

Harvesting value for a better world



This Report is dedicated to the Unifrutti family, a team of 12,500+ colleagues around the globe, working every day with passion and commitment, contributing to sustainable agriculture and harvesting value for a better world.



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1. MESSAGES FROM LEADERSHIP

WELCOME MESSAGE FROM THE CHAIRMAN OF THE BOARD



"We plan to keep the promise to continue to harvest value for a better world and be authentic in what we do."

SIMON BEVANChairman of the Board,

Unifrutti Group

It is with great pleasure that I present herewith our second Sustainability Report; a major milestone of the Group's sustainability journey and a vivid testament to our strategic priorities and vision. Ever since I have joined the Unifrutti Board, I have witnessed how the leadership has used key ESG principles in guiding the business both day-to-day and with an eye to the long-term future. With this Group report Unifrutti aims to provide transparent insights into both its sustainability initiatives across its global operations as well as its strategy and long-term key commitments.

Being in the agriculture industry and carrying the legacy of the Unifrutti Group we recognize that Sustainability is a key business enabler and a major source of value creation for the Group as well as its stakeholders. Therefore, we have never regarded sustainability as an additional activity, but rather as a core element of our operations as well as a crucial part of our strategic and normative alignment.

We undoubtedly operate in a highly complex and unpredictable environment. As climate change leads to more extreme weather and increased water stress, sustainable agricultural practices will continue to play an even more vital role in promoting resilience across our supply chain and in the communities that harvest our fruits. Despite all those persisting challenges, ESG opens numerous opportunities for authentic and impactful value creation, innovation, and cost efficiencies across the whole value chain and therefore we constantly use sustainability-dedicated lenses in our operations' development and growth plans.

In this context, we:

- Strengthened our corporate governance structure by setting up new Board committees and leveraged our Group policy framework
- Strengthened our ESG governance framework and strategy to ensure full alignment across our global operations.

- Appointed the Chief Compliance, Risk and Sustainability Officer to further lead the process, leverage culture and unify practices for sustainable performance.
- Have heavily engaged with our stakeholders including customers and new investors to gain greater clarity as to their long-term expectations.
- Set up the Network of Local Compliance, Risk and Sustainability Officers to support the Divisions in this ESG journey.
- Set up the Sustainability Academy to leverage culture and knowledge on Sustainability issues.
- Emphasized ESG risk assessments as a key strategic process for long term resilience.
- Formally opened a roadmap for new investors to step in to further accelerate our plans and sustainable growth and make impactful investments in managing key business challenges including climate change.
- Entered the decisive decade for achieving the UN Sustainable Development Goals (SDGs) in a unified Group approach.

Moving forward, we are aware of our significant role in promoting sustainable agriculture, while offering numerous opportunities for sector transformation, growth and development via technological innovation and digitalization. We aim for a net zero and we remain committed to the selected SDGs while expanding and deepening our sustainability commitments by setting further KPIs to define, measure, monitor and continuously improve our Group's ESG performance.

Our aim is to continue to harvest value for a better world and be authentic in what we do for our stakeholders and for generations to come. We plan to keep this promise.

All is Fruit Sound Governance and Culture Our Environmental Responsibility Our Social Footprint **Divisional Spotlights** About this Report **GRI Content Index**

INTERVIEW WITH OUR GROUP CEO

This is Unifrutti's second Sustainability Report. What are the main achievements for the Group during this period?

Publishing our second Sustainability Report is a distinctive opportunity to reflect on the exceptionally challenging times for businesses and global populations we are passing by. As a multicultural group of over 12,500 employees in four continents, serving more than 500 customers with fresh nutritious fruits, we have worked with great dedication in 2021 to emerge stronger and position ourselves for continued growth in 2022 and beyond, embracing Sustainability as part of our core operations.

At the business level, I am proud of how Unifrutti has closed the year 2021. Revenues and Adjusted EBITDA of US\$720m and US\$78m respectively, have been a gratifying result considering unprecedented times and disruptions across both our productive and end markets. We have successfully faced the unexpected; reacting to the challenges posed by climate change and adverse weather conditions especially in Chile and the Philippines as well as the Etna eruption in Sicily, the extreme volatility of prices and exchange rates, the emerging demands of global customers, the uncertainty of market conditions and the profound interruptions in logistics and transport services that still affects our sector until today. We have demonstrated resilience as a Group, distributing 618ktons of products, a slight reduction compared to the 647ktons distributed in 2020.

During this year, we have also focused on sustainability governance and strengthened our long-term ESG strategy, an essential enabler for our long-term vision as a Group and a driver for our business operations. We have actively engaged with all our internal and external stakeholders to identify sustainability priorities. This process helped us gain greater clarity with regard to where we want to go as an organization while further expanding our targets and translating them into action plans. Concurrently, we further strengthened our corporate governance structure by setting up new Board committees, expanding on our business model across borders, leveraging our Group policy framework, creating a Network of Local Compliance, Risk and Sustainability Officers to support their Divisions in managing compliance, risk and sustainability

matters, preparing ESG action plans at Divisional level and setting a roadmap that links corporate performance to Sustainability KPIs at leadership level.

In this respect, which are the main highlights at the people, community, product and environmental levels?

Regarding our people, maintaining a safe and engaging workplace that creates value for communities remains a priority for us. We aspire to create an environment where people belong, which sustains personal and business development and protects traditions and values of local cultures. In 2021, we focused our efforts on redesigning the Group culture; an umbrella for our employees to flourish. We focused on health and safety as well as the promotion of our employees' overall wellbeing while endorsing technical training and skills development. The recent launch of our Sustainability Academy, a global initiative with the goal to enhance sustainability skills and knowledge while contributing to sustainability strategy, is one example we are proud to share.

At the community level, we continued to support local farmers and honour our long-term engagement with local communities. We are conscious of our role in supporting the indigenous people and we could not be prouder that we celebrated 10 years since the signing of the first of its kind sacred customary pact in Bukidnon between Unifrutti, in cooperation with the Hineleban Foundation and the leaders of the seven tribes of the Bukidnon Province in the Philippines.

We actively support local communities through various donations and long-term programs. In close partnership with dedicated Foundations, we have put together social and educational programs, capacity building initiatives such as HOPE, the Green Project and the Fruit of Solidarity initiative, targeting disadvantaged communities, children, growers and farmers, while contributing to critical infrastructure with immense impact at the local level.

At the product level, we continue to invest in the incorporation of the latest technologies to further promote responsible sourcing,

"Through sustainability, we are more able to respond to the numerous risks and challenges that characterize our business sector as well as identify those future business opportunities that will make us stay ahead in the years to come."

MARCO VENTURELLI Chief Executive Officer at Unifrutti Group



improve our agricultural production and protect the environment. With growing impetus on Research and Development, Integrated Crop Management and "Plant Care to Post-harvest", we operate plant nurseries that allow us to grow quality fruit, experiment with new varieties and diversify our farming methods while encouraging and supporting our partners to comply with the same high standards that we have. All Divisions follow strict, globally recognized standards that place us at the top of our sector.

Highlights

As for the environment, we continued working towards minimizing our overall negative impact and reducing our carbon footprint, by using renewable energy sources to improve energy efficiency across our operations. We worked wholeheartedly to reduce food waste and improve sorting and packing lines and optimize our processes.

What have been the challenges and the lessons learned so far from this Sustainability journey?

The entire process of developing our Sustainability Report - from the materiality analysis to the development of a sustainability strategy – had a great value for our corporation. Working on our second Sustainability Report brought to light what really matters for us as a company and our stakeholders, identifying where to focus and guiding our action plan. It is in fact an ongoing journey that helps us evolve as a company through our commitments and grow alongside our stakeholders.

Undoubtedly, we operate in a complex and unpredictable global business environment. With a growing world population, a higher average life expectancy and always scarcer natural resources, the agriculture industry is facing significant dilemmas. Hence, it needs to remain vigilant of technological advancements, shifts in consumption patterns, globalization, in addition to social and environmental risks. Sustainable agriculture is fundamental for providing food security and alleviating poverty in the countries we are present in, while offering numerous opportunities for sector transformation, growth and development via technological innovation and digitalization.

Engaging in sustainability is a learning experience that entails

listening and understanding from our side with regards to both societal and community expectations to ensure immediate action on environmental threats.

Our Sustainability Approach and Strategy

Through sustainability, we are more able to respond to the numerous risks and challenges that characterize our business sector as well as identify those future business opportunities that will make us stay ahead in the years to come

Moving forward, what are the next steps for the Unifrutti Group?

As it is evident throughout this Report, as a Group, we are engaging with our internal and external stakeholders while fine-tuning our focus on key material topics for our business and society. We have started taking further steps to integrate, formalize, endorse, and communicate our key sustainability commitments and goals. At this moment being accountable and setting specific KPIs is critical for a better future and for us as Unifrutti to define, steer, unify and measure our Group's financial and non-financial growth in the future.

We aim to commit to net zero by 2050 and have already initiated the process of measuring our environmental impacts in a more unified way, including our emissions and environmental footprint. These challenging targets are also directly linked with SDGs, with which we have already aligned our strategy and sustainability vision. To get there, we will continue investing in our people, our most valuable resource, technology and innovation at the base of our global business model and integrated supply chain. Sustainability is a challenging and empowering journey hence we hold ourselves accountable to strive day after day for higher environmental, social, and governance standards while remain focused on our goal to responsibly provide the best quality of fresh fruit through our efficient agricultural global network.

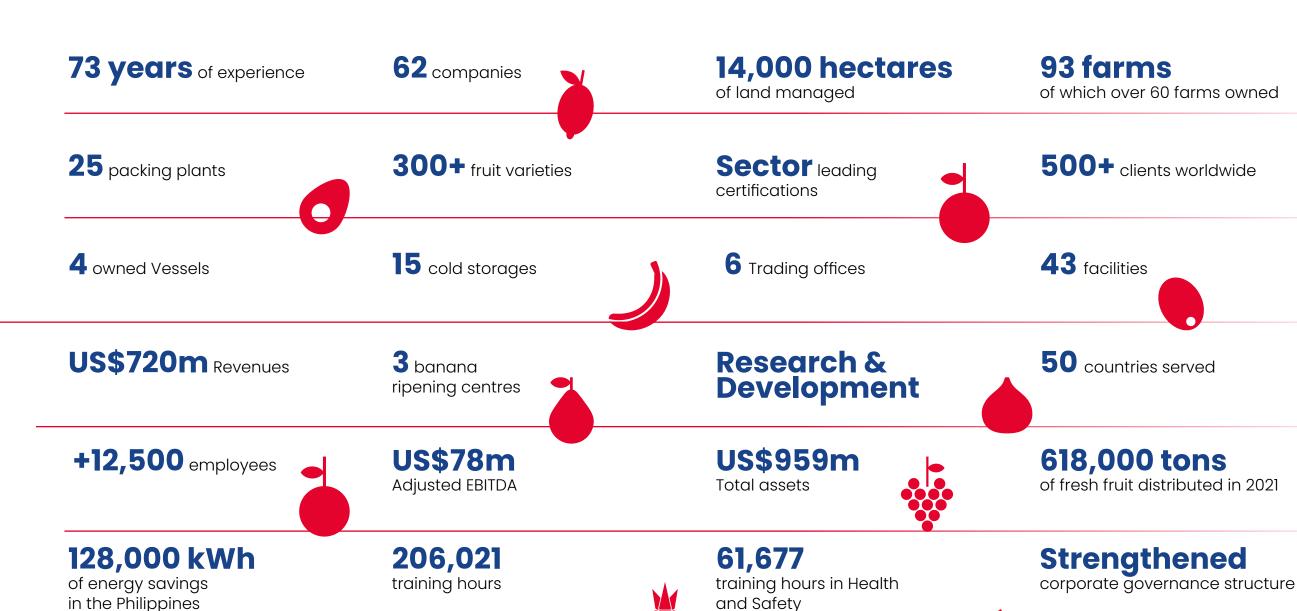
Furthermore, in 2022, the Group has taken an important strategic decision by entering into an agreement to sell a majority equity stake to the Abu Dhabi-based investment and holding company ADQ, which will play a fundamental role in accelerating our growth in the years to come and strengthening our leading position in the global fresh produce sector even further.

Under this context, we are determined and devoted to our goal to create real value and a positive impact through fresh produce and respectful business practices for all our stakeholders and global communities.



2. UNIFRUTTI HIGHLIGHTS





1,011,898 kWh renewable energy from solar panels in Chile 139,419 kg of paper boxes reclaimed in South Africa

US\$984K in COVID-19 investments unifrutti

1948

Italian entrepreneur Guido De Nadai establishes a fruit and vegetables trading company specialising in imported Italian products

1970s

In the 1970s, the company grew to become a major distributor of food products in the Arabian market and in 1977, De Nadai expanded his business in Chile

1992

"From War Zone to Economic Zone": Unifrutti invests in the first banana farm of the industry in the Autonomous Region of the Mindanao (ARMM)

1990-2000s

Unifrutti enters an internationalization process by replicating in other countries the strategy adopted in Chile leading to the establishment of Unifrutti Turkey in 1991, Unifrutti Philippines in 1992, Unifrutti South Africa in 1999, as well as entering the market in Japan in 1996

OUR JOURNEY

2018

Unifrutti Philippines adopts the Sustainability Development Goals (SDGs)

2019

Unifrutti Packhouse, a 5,500 square meter facility, in Matroozefontein South Africa is built, with the capacity to generate through solar panels over 200 kW per day of green energy

2021

Unifrutti Group publishes its first Sustainability Report and formally adopts the Sustainability Development Goals (SDGs)

2022

ADQ, an Abu Dhabi-based investment and holding company, entered an agreement to acquire a majority equity stake in Unifrutti Group. Unifrutti initiates a new phase of growth through ADQ's global reach which will further expand Unifrutti's footprint



1983

The Unifrutti brand is born with the launch of the Chilean Division developed eventually into Unifrutti Group

1986

Univiveros nursery is born

2006

Unifrutti Farms in the Philippines is among the first banana firms in the country to get certified by the Rainforest Alliance Certification

2015

The UN Food and Agriculture
Organization (FAO) takes interest in the
Unifrutti plantation as a case study to
improve the gender opportunities of
female workers in the rural areas of the
Philippines

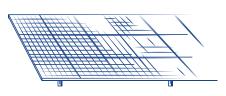


2020

Acquisition of Oranfrizer in Italy and Dimifruit in Spain

2020

Unifrutti Philippines publishes its first Sustainability Report





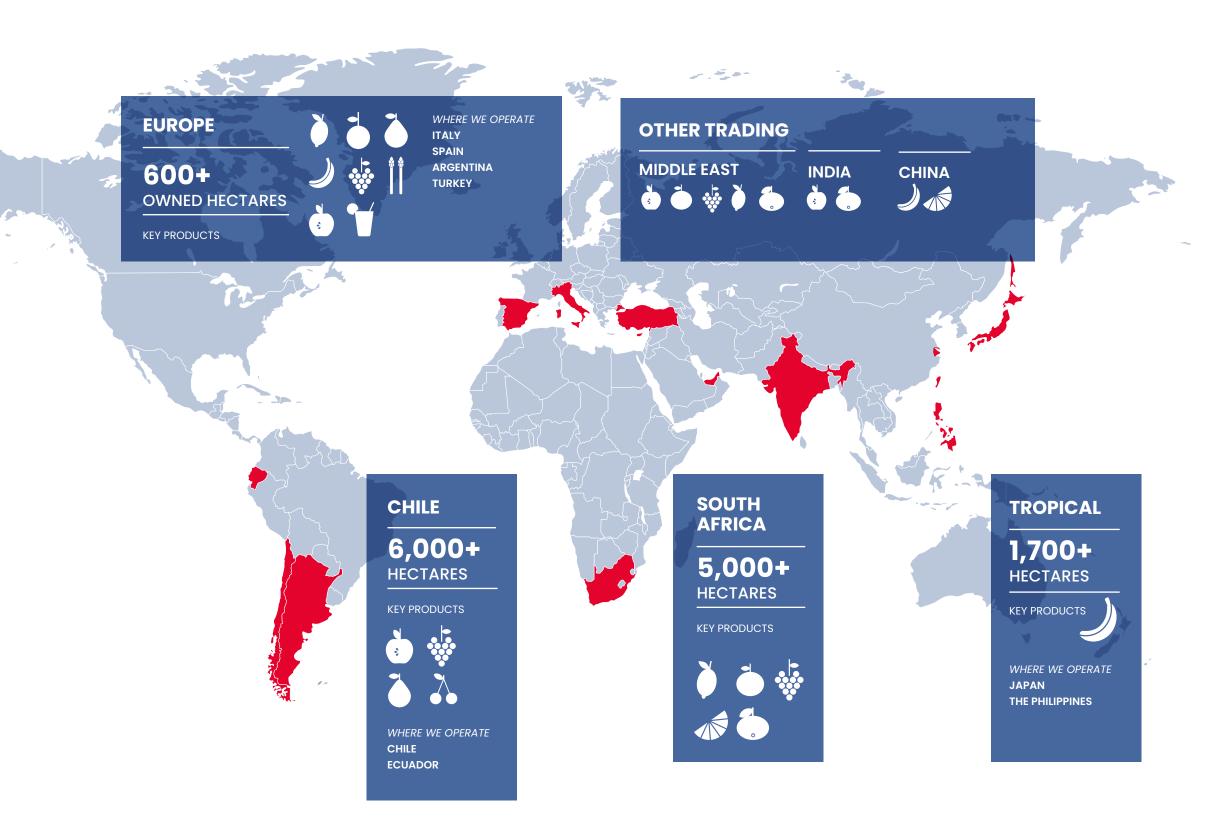
FOUNDED IN 1948 BY THE ITALIAN ENTREPRENEUR GUIDO DE NADAI AS A FRUIT AND VEGETABLES TRADING COMPANY, THE UNIFRUTTI GROUP IS ONE OF THE WORLD'S LEADING PLAYERS IN THE PRODUCTION, MARKETING, AND DISTRIBUTION OF FRESH FRUIT.

Our Global Presence

Unifrutti today is a global Group, producing in 4 different continents and distributing in over 50 countries.

With around 618,000 tons of fresh fruit distributed globally and over 14,000 hectares of farms our Group serves over 500 clients worldwide. The Group operates Research and Development, sourcing, processing, trading and distribution of fresh produce worldwide, through its network of strategically located offices and facilities. The company maintains its firm family roots while continuously expanding, thanks to partnerships all over the world and to a strategic corporate approach.

Contributions and achievements of all the Divisions are included throughout the report while separate short spotlights for each Division are shown at the end of the report.



Pineapple

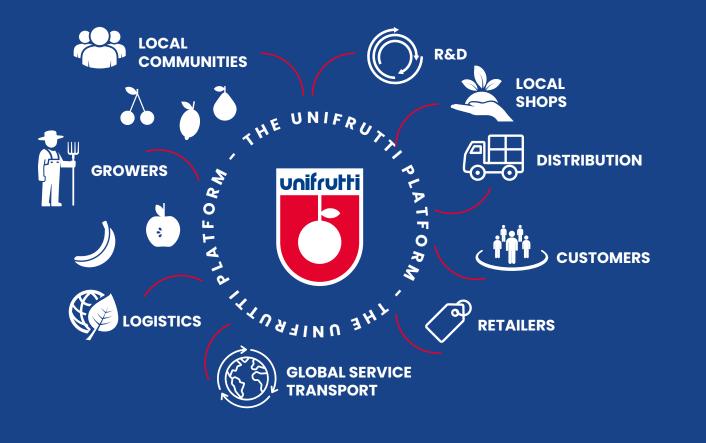
The Unifrutti Platform

Unifrutti acts as a network connecting companies and operations at different steps of the value chain. It has a unique business model with fruit being sourced from productions owned and managed by the Group, independent growers and third-party brands. At Unifrutti, we utilize our own land, our internal commercial and logistical Divisions. The Group manages the entire supply chain to ensure the quality production and distribution of all types of fruit, including

mainly citrus, bananas, pears, cherries, table grapes and apples. Our global yet flexible structure enables us to maintain a high degree of product traceability, provide packing, processing, and multiple other end-product services to all our clients hence satisfy a constantly evolving global market while maintaining a strong focus on local demand.

For Unifrutti, it is always fruit season and we invite you to visit our website: <u>Unifrutti Group</u> to find more about the Group and its operations.

"WE ACT AS A PLATFORM CONNECTING COMPANIES AT DIFFERENT STEPS OF THE VALUE CHAIN"



Year-Round Availability of Products

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
APPLES	ė.	•	•	•	•	•	•	•	•	3	•	•
BANANAS))))))))))
CHERRIES					7	*	7				7	7
GRAPEFRUITS												
GRAPES	*	*	*	*	*	*	*	₩	**	*	*	*
LEMONS	ď	ď	V	>	Ď	ď	Ď	V	V	Ď	Ď	ď
PEACHES & NECTARINES												
ORANGES		•	•	•	•	•	•	•		•		•
PEARS	•	•	•	•			•	•	•	•		
SOFT CITRUS	6	6	•	•	•	•	•	6	6	6	4	•

_			
EUROPE	TROPICAL	SOUTH AFRICA	CHILE
CORE PRODUCTS			
Apples	Bananas	Easy peelers	Apples
Bananas		Grapefruits	Cherries
Grapes		Grapes	Grapes
Juices		Lemons	Pears
Lemons		Oranges	
Oranges			
Pears			
Vegetables			
OTHER PRODUCTS			
Grapefruit	Grapes	Mangoes	Avocados
Kiwi	Kiwi	Stone fruit	Citrus

Kiwifruit Pomegranate Stone fruit

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Global Operations and Value Chain

Unifrutti Group operates a unique business model characterized by the complete integration along the entire industry value chain: from research and development to production, packaging and storage, to trading, to logistics and ultimately sales. With an operational presence in 4 different continents, we act at all levels of the value chain as a true one-stop platform.

This vertical integration and operation enables Unifrutti to ensure the highest possible value capturing profitability and group performance.

Each of the Group's Divisions operates based on the local markets' needs and is supported by the Group and its international network. The Group has strategically selected its physical presence to meet the needs of specific industries where it adapts its operations to meet global stakeholder requirements. In that sense, Unifrutti remains truly customer and geography neutral, serving retail and wholesale customers of all dimensions and type, as well as service providers.

VALUE CHAIN STAGES



9

What we

- 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.



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





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



WORLDWIDE **TRADING**

RESEARCH &

DEVELOPMENT

PRODUCTION

& SOURCING

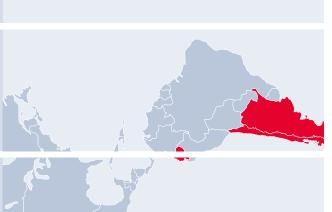
- International fruit export and trading.
- Fruit handling, packing, food safety and integration.





DISTRIBUTION & LOGISTICS

- Fruit distribution to target market freight and hip 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.



Our Sustainability Approach and Strategy Messages From Leadership Sound Governance and Culture Our Environmental Responsibility About this Report

Our Sustainability approach

We fully acknowledge that Unifrutti operates in a global, complex, exciting yet unpredictable environment. We are very aware how our industry practices have a considerable impact and contribution on the planet.

With a growing world population, water shortage, higher average life expectancy and scarce natural resources, the agriculture industry is facing significant dilemmas. In addition, it needs to remain vigilant of technological advancements, climate change challenges, shifts in consumption, new healthy patterns in addition to its social and environmental responsibilities.

Formalizing our approach to sustainability strategy has been for our Group a critical priority for two important reasons:

Firstly, Sustainability is part of what we do every day in the agricultural industry. Water stewardship, climate change action, quality and nutritious fruit with less environmental impact, technology and innovation, our people's health and safety, compliance with industry standards, working with local communities and farmers are key areas of our core operations. We consider our people and local Communities, Land, Water and technology as our most valuable resources. Therefore,

Sustainability for our Group is a license to operate.

Secondly, we aim to create impactful value for our stakeholders. Sustainability is not just an irreversible trend but also a focal point of interest and scrutiny for our key stakeholders: Investors, shareholders, our people, regulators, retailers, final consumers, financial institutions, key suppliers and local communities. All are raising the bar. ESG turns into a source of value creation in terms of responsible supply chain, sales, attractiveness for investors and employees, profitability and market performance. Additionally, it should be a priority for all companies pursuing a robust and authentic strategy.

Sustainability for our Group is a license to operate.

This deep and full realization of Sustainability value and its strategic essence is guiding our approach to ESG strategy and has helped clarify our sustainability vision.

Further to the actions we may undertake at a Group level, our sustainability work is mainly reflected locally across our Divisions and throughout the Unifrutti Group value chain with the active and daily contribution of Unifrutti people who are the ones who build on Unifrutti Group legacy, navigate the daily challenges and embrace our sustainability goals and Vision 2030 with confidence.

In the light of these commitments, we all proceed to drive the required change responsibly and collectively as well as continue to harvest the required value for our key stakeholders all as a unified Group, which we are proud to call the Unifrutti family.

Our Sustainability Strategy is focusing under 4 core pillars that extend the ESG acronym as follows:

Environment

Social

Governance

Safe and Nutritious Fruit

In this context, we have set up a road map focusing on:

- Setting up a clear ESG governance framework with predefined roles and responsibilities aiming to align even further mindsets, cultures, and organisation across the Group for sustainability.
- Assessing Unifrutti current maturity level of material ESG themes and key risks.
- Developing a comprehensive Stakeholder engagement approach including materiality assessment, to ensure internal and external alignment on ESG Strategy and valuable long-term
- Undertaking the exercise of realigning our identified material topics with the SDGs (Agenda 2030).
- Formalising our ESG strategy and setting sustainability

commitments including specific KPIs in order to define drive and measure performance.

- Clear ESG plans that integrate and align our Sustainability plans across Unifrutti geographical locations.
- Assessing ESG best practices and evolving innovation
- Assessing ESG risks as part of our strategic processes

Kalia Larkou.

Chief Compliance, Risk & Sustainability Officer



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

- Nurturing people and communities and improving livelihoods
- Being an employer of choice of employees of choice
- Reducing our environmental impacts and protecting natural environment for generations to come
- · Growing healthy and nutritious fruit
- Constantly striving for sustainable performance
- · Nurturing diverse leaders with a sustainable development mindset

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FOCUS AREAS

Climate Change Action

Respecting Natural Ecosystems

Distribution and Transportation Impacts

OUR TARGETS

- Robust climate change strategy to meet net zero 2050 target
- 100% Sustainable packaging by 2030
- 100% eligible waste to reach its maximum value by 2030
- Advance technology for Water stewardship

KEY TOPICS

- Greenhouse Gas (GHG) emissions
- Energy & fuels
- Water Stewardship
- Waste production and circular economy
- Product packaging
- Protection of the natural environment

FOCUS AREAS

Responsible Agriculture and Supply Chain

Nutritious Fruit for the Consumers

OUR TARGETS

- 100% key/critical suppliers/partners endorsing responsible sourcing code of conduct
- Robust Agri-tech
 Ecosystem
- Leveraged technology for traceability across whole value chain by 2030

KEY TOPICS

- Environmental and social Compliance in supply chain
- Innovation (and technology) in Farming Practices
- Fruit Compliance
- · Traceability
- Promoting supplier loyalty and long term collaboration

UNIFRUTTI GROUP SUSTAINABILITY VISION HARVESTING VALUE FOR A BETTER WORLD



SDGs on wich we have the greatest impacts through our business

































FOCUS AREAS

The Unifrutti Family

Our Commitment to Society

OUR TARGETS

Zero serious labour accidentsZero incidents

of human rights

- violations
 Robust Health and nutrition programs
- in all divisionsPredefined trainings / employees and external farmers

KEY TOPICS

12

- Education and capacity building
- Occupational Health and Safety
- Uplifting CommunitiesHuman rights
- Healthy eating
- Employee quality of life

FOCUS AREAS

Ethics and ESG Culture

Governance and Performance

OUR TARGETS

- Link corporate performance to Sustainability KPIs at leadership level
- Gender parity across Unifrutti Group
- Predefined training hours on ESG for Board members and Executives

KEY TOPICS

- Diversity & InclusionIntegration of ESG criteria in decision
- makingRobust group compliance
- governance framework
- Sustainability Leadership Capabilities
- Laws & regulations
- Board Composition and governance
 Brivany S. data
- Privacy & data security

Engaging with our Stakeholders and Materiality Assessment

During this reporting period, the Group has performed a group-wide materiality assessment engaging actively with all its internal and external stakeholders across four continents and six Divisions with the view to identify and validate those sustainability topics that are top priority for our business, operations, and stakeholders. This process helped us gain greater clarity with regards to where we want to go as an organisation while further expanding and solidifying our sustainability strategy.

growers, clients and employees sometimes even on a daily basis whenever needed. As for our stakeholders, such as the local them utilising a wide variety of tools and methods that include meetings, calls, emails, internal communication tools, events, and exhibitions. We also regularly update and upgrade our key informed on our journey's new milestones toward sustainability and business news.

Our stakeholders reflect the complexity of our business and the wide range of geographies where External we currently operate. In that context, we Landowners **Investors** & Producers continuously engage with stakeholders & Growers in an open transparent dialogue to & Cooperatives Suppliers gain their trust, manage risks and expectations, develop best Opinion Leaders practices, and further develop INTERNAL our business delivering impactful value for all parties. **Financial** We constantly engage with **Institutions** stakeholders like external **Joint Ventures** unifrutti & Strategic **Partners** SHAREHOLDERS EMPLOYEES

Industry Peers

Authorities

Trade Unions

Society

communities, suppliers and authorities, we are often in touch with communication channels to ensure that we keep our stakeholders

Legal &

Transportation

Certfification

Local Communities

Supranational Institutions

Fountations

Clients

Learning Institutions Research Institutions

Academic Community

Competitors

Consumer

Focusing on What Matters: **Our Materiality Methodology**

Through our extended materiality process, we have identified the core issues that we should take into consideration in our Sustainability Report content and strategy. The assessment methodology was guided by the GRI Standards, international guidelines, and global best practices, also reflecting our Group's operations and culture, sector benchmarks, and stakeholder expectations.

The entire process was based upon the concept of double materiality which acknowledges that an organisation should recognise, act and report simultaneously on sustainability matters that are financially material for the organisation as well as material to the market, the environment, and all external stakeholders.

In more detail:

The materiality assessment was developed under 4 core pillars:

- Governance
- Environment
- Safe and nutritious fruit

STEP 1 Identification of potential topics

We identified a list of potential material topics via research, benchmarking, standards requirements, and internal consultations.

An initial list of 51 topics was developed to reflect potential material topics.

STEP 2 **Prioritisation of topics**

We proceeded with prioritisation of topics. Both internal and

external stakeholders were involved in this exercise.

We took into account the Unifrutti strategy, standards and frameworks, and global mandates including the SDGs.

STEP 3 **Mapping**

We mapped selected topics into a materiality matrix. The materiality matrix presents topics based on the importance of each topic to the external stakeholders and the importance of each topic to the internal stakeholders.

STEP 4 Validation

We validated results via personal interviews with all Divisions, Head office and the CEO. Individual materiality matrices were developed for all Divisions, to reflect the Divisional approach and priorities.

Subsequent conclusions have been developed for each Division of the Organization.

STEP 5 Communication

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The materiality matrix presented reflects the validated outcomes, and is a consolidation of the results of the exercise conducted for all Divisions and the Head office.

Incorporating the materiality assessment process in our sustainability strategy allows us to improve the decision-making processes, plan for the management of risks, capitalise on new opportunities, meet the expectations of various stakeholders and accelerate our performance.

SOCIAL (SOCIETY AND WORKPLACE)



Employees' Quality of Life Diversity and Inclusion

Promoting Healthy Eating Habits

Protection of Human Rights

Employees, External Growers and Farmers Training

Relations Between Management and Employees

Communities Uplifting and Women Empowerment

Occupational Health and Safety



GOVERNANCE



Legislation and Anti-Corruption Performance, Governance, **Ethics and Culture** Risk Management **Standards and Certifications Relations with Stakeholders** Responsible and Sustainable Supply Chain



ENVIRONMENT



Transportation and Distribution Impacts

Sustainable Packaging and Waste Management

Water Management

Supplier Assessment for Environmental Practices

Biodiversity and Natural Ecosystem Conservation

Energy Management and Climate Change Risks

Soil Stewardship



SAFE AND NUTRITIOUS FRUIT



Responsible Pest Management

Food Safety and Compliance with Food Laws

> R&D and Innovation in Farming Practices

Supporting Local Suppliers and Growers

Customer Satisfaction and Fruit Traceability









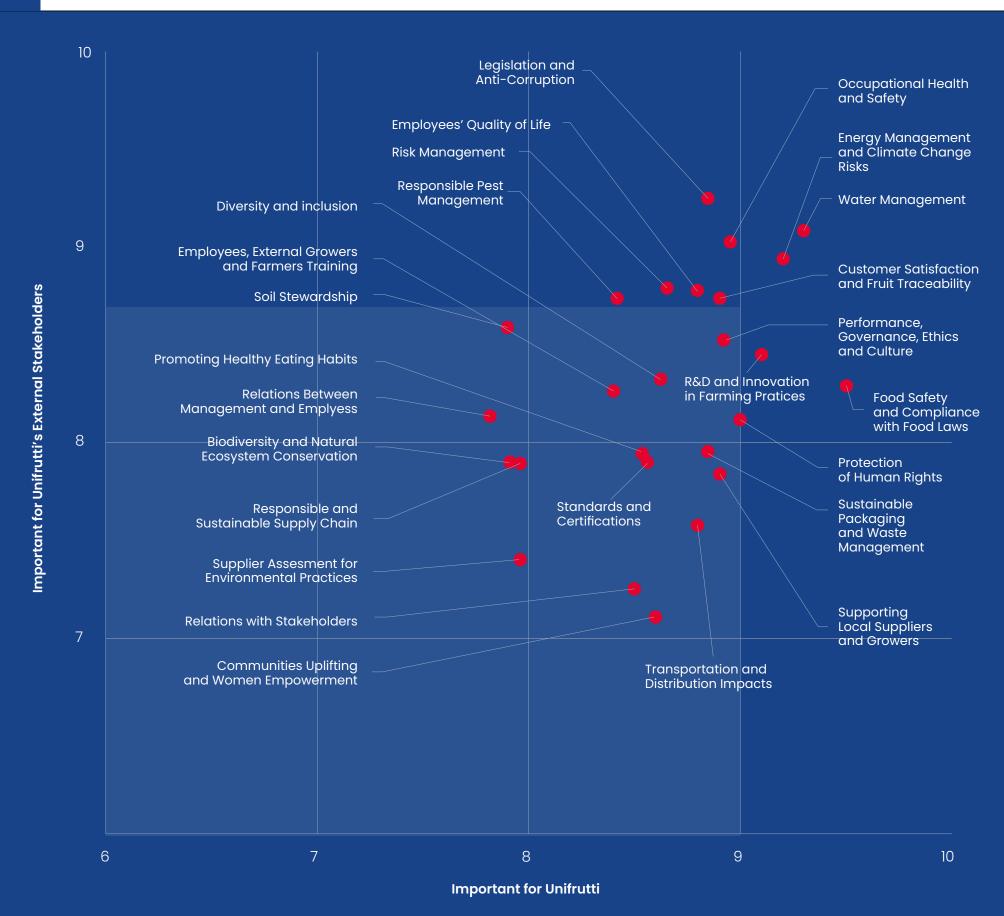


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MATERIALITY MATRIX

Following the materiality assessment exercise which helped the Group confirm what really matters; we gained a clearer picture of where we currently stand regarding our sustainability commitments. It also guided us where we could go in the short and medium term as well as shed the light on where we would like to be ideally in the future, considering our aspirations, vision and longer-term targets.

As per our unified strategy, all Divisions develop and deploy Divisional action plans that span across 26 parameters. Divisional action plan parameters are common for all Divisions and refer to specific actions along our 4 key strategic pillars.



The Sustainable Development Goals (SDGs)

have enabled us to join a global movement of positive impact. We mapped the SDGs to our current activities at the Group and Divisional levels, the risks from our operations to the SDGs and the opportunities arising from our operations that can contribute to the success of the SDG implementation. We present the 13 SDGs that we have identified as relevant to our work and strategic goals.

During this reporting period, we have undertaken the exercise of aligning our identified material topics with the SDGs (Agenda 2030). This process helped us get a better picture of our current status vis a vis the SDGs and governed us on how to better achieve them.



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Aligning our material topics with the SDGs

	MATERIAL TOPICS	1 NO POVERTY	2 HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN MATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	15 INFE	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	
PILLAR		Ň׍Ť	""	<i>-</i> ₩•		(₽	Q	î		CO			Y	₩
	Transportation and Distribution Impacts													
	Sustainable Packaging and Waste Management			U				U		U				
	Water Management			U			U	U		U				
ENVIRONMENT	Supplier Assessment for Environmental Practices									U	U			
	Biodiversity and Natural Ecosystem Conservation						U					U		
	Energy Management and Climate Change Risks							U		U	U			
	Soil Stewardship		U	U						U		U		
	Employees' Quality of Life							U						
	Diversity and Inclusion					U							U	
	Promoting Healthy Eating Habits													
COCIAL	Protection of Human Rights					U		U						
SOCIAL	Employees, External Growers and Farmers Training		U	U	U		U		U		U	U		
	Relations Between Management and Employees							U						
	Communities Uplifting and Women Empowerment	U	U											
	Occupational Health and Safety			U				U						
	Legislation and Anti-Corruption													
	Performance, Governance, Ethics and Culture					U		U						
	Risk Management										U			
GOVERNANCE	Standards and Certifications		U	U			U			U		U		
	Relations with Stakeholders				U									
	Responsible and Sustainable Supply Chain		U							U				
	Responsible Pest Management		U	U			U			U				
	Food Safety and Compliance with Food Laws		U	U										
SAFE AND	R&D and Innovation in Farming Practices		U					U	U	U	U	U		
NUTRITIOUS FRUIT	Supporting Local Suppliers and Growers	U	U											U
	Customer Satisfaction and Fruit Traceability													

5. SOUND **GOVERNANCE AND CULTURE**

Nurturing Diverse Leaders with a Sustainable Mindset

The way we operate and do business has a significant impact on the long-term sustainability of our company, our corporate reputation, and on how we are perceived and endorsed by our stakeholders. It also affects the impact we create and the change we bring in the communities we operate in. The Unifrutti brand stands for tradition, dedication, and knowledge. It is the legacy of a multi-generation family that reaches out to the future, the story of a vision that is realized in almost a century of success.

OUR AREAS OF FOCUS:

- ETHICS AND ESG CULTURE
- GOVERNANCE AND PERFORMANCE



Our Approach

Due to the nature of our business, we are constantly exposed to risks, challenges, and market fluctuations throughout the entire supply chain. Strong and sound governance has always been vital to our operation. As a world leader in the production, marketing, and distribution of fresh fruit, we adhere to the highest ethical standards by developing and applying clear policies, procedures, and codes of conduct across our operations, always in close contact with all internal and external stakeholders.

Governance Systems and Corporate Governance

Corporate Governance Guidelines

The Corporate Governance Guidelines provide the general rules concerning UIHL's corporate Governance, the way it is managed, supervised and controlled. the powers and functions of its governing bodies and the relationships with the other companies of which the Unifrutti is comprised.

Board of Directors

Unifrutti's Board of Directors is entrusted with assessing the overall direction and strategy of the Group with the responsibility to support and coordinate the Group's business and direction towards meeting its targets and materialising its vision. The Board of Directors is also responsible for supporting the Chief Executive Officer in its role. The Board abides by the official Corporate Governance Rules, concerning the Group's corporate governance, the way it is managed, supervised, controlled, the powers and functions of its governing bodies and the relations with the other companies comprising the Unifrutti Group.

Board Composition

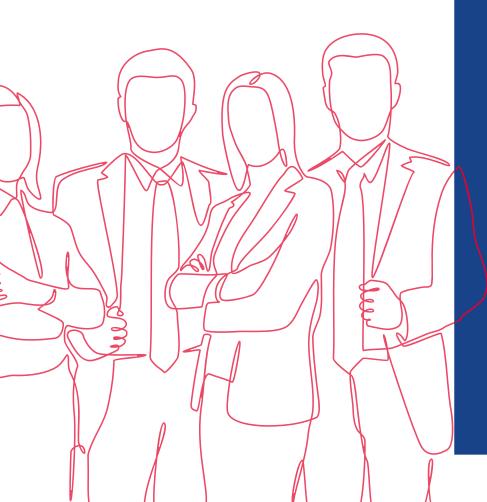
Board of Directors by Gender and Age	30-50	50+
Q	_	1
見	4	4
Total	4	5

Gro	up Board of Directors	SIMON BRUCE BEVAN	Chairman and Non-executive Director
S		MARCO VENTURELLI	Executive Director and Group CEO
•		MAURO BENDA	Executive Director and Group CFO
		GERMAN ILLANES PIZARRO	Executive Director and Chilean Division CEO
		ANDRES CAMILO VENEGAS	Non-Executive Director
		ERNESTO ALBANESE	Non-Executive Director
		KAREN VIRGINIA EDWARDS	Non-Executive Director
		NICOLA FALCINELLI	Non-Executive Director
		ROBERTO RIZZI	Non-Executive Director

The Board of Directors is supported by a robust structure comprised of three committees reporting to the Board of Directors.

The committees were formed in February 2021 and are part of the Group's long-term plan to enhance its internal structure and strengthen its management mechanisms.

Each Committee has its approved Terms of Reference that provide the rules under which the Committee operates, is managed, the role it serves, its composition and the powers it possesses.



Risk Management and Audit Committee

The Risk Management and Audit Committee oversees the preparation of the Company's stand-alone and consolidated accounting methods, financial statements, financial reporting, and disclosure requirements as well as its accounting policies and practices. It also reviews stand-alone and consolidated financial statements and its significant accounting and reporting issues, including, but not confined to, complex and/or unusual transactions. Moreover, the Committee oversees, and assesses the work of the company and the Group's auditors and delivers proposals for their appointment removal. It monitors the effectiveness of the Company's and any Group Company's risk management procedures as well as monitors and evaluates the adequacy and effectiveness of the internal control system. It also appoints and assesses the Company's internal audit function, approves the audit plan and reviews their work and key findings. Lastly it oversees the implementation of the system for identifying, monitoring, measuring, controlling and reporting of related-party arrangements.

Committee Members

Chairman: Simon Bruce Bevan

Members

Karen Virginia Edwards Ernesto Albanese Roberto Rizzi

Remuneration Committee

The Renumeration Committee advises the BoD on the remuneration policy and packages for the Board members as well as the senior management members on other remuneration policies and practices to support strategy and promote long-term sustainable success and ensures that executive remuneration is aligned to the Company's purpose, values and long-term strategy.

It sets up, when required, share-schemes and other remuneration schemes, reviews and advises on the ongoing appropriateness and relevance of the remuneration policy. Additionally the committee appoints remuneration consultants as needed, advises on workforce remuneration and related policies where necessary, advises and ensures that succession planning is in place for key management roles as well as appropriate policies and practices for the management training and development. Approvals for the remuneration matters are outlined in the articles of association of UIHL and are usually the responsibility of the Board of Directors.

Committee Members

Chairwoman: Karen Virginia Edwards

Members

Simon Bruce Bevan Ernesto Albanese

Exit Strategy Committee

The Exit Strategy Committee develops the Exit Strategy from financing whenever there is a need and evaluates various strategies to exit from, such as listing in a Stock Exchange, attracting a third-party equity investor or refinancing through a new arrangement. It also advises on the financial advisor to support the Exit Strategy, including any future capital raises and the road to an IPO, possible relocation of the Headquarters which may include engaging with third party experts to combine strategic, tax and IPO implications to set the optimum location for the Group. Lastly it reviews and advises on the ongoing appropriateness of the Exit Strategy and appoints consultants subject to the approval of the cost by the Board.

About this Report

Committee Members

Chairman: Roberto Rizzi

Members

Marco Venturelli Andres Camilo Venegas Nicola Falcinelli 20

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Our Management Model

The business model of Unifrutti encompasses the key principles of Transnational Business Model for cross-border management. It focuses on an integrated governance model and fosters interdependence, synergies and cross fertilisation of knowledge from a network of interdependent Divisions and companies that share the same mission, vision and values, under the umbrella of Unifrutti Group.

Unifrutti International Holdings Limited ("UIHL") provides the Head Office function, including finance, accounting, IT and Intelligence, HR Talent and Leadership, Compliance, Risk and Sustainability and Commercial, Marketing and Communication affairs. Six Divisions (Chile, Tropical, Europe, South Africa, China, and Middle East) manage the Group's operating activities. The CEOs of each Division and the Heads of each function report to the Group CEO.



HEAD OFFICE MANAGEMENT



MARCO VENTURELLI
UNIFRUTTI GROUP CHIEF
EXECUTIVE OFFICER



MAURO BENDA
UNIFRUTTI GROUP CHIEF
FINANCIAL OFFICER



GIANPAOLO NERI UNIFRUTTI GROUP CHIEF INFORMATION OFFICER



KALIA LARKOU
UNIFRUTTI GROUP CHIEF
COMPLIANCE RISK
AND SUSTAINABILITY OFFICER



RENIER KRIGE
UNIFRUTTI GROUP CHIEF
HUMAN RESOURCES OFFICER



ALESSANDRO GONZATO
GROUP SENIOR MARKETING
AND COMMUNICATION MANAGER

COUNTRY HEADS



GERMAN ILLANES
UNIFRUTTI CHILE,
CHIEF EXECUTIVE OFFICER



LINDA DE NADAI
UNIFRUTTI SOUTH AFRICA,
CHIEF EXECUTIVE OFFICER



GIANLUCA DEFENDINI
UNIFRUTTI EUROPE,
CHIEF EXECUTIVE OFFICER



ALBERTO BACANI
UNIFRUTTI TROPICAL,
AND UNIFRUTTI PHILIPPINES CHIEF
EXECUTIVE OFFICER



KENNARD WONG
UNIFRUTTI JAPAN,
CHIEF EXECUTIVE OFFICER

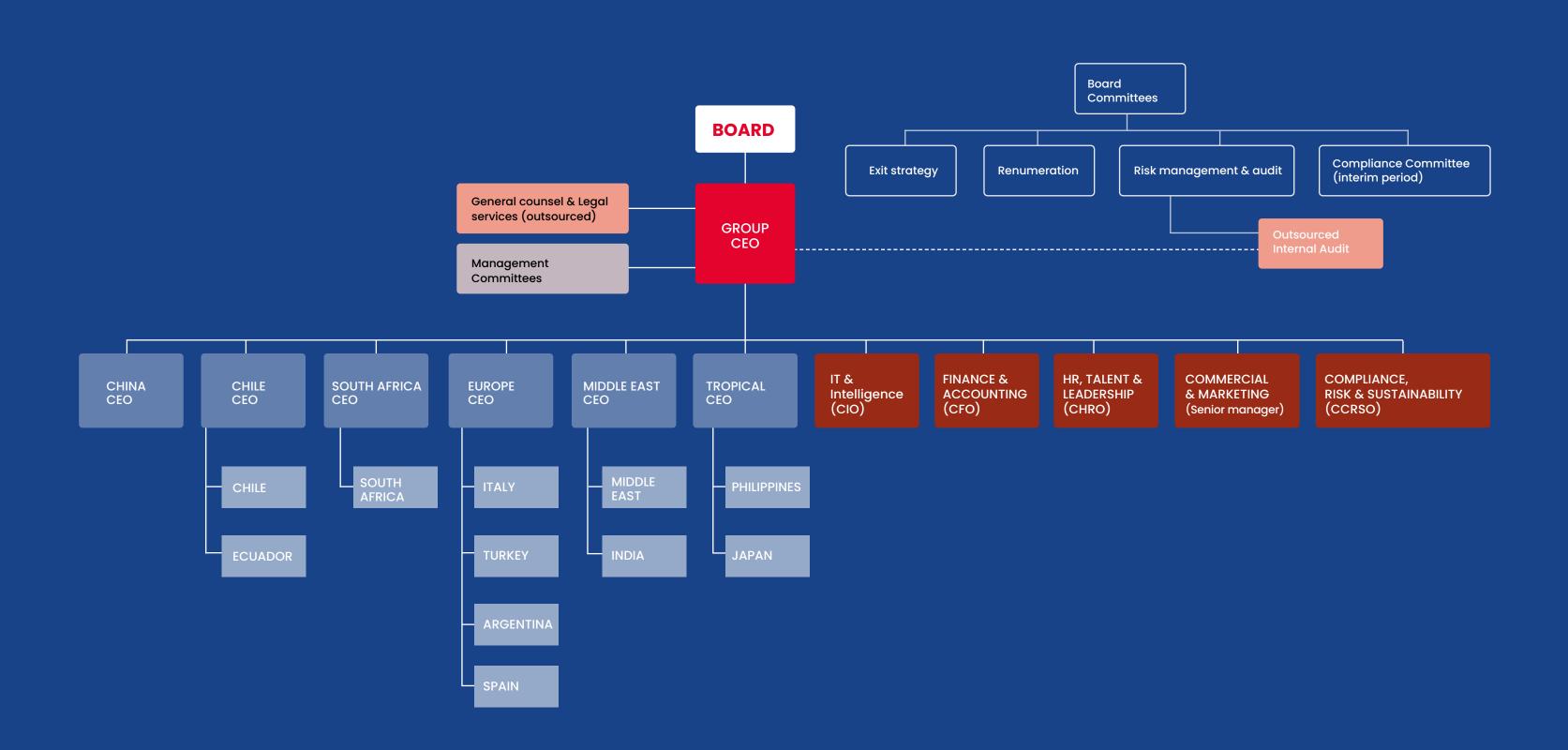


MALEK NASS DUCE
UNIFRUTTI TURKEY,
AND UNIFRUTTI SHANGHAI
CHIEF EXECUTIVE OFFICER



MAKALI DHANANJAY
UNIFRUTTI INDIA,
CHIEF EXECUTIVE OFFICER

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Management committees

The Group has initiated Management Committees which operate at executive level and have operational control under the auspices of the Group CEO.

Four key categories of internal management committees, namely:



Executive Committees

They set out guidelines and direction as well as lead and support the strategic design and execution. There are two Executive Committees:

- **1 Strategy Committee**: It supports and provides input for key strategic processes. It consists of the Group CEO who leads the Committee, the Divisional CEOs and key function holders (either as permanent members or by invitation). The committee meets
- alignment and synergies among the support and Head Office functions. Its composition consists of Group CEO who leads the Committee, Heads of Head Office functions, Group CFO and other internal stakeholders by invitation. Their meetings are held on

Operational Committees

They promote cross-fertilization of knowledge, skills, and technical discussions in the context of the Group's core operations. There are seven Operational Committees:

- **1 Commercial Committee**: It co-ordinates and gives overall recommendations as to commercial approach and relationships among the Group Divisions as well as key customers.
- **2 Trading and Marketing Committee**: It recommends the process in which the Company establishes the marketing strategy for the Group and for each Division, to foster brand development and marketing strategy.
- 3 Agricultural Committee: It discusses management of key operational issues and risks and fosters cross fertilisation of knowledge and best Unifrutti Group agricultural practices.
- **4 Product Innovation Committee**: It analyses and proposes the inclusion of potential new varieties, while assessing various product expansion and Research and Development opportunities.
- 5 HR, talent, and leadership Committee: It designs and prioritises tailor-made HR solutions for business strategy enablement and recommends strategic direction in relation to HR, talent and leadership decisions.
- **6 Sustainability Committee:** It recommends and advises on key sustainability issues aiming to share, leverage and unify efforts across the Group on key sustainability milestones.
- **7 Project and Investment Committee**: It is an ad-hoc Committee that is activated to manage key strategic and major cross functional projects.

Divisional Committees

The Divisional Committees are set up at Divisional level upon the approval of the Division CEO with predefined roles and objectives.

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Control Committees

The Control Committees act as a second and third line of defence that have control oversight responsibilities.

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Ethics and Global Culture

At Unifrutti, we work persistently to foster a culture of compliance and ethics, in alignment with the highest standards, national and international regulations while remaining true to our core values, mission and purpose. Our company culture reflects the vision of our founder, Guido De Nadai, and his family, who successfully transformed the family business into a world class multinational Group bringing into one unique business entity a wide array of diverse and rich organizations, structures and cultures.

Highlights

OUR CODE OF CONDUCT

Our Code of Conduct guides our people in their daily practices and ensures that our values are communicated and upheld to the highest degree within the Group. The Code is applicable to all employees across the Divisions and subsidiaries of the Group, regardless of ranking and location. The Code of Conduct focuses on areas, including compliance, equal opportunities, human rights, confidentiality, conflict of interest, privacy and information security, business practices, standards and quality, corporate and environmental responsibility.

Fostering a Whistleblowing **Culture across the Group**

At Unifrutti, we encourage our employees and stakeholders to speak up and report any violations or suspected violations of the Group's regulations, or any incident related to misconduct, fraud, or an illegal act without fear of repercussion.

In line with the provisions of the EU directive on the management of reporting by whistleblowers, we have developed, and we operate a Whistleblowing policy framework that sets out the key principles for the whistleblowing procedure within our Group including the reporting process, confidentiality, and protection of the whistleblower.

The Group established and securely operates a whistleblowing line through the following communication

Email / Registered mail / Orally via a dedicated telephone line

At Divisional level, the Tropical Division has appointed representatives to act as channels for concerns raised related to values and work. As part of the "Values Reconciliation Movement" and the "Values Council" in 2021, a total number of 39 issues were received and 34 were resolved (87.18%) through our worker communication platforms.

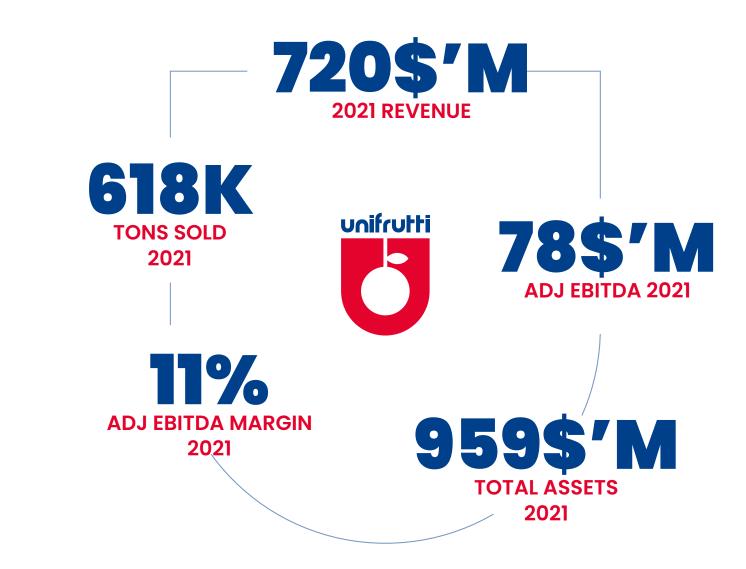
In Chile, the "Unifrutti Whistle-blower Channel" is available to all employees, contractors, suppliers and clients. The investigation process is led by the Head of Ethics Supervision.

In South Africa, we have been implementing a whistleblowing procedure since 2019. In the Italian Division, we have available boxes for collecting complaint forms at all factory locations.

Financial Performance

The past biennium was a challenging time, but Unifrutti rose to the expectations and successfully overcame price volatility, market uncertainty, logistics interruptions and achieved revenues and adjusted EBITDA of US\$720m and US\$78m respectively, with an adjusted EBITDA margin for 2021 of 11%. The total assets of the Group as of 31 December 2021 stand at US\$959 million. The past financial year was also marked by a long due diligent process which led to an exciting new chapter for Unifrutti, signing an agreement with ADQ, an Abu Dhabi-

based investment and holding company, for the acquisition of a majority equity stake of Unifrutti. The completion of the acquisition is subject to the customary closing conditions and regulatory approvals. ADQ's track record in the food and agriculture sector as well as its global reach makes it an ideal partner in Unifrutti's journey towards further expanding the Group's footprint, securing new opportunities, all while maintaining our commitment towards sustainable growth and top-level quality products.



Compliance and Risk management processes are critical components of Unifrutti operations. We aim to constantly ensure that these are properly managed globally as well as locally and are adequately integrated, elevated, and supported with a view to maximise sustainable performance and group synergies across our Group as well as unify and integrate our efforts towards this direction. Apart from the setting of Group Compliance, Risk and Sustainability function at Head Office level and the appointment of the Chief Compliance, Risk and Sustainability Officer, the Group has gradually introduced a powerful network of **Local Compliance, Risk and Sustainability Officers (LCRSO)** across the various Divisions with dual reporting lines both to Local management as well as to Chief Compliance Risk and Sustainability Officer.

The overall role is to support Divisional management and Division to meet its compliance requirements, manage risks effectively, drive and achieve sustainability goals and KPI commitments as well as ensure an on-going alignment with Group strategic goals.

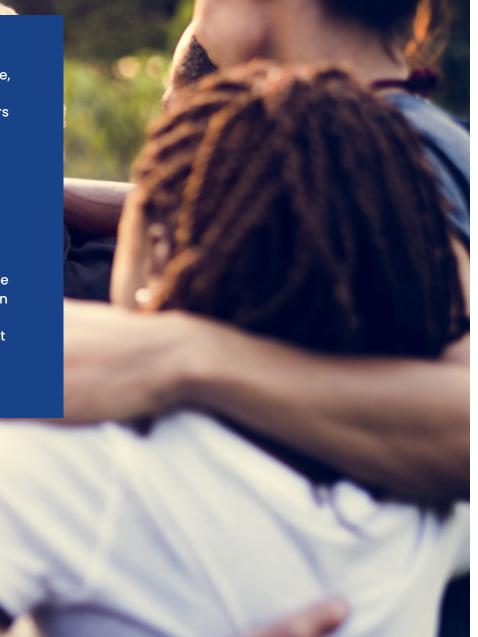


LCRSO's NETWORK

The role of the LCRSO is multiple and involves the below tasks:

- Supports Divisional management and the Division to meet its compliance requirements, manage risks effectively and achieve sustainability goals.
- Foresees opportunities and recommends actions for Group synergies, shares knowledge, tools, trainings and alignment, and collaboration in the areas of risk, compliance, and sustainability across Unifrutti.

- Engages with the Group Head Office as liaison for its Division on Group compliance, risk, and sustainability matters and projects. Moreover, facilitates and monitors the implementation of related Group policies in the Division.
- Leads and facilitates key Sustainability projects, trainings and Divisional Sustainability, compliance and risk reporting.
- Fosters an ethical, compliance, sustainable and transparent culture across the Division in line with Unifrutti values and principles as well as industry developments and best practices.



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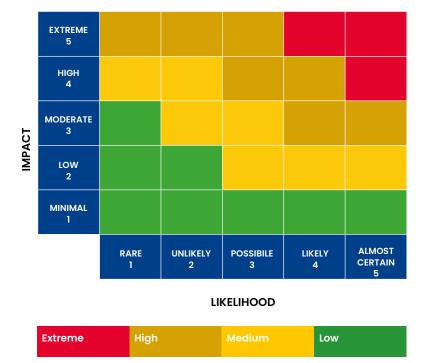
APPROACH TO RISK

Risk management is integrated into key business processes of the Group and is a critical strategic process for long term resilience. Sound risk management leads to the creation and protection of value, improves performance, drives change, mitigates risks, encourages innovation, and supports the achievement of strategic objectives. More importantly, it supports Group resilience as it helps manage unexpected emergencies in climate change, in crop performance, in market conditions including price and cost fluctuations, political and economic events or supply chain destructions.

The Group applies a common assessment methodology based on likelihood and impact. The Board of Directors has the ultimate responsibility for the overall risk management of the Group with responsibilities delegated to the Risk Management and the Audit Committee. The Group and Divisional Executives are entrusted with managing risks within their portfolio and geographical jurisdictions. The Chief Compliance, Risk & Sustainability Officer facilitates the application of the group risk framework, supported by the Local Compliance, Risk and Sustainability officers who act at the Divisional level.

Approach to Risk Management

Within 2021, we achieved to leverage Risk management as a valuable strategic process within the Group and a total of 250 training hours dedicated to risk were held at the Head Office and Divisional level. We developed a unified risk management methodology which included risk heatmaps and we are now monitoring its deployment cross the Divisions.



Our risk management framework is supported by various tools and processes that also include internal trainings to create adequate risk awareness and leverage risk culture. The aim is to gradually move towards a full three lines of defense risk management model.

The identification and consideration of the emerging risks is embedded in our risk management process. Even though the exact impacts of assumed risks may not be known or well understood, these are considered or assessed to the extent that this is possible, to enable the Board of Directors, Board Committees and Executive management to take these into account during the decision-making process and strategy formulation. Such risks include climate change and anticipated changes in the regulatory environment.

Risk management framework

FRAMEWORK

Current issues

and emerging risks

Consolidated Group risks

- Risk management framework
- Risk methodology
- Risk heatmap & risk library Workshop and trainings
- Best practices
- SharePoint

Divisional level

- Development and ongoing updating of the risk records, heatmaps and action plans
- Risk reporting and monitoring
- Review and challenge of risk assessment and adequacy of mitigation plans

PARTIES INVOLVED

- Risk Management and Audit Committee - Executive
- management
 Divisional CEO's
- Group risk function

호 - Group risk function 占 - Divisional teams

& management
- LCRSOs
- All employees

REPORTING

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- Group review
- Risk Management and Audit Committees
- Group risk heatmap
- Executive management
- Divisional management

Aligned with the financial and compliance requirements



Risk identification Report and inputs Trainings



Review and challenge of

Embedding risk identification

risks on an executive level

and management as part of

key operational processes

Monitoring of emerging risks

or issues that may change

Implementation of system

to automate further the risk

management processes

significantly on a Group level

Assess (heat map) Risk conversations



Risk reports and presentation



Action plan on a Divisional level



PRINCIPAL RISKS OF THE GROUP

- Financial risks
- Transportation and logistics
- Climate Change
- Water availability
- Strategic risks
- Geopolitical risks
- Product

- diversification,
 Research and
 Development
- Labor cost and availability
- Pandemic risk
- Fruit safety and quality

- Innovation and technology risks
- Market risk
- Regulation and compliance
- Inflation risk

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OUR COMPLIANCE FRAMEWORK

Unifrutti Group is committed to ethical behavior and conducts its business fairly with integrity and transparency across its geographical locations and business operations. With the view to strengthen internal control, governance, as well as monitor any illegal actions and breaches of internal rules, the Group has developed a Group Compliance Policy Framework that includes several key umbrella policies such as:

- Anti-Bribery and anti-corruption policy
- Anti-Fraud management policy
- Procurement policy
- Code of conduct
- Personal data protection compliance policy
- Risk management framework
- Conflict of interest policy
- Whistleblowing policy

Looking forward to further leverage our group policy governance framework we will be gradually launching further Group policies including Diversity and Inclusion, Sustainability Governance, and other related policies.

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

At Unifrutti, we have a "zero tolerance" approach to acts of bribery and corruption as they expose the Group to significant risks including risks of fines and loss of reputation and is against our values. Under this context, we introduced an anti-bribery and anti-corruption policy. Any violation of this policy will result in disciplinary action.

The policy aims to:

- Set out the key principles and control procedures for antibribery and anti-corruption within the Group.
- Clarify key responsibilities.
- Provide key controls and procedures for the anti-bribery governance framework across the Group.

The principles of this Group policy are embedded into local policies and procedures of the Divisions.

The key procedures to support the implementation of this policy include the following:

ANTI-FRAUD POLICY

The Unifrutti Group requires its Board of Directors, executive management, employees and other stakeholders to always act with honesty and integrity.

For that reason, we have developed a Group anti-fraud policy with the goal to:

- Pro-actively set out the minimum requirements and basic principles underlying the governance and management of fraud risk across the Group.
 - Provide high level guidelines on the prevention, detection, investigation, and response of actual and suspected fraud.

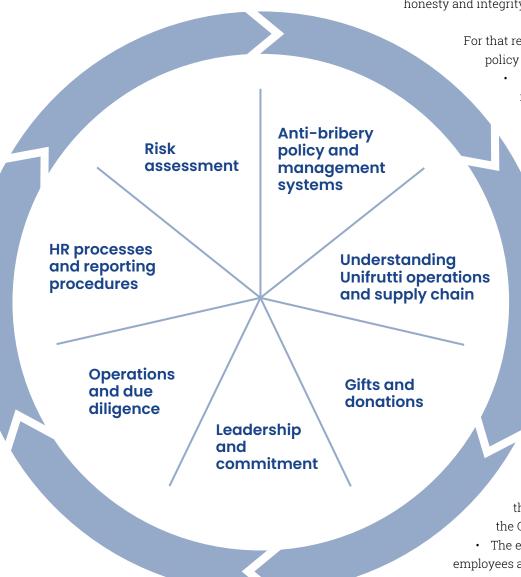
PERSONAL DATA PRIVACY FRAMEWORK

Personal data privacy is managed both at Group level and Divisional level as to adequately reflect local laws and regulations as well. At group level the group has drafted and implemented:

- Group Personal Data Protection
 Policy that encompasses all key
 controls to be followed to protect any
 personal data that we collect, and process
 and this policy is also in compliance with
 the GDPR and is applied proportionately across
 the Group, being a European regulation.
- The employee privacy notice that applies to all employees and describes how Unifrutti Group in Cyprus collects and uses personal information about the employee during and after the working relationship with Unifrutti Group, in accordance with the EU General Data Protection Regulation ('GDPR') and local data protection law.

- The code of conduct that is applicable to all the Divisions and includes also specific guidelines on data privacy.
- IT policies to secure physical security, access controls, disaster recovery and data retention etc.

At Divisional level countries have also their corresponding local policies that cover local regulatory and compliance requirements. For example, in South Africa we completed the revision of their privacy policies to adequately reflect the new South Africa privacy law that replaces relevant privacy act (2013).



FDA FOOD SAFETY MODERNIZATION ACT **US FSMA certification**

GlobalG.A.P. Food Safety Modernization Act Produce Safety Rule Add-on 29

South Africa

at Matroozefontein

Standards and Certifications

Unifrutti adheres to the highest quality and product safety standards. Our goal is to meet and exceed the expectations of our global clients and consumers.

GLOBALG.A.P.	GlobalG.A.P.	Chile, South Africa, The Philippines, Turkey, Italy, Argentina, Spain	JAS	Japanese Agricultural Standard	Japan, Italy
BR@S Food Safety	BRC Global Standard (BRCGS)	South Africa, Turkey, Chile, Italy	HACCP	HACCP	Argentina
Field to Fork	M&S Field To Fork	Italy	primus GFS	PrimusGFS	Argentina
PPECB	PPECB	South Africa	7.7	European Union Organic	Italy
⊚ SIZ∧	The Sustainability Initiative of South Africa (SIZA)	South Africa	(W)	Integrated Crop Management National Quality System SQNPI	Italy
	Rainforest Alliance	The Philippines	NURTURE TESCO	Tesco Nurture Certification	Italy South Africa Table Grapes at Matroozefontein
150	ISO 14001 Environmental management	The Philippines	IGP Marine Bayes Marine Bayes Marine Marine Bayes Marine Bayes Marine Marine Bayes Marine Marine Marine Marine Marine Marine Marine Marine Marine Marine Marine Marine Marine	Red Orange of Sicily PGI	Italy
GLOBALG.A.P.	GlobalG.A.P. Risk Assessment on Social Practice (GRASP)	Turkey, Italy, Argentina		Protected Geographical Indication	Italy
*IFS	IFS	Italy		Protected Designation of Origin Italy	Italy
Sedex SMETA	SMETA Sedex Members Ethical Trade Audit	Chile, Turkey, Italy, South Africa (only Sedex)	SWA Security	McDonald's Supplier Workplace Accountability	Italy
McDonalds	McDonald's SQMS	Italy	di Turchi del LI MONE di SIRACUSA IGP	Syracuse Lemon PGI	Italy

Our Governance Commitments



WE AIM

Constantly striving for sustainable performance (financial and non-financial) and nurturing diverse leaders with a sustainable development mindset.

OUR TARGETS

- LINK CORPORATE PERFORMANCE TO SUSTAINABILITY KPI'S AT LEADERSHIP LEVEL
- GENDER PARITY ACROSS UNIFRUTTI GROUP
- PREDEFINED TRAINING HOURS ON ESG FOR **BOARD MEMBERS AND EXECUTIVES**

HOW

GOVERNANCE AND PERFORMANCE

- 1. Enhance gender parity and balance across all levels.
- 2. Integrate ESG criteria within corporate strategy, risk management and governance structures
- 3. Robust Corporate Governance framework
- 4. Develop sustainability leaders to meet 21st century challenges
- 5. Achieve sustainable growth
- 6. Enhance ESG governance to drive change and risk management for long term resilience

ETHICS AND ESG CULTURE

- 1. Maintain a family culture and an ethical approach to business
- 2. Maintain a robust policy framework with Unifrutti principles that is adequately embedded across procedures throughout the whole supply chain and Unifrutti Group's geographical locations
- 3. On-going regulatory compliance with Group principles and industry standards and regulations beyond legal requirement
- 4. Trainings at all levels on ESG matters







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6. ALL IS FRUIT















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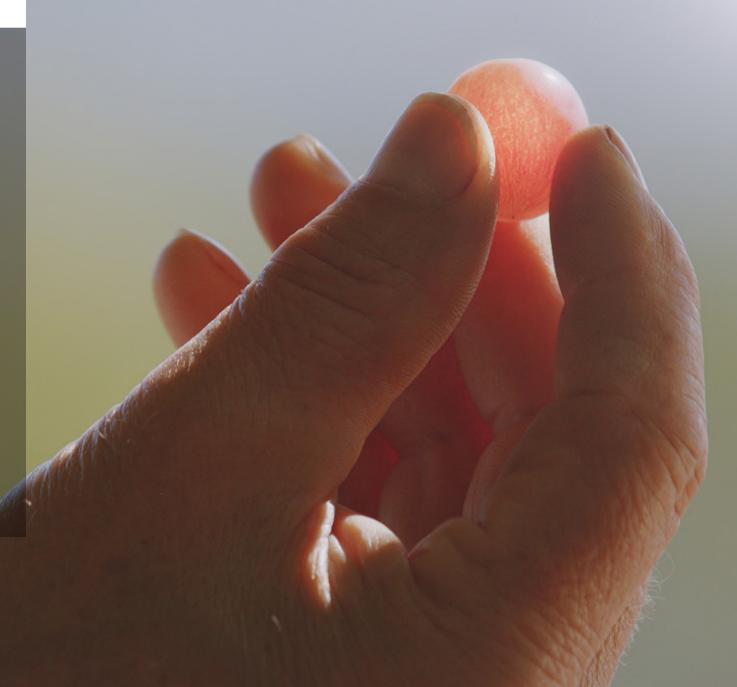


We Grow the Best of Nature

Producing and delivering safe, high-quality, and nutritious products to our customers, that meet the firmest quality and food safety standards, is what we do every day. At every stage of production, we are committed to sourcing our products in a responsible manner with respect to the environment while empowering our growers, supporting our suppliers, and applying the latest advanced technology and innovative agricultural methods.

OUR AREAS OF FOCUS:

- RESPONSIBLE AGRICULTURE AND SUPPLY CHAIN
- NUTRITIOUS FRUIT FOR THE CONSUMERS



All is Fruit Messages From Leadership Unifrutti Group Our Sustainability Approach and Strategy Sound Governance and Culture Our Environmental Responsibility **Divisional Spotlights About this Report GRI Content Index** Our Social Footprint

Our Approach

As a global market leader in fruits and vegetables, it is our duty to deliver high-quality, fresh and nutritious fruits to our customers while ensuring enough high-quality food is accessible to everyone. Towards that direction, we work closely with our local partners, growers, and suppliers across all geographies constantly innovating and upgrading our farming and production practices. In parallel, we strive to promote healthy eating habits and lifestyles through our products as well as through adopting responsible marketing practices toward our consumers.

Responsible and Innovative Agriculture

At Unifrutti Group, we are working hand in hand with our growers guiding them with regards to the best methods, use of pesticides, appropriate harvesting equipment, spraying and fertilizers with the view to boost productivity, ensure product quality, protect the environment, and allow local communities to grow. In parallel, we also invest in integrating new technologies and digital systems into our operations, with the view to improve our agricultural production techniques while protecting natural resources and biodiversity. Innovative thinking, combined with new technologies include new application equipment, soil humidity sensors, on-site meteorological stations, roofed structures over the vines to avoid damage from rain or frost, the construction of wells and water storage tanks for irrigation, and drip irrigation and micro-sprinklers with 100% digital irrigation.



In Italy, our farms are linked together through an interconnected system of drones, localized sensors, geo-referenced maps, and satellites which help us track and monitor the consumption

of water, the health of fruits and

trees, and to reach ideal conditions for harvesting high quality products.

IN MORE DETAIL:

"Precision Farming Project" in Carmito farm, Italy

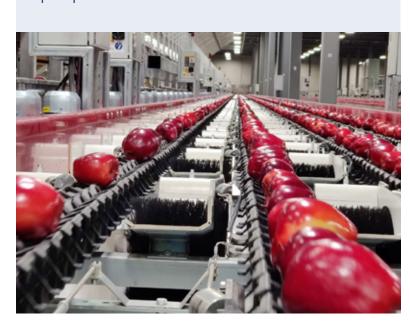
In Italy, we have developed a three-year project in the citrus groves in Carmito Farm in Sicily, entitled "Precision Farming'. A software enables the improvement of farm management through the analysis and management of data obtained by several technologies. The system collects geo-referenced data like temperature, soil moisture, leaf wetness, air humidity, brightness, windiness, vegetation index, and water balance and uses the results to customise the water supply, releasing only the water dose that is needed for the plants. The Group's intention is to apply this practice in other farms based on the success of this pilot project.

Agriculture 4.0: Applying AI in the Rossito area

Rossitto is an area within the Carmito Farm which covers around 13 hectares, and was selected for the first "Agriculture 4.0" pilot project, started in early 2021. The concept of such project is to utilise the data obtained by the instruments of the Precision Farming Project and design a tailor-made system of water and fertilizer distribution with the capacity to provide exactly what plants need in terms of feeding. Via machine learning and the use of an algorithm, farm managers can calculate fertilizer and water consumption more effectively. The project is fully automated, with a continuous flow of data allowing it to calculate 24/7 the right quantity of fertile irrigation for each set point of distribution.

An apple sorting and packaging line in Chile

In the farm Linares that has a total storage capacity of **25,658 m2**, we installed a modern **Aweta line**, with a sorting capacity of **60 bins per hour** and a packing capacity of **28 tons per hour**. It is designed to respond to Unifrutti's needs and was manufactured as a modular construction. The new machine has numerous advantages, allowing the use of cleaner mechanical, electrical and electronic components, which lead to a fruit friendly and quiet process.



Investing in Research and Development

Under this context, a part of our resources and funding has been strategically shifted towards investing in research and development, especially in terms of continuous experiments with new fruit varieties. Over time, we have established and managed to maintain important network of global collaborations and long-term partnerships with the most prominent research institutes and centres.

Through these strategic partnerships we are also actively involved in multiple varietal programs collaborating with breeders and associations across all geographies. Group's partners include: Summerland Varieties Corp, IFG, KIKU®, APAL, Sun World, Agro Selection Fruits, GKE, Genetic Access, SNFL, ARRA, CGA, IVC.

20+ RESEARCH PARTNERS

universities and research centres

8,000+ TREES

devoted to new variety testing

122.63 HECTARES

of protected species and 3.42 hectares with trial orchards in South Africa



Crop, Soil and Pest Management

All our fertilisation programmes are in line with our pest control and diseases eradication priorities, and in full consideration of the nutritional needs of the crop and the soil. We avoid excessive use of pesticides to mitigate any risks of soil and water sources contamination. We also implement measures to reduce soil degradation, focusing on reducing erosion and loss of nutrients, compaction, and contamination of soil such as avoiding cutting trees from steep slopes, using barriers to prevent run-off and soil erosion and paving materials that absorb water and reduce run-off as well as banning the use of vehicles within agricultural land. Practices include spreading all pruning on the ridges, adding mulch and wood chips as well as building compost on the soil.

Unifrutti Group's Integrated Crop Management system

Across our plants, we utilize a combination of physical, biological, and chemical practices for pest management. Our Integrated Pest Management Plan, allows to optimise and protect the plantations without interfering with the biological cycles of the soil, thus preventing erosion.

Our approach has always been to only work with products authorized in the countries of production and destination. The system consists of 8 pillars:

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

Fruit Safety

Producing and delivering safe fruit to our customers, that meet the strictest quality and food safety standards, is what we do every day. At every stage of production, we are committed to sourcing our fruits in a responsible manner while empowering and supporting our external growers and suppliers to fully comply with required standards. Product safety is ensured via a number of mechanisms, including compliance with standards, such as GlobalG.A.P., BRC, IFS and SIZA which are based on strict external audits, and quality policies and procedures.

Furthermore, we work hard to identify and control potential food safety hazards to minimize harm to the consumer and reputational risk to our business. We meticulously select and monitor the inputs and materials that go in our products. Potential health impacts of products are related to Maximum Residue Levels (MRLs). During this reporting period, we continued working with our farmers to ensure that we have no cases of intentional contamination, and early detection of cases via thorough checks.



Do you know what MRL is?

A maximum residue limit (MRL) is defined as the highest level of a pesticide residue that is legally tolerated in or on food when pesticides are applied correctly in accordance with Good Agricultural Practice.

FOOD SAFETY 2021

	2021												
Maximum Residue Levels Analyses	Chile		The Philippines		Japan		South	Africa	Ito	aly	Tur	key	
Ecvels Allalyses	Own production	Supplied production	Own production	Supplied production									
Analyses conducted	600	500	14	16	Not applicable	58	2,9	928	101	659	0	189	
Analyses failed	0	0	0	0	Not applicable	0	15	124	1	22	0	56	
%	0%	0%	0%	0%	-	0%	4.	7%	1.0%	3.3%	-	30%	

Sourcing Quality Fruit

Food supply chains have become more complex and longer given the increase of the physical distance from farm to plate. We explicitly recognize that we bear responsibility for our supply chains taking every possible measure to deal with the social and environmental issues that may arise along them. Therefore, at Unifrutti, we seek to partner and do business with ethical, law-compliant business partners and suppliers who share our values and abide by all relevant legislation in the countries we operate in. At Unifrutti, we make sure we select and retain the right suppliers, in accordance with our Code of Conduct.

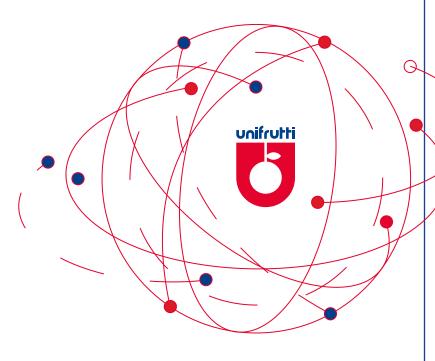
Our Business Partners must

- Comply with the applicable environmental, social, governance and health and safety laws.
- Not employ anyone under the legal working age as defined by local laws.
- Not engage in any discriminatory practices and respect human rights.
- Hold specific certifications in certain Divisions.

Providing Fresh Products to Global Consumers and Access to International Markets for Local Growers: A Win-Win Product Sourcing Model for All

Product sourcing is strategically balanced between direct and managed productions, the supply from third party independent producers and other industry players.

As an integrated player with consolidated commercial relations internationally, Unifrutti remains committed to acting as a central hub with the local productive ecosystems, facilitating farmers of all sizes in reaching outlets on foreign markers that would be otherwise difficult to reach and in adding value to their local productions. In parallel, it provides access to fresh fruits and products from local markets all over the world to its consumers.





Responsible Supply Chain

Supply chains have been instrumental in responding to crises such as the pandemic. Unifrutti's resilience, flexibility, strong relationships between the company and its suppliers in addition to our distribution systems' logistic capabilities have all been instrumental to our ability to respond promptly and react effectively against all odds. At Unifrutti Group, we have developed and operated a complete, integrated, and customised operation system, enabling us to serve clients through a one-stop platform. Thanks to the verticalization of our value chain, the global scale of operations and our widespread territorial presence, we can increase the strategic diversification of our activities' range, maintaining streamlined, flexible and decentralized structure which enables us to adapt quickly to changes in demand in individual markets.

Development of a Supplier Code of Conduct in Chile



The Chile Division has been working on the development of a "Supplier Code of **Conduct**", committing suppliers to comply with Group principles and priorities. The Code outlines the standards of behaviour expected in terms of labour rights, occupational health and safety, environment, and business ethics. It will be applicable to all suppliers and contractors, as well as their respective employees, agents, and subcontractors. Active suppliers will be assessed annually to identify potential environmental and social risks associated with the management of their suppliers. Based on the results, they will be asked to propose measures to mitigate identified risks. The Code is currently under management review, and we expect to share it with our suppliers and customers at the end of 2022.

- In South Africa, we have developed a responsible producer undertaking, based on the GlobalG.A.P., to ensure product integrity and quality and sustainable production of fruits.
- In Italy, it is mandatory for our suppliers to comply with the SA8000 standard criteria.
- In Chile, every new supplier must adhere to the Ethics Policy, that sets out basic guidelines. The guidelines must be followed in their operations in compliance with the current environmental legislation and regulations.

Quality and Traceability

At Unifrutti Group we follow well established systems whereby we ensure that raw materials and products are complying with the strictest quality and safety standards. We assign box codes and subcodes for traceability to all our growers so that we can track the week, day, time, as well as the specific packing house where fruits have been packed.

Innovation: Blockchain in the Supply Chain of PGI Blood Orange of Sicily.





Supporting Local Suppliers and Growers from A to Z

At Unifrutti Group, we give precedence to the procurement of local products and services to bring value to local communities and to our business operations while reducing our impact on the environment. We thus operate an inclusive procurement strategy, engaging with local suppliers.

In alignment with the Group's policies, we maintain direct relationships with external growers, providing technical advice, training, supervising the work and verifying that external farms meet the same standards as our own farms as well as deliver products of the same quality and safety standards.

Suppliers

		2021												
Budget Spent in US\$	Chile		The Phi	lippines	Japan		Sou	th Africa	ltc	ıly	т	ırkey		
	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent										
Local and National Suppliers	1,729	55,059,925	129	48,352,541.9	13	439,783.49	802	33,731,264.41	1,522	37,647,904	220	2,710,561.00		
International Suppliers	15	2,747,579	5	6,767,471	2	724,558	9	10,969,019.29	71	1,493,122	0	0		

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External Growers and Farmers

		2021												
Budget Spent in US\$	Chile		The Philippines		South Africa		ltc	aly	Tur	rkey				
π σσφ	Number of Suppliers	Budget Spent												
Local and National Suppliers	249	32,793,505	70	2,980,285.67	25	5,814,625.02	674	71,572,296	35	5,671,195.90				

Women Cooperatives in the Philippines

Recognising the significant role of women in supporting entire families, Unifrutti Group is committed to empowering and providing employment for local female workers in all the communities where the

company operates. In the light of this context, in the Philippines, we are supporting 3 cooperatives and 5 farms that are managed or owned entirely by women where we provide technical guidance and on the job training so they can expand their skills and improve their daily lives and the lives of their families.



Inclusive Agribusiness Model Improves the Lives of Locals in the Philippines

The Unifrutti facility in Mindanao, Philippines, is the Group's success story of implementing investment models and contractual arrangements with positive implications for the livelihood of the local rural communities. Unifrutti engages with the communities in Mindanao through growership arrangements supervised by Agrarian Reform Cooperatives where

non-profit corporations are created to assist in the implementation of agrarian reforms to alleviate poverty in the Filipino countryside. These organisations assist cooperatives in negotiating favourable sales contracts with international fruit companies, and provide capacity building, credit access and technology transfer services. In 2015, the Food and Agriculture Organisation of the United Nations (FAO) took interest in the Unifrutti plantation as a case study to improve the gender opportunities of female workers in rural areas of the Philippines.

Memberships in Associations DIVISION **ASSOCIATIONS** Citrus Growers Association (CGA) SOUTH Citrus Research International (CRI) **AFRICA** • Agricultural Business Chamber of South Africa (AgbizSA) Fresh Produce Exporters' Forum (FPEF) South African Table Grape Industry (SATI) **TURKEY** • Mersin Chamber of Commerce Mediterranean Exporters Union (Akib) Pilipino Banana Growers and Exporters TROPICAL 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 Association of Chilean Exporters (ASOEX). CHILE Foundation for Fruit Development Trade Association of Fruit Nurseries Fruit Technology Consortium **ARGENTINA** Federcitrus Asociación Citrícola del Noroeste Argentino (ACNOA) Confcommercio **ITALY** Fruitimprese CSO Centro Servizi Ortofrutticoli Confagricoltura Fondimpresa World Citrus Organization (WCO)

Responsible and Transparent Communication

At Unifrutti Group, we believe that transparency creates confidence in our brand, our products, and our processes and thus strengthens the relationship with our stakeholders. In full compliance with relevant legislation and regulations in each of the countries in which they are marketed, our box codes provide detailed information on fruit sources, including the detailed date and time of packing and personnel handling of the product, as part of the traceability process. We remain fully transparent regarding our marketing, advertising, promotional, labelling and packaging practices. We ensure that consumers and clients are not misguided by any form of misinformation, manipulation, misrepresentation, or concealment. During 2021, there have been no cases of non-compliance with regulations regarding product labelling information.

Customer Engagement and Satisfaction

At Unifrutti, we engage on a regular basis with our customers, retailers, and distributors through various formal and informal tools in the most transparent way. Our long-established relationships are based on mutual trust and open communication.

In Chile, we intend to launch in 2023 a Customer Satisfaction Survey that will be running on an annual basis, inviting all customers to participate. The evaluation of customer satisfaction will focus on the preparation, products' condition, the ability to fully complete the desired orders and the service provided by our teams.

Our Commitments for Safe and Nutritious Fruit



WE AIM

Growing healthy and nutritious fruit

OUR TARGETS

- 100% KEY/CRITICAL SUPPLIERS/PARTNERS ENDORSING RESPONSIBLE SOURCING CODE OF CONDUCT
- ROBUST AGRI-TECH ECOSYSTEM
- LEVERAGED TECHNOLOGY FOR
 TRACEABILITY ACROSS WHOLE VALUE
 CHAIN BY 2030

HOW

RESPONSIBLE AGRICULTURE AND SUPPLY CHAIN

- Invest in long-term relationships
 and win-win partnerships with local
 suppliers and growers
- Invest impactfully in responsible practices and technological innovation in farming
- 3. Leverage environmental and social compliance across our supply chain
- 4. Develop systems for transparency and fruit traceability
- 5. Educating external farmers

NUTRITIOUS FRUIT FOR THE CONSUMERS

- Invest in honest communication with consumers
- Maintain highest standards of fruit safety and continue promoting compliance with legislation and certifications



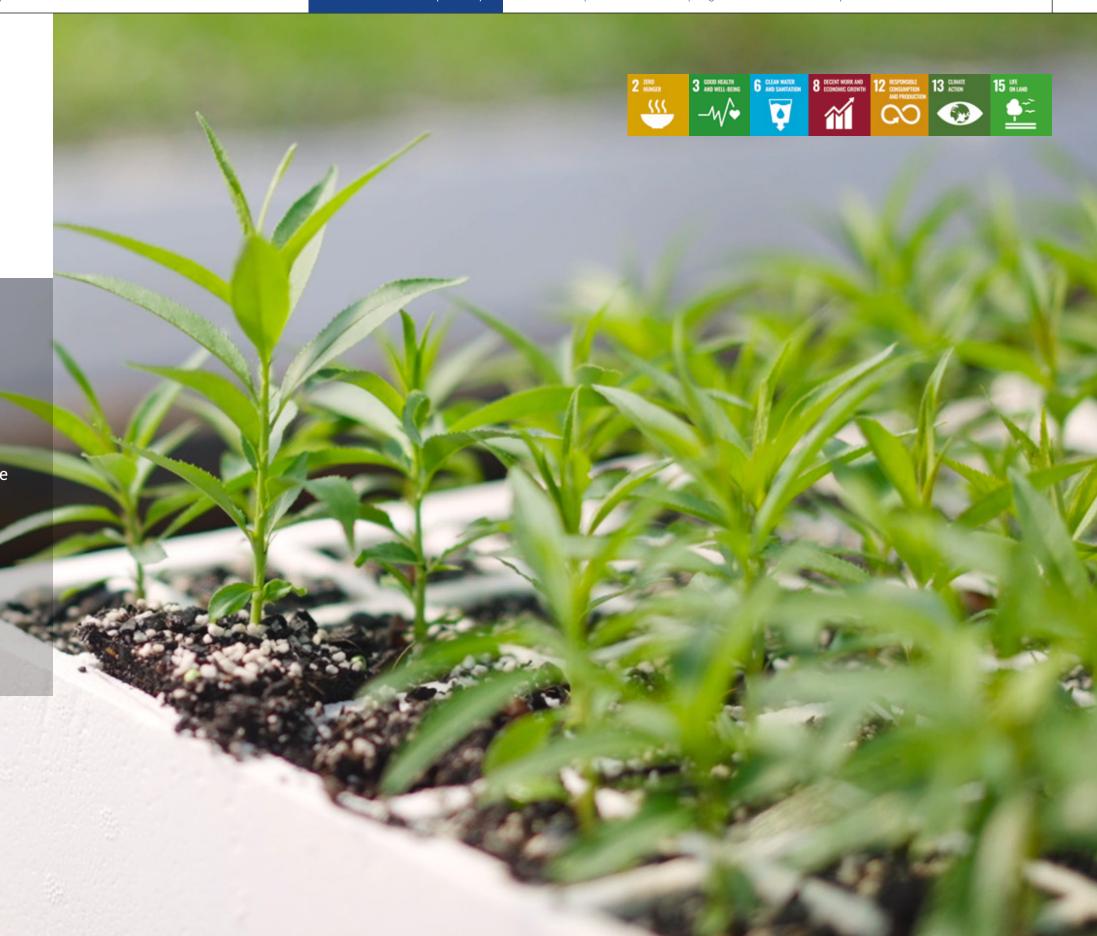
Steward of the environment

At Unifrutti Group, we strive to conduct our business with the least environmental impact in every geography we operate in.

We are committed to setting up a robust system of processes and frameworks that allow us to regularly monitor, measure, and improve our environmental performance and have a positive impact.

OUR AREAS OF FOCUS:

- CLIMATE CHANGE ACTION
- RESPECTING NATURAL ECOSYSTEMS
- DISTRIBUTION AND TRANSPORTATION IMPACTS

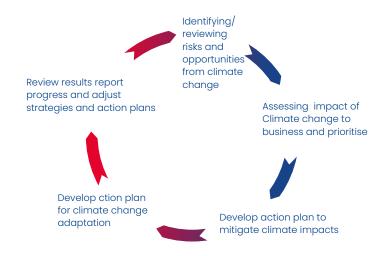


Our Approach

At Unifrutti, we are aware of the need to approach our overall environmental impacts in a strategic and holistic way, taking into consideration both the risks as well as opportunities arising from our operations. As we seek to further integrate sustainability into our business model, we are determined to implement a robust sustainability oversight system while applying environmentally friendly technologies and start considering circular economy practices. All our applications focus on better monitoring our environmental footprint, reducing our impact across all our operations, from production to distribution stages in terms of energy, water use, waste production and soil management.

Managing Climate Risks and Opportunities

Climate change is one of the most pressing issues of our time. It threatens the lives and livelihoods of billions of people globally, and Unifrutti Group is investing in ways to reduce its greenhouse gas emissions and reduce its environmental impact along the value chain. It is important to acknowledge, that as agriculture and farming have a considerable impact on the planet, climate change also has a significant impact on agriculture. Acute weather conditions lead to the shortening of farming periods, the destruction of crops and pose challenges to our business across all our Divisions. To mitigate the effects of climate change, we have developed and implemented a set of measures and methods across our Divisions.



Climate Change Risks and Impact on our Business

Over the past years, we experienced increased frequency and intensity of extreme weather phenomena, including an increase in temperature, decrease in precipitation and increase in its variability. Our Divisions come across water scarcity issues affecting the water supply required in the production processes. Extreme weather events have caused damage to our facilities, halted operations, and supply chains which greatly impacted sales and distribution. This has led to a decline in quantity and quality of fruit produced and sold.

A number of European Union and national government regulations have been issued regarding the use of natural resources, which we monitor very closely. High compliance risks regarding water extraction rights and carbon emission reporting is already affecting the way we operate which is why we anticipate strict regulations imposing emission levies or emission reductions.

Climate change Affecting the Chilean Division

The extreme weather conditions, the most extraordinary of the last 100 years, had negative impact on the operations. It inevitably led to loss of production, lower fruit quality, reduced self-life, higher costs per Kg and ultimately lower market prices. The Chilean storm demonstrated the degree and magnitude of the impact on our business and the possible future catastrophic consequences. Nevertheless, due to our product sourcing model which is based on own farms and third-party independent producers, the risk was slightly mitigated.

Climate Change Affecting the Italian Perimeter

In 2021, floods that hit Catania affected the quality of the citrus produced in the region. About four hectares of Sicilian production facilities were destroyed by the flood. The production of the Italian perimeter, and ultimately the sales of the produce was affected however, the future consequences of similar events remain to be seen.

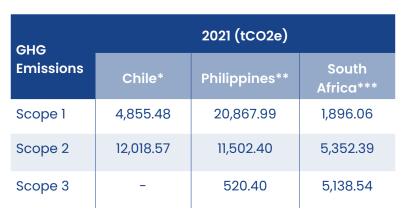
Mitigating Climate Risks

To mitigate environmental and climate risks, Unifrutti has been developing resilience measures for extreme weather events and is taking steps to improve production flexibility, processes, and diversification, by also investing heavily in innovation and research for new products. Actions include:

- Climate change adaptation projects.
- Risk management.
- Water management and irrigation strategies.
- Energy efficiency improvements, including renewable energy and transition to alternative energy sources.
- Technology to improve weather forecasting and warning capabilities.
- Using nets.
- Geographical diversification.

Opportunities in Chile related to Climate Change

- Increasing efficiency by decreasing the level of water and carbon intensity per unit produced, e.g., through drought-resistant hybrids.
- Reducing inputs and waste, e.g., through nutrient management practices, conservation practices, biofuels, and waste reduction.
- Development of new low-emission and lowwater-use products and services.



^{*}Gases included: Carbon dioxide (CO2)

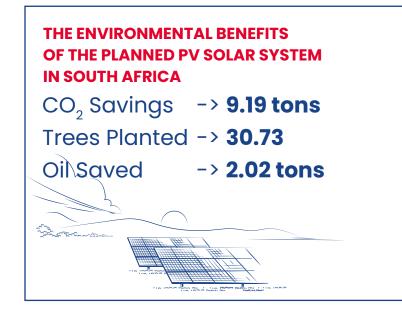
- 1. Carbon dioxide (CO2)
- 2. Methane (CH4), and
- 3. Nitrous Oxide (N2O).
- ***Includes Matroozefontein (Farm, Packhouse, Coldstore) and Dunbrody (Farm)
 The Emission Factors (EF) and the Global Warming Potential (GWP) used are
 derived from the 2006 Intergovernmental Panel on Climate Change.

How we are Utilising Solar Energy in South Africa

At Unifrutti, installing PV systems in our farms is of utmost strategic importance as it makes both economic and environmental sense. As the African continent is one of the planet's sunniest places, the country's solar-equipment industry is booming, thus creating numerous opportunities for cleaner and cheaper energy for its economy. We plan the installation of the PV system in the first phase in 2022 that will enable the packhouse, office, workshop and the 3 houses to make use of the PV generated power before purchasing grid power, helping the Blyderiver Farms to avoid high electricity bills, while significantly reducing the pressure on the diesel operated generator during load shedding. As a result, we will use a lot less diesel.

WITH A DAILY PRODUCTION OF 157.08KWH, THE PV SOLAR SYSTEM WILL CONTRIBUTE TO AN APPROXIMATELY 68% SAVING IN FUEL DURING LOAD SHEDDING HOURS.

^{**}Gases included:



U CAN MAKE AN IMPACT



Employee Climate Awareness Raising Campaign in the Philippines

At Unifrutti, employees are increasingly aware of their environmental and social impact and are becoming proactive in responding to challenges posed by climate change such as Greenhouse Gas (GHG) emissions, waste management, and resource usage. The "U can make an impact" campaign was launched to measure, reduce and communicate employee environmental performance based on appropriate indicators and thus help achieve the Division's sustainability goals. In more detail, the project entails:

- Development of waste management programs in the offices and farms.
- Use of eco-facemasks to cut disposal rate.
- Ban of single-use plastics.
- Encourage canteens to use plastic-free packaging material in packing food.

- Carbon offsetting for fuel consumption (reduce fuel consumption based on behavioural change initiatives).
- Phase out of fuel-based forklifts and substitute with electric forklifts.
- Introduction of a carbon footprint measurement tool developed in-house by the **Environmental Management and Certifications** Group of our Tropical Division. This was used locally by employees to measure their personal carbon footprints to offset emissions by replanting trees in adopted riverbanks.

Energy Management

At Unifrutti Group, we are determined to reducing energy consumption in all our plants and operations by improving consumption patterns and strategically investing in renewable energy sources that improve energy efficiency while ensuring a gradual transition to a low carbon economy.

Energy Management in Chile

In Chile we have introduced and currently implement several initiatives across our farms to improve our energy management.

Under this context:

- 1. We installed solar panels on farms to increase the use of renewable energy.
- 2. In 2021, we managed to generate 27% higher photovoltaic renewable energy during this period compared to 2020 (i.e., 1,011,898 kWh in 2021 in comparison to 736,641 kWh in 2020).
- 3. We continue to develop solar plants under the net billing scheme with the intention to exceed 1 mega kWp of installed capacity.

4. In some plants, we capture steam energy from the machine rooms and use it to heat water up to 40 degrees for the fruit pre-washing.

In all our processing plants, we undertook a largescale replacement program targeting all obsolete machinery that was not in optimal condition. We also replaced the lighting systems with LED technology and introduced automatic systems for opening and closing cold room doors, making sure to reduce the thermal losses caused by manual systems.

Moreover, in the Copiapo plant, we incorporated an energy efficiency program which replaced more than 870 lamps and fluorescent tubes.

Notable Energy Achievements Compared to 2020

TURKEY



Savings in Chile 483,747 kWh of electricity CHILE 2,479 litres of diesel fuel

> **Actions from Carbon Footprint** Reduction programmes in the Philippines

THE PHILIPPINES 128,000 kWh of energy savings compared to 2020

Upgrades of cherry equipment in

Turkey led to savings of **39 kWh** Electricity 40 kWh Cooling

How the Introduction of Clean Technologies Saves Energy, Reduces our Carbon Footprint and the use of Valuable **Natural Resources**

At Unifrutti Group, we are focusing on a more sustainable approach to agriculture, utilising new advanced technologies in the field to manage natural resources in a more responsible manner.

In more detail:

OUR SICILIAN FARMS in Italy are now using solar energy obtained from photovoltaic systems to power up their production and packaging plants. Following the input of the company, local producers carried out a revolution in the field as well, by planting new varieties of blood oranges in Sicily, which draw water from new dripline irrigation systems, leading to 50% reduction in water consumption.

IN SOUTH AFRICA, we focus on leveraging new clean technologies to reduce our ecological footprint impact. On the roof of the new grapes packhouse in Matroozefontein, an over 5,500 square metre facility, we installed solar panels generating up to 200 kW per day, thus reducing electricity costs by 33% while saving US\$2,000 in energy costs.



Investing in more Efficient and Sustainable Production Methods

Across our Divisions, we are applying new innovative technologies that can make our production capacity more efficient and less resource demanding. These include processing, packing, application equipment, soil humidity sensors, on-site meteorological stations, roofed structures over the vines to avoid damage from rain or frost, and the construction of wells and water storage tanks for technified irrigation. In addition, to improve and increase our production in the plantations, we are conducting research and development for new varieties that have better productive characteristics while being less labour intensive.

Improvements in Turkey



In Turkey, in 2021 we have made some adjustments to our rented packhouse and machinery to reduce our energy and water consumption. We have also been investing in a top-seal punnet machine which helps us reduce the use of plastic.



Fuel Consumption from Non-Renewable Sources 2021

Fuel		Chile	The Philippines	South Africa	Italy	Turkey
Diesel (litres	s)	754,967	1,099,174.7	564,256.97	111,591.91	11,807
LPG (Kg)		613,038	-	36,962.30	20,920	-
Gasoline (lit	res)	-	181,521.5	12,113.60	4,000	-
Methane ga (m3)	S	-	-	-	6,398	-
LNG (m3)		-	-	-	17,631	

	2021 (kWh)												
Energy Consumption		from Non-Renewable Sources											
	Chile	The Philippines	Japan	South Africa	Italy	Turkey							
	36,878,105	18,654,090.99	7,277,374	6,909,989.83	3,631,246.60	449,159							
Electricity	from Renewable Sources												
	1,011,898	-	-	339,194*	747,208.49	-							

*Matroozefontein

Protecting Biodiversity and Natural Ecosystems

Recognising the importance of protecting the rich biodiversity around the local communities where we operate, we work closely with expert organisations that are dedicated to environmental conservation and ecological restoration to preserve ecosystems and protect the land around our farms, thus maintaining the balance in the local flora and fauna.

BIODIVERSITY PROTECTION AT OUR TROPICAL DIVISION

Unifrutti farms established policies, programs and activities for the protection and conservation as well as restoring the natural ecosystem within the plantation. The entire existing natural ecosystem in the farm is being identified and protected, through a reforestation, soil and water conservation program. A map indicating all natural ecosystems has been kept for reference for its continual improvement in conserving the natural ecosystem. Native and other exotic species adapted to the area were being utilized in the reforestation program to improve biodiversity of the natural ecosystems prohibiting deforestation. All planted trees are being recorded to monitor the location of the planted species. Shrubs and grasses that are naturally grown in the affected area were being conserved and protected. Existing vegetation along rivers, creeks and other critical areas were being conserved, protected and reforested.

Unifrutti in the Philippines Partners with the Hineleban Foundation to help Local Growers Secure their Food and Promote Sustainable Sourcing

In the Philippines, we have been developing three projects in close partnership with the Hineleban Foundation:

- The Family Food Security Cycle program (FFSC)
 which helps families to attain food security
 through a sustainable food garden that is
 designed to provide a family of up to seven
 members with nutritious crops and vegetables
 throughout the year.
- 2. In partnership with indigenous communities, the **Rainforestation program**, aims to protect the high mountain forests of Bukidnon, that serves as the watershed for nearby as well as lowland communities.
- 3. The **Green Project (SDIC program)** support partner communities towards achieving a sustainable source of income.

The FFSC garden model and the SDIC program incorporate various biodiversity-friendly agricultural technologies that conserve and enrich the local land and soil. Through the reforestation activities, water sources are better secured, and landslide risks along slopes and rivers are reduced. Apart from the protection of biodiversity, the above programs provide alternative livelihood for communities to propagate assorted native tree seedlings and to establish agroforestry farms designed to provide income, food security, aesthetics, construction and fuel materials as well as ecological balance.

OVERALL BENEFITS FOR THE ENVIRONMENT AND THE SURROUNDING COMMUNITIES

Starting in 2014 with approximately 5,000 planted trees, we managed to reach 10,000 to 20,000 planted trees on annual basis by 2021 and expect to reach 30,000 in 2022. The propagation of native tree seedlings has recently been promoted throughout the country. Several communities have established seedlings nurseries, arboretum, and agroforestry farms not only in Bukidnon but all throughout Mindanao leading to significant land and forest conservation as reflected by the increasing membership of Society of Native Tree Advocates (SONATA) and the Philippine Native Tree Enthusiasts (PNTE).

Calliandra flowering plant

572,852

Indigenous Forest Trees (IFT)

191,716

With a total of

287 hectares

as of December 2021

First Banana Farm to Comply with the Requirements of the Rainforest Alliance's (RA) initiative

During this reporting period, the banana farm "Kapatagan Banana Growers and Marketing Cooperative" in the Philippines was the first banana farm in the country to reach 100% compliance with the Rainforest Alliance's (RA) sustainability scoring system, thus becoming a benchmark for other Rainforest Alliance-certified banana companies. The Rainforest Alliance implements a "continuousimprovement system" that defines a sequential progression of sustainability performance over a six-year period beginning with the first certification audit. The new system recognizes that sustainability is a path, and therefore, to retain certifications, the farm will have to demonstrate an increasingly higher degree of compliance with sustainability criteria over time.







Water Management

Water is an essential resource for the fruit industry and an integral part of our processes and operations. Our approach to water stewardship aims to be socially equitable, remain environmentally sustainable and be economically beneficial. We are aware of water related risks, including physical, reputational, financial and regulatory risks and our water management plans are developed and updated to address current challenges and future risks.

IRRIGATION AND DISCHARGES

We pay great attention to the use of water resources and apply efficient irrigation methods across our Divisions, namely adjusting irrigation to the actual needs of the plants, according to their development and climatic characteristics. Technified irrigation ensures well maintained systems, consistent and systematic measurement and monitoring. Our modern irrigation systems are only activated when there is insufficient rainfall, hence, in 2020 the long dry periods compared in 2021, led to greater water withdrawals.

Water Treatment in the Philippines

In the Philippines, we have treated and reused 345 megalitres of water through the Water Treatment Facility System, which equals to about 23-24 litres of water used for every kilo of fruit sold. Almost 92% of the total water withdrawals are for irrigation purposes. Irrigation has relatively small discharges as water directly seeps into the ground. As such, the bulk of discharges are primarily in the packing facilities, amounting to 8% of the total water withdrawals. All water discharges from the packing plant before releasing to a receiving body of water, is temporarily contained in catchment ponds to lower down the pH level, total suspended solids (TSS) and biological oxygen demand (BOD) within tolerable level set by authorities. The Water Discharge Permit is granted in compliance to the national mandate to safeguard water resources in the country.

		2021 (Megaliters)											
Water Impacts	Water stressed areas	Chile		The Philippines	South Africa		Ita	Italy*					
	uicus	Fresh water	Other water	Fresh water	Fresh water	Other water	Fresh water	Other water	Fresh water				
Water Withdrawal	No	-	4,425.94	1,201	8,877.92	47.71	88.64	8.5	600				

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

Yes

In 2021 - Dunbrody, South Africa	
2.57 Megalitres	8.26 Megalitres
volume of water treated	volume of water reused

How we Tackle Water Scarcity in Chile



Challenges such as water scarcity and the need for a more efficient water management were raised during the materiality exercise that was conducted in Chile. In Chile, 97% of the water use is associated with plantation irrigation, which comes from surface and groundwater sources. The remaining 3% is used in product washing and packaging processes and comes from groundwater and municipal water sources. To respond to these challenges, we have developed a holistic long-term water strategy which includes a wide array of actions such as the construction of storage reservoirs, new sources of water supply, and technified irrigation methods to achieve adequate use of water resources.

In more detail:

- We ensure gradual reduction of water consumption through preventive maintenance of machine parts, greater awareness of water use and preservation of water and discharge.
- We strive to optimise water use through measurement tools and techniques such as flow meters, weather stations, etc.
- We develop an annual preventive programme for the technified irrigation system.
- We undertake equipment checks on an annual basis.
- Our overall goal is to place water management high on the agenda, incorporating the principles of sustainability and circular economy in policy making.

During 2021 around 300 megalitres of processed water was discharged and have been used in different stages:

GRI Content Index

- In Linderos 70,000 litres have been directed to irrigation of gardens/ shrubs and the balance to discharge canals.
- In Requinoa 25,000 litres directed to Lawn irrigation balance to discharge canals namely reusing the water for irrigation of the gardens of the Requinoa plant.
- In Teno 132,000 litres have been directed to washing of bins, gardens and part to discharge channels.
- In Linares 70,000 litres have been directed to lawns, bushes and discharged channels

^{*} Results of Oranfrizer are excluded



In the **Linderos** and **Requinoa** fields, the use of **irrigation telemetry** for remote measurement of different types of equipment ("Drop Control") helps us assess the total availability of all measurement and control variables 24 hours a day, 365 days a year. The network of field monitoring and control nodes are connected wirelessly in the field, transmitting humidity, meteorological and water supply data. By utilizing the above methods, we manage to achieve overall water savings of 20 to 40%, allowing water to be distributed optimally according to phenological stages.

Univiveros: The "Vetiner System" helps avoid Contamination through Processed Water



At Unifrutti, we are currently developing a project in an experimental phase that aims to dispose the processed water that might contain pollutants by using the irrigation water from specific plants that absorbs chemicals and minerals. The so called "Vetiver System" developed by the Univiveros de Vetiner aims to minimize environmental risk utilizing a buffer tank that receives pesticides and agrochemical waste to better manage agrochemical residues while reducing the costs related to the disposal of hazardous liquid waste containing pesticides.

Water saving in Sicily

The new varieties of blood oranges in Sicily are irrigated by a new dripline irrigation system which led to a massive 50% reduction in water consumption.



GRI Content Index

Waste Management

We strive to reduce the volume of materials used and to reuse or recycle waste from our operations in ways that are beneficial to the business, the environment, and the local communities. Therefore, we conduct waste audits, and recycle as much packaging material as possible. Depending on the type (i.e. hazardous and non-hazardous), waste is recycled, further processed or disposed of safely, in compliance with national regulations. In more detail:

- Hazardous waste is managed by a certified third party for the hauling, transport, treatment and/or disposal of wastes, as per national legislation and reported by the certified recycler or Unifrutti accordingly.
- Non-hazardous waste include cardboard, plastic straps, corner posts, paper which are sent for recycling or sold to recycling companies.

		2021 (tons)												
Waste Management	Ch	ile	The Phil	lippines	Ito	ıly	Tur	key						
	Diverted from Disposal	Directed to Disposal												
Paper and Packaging Material	215.87	-	3	-	922	73	2.56	-						
Organic Waste	-	654.99	-	-	-	-	-	-						
Light Bulbs	-	-	0.02	-	-	-	-	-						
Used Lubricants	-	4.68	3	-	0.5	-	-	-						
Plastic	30.41	4	12	-	18.6	-	-	-						
Batteries	0.035	-	2	-	3.5	-	-	-						
Food Waste	1,592.85	63.06	-	1,907	2,141	-	-	-						
Biomass	-	-	-	2,800	-	-	-	-						
Wood	0.41	-	-	1	-	63	-	-						
Metals	6	-	5	-	73	-	-	-						
Contaminated containers	-	0.38	-	-	16.41	-	-	-						
Other	-	0.8	-	-	-	57.58	-	-						
Total	1,845.58	727.91	25.02	4,708	3,175.01	193.58	2.56	-						

TACKLING FOOD WASTE

Some of our products, that don't meet the required appearance criteria for export, are channelled to secondary markets. These products, that are of excellent quality, are either packaged and sold in the domestic markets provided to the industry for juice, donated to the community or ripened to be given to organizations we support. A policy on managing food waste and food loss is being developed to ensure minimum impacts and disruptions.

Tackling Food Waste in Chile



In Chile, we make a considerable effort to streamline all our processes. In 2021, we focused our attention on finding alternatives for dealing with fruits that are "non suitable for sale" in terms of selling the juice or pulp and ultimately using this waste fruit as soil improvements for our farms, thus generating compost with the benefits of preventing erosion and drying out of the soil.

During this reporting period, 770 tonnes of this waste have been generated as a result of handling, transport and processing. Most of this waste was reused for soil improvement.

During 2021, we also donated 180 kilos of fruit to the Requinoa plant.

Avoided food waste in South Africa 2021

given for Juice

donated to staff, schools, old age homes and local community

	2021 (tons)									
Food Waste	Chile	The Philippines	South Africa	Italy						
	11,870.90	1,907	621*	2,141						

47

*Includes only Dunbrody (food waste given to animal feed)

Sustainable Packaging

The food industry is moving at a fast pace towards sustainable and recyclable packaging solutions not only to comply with its environmental commitments but also to appeal both to increasing expectations of retailers and consumers while anticipating evolving regulation for sustainable packaging. In the fruit sector this is a particularly challenging process as we are committed to reduce or eliminate the use of plastic; accordingly, we are constantly seeking for sustainable solutions. However, we are aware of the challenge to strike a balance to maintain the fruit's condition and safety as well as extend its shelf life without increasing fruit waste. At Unifrutti we have embarked on a roadmap to re-design our packaging to gradually shift from linear to circular packaging practices, eliminate waste, and maximize the efficient use of sustainable primary, secondary and tertiary packaging solutions. We aim and set timeframes and targets so that all our packaging be reusable, compostable or recyclable. We target to eliminate the leakage of packaging material in the environment and reduce carbon footprint.

Our Divisions are gradually taking steps to assess their current practices, monitor industry challenges and seek for alternative solutions with the view to achieve our overall goals. Therefore, we work across all our Divisions focusing on the following practices and solutions:

- Comply with government regulations while going beyond the law.
- Increase recyclability of our existing packaging.
- Identify and apply alternatives to plastic packaging whenever it is possible.

A FEW EXAMPLES OF OUR SUSTAINABLE PACKAGING INITIATIVES

IN 2021 BLYDERIVIER AND DUNBRODY IN SOUTH AFRICA USED

95%

recyclable materials for packaging

Sustainable Packaging Initiatives for our Juice Operations in Italy



In Italy, we are currently testing in cooperation with our suppliers the possibility of replacing all plastic materials with material originating from sugarcane. We are also exploring ways to remove aluminium from the multi-layer juice pack.

Sustainable Waste Practices in the Philippines

In the Philippines, we are putting in place a few practices that help us minimize waste disposal to the landfill such as the following:

- Readjusting the sizing of Cluster Pack (CP)
 plastic bags to meet the varied sizes of
 bananas, per classification of farm, thus moving
 away from the previous practice of "CP I size fits
 all" plastic bags.
- Start utilizing Kraft pads instead of P.E. Foams for plastic crates pack as well as modifying the composition and thickness of cartons, resulting in the use of less paper material.

Materials Used			2021		
Materiais Usea	Chile	The Philippines	South Africa	Italy	Turkey
		PROCESS MA	ATERIALS		
Fertilisers (tons)	2,761.47	68.78	3,107.2	158.7	-
Fertilisers (Litres)	227,660.79	-	94,265	102,602	-
Fertilisers (pcs)	118.26	-	-	-	-
Agrochemicals (tons)	114.65	-	13.95	16.3	-
Agrochemicals (Litres)	166,360.51	689,674.36	164,646.9	3,999	204
Agrochemicals (tablets)	1,593.00	-	-	-	-
Agrochemicals (pcs)	146,068.20	-	-	-	-
Lubricants (litres)	-	501,196.55	56,810	20,000	-
Lubricants (tons)	4.68	-	-		-
Other Chemicals (tons)	-	-	-	2.71	-
Other Chemicals (litres)	-	-	-	2,836	-
		PACKAG	BING		
Paper (tons)	8,808.21	-	4,250	14.33*	-
Paper (pcs)	-	11,368,196.09	-	18,353,885*	-
Cardboard (tons)	3,185.33	-	296.4	-	551.48
Cardboard (pcs)	-	-	-	581,280*	-
Cardboard (meters)	-	-	-	38,712*	-
Wood (tons)	73.07	-	3,495.2	61.13	110.43
Wood (sqft)	-	-	-	21,924.5	-
Wax (litres)	-	-	-	8,000	-
Plastic (tons)	925.97	-	39.3	2.47*	17.62
Plastic (m2)	-	-	-	-	-
Plastic (meters)	-	-	-	11,557,121*	-
Plastic (pcs)	-	92,945,347	-	4,101,401*	-
Chemicals (litres)	29,421	-	27,638	-	-
Chemicals (tons)	25,526	-	1.25	-	-
Cleaning Chemicals (litres)	-	-	18,080	-	-
Metal (tons)	18,832	-	8,58	-	-
Metal (pcs)	-	-	_	16,000	_

^{*} Unifrutti Distribution

Distribution and Transportation Impacts

At Unifrutti Group, our Distribution and Transportation Division contributes immensely to the success of our business. We serve over 500 clients in more than 50 markets, implementing a diversification strategy that relies on various channels, from organised distribution to large-scale wholesalers and wholesale markets.

In markets such as Japan, Italy and the Middle East, we operate our own distribution platforms and sales networks, providing a lastmile service to both large supermarkets and smaller shops. In other markets such as in India and China, we operate through local partners ensuring constant control of the market and the product, and continuous monitoring of the supply chain.

SHIPPING AND LOGISTICS

Our Shipping Division is comprised of three companies which manage the vessels that transport mostly fresh fruit linked to the Tropical Division business. All other Divisions manage their logistics independently. We are currently exploring options for reducing the carbon emissions from our own vessels.

The Chilean Division relies on unique, selected partners for all matters related to shipments transportation. On the other hand, Italy partially directly manages its shipping. Over the years, we have also established cooperation with leading container lines.

	2021											
Shipping and Logistics	Chile		The Philippines		South Africa	Italy		Turkey				
	Unifrutti owned	Short term Lease	Unifrutti owned	Long term Lease	Unifrutti owned	Unifrutti owned	Long term Lease	Unifrutti owned	Short term Lease			
Number of trucks and cars	70	28	196	2	53	33	13	3	6			
Distance travelled (kilometers)	2,906,830	1,117,783	503,113,699	59,124	1,310,481	811,109	478,151	157,999	21,847			
Number of ships/vessels	-	-	4	-	-	-	-	-	-			
Distance travelled (kilometers)	-	-	22,161	-	-	-	-	-	-			

Recognition for our **Overall Contribution** to Watershed and Rain Forestation in the Philippines



that awards individuals and groups who use innovative and sustainable ways for the protection of the environment. Under this context, the Unifrutti Tropical Division in the Philippines, was awarded for its continued collaborative efforts in reforestation and adopting watershed projects for the last 5 years under the framework of its Forest-based Initiative. Additionally, the City Counsellors announced a Resolution in honour of Unifrutti's contribution in actively supporting the Davao City.



Our Environmental Commitments



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

OUR TARGETS

- ROBUST CLIMATE CHANGE STRATEGY TO MEET NET ZERO 2050 TARGET
- 100% SUSTAINABLE PACKAGING BY 2030
- 100% ELIGIBLE WASTE TO REACH ITS **MAXIMUM VALUE BY 2030**
- ADVANCE TECHNOLOGY FOR WATER **STEWARDSHIP**

CLIMATE CHANGE HOW

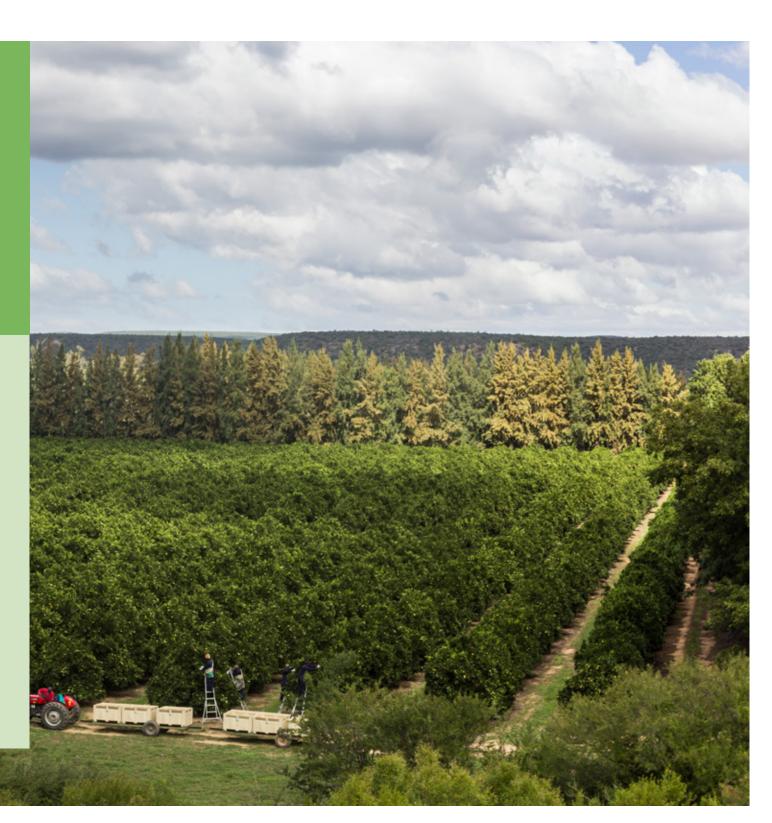
- 1. Measure, assess and reduce our carbon footprint across our divisions
- 2. Set robust climate change policy
- 3. Commit to renewable energy and overall reduction of energy requirements
- 4. Innovation and Agri-tech

RESPECTING **NATURAL ECOSYSTEMS**

- 1. Utilize modern and innovative technologies to streamline water consumption and robust water stewardship
- 2. Constantly evaluate waste production and commit to circular economy practices
- 3. Promote sustainable packaging across the entire value chain
- 4. Respect and protect biodiversity and the natural environment

DISTRIBUTION AND TRANSPORTATION IMPACTS

1. Constantly explore new ways of distribution channels and transportation methods that minimize energy and fuel requirements





We are a diverse community of people working together in different countries across the globe making sure that fruits are grown in harmony with nature and local communities thrive.

At Unifrutti Group, our social footprint is reflected in the strength of our human capital and our engagement with local communities in the geographies we operate in. Our overall goal is to be an employer of choice by recruiting, retaining, and developing the best talent while actively empowering and supporting communities improve their lives and achieve their aspirations.

OUR AREAS OF FOCUS:

- THE UNIFRUTTI FAMILY
- OUR COMMITMENT TO SOCIETY



Our Approach

Looking back at our journey, all that has been achieved is due to the dedication and talent of our people and our commitment to our local communities. At Unifrutti, we place people at the heart of what we do as they are the backbone of our Group.

Our employees' personal well-being, empowerment and development have always been our priority. In parallel, being present in diverse locations makes us work closely with local and neighbouring communities to address societal issues, create long-term value and improve their future prospects.

Our People: The Unifrutti Family

At Unifrutti Group we constantly aim for a fair inclusive and diverse workplace where people can grow and develop their skills and capabilities together. We encourage mutual respect and take every possible measure to promote fair labour relations that protect employees and farmers and reject any form of discrimination, forced or child labour. Within this context, we aspire to secure decent living conditions for all employees and to provide living wages above the minimum statutory wage standards as set by authorities in all the areas where we operate. Remuneration for management is based on experience and job requirements and regularly assessed against international compensation benchmarked information.

Our Human Resources Strategy

Our Human Resources Strategy has been designed with the exclusive purpose to enable organisational capability and enhance our talent philosophy and strategy.

Under this framework, a number of people initiatives have been deployed mainly focusing on strengthening the organisational culture, promoting leadership, performance and engagement. Outcomes are regularly monitored using pre-defined business intelligence indicators



Leadership

Development



Leadership

Assessment

Competence

Framework

Our Human Resources strategy is depicted in the graph.

BUSINESS

BENEFITS

REALISATION

								20	021						
	Employee Hires and Leaves (Headcount)	Chile		The Philippines		Japan		South	Africa	Ito	aly	Turkey Cyp		yprus	
		Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves
,	D.	3,572	2,783	1,298	1,003	0	0	934	778	508	506	65	64	1	0
(Q	3,059	2,449	362	319	0	1	1,674	1,274	134	136	103	103	2	0
	Total	6,631	5,232	1,660	1,322	0	1	2,608	2,052	642	642	168	167	3	0

Total Employees		2021	
Covered by Collective Bargaining	The Philippines	Chile	South Africa
Agreements (Headcount)	69	420	78

53

Unifrutti		Chile		The	The Philippines Japan			South Africa			Italy		Turkey		Cyprus						
Group	艮	A	Total	又	A	Total	夏	A	Total	艮	A	Total	見	Q	Total	見	A	Total	Q	Q	Total
Temporary Contract	1,475	1,253	2,728	208	48	256	5	7	12	1,414	1,657	3,071	505	133	638	46	73	119	0	0	0
Permanent Contract	934	278	1,212	3,096	749	3,845	46	26	72	221	154	375	105	35	140	11	1	12	17	25	42
Internships	-	-	0	-	-	0	-	-	0	-	1	1	1	1	2	-	-	0	-	-	0
Total	2,409	1,531	3,940	3,304	797	4,101	51	33	84	1,635	1,812	3,447	611	169	780	57	74	131	17	25	42



Employees at the peak season (Headcount)

Towards Creating a Group Culture

OUR LEADERSHIP PHILOSOPHY

In line with the overall effort to redesign the Group's culture for the future, we strive to promote a specific leadership philosophy. Our Leadership Philosophy is representative of an agreed set of behaviours to develop, improve and sustain organizational leadership performance.

In the design of a leadership philosophy, we actively engaged all our senior leadership by asking them to express what they think we as an organization need to do more of, and what we need to do less of in the future.

THE UNIFRUTTI LEADERSHIP PHILOSOPHY

The Unifrutti Leadership Philosophy is a collation of technical requirements and behaviours on how leaders view and respond to sustainability. It consists of 10 enablers which we need to strive for, to optimize our success.

- Clear goals and direction
- Continuous improvement
- Total quality
- Agile
- Honest and ethical
- Sustainable strategies
- Pioneering, adventurous and visionary
- Motivation and commitment
- Business growth
- Attract and retain best people

Key components of the sustainable strategies are:

- 1. Expertise and skills to scale up easily
- 2. Resilient business processes and procedures
- 3. Growing our capacity for sustainability
- 4. Maintain our identity as producers

Our Leadership Philosophy Design Methodology



STEP 1

Participating leaders submitted more than 600 views and opinions. We grouped them thematically into:

- 32 topics perceived as worthy to be pursued (enabling factors).
- 31 topics that should be eliminated (disabling factors).

STEP 2

We asked our leaders to prioritize the most important themes, giving rise to:

- 10 Top Line Enablers.
- 10 Bottom Line Disablers.

Together they formulated the final Unifrutti Leadership Philosophy, along with their weightings of importance.

STEP 3

 The top 10 enablers and disablers were creatively converted into graphics and supplemented with a defined dictionary, describing its meaning and behavioural application. The Unifrutti Leadership Philosophy will be measured regularly to determine how each element/theme is being lived, where the high-priority focus areas are, and what actions are required to drive real and sustainable improvements.

MOVING FORWARD

The effort to expand the Leadership Philosophy into a revised group Culture is expected to start materializing in 2023 and will involve all permanent employees across the Group. From a principle perspective, Culture is viewed as an emergent property and will be crafted as a top-down / bottom-up exercise

At Unifrutti Group, we develop our policies and practices with the goal to safeguard universal human rights for our own operations and our suppliers' operations. In the light of this context, in 2021, no minors were employed across our global operations and no incidents of forced or compulsory labour have been identified.

Supporting Employees in Turkey During Challenging Times



During 2021, we experienced high inflation rates in Turkey, thus reducing the purchasing power of our employees.

In response Unifrutti increased salaries by 60% by the end of 2021 offering immediate support to Turkish employees and their families.

Our Labour Policy in the Philippines



Under the Collective Bargaining Agreement in the Philippines, we contribute to raising the living standards of all our employees.

The Collective Bargaining Agreement provides union members with salary increases, medicine allowances, and bonuses. In the Philippines, we have signed a Collective Bargaining Agreement, with the wharf operation workers.

Employees not covered under this agreement are entitled to the existing policies offered by Unifrutti Group such as health care, leave policies, accident insurance and life benefit policy.



Ensuring the Health and Safety of our People

Creating a culture of health and safety in the workplace that goes beyond the national legislation, is a significant priority. In that direction, we operate a comprehensive framework of policies coupled by specialised trainings that focus on proactive hazard identification, risk assessment, reduction and control, and investigation to implement appropriate corrective actions when an issue arises.

Our Occupational Health and Safety Committees across all Divisions are assigned with the following tasks:

- Reporting health and safety-related issues.
- Developing accident-prevention programmes.
- Taking part in workplace inspections and in Emergency Preparedness and Response (EPR) measures in the workplace.

In South Africa, we are subject to the benchmarking requirements as specified by the SIZA Certified Health and Safety Management Plan. The scope of the plan includes all employees, management, visitors, contractors, and suppliers while we strive to cover 100% of our workers through this system.

	Chile	The Philippines	South Africa	Italy	Turkey
Emergency Drills Conducted	- Earthquake drills - Ammonia leak - Fire drills - Water pressure	Fire Safety andSuppressionTraining and DrillEarthquake SafetyAwareness and Drill	- Fire Safety Drills - Emergency evacuation drills	Emergency evacuation drills	- 2 Fire Drills - 2 Emergency Trainings
	1,025 participants	1,009 participants	1,500+ participants	188 participants	179 participants

55

Non-occupational health services offered	Chile	The Philippines	South Africa	Italy	Cyprus
Number of employees and workers with access in one or multiple programs	1,240	3,177	1,800	780	21
Investments in 2021 (in US\$)			10,828,560		

Training on Health and Safety Issues 2021	Chile	The Philippines	South Africa	Italy	Turkey	Cyprus
Participants	6,676	5,774	505	596	179	5
Total Training Hours	32,452	13,949	3,180	5,294	6,802	45

	2021											
Health and Safety Indices	Ch	nile	The Phi	lippines	Jar	oan	South	Africa	Ito	aly	Tur	key
	見	Q	見	Q	見	Q	見	Q	見	Q	見	Q
Number of Work-Related Fatalities	0	0	0	0	0	0	0	0	0	0	0	0
Number of High Consequence* Work- Related Injuries	3	0	0	0	0	0	1	0	0	0	0	0
Number of Recordable Work-Related Injuries**	82	46	76	10	0	0	29	13	2	7	0	0

^{*} Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is notexpected 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.

Well-Being, Diversity and Inclusion

In 2021, at Unifrutti we continued supporting and developing our people, safeguarding their health and safety as well as their overall well-being while maintaining operational continuity through agile and collaborative management. Towards that direction, we put forward policies and initiatives that further improved working conditions, provided greater job satisfaction, stability and personal development for all our people. Our goal is to contribute to the creation of a positive and fair working environment where diversity and inclusivity is embraced and respected.

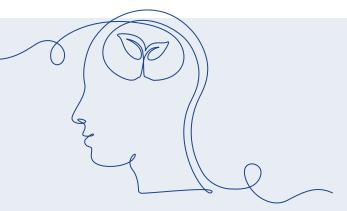
Promoting Wellbeing Amongst Employees in the Philippines



In the Philippines, we have set up numerous tailored-made counselling sessions under the wider umbrella programme: "Mental Health and Wellness in the Workplace" aiming to boost employee well-being and spiritual resiliency.

During this reporting period, a number of actions were implemented:

- 1. Informational sessions on the Mental Health and Wellness in the Workplace Policy and Program.
- 2. Encouraging attendance to Values Session to boost spiritual resiliency.
- 3. Sending of CRT advisories for control and prevention of COVID-19.
- 4. Deployment of Values Formation Officer for counselling.



Safeguarding Employee Mental Health in the Matroozefontein Farm in South Africa

During this reporting period we have laid special emphasis on employee wellbeing with further focus on mental health. For that reason, we have recently appointed a qualified trauma counsellor for individual counselling sessions while partnering with the organisation "ProCare" to assist with a program development of employee wellness interventions.

Fostering Employee Wellbeing in South Africa



At Dunbrody Estates, we have introduced several initiatives to promote employee health and overall wellbeing, including:

- Free access to clinic.
- Free access to fresh citrus fruit.
- Free accommodation and transport to and from work.
- Opportunity to participate in organised soccer games in the soccer field created in the farm.
- Free transport to and from the municipal clinics daily and local doctors provided when required.
- Free face masks to employees and family members through the Unifrutti foundation.
- Employees receive a 50% subsidy for their doctors' visits.
- Unifrutti contributes 50% of the employee's provident fund.

Employing People with Disabilities in Chile



In Chile, we are supporting people with disabilities by offering employment opportunities.

Our target is 1% of our employees to be people with disabilities.

In close cooperation with the Arando Esperanza and Agrocap, we are working to promote inclusion at national level, starting with meetings in San Felipe to study and analyse the integration of people with disabilities in the agricultural sector.

Certain Divisions rely on workers who are not direct employees but are employed by other companies. The number at Group level exceeds 1,000 employees. In the Philippines, there are 489 workers who are not employed directly by Unifrutti. Outsourcing employees, also referred to as Labour Broker arrangements, are common practice in the agricultural sector. We ensure that these employees are privy to the employment conditions we subscribe to, e.g., in South Africa the SIZA (Sustainability Initiative of South Africa) program independently monitors compliance. SIZA includes 13 training programmes and a comprehensive toolkit to support suppliers and emerging growers with the implementation of ethical (social) standards and environmental assurance requirements through promoting awareness and understanding of the Social/ Ethical and Environmental Standard as well as building practical and social skills to enhance productivity and continuous well-being on farms.

Investing in our Talent

At Unifrutti, we are constantly investing in the training and development of our employees. During the pandemic we had to deliver all our training programs digitally via webinars and online sessions. Despite the disruption, we remained committed to provide high quality training and skills development programs for our workforce. Going forward, additional focus will be given to building our internal and external leadership pipeline capability ensuring leadership development initiatives for current leadership and succession requirements.



Unifrutti Group Sustainability Academy

The Sustainability Academy is a new global initiative that was established in 2021 by the Group aiming to offer specialized online education and coaching in the field of Sustainability. It includes a series of trainings that are delivered by external or internal stakeholders/subject matter experts and cover a wide range of sustainability topics directly related to the Environment, People and Governance in the context of the Fruit and Agriculture industry. The Sustainability Academy is open to all employees across the Group in every geographical location.

All trainings and workshops are delivered by internal or external subject matter expertise and in numerous sessions to adequately cover all time zones. As an organisation, we encourage employees' active participation to leverage and share knowledge, build further resilience, meet new demands, and enhance skills to drive performance and required change and make even more powerful impact to our Group. We encourage everyone to deliver trainings and share knowledge and expertise that fall within the Sustainability umbrella.

The Unifrutti Sustainability Academy is managed by the Group Compliance, Risk and Sustainability function. In 2021, at Divisional level we implemented a series of internal and external programs and trainings with the goal to upgrade employee skills where we focused on the following topics (not exhaustive):

- Mental health trainings
- Awareness around COVID-19 Vaccination
- Fire Safety
- Food Safety and Personal Hygiene
- Coaching and Leadership
- Safety and Health
- Legislation
- Employee Engagement
- Performance Appraisal
- People Management

Employee			2021	(Training Hours))		
Training	Chile	The Philippines	Japan	South Africa*	Italy	Turkey	Cyprus
Total	81,632	65,222	100	11,225	40,479	7,170	223

					2	2021 (Par	ticipant	s Headco	ount)					
Employee	Ch	nile	The Ph	ilippines	Jap	oan	South	Africa*	Ito	aly	Tur	key	Сур	rus
Training	見	Q	見	Q	Q	Q	見	Q	又	Q	見	Q	見	Q
	2,899	1,460	3,304	797	14	16	481	1,194	5	21	75	104	10	8

*Excluding Blyderiver

Training	Chile	The Philippines	South Africa	Italy	Turkey	Cyprus
investment (in US\$)	215,854	8,653	23,120	56,176	403.90	5,793.9



Our Impact on Society and Communities

Unifrutti Group has always sought to create bonds of trust, transparency, and collaboration with the communities in which it operates to improve livelihoods, support the access to basic services as well as the promotion of skills development, education and training for the wider population especially youth and children. Towards that direction, at the Division level across our geographies, we work closely with local partners, NGOs, foundations and other organisations to actively listen and engage with local communities making a lasting impact upon their daily lives.

Impact though our Partnerships

At Unifrutti Group, we work closely with highly recognised and reputable foundations and institutions that have a very good picture of the needs of local people in all the areas we operate in, and offer support and contribute to empowering people and raising the standards of living of local communities.

The "Orange Garden" **Educational Campaign in Italy**

The "Orange Garden" project addresses young pupils at primary school with the aim to educate them about the nutritional value of fresh oranges and their sustainable sourcing. The program is presenting the magic world of red oranges in the Etna Valley from the richness of the land, the work of the growers, to the harvest of the fruits, their processing and their entire journey until they reach the consumer table. Through this project, Oranfrizer raises awareness amongst primary school children with regards to good agricultural practices in the cultivation of oranges, especially blood oranges.

The educational campaign has been created by Oranfrizer in cooperation with Libri Progetti Educativi and the Organisation of Producers Terre e Sole di Sicilia. The initiative has also received the moral patronage of the Ministry for the Environment, Land and Sea. The project also operates a scholarship program which was launched in 2017 and it is still operational; addressing local youth who want to work in the agricultural and farming sector by providing them with technical skills and valuable know-how.

KEY DATA

Partner: Coops in Italy Duration: January and February

- 7,100 primary school classes have been involved
- **170,000** families reached
- **US\$123,000** overall investment from the beginning of the program

• US\$852,000 for the Scholarship program.

IN 2021, WE FOCUSED ON THE FOLLOWING:

- 1,000 Kg of waste have been collected via trash-picking at the bottom coast.
- 94% of our scholarship graduates are now professionals.
- **Development** of a family room in Niguarda Hospital.
- US\$16,916 support for Foundation to children.

EMPOWERING AND EDUCATING YOUTH IN ITALY

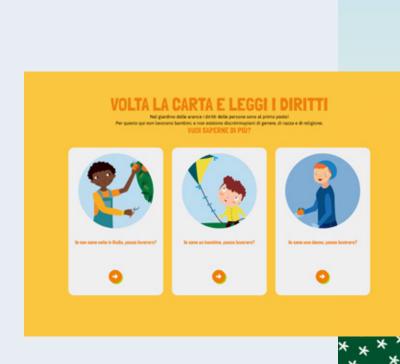
In Italy, Unifrutti invested in numerous social initiatives, including direct donations to various organisations and foundations such as the Ronald Mc Donald Foundation, the EPPELA Foundation, and the Paralympic Sports Association G. Primo.



In addition, during 2021, Oranfrizer:

- Has been working closely with the Ronald Mc Donald's Childhood Foundation, for the support of projects that offer accommodation to families with seriously ill
- Has promoted a campaign to tackle racism and racial discrimination, being aware that racist behaviour is a major concern amongst the farming and agriculture sector. Under this context, we have supported a special symbolic project to restore and save the sculpture "The Europe gate" in Lampedusa Island, dedicated to migrants arriving from Africa.





CONTRIBUTING TO THE WELLBEING OF LOCAL COMMUNITIES IN SOUTH AFRICA

Unifrutti in South Africa:

- Is a member of the Hlokomela Trust, whose mission is to empower and create a collective nature of caring for farm workers and local communities in the Limpopo province, addressing and tackling health, social and educational issues.
- A member of the Citrus Growers Association (CGA) which was established by citrus growers in the wake of the deregulation in 1997 and represents the interests of the export citrus producers.

Unifrutti South Africa Foundation NPC

The Unifrutti Foundation was established in 2015 with the goal to support community development activities in and around our farms in South Africa, encouraging employees to develop ties with the surrounding communities simultaneously. The Foundation's work is focused mainly on promoting the health, wellbeing and educational development of adults and primarily children. The Foundation is funded by a percentage of the all-inclusive company's annual profit.



South Africa Foundation's Projects Pre-school Children Care

The Foundation has supported the development of crèches around the Unifrutti farms in the Sundays River Valley, Eastern Cape and in the Western Cape. More in detail:

- At Matroozefontein Farm: we have recently renovated the building of a local kindergarten and the surrounding playground.
- Next to Dunbrody Estates Farm: we have supported the local kindergarten which currently has 2 teachers and 38 children. The children receive 2 meals per day and are supported with life and education preparation skills
- At Blyderiver Farm: we operate through the Hlokomela Trust which daily transports 15 children, whose parents work in the farms, to their schools.

School Renovations

The Foundation funded the renovation of the Kirkwood Primary School.

Supporting Children at school

- In Matroozefontein farm we have created an after-school care centre equipped with all the necessary materials and technical equipment (i.e., computers).
- Every year we offer scholarships for employees' children, both permanent and seasonal, based on merit and need.

Community Wellbeing

- Monthly contribution to a farm mission managed by the Church of Nazarene which has weekly onfarm church service for the community.
- Monthly contributions to Hlokomela Trust which operates a wellness centre/ HIV Aids clinic and has been given the free use of a building on Unifrutti South Africa's Blyderiver Farm. The farm provides electricity and water to the facility.

Kirkwood School Renovation	1,999.86
HDS Farm Mission	4,060.21
Redelinghuys Creche	22,419.19
Lwazii Crece	14,508.95
Hlokomela	4,060.21
Student Funding	2,209.77
COVID - 19 Feeding Schemes	8,120.42
Blyderiver Creche Taxi	5,278.27
Water Tank Project	5,391.62
TOTAL	68,048.50

How Beefwood Trust contributes to Improving Livelihoods of Disadvantageous People in South Africa

Beefwood Trust is a Black Economic Empowered (BEE) Trust, 100% managed and owned by Farm Workers, specialising in premium braai and fireplace (kaggel) wood. All the wood is sourced responsibly from Unifrutti's Blyderiver Farms, and then sold by the Trust, mostly, as firewood to surrounding lodges, hotels, and guest houses. The purpose is to benefit historically disadvantaged individuals, who are permanently employed by Unifrutti for longer than five years. A local pallet manufacturer has started buying whole, semi-dry stumps which are then used for the manufacture of pallets for the construction industry. To date, 210 tons of wood have been delivered for the manufacture of pallets.



In 2021, Beefwood Trust showed an average turnover of US\$3,929 per month.

Total beneficiaries:

417 historically disadvantaged individuals

Covid-19 Relief Activities:

 Distribution of food parcels to staff and their families during the quarantine period with the view to further support employees who were not working.

Water Tanks Project

The Foundation supplied and installed water tanks to Packhouse staff in the Eastern Cape to assist them in capturing rainwater due to the ongoing drought and water shortages in the area.



OUR COMMUNITY ENGAGEMENT IN THE TROPICAL DIVISION

At the Tropical Division, through the Unifrutti Foundation, Inc. (UFI) and actively support the Hineleban Foundation, Inc. (HFI), the Green Project and The Asian Business Cable-Tow Cooperative Academy (ABCCA) as part of our overall CSR campaign, entitled "H.O.P.E".

During this reporting period, Unifrutti in the Philippines, continued to provide technical and institutional assistance for the following projects:

- √ 2 Livelihood projects.
- ✓ 1 Potable Water System.
- √ 4 Day Care Centers.
- √ 1 Library School Building.

PROMOTING FOOD SECURITY AND SUSTAINABLE DISPOSABLE INCOME ACTIONS

In the Philippines we have been engaged in programs that promote food security and sustainable disposable income amongst local communities in cooperation with partners such as the Hineleban Foundation (HFI). These programs have many indirect economic impacts, namely:

- √ The opportunity to Sustainable Disposable Income Crops (SDIC)
 where farmers can start a new business, hire other farmers
 to help them harvest, or improve their technical skills and
 financial literacy.
- Employment opportunities for tree planting and seedling collection through reforestation programs.
- √ A surplus of some vegetables which the farmers have been able to sell in addition to their SDIC crops via the Family Food Security Cycle (FFSC) gardens.

We have also facilitated the collection of another 20,000 giant bamboo propagules to local propagators for the establishment of giant bamboo plantations.

Achievements in 2021 include:

- √ 309 families farming food security gardens (a total of 18.9 hectares)
- √ 248 families farming coffee (93.74 hectares)
- √ 137 families farming adlai (168.5 hectares)
- √ 40 families farming bamboo (80 hectares)

H.O.P.E. FARM PROJECT AT THE TROPICAL DIVISION

H.O.P.E.

THE FARM PROJECT
IS EXPECTED
TO BE LAUNCHED
IN 2022 AND END IN 2024



In the Philippines, we committed to establish the H.O.P.E. farm and tree nurseries which will allocate around 1,500 m2 of land to beneficiaries and provide them with establishing resources to sustainably grow their own food.

In more detail, the establishment of the Technology Demonstration Farm aims to improve farm productivity and increase farmers' income through:

- Being a learning site for farmers within the municipality.
- Increasing income of beneficiaries in the project site by planting 24 kinds of traditional vegetable crops within an area of 1,500 m2.
- Encouraging participating farmers to get organised as a group under the Unifrutti
 Foundation to get connected to the local market and be engaged in marketing activities.

US\$50,000 TOTAL BUDGET

H HUNGER ERADICATION

O OPPORTUNITIES EQUITABLE TO ALL

P POVERTY ALLEVIATION, AND

E ECOLOGICAL CONSERVATION

THE GREEN PROJECT

The Unifrutti Tropical Philippines, Inc. and Kalasan PCEC have been implementing the "Grassroots Rehabilitation and Enhancement of Environment and Nature (GREEN)" Project which aims at reforesting critical and degraded areas of the watersheds of Northern Mindanao.

In 2021:

- We have raised another 50,000 assorted forest and fruit tree seedlings at 5 nurseries in Bukidnon, of which 2 are newly established, and another 1 nursery at Opol, Misamis Oriental.
- We distributed around 10,000 assorted seedlings for planting in agroforestry farms in various locations in Bukidnon.

These actions benefit indigenous people, as they focus on soil and water conservation, protection from potential landslides and flooding, and provide benefits in terms of income (from the sale of seeds, fruits, firewood), food, firewood and house construction materials.



We also provide support for the educational scholarship programmes provided by the Asian Business Cable-Tow Cooperative Academy (ABCCA) for financially

challenged families, marginalised communities and indigenous people.

Indeed, the various tribes in Bukidnon and Misamis Oriental, particularly the Talaandig and Higaonon Tribes, have been motivated and encouraged by these planned activities.

At present, ABCCA serves more than 5,000 students all-over Northern Mindanao, consisting of:

- Learners from private and public junior high schools.
- Alternative Learning System (ALS) Learners.
- Pantawid Pamilyang Pilipino Program (4Ps)
 Beneficiaries (Conditional Cash Transfer
 Scheme).
- Balik-Aral Learners (Back to school program).
- AICs Grantees.
- Inmates, who are Balik-Aral and Junior High School Completers under the Alternative Learning System (ALS) Program, among others.



In the Philippines, the support for the **HINELEBAN FOUNDATION, the GREEN PROJECT and the ABCCA**, engaged over **400 people**, protected

or reforested over **450 hectares**, procured over 30,000 seeds, conducted between **10,000** to **20,000** seedlings and distributed over **10,000** to **15,000** seedlings.

In close cooperation with the Hineleban Foundation, we have facilitated the development and implementation of the following projects:

Sustainable Livelihood Through Community Partnership in Coffee



In partnership with Metrobank, Unifrutti contributes to this project developed by the Hineleban Foundation aiming to preserve the rainforest and the surrounding ecosystems while providing economic livelihood as well as enhancing productivity amongst the indigenous communities of the Bukidnon region.

OUTCOMES:

182 farmers improved coffee production and have been engaged in Transformational Business Partnerships (TBP).

PEARLs Program for Equitable Advancement of Rural Livelihoods

In partnership with Bank of the Philippine Islands
Foundation Inc. the project seeks to bring back
the forest and biodiversity in the four mountain
ranges through rain forestation and the provision
of sustainable livelihood development for the
indigenous people, Muslim and migrant communities
in Lango del Sur.

OUTCOMES:

- -20 families engaged in Family Food Security Cycle (FFSC) gardens and Sustainable Disposable Income Crops (SDIC) actions.
- -100 hectares have been reforested in the area of Punod, Amai Manabilang, Lanao del sur.

Ridge to Coast, Rain to Tap (R2CR2T)

In partnership with the Embassy of the Netherlands, this project aims at reforestation in the Sub watershed of the Cagayan De Oro River Basin to help mitigate flooding in the lowlands while improving water supply throughout the year and supporting the sustainable livelihood of the coop.

OUTCOMES:

- 50 hectares of primary forest protected via restoration of 15 hectares of buffer zones.
- 50 additional indigenous families engaged in the sustainable production of food and income crops.
- Additional 55 hectares planted with food and livelihood crops, e.g. Arabica coffee, Adlai.
- 50 indigenous families engaged in the restoration of 15 hectares of buffer zone and 50 families engaged for 150 hectares.
- Riverbanks replanted with indigenous species in the gullies in Cagayan De Oro River Basin.

Mandaue Foam

To support the Foundation's vision and mission of protecting and enhancing the watersheds of Bukidnon and Lanao through reforestation and sustainable livelihoods, Unifrutti supported the planting of 5 hectares of trees in the regions of Lirongan, Talakag and Bukidnon.

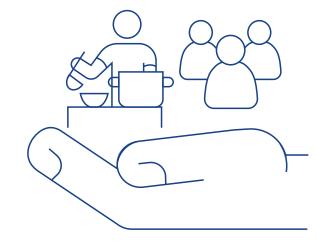


GLOBE's CSR's Climate Action Pillar: Reforestation

In partnership with **Globe CSR**, Unifrutti pledged to contribute to the reforestation of 156 hectares by 2023 for the benefit of the Bangsamoro people, the indigenous communities in Talakag and Manolo Fortich, and all downstream communities in support for the overall mission of the Hineleban Foundation Initiative regarding the protection of the watersheds of Bukidnon through reforestation and promotion of sustainable livelihoods.

Sip and Reforest

In partnership with **KADC**, Unifrutti pledged to plant a tree for every 500 grams of coffee purchased by every customer, thus achieving the reforestation of 57 hectares reforested by 2023 for the benefit of Bukidnon indigenous communities and downstream communities.



Livelihood support program of 403rd IB

In partnership with **403rd Philippine army brigade** in Bukidnon, we helped to decrease the number of highly marginalized communities by providing food security and sustainable livelihood via training the trainers of the 403rd brigade, who can then train former Rebels of the indigenous communities.



NEW INVESTMENTS FOR IMPROVING LOCAL COMMUNITY INFRASTRUCTURE IN THE PHILIPPINES

In partnership with the KALASAN People's Center for Environmental Concerns, at Unifrutti, we have:

- Contributed to the infrastructure upgrading of 10 nurseries by rendering them sturdier with strong materials.
- Donated bookshelves and computer printers to Tamugan National High school at Bukidnon to help improve school facilities.

We also helped the development of a Waterline Project in partnership with MLGU Manabilang, namely a water system was donated to Barangay Ranao Baning, Municipality of Amai Manabilang, Lanao del Sur.

The donation benefited 60 households who had access to a potable water system.

OUR ROLE IN SUPPORTING INDIGENOUS PEOPLE

At Unifrutti Group, we are aware of the active presence of indigenous populations in many of the regions we operate in. A great number of our workers and farmers are members of indigenous communities and play a significant role our business success. Therefore, we make sure their rights are respected in full compliance with the respective local laws regarding their protection. Going a step further, we are committed to listen to their views and needs, safeguard their respective culture and support their communities.

We currently employ in our farms (temporary or permanent):

513 indigenous people in South Africa

1,580 indigenous people in the Philippines

Signing of a first of its kind customary pact in the region between Unifrutti and indigenous leaders



GRI Content Index

The Philippines Division and the Hineleban Foundation have signed the first of its kind sacred **customary pact** in the region, by leaders of the seven tribes of the Bukidnon Province.

The aim is to support the indigenous communities via the development of programs for food security, sustainable disposable income, and reforestation. Under the context of the United States Agency for International Development (USAID) initiative, we expect that these agreements will be translated into officially written, subscribed and notarized Memorandum of Associations.

UFI-CSR is on the process of preparing guidelines for the selection of prospective subproject beneficiaries who will be involved in the proposed project implementation. Once the guidelines are finalised, this will be presented to all stakeholders for confirmation and approval.

During this reporting period, we continued working closely with the Hineleban Foundation, implementing several engagement programmes with indigenous communities, such as:



Empowering Indigenous Women in the Philippines

Unifrutti Group is supporting the empowerment of indigenous women, members of **KASATATRIACO** in Lirongan, Talakag by encouraging them to participate in all the community programs developed by the Hineleban Foundation. Through these programs, we provide them with the means to improve their lives, the lives of their families and of their surrounding communities.

Bukidnon Indigenous People: Food Security and Livelihood Development Project

The Project aims to provide food for 55 poor families for 2 communities in the Province of Bukidnon. It also aims to provide families with sustainable disposable income for the education of their children, health and nutrition as well as other basic needs of the families.

Total Investment: US\$406,134



Empowering the Tribal Youth of MATA ANLAW

In partnership with the **Foundation "Philippine Environment"**, the project aims to provide food on the table for the poorest families in the Province of Bukidnon. It promotes local traditional food by providing food security through a ¼ hectare of food security garden dedicated to production of different variety of local food crops.

It entails:

- Training for enhancing skills amongst the youth.
- Preservation of the forest and the watershed areas of Bukidnon.
- Promotion of indigenous people regarding food production and resource conservation.
- Strengthening of cultural practices, structures and unity among the tribal youth.
- Operating ¼ hectare of a food security garden under environmentally friendly agricultural technologies in an effort to decrease the impact of farming activities.

OUTCOMES:

Investment: US\$2.031

40 youth engaged in ¼ hectare food security and trained in Bamboo flute making, Tambul and Painting. **Beneficiaries**: MATA ANLAW Tribal Youth Organization Indigenous youth from Talakag.

EMPOWERING YOUTH IN CHILE

In Chile, we continued to create shared value for the communities where we are present, strengthening local development.

During this reporting period, we focused on the following pillars:

- Education for the youth and improving school infrastructure.
- Facilitate the integration of people with disabilities in the labour market.



CEM -OTIC AGROCAP Project: Enhancing Advanced Skills amongst Youth from Technical High Schools

Investing in the development of advanced skills for our youth will increase their employability and improve their quality of life. For that reason, we are helping young people in Chile to be trained as Agricultural Supervisors; a position of high demand amongst local companies.

Through the Corporación Empresarial del Maipo (CEM) - OTIC AGROCAP Project, we have identified a significant gap in skills set related to the supervision of harvesting crews or packing teams, skills that are not currently provided by our traditional educational model. The project is implemented by a collaborative network amongst CEM, OTIC AGROCAP responsible for the technical high schools of the municipalities of Buin and Paine, representatives of higher education institutions and the business sector.

UPGRADE AND EMPOWER SCHOOLS IN CHILE

- In cooperation with the Good Roots Foundation (Eco Aldea), Unifrutti provided disposable pallets and cardboards for the refurbishment of a rural school for the Rari community.
- In cooperation with the "Caravan for Children" Unifrutti contributed to the development of the local Christmas celebration for the CODECAN Corporación de Desarrollo de La Cantera y su Entorno (Development Corporation of La Cantera and its Surroundings), with the commitment to contribute to this local event every year.
- Unifritti contributed to the "Family Run for Mental Health" to promote physical activity and mental health among students at Monterilla School (Teno). 204 people have benefited.



Integrating people with disabilities

From October 2020 to July 2021, Unifrutti contributed to the organisation of various job placements and job fairs organised by Municipalities (Omil Buin- Paine- Isla de Maipo) and their Omil Departments, targeting more than 400 people with disabilities.

During October 2020–July 2021 we participated in numerous awareness raising activities to inform and educate the wider public on the topic. Over 950 people attended our training and awareness raising sessions.

Messages From Leadership All is Fruit Our Environmental Responsibility Our Social Footprint **Divisional Spotlights GRI Content Index** Highlights Unifrutti Group Our Sustainability Approach and Strategy Sound Governance and Culture **About this Report**

Our Social Commitments



WE AIM

Nurturing people and communities and improving livelihoods while being an employer of choice of employees of choice

OUR TARGETS

- ZERO SERIOUS LABOR ACCIDENTS
- ZERO INCIDENTS OF HUMAN RIGHTS **VIOLATIONS**
- ROBUST HEALTH AND NUTRITION PROGRAMS IN ALL DIVISIONS
- PREDEFINED TRAININGS / EMPLOYEES AND **EXTERNAL FARMERS**

HOW

THE UNIFRUTTI **FAMILY**

- 1. Constantly focus on employee quality of life and work safety
- 2. Continuously improving working conditions and ensuring safety of all our employees
- 3. Invest in education and capacity building through our leadership programs and the sustainability academy

OUR COMMITMENT TO SOCIETY

- 1. Advocate for healthy eating and promote a nutritional and balanced diet
- 2. Assess and address human rights impact across our business activities and supply chain
- 3. Uplift communities and create robust impact through our contributions and local foundations
- 4. Knowledge sharing with our external farmers to improve production, resource efficiency and their economies





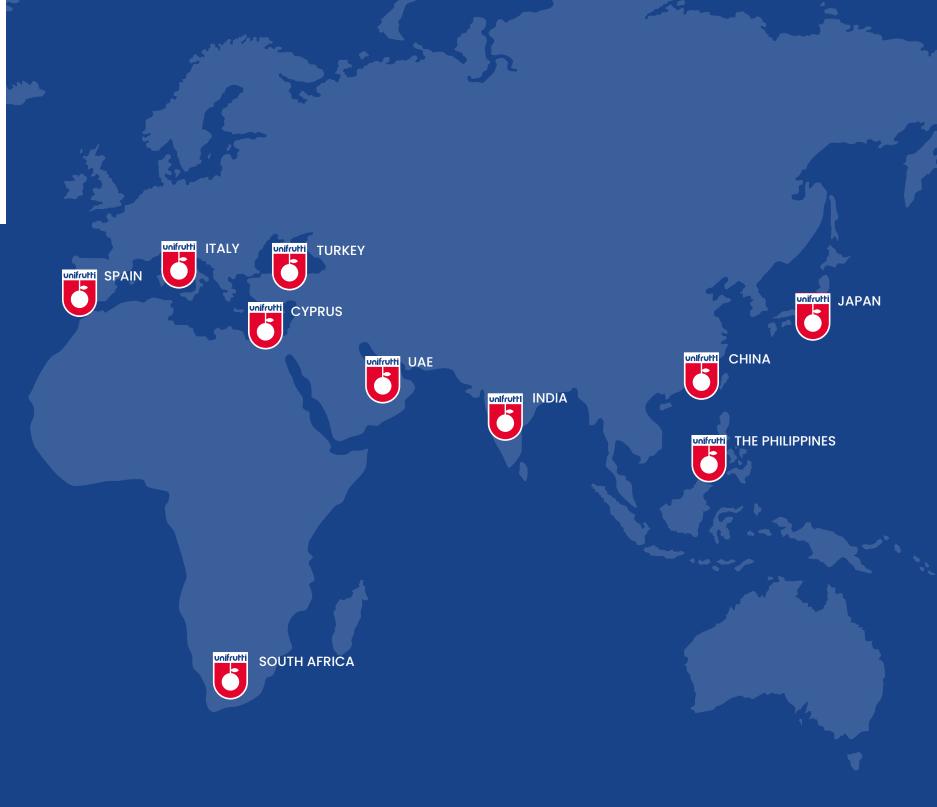


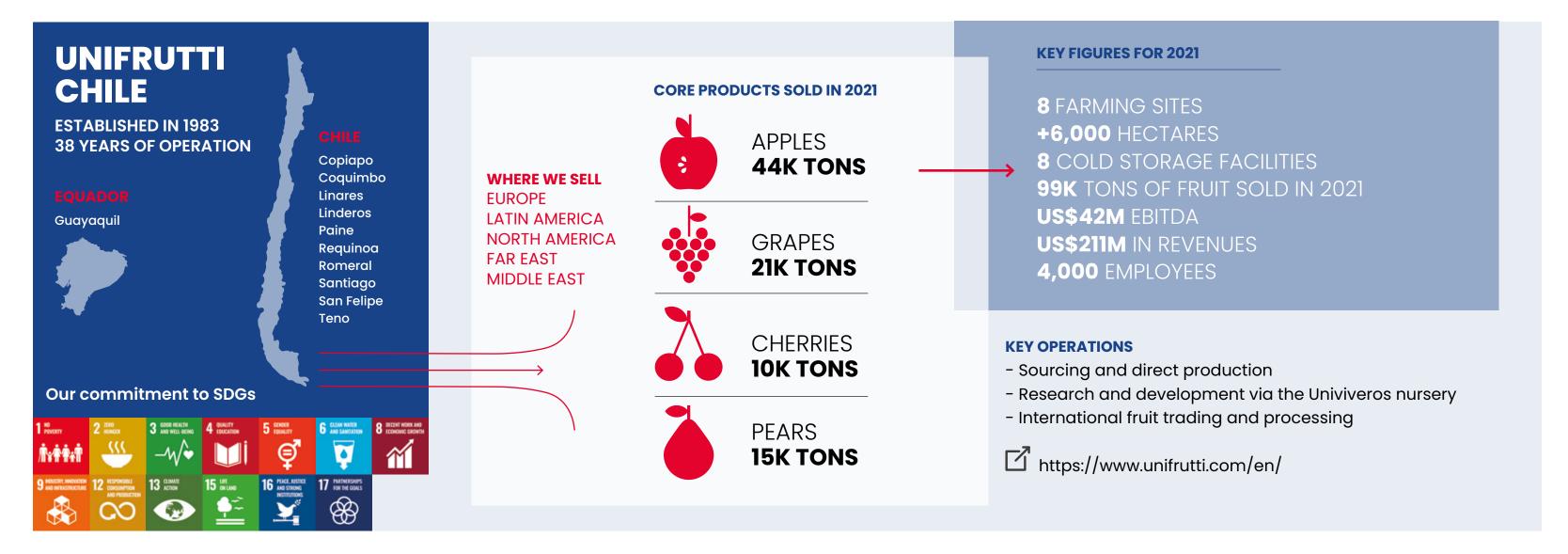


9. DIVISIONAL SPOTLIGHTS



unifrutti ECUADOR





1986 Univiveros, a nursery specializing in providing top quality plants, was born

Ð



2010 The Division entered the USA pomegranates market



2020 A Divisional sustainability strategy was developed, covering topics such as food safety, environmental protection, and social responsibility

Ð



KEY MILESTONES

1983 Unifrutti Chile was founded by Mr Guido De Nadai

2009 Unifrutti Chile's carbon footprint was measured for the first time in accordance with the GHG Protocol standards

U

2014 Establishment of operations in Ecuador

2018 From 2018 onwards, 4 photovoltaic plants in the north of Chile with a total capacity of 600 kWp have been installed, and construction of 2 more with an additional capacity of 700 kWp will commence

-U-

2021 Launch of the "Presizer" apple selection line at the Unifrutti plant in the city of Linares, in the VII Region of Maule

UNIFRUTTI CHILE

Our current certifications



GLOBALG.A.P.

BRC Global Standard (BRCGS)

BR©S Food Safety

SMETA

SMETA!

Sedex Members Ethical Trade Audit





"The process of developing the sustainability strategy has given us an overall vision of where we stand in Chile, the strengths and weaknesses at the economic,

social and environmental level.

However, we were not alone in this path as we counted on a magnificent team.

We would like to thank them for their effort, professionalism and dedication to our cherished goals."

CRISTIAN VERA MORENO

Local Compliance, Risk and Sustainability Officer, Chile Division



2021



In 2021 the Preziser processing line was launched. It was designed to ensure compliance with the high food safety standards while minimising fruit loss, hence allowing the selection of value or non-value characteristics for any type of apple. It is capable of accurate selection of external quality and internal quality, as well as weight, optical size and colour.



MESSAGE FROM THE CEO

"At Unifrutti Chile, we believe that innovation is a fundamental part of the agro-export business. Towards that end, we are working to maintain a dynamic product offering, diversify our commercial proposition and respond to the multiple demands of our consumers. We also aim at developing sustainable products that will allow us to achieve our corporate business strategy's objectives while minimising negative impacts and enhancing positive impacts on the environment and society."

GERMAN ILLANES P. CEO, Chile Division



The well-being of our 4,000 employees is at the core of our strategy and we aim to elevate it further through our sustainability initiatives. At the moment, we are

undertaking a major transformation in our division which is driven by the principles of sustainable development. We know that this responsibility requires a profound change in the way we operate and in the culture of our people, as this is the only way to pave the way for a better future and greater general wellbeing."

JIMENA REBOLLEDO

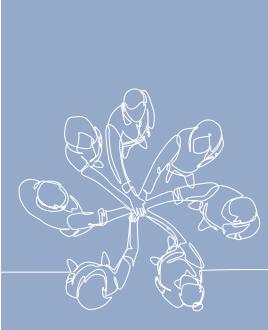
Human Resources Manager, Chile Division



"Sustainability has been a transitional process that has allowed us to evolve and introduce gradual changes that not only involve improving the company's

internal efficiency, but also creating and trying out new formulas for intra and inter-company cooperation. Sustainability has helped us to look at diversification and risk reduction in our agroexport business."

GERARDO NUÑEZ D. Financial Manager, Chile Division



Diversity & Inclusion at the Workplace

In Chile, we are supporting people with disabilities by offering employment opportunities. Our target is 1% of our employees to be people with disabilities.

In Chile, we are making an effort to create an inclusive and diverse workplace.

Therefore, we invest in improving and expanding our recruitment process to focus largely on women and people with disabilities, in line also with the local legislation.

As a Group, we believe that we all have something unique to contribute to the business and the work culture, irrespective of our differences.

In areas such as Santiago, Linderos and Requinoa we are working together with the Arando Esperanza Foundation to contribute to the increase of people with disabilities in our operations.



"As a person working at Unifrutti Chile for over 30 years I am proud of what we have achieved together. The company has been able to face the new demands resulting from the changes that are experienced globally, with a focus on

sustainability, so every year we evaluate proposals to improve economic, social and environmental aspects. Our plants are SMETA audited at least every 2 years, each facility manages its waste and participates in country-wide plans. In addition, as a company, we participate in industry working groups at national level, led by the Chilean Exporters Association, in different strategic pillars, such as Sustainability, Safety, among others, and in Circular Economy studies."

RITA ROJAS DENT Quality Control Manager, Chile Division Winner of the Guacolda Award





Our aim is to extend our training to younger people giving them the opportunity to develop their skills and increase their employability once they complete their high school studies, contributing at the same time to the improvement of their quality of life. As a Division, we participate in the CEM – OTIC AGROCAP project that targets young people from technical high schools. Among other actions, we are facilitating the training of these students, so they gain the skills and knowledge to become agricultural supervisors. During 2021, we contributed to the training of 4 students in Chile.

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UNIFRUTTI CHILE

UNIVIVEROS

Univiveros was established in 1986 as a nursery aiming to provide top quality plants to the rapidly growing agricultural sector in Chile. In a short period of time, Univiveros became a key player in the industry, and stands at the core of the Division's innovation and development.

The main activities are the propagation and commercialization of fruit plants and vines, divided in three business units: Table Vines Unit, Wine Vines Unit and Major Plants Unit. The latter includes apples, cherries, pears, and stone trees.

Univiveros aims to provide the industry with plants at the highest standards of quality, health, and traceability, contributing to the success of the orchards of our producers. The results are the product of the effort, experience and professionalism of nursery employees and collaborators, who are paying close attention to detail to achieve top quality products.

DEVELOPMENT OF A REUSABLE TABLE-TOP PLANT

To reduce plastic waste generated in the orchards after plantings, Univiveros developed a reusable table-top plant container for the propagation and delivery of vine plants to its growers. The containers are stackable and are retrieved by Univiveros staff during post-sale visits to the orchard to avoid special transport. Once received back the containers are washed and disinfected to be used again. In a normal season we can reuse 85% of the delivered containers.

SUPPORTING LOCAL FARMERS

At Univiveros we provide support to all farmers and breeders who entrust us with their planting and production projects, regardless of their company's size or gender. We guide them in the choice of the variety to be planted, the combination of rootstocks, the planting distance, and the initial management of the plant.

Only in the last eight years, we have been supporting both technically and commercially, more than 1,300 growers on achieving successful plantings and production orchards in table grapes, stone fruit, apples, cherries, and wine grapes. Our top-of-the-line varieties with excellent quality and phytosanitary plants assuring a successful outcome, allowed us to develop strong and loyal relationships with our customers.









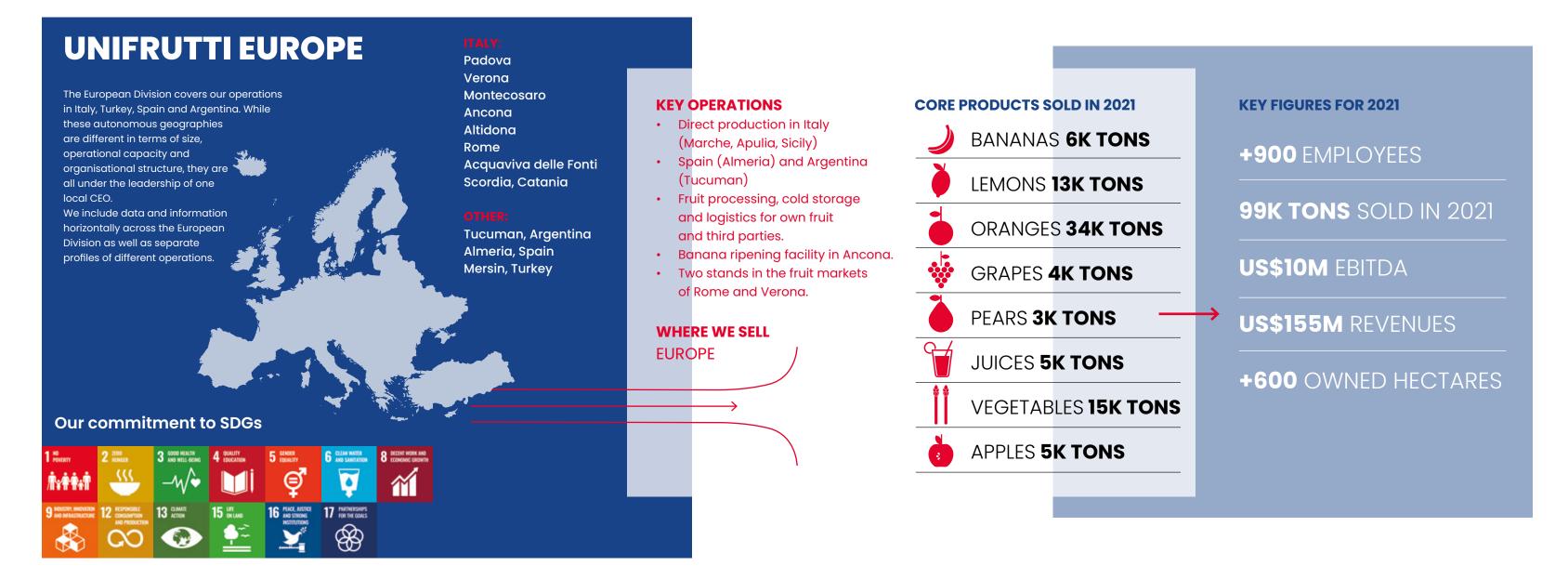
"Without any doubts, the greatest challenge we face as a company is to guarantee the balance between economic growth, environmental health, and social wellbeing without compromising the future generations. Univiveros is constantly seeking for productive improvements and innovation, looking for alternatives to be more efficient with the least environmental impact."

FELIPE MASSANÉS V

Commercial and Production Manager Univiveros, Chile Division







2011 The green transition begins with the first solar panels being installed in Montecosaro

2017 First partial purchase of land in Apulia (completed in 2019)

2019 Unifrutti enters Argentina to ensure steady supply of high-quality lemons in the Italian market

2020 Expansion in pest management agriculture and vegetables: Dimifruit enters the Group

2021 All farms are certified under the SQNPI protocol (Integrated Crop Management National Quality System)

GRI Content Index

KEY MILESTONES



2016 First steps in the Marche region with a partial purchase of land in Marche (completed in 2018)

2017 Montecosaro packing plant was certified under the IFS protocol

2020 All farms are certified under the GlobalG.A.P., **GRASP and SPRING**

2020 Acquisition of Oranfrizer in Sicily, Italy

-U-

UNIFRUTTI EUROPE

Our current certifications

GLOBALG.A.P.	Turkey, Italy, Argentina, Spain
BRC Global Standard (BRCGS)	Turkey, Italy
M&S Field To Fork	Italy
GlobalG.A.P. Risk Assessment on Social Practice (GRASP)	Turkey, Italy, Argentina
IFS	Italy
SMETA Sedex Members Ethical Trade Audit	Turkey, Italy
Japanese Agricultural Standard	Italy
HACCP	Argentina
PrimusGFS	Argentina
European Union Organic	Italy
Integrated Crop Management National Quality System SQNPI	Italy
Tesco Nurture Certification	Italy
Red Orange of Sicily PGI	Italy
Protected Geographical Indication	Italy
Protected Designation of Origin	Italy
McDonald's Supplier Workplace Accountability	Italy
McDonald's SQMS	Italy
Syracuse Lemon PGI	Italy

Achievements & Highlights

- At Unimarche and Unipuglia we are proud promoters of zero waste:
 - We sell our biological waste for wine or to other producers for re-planting.
 - We use the youngest tree branches to expand the plantation and the remaining biological waste as soil fertilizer.
 - In cooperation with suppliers and customers, we have participated in various recycling and re-using programs within the supply chain process (e.g., CPR and IFCO programs)
- We use our subsoil irrigation system to apply fertilizer directly to the tree roots, using the exact quantity needed.
- We have been investing in green energy through the installation of photovoltaic plants since 2011 in Unifrutti Distribution Spa and since 2017 in Oranfrizer.





MESSAGE FROM THE CEO

"Our past, present, and whatever fragments remain of our future, depend on what we do now. With regards to sustainability, we are working at all fronts, striving to tackle all major impacts, laying special emphasis on the environment. At Unifrutti, we are all putting, at every level of the organization, our best effort to grow our business in an eco-friendly and sustainable way."

GIANLUCA DEFENDINI CEO, European Division

UNIFRUTTI EUROPE



"At Unifrutti, we believe that despite common perception, economic and environmental interests are not in conflict. On the contrary, investments in

sustainability lead to a so called "virtuous circle", ultimately generating positive impacts in terms of economic results. We are always looking for opportunities to make our business processes more sustainable, as well to pursue the highest standards in social terms, promoting health, safety, equality and respect for diversity."

ROBERTO PELLEGRINI

CFO, European Division





"The greatest threat to our planet is the belief that someone else will save it. That's why at Unifrutti, we tackle climate change by adopting measures to contain

water use through sub-irrigation, fertigation systems, and the adoption of precision farming systems to carry out targeted treatments as needed, thus limiting the use of plant protection products. Furthermore, in our packaging plants, we increased the use of eco-sustainable packaging materials by reducing the use of plastic in collaboration with customers who strongly believe in the importance of saving the environment and take actions to protect it."

FRANCESCA DE ANGELIS

Quality Control Manager, Unifrutti Distribution S.p.A.



"Our farms are developed according to principles of sustainability, in respect of human rights of the people working there. Our mission is to

produce and offer fruits of the highest quality to the market, in full compatibility and harmony with the environment. Therefore, only through sustainable agriculture we can safeguard our ecosystems for the future generations."

SILVANO CANNONE

Manager, Unimarche and Unipuglia farms

Our operations in Sicily, **Oranfrizer**

ESTABLISHED IN 1962 +50 YEARS OF OPERATION



KEY OPERATIONS

Production. processing and marketing of fresh fruit, juices and vegetables

WHERE WE SELL **EUROPE**

CORE PRODUCTS SOLD IN 2021









VEGETABLES 6K TONS

KEY FIGURES FOR 2021

+170 HECTARES

US\$70M REVENUES

US\$8M EBITDA

48K TONS SOLD IN 2021

+400 EMPLOYEES

1962 Business established by Giuseppe Alba **1987** Adoption of an Integrated Pest Management system **1996** First sale outside of Italy, namely to Japan

Ð

2001 First export to Great Britain (to date our main foreign market)

2009 Beginning of the collaboration with McDonalds for the sale of fresh oranges

2019 Launch of the precision farming project

KEY MILESTONES

1986 Acquisition of Carmito, a farm focusing on the supply of blood oranges

1994 Entry into the market of NFC fresh juices

2001 A new phase of expansion: The new fruit plant opens

2002 Establishment of the growers' organization Terre e Sole di Sicilia, together with other producers

2012 Expansion of the Carmito farm and renovation fruit varieties 2020 Oranfrizer joins the Unifrutti Group

Divisional Spotlights Messages From Leadership Our Sustainability Approach and Strategy Sound Governance and Culture All is Fruit Our Environmental Responsibility Our Social Footprint About this Report GRI Content Inde Unifrutti Group

UNIFRUTTI EUROPE Our operations in Sicily, Oranfrizer



"For us at Unifrutti, our goal is to strengthen the identity of our products alongside the territory that generates them. We always search for new crops and aim to

produce with the least possible impact on the environment. We also focus on people, those who work with us, as well as those who choose us. Just as we have been for sixty years, we intend to remain authentic as we go along."

locations

SALVO LAUDANI Marketing Manager, Oranfrizer

Achievements & Highlights

- We continue to invest in new varieties and share our knowledge and experience with other local producers via our work with local associations.
- We increased the oranges' production, mainly red ones and small tomato fruit chains.
- Through the introduction of precision farming, we have managed to disseminate knowledge and transfer the know-how to agricultural companies associated with GO Terre e Sole di Sicilia.
- We focus on reducing energy consumption, by installing photovoltaic panels in two of our buildings and we intend to keep on investing in renewable energy.
- We have significantly reduced the use of plastic in our packaging, in agreement with customers and we promote the transition to paper for all products





MESSAGE FROM THE CEO

"At Oranfrizer we are proud of what we have achieved so far but even prouder of our future commitments. Sustainability is at the heart of everything we do. Apart from our efforts regarding energy efficiency, we are working to:

- Reduce the use of excess water. pesticides, and fertilizers in our fields, under the framework of EU policies
- Introduce precision farming management
- Eliminate plastic in the processing by using paper or cardboard instead."

NELLO ALBA CEO, Oranfrizer

UNIFRUTTI EUROPE

Our operations in Sicily, Oranfrizer



"Blood oranges have a great export potential in a growing market. I think the future is promising for our industry."

SARA GRASSO

Export and Import Manager, Oranfrizer



"I have been working in Oranfrizer since 2014 and I am very proud of the progress we have made in sustainability, from applying energy efficiency methods to

using more sustainable packaging materials."

GIULIANA DINARO

Quality Control Manager, Oranfrizer

The "Orange Garden" Educational Campaign in Italy

Under the auspices of the Ministry for the Environment, Land and Sea and in cooperation with Libri Progetti Educativi and the Organisation of Producers Terre e Sole di Sicilia, Oranfrizer has launched an educational project targeting primary school children. The program promotes awareness regarding good agricultural practices and healthy lifestyle by showcasing the importance of oranges' cultivation, especially blood oranges. Through games, illustrations and

videos, children can discover how fruits are made and grown hence encouraged to follow a healthy diet. In parallel, the project also operates a scholarships program which was launched in 2017 and is still operational, addressing local youth who want to work in the agricultural and farming sector by providing them with technical skills and valuable know how.

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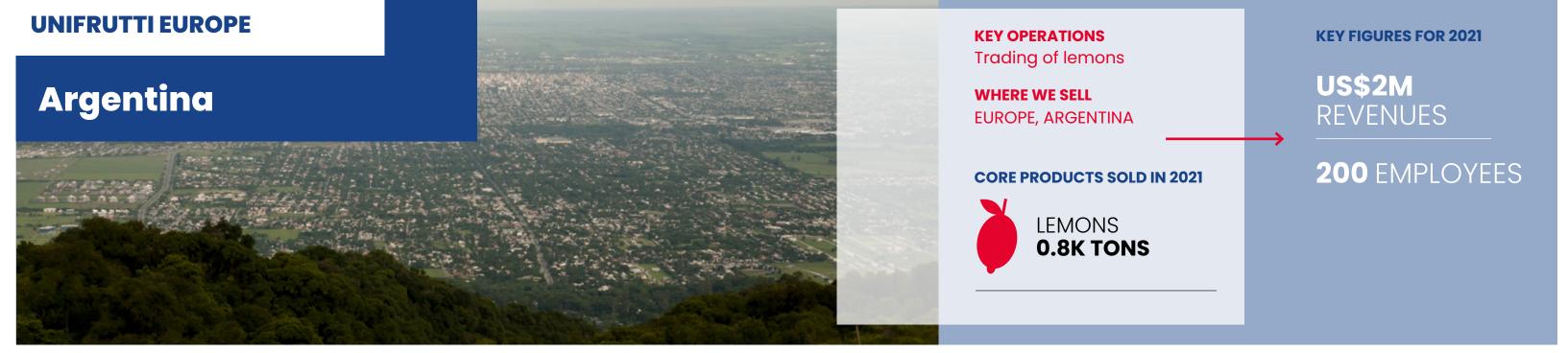
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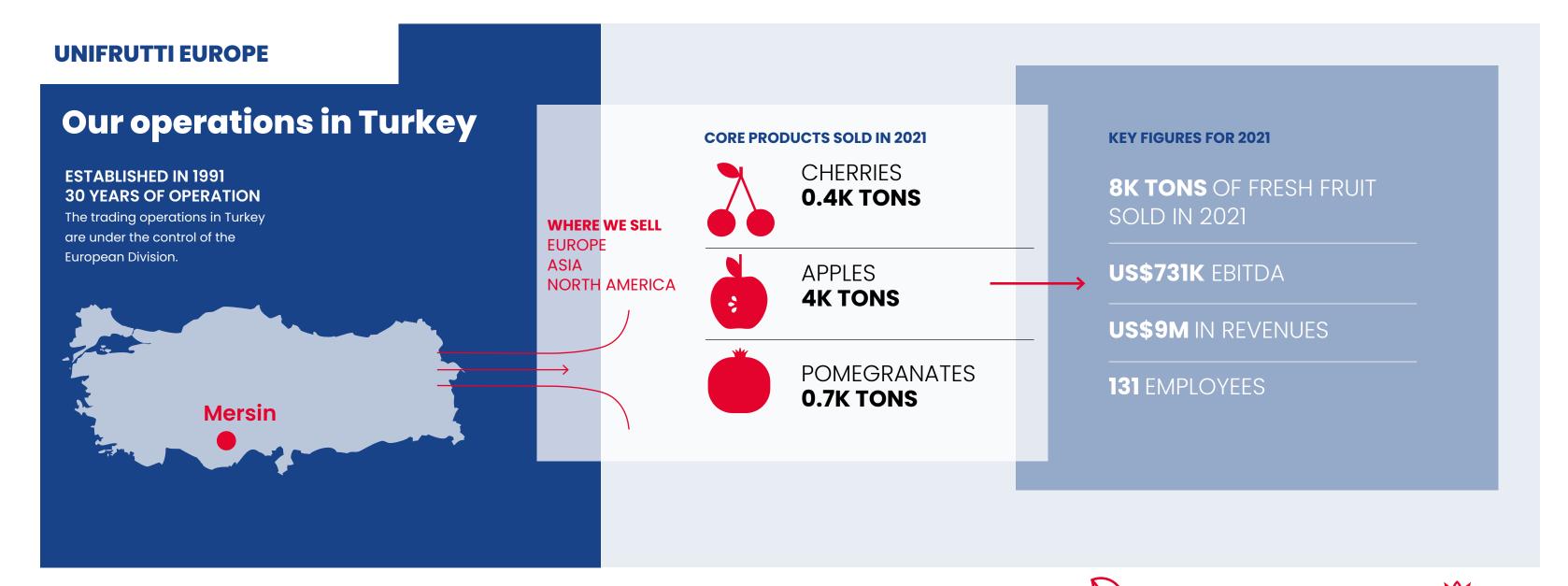




About this Report

GRI Content Index





KEY MILESTONES

1991 Establishment of Unifrutti Turkey

1992 Started exporting citrus from Turkey

1992 Construction of the first

CA cold stores in Turkey, and

the installation of the first

electronic sizer for apples

1994 Acquired a cherry

cherry packing history

mechanical sizer, the first of

its kind in Turkey, starting our

1996 Started exporting nectarines and grapes

unifrutti



2014 Started exporting

pomegranates & figs

2020 Acquired an electronic cherry sizer

UNIFRUTTI TURKEY

Our current certifications

GLOBALG.A.P.

Risk Assessment on Social Practice



GLOBALG.A.P.



BRC Global Standard (BRCGS)



BR@S Food Safety

SMETA

Sedex

Sedex Members Ethical Trade Audit



"Sustainability has always been and will continue being an integral part of Unifrutti's operations and culture. Taking into consideration the changes

unfolding in the world, we are at a point in which our commitment to our SDGs are not only important, but vital for our communities and business more than ever."

BERK NASS DUCE

Local Compliance, Risk and Sustainability Officer, Turkey



2021



Invested in a top-seal punnet machine which led to a reduction in the amount of MAP plastic bags used, thus, lowering plastic usage in all facilities.

Supporting Local Farmers

We provide technical assistance to local farmers so as to have better quality and EU compliant products.

An example is our collaboration with our pomegranate producers, to whom we provide a timetable of spraying and pesticide usage to achieve the lowest MRLs possible. Within a period of 3 years since the start of the program we achieved 100% compliance with EU MRL requirements and for the past 2 consecutive years the EU MRL level compliance rate for pomegranates stands at 100% (on a sample basis). The success of our endeavour and engagement with local farmers has encouraged them to compete with each other for achieving lower MRLs, despite increased costs.

MESSAGE FROM THE CEO

"For the years to come our sustainability goal is to implement in cooperation with our facility owners, renewable energy and improved water filtration systems at our rented facility. We are also looking into more sustainable packaging solutions in order to reduce non-renewable waste and better adapt to market demands. Finally, we intend to broaden our technical assistance to ensure quality while minimising pesticide and chemical usage as much as possible."

MALEK NASS DUCE CEO, Turkey







"From a Quality Control perspective, sustainability initiatives define clear procedures to be implemented in the farms as well as at packing facilities, which greatly improve our ability to track and trace products, thus ensuring that the best quality of fruit is delivered to the consumer."

ADNAN TUĞ Quality Control Manager, Turkey

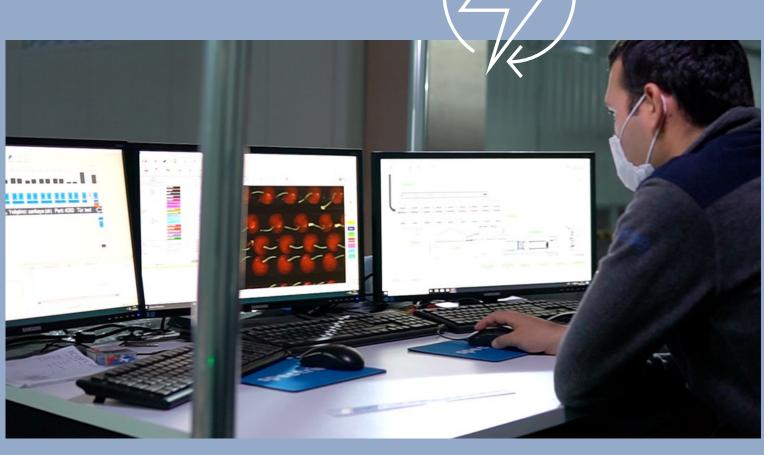
Increasing our Energy Efficiency

The adjustments and improvements we made to our cherry sorting machine and packhouse during 2021 enabled us to increase our energy efficiency.

With regards to our cherry sorting machine, these changes included the upgrading of the water tanks' motors, installing a serpentine cooler to increase cooling efficiency and installing a new cooling unit for the water tanks. As a result we are now able to cool down and maintain the temperature of the water inside the machine much more efficiently and save 39kW per hour while the machine operates.

At the same time, the packhouse improvements consisted of the opening of a window with a conveyor belt that passes through the cold storages units so that the cooling systems maintain a constant temperature and reduce their energy usage. An energy saving of 40kW per hour was achieved.

GRI Content Index



KEY FIGURES FOR 2021

3 FARMS AND **4 PACKHOUSES**

+5,000 HECTARES

1 FARM VIA ITS JOINT VENTURE

103K TONS OF FRESH FRUIT SOLD

US\$5M EBITDA

US\$78M REVENUES NUMBER OF EMPLOYEES: +3,000 EMPLOYEES

KEY OPERATIONS

- Direct production and sourcing
- Fruit processing carried out in state-of-the art facilities
- International fruit trading and sales





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2003 Became sole shareholders of Dunbrody Estate in the Eastern Cape

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2011 Founded our first nursery in Matroozefontein



2019 Acquired the majority of shares in JP Landgoed



2021 All our farms and packhouses passed the SIZA Environmental Audit and received a 3-year certification, the highest standard available

KEY MILESTONES

1999 Establishment of Unifrutti South Africa and purchase of 50% share in Dunbrody Estate in the Eastern Cape for Citrus production

 $-\Box$

2004 Purchased Matroozefontein in the Western Cape for Grapes and Citrus production and Blyderivier in Limpopo for citrus and mango production

2014 Certified by SIZA (The Sustainability Initiative of South Africa)

2021 45 new hectares covered with nets at Dunbrody farm to increasing pack out and yield per hectare

UNIFRUTTI SOUTH AFRICA

Our current certifications

US FSMA certification at Matroozefontein



12

GLOBALG.A.P.

PPECB

GlobalG.A.P. Food Safety Modernization Act Produce Safety Rule Add-on

GLOBALG.A.P.



BRC Global Standard (BRCGS)

PPECB

SMETA Sedex Members Ethical Trade Audit



Table Grapes at Matroozefontein



Sedex?





MESSAGE FROM THE CEO

"We have adopted innovative and responsible farming practices since the origins of the group. We regard People, Land and Water as our most important resources: accordingly, our actions, strategy and operational footprint are guided by these principles. We aim at creating a consistent, socially responsible, and transparent supply chain and guarantee the highest levels of quality and food safety to our customers."

LINDA DE NADAI CEO, South Africa Division



All our farms obtained the South Africa Environmental Standard (SIZA) platinum certificate for our rigorous compliance to SIZA's environmental assurance model. SIZA environmental standard is based on four environmental cornerstones:

- Water management
- Soil (carbon emissions)
- Energy, materials and waste
- Ecosystems and biodiversity

In driving sustainability, this particular standard also considers policy initiatives and frameworks such as the EU Green Deal, the Carbon Act Tax, the Paris Agreement, the UN SDG's amongst others.





"Responding to global demands for sustainable action, Unifrutti South Africa is one of the first companies to join SIZA Environmental Standard for South Africa by having all its facilities audited against

this new standard. We are delighted as all our farms have obtained the SIZA platinum certificate, in recognition of our rigorous compliance to SIZA's environmental standard. To further highlight our commitment, since 2022, we expect all growers that supply fruit to Unifrutti South Africa to also have an Environmental certification."

NICO SMITH

Local Compliance, Risk and Sustainability officer, South Africa Division



UNIFRUTTI SOUTH AFRICA

Promoting Health and Wellbeing in South Africa in Partnership with the Hlokomela Clinic

Blyderiver farms in South Africa are working closely with the Hlokomela Clinic, an award winning, internationally recognised leader in the provision of primary healthcare in the region.

Under this partnership, we:

- Converted an old building in the farms into an operational vaccination centre.
- Offered clinic consultations to all employees under the context of the «Hlokomela Wellness Clinic Program» whereby the company contributes 70% of the program costs and the employee 30%.
- Appointed a primary Health Care Nurse who is permanently based on site.

Good Health & Well-Being

An employee assistance program was launched in our farms and packhouses in the west of South Africa. The program specifically focuses on social and family cohesion by providing counselling support to employees and their families on a variety of topics, such as relationships, health, social well-being and financial wellbeing.



Supporting our people

The ongoing drought starting in 2015 affecting the Eastern Cape region of South Africa is one of the worst droughts in the region's history. The drought led the South African government to declare the region a "disaster area" in October 2019. Inadequate plans and infrastructure left thousands without water. Unifrutti South Africa supported staff to buy water tanks and assisted with the transport and installation of gutters for 20 staff members in 2018 and another 20 in 2021.





"At Unifrutti, all employees are considered part of a larger family where people's skills, dedication, and enthusiasm are recognised as crucial

components of the company's overall success. In line with international and national ethical and environmental standards, we are all encouraged to promote responsible cultivation and sustainable growth through innovative and forward-looking strategies. Given this context, I feel I was allowed to evolve and develop my talents and passion for my work."

TRIENIE KELLERMAN

UB Compliance officer, South Africa Division



"In almost nine years of working with Unifrutti, I am now convinced of the increasingly important role of both leadership and robust

organisational culture in the advancement of sustainability. Leadership together with the advancement of trust are distinct important components towards protecting and promoting sustainability for all stakeholders."

RÉNIER KRIGE

Group Chief Human Resources Officer





"I joined Matroozefontein about five years ago at an exciting stage of development. We focused on all aspects of sustainability, including human resources while utilizing

our resources optimally by continuously investing in the development of our team and facilities. We had the opportunity to experience firsthand the company's journey towards sustainability, a delicate balance amongst the following pillars: Economic performance, Nature and People all based on trust."

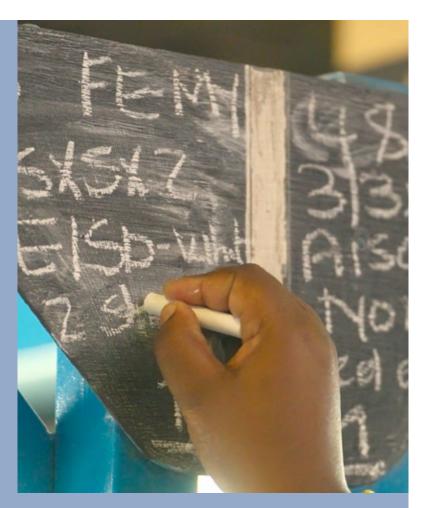
DE WITT LA GRANGE

Shared Services Manager, Matroozefontein, South Africa Division

Supporting Local Communities

At Dunbrody Estates, we are supporting the wellbeing and the educational development of local communities, especially children. We also continue to provide direct funding for the development of local awareness raising programs against AIDS.

In 2021, in response to the pandemic, we supported the work of the "Sisters of Mercy" for the preparation of 34,900 tons of food rations and food parcels to surrounding communities. Additionally, through the Unifrutti Foundation Fund, we helped the "Lwazi Edu Care" (NPO), a community kindergarten and aftercare facility to renovate and upgrade its infrastructure, namely adding 2 classrooms and ablution blocks, along with covering the salaries of 3 teachers and the provision of 2 meals per day and fruit to the children.



How we Integrate Solar Energy in our Farms in South Africa

At Unifrutti, installing PV systems in our farms is of utmost strategic importance. Since the African continent is one of the planet's sunniest places, the country's solar-equipment industry is booming, thus creating numerous opportunities for cleaner and cheaper energy for its economy. We plan the

WITH A DAILY PRODUCTION OF 157.08KWH, THE PV SOLAR SYSTEM WILL CONTRIBUTE TO AN APPROXIMATELY 68% SAVING IN FUEL DURING LOAD SHEDDING HOURS.

installation of the PV System in the first phase in 2022 that will enable the packhouse, office, workshop and the 3 houses to make use of the PV generated power before purchasing grid power, helping the Blyderiver farms avoid high electricity bills, while reducing our carbon footprint.



"Unifrutti values both people and our produce. Our team operates in a constantly changing environment, ensuring that we supply citrus

that meets our client's expectations. For us all, every day is a new learning experience. We strive to act responsibly today so as to secure a sustainable future for our people, clients and the environment."

About this Report

ILZE VAN DEN BOSCH

Operational Manager (Services), Dunbrody Packhouse, South Africa Division

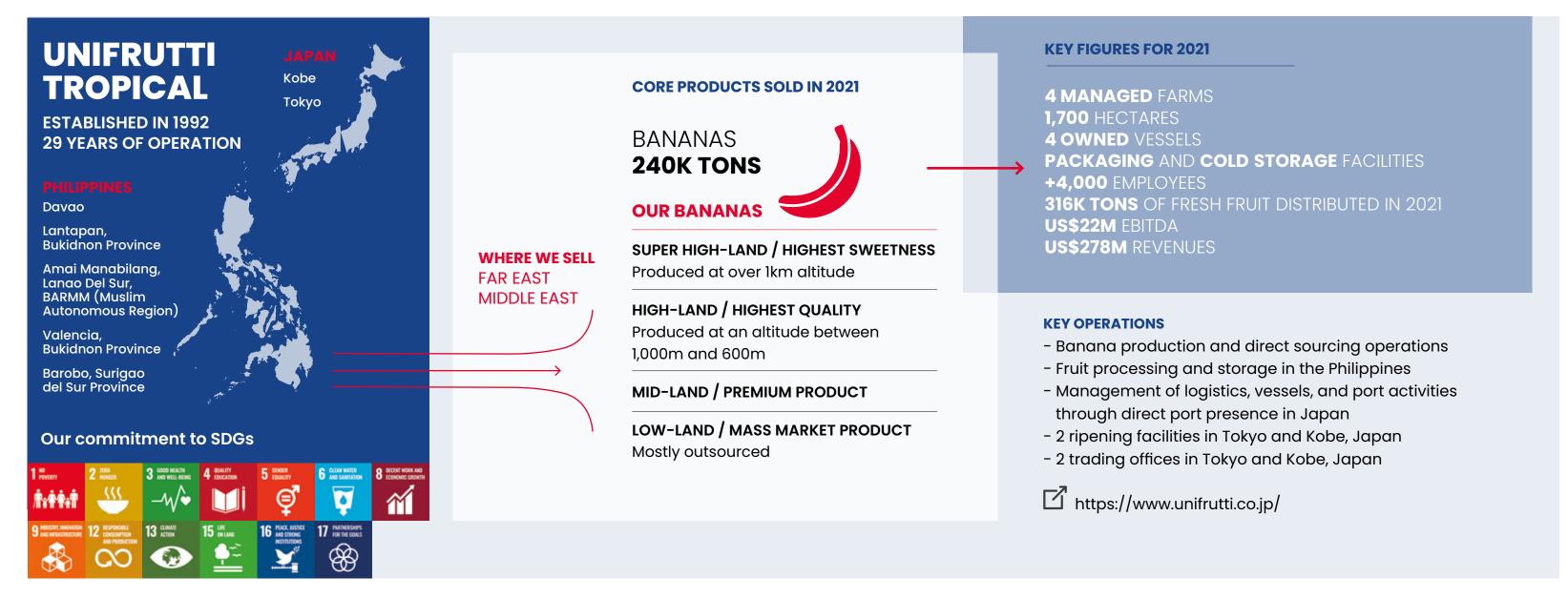


""In all our farms and facilities, we are laying emphasis on longterm sustainability goals. Thus, we promote solar power generation, water management as well as

recovery and recycling programs. In parallel, we support local communities through initiatives such as the development of kindergarten facilities, assistance with tertiary studies for employees' children plus subsidized transport and housing."

SIMON BATY

General manager, Matroozefontein Farm, South Africa Division



KEY MILESTONES



1996 Entered the market in Japan as part of a joint venture

Early 2000's The Division embraced its role as "stewards of the environment" and established effective wastewater treatment facilities and shifted to using alternative agrochemicals to prevent soil and water pollution.

U

2017 Launched the "Grassroots Rehabilitation and Enhancement of Environment and Nature (GREEN)" Project for massive reforestation programs, in partnership with Kalasan

U



1992 Established our operations in the Davao Province, an island of Mindanao, Philippines

1997 Expanded our business operations in the Middle East and Far East Markets



2006 Unifrutti farms passed the Rainforest Alliance Standard

2018 Adopted the Sustainability Development Goals (SDGs) 2020 Unifrutti Philippinespublishes its firstSustainability Report

Our current certifications

GLOBALG.A.P.



Rainforest Alliance



ISO 14001 Environmental management





"Over the past 20 plus years, sustainability has been a primary focal point of our division reflected in our sustainability goals and incorporated into all aspects of

our operations. Starting with our corporate owned farms, it's a "way-of- life commitment" that is defining our corporate identity and vision and we intend to move forward into that direction."

KENNARD WONG President, Unifrutti Japan

2021



- Distinguished at the Davao
 City's 9th Lunhaw Awards for the
 category: "Forest-based initiatives"
 Lunhaw means green and this
 award is an annual citywide search
 for good practices contributing to
 green lifestyle.
- Received special recognition by the City of Davao for advocacy on forest-based initiatives
- 100 Unifrutti Employees volunteered to use the "eco-face masks" in compliance with all the criteria set by the Department of Science and Technology, ensuring maximum efficiency in mitigating the spread of COVID-19. Masks could be washed and re-used up to 50 times leading to 91% waste reduction within 3 months.



MESSAGE FROM THE CEO

"Sustainability is a journey which has started with our declaration that responsible stewardship of natural and human resources is a very important measure of our success as a business. Ultimately, our goal is economic and social development that meets the need of the present generation without compromising the ability of the future generation to meet their own needs. We will continually work to strengthen a culture that acknowledges sustainability as a shared responsibility, where everyone can contribute according to their ability. Sustainability is not just about initiatives; it is a way of life."

ALBERTO F. BACANI President and CEO, Tropical Division



UNIFRUTTI TROPICAL

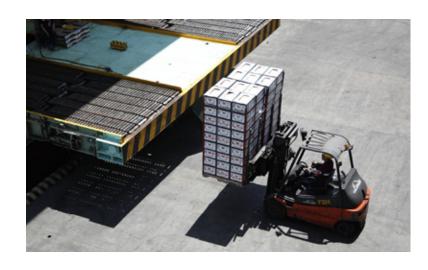


"We maximize the opportunity of communicating the value of sustainability within the organization. Profitability is not anymore the only measure of business success; we are

taking sustainability issues seriously and not only because it will look good before the public. Sustainability is an essential value driver and a means to respond to all major challenges in the agricultural industry, such as climate risk, disruptive technology, and value chain. Effective risk management, transparent governance, increased shareholder value, and innovation shall make the business not only more profitable, but environmentally responsible as well."

FRANCIS EVAN L. MANAYAN

Local Compliance, Risk and Sustainability Officer, The Philippines



Empowering Local Communities

In the Tropical Division we encourage local farmers to start a new business or employ other farmers to improve their skills and technical knowledge.

Through the CSR Group's Transformational Partnership Model, some accomplishments are the following:

- 309 families farming food security gardens (a total of 18.9 hectares)
- 248 families farming coffee (93.74 hectares)
- 137 families farming adlai (168.5 hectares)
- 40 families farming bamboo (80 hectares)

We have also planned and will be initiating the Unifrutti Skills Enhancement & Entrepreneurial Development for Sustainability (UNI-SEEDS) program. The program aims to address the current vocational training in communities, develop potential industries which can be undertaken by a people's organization or a cottage industry by a family, and provide potential products and services to Unifrutti farms and employees as byproducts of the TESDA Accredited Vocational and Skills Training. The objectives of the program are:

- To address the demand for well-trained and government accredited workforce in agriculture.
- To advocate the promotion of the Unifrutti core values to every student of the training center to ensure that graduates are both technically competent as well as morally and spiritually upright.

To develop human resources of the future who will exhibit the characters of a true Steward of God with Servant Leadership character.

The first UNI-SEEDS program will be taking place at the UFI/UNI-SEEDS office and will last for 10 days.





"We have always emphasized sustainable production activities. At the Unifrutti team in the Philippines, we all hope that our customers and employees will gain a better understanding of

ESG initiatives and be encouraged to get involved in them, thus ensuring the long term sustainable growth of our company and the enhancement of our corporate culture. We encourage our customers to visit our fields and meet with our local production teams to get to know our work, vision, and purpose."

TAIDA FURIO SHIGEYA

Local Compliance, Risk and Sustainability Officer, Japan



"Sustainability for me is Godordained. We are driven to reciprocate and become better stewards of the natural resources and societies we operate in. Sustainability should be a way of

life and not merely a program. This is signified by our CSR initiatives in partnership with the following organizations: Hineleban Foundation (HFI), Kalasan People's Concern for Environmental Concerns, Inc., and Asian Business Cabletow Cooperative Academy, Inc (ABCCA, Inc.). These partnerships help us realize our mission of upgrading the lives of communities, reforestation, mitigating climate crisis, and fighting poverty."

VICTOR PABILONA CSR Head, The Philippines

UNIFRUTTI TROPICAL



""Our vision is to empower and maintain a sense of consciousness among employees and partners to deliver products and services in a sustainable way without compromising on the environment

nor the community. Our good practices are part of our journey to sustainability."

JOHN BENITO JUDE S. RABAT

Head of Support Services, Tropical Division



""I have been working at Unifrutti for 25 years now, and it is still a great journey! I am extremely proud of what we have achieved together so far, and how we continue to evolve and learn every

day through the development of new projects."

SUZY SOLOMOU

Financial controller, Tropical Division (Cyprus office)



"U CAN MAKE AN IMPACT"

Employee Climate Awareness Raising Campaign in the Philippines

At Unifrutti, employees are increasingly aware of their environmental and social impact and are becoming proactive in responding to challenges posed by climate change such as Greenhouse Gas (GHG) emissions, waste management, and resource usage, among others. The "U can make an impact" campaign was launched to measure, reduce, and communicate employee environmental performance based on appropriate indicators and thus help achieve the division's sustainability goals. In 2021, we launched the Carbon Footprint measurement tool which was prepared by the Environmental Management & Certifications Group of the Tropical Division. Employees were able to

measure their personal carbon footprints to offset emissions by replanting trees in the adopted riverbank.



Inclusiveness and Wellbeing

We believe that product quality concurs with employee wellbeing and as a business we are responsible for the happiness of our valued employees, by maintaining a culture of respect and inclusiveness, quality of life and by ensuring that our employees and their families have access to quality education, without discriminating different cultures, language, gender, religion, or otherwise.





"As a company responsible for the distribution of Unifrutti Group products in Japan, we are proud of the sustainability initiatives that have been undertaken in the Philippines, country of production.

Our mission is to communicate this to consumers in an easy-to-understand way, to reflect their expectations in our activities, and to make Unifrutti the brand of choice for our customers."

KEIJU OKUI

Assistant Division Manager of Product & Logistic, Tropical Division

Supporting Partner Growers

The relationship with our partner growers has grown and extended beyond the traditional business relationship. We join forces with all partner growers to address environmental and food safety risks through extensive partnerships and collaborations.

All identified Environmental, Social and Food safety concerns are incorporated into the Farm's Internal Control System Policy on Food Safety that is being communicated across the organization. We work together with our external growers to:

- Deliver regular trainings on food safety. Also, consultative visits are conducted by the Environmental Management & Certifications (EMC) Group to help facilitate the partner growers' compliance with applicable Laws and Regulatory Requirements.
- Guide on the implementation of an internal control system (i.e., documentation, training, traceability, recall system, among others).
- Contribute to the strengthening of the farm's food safety team by guiding the Board of Committees, farmers, and packing house crew, in terms of employing Good Agricultural Practice (GAP) and Good Hygiene Practice (GHP).





Kapagatan Banana Growers & Marketing Cooperative, A Unifrutti Partner Grower

KBGMC's path to sustainability is a story of hard work, determination, and aspiration for excellence, despite adversity. For more than 10 years of partnership with Unifrutti, the farm has displayed commitment to quality, loyalty, and willingness to grow.

Unifrutti has been part of the KBGMC's journey towards sustainability and an active catalyst that brings a wave of change in the external grower sector by offering technical support in banana operations and quality control. Also, support programs are implemented to sustain conformity to Rainforest Alliance standard and applicable regulatory requirements.

The farm has gained recognition based on the following accomplishments:

- Last August 07, 2022, KBGMC became the first banana external grower in the Philippines to reach the 100% compliance rate per Rainforest Alliance's sustainability scoring system
- The farm is considered as a potential benchmark for other Rainforest Alliance-certified banana farms.

"Our relationship with Unifrutti goes beyond the usual sharing of knowledge on production and provision of resources. It is also about continued efforts in upholding environmental and social protection which is translated in our joint commitment to maintain Rainforest Alliance certification. As a partner grower, we are proud to have Unifrutti as our Lead firm in our journey towards sustainability."

KAPATAGAN BANANA GROWERS & MARKETING COOPERATIVE (KBGMC)

A Partner Grower

10. ABOUT THIS REPORT

The Unifrutti Group ("Group" or "Unifrutti") Sustainability Report for 2021 is the second Sustainability Report published by the Group and it covers the period from January 1, 2021, to December 31, 2021. The Group is committed to communicating its activities through its Sustainability Report annually, going forward.

Scope and Boundaries

The Report covers the sustainability approach, priorities, activities, performance and achievements of our Divisions during the reporting year: European (covering Argentina, Italy, Spain and Turkey), the Tropical Division (covering the Philippines and Japan), Chile, South Africa as well as the operations of the Head Office in Cyprus.

Employees refer to employees at the peak season for every Division (Headcount).

Employees in Cyprus also include employees of the Tropical Division located in Cyprus.

The results for Italy include the results of Argentina and Spain. Turkey is presented separately.

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

Certain numbers have been rounded to the closest thousand.

Report Content

The content of the Sustainability Report covers the areas that we consider vital to our businesses and stakeholders:

- Sustainability strategy and vision
- Sound governance and culture
- · Healthy and nutritious fruit
- Environmental responsibility
- Social footprint

and support sustainable growth. We take a precautionary approach to all decisions and, especially, to managing environmental risk. We are proactive in our risk management strategies concerning climate change and the environmental impact of our activities on our value chain.

We are enhancing our strategy to address our most material issues

International Standards

This report has been prepared with reference to the GRI Standards. The Sustainability Report is also aligned with selected Sustainable Development Goals (SDGs) as per our Sustainability strategy.

External Assurance

We did not commission independent assurance of our Sustainability Report. The content of the Report is accurate and correct to the best of our knowledge and abilities at the moment of publication. We have taken into consideration the GRI reporting principles in the preparation of the Report. In line with our approach to continuous improvement, we constantly invest in our systems, policies, procedures, risk management, governance structures and strategy integration.

Contact Details

For additional information, you may contact:

Kalia Larko

Chief Compliance, Risk & Sustainability Officer

Email: unifrutti@unifruttigroup.com

Head office Address:

95, Athalassas Avenue, Athalassis Tower No.2, 2013, Nicosia, Cyprus

Website: https://unifruttigroup.com



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