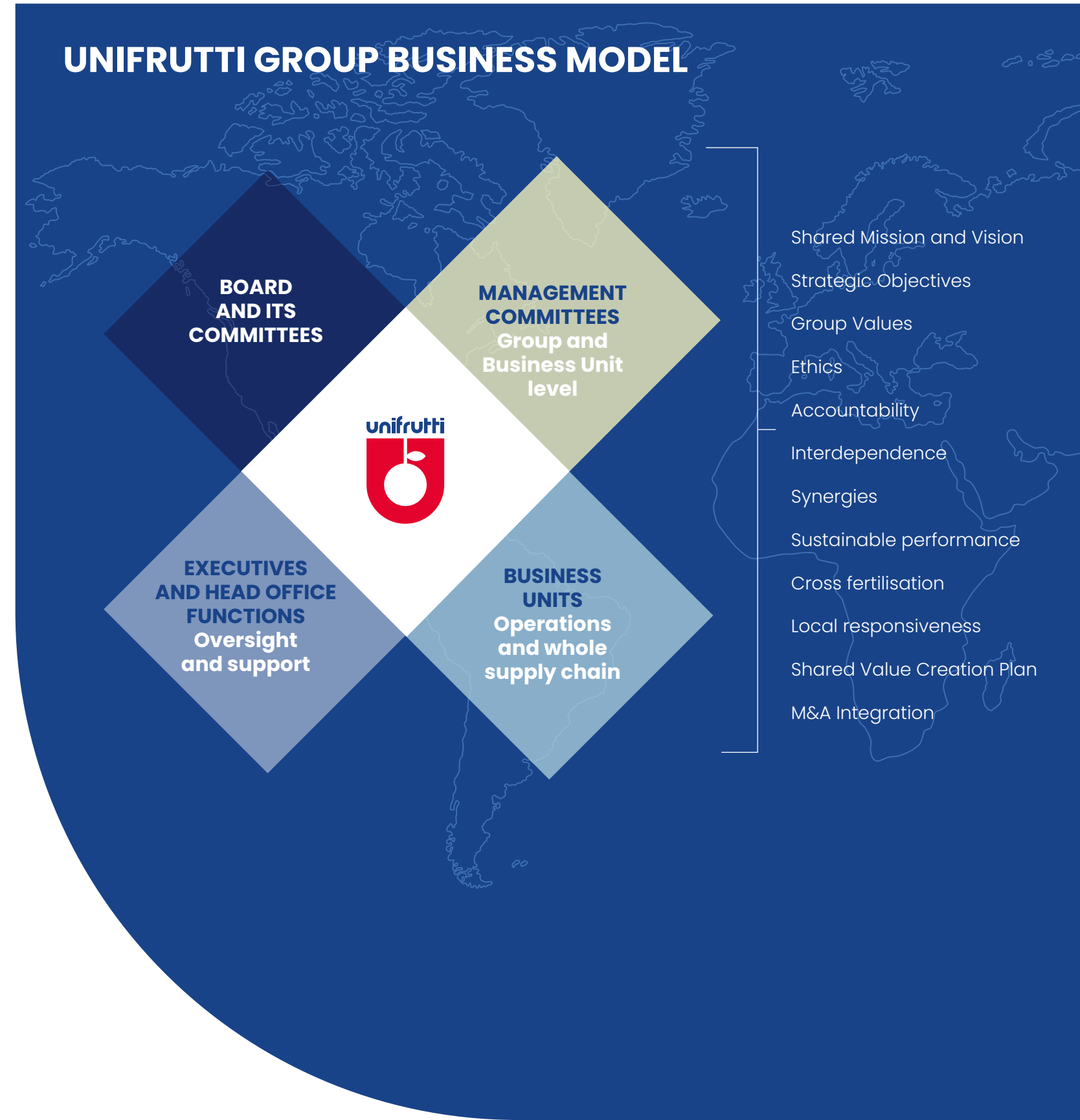
MANAGEMENT COMMITTEES

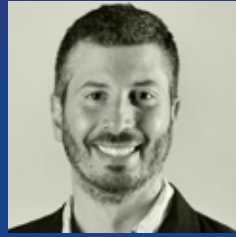
During 2023, Unifrutti embarked on a more structured business transformation journey focusing on multiple initiatives starting from the Head Office reorganisation and relocation to Abu Dhabi and initiation of transformation projects at the Group and Business Unit levels. A new Transformation Steering Committee has been set up to oversee, support as well as empower Unifrutti's transformation plan while the Integration Steering Committee will manage and drive effectively post-merger integration processes for new acquisitions. Management Committees are important platforms and cross Business Unit mechanisms that empower and allow co-ordination, collaboration, cross-fertilization of best practices and resources, alignment and maximum synergies across the Unifrutti Group operations.

GROUP EXECUTIVE COMMITTEES
Transformation Steering Committee
Senior Leadership Team
Integration Steering Committee (established February 2024)

GROUP MANAGEMENT COMMITTEES
Commercial Committee
Agricultural Committee
Sustainability Committee
Group HR forum
Finance related Committees

BUSINESS UNIT COMMITTEES
Technical & Operational Committees
Business Units Sustainability Committees
Other Business Units Committees as locally required





HEAD OFFICE SENIOR LEADERSHIP TEAM

MOHAMED ELSARKY

GROUP CHIEF EXECUTIVE OFFICER

Appointment Date:
13 November 2023

MAURO BENDA

CHIEF FINANCIAL OFFICER

RÉNIER KRIGE

CHIEF HUMAN RESOURCES OFFICER

KARL STEHELIN DE TAISNE

CHIEF M&A AND STRATEGY OFFICER

Appointment Date:
2 January 2023

NAVIN ASKARAN

CHIEF INTEGRATION OFFICER

Appointment Date:
1 February 2024

GIANPAOLO NERI

CHIEF INFORMATION OFFICER

KALIA LARKOU

CHIEF COMPLIANCE, RISK AND SUSTAINABILITY OFFICER

AMAR GULATI

HEAD OF TRANSFORMATION

Appointment Date:
1 April 2024



CHIEF EXECUTIVE OFFICERS BUSINESS UNITS

GERMAN ILLANES PIZARRO

CHIEF EXECUTIVE OFFICER, UNIFRUTTI CHILE

KENNARD WONG

CHIEF EXECUTIVE OFFICER, UNIFRUTTI TROPICAL

LINDA DE NADAI

CHIEF EXECUTIVE OFFICER, UNIFRUTTI EUROPE AND SOUTH AFRICA

MALEK NASS DUCE

CHIEF EXECUTIVE OFFICER, UNIFRUTTI EMERGING MARKETS

As the Group is evolving to meet strategic objectives, expand its fruit platform and proactively respond to market dynamics, we are constantly reviewing and reassessing our business structures to cater new strategic developments and direction alignment with our vision. At the Head Office functional level we oversee essential functions including Finance & Accounting, IT and Intelligence, HR Talent and Leadership, M&A and Strategy, Compliance, Risk and Sustainability, Commercial, Procurement, Business Transformation, Business Integration, Marketing and Communication. Unifrutti's operations are divided into 5 Business Units: Chile, Tropical, Europe, South Africa and Emerging Markets each managed by a CEO who reports directly to the Group CEO.



SUSTAINABILITY GOVERNANCE AND STRUCTURE

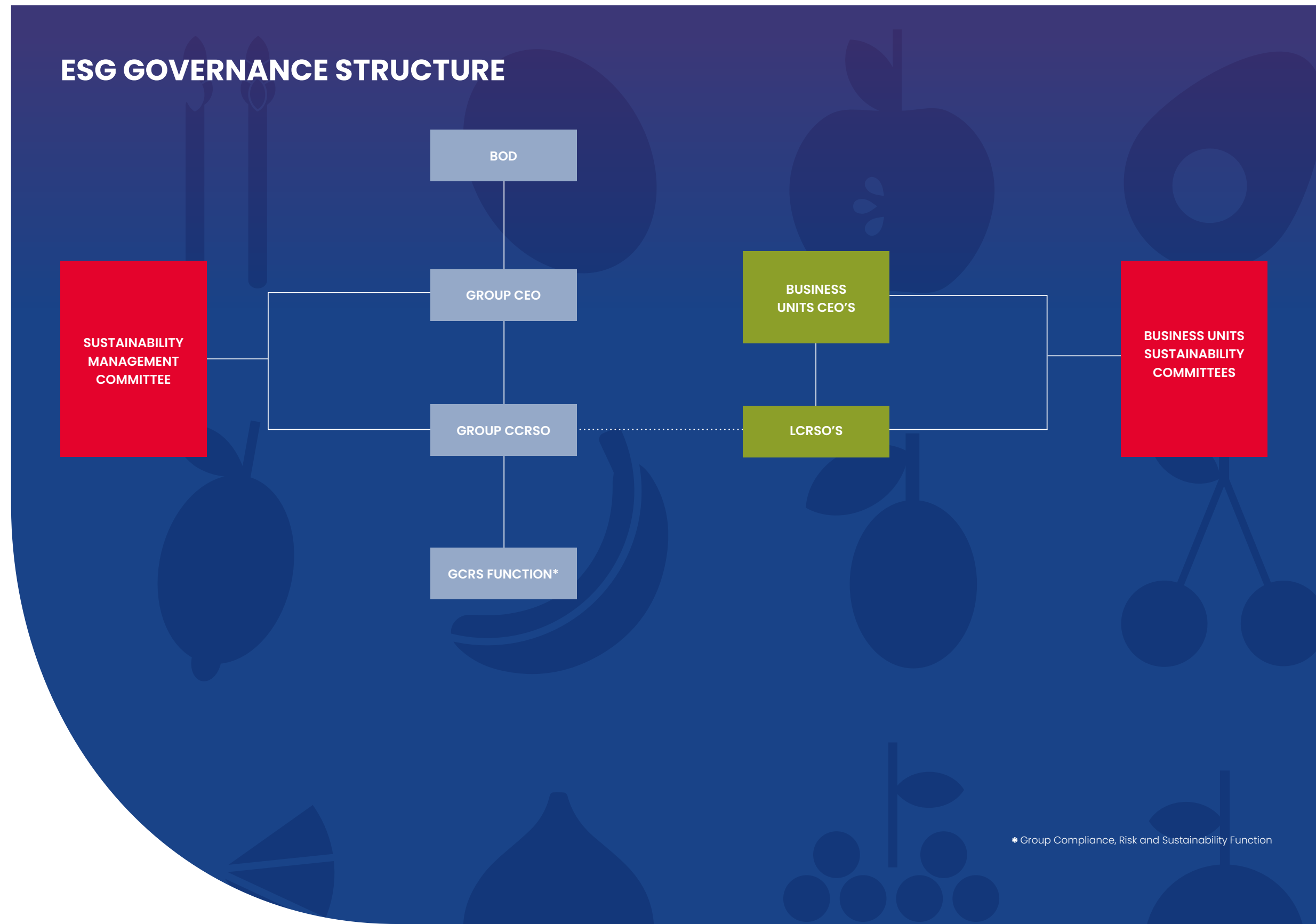
ESG GOVERNANCE FRAMEWORK

We constantly aim for a robust ESG Governance Framework that empowers and integrates the Group around ESG with clear roles and responsibilities. The model is steered by the Board of Directors and the Group CEO supported by the Group Chief Compliance, Risk and Sustainability Officer (CCRSO), Senior Leadership Team (SLT) Sustainability Committees and a network of Local Compliance, Risk and Sustainability Officers (LCRSOs).

The Group Compliance, Risk and Sustainability function is overseen by the CCRSO while the LCRSOs network supports ESG initiatives at the Business Unit level and empowers ESG integration, cross fertilisation of knowledge and best practices across Unifrutti. LCRSOs have dual reporting lines both to the CEO of the Business Unit and to the CCRSO.

The Group ESG policy, which is endorsed throughout the Unifrutti Group, outlines the key principles which drive our ESG governance and strategy as well as defines key roles and responsibilities around ESG.

Furthermore, we expect all of our key stakeholders, especially partners, clients and suppliers to take into consideration ESG topics and criteria when they do business with us. Unifrutti places ESG at the core of its investment strategy. We conduct rigorous ESG Due Diligence for targeted investments and plan the ESG integration of acquired entities by developing solid ESG post-merger integration plans aligned with our ESG Governance framework and strategy.



* Group Compliance, Risk and Sustainability Function

COMPLIANCE

At Unifrutti we are committed to ethical business practices, respect, collaboration and a strong compliance culture. We have implemented an effective Compliance Framework that enables us to manage compliance risks and opportunities, as well as build trust with stakeholders. Guided by our compliance principle to “go above the core”, we constantly aim to enhance our framework, ensuring that it remains responsive to the evolving compliance landscape in our industry and in alignment with ADQ’s compliance standards.

The primary responsibility for the management of operational compliance is at the Business Unit level and it is driven by customer and market demands, as well as legal and certification requirements. Furthermore, the local teams also have the responsibility to implement the Group Compliance Framework at the Business Unit level.

Our Compliance Standards are streamlined into four main pillars:

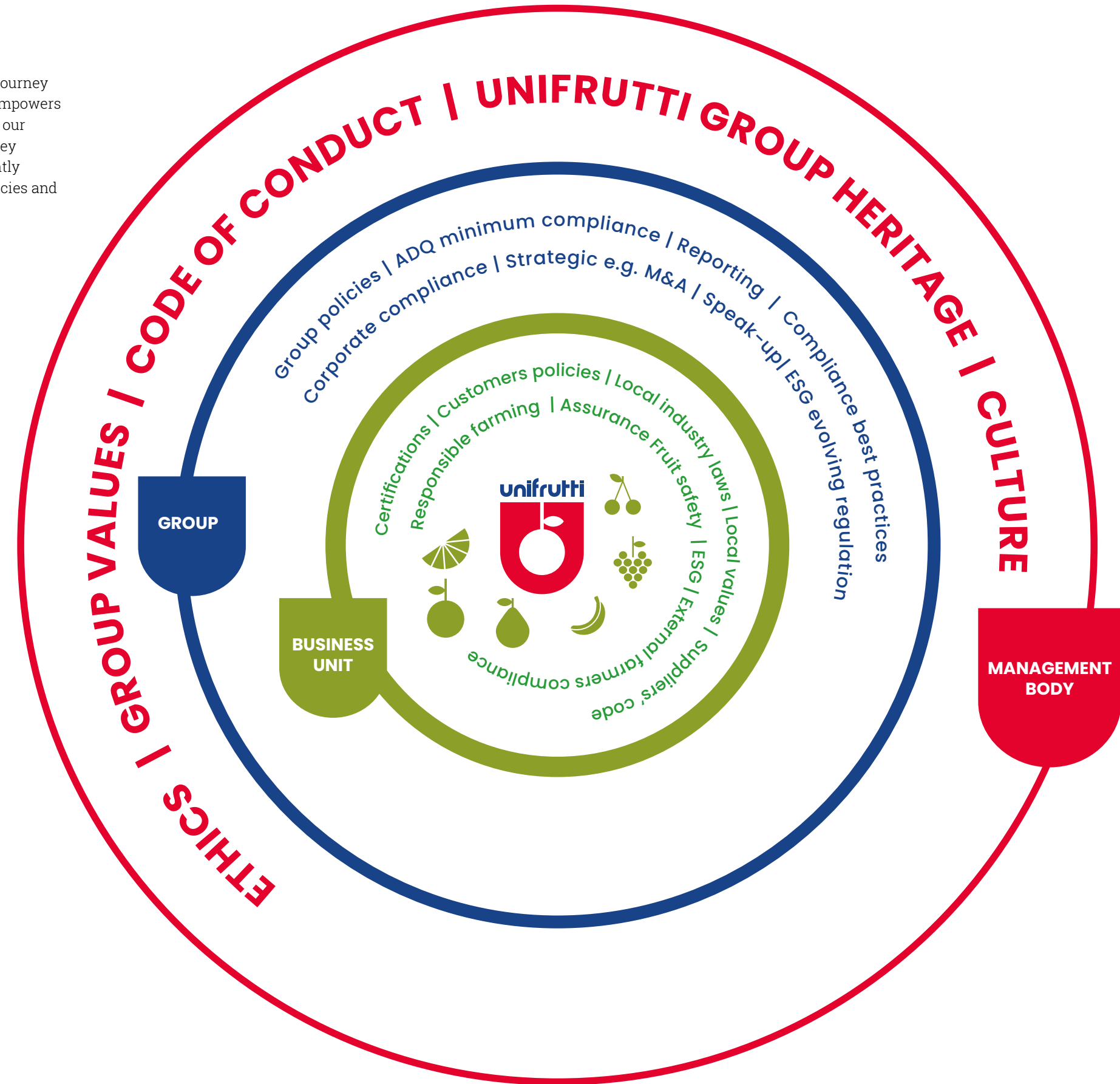
- **Anti-fraud**
- **Compliance with laws and certification standards**
- **International trade**
- **Value-adding practices**

These are supported by a tiered structure to ensure a robust ethics and compliance program that enhances operational processes and encourages continuous improvement and business excellence.

<p>TIER 1 Identifies foundations of the ethics and compliance programme</p>
<p>TIER 2 Lists additional operational processes allowing roll-out of specific ethics and compliance solutions</p>
<p>TIER 3 Supports programme enhancement</p>

We constantly envision compliance as an ongoing journey that protects our operating license and brand and empowers business excellence. We aim to constantly leverage our compliance framework with regular reviews of all key compliance policies while as a group we have recently embarked on a journey to harmonize our Group policies and procedures.

UNIFRUTTI COMPLIANCE ECOSYSTEM



ETHICS AND GLOBAL CULTURE

The "Ethos Project" is an initiative we launched in 2023 that exemplifies leadership and fosters adherence to ethical conduct. It is structured on three foundational elements: our Code of Conduct, Speak up channels and Whistleblowing policy. It aims to build up capacity and knowledge for managing key principles of the Code of Conduct and enhance our speak-up culture.

CODE OF CONDUCT

At Unifrutti we are proud of our values and heritage and our Global Code of Conduct is a tool for protecting our legacy and harvesting value across our daily operations and key business processes. It reflects our commitment to the highest level of ethical and responsible conduct and applies to everyone working for or with Unifrutti Group.

A comprehensive communication plan has been prepared to ensure that all employees are familiar with and commit to the Code of Conduct through training, multilingual resources, and visual aids. Annually, all employees will acknowledge their understanding and implementation of the Code.



CODE OF CONDUCT KEY CONTENTS

- HOW TO BEHAVE AND TREAT OTHERS
- HOW TO PROTECT OUR ASSETS
- HOW TO DO BUSINESS
- SUSTAINABILITY
- REPORTING CONCERNS AND SPEAK UP CHANNELS
- RESPONSIBILITIES

CODE OF CONDUCT IMPACT AND VALUE

- **INTEGRATES, HARMONISES AND COMMUNICATES** our group's key principles and minimum working standards to our key external and internal stakeholders
- **GUIDES** behaviour and actions and protects our Brand.
- **DRIVES COMPLIANCE** with the legal and certification requirements.

SPEAK UP CHANNELS

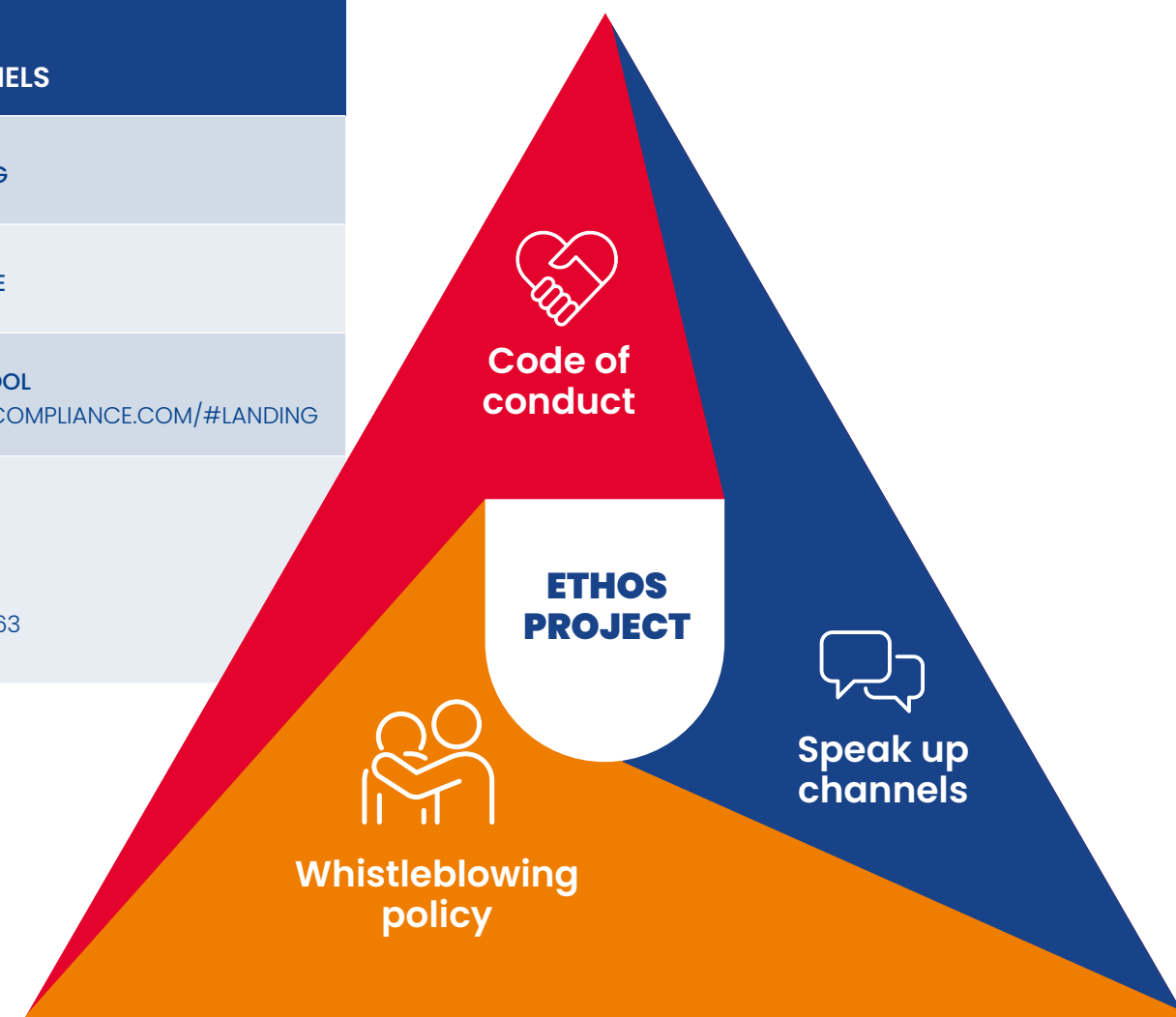
At Unifrutti we encourage our employees and other stakeholders to speak up and report any concerns they might have about known or suspected breaches of our Code of Conduct, such as fraud, harassment, and failure to comply with legal obligations. To facilitate this, we have established multiple reporting channels at both Group and Business Unit levels. In 2023, we initiated the set-up of the Ethix360 website and toll-free lines for reporting of concerns.

SPEAK UP CHANNELS

- DIRECT, IN PERSON REPORTING
- VIA EMAIL / POST / TELEPHONE
- VIA THE ONLINE REPORTING TOOL
[HTTPS://UNIFRUTTI.IPM.AE.STARCOMPLIANCE.COM/#LANDING](https://unifrutti.ipm.ae.starcompliance.com/#landing)
- VIA THE TOLL-FREE LINES:
CHILE +56 44 205 6637
SOUTH AFRICA 080 099 0289
THE PHILIPPINES +63 919 170 0363

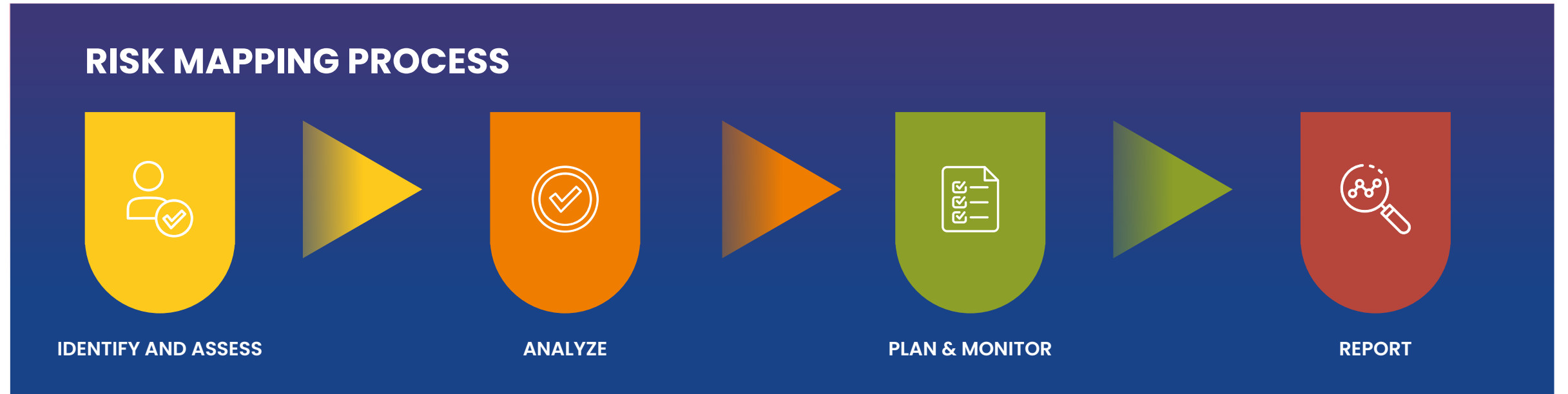
WHISTLEBLOWING POLICY

In line with our commitment, we implemented a Whistleblowing policy to transparently communicate our promise and process for managing concerns submitted by all stakeholders. In compliance with the EU Directive, the policy aims to establish a robust speak-up culture that prohibits retaliation against all persons who, in good faith, disclose their concerns, thereby safeguarding the integrity and values of Unifrutti Group.



RISK MANAGEMENT

As a business, we are exposed to a wide range of risks. For us, concrete risk management is a fundamental strategic process essential for business resilience and growth. As a Group we follow a structured risk mapping methodology, assessing the likelihood and impact of inherent and residual risks, both current and emerging. The Board of Directors holds the ultimate responsibility for the Group's risk management, with specific duties delegated to the Audit and Risk Committee. Executives are tasked with managing risk within their areas of business and regional markets. Since 2023, as part of the ADQ investment portfolio, we have further refined our Risk Management Framework to align with the requirements of our new shareholder.



KEY RISK CATEGORIES

 FINANCIAL RISKS	 FRUIT SAFETY AND QUALITY
 CLIMATE CHANGE RISKS	 INNOVATION AND TECHNOLOGY RISKS
 WATER MANAGEMENT	 MARKET RISKS
 TRANSPORTATION AND LOGISTICS	 EVOLVING REGULATION AND COMPLIANCE
 STRATEGIC RISKS	 HR MANAGEMENT RELATED RISKS
 GEOPOLITICAL RISKS	 IT AND CYBERSECURITY
 PRODUCT DIVERSIFICATION	 NEW BUSINESS INTEGRATION
 RESEARCH AND DEVELOPMENT	



ALL IS FRUIT



Our Aim

- Growing safe and nutritious fruit.

Our Focus Areas

- Responsible Agriculture and Supply Chain
- R&D and Innovation
- Nutritious Fruit

Progress Highlights

- Investment in R&D, new varieties and launch of our organic fertiliser project
- Renewal of certifications
- Continuous enhancement of our traceability system
- New innovative farming practices
- Maintain a high percentage of local sourcing
- In-depth structured interviews with clients

ALL IS FRUIT

At Unifrutti, we aim to grow fresh and nutritious fruit that meets the highest quality and food safety standards in line with our long-term vision for promoting responsible and sustainable agriculture. Therefore, we work closely with our growers and suppliers at all production stages to ensure ongoing compliance, responsible product sourcing and investment in the latest technology and innovative agricultural methods.



FRUIT SAFETY AND COMPLIANCE

As we strive to successfully manage highly complex supply chains across different markets, we continue to rely on our robust policies, responsible sourcing procedures and our strong culture of compliance in accordance with international standards and best global industry practices, to deliver the best quality products to our customers and consumers.

ENSURING FOOD SAFETY AND QUALITY

At Unifrutti, we rely on a well-established system that ensures that all fruit meets the highest quality and safety standards. In this direction, we:

- Work systematically with authorised producers in all the countries of production and destination.
- Pay constant attention to farming and processing methods with the view to achieving product excellence.
- Provide critical advice to our growers on the best agricultural methods, pesticide use, appropriate harvesting equipment, spraying and fertilisers, to help them boost productivity as well as ensure product safety.
- Maintain visibility and ownership across the value chain to safeguard product quality.
- Implement robust safety and quality policies and procedures for compliance.
- Conduct internal audits through our specialised teams.
- Train our employees on an ongoing basis.

We make every effort to:

- Ensure that our products meet the highest quality and safety standards.
- Identify and effectively control potential food safety hazards.
- Detect any contamination cases through the implementation of regular checks.
- Ensure compliance and demonstrate sector leadership across our farming and processing practices.

In 2023, we continued to work closely with a wide range of international, regional and local partners through memberships to various sector alliances and associations. Our purpose is not only to ensure compliance with standards and regulations but also to promote quality, safety, and best practices within the industry.

Memberships in Associations

SOUTH AFRICA



- Citrus Growers Association (CGA)
- Citrus Research International (CRI)
- Agricultural Business Chamber of South Africa (AgbizSA)
- Fresh Produce Exporters' Forum (FPEF)
- South African Table Grape Industry (SATI)
- SHAFFE (Southern Hemisphere Association of Fresh Fruit Exporters)

TURKEY



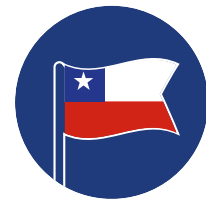
- Mersin Chamber of Commerce
- Mediterranean Exporters Union (Akib)

TROPICAL



- Pilipino Banana Growers and Exporters Association, Inc (PBGEA)
- Philippine Business for Social Progress (PBSP)
- Japan Banana Importers Association (JBIA)
- Japan Plant Quarantine Association (JPQA)
- Japan Citrus Export and Import Association

CHILE



- Frutas de Chile
- Foundation for Fruit Development (FDF)
- Trade Association of Fruit Nurseries (AGV)
- Fruit Technology Consortium

ITALY



- Confcommercio
- Fruitimprese
- CSO Centro Servizi Ortofrutticoli
- Confagricoltura
- Fondimpresa
- World Citrus Organisation (WCO)
- Filiera Italiana
- ITA-Italian Trade Agency

OUR PRACTICES IN TURKEY




















In Turkey, Unifrutti plays a crucial role in overseeing the supply chain, despite not partaking directly in production. We provide local growers with an annually updated list of approved agro-chemicals and specific spraying timetables to ensure compliance with both international and local regulations. Our rigorous approach includes intensive MRL (Maximum Residue Limits) analysis of products sourced from orchards. Our quality control and procurement teams conduct thorough visits to all production sites both before sourcing raw materials and during harvest. Additionally, all our approved growers must obtain GlobalG.A.P. and GRASP certifications, and our facilities receive a Chain of Custody (CoC) certificate during the pomegranate and cherry packing processes. This comprehensive strategy underscores our commitment to quality and safety in our operations.



CERTIFICATIONS

The Group follows strict guidelines on food safety and agricultural practices, established both by international programs and by local distribution chains around the world.

	GlobalG.A.P.	Chile, Italy, South Africa, The Philippines, Turkey		Japanese Agricultural Standard	Italy, Japan
	BRC Global Standard (BRCGS)	Chile, Italy, South Africa, Turkey		European Union Organic	Italy
	M&S Field To Fork	Italy		Integrated Crop Management National Quality System SQNPI	Italy
	PPECB	South Africa		Tesco Nurture Certification	Chile, Italy, South Africa <i>Table Grapes at Matroozefontein</i>
	The Sustainability Initiative of South Africa (SIZA)	South Africa		Red Orange of Sicily PGI	Italy
	Rainforest Alliance	The Philippines		Protected Geographical Indication	Italy
	ISO 14001 Environmental management	The Philippines <i>at 1 farm in the Lantapan, Bukidnon Province</i>		Protected Designation of Origin Italy	Italy
	GlobalG.A.P. Risk Assessment on Social Practice (GRASP)	Chile, Turkey, Italy		McDonald's Supplier Workplace Accountability	Italy
	IFS Database	Italy		Syracuse Lemon PGI	Italy
	SMETA Sedex Members Ethical Trade Audit	Chile, Italy, South Africa*, Turkey <i>* only Sedex</i>		FSMA	South Africa <i>at Matroozefontein</i>
	McDonald's SQMS	Italy			

CROP, SOIL AND PEST MANAGEMENT

Our Integrated Crop Management System is comprised of a strict pest management plan that aims to avoid excessive use of pesticides and prevent soil and water source contamination. We utilise a combination of physical, biological and chemical practices for pest management across our plants to optimise and protect the orchards without interfering with the biological cycles of the soil.

Additionally, all our fertilisation programmes are carefully designed to align with our pest control and disease eradication priorities while taking into full consideration the nutritional needs of the crops and the soil.



OUR INTEGRATED CROP MANAGEMENT SYSTEM INCLUDES 8 PILLARS:

- Prevention
- Monitoring
- Control
- Responsible storage, application and disposal of plant protection products
- Maintenance and calibration of application equipment
- Training
- Compliance with preharvest withholding periods
- Maximum Residue Levels (MRL) sampling

Maximum Residue Levels Analyses	2023											
	Chile		The Philippines*		Japan*		South Africa		Italy		Turkey**	
	Own Production	Supplied Production	Own Production	Supplied Production	Own Production	Supplied Production	Own Production	Supplied Production	Own Production	Supplied Production	Own Production	Supplied Production
Analyses Conducted	604	420	22	66	54	19	467	315	70	1,148	0	239
Analyses Failed	0	0	0	0	0	1	0	0	0	48	0	119
%	0%	0%	0%	0%	0%	5.3%	0%	0%	0%	4.2%	0%	49.8%

*MRL sampling and monitoring in Japan includes products from the Philippines.

**Analysis conducted before harvest to ensure that product MRLs are within EU limits and are not of packed products.

Pesticides Use	2023					
	Chile		The Philippines		South Africa*	
	Quantity	Intensity	Quantity	Intensity	Quantity	Intensity
Extremely Hazardous	-	-	-	-	-	-
Highly Hazardous	-	-	-	-	-	-
Moderately Hazardous	192,530 lt	40 lt/ha	18,360.5 lt 278.68 kg	10.43 l/ha 0.31 kg/ha	3,931.55 kg	23.47 kg/ha
Slightly Hazardous	3,309,407 lt	764 lt/ha	611,794.44 lt 11,947.44 kg	344.33 l/ha 7.25 kg/ha	-	-
Unlikely to Present an Acute Hazard	165,853 lt	65 lt/ha	5,924 lt 23,360 kg	3.87 l/ha 20.60 kg/ha	1,732 tonnes	N/A

* Includes Matroozefontein and Dunbrody Farms



CASE STUDIES

Across our Business Units, we have developed a set of policies, and we implement a wide range of initiatives to ensure the highest standards in food safety and quality through appropriate crop, soil and pest management systems.

Chile	Italy	The Philippines	South Africa	Turkey
<ul style="list-style-type: none"> Research programmes to improve the efficiency and reduce the use of fungicides. 	<ul style="list-style-type: none"> Integrated pest management since 1987. 10% reduction in chemical fertilisers. Limit of 30% agrochemicals on our producers on the finished product in Sicily. 	<ul style="list-style-type: none"> 100% production volume from sites certified to internationally recognised food safety standards. Rainforest Alliance certified since 2006. 	<ul style="list-style-type: none"> Regular leaf- and soil analyses by accredited laboratory. Regular tests for the use of new, more eco-friendly products and farming methods to reduce the use of agrochemicals in our UB Farms. 	<ul style="list-style-type: none"> Approved growers must be GlobalG.A.P. and GRASP certified. Certificate of custody for pomegranate and cherry packing packhouses. Obtained an A+ grade on BRC. Completed a SMETA audit without compliance breaches.

No product recalls for food safety reasons and no customer product related incidents have been reported in 2023.



CUSTOMER SATISFACTION

At Unifrutti, we recognise that transparency is key to building trust and confidence in our brand and strengthening our stakeholder relationships. We are dedicated to maintaining full transparency in all our communications, including marketing, advertising, promotion, labelling and packaging. Our commitment ensures that all interactions with our clients are conducted with integrity, preventing any possibility of misinformation, manipulation, misrepresentation, or concealment, and ensuring that our clients and consumers are always fully informed.

Responsible Marketing and Labelling

We make every effort to ensure that the origin of our products is communicated transparently and clearly in full compliance with the legislation and regulations associated with the labelling and packaging of products in each of the countries in which they are marketed.

Engaging with Customers and Managing Complaints

We regularly engage with customers to assess their satisfaction with product conditions, order fulfilment and service quality provided by our teams. We measure satisfaction via questionnaires, feedback reports and ongoing communication.

Towards that end, during 2023 we have conducted in-depth interviews with clients, both retailers and aggregators, using a pre-structured commercial questionnaire and analysed all responses accordingly. Such inputs are invaluable to our core operations and shape our sourcing and production practices as well as our commercial and business approach to constantly serve existing and potential new market demands.

We also operate a system to deal with complaints or claims as well as formal and informal feedback from clients through arrival reports and direct communication. With most of our clients, retailers and distributors, we hold long-established relationships, showcasing the trust and satisfaction that has been cultivated over the years. We have systems in place to ensure that complaints are promptly managed. We conduct root cause analysis and take corrective action wherever needed.

DURING THIS REPORTING PERIOD, THERE HAVE BEEN NO CASES OF NON-COMPLIANCE WITH REGULATIONS REGARDING PRODUCT-LABELLING INFORMATION.

PRODUCT TRACEABILITY

At Unifrutti, we are committed to informing the client about traceability in the supply chain. Accordingly, we have an effective traceability procedure in place in terms of record keeping and tracing the product back from the supplier to the orchard.

In more detail,

- Each box is assigned a unique code that provides detailed information about the fruit's source, including the day and specific packhouse, enabling us to track and monitor the entire supply chain.
- We also conduct mock product recalls to test the readiness and efficiency of our team and the traceability system in the event of food safety-related issues arising in the market.

Dunbrody Packhouse in South Africa

All utilised supplies are approved through our supplier approval procedure.

- All raw materials and packaging materials contain batch numbers and are delivered with a Certificate of Analysis (COA) on tests conducted for that specific batch of raw material or a Certificate of Compliance (COC) indicating that the specific batch complies with legislation/requirements.
- We conduct regular mock recalls and traceability exercises to test the efficiency of our traceability procedures.
- 100% of sourced volume is certified to internationally recognised standards that trace the path of products through the supply chain.

Required Certifications for all suppliers of Dunbrody Packhouse

FSSC 22000
 ISO 22000:2018
 ISO TS 22002-4:2013 cartons
 BRC Sinclair labels
 ISO 13485:2016



Blockchain Traceability Technology in Sicily

In partnership with the CREA Institute (Olive Growing, Fruit Growing and Citrus Fruit Research Centre in Acireale), we are advancing the digitalisation of the fruit industry. Our goal is to develop a system that enables complete traceability of the entire production and marketing processes of PGI Sicilian Red Oranges. By integrating QR codes on the product packaging, consumers can access detailed information about the geographical origin, storage and transportation temperature, organoleptic properties and quality inspections of the finished product. Utilising cutting-edge technologies like Internet of Things (IoT) devices, smart gateways and beacons, we improve the traceability and

guarantee our products' quality throughout the entire fruit chain.

The programme was initiated in 2021 and has made considerable advancements since then. In 2023:

- We started preparing a pilot through App testing and validation.
- Our intention is to kick off the pilot application by the end of 2024.



TECHNOLOGY AND INNOVATION IN FARMING PRACTICES

At Unifrutti, expanding our research and development capabilities remains a key strategic goal. We continuously explore new fruit varieties and integrate agritech solutions and digital systems to advance our production techniques while preserving natural resources. Our initiatives include using new application equipment, soil humidity sensors, drones, on-site meteorological stations and covered structures for vines, along with implementing 100% digital irrigation systems. These technological advancements enable us to grow our business sustainably and efficiently.

In parallel, we have established a network of global collaborations as well as long-term partnerships with research institutes and centres worldwide. Throughout 2023, we continued to invest in research and development and the latest technologies for all our projects. A considerable part of our know-how and resources is dedicated to research and development, particularly in Chile, which is constantly experimenting with new fruit varieties.

Examples of Methods and Tools Used



Monitoring of the crops' health status via satellite



Sustainability map



Irrigation optimisation technology



Drones

Investing in Innovative Farming Practices in Italy

In Italy, we are advancing innovative farming practices through the integration of a comprehensive network that includes drones, localised sensors, geo-referenced maps and satellite technology. This sophisticated system assists in monitoring water usage, assessing the health of fruits and trees as well as achieving optimal conditions for harvesting premium-quality produce. Our Precision Farming Project in Sicily utilises specialised software to enhance farm management through analysis and data management. The project is currently in an expanding phase extending to other sites and is enhancing the data management platform with the addition of new sustainability features.

Additionally, we are engaging in a ten-year research programme for new varieties and varietal improvement of existing cultivars in collaboration with CREA, representing a pioneering example of public-private research in Italy's citrus sector.

The Use of Drone Spraying in the Philippines Improves Efficiency

Unifrutti's adoption of drone technology for leaf disease control stands out as a significant advancement in modernising agriculture. Overall, this innovation not only enhances operational efficiency but also prioritises safety for both workers and the environment, marking a significant improvement towards sustainable agricultural practices.



Integrated Management of Fusarium Wilt in Banana Production in the Philippines

Unifrutti has implemented innovative strategies to address declining banana yields due to Fusarium wilt and nutritional challenges. These include using economical, slow-release fertilizers effective in our rain-prone areas and exploring biological treatments to reduce reliance on synthetic chemicals. This approach reduces nutrient run-off and leaching, increases bunch weight, and is cost-efficient compared to traditional fertilizers. To further combat Fusarium wilt, we are exploring biological solutions to minimize the use of synthetic chemicals.

Additionally, we are developing non-GMO, Fusarium-resistant banana clones to further protect crops, reducing reliance on synthetic pesticides. Our comprehensive approach extends to rigorous worker training and regular soil and leaf analyses to optimize plant nutrition. We advise our external grower farms to conduct soil tests regularly, allowing precise fertilizer application and we provide access to our Fusarium-resistant banana clones and follow our standard disease management protocols. This integrated pest management strategy enhances sustainable agricultural practices and mitigates Fusarium wilt effectively.

Benefits Include

Manpower efficiency	Elimination of chemical exposure risk for personnel during application.
Enhanced efficiency in spraying on sloped terrain.	Decreased occupational risk from accidents and minimised environmental risk in case of chemical spills.
Improved operational efficiency as the 30-litre solution can cover 1.5 hectares, with minimal chemical drift.	Uses GPS technology with target flow controllers and meters for precise, specific application and minimal spray drift.
Precision spraying with GPS guidance.	Capitalises on its low-altitude flying capability and downward prop-wash push, ensuring precise application.

- Lower dilution rate.
- Less chemical solution per hectare.
- Less water use.
- More environment-friendly.
- Less fuel and lubricant usage.
- Less greenhouse gas emissions/carbon footprint.

Partnership with Citrus Research International in South Africa

Unifrutti Blyderiver Farms has partnered with Citrus Research International (CRI), a South African-based organisation specialising in research and technical services, primarily in citrus. This collaboration centers around the Cultivar Evaluation programme, designed to provide growers with independent and objective information on new citrus cultivars, thereby improving their decision-making processes.

The programme's objectives include:

1. Describing the characteristics of each cultivar
2. Assessing its broad climatic adaptability
3. Evaluating its commercial viability and potential in the market

Partnership with the Foundation for Fruit Development (FDF) in Chile

Unifrutti has established a partnership with the Foundation for Fruit Development (FDF) in Chile, a private non-profit organisation initiated in 1992 by fresh fruit exporters and producers. The FDF focuses on collaboratively research and development projects. Since 1998, in partnership with the Frutas de Chile, it has expanded its membership to over 30 fruit and vegetable exporting and producing companies. These companies support FDF financially through contributions from each box of exported fruit. The primary function of FDF is to identify technical challenges within the fresh fruit and vegetable export as well as production industry. It aims to coordinate the various resources and fundings to address those challenges.

KEY FACTS OF THE TRIAL BLOCK

244 trees in the trial block

6 different commodities i.e. lemons, limes, grapefruit, mandarins, blood-oranges and valencias

32 different cultivars

7 different root stocks

For each cultivar, a minimum of **4** trees per rootstock is required, with additional trees if more than 1 rootstock per cultivar is being tested



Case Study UNIVIVEROS IN A NUTSHELL

PROMOTING RESEARCH AND DEVELOPMENT THROUGH OUR UNIVIVEROS NURSERY IN CHILE

In recognition of the significant contribution that research, development and innovation have upon sustainable development, our work at the Univiveros Nursery in Chile is an integral part of the innovation and development programme in the region. Our focus is on diversifying our product range, expanding our varietal offerings as well as exploring new

business opportunities. As the largest nursery in Chile and one of the largest in Latin America, our main focus is the development of new varieties, expanding our product portfolio and improving our products' characteristics. Towards that end, we are working closely with universities, technology centres and research institutes both in Chile and abroad while fostering long-term relationships with breeders and variety managers around the world.



Relationships with more than 15 breeders and a variety of managers inside and outside Chile.



Collaboration with centres of excellence, universities and research institutes.



Participation in several variety breeding programmes.



Over 4 hectares were dedicated to the evaluation of new varieties of table grapes, cherry and stone grapes.



2023 Highlights

PROGRESS ON THE VETIVER SYSTEM

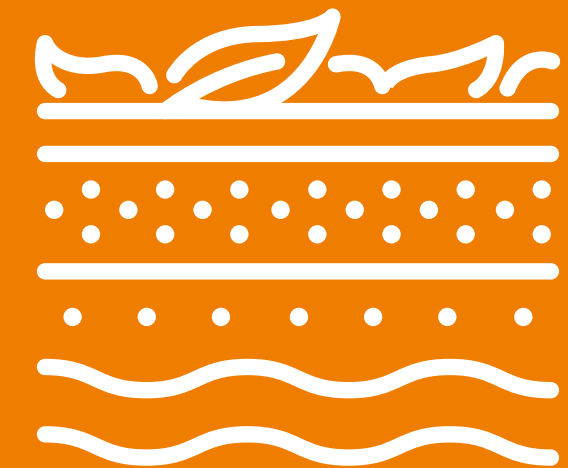
The Vetiver system effectively prevents contamination through processed water while minimising environmental risks by reducing the concentration of copper and heavy metals present in the residual liquids. Throughout the project's duration, we utilised nearly 500,000 litres of residue liquids from plant processing to irrigate the Vetiver deposit.

Given these satisfactory results, we are in the process of securing authorisation from the Health Ministry for the system to operate as an approved facility for the disposal of hazardous plant treatment residues. Additionally, it has been effective in lowering the electrical conductivity in the leftover liquids from treatments.



IN-HOUSE PLANT MATERIAL WASTE TREATMENT TO PRODUCE A CLASS COMPOST THROUGH THE BOKASHI SYSTEM

Bokashi is an organic fertiliser of Japanese origin that has several advantages over traditional compost. This project, which will be developed in-house with the close collaboration of Andres Bello University, seeks to obtain a class A Compost Organic Fertiliser from the treatment of pruning and plant residues from Univiveros properties and eventually organic fruit residues. It was initiated in 2023, having a 5-year time frame, from the characterisation of the plant material waste that is produced at the nursery until its eventual escalation for internal and external use as an organic fertiliser.



RESPONSIBLE SOURCING AND SUSTAINABLE SUPPLY CHAIN

At Unifrutti, we recognise the social and environmental risks associated with our increasingly complex and globalised value chains across a wide range of diverse markers. To address these, we operate a unified platform that enables and empowers us to serve our clients seamlessly and effectively, while leveraging our vertically integrated value chain, broad global operations and extensive geographical reach as well as maintaining our adaptability.

Unifrutti's Unique Product Sourcing Model

Our product-sourcing model benefits both consumers and growers by serving as a critical link between local farmers and global consumers. It provides access to fresh fruits that might otherwise be difficult to obtain and opens global markets to local growers. This approach not only increases the value of local produce but also enhances the livelihoods of farmers at various levels and strengthens the local economy.

Local Procurement

At Unifrutti, we continue to rely on our inclusive procurement strategy that supports and prioritises local suppliers and growers, bringing value to our business and the local communities while reducing our impact on the environment.

Assessment for Environmental Impacts of Suppliers

To ensure that all our products comply with the strictest quality and safety standards, we have a robust process in place to assess and educate external suppliers. Under this context, when evaluating a new or an existing supplier, we take into consideration ethical and environmental certifications for the final score.

AT A MINIMUM, ALL OUR GROWERS, SUPPLIERS, AND PARTNERS ARE EXPECTED TO

- TO COMPLY WITH THE APPLICABLE ENVIRONMENTAL AND HEALTH AND SAFETY LAWS.
- NOT TO EMPLOY ANYONE UNDER THE LEGAL WORKING AGE AS DEFINED BY LOCAL LAWS.
- NOT TO ENGAGE IN ANY DISCRIMINATORY PRACTICES.



ITALY	CHILE	SOUTH AFRICA	TURKEY	THE PHILIPPINES
<p>Supply chain suppliers adhere to the criteria of the SA8000 standard.</p> <p>Producers are audited against the GRASP module of the GlobalG.A.P.</p>	<p>National Supplier Initiative secures improved payment terms for local suppliers.</p> <p>Vertical integration allows for internal control over the entire supply chain.</p>	<p>We buy from sole traders to raise the quality of life of communities.</p> <p>Responsible producer agreement based on the GlobalG.A.P.</p>	<p>Technical assistance to improve quality and EU-compliant products.</p> <p>Guidance regarding pesticides and their application.</p>	<p>Work closely with local growers via an Internal Control System (ICS) committee, to guarantee the sustained implementation of good farming practices among external growers.</p>
				

Operating a strong network of agronomists and scientists. Specialised training and technical assistance to growers and suppliers.

Suppliers	2023											
	Chile		The Philippines		Japan		South Africa		Italy		Turkey	
	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent
Local and National Suppliers	1,553	62,005,058	129	48,400,000	21	7,605,275	692	44,457,490	1,305	41,179,567	175	6,798,397
International Suppliers	6	460,807	5	6,800,000	-	-	16	8,959,840	63	9,615,339	-	-

Budget Spent in US\$

External Growers and Farmers	2023									
	Chile		The Philippines		South Africa		Italy		Turkey	
Budget Spent in US\$	Number	Budget Spent	Number	Budget Spent	Number	Budget Spent	Number	Budget Spent	Number	Budget Spent
	170	47,569,744	80	41,086,090	23	17,268,975	390	58,456,814	54	4,427,182



OUR ENVIRONMENTAL RESPONSIBILITY



Our Aim

- Reducing our environmental impacts and protecting the natural environment for generations to come.

Our Focus Areas

- Climate Action
- Respecting Natural Ecosystems
- Waste Management and Circularity

Progress Highlights

- Initiated our Carbon Pathway project and established Group-wide emissions baseline
- Successfully completed the first part of operation pollinator biodiversity project
- Adopted circular economy practices to manage fruit waste
- Enhanced soil management
- Further optimisation of routes and transport channels

OUR ENVIRONMENTAL RESPONSIBILITY

At Unifrutti, we recognise the urgent need to address the environmental challenges posed by climate change. We are dedicated to advancing sustainable practices that ensure long-term resilience and profitability. Our strategic commitment focuses on reducing our environmental

impact while enhancing our operational efficiency. We proactively assess risks and incorporate advanced technologies to manage our environmental and carbon footprint. Our approach gives priority to conserving biodiversity and preserving natural ecosystems, which includes water conservation, waste management practices, energy and fuel usage, and sustainable packaging.



CLIMATE CHANGE RESILIENCE AND REDUCTION OF GHG EMISSIONS

Unifrutti Group solidified its commitment to net zero and climate change by initiating the Carbon Pathway and Climate Change Group project that aims to:

- Harmonise the current efforts of our Business Units.
- Identify emissions' sources, measure emissions using the Greenhouse Gas Protocol and set the baseline.
- Set targets in alignment with the Science-Based Targets initiative.
- Conduct the climate change risks and opportunities assessment.
- Develop the net zero strategy.



Under this Group effort, our Business Units have now unified their approach and commitment, operating within a structured framework that supports the development of targeted, actionable climate objectives. These targets, which span from the immediate to the long term, form the backbone of our roadmap towards a sustainable net zero future.

CARBON PATHWAY

In the initial phases of the project, we measured the emissions within our organisational boundaries (Scope 1 and Scope 2) and throughout our value chain (Scope 3), extending across our global operations.

The emissions' calculation was conducted in line with the internationally recognised Greenhouse Gas Protocol and took an operational control approach to incorporate Unifrutti's global operations. This comprehensive assessment provides the foundation for our international efforts, giving a view of our carbon impact from farm to fruit bowl. Additionally, the Scope 1 and Scope 2 calculations include the impact of agriculture-related emissions, i.e. the impact of fertiliser application and any changing land use to grow produce. These Forest, Land and Agriculture (FLAG) emissions will be tracked separately and enable Unifrutti's farms



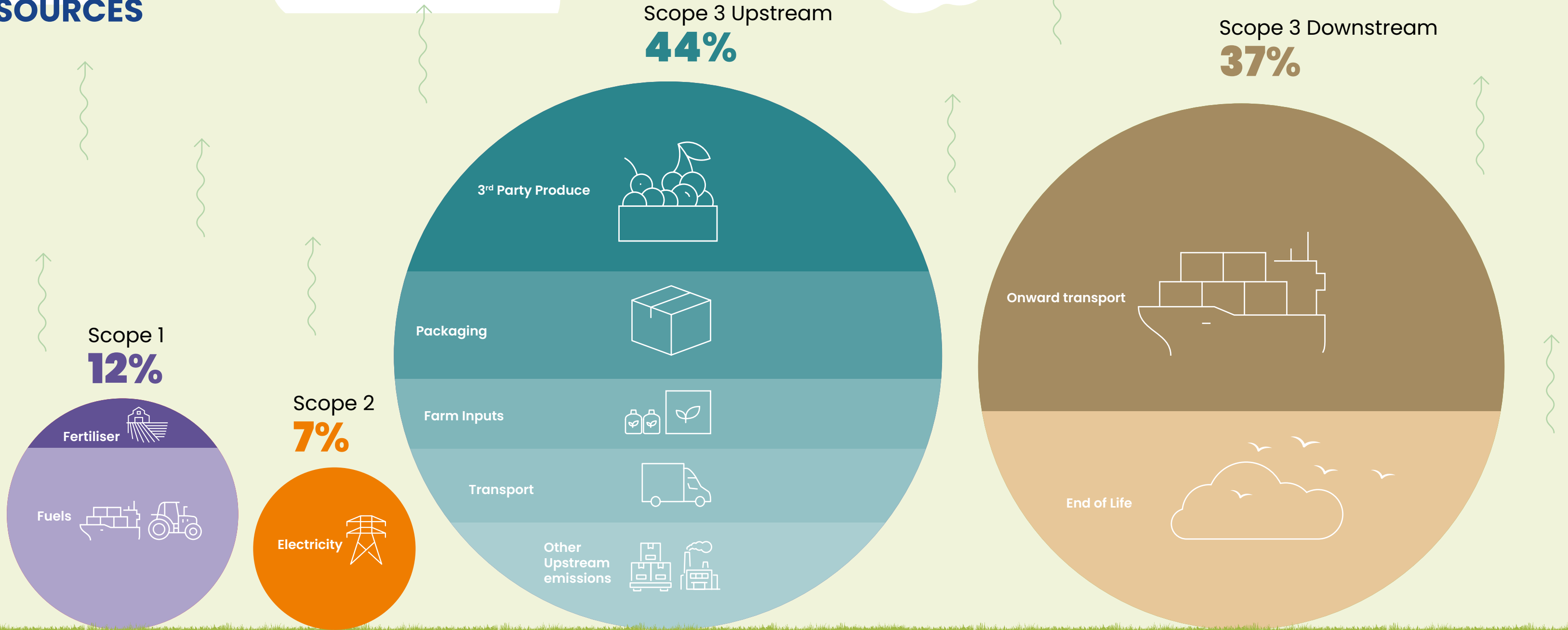
to drive efficiencies in fertiliser utilisation as well as enable us to develop regenerative farming approaches. The Scope 3 calculation comprises the impact of Unifrutti's value chain across its global operations. A bespoke calculation has been developed to include the embodied emissions of produce, packaging and agricultural inputs, also assessing the impact of transporting these goods to Unifrutti. Moving further, operational emissions are also considered, including the impact of waste and capital expenditure. Once sold product leaves Unifrutti's gate, the impact of distribution and refrigeration all the way to the customer is considered, to give Unifrutti a view of the end-to-end impact of the products it purchases and sells. Throughout the value chain footprinting exercise, emphasis was

placed on upskilling Unifrutti's teams to be able to take ownership of the process and monitoring the sources of emissions. Working to ensure that the data inputs were validated was a key part of the work, to increase confidence in the calculation of emissions. Unifrutti is committed to integrate new acquisitions into its footprinting as they are brought into the business. The necessity to rebaseline to account for any changes in methodology, or acquisitions will be monitored by Unifrutti on an ongoing basis. A robust calculation will also enable Unifrutti to set ambitious targets in alignment with the Science Based Targets initiative, including specific targets for the FLAG sector, which will address Unifrutti's agricultural carbon impact when growing in its own

operations and purchasing produce from third parties.

In the next stage we will undertake a holistic Group-wide exercise to set targets for Net-Zero in alignment with the Science-Based Targets Initiative, including specific targets for the FLAG sector, which will address Unifrutti's agricultural carbon impact when growing in its own operations and purchasing produce from third parties. Going forward, we will develop the net-zero strategy that will empower the Group to meet the targets and achieve net-zero by 2050.

OUR KEY EMISSIONS SOURCES



(1) SCOPE 1: Direct emissions (e.g. fuels, fertilisers) released via the operation of all assets
(2) SCOPE 2: Indirect emissions associated with energy consumption released indirectly.

(3) SCOPE 3: All indirect emissions (not included in scope 2) that occur in the value chain across the Group including both upstream (e.g. purchasing of fruits, packaging, fertilisers) and downstream (e.g. transportation & distribution of products sold, refrigeration and use by customers) emissions.

(4) END-OF-LIFE treatment of sold products: includes emissions from the waste disposal and treatment of products sold by Unifrutti (in the reporting year) at the end of their life.

*The above percentages relate to our 2022 baseline.

CLIMATE CHANGE

At Unifrutti, the rising challenges posed by climate change are recognised as significant factors influencing our business and environmental footprint. We take a proactive stance on addressing climate change impacts and embed actions in our strategic business planning. Furthermore, a range of methods and advanced technologies aimed at reducing greenhouse gas emissions, boosting energy efficiency and fostering the use of renewable energy across our operations have been implemented.

In parallel, we give high priority to the conservation of biodiversity, safeguarding natural habitats as well as thoughtful management of resources, which includes water conservation and the implementation of sound waste management protocols.

Going forward, we aim to advance our management practices by initiating a holistic and comprehensive climate change risks and opportunities assessment adhering to the methodologies of international standards.

ACTIONS THAT STRENGTHEN OUR CLIMATE CHANGE RESILIENCE CAPACITIES

- **Risk assessment** and management procedures
- **Water management** and irrigation strategies
- **Energy efficiency** improvements, including renewable energy and transition to more efficient technology
- **Technology** to improve weather forecasting and warning capabilities
- **Using nets**
- **Research** and development for new varieties
- **Geographical diversification**



CLIMATE CHANGE ACTIONS IN THE PHILIPPINES



Following the receipt of the Lunhaw Award promoting excellence in collaborative efforts for forest-based initiatives and watershed projects, the Unifrutti team in the Philippines continues to prioritise reforestation as a critical strategy for GHG reduction. In commemoration of the Arbor Day 2023, we organised a forest-based “triple treat” initiative, involving 3 synchronised tree-growing activities across Mindanao.

During our 6-year partnership with the “Bantay Bukid” (Guardians of the Forest) NGO and local government units, we have planted 18,320 native trees in Davao City, contributing to reducing GHG emission carbon sequestration efforts.

The “Bike and Reforest” campaign, celebrates 2 years. In 2023 we have expanded our reforestation efforts to the sub-watershed areas in Bukidnon, vital for the water supply of our Highland and Midland farm operations, planting 1,450 trees across 2.5 hectares near the Maagnao River. Additionally, to establish effective buffer zones, around 1,350 seedlings were planted over 2.5 hectares along the Hinatuan River, in Surigao Del Sur.



ENERGY AND FUEL EFFICIENCY

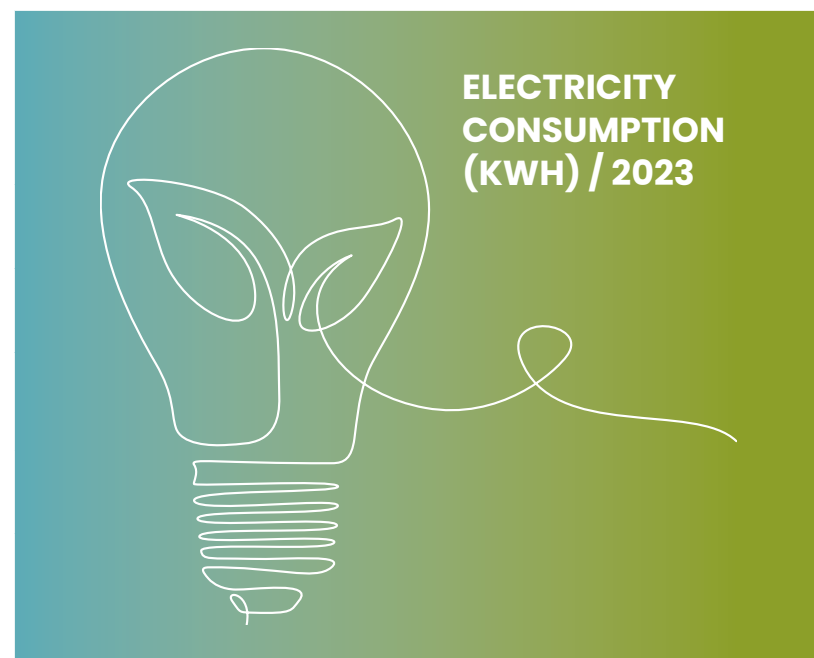
In pursuit of more responsible energy management, we're integrating state-of-the-art technologies to enhance production efficiency and optimise energy management. Our on-going commitment entails investing in technologies such as renewable energy sources to conserve energy, addressing climate change impacts, lowering carbon emissions and protecting invaluable natural resources.



We are investing in clean energy solutions across our facilities through the installation of solar panels with multiple benefits for the business and the environment, such as reduction of electricity costs and emissions.

ITALY	SOUTH AFRICA	CHILE	THE PHILIPPINES
<p>SOLAR ENERGY: 40% electricity requirement from photovoltaic systems. The Unifrutti Distribution and Oranfrizer facilities utilize solar energy through the installation of solar panels on its rooftop. In Carmito farm, 88% of the total energy needs is covered by solar energy.</p> <p>ENERGY SAVING INITIATIVES: LED technology for general lighting: in Unifrutti Distribution 50% and in Oranfrizer 100%</p>	<p>Solar project at JP LANDGOED is estimated to provide of 20% reduction in electricity costs.</p> <p>In BLYDERIVIER, replaced the old diesel burners in the packhouse with LPG-operated burners.</p> <p>2023 KEY RESULTS: CO² reduction – approximately 7 tonnes/year.</p> <hr/> <p>198,850kWh was produced by the solar system.</p> <hr/> <p>Massive saving of 60% on grid power.</p> <hr/> <p>In MATROOZEFONTEIN, the 5,500m² packhouse has the capacity to generate 200kW of green energy per hour through solar panels, covering 22% of the usage.</p> <p>2023 KEY RESULTS: CO² reduction 102.85 tonnes.</p> <hr/> <p>326,754kWh was produced.</p> <hr/> <p>21.6% of the total energy needs is covered by solar energy.</p> <hr/> <p>Total monetary savings of approximately US\$18,600.</p> <hr/> <p>In certain occasions and for the first time in 2023, solar energy production exceeded the usage.</p>	<p>SOLAR ENERGY: Installation of UV protective mesh to manage the impact of drought and high temperatures on crops.</p> <p>Installation of photovoltaic panels on the roof of Linderos, Requinoa, Teno and Linares plants.</p> <p>Moving forward, we have set a goal to achieve 11,000 solar panels by 2024.</p> <p>ENERGY SAVING INITIATIVES: LED technology for general lighting and introduction of automatic systems for cold chamber doors. In the San Felipe plant, 80% of the fluorescent tubes were changed to LED lighting.</p>	<p>Focus on investment in solar energy to advance environmental and financial sustainability.</p> <p>OBJECTIVE: 15% of total energy for cold storage, packing and administration from rooftop solar panels by May 2024.</p>

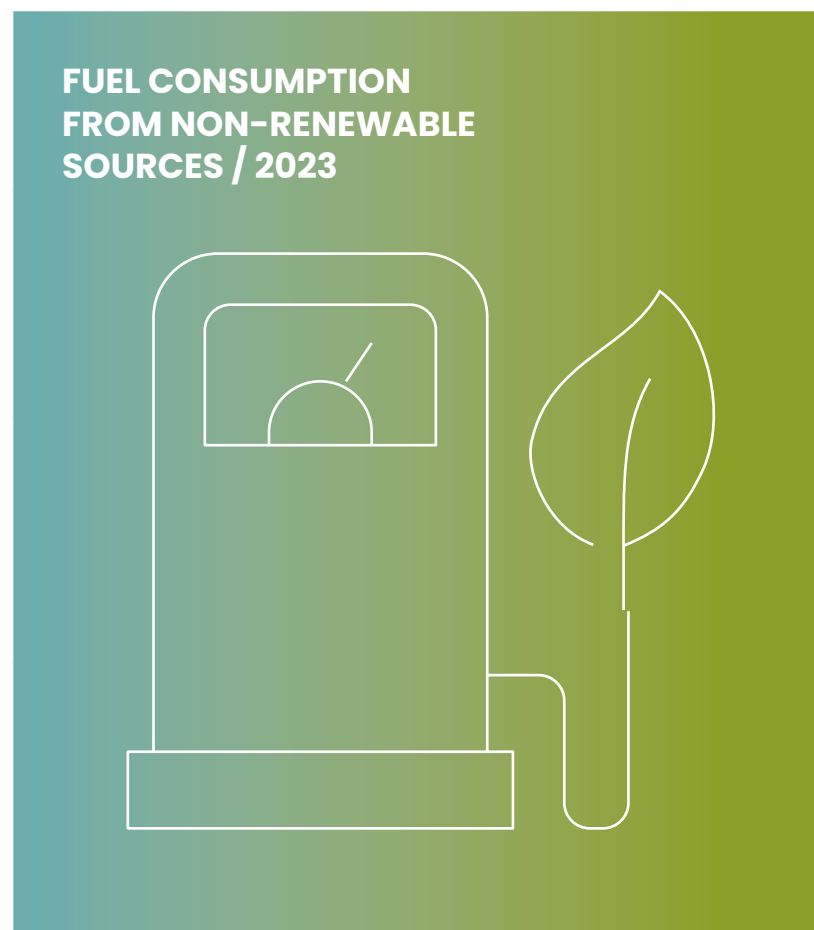




ELECTRICITY CONSUMPTION (KWH) / 2023

	CHILE	THE PHILIPPINES	JAPAN	SOUTH AFRICA	ITALY	TURKEY
From Non-Renewable Sources						
	35,985,618.88	21,228,234.8	7,278,324	6,243,596.13	3,001,631	222,199.6
From Renewable Sources						
	1,134,113	-	-	525,690.1	1,204,028	-

* Decrease in the electricity usage in South Africa can be directly linked to load shedding. In 2023 South Africa experienced 1,631.90 hours of load shedding.



FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES / 2023

FUEL	CHILE	THE PHILIPPINES	JAPAN	SOUTH AFRICA	ITALY	TURKEY
Diesel (litres)	1,098,635.66	1,265,358.68	266	853,554.3	325,994.74	23,212*
LPG (kg)	355,715.1	-	-	75,961.4	30,419	-
Gasoline (litres)	-	303,956.7	538	13,353.1	3,022	2,500
Natural Gas (m3)	546	-	-	-	3,319	-
Other (Tonnes)	-	35,907.31	-	-	-	-

* 2023 reporting includes additional diesel consumption for generators and rented trucks.

FUEL CONSUMPTION REDUCTIONS

UNIFRUTTI DISTRIBUTION IN ITALY

2,833 litres of fuel saved due to reduction of business travels.

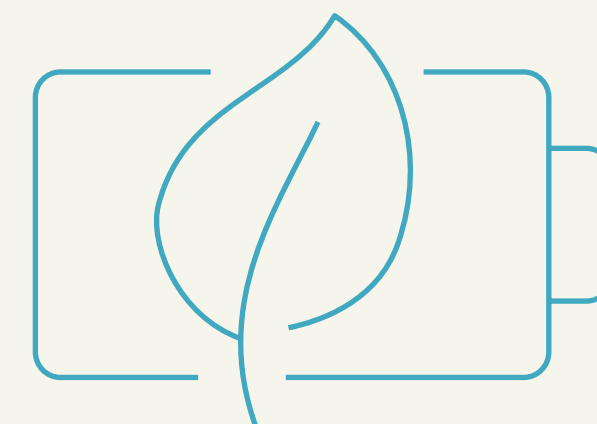
DUNBRODY FARMS IN SOUTH AFRICA

4,342 litres of fuel saved due to more aerial sprays and better route planning.

IN CHILE

Copiapo plant has integrated **2,100%** electric forklifts running on lithium batteries, into their operations.

Continuous transition to a fleet of leased vehicles no older than 3 years to achieve fuel savings due to more efficient engines.



BIODIVERSITY AND NATURAL ECOSYSTEM CONSERVATION

Through our reforestation efforts and the on-going collaboration with specialised organisations, we strive to combat the degradation of crucial natural resources such as water, forests and soil as well as preserve biodiversity throughout our operations. All our farms comply with the national regulations and certification requirements and have implemented policies, programmes and initiatives aimed at safeguarding natural ecosystems.



SOUTH AFRICA	THE PHILIPPINES	ITALY
<p>IN BLYDERIVIER</p> <ul style="list-style-type: none"> Enforces strict anti-pollution policies for rivers and fields. Prohibits tractor entry outside designated roadways. Bans hunting and poaching on the premises. Protects wildlife from disturbance. Conducts regular training on the conservation management plan. <p>IN MATROOZEFONTEIN</p> <ul style="list-style-type: none"> Protects 500Ha of land under a stewardship programme with Cape Nature. Includes all land in a reforestation programme. 	<ul style="list-style-type: none"> Comprehensive reforestation, soil and water conservation programmes protect the ecosystem around our plantations. Detailed tree inventory aids in monitoring species location and growth. Agroforestry planting enhances sustainability in the Philippines. 	<ul style="list-style-type: none"> Maintain 3% of the total farm area as protected zones for Natural Area Preservation. Exclude chemical treatments to boost biodiversity and assist pollinators and natural pest control by maintaining Chemical-Free Zones. Aim for a gradual decrease of herbicide usage by promoting weed mowing and minimising soil erosion. Partner with institutions to identify disease-resistant crop varieties.

Operation Pollinator BIODIVERSITY PROJECT IN CHILE



The “Operation Pollinator” project, operated by Unifrutti at 11 fields from Linares to Los Angeles, and at the Linares processing plant, focuses on enhancing biodiversity and ecological health by introducing and supporting pollinator species. This multifaceted initiative aims to boost native pollinator populations to improve crop pollination and ecosystem health, thereby increasing agricultural yields naturally. The project also offers on-going support and educational resources to stakeholders, emphasising the importance of pollinator conservation.

KEY ACTIVITIES: planting native species to create diverse habitats, advising on soil preparation and plant management as well as maintaining clean plantation environments.
TARGET POLLINATORS: native bees, syrphid flies, butterflies and beetles are all essential for diversified pollination.



Kwametsi Game Farm – Hoedspruit



Unifrutti South Africa’s Blyderiver farms includes the Kwametsi Game farm, covering **561 hectares** within the Maruleng Local Municipality in Limpopo Province, a mere 12km from Hoedspruit. Making up 30% of Blyderiver farms’ land, Kwametsi is dedicated to preserving biodiversity.

Located in the Transitional Zone of the Kruger 2 Canyon Biosphere Reserve, Kwametsi is **deemed as a critical biodiversity** area 1 by the **Limpopo Conservation Plan**. The farm is subject to a meticulous ecological monitoring programme, which encompasses annual censuses and assessments of species health. These assessments guide adaptive management techniques, ensuring the farm’s commitment to enhancing biodiversity and wildlife conservation is not only upheld but also actively pursued.

“Adopt a Riverbank”

Under our “U Can Make an Impact” campaign, we planted 15,302 trees, encompassing various native species, along the riverbanks of Brgy, Tamugan in Davao City, Philippines. This initiative not only aims to reduce carbon emissions and conserve water but also enhances shade and promotes forest longevity.

15,302
trees



SOIL STEWARDSHIP

Climate change, through heavy rainfall, windstorms and extreme heat, can severely affect soil, leading to erosion that jeopardises productivity and sustainability, particularly in agriculture. Given our reliance on soil for growing fresh and nutritious fruits, our farming and land management practices play a crucial role in maintaining soil health. We are dedicated to soil conservation and sustainable land management, employing eco-friendly farming techniques, responsible fertiliser use as well as developing effective crop, soil and pest management strategies to protect and regenerate the soil.

Biofertilisers' Use Across All our Operations

Over recent years, we have advanced significantly in the integration of biofertilisers into our farming practices, thus improving the sustainability of our operations and fostering a healthier ecosystem.




IN THE PHILIPPINES	IN CHILE	IN SOUTH AFRICA
<ul style="list-style-type: none"> Development of botanical-based bunch spray insecticides that are environmentally friendly and safe for handlers while effectively targeting pests. Implementation of reusable and biodegradable (untreated) bunch shrouds as eco-friendly alternatives to plastic, non-biodegradable ones for fruit protection against pests. Patronship with specialised supplier to procure a complete fertiliser blend tailored for our UDEV farm. 	<p>A 5-year plan focusing on:</p> <ul style="list-style-type: none"> Technical irrigation with fertigation to precisely apply water and nutrients to the plant's root zone. Utilising raffia anti-weed mulch to boost irrigation efficiency. Including innovative plantations with micro-grafted plants for faster orchard establishment and earlier fruit production. <p>Additional measures:</p> <ul style="list-style-type: none"> Incorporating pruning remains into the soil instead of burning crop residues, enhancing soil quality. Planting indigenous grass types and/or plants. 	<ul style="list-style-type: none"> Soil analysis on an annual basis and its results integrated in the soil management plan. <p>In the JPL farm:</p> <ul style="list-style-type: none"> Implementation of strategies to prevent repetitive tractor traffic and use of equipment in wet conditions. Reduction of tractor tires pressure to decrease soil compaction. Follow exclusion or buffer zone guidelines, ensuring only intended crops are sprayed to avoid chemical contamination of soil. <p>At the Blyderiver farms:</p> <ul style="list-style-type: none"> Minimise tillage to increase organic matter in the soil. Plant windbreaks selectively. Apply mulching. Refrain from unnecessary vegetation removal. Construct terraces, diversion ditches or storm water drains to direct rainwater to natural waterways and dams.

SOIL CONSERVATION PROGRAMME IN THE PHILIPPINES

In the Philippines, we have embarked on an extensive soil conservation initiative designed to prevent and control soil erosion effectively. Key interventions include the construction of check dams and contour canals, specifically in erosion-prone zones, to reduce soil displacement. Complementing these structural measures there is a fertilisation strategy in place, tailored to soil characteristics and properties, with regular soil sampling and analysis to ensure that fertiliser application is both precise and efficient.

Furthermore, we have introduced the planting of cover crops, shrubs and trees. These plants play a critical role in minimising erosion while simultaneously enhancing soil fertility. To safeguard the landscape, we enforce strict rules against indiscriminate tree cutting. Additionally, during land preparation, we carefully select the production areas suitable for agricultural production, taking into account local climatic conditions, soil quality and topography.



FRUIT LOSS AND WASTE MANAGEMENT

At Unifrutti, we are dedicated to minimising the use of materials and reusing or recycling waste from our operations for the benefit of our business, the environment and local communities. We conduct regular waste audits and actively promote recycling across all areas of our business. We carefully differentiate between hazardous and non-hazardous waste, ensuring that all waste is managed following the national regulations is recycled, further processed or safely disposed of.

FOOD LOSS AND WASTE

We are conscious of the environmental impacts associated with both food loss and waste; hence we remain committed to taking every necessary measure to reduce their effects. Across our Business Units, we continue to explore alternative uses for fruit deemed as “unsuitable for sale”, such as selling it for juice or pulp, or as compost. Consequently, produce that doesn’t meet export appearance standards is rerouted to secondary markets, sold locally or for juice production, donated to community groups, or given to supported organisations.

Fruit Waste Management in Italy

In 2023, the project commenced to enhance the by-products of the production process at the **SCORDIA** facility, adhering to circular economy principles and meeting environmental, national and community standards. The initiative primarily aimed at valorising the fruit residue for biogas production. The project achieved full development and met its completion targets, resulting in a significant cost saving of **US\$78,000** in 2023. Plans are in place to continue with this management strategy and extending this project at other locations in Italy.



cost saving of **US\$78,000** in 2023

Food Waste (tonnes) / 2023		
Chile	The Philippines	South Africa
1,787.10	20,209.53*	483.36

* Restatement of information in 2022: 5,594.06

Fruit Waste Reduction Programme initiated in the Philippines



In 2023, Unifrutti launched a targeted fruit waste management initiative in the Philippines, aiming to better manage fruit waste across our supply chain. We’re identifying innovative ways and integrating advanced technologies to minimise, repurpose and recycle waste, enhance our operations and drive cost savings. This initiative builds on our existing actions and is designed to generate revenue, improve operational effectiveness, as well as promote environmental stewardship and community partnerships.

Waste Management 2023	Chile		The Philippines		Japan		South Africa		Italy		Turkey	
	Hazardous	Non Hazardous	Hazardous	Non Hazardous	Hazardous	Non Hazardous	Hazardous	Non Hazardous	Hazardous	Non Hazardous	Hazardous	Non Hazardous
Waste Diverted from Disposal (tonnes)	248.9	169.4	318.4	8,127.7	-	-	7.3	2,032.7	0	2,716.43	-	2.96
Waste Directed to Disposal (tonnes)	29.5	3,226.4	0.2	5,820.6	-	2,111	-	174.1	0.762	2.61	-	-

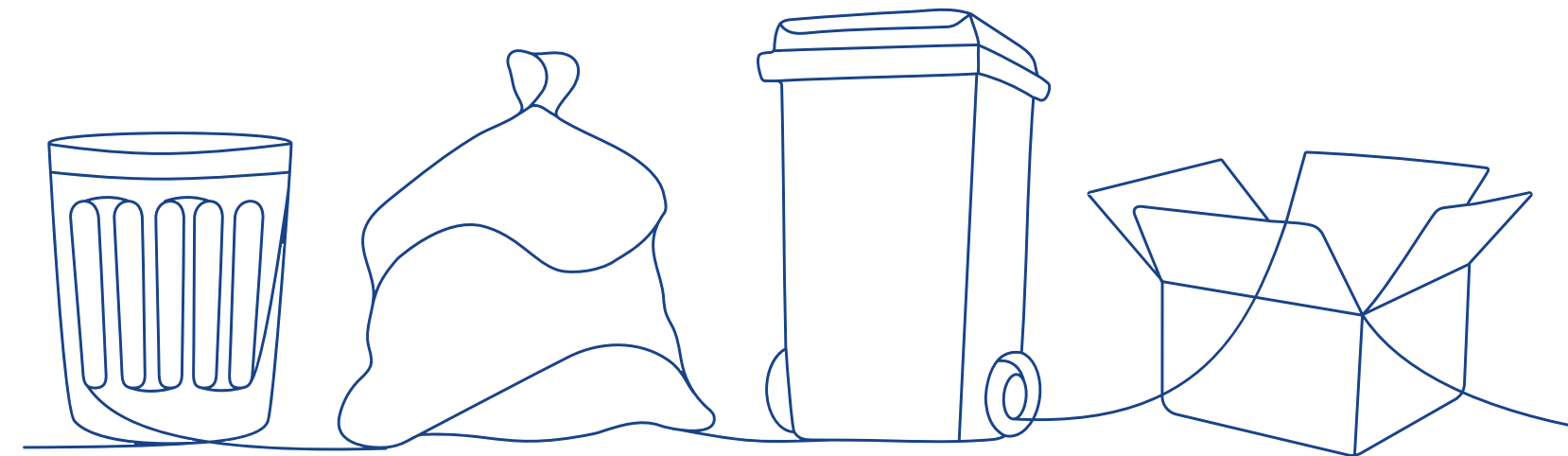
Hazardous Waste: It is managed by a certified third party, which oversees the hauling, transport, treatment and/or disposal of the waste in accordance with national legislation.

The certified recycler or Unifrutti provides appropriate reporting.

Non-Hazardous Waste: This category includes materials such as cardboard, plastic straps, corner posts and paper, which are either sent for recycling or sold to recycling companies.

Materials Used	Chile	The Philippines	South Africa	Italy	Turkey
Process Materials					
Fertilisers (tonnes)	1,255.4	21,492.3	1,945.5	144.9	
Fertilisers (Litres)			229,788		
Agrochemicals (tonnes)	54.3		182.63	2.62	
Agrochemicals (Litres)	192,647				
Other Chemicals (tonnes)			2,075.13	22.3	
Other Chemicals (Litres)		634,836	7,820.16		260
Packaging					
Paper (tonnes)	403.5		33.7	16.8	
Paper (meters)				100,499	
Paper (million pcs)		0.527	328,300	21.1	
Cardboard (tonnes)	8,861.3	9,520.9	1,310.2		256.18
Cardboard (million pcs)			4	0.3	
Plastic (tonnes)	1,324.5	7,238.49	12.1	3.4	29.04
Plastic (meters)				20,987,862	
Plastic (million pcs)			825,700	14	
Metal (tonnes)	4.1				
Metal (pcs)				22,000	
Wood (tonnes)	3,233.5		971	1	63.78
Wood (pcs)			5,161	149,673	
Other (tonnes)	23.33	97.73			
Other (litres)	131,531.5				

Packaging Reclaimed			
The Philippines	South Africa	Chile	Italy
Corner Posts and Crates: Reused <ul style="list-style-type: none"> Plastics 7,190 tonnes Paper 25 tonnes Recycled <ul style="list-style-type: none"> Plastics 237 tonnes Paper 63 tonnes Repurposed <ul style="list-style-type: none"> Paper 25 tonnes 	<ul style="list-style-type: none"> Paper Boxes: 1.80 tonnes 	<ul style="list-style-type: none"> Plastic Crates: 8.12 tonnes Wooden Pallets: 61.60 tonnes Cardboard: 74.46 tonnes Paper Boxes: 3.37 tonnes 	<ul style="list-style-type: none"> Plastic Crates: 3,694,342 pcs Wooden Pallets: 148,573 pcs



WATER STEWARDSHIP

We are committed to responsible water management, incorporating water-saving technologies and advanced irrigation techniques like precision irrigation, tailored to the specific needs of plants in every region we operate. We plan to use the latest technological tools and collected data to diligently monitor water consumption on each farm, aiming for continuous improvement.

Unifrutti Farms* in the Philippines	VS	Conventional Farming*
13.04 times	Number of times to change water in a year	365 times
0.87	Litres of water to clean 1 kg of banana in a year	32.31

* Assumed water consumption for Unifrutti farms vs. conventional farming.

Water Withdrawal (Megalitres)	Water Stressed Areas	Chile		The Philippines	South Africa		Italy	Turkey
		Fresh Water	Other Water	Fresh Water	Fresh Water	Other Water	Fresh Water	Fresh Water
2023	No	7,891.0**	-	581.3	6,898.7*	-	1,239.01	528
	Yes	-	13,387.7	-	-	-	-	-

Other Water (>1,000mg/L Total Dissolved Solids)

Fresh Water (≤1,000mg/L Total Dissolved Solids)

* Significantly more rain over the whole country leads to less irrigation, as well as the building of another storage dam at Blyderiver farms.

** In 2023 several new plantations in different areas.

SOUTH AFRICA	CHILE	THE PHILIPPINES	ITALY
<p>IN BLYDERIVIER</p> <p>We achieved significant savings by implementing the following measures:</p> <ul style="list-style-type: none"> • Introduction of changes in our irrigation system. • Construction of a new dam that allowed for predominantly gravitational irrigation. <p>IN MATROOZEFONTEIN</p> <ul style="list-style-type: none"> • Water usage was reduced through mulching, water management plans and water-saving initiatives. • All gardens are irrigated with recycled effluent water. <p>IN DUNBRODY</p> <ul style="list-style-type: none"> • The initiatives leading to water consumption reduction included the use of probes and considering weather conditions for scheduling irrigation. • This resulted in a water reduction of 145.75 megalitres, compared to 2022. 	<ul style="list-style-type: none"> • Incorporation of 100% technical irrigation to minimise water use. • Maintenance and management of canals, especially in water-restricted areas, to reduce water loss. • Use of night accumulation tanks and raffia mulch to save water. • Electrostatic technology in foliar field applications resulted in a 70% reduction in water used. 	<ul style="list-style-type: none"> • Set up a Water Treatment System (WTS) at the packing plants operated by third-party growers, to treat water used in their operations. The system allows reusing water for up to 4 weeks, cutting water use by 96% annually, compared to daily discharges in conventional farming. 	<ul style="list-style-type: none"> • Precision agriculture saves water and helps schedule effective irrigation shifts. • Reduction of water irrigation requirements by about 10%. • New blood orange varieties planted in Sicily's latest generation groves utilise drip line irrigation systems, cutting water use by up to 50%. • At Carmito farm, the weather station is maintained to manage irrigation effectively, with data on weather conditions systematically recorded to optimise water use.



In 2023

Megalitres of Water Reused



5.1 in Dunbrody Packhouse, South Africa	73.5 in Chile	10.9 in the Philippines
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Megalitres of Water-Treated



0.4 In Dunbrody Packhouse, South Africa	630.7 in Chile	112 in the Philippines
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Water Stewardship in Chile

In February 2023, we installed a technology that enables water reuse in the apple processing line at our stores, which was previously discarded daily. This innovation preserves both fruit quality and process safety, while also conserving water. Now, the water in this process is reused, with flushing occurring about once a week.

KEY RESULTS

11,695m3 savings in the apple line process	93% reduction in the usual consumption of the process line
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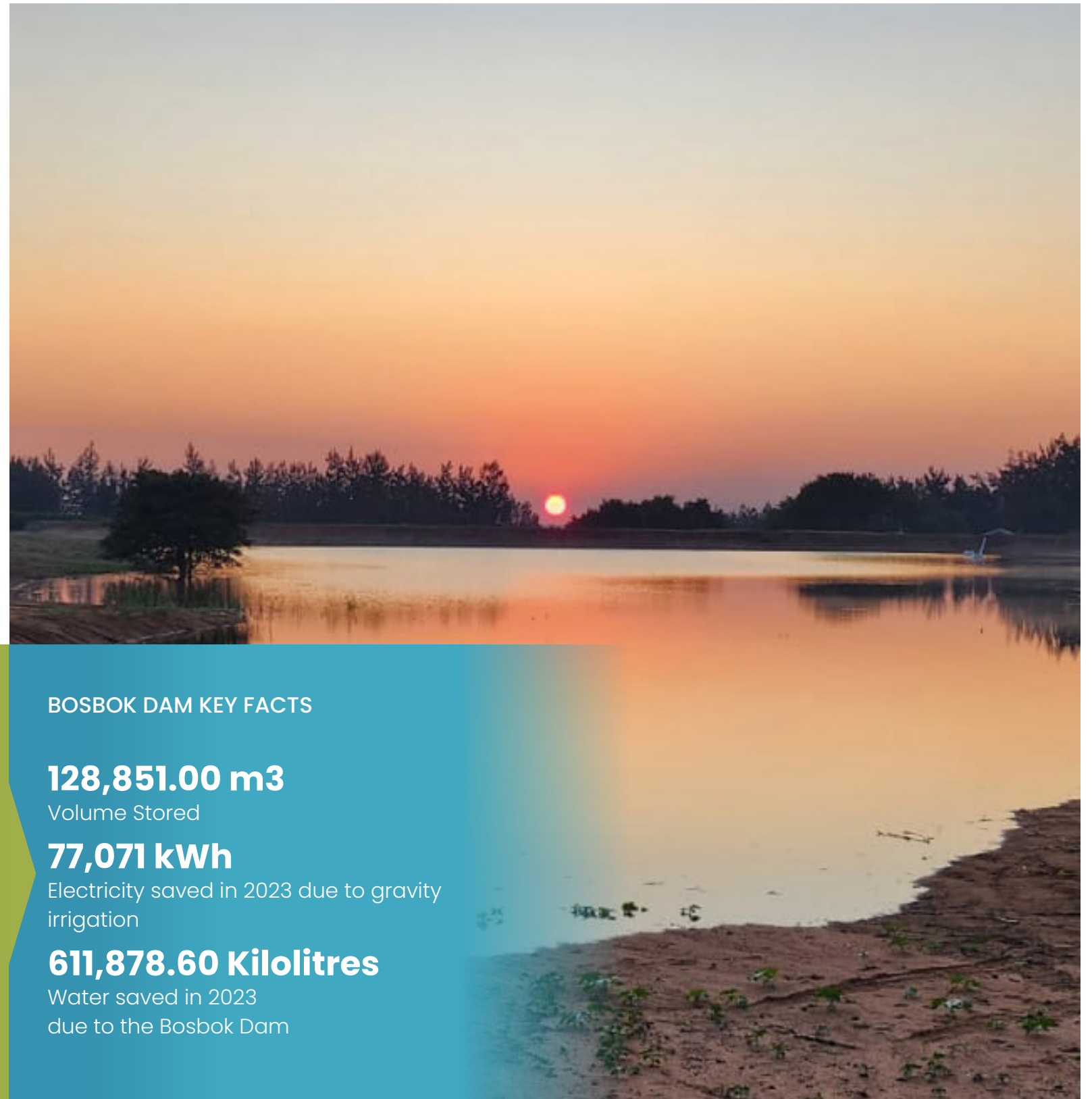
Restoration Works in Bosbok Dam in South Africa

Unifrutti Blyderiver farms have the legal right to extract water from the Blyde River and Blyde Pipeline for irrigating 524.30 hectares. The construction of the Bosbok Dam nearby provides a buffer against potential dry spells by serving as a long-term water storage solution. In 2023, Unifrutti took the initiative to repair the dam to increase water storage capacity. Modern technology was used to seal the dam wall, preventing leakage. Repairs began in early 2023,

and by May, water storage in the Bosbok Dam commenced, aiding in irrigation and conserving water. The dam's location allows gravity-fed irrigation of the orchards on Jonkmansspruit and Richgate farms, while controlled water release from the dam maintains the ecological balance of the drainage system.

BOSBOK DAM KEY FACTS

128,851.00 m3 Volume Stored
77,071 kWh Electricity saved in 2023 due to gravity irrigation
611,878.60 Kilolitres Water saved in 2023 due to the Bosbok Dam



SUSTAINABLE PACKAGING

At Unifrutti, we are pursuing a sustainability plan that shifts from linear to circular packaging methods, aiming to eliminate waste, enhance efficiency as well as ensure all packaging is reusable, compostable or recyclable. We take every measure to prevent packaging material leakage into the environment and reduce carbon emissions.

The Philippines: Packaging Materials Sustainability Initiatives for 2023		
Initiative Category	Plastics (MT)	Paper (MT)
Reused	7,190	25
Recycled	237	63
Repurposed	-	25
Total	7,427	113

The Philippines: Other Sustainability Initiatives	
Project	Result
Polyethylene foam reduction.	72% reduction on polyethylene foam purchase cost.
Banana bag cost reduction.	Cost reduction of US\$111,050 for 2023.

Business Case Studies and Highlights

THE PHILIPPINES	JAPAN	CHILE	SOUTH AFRICA
<p>Focus on the principles of reusing, reducing and recycling plastics and paper.</p> <p>Results:</p> <ul style="list-style-type: none"> Plastics: 7,190 tonnes reused. Paper recycling: 63 tonnes, with an additional 25 tonnes being reused. 	<p>Collaborating with IFCO, we selected supermarkets in Japan for a project to collect bananas from packhouses through storefronts for re-exportation.</p> <p>Key Facts:</p> <ul style="list-style-type: none"> 41% cartons of IFCO Crate products were utilised for total banana imports. 125% increase compared to 2022. Annual usage is aimed at 4 million cartons. 	<p>Increased the use of CHEP pallets to 8,000 units in April 2023.</p> <p>Initiated the use of IFCO’s Rentapack system for internal markets.</p> <p>58% of clamshells for fruit packaging now contain 100% recycled PET.</p>	<p>Invested in innovative carton versions, that use less paper while maintaining the ability to lift the same weight.</p>

Green Packaging Project in Italy

In Italy, we are investing in a new green and sustainable packaging project, which is expected to be fully developed in 2024. This packaging is primarily made of paper; a renewable material sourced from responsibly managed forests.

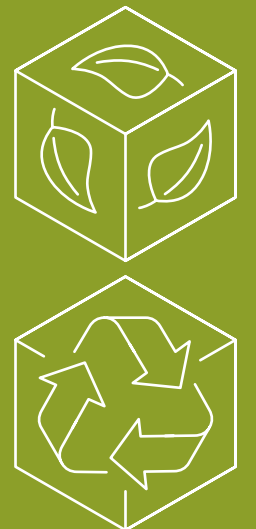
KEY FACTS

84% of materials are sourced from plants.

- Made primarily of **renewable paper** from responsibly managed forests
- The **cardboard is FSC certified**, indicating that the cellulose composing the packaging comes from responsibly managed forests


and other controlled sources. The cap and packaging coating are **derived from sugarcane**.

- Reduction of packaging** and the quantity of materials used.
- Significant increase in the use of **renewable materials** such as paper and cardboard (**+18.6%**) and bioplastic (**+4.8%**).



TRANSPORTATION AND DISTRIBUTION

The consolidated efforts of our distribution and logistics teams are instrumental in serving over 50 markets, ranging from organised distribution to large-scale wholesalers and wholesale markets.




<p>In Japan, Italy, and the Middle East:</p>	<p>In India and China:</p>
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Operation of distribution hubs and sales networks, offering last-mile delivery services to both major supermarkets and smaller retail outlets.

Collaboration with local partners to ensure on-going market oversight, product administration and monitoring of the supply chain.



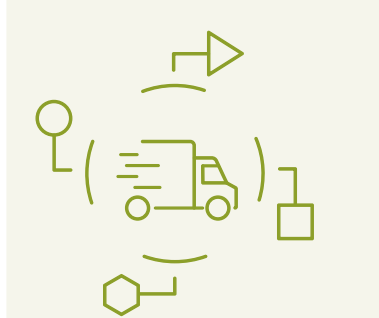
2023 ACHIEVEMENTS



<p>In Chile</p>	<p>In Italy</p>
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Transitioning towards a more efficient van fleet, with 54 vehicles, representing 46% of the fleet, acquired through leasing with a requirement of being less than 3 years old to optimise fuel consumption and reduce emissions.

Increased direct sales and optimised transport reducing cost and environmental footprint.



SHIPPING AND LOGISTICS

We are aware of the impact our shipping and distribution services have on the environment and we are currently investigating strategies to diminish carbon emissions from our fleet of vessels.

<p>The Chile Business Unit relies on selected partners for shipment transportation.</p>	<p>Logistics for all other Business Units are independently managed.</p>		<p>Italy directly manages a portion of its shipping operations.</p>
		<p>3 companies oversee the transportation of fresh fruit primarily for our Tropical Business Unit.</p>	



OUR SOCIAL FOOTPRINT



Our Aim

- Being an employer of choice of employees of choice.
- Nurturing people and communities as well as improving livelihoods.

Our Focus Areas

- The Unifrutti Family
- Our Commitment to the Society

Progress Highlights

- Initiated the Culture Evolution Initiative
- Launch of the Leadership Academy
- Harmonization of HR policies
- Continuous engagement with local communities
- Focus on Health & Safety oversight and reporting
- On going support to external growers and women

UNIFRUTTI'S ORGANISATIONAL CULTURE

The talented workforce and the vibrant local communities in all the regions where we operate shape Unifrutti's social impact. With the view to being an "Employer of Choice for Employees of Choice", we focus on strengthening a healthy and safe culture in the organisation, promoting

the well-being of our employees and their continuous learning and development. Through our leadership philosophy and numerous initiatives and programmes, we promote mutual respect and secure a fair, healthy, safe, inclusive and diverse working environment.



OUR PEOPLE

At Unifrutti Group, our employees are essential to our success. Our diverse workforce includes both permanent and seasonal employees who play a critical role in our production process. Upholding our corporate values, adhering to strict health and safety standards as well as ensuring optimal working conditions for all our employees are fundamental priorities for us. We continuously strive to enhance these priority areas, ensuring that the commitment to our people is reflected in every aspect of our operation.

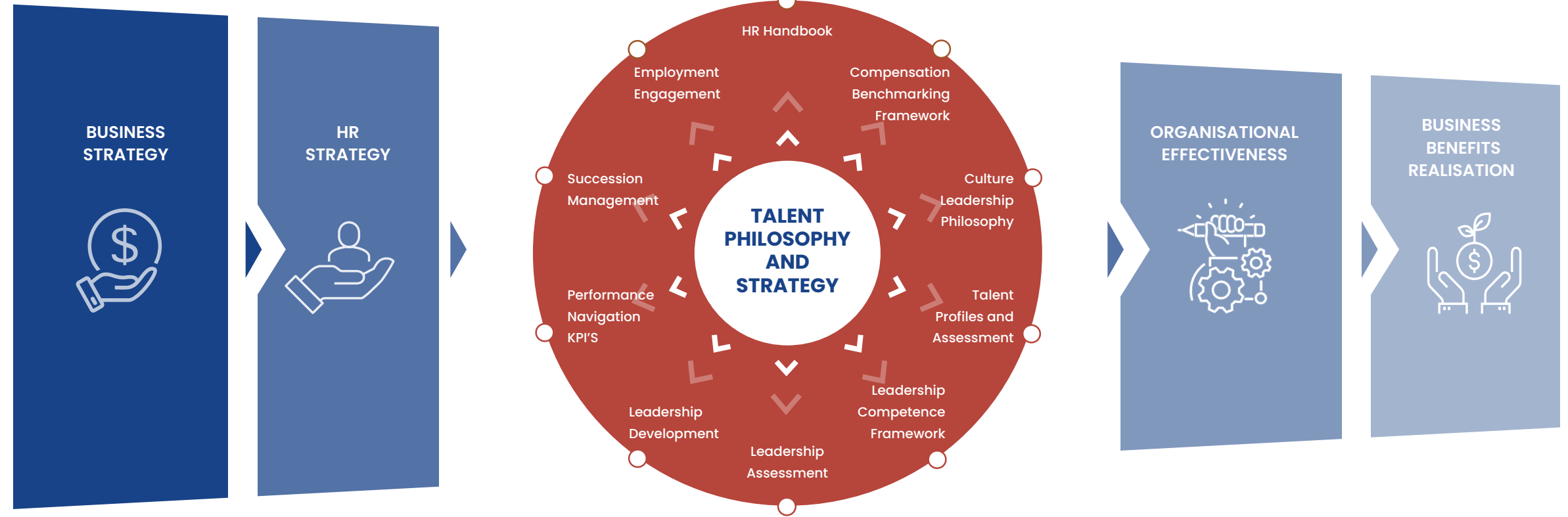
Key Achievements across the Group

- Headquarters established in Abu Dhabi in support of the Group’s growth ambition.
- Recruitment of key Subject Matter Experts.
- Development of a Group Compensation and Incentives Policy.
- Initiated the Culture Evolution Initiative.
- Launch of the Leadership Academy.
- Introduction of a new performance scorecard system.
- Tropical Leadership Summit in the Philippines that is the first of its kind in the region.



OUR LEADERSHIP MODEL

Our Group HR Strategy prioritises culture and talent alignment



HR Initiatives to Accelerate Performance and Engagement

Unifrutti Culture Evolution

During 2023 Unifrutti initiated a **CULTURE EVOLUTION INITIATIVE** aimed at aligning the organisation’s culture with its vision and strategic goals. This extensive endeavour will involve over **5,000 employees** in a collaborative process to redefine the company’s mission and vision, and to clarify the values and behaviours necessary to excel and engage.

Focused Development and Upskilling

In order to address talent risks, Unifrutti launched the **LEADERSHIP ACADEMY**. This program aims at developing bench strength and future leaders. It will offer talent development initiatives focused on enhancing leaders’ soft skills and behavioural competencies, as well as personal development programs geared towards technical proficiency.

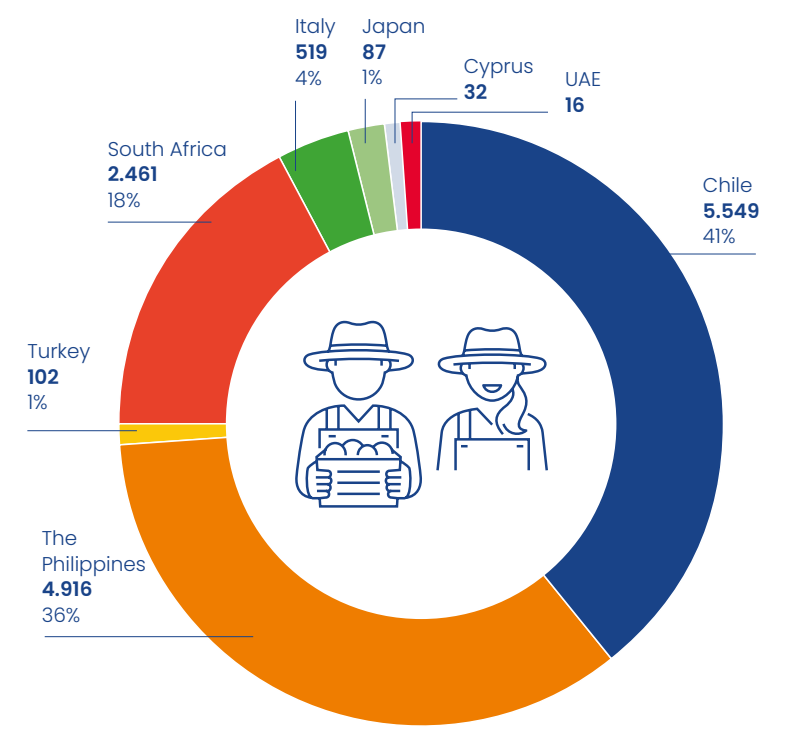
Strategic Performance Navigation

Unifrutti refined its **PERFORMANCE NAVIGATION SCORECARD CALIBRATION**. It will provide a comprehensive assessment of key performance indicators (KPIs), metrics and scoring criteria, offering, as best as possible, an objective evaluation of individual and team performance.

Unifrutti Group	Chile			The Philippines			Japan			South Africa			Italy			Turkey			Cyprus			UAE		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Temporary Contract	1,138	1,171	2,309	962	318	1,280	0	7	7	723	604	1,327	342	35	377	3	1	4	1	-	1	-	-	-
Permanent Contract	863	270	1,133	2,635	673	3,308	51	29	80	291	236	527	68	29	97	11	1	12	11	20	31	11	5	16
Labour Contractors			2,107	299	29	328	-	-	-	244	363	607	39	6	45	30	56	86	-	-	-	-	-	-
Total	2,001	1,441	5,549	3,896	1,020	4,916	51	36	87	1,258	1,203	2,461	449	70	519	44	58	102	12	20	32	11	5	16

Average employees throughout the year.

Employees and labour contractors by Country 2023



Employee and Labour Contractor Hires and Leaves (Headcount)	Chile*		The Philippines		Japan		South Africa		Turkey		Cyprus		UAE	
	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves
Male	363	337	1,300	1,248	4	3	10	658	9	10	1	4	8	0
Female	378	305	548	479	3	0	3	1,941	3	3	3	4	3	0
Total	741	642	1,848	1,727	7	3	13	2,599	12	13	4	8	11	0

*Labour contractor hires for the year totalled to 104 and leavers to 717. Labour contractor hires and leavers for Chile are not included in the above totals. Hires and leavers numbers primarily relate to temporary staff hired during the production season.

Employees Covered by Collective Bargaining Agreements (Headcount)

The Philippines	Japan	Chile	South Africa
67	79	547	68

In 2023, the total number of workers who are not employees and whose work is controlled by the organisation (headcount) reached 338.

OCCUPATIONAL HEALTH AND SAFETY

Agriculture involves labour-intensive tasks and inherent occupational hazards, associated with industrial processes. At Unifrutti Group, we comply with local health and safety laws, regulations and certification requirements and are committed to ensuring our people's health and safety through the development and implementation of a comprehensive health and safety management framework, tailored to the needs of the agricultural sector.

Our proactive approach includes established policies, procedures and controls that effectively identify and mitigate risks. Furthermore, we have developed tools and protocols for both preventing incidents and responding swiftly should they occur and procedures for incident investigation, hazard identification and emergency response coupled with extensive training. In case of health and safety incidents, we conduct re-orientation training and reassess our safety measures to enhance protection and prevent future occurrences.

In Chile, we continued to pursue a "Zero Accident" culture, through the establishment of clear safety protocols, the awareness raising campaigns and regular training sessions to promote a safe and healthy working environment while reducing the occurrence of accidents. In that direction, we:

- Set up and operate 8 Joint Hygiene and Safety Committees (CPHS) that promote safe working conditions.
- Deployed Risk Prevention Managers promoting health and safety.
- Created 2 corporate risk prevention induction videos on H&S adjusted to our employees' training needs.



Actions that promote occupational health and safety across our operations and Business Units

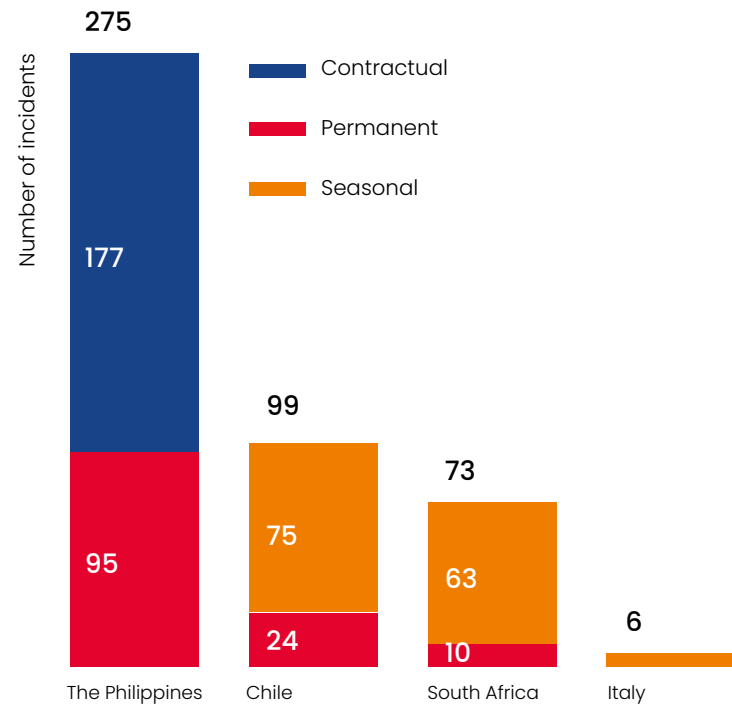


SAFETY MANAGEMENT SYSTEM	OCCUPATIONAL HEALTH AND SAFETY (H&S) COMMITTEES
<p>Our Safety Management System assesses the occupational risks associated with each agricultural work task, enabling us to establish appropriate procedures and conduct subsequent training to ensure a safe working environment.</p>	<p>Our Occupational Health and Safety Committees are assigned with:</p> <ul style="list-style-type: none"> • Reporting H&S-related issues. • Developing accident-prevention programmes. • Oversee workplace inspection, investigations and training dissemination. • Advising management on H&S-related issues.

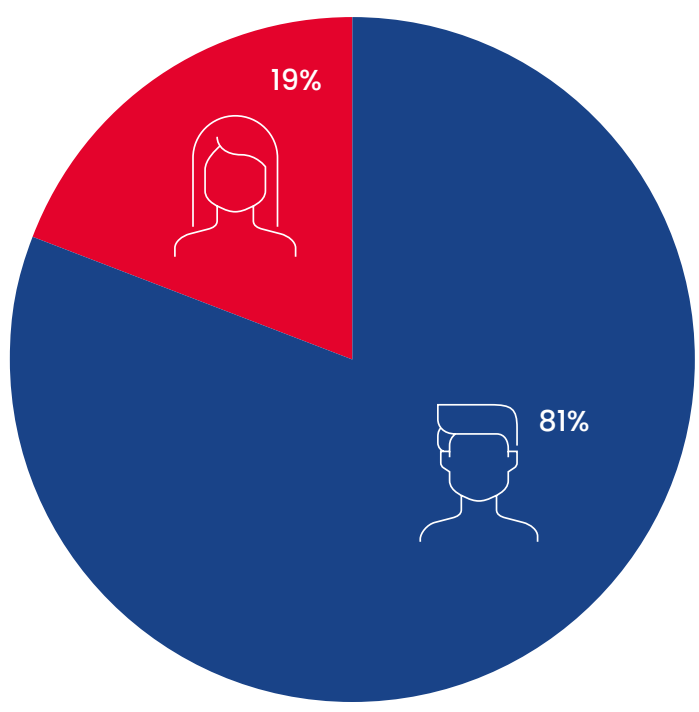
Health and Safety Indices ***	Chile		The Philippines		Japan		South Africa		Italy		Turkey	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Number of work-related fatalities	0	0	0	0	0	0	0	0	0	0	0	0
Number of high consequence* work-related injuries	0	2	0	0	0	0	0	0	0	0	0	0
Number of recordable work-related injuries**	60	37	239	36	0	0	60	13	6	0	0	0

* Work-related injury that results in a fatality or in an injury from which the worker cannot, does not or is not expected to fully recover to pre-injury health status within 6 months.
 ** Work-related injury that results in days away from work, restricted work or transfer to another job position, medical treatment beyond first aid or loss of consciousness.
 ***As from 2023 we have updated our Occupational Health and Safety reporting system. Despite the comparative fluctuations in work related in injuries there is a decrease in high consequence injuries with no fatalities recorded.

Distribution of incidents



Distribution of Incidents by Gender



Emergency Drills					
Chile	The Philippines	Japan	South Africa	Italy	Turkey
<ul style="list-style-type: none"> Earthquake evacuation drills. Chemical emergency evacuation drills. 	<ul style="list-style-type: none"> Fire safety and suppression training and drills. Earthquake safety awareness and drills. Spill drill to all chemical handlers. 	<ul style="list-style-type: none"> Evacuation drills for a major earthquake. 	<ul style="list-style-type: none"> Fire safety drills. Emergency evacuation drills. 	<ul style="list-style-type: none"> Evacuation test during work activities. 	<ul style="list-style-type: none"> Fire drills.
2,334 Participants	2,859 Participants	86 Participants	1,782 Participants	200+ Participants	193 Participants

Access to Non-Occupational Health Services in 2023 for Unifrutti Employees and Workers

Chile	The Philippines	Japan	South Africa	Italy	Cyprus
5,000+	3,480+	79	2,588	300+	32

Employees and Workers

<ul style="list-style-type: none"> Medical and dental insurance. Vaccinations. Life insurance. 	<ul style="list-style-type: none"> Medical insurance. Dental Care. Health Care. Annual Physical Examination. Medical clinic. 	<ul style="list-style-type: none"> Comprehensive welfare and benefit services. Consultation on mental health. Annual Medical checkup. 	<ul style="list-style-type: none"> Psychological evaluation and treatment. Wellbeing programmes. Clinic on premises and Mobile Clinic. HIV clinics. Child healthcare. 	<ul style="list-style-type: none"> Medical examinations. 	<ul style="list-style-type: none"> Medical insurance.
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PROTECTION OF HUMAN RIGHTS

Unifrutti Group upholds a strict “Zero Tolerance” policy against human rights violations. To maintain adherence to our human rights standards in line with our commitments, all our operations are regularly audited by our industry certification bodies that have explicit requirements for human rights. These audits, which include checks on human rights compliance, help safeguard our employees and farmers, ensure our commitment to human rights principles as well as verify alignment with internationally recognised standards.

Across our Business Units, we are committed to maintaining high standards of ethics and social responsibility, recognising its significant role in both economic and social spheres. Our policies, procedures and communication focus on key aspects, which include among others, declarations and our approach to:

- **Child and Forced Labour:** Prohibits the use of child labour and any form of forced or compulsory labour.
- **Health and Safety:** Ensures a safe and healthy work environment in compliance with national laws, certification requirements and internal risk assessments.
- **Freedom of Association:** Guarantees employees’ rights to organise and participate in unions without discrimination or retaliation.
- **Non-Discrimination:** Upholds a strict non-discrimination policy covering various bases including race, gender and political opinion, ensuring a respectful and inclusive workplace.
- **Disciplinary Practices:** Implements disciplinary procedures that protect employee dignity and prohibit abusive practices.
- **Fair Compensation:** Supports fair labour practices regarding wages, working hours and overtime, aligned with national labour laws and agreements.
- **Ongoing Commitment:** Continuous training of all employees levels on ethics and social responsibility, supported by top management’s commitment.

In alignment with our policy, in 2023 there were no incidents of minors employed across our global operations and no incidents of forced or compulsory labour were identified.

EMPLOYEES’ QUALITY OF LIFE

At Unifrutti, we are committed to ensuring that all employees, both permanent and temporary/seasonal, enjoy fair living and working conditions. We offer wages that meet or exceed the minimum statutory standards established by the local authorities across all Business Units.

Furthermore, management salaries are aligned with individual competencies, capabilities and experience that are regularly benchmarked against international compensation norms. Especially in South Africa, we participate in an annual salary benchmarking survey to ensure that all roles are compensated according to the market fairly. Additionally, we aim to foster a fair, inclusive and diverse workplace that supports employee quality of life, growth and skill development. Recognising our role as an international group, we place special emphasis on respecting local cultures and languages, ensuring effective collaboration with all stakeholders.

PROMOTING EMPLOYEES’ WELL-BEING

Ensuring the well-being of our workforce and maintaining operational continuity through agile and collaborative management has always been a top priority for us. With this goal in mind, our initiatives improve working conditions and promote job satisfaction, stability and personal development for all our employees.

Health and Nutritional Programme in Chile

In 2023, Unifrutti initiated collaboration with a network of nutritional specialists in Chile aimed at encouraging healthier lifestyles and diets among our workers at the Paine plant. As part of this programme, we offered 80 dedicated spaces for our employees to access preventive health exams.



Promoting an Active Lifestyle through Sports in the Philippines

In 2023, our Davao Operations launched a programme to encourage employees to embrace a healthier and more active lifestyle, enhancing their overall well-being. The initiative included on-site fitness instructors, gym memberships and regular outdoor activities every Saturday, with participation from all employees, including the President and COO.

During the 2023 Unifrutti Philippines Sportsfest, a unique sporting engagement activity for employees in the Philippines, our local team engaged in 10k and 6k fun mini-marathons. This event underscored our commitment to promoting our employees’ overall well-being and healthy lifestyles.



EMPLOYEE ENGAGEMENT INITIATIVES

At Unifrutti, employee engagement is central to our management strategy.

We foster open, honest dialogue across the organisation, valuing and actively listening to employee perspectives. Simultaneously, we encourage their participation in various sustainability and social initiatives throughout all Business Units, ensuring their voices and recommendations are heard.

Activities across our Business Units:

THE PHILIPPINES	CHILE	SOUTH AFRICA
<ul style="list-style-type: none"> The Values Reconciliation Movement[™] initiated in 2012, is an effective communication platform fostering open dialogue and collaboration among our employees. During this reporting period, it successfully resolved 154 out of 168 issues (92%) reported through this worker communication platform. We launched the first Unifrutti Philippine Human Resources Summit on November 3rd and 4th. Held in Lantapan, Bukidnon, in the Mindanao area. The HR Summit was attended by over 80 participants from different business units in the Philippines and was facilitated by the Unifrutti Group's Chief HR Officer. Our "Project Help" programme supports workers in distress by providing targeted counselling and onsite support. Organisation of the inaugural Tropical Leadership Summit in the Philippines is a platform for knowledge sharing, leadership and collaboration that drew participation from 200 managers, involving leaders from across the entire Business Unit. 	<ul style="list-style-type: none"> We conducted a Talent Balance and Engagement Survey aimed at enhancing global talent management. Additionally, we organised activities to commemorate significant days such as Women's Day, Worker's Day, Mother's Day and Father's Day, focusing on recognising the contributions of agricultural workers and fostering a supportive, inclusive environment. 	<ul style="list-style-type: none"> The Group Leadership Competence framework was set up to raise awareness about leadership skills and developed an in-house change navigation and enablement solution that we deployed in 2023.



Employee Activities on World Arbor Day 2023 in the Philippines

In celebration of Arbor Day 2023, Unifrutti Philippines actively participated in a reforestation effort, engaging in a coordinated tree-planting initiative across various regions of Mindanao in collaboration with local stakeholders.

The outcomes of this initiative were significant:

- A total of **18,320** native trees were successfully planted along the tributaries of a major water source in Davao City.
- 1,350** native trees were planted in Javier Surigao covering 2 hectares of land near the riverbank with the active involvement of **240 participants**.



"U CAN MAKE AN IMPACT" in the Philippines

Our "U Can Make an Impact" campaign continues to thrive, aimed at enhancing employee involvement in our sustainability objectives. The campaign focuses on measuring, reducing and communicating employee environmental performance using clear indicators. It includes initiatives like banning single-use plastics in canteens, developing waste management programmes and setting carbon offsetting goals by replanting trees along adopted riverbanks.



EMPLOYEE DEVELOPMENT AND DIVERSITY

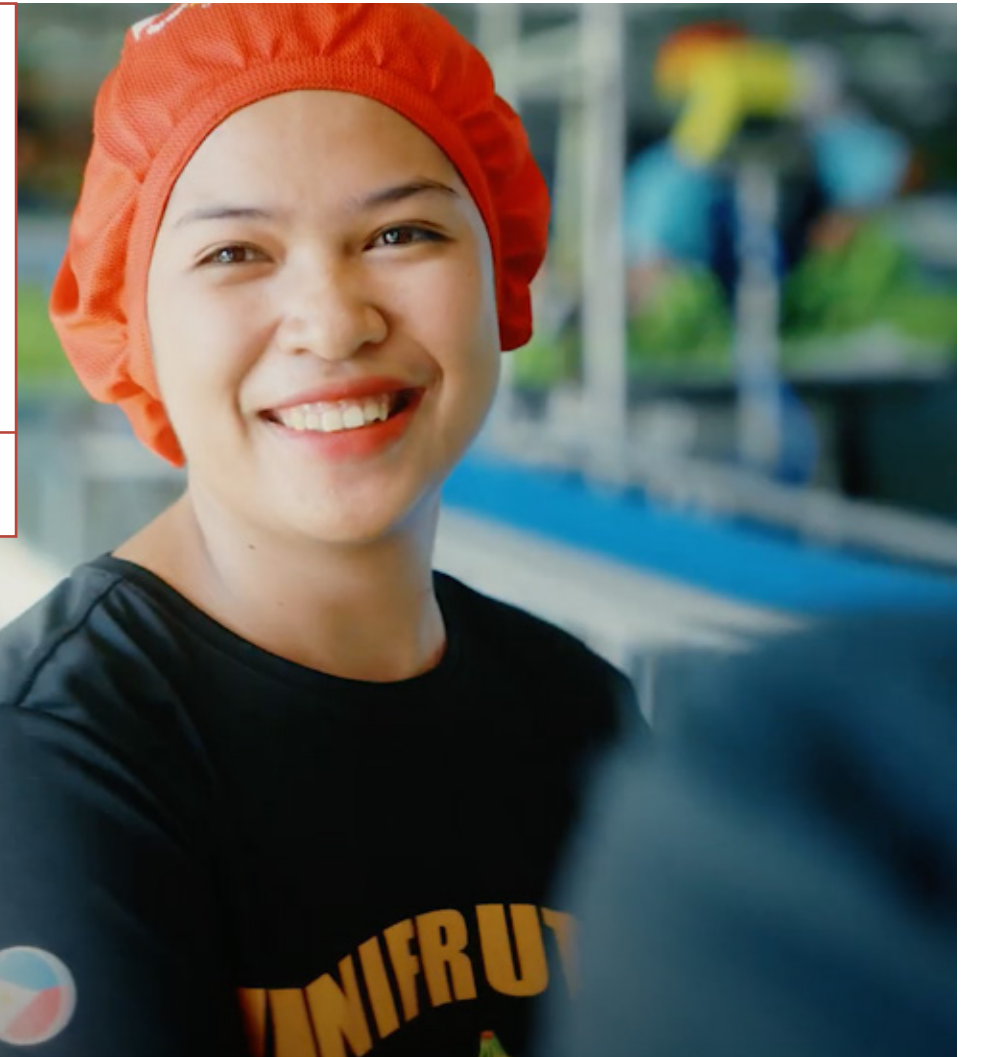
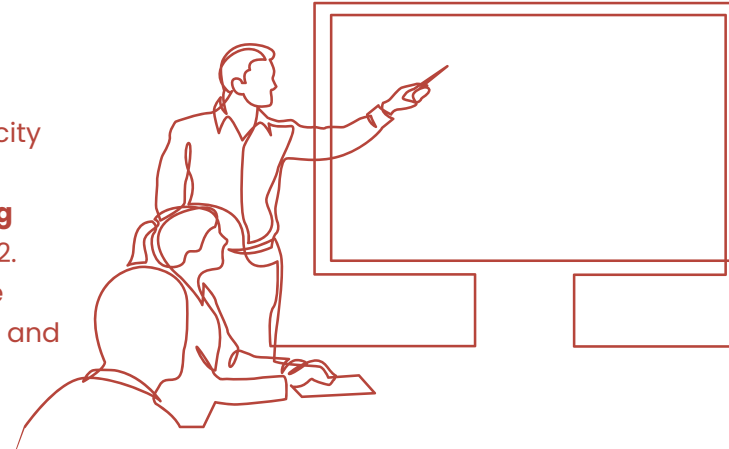
At Unifrutti, we are committed to creating an empowering environment that promotes our employees' professional growth and development. Our focus is on training and capacity-building programmes that not only expand their skills and technical knowledge but also enhance their leadership capabilities. To empower the youth, we offer internships that provide valuable practical experience and skill development.

Key achievements and focus areas across our operations and Business Units include:

- Enhancing the employee experience and accelerating organisational performance.
- Implementing our Leadership Competence framework, which includes behavioural training modules for each competency.
- Our extensive Corporate Learning and Development policy and related programmes provide the principles and guidelines on training and development and set the measures to support the development of all employees, monitor training quality, provide equity for accessing resources and opportunities and enforce a strong culture of continuous learning and development.
- Utilising our Talent Balance Sheet (TBS) to identify and address potential competence and skill gaps, with subsequent action plans to mitigate associated risks.
- Conducting several change upskilling programmes, resulting in 13 employees across the organisation becoming certified Prosci Change practitioners. These practitioners are equipped with the knowledge, skills and tools to drive successful change initiatives.
- Providing executive coaching sessions to leaders to further improve their leadership development.
- Exceeding the mandatory regulatory requirement in Chile to employ people with disabilities by reaching almost 2% (requirement: 1% of total workforce).
- Communication and campaigns on discrimination across the Business Units.

Training and capacity building programmes

In Chile we intensified our training and capacity building programmes with an emphasis on diversity and inclusion. **We provided training to 5,431 employees** compared to 1,761 in 2022. We managed to streamline the budget while maintaining efficient resource management and high training standards.



Indicative training sessions for our employees in the Philippines



- Unifrutti Leadership Summit focusing on "Professional Family" leadership concepts.
- Annual Compliance and Ethics training (Company Policies and Benefits, Confidentiality and Conflict of Interest, Employee Code of Conduct and Discipline).
- Employee experience.
- Succession management and planning.
- Talent management.
- Management and leadership development.
- Change management and enablement.

18,515 hours

Total training hours

5,216

Total number of attendees



In 2015, Edwin Molamudi was appointed as a temporary gardener for the General Manager at Unifrutti South Africa Blyderiver farms.

In 2019 Edwin was given the opportunity to undertake NQF Level 1 Plant Production Training through Unifrutti South Africa. Upon completion of this training, Unifrutti registered Edwin on a course for Chemical Store Clerk, Fire Fighting and First Aid. Simultaneously Edwin started to assist the Workers Committee and the Health and Safety Committee by keeping their minutes as well as



helping his colleagues who could not read or write by completing their leave forms, contracts and other documents.

In 2022 Edwin was promoted to Chemical Store Clerk, still with Unifrutti South Africa, at Blyderiver farms, which is a position of great responsibility. He has showcased the thoroughness and diligence that have made him a real asset to the company. Passionate about using his knowledge, Edwin aims to further his studies in Plant Production to become a Production Manager on the farm.

Leadership Summit for Unifrutti Tropical

The inaugural Unifrutti Tropical Leadership Summit, held on July 20–21, 2023, in **Davao City**, Philippines, marked a milestone in fostering leadership aligned with sustainable practices. This 2-day event brought together over 200 leaders from Unifrutti Japan Corporation and Unifrutti Tropical Philippines, dedicating over **2,000 hours** to deepen understanding of “**professional family**” leadership within the framework of **ADQ’s goals**. Esteemed speakers from various functions of Unifrutti, including the **Group CEO** shared insights and strategies to integrate sustainability into core business practices, enhancing leadership effectiveness across the organisation.



Employee Training (Training Hours)	Chile	The Philippines	Japan	South Africa	Turkey	Cyprus	Italy
	63,231	78,374	306.50	14,322	941	27	857
	49,936	21,707	180.50	19,488	1,173	96	67
Total	113,167	100,081	487	33,810	2,114	123	924

Training Investment						
Chile	The Philippines	Japan	South Africa	Turkey	Cyprus	
US\$383,952	US\$35,492	US\$3,513	US\$17,290	US\$526	US\$823	

Unifrutti’s Sustainability Academy

Unifrutti Group’s Sustainability Academy provides specialised online training and coaching on sustainability. Available to all employees, these courses are led by experts and cover key topics in environmental, social, agricultural and governance aspects of our industry. Carbon footprint and climate change were the key focus areas for the last quarter of 2023 aiming to leverage technical expertise and support the

Group’s decarbonisation journey. The overall aim of the Sustainability Academy is to deepen culture and knowledge, facilitate cross-Business Unit collaboration, and foster a shared commitment to sustainability goals. In 2023, the Academy delivered over 600 hours of training, with approximately 240 individual employees attending at least 1 session.

- Indicative training topics included:
- Addressing Food Safety Challenges and Opportunities in GlobalG.A.P. Implementation
 - Demystifying Sustainability
 - Change Enablement – How to Journey Through Change Complexity
 - UN Sustainable Development Goals
 - GHG Emissions Mastery Workshops



EMPOWERING WOMEN IN AGRICULTURE

Each employee of every market and geography we operate in has a remarkable journey to share. At Unifrutti, we remain committed to fostering a positive and equitable work environment that embraces and respects diversity and inclusivity particularly embracing women's efforts in agriculture. In recognition of their valuable contribution to our business, we are sharing some of their stories.



I AM EVELYN
Packing House Supervisor
 THE PHILIPPINES

I am Evelyn L. Binalhay, a Packing House Supervisor at Manupali Agri Development Corporation (MADC). During my 20 years at Unifrutti Tropical Philippines, Inc., I have been dedicated to upholding the company's values and have immensely enjoyed my work. I have learned how important it is to lead and communicate well. Working with diverse teams, especially the packing team, has taught me to be patient and kind. The diversity within our organisation teaches us the flexibility to always adjust our approach to keep the business running smoothly. I have realised that our success depends on the fact that everyone works hard and cares about their job.



I AM HISAYO
HR officer
 JAPAN

I am Hisayo Akama, working as HR officer at Unifrutti Japan for over 12 years. I began my career as temporary staff in the Finance department and later transitioned to a full-time role as an Administration and HR staff member. Unifrutti has supported my growth and personal development, even through challenging times balancing work and personal life. Despite these challenges, I successfully raised three children while fulfilling my duties as a supervisor. I look forward to continuing to contribute my experience to Unifrutti Japan and the Group, as a valued family member.



I AM FRANZELLE
Quality Control Manager
 SOUTH AFRICA

I am Franzelle Muller, a Quality Control Manager at Unifrutti South Africa. My role's primary objective is to uphold the reputation of Unifrutti SA by ensuring that our fruits consistently meet established quality standards throughout the entire process. With a passion for agriculture and a BSc in Food Science from the University of Stellenbosch, I bring nearly 18 years of experience in the fruit exporting industry to my role. Joining Unifrutti SA in February 2016 as the Quality Control Manager has been a significant milestone in my career. It has provided me with the opportunity to apply my knowledge and expertise on a larger scale. It has also allowed me to contribute to the company's mission of delivering high-quality fruits to customers while upholding its reputation as a trusted brand.



I AM KARIN
Head of Variety R&D and IP Manager
 CHILE

I am Karin Sonneborn, an Agronomic Engineer. I joined the Unifrutti and Univiveros team back in 2007. My main role is plant variety development, intellectual property administration, and R&D which is mostly oriented to sustainability. Unifrutti has supported me to grow as a professional in the fresh produce industry and has helped me achieve work-life balance enabling me to reach my current position. Since 2016, I have been also appointed by Univiveros to be part of the Board of Directors of two partner companies.



I AM FRANCESCA
Local Compliance, Risk and Sustainability Officer
 ITALY

I am Francesca De Angelis, the LCRSO in Italy. Since joining Unifrutti in 1996, I've progressed from administrative roles to quality management system roles and now serve as Local Compliance, Risk and Sustainability Officer. Over 27 years, Unifrutti has provided diverse opportunities for learning and growth. Now, as the Group embarks on this new journey, I am prepared to play a pivotal role in guiding the company towards its future objectives building on my extensive experience and dedication for the organisation.



I AM LALAINA
Manager of Agri-tech Services
 THE PHILIPPINES

I am Lalaine Albano-Narreto, a Manager of Agri-tech Services. In my 21 years of experience at the Unifrutti Tropical Philippines, Inc., I've gained valuable insights into growth and connection. I started my journey in Research and Development department yet later on I was entrusted with more challenging leadership and managerial roles. Throughout my career, Unifrutti has empowered me and elevated me. Working across teams, I realised that leadership isn't about titles or gender rather about passion, dedication and trust. Through collaboration and resilience, I've overcome obstacles, broadened my horizons and fostered relationships.



I AM TSHEPISO
Logistics Administrator
 SOUTH AFRICA

I am Tshepiso Monareng, a Logistics Administrator overseeing logistics at Unifrutti's Blyderiver Farms and Portsgate Packhouse. Unifrutti acknowledged my determination and passion for learning and supported me in completing my education in Logistics Management. Now, as a Logistics Administrator at Unifrutti Blyderiver Farms, I am able to contribute financially to my family. With ambitions to become a part of Unifrutti's Executive Committee in the UAE, I am dedicated and motivated towards achieving my goals.



I AM ANDREA
Agronomist
 CHILE

I am Andrea Bethke, an Agricultural Engineer. I have been working with Unifrutti agricultural companies in the Linares area, Chile for 24 years. My primary responsibilities include overseeing farm operations, implementing innovations, and managing projects. Unifrutti has seen me grow both on a professional as well as personal level. Unifrutti has supported my growth professionally and personally, providing opportunities to lead and engage in numerous projects, while furthering my skills through ongoing training and education. I regard Unifrutti to be a very important part of my life. Looking ahead, I want to continue contributing to the team with my experience and skills and continue to grow together.

SUPPORTING LOCAL WOMEN FARMERS

Women’s active role in agriculture fosters a more equitable and inclusive agricultural sector, enabling their economic empowerment, strengthening local communities and promoting sustainable farming practices. Unifrutti recognises the essential role women play in agriculture and their impact on family and community stability. We actively support women through initiatives like creating women’s cooperatives, backing women-led farms and employing local female workers. These efforts aim to ensure economic empowerment for women, promote equitable and sustainable farming practices, strengthen local communities and support their success in the sector.



In the Philippines, we provide support to **7 farms** that are either managed or **owned entirely by women** in the communities of **Cfarbempco, Peso, Sheba, Pana, Train** and **Amavi**. We offer technical guidance; on-the-job training and continuous support to these women farmers, helping them expand their skills to improve their livelihoods and their families’ well-being.



COMMUNITIES UPLIFTING

Unifrutti is dedicated to empowering and educating local communities through direct job creation and indirect support for local organisations and foundations that enhance community initiatives. We engage in activities that respect the rights of local and indigenous populations. Additionally, we are committed to raising awareness about the health benefits of including fresh fruit in daily diets. At Unifrutti, we strive to make a significant impact in every market we operate in, collaborating closely with local partners, NGOs, foundations and other organisations to improve livelihoods, facilitate access to basic services as well as promote education and training.

OUR COMMUNITY DEVELOPMENT ACTION IN CHILE

Unifrutti has launched impactful initiatives in Chile to foster positive community change and benefit those most in need, by partnering with local NGOs, government bodies and community leaders.

Initiatives include:

- Various donations to local communities.
- Community engagement and aid such as delivering winter items to children and gas vouchers.
- Educational support and development, providing sports materials for schools and skill development programmes.
- Empowering local youth and connecting them to the agricultural sector through mentorship, training, certification programmes and skills development programmes.
- Environmental responsibility includes recycling programmes and educational campaigns to promote environmental consciousness among workers.

Beneficiaries:

- **929 employees**
- **400 students**

COMMUNITY ACTION IN TURKEY

In response to the devastating earthquake in Turkey, we have collaborated with local relief groups to provide temporary shelter for those displaced by the disaster. This initiative included extending shelter provisions for an additional 5 days, with a total budget of US\$985 allocated to support these efforts. Through this assistance, we aim to alleviate the immediate hardships faced by affected communities.

OUR COMMUNITY DEVELOPMENT WORK IN SOUTH AFRICA

In South Africa, we continue to work closely with our partners as well as the Unifrutti SA Foundation NPC to support local communities through health, educational and development projects.


Beefwood Trust Programme

Beefwood Trust, based in **Hoedspruit**, specialises in premium braai and fireplace (kaggel) **wood responsibly** sourced from **Blyderiver farms**.

The company primarily sells firewood to local lodges, hotels and guesthouses. Unifrutti South Africa provides the wood that is then, transported and processed at a central location then sold by Beefwood Trust. Casuarina wood, known for its medium hardness, is ideal for open fireplaces and campfires.



ADDITIONAL INITIATIVES IN SOUTH AFRICA

	DUNBRODY PACKHOUSE	BLYDERIVER FARM	MATROOZENFONTEIN FARM
	<ul style="list-style-type: none"> Sponsoring the studies of one beneficiary student through a 50% bursary. We supported medical screenings of a nursery. 	<ul style="list-style-type: none"> Provision of a taxi service to Richmond Crèche (nursery) together with a Wi-Fi connection. Financial Support of the Church of Nazrene, offering a spiritual place for our workers. 	<ul style="list-style-type: none"> Operation of a nursery and an aftercare facility for school children to help them with their homework.

Annual Scholarships for Employees and their families in the Philippines

PROGRAMME (SCHOOL YEAR 2023-2024)	NUMBER OF SCHOLARS	FEES CONTRIBUTED (IN US\$)
High School	150	40,179
College	100	91,071
Total	250	131,250

OUR COMMUNITY ENGAGEMENT IN THE PHILIPPINES

Key Highlights

- Educational Support: Donated various school supplies to 38 public elementary and high schools, benefiting a total of 2,250 underprivileged students.
- Agricultural Development: Supported 8 farmer households in establishing vegetable gardens through the H.O.P.E. farm initiative.
- Environmental Conservation: Planted 10,000 native trees across 16 hectares, involving 630 members from various Civil Society Organisations and Government Line Agencies, alongside Unifrutti's employees.

Under our CSR campaign "H.O.P.E." we actively support organisations like the Hineleban Foundation, Inc. (HFI), the Green Project and The Asian Business Cable-Tow Cooperative Academy (ABCCA). This collaboration aims to enhance food security, generate sustainable income, provide essential training as well as improve infrastructure for local communities.



Educational Support Through Scholarships



In collaboration with the **Asian Business Cable-Tow Cooperative Academy (ABCCA)**, Unifrutti has continued its commitment to educational advancement by offering **scholarships**. These scholarships aim to assist financially challenged families, marginalised communities and indigenous people.

In 2023 alone, our efforts supported over **3,600 ABCCA students**, helping them to graduate from Senior High. This initiative also reaches indigenous populations, ensuring inclusive educational opportunities.



H.O.P.E. Farm in the Philippines

Launched in 2022 with a budget of US\$50,000 was set to be completed in 2024. The **H.O.P.E.** farm initiative aims to support sustainable food production, enhance farm productivity and increase farmers' incomes. Spanning **20,000 square meters**, H.O.P.E. farm serves as a model and training center for communities in buffer zones and developed areas, demonstrating that **progress can be achieved through collaboration.** Efforts are underway to have it accredited by the Department of Agriculture as an Agricultural Training Institute.

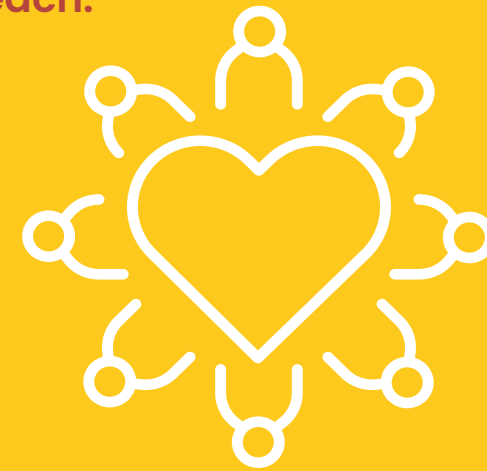
The **H.O.P.E.** farm and **3 nurseries** have designated approximately **1,500m²** of land to beneficiary farmers. The project has significantly progressed during this reporting period, adding 10 household beneficiaries.

2023 KEY FACTS

- The family involved in the pilot project generated an additional income of **US\$1,660** from their small plot.
- The success of the pilot project has led to the development of a **2 hectare rented area** on the outskirts of **MKAVI-1 farm 2**, aimed at supporting more families from the impoverished list of Barangay Alanib.

NEXT STEPS

The programme will be extended to include 7 additional families, continuing to expand its impact and reach.



“Brigada Eskwela” Assistance Programme



Unifrutti Philippines has actively participated in the **“Brigada Eskwela” Assistance Programme**, an initiative by the **Department of Education** aimed at enhancing the infrastructure of public schools through cleaning and repair. In 2023, we contributed a variety of resources, including **ceiling fans, school supplies, slippers, disinfectants, textbooks, used**

tires and painting materials, as well as boxes of **bananas to schools in need.** To date, this initiative has positively impacted **2,250 students** across **28 schools** in the **Bukidnon, Davao and Amai Manabilang** regions, with a total investment of **US\$4,000.**



Tackling Hunger at Schools in the Philippines

Unifrutti has initiated a **programme to combat hunger** by distributing ripe bananas to public schools in Lantapan. Initially, as a monthly pilot project targeting **20 schools**, our goal is to increase deliveries to be done on a weekly basis and expand outreach to **20 schools per corporate farm area**. Additionally, under the **“Hunger Eradication Programme”**, we’ve been providing bananas monthly to **18 elementary schools**

in Lantapan, distributing a total of **771 boxes** of ripened Cavendish Bananas in 2023. In collaboration with the **LGU Nutrition Programme**, Unifrutti supplied **1440 Nutripacks** to **12 malnourished children in Alanib over 120 days**. Looking ahead, we aim to extend this nutritional support to **220 days**, reinforcing our commitment to eradicating hunger and improving child health in the communities we serve.



OUR COMMUNITY DEVELOPMENT WORK IN ITALY

Supporting the Work of the McDonald’s Foundation in Italy

Since 2017, Unifrutti Group has **actively supported the Ronald McDonald Children’s Foundation**, aligning with its mission to assist families and children undergoing medical challenges. Our contributions have facilitated the **opening of 2 Family Rooms at Niguarda Hospital in Milan and Careggi Hospital in Florence**, both renowned pediatric centers. These initiatives, deeply rooted in ethical values, significantly impact the emotional well-being of the families served. Moving forward, we are committed to expanding our support with the development of a hospitality facility **at Sant’Orsola Hospital in Bologna**, continuing our dedication to these vital community resources.



SUPPORTING INDIGENOUS PEOPLE

Unifrutti is committed to respecting the indigenous communities' rights as well as aligning our actions with local laws designed to protect these groups. We engage closely with indigenous peoples to help preserve their cultures and livelihoods.

We currently employ 1,549 indigenous employees (temporary or permanent) in the Philippines and 1,620 in South Africa.

Supporting local tribes and indigenous people



In South Africa, at Dunbrody farms, we predominantly employ members of the **Xhosa community**, indigenous to the Eastern Cape. At **Blyderiver** farms we predominantly employ members of the **neighbouring Northern-Sotho communities** in The Oaks, **Dingapong** and **Finale Communities** in Limpopo. **Dunbrody** farms supports the local **Lwazi Foundation**, which aids children by:

- Providing **3 teachers** to ensure access to basic education and running an after-care center for additional support.
- Offering **2 meals** per day to children in need.



In the Philippines, we have a long-term institutionalised engagement with local tribes and indigenous people:

- This on-going engagement with indigenous people is manifested through numerous occasions such as the organisation of festivals and other local celebrations that Unifrutti supports.
- We continue to support educational scholarship programmes provided by the Asian Business Cable-Tow Cooperative Academy (ABCCA), benefiting financially challenged families, marginalised communities and indigenous people. Many ABCCA scholars in Bukidnon come from the 7 tribes of the said province.
- We have concluded our engagement with some 10 ancestral domains for the USAID native trees project. Our engagement was through environmental activities such as tree growing and nurturing, Agro-Forestry trainings and Nursery establishment as an alternative livelihood.

Adopt-A-Mountain



In partnership with the **Department of Environment and Natural Resources (DENR)** and the **People's Organisation in the Philippines**, a Memorandum of Understanding has been signed to adopt at least **200 hectares of land for Rain-Forestation** and to **create livelihood opportunities for local communities**. We have included diverse seedlings like bamboo, abacca and ficus, with over **100,000 seedlings** expected to be cultivated at our **Tree Nursery in MKAVI-1**.

Looking ahead to 2024, we plan to collaborate with local stakeholders to supplement our reforestation efforts with the provision of native and fruit trees, reinforcing our commitment to environmental conservation.

Timeline: 2023 - 2027

Partners: DENR, Municipal Local Government Units (MLGUs)



No incidents of violations involving the rights of indigenous people were identified or reported in 2023

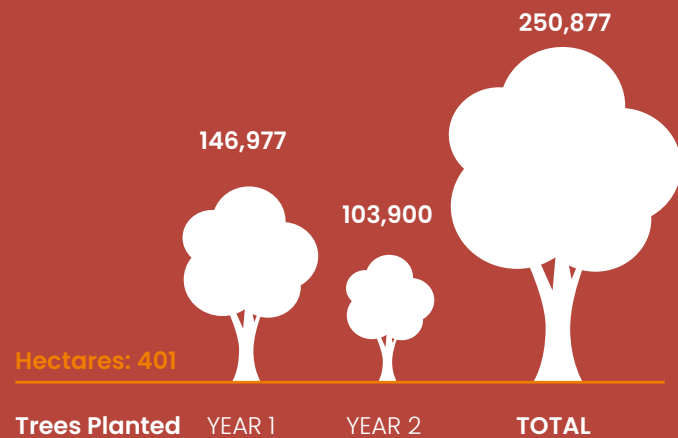
Progress of the USAID- Funded Natives Trees Project



In December 2023, the USAID-funded project completed the planting of over 250,000 native tree seedlings across ancestral domains, spanning about 400 hectares.

The project provided valuable insights into effective agro-forestry practices within watershed areas.

Status of Native Tree Planting (December 2023)



Investment: US\$90.000

Unifrutti NESTS Programme

In October 2023, Unifrutti Group and the Lantapan local government signed a Memorandum of Understanding to annually plant at 100,000 native trees near rivers and lakes under the UNIFRUTTI NESTS (Nurturing Ecological Systems Towards Sustainability) programme, fostering collaboration with local landowners and community groups.

OUR ONGOING SUPPORT TO EXTERNAL GROWERS

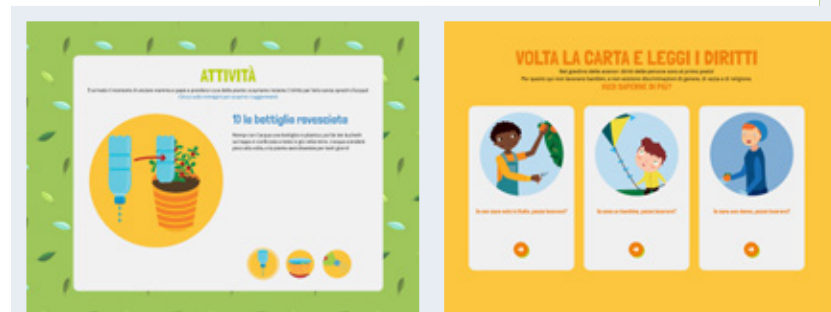
Unifrutti's ongoing support to local growers has always been crucial to our operations, playing a vital role in the development of relations of trust and enhancing the livelihoods of local communities. We actively engage with external farmers and growers to maintain a responsible supply chain, ensuring that all external farms meet the same strict standards as our own, thus guaranteeing consistent quality and safety of our products. We support these partners by helping with certification requirements and regulations, providing ongoing technical training and offering advice throughout the production cycle. This comprehensive approach is aimed at delivering safe, high-quality fruits to our customers.



PROMOTING HEALTHY EATING HABITS

The "Orange Garden" Educational Project in Italy

The Orange Garden is one of Unifrutti's notable initiatives aimed at raising awareness and educating school children about the nutritional value and sustainable sourcing of fresh oranges. The project was created through collaboration between Oranfrizer, Libri Progetti Educativi and the Organisation of Producers Terre Sole di Sicilia. Supported by a kit from Libri - Giunti Editore, which includes 25 children's books and a teacher's guide, the project educates primary school children about oranges and their origins from Mount Etna. From mid-January to mid-February, students can extend their classroom experiences to live events in 6 Coop stores in Tuscany and 5 Ali stores in Veneto. The project, endorsed by the Ministry for the Environment and backed by the EU Commission, has engaged over 10,000 classes and 200,000 families since 2014. Key supporters of the project include COOP, McDonald's, and Ali supermarkets.



ABOUT THIS REPORT

The Unifrutti Group (“Group” or “Unifrutti”) Sustainability Report for 2023 is the fourth Sustainability Report published by the Group. It covers the period from January 1, 2023, to December 31, 2023. The Group is committed to communicating its activities through its Sustainability Report on an annual basis, going forward.

Scope and Boundaries

The Report covers the sustainability approach, priorities, activities, performance and achievements of the following Business Units for the reporting year, unless otherwise stated:

- European (covering Italy and excluding our operations in Spain, Argentina and Oranfrizer Juice)
- Tropical Business Unit (covering the Philippines and Japan)
- Chile (covering Chile but excluding our operations in Ecuador)
- South Africa
- Emerging markets (covering Turkey, excluding India and China)
- Offices in Cyprus and the United Arab Emirates

Report Content

The content of the Sustainability Report covers the areas that we consider vital to our businesses and stakeholders and is aligned to our four core ESG pillars: Governance and Culture, Safe and Nutritious Fruit, Environmental Responsibility, and Social Footprint.

Clarifications

Information and data are presented by country of operation.

The data disclosed for Italy includes the following entities unless noted otherwise: Oranfrizer (including Carmito farm), Unifrutti Distribution, Unipuglia, Unimarche and DNG De Nadai Group.

Employees refer to average headcount throughout 2023 for every Business Unit, compared to employees at the peak season (headcount) reported in 2022.

Employees in Cyprus include also employees of the Tropical Business Unit located in Cyprus.

The Report does not include the activities or performance of our suppliers, contractors or partners unless otherwise stated.

International Standards

This Report has been prepared with reference to the GRI Standards. It takes into consideration the GRI Sector Standards for Agriculture, Aquaculture and Fishing. The Sustainability Report is also aligned with selected Sustainable Development Goals (SDGs).

External Assurance

We have not sought external assurance for this Sustainability Report. To the best of our knowledge and capabilities, the Report’s content is accurate and correct. We are continuously improving our monitoring and consolidating mechanisms and processes. We remain dedicated to enhancing our systems, policies, procedures, risk management, and strategy integration.

Contact Details

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GRI CONTENT INDEX

Statement of use	Unifrutti has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
GRI STANDARD	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 2: General Disclosures 2021	2-1 Organizational details	5, 69	
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	2-12 Role of the highest governance body in overseeing the management of impacts	15, 20	
	2-13 Delegation of responsibility for managing impacts	20	
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	3-2 List of material topics	10, 11	

GRI 13: Agriculture Aquaculture and Fishing Sectors 2022	13.4 Natural ecosystem conversion	43	13.4.1
	13.5 Soil health	44	13.5.1
	13.6 Pesticides use	28	13.6.1 13.6.2
	13.23 Supply chain traceability	30	13.23.1 13.23.2
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	38-40	13.2.1 13.2.2
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	64, 65	13.22.3
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	34, 35	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	28, 46	
	301-3 Reclaimed products and their packaging materials	46	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	42	
	302-4 Reduction of energy consumption	42	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	47	13.7.1 13.7.2
	303-2 Management of water discharge-related impacts	47	13.7.3
	303-3 Water withdrawal	47	13.7.4
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	43	13.3.1 13.3.3
	304-3 Habitats protected or restored	43	13.3.4
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	39	13.1.2
	305-2 Energy indirect (Scope 2) GHG emissions	39	13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	39	13.1.4
	305-5 Reduction of GHG emissions	41	13.1.6
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	45	13.8.1 13.8.2
	306-2 Management of significant waste-related impacts	45, 46	13.8.3
	306-3 Waste generated	45	13.8.4
	306-4 Waste diverted from disposal	45	13.8.5
	306-5 Waste directed to disposal	45	13.8.6
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	29, 34	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	54	

GRI STANDARD	DISCLOSURE	LOCATION	GRI SECTOR STANDARD REF. NO.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	55	13.19.1 13.19.2
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	403-4 Worker participation, consultation, and communication on occupational health and safety	55	13.19.5
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GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	57	13.17.1 13.17.2
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	57	13.16.1 13.16.2
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	67	13.14.1 13.14.2 13.14.3
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	62-69	13.12.1 13.12.2
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	28, 29	13.10.2
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	29	13.10.3 13.10.4
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	30	
	417-2 Incidents of non-compliance concerning product and service information and labeling	30	



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