



2022 SUSTAINABILITY REPORT

Harvesting value for a better world



This report is dedicated to the Unifrutti family and its key stakeholders around the Globe, working with passion and commitment, harvesting value and contributing to sustainable agriculture.



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1. MESSAGE FROM LEADERSHIP



Dear Stakeholders,

We are pleased to introduce our Group's third sustainability report!

At Unifrutti, we place sustainability at the core of our operations, and during the year, we continued to focus on our targets and key topics based on our four core strategic pillars: Environment, Social, Governance, and Safe and Nutritious Fruit. Through our global initiatives, we have reaffirmed our commitment to our ESG targets and our selected UN Sustainable Development Goals.

This year represented a significant milestone for Unifrutti with the holding and investment company, ADQ, completing the acquisition of a majority stake in Unifrutti in February 2023. Going through a year of transition, characterized by a change of ownership and ever-evolving industry dynamics, has given us the once-in-a-lifetime opportunity to deeply rethink how we do business and work proactively on our strategies focusing on broad value creation.

In 2022 we successfully navigated through industry challenges, changing customers' demands, evolving industry and ESG regulation, climate change, geopolitical and financial instabilities, and other business disruptions across the globe while unpacking opportunities to expand our markets and offerings in line with market expectations and consumer demands in the fruit industry. Equally importantly, we have remained true to our principles and have continued to ensure the availability of fresh and nutritious fruits to consumers around the world, in compliance with industry standards and best practices.

At the Governance level, in early 2023, a new Board was appointed, characterized by a different composition both from a personal and professional point of view and including a member with a solid ESG background, testifying to our Group's commitment in this area.

We have leveraged our ESG governance and organisational structure, including a powerful network of local Compliance, Risk, and Sustainability Officers, and set a roadmap to go beyond core compliance. Furthermore, we initiated a new compliance roadmap and completed the revision of our Group Code of Conduct.

At the R&D level, a considerable part of the land, know-how, and resources owned by Unifrutti have continued to be devoted to our ambition to develop the "varieties of tomorrow", particularly in the Chilean region that continuously experiments with new breeds searching for stronger and healthier fruit varieties. We have accelerated our programs to measure and improve our environmental impacts while we continued to invest in green energy in Chile, Italy, and South Africa, and reforestation in the Philippines as a key step to reduce our emissions. Additionally, we invested in the communities that surround us and which are the backbone of our present and future success, offering them support through numerous educational, social and community development projects across our regions with the view to raising standards of living and creating employment, while providing training opportunities to local farmers.

We would like to express our gratitude to our people and collaborators, as their invaluable support and efforts have played a crucial role in delivering value and ensuring our continued success.

As we embark on this new chapter and welcome ADQ as our new major shareholder, we reiterate our commitment to our sustainability vision of "harvesting value for a better world." Aligned with our new shareholder and conscious of our legacy and responsibilities as a global multi-fruit company, we will persistently prioritize sustainability. This commitment accompanies our growth in the international fresh fruit platform, empowering us to strengthen our offerings and make a positive impact on the lives of global consumers.

Sincerely,

SIMON BEVAN
Interim Group CEO

2. HIGHLIGHTS



FOUNDED IN 1948

~30
MANAGED
PACKHOUSES

74
YEARS
OF EXPERIENCE

+300
FRUIT
VARIETIES

3
BANANA RIPENING
CENTRES

~60
OWNED FARMING
SITES

14,000
HECTARES
OF LAND
MANAGED

SECTOR
LEADING
CERTIFICATIONS

4
OWNED
VESSELS

656K
TONS OF FRUIT
DISTRIBUTED

GLOBAL
INTEGRATED
PLATFORM

+2,000
CLIENTS
WORLDWIDE

6
TRADING
OFFICES

MARKET
LEADING
NURSERY
IN CHILE

NEW
PROFESSIONAL
FAMILY

NEW CORPORATE
GOVERNANCE
STRUCTURE

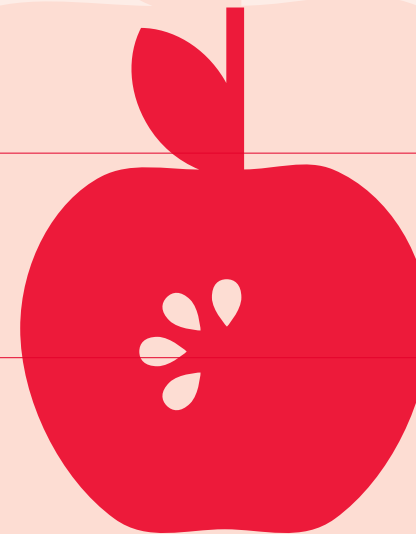
50
COUNTRIES
SERVED

+12,000
EMPLOYEES

MEMBER OF ADQ,
AN ABU DHABI-BASED
INVESTMENT AND
HOLDING COMPANY
AS FROM 2023



PRODUCTION IN **4**
DIFFERENT CONTINENTS



3.

THE UNIFRUTTI GROUP



OUR IMPACT

Striving to make an impact on the food ecosystem



BANANAS
248 MILLION
KILOGRAMS



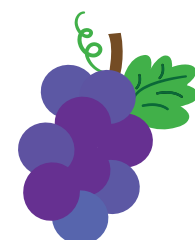
ORANGES
85 MILLION
KILOGRAMS



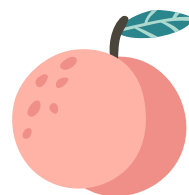
LEMONS
52 MILLION
KILOGRAMS



APPLES
51 MILLION
KILOGRAMS



GRAPES
32 MILLION
KILOGRAMS



PEACHES
4 MILLION
KILOGRAMS



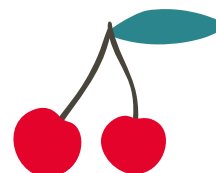
PEARS
18 MILLION
KILOGRAMS



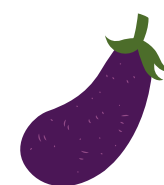
SOFT CITRUS
18 MILLION
KILOGRAMS



GRAPEFRUITS
11 MILLION
KILOGRAMS



CHERRIES
11 MILLION
KILOGRAMS



VEGETABLES
9 MILLION
KILOGRAMS



OTHER FRUITS
28 MILLION
KILOGRAMS

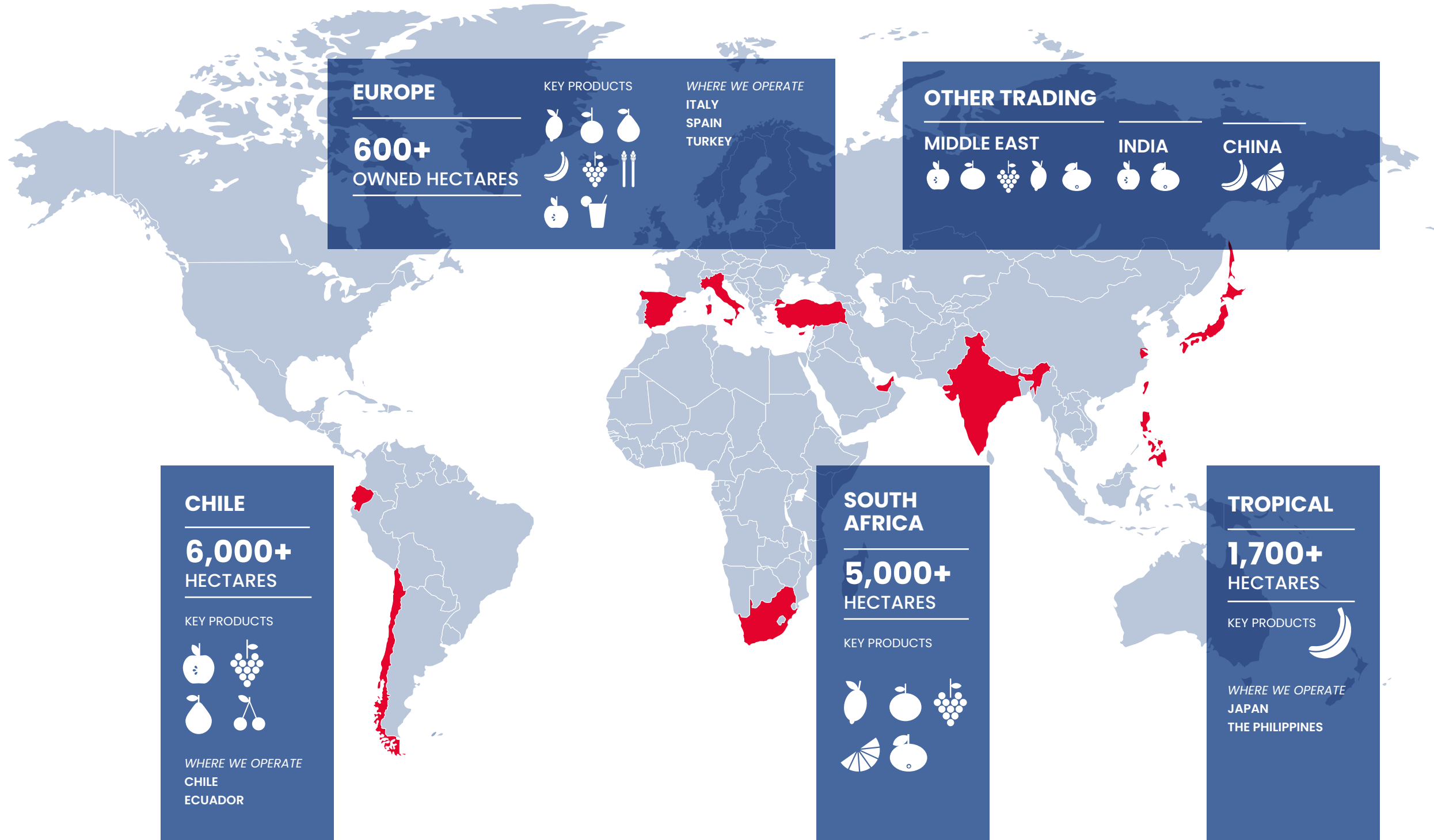
IN 2022 WE DISTRIBUTED **OVER 650 MILLION KILOGRAMS** OF TOTAL FRESH PRODUCT, WITH A SIGNIFICANT PORTION COMING FROM OUR UNIFRUTTI FARMS ACROSS THE WORLD

FROM FAMILY BUSINESS TO GLOBAL CORPORATION

Established in 1948 as a family company specializing in fresh fruit and vegetable trading between Africa and the Middle East, Unifrutti has evolved over the years into a global group leading the production, marketing, and distribution of fresh fruit worldwide. In 2023, ADQ, an Abu Dhabi-based investment and holding company, acquired 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. Inspired by our values and proud of a rich legacy spanning decades, we have solidified our position as one of the foremost players in our industry. Our commitment to excellence, innovation, and sustainability has propelled us to the forefront of the market, earning us a reputation for delivering top-quality produce worldwide.

OUR GLOBAL PRESENCE

Unifrutti today is a global group producing across 4 different continents and distributing in over 50 countries. With more than 650,000 tons of fresh fruit distributed globally every year and over 14,000 hectares of farms, our Group serves over 2,000 clients worldwide. We operate directly in Research and Development (R&D), sourcing, processing, trading, and distribution of fresh produce worldwide through a network of strategically located offices and facilities. The company maintains its firm values and family culture while continuously expanding, thanks to partnerships all over the world and to a strategic corporate approach.



OUR COMMITMENT THROUGH THE VOICE OF OUR PEOPLE

Our common legacy unites the Unifrutti family across the world, embracing key principles of sustainability and prosperity, and harvesting value for a better world. As a Group, we are proud to have collaborated with TBD Media and The Economist in the Vision 2045 campaign. The films belonging to the Vision 2045 series investigate conscious practices and business leaders who embrace key principles of sustainability and prosperity.

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

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



HI, I AM GARY

“As a corporation, we find our purpose in producing quality and delivering freshness worldwide every day. We work across countries to connect cultures and build bridges through collaboration with people and communities from all over, constantly searching for the best conditions in which to grow healthy and nutritious fruits, sustainably innovating and harvesting value for people, communities, and the environment.”

GARY VILLA

Head of Production at Unifrutti Tropical



HI, I AM FELIPE

“In a few words, my job is to find and promote the best fruit alternatives and varieties to the growers, offering them plants of excellent quality that ensure they get yields and returns as soon as possible. This work has allowed me to get to know many wonderful places in the world, agricultural areas in different places, and wonderful people with a passion for the work that we shared and celebrated. Without a doubt, Univiveros and Unifrutti are companies that are in my blood and for which I have immense affection.”

FELIPE MASSANES

Head of Univiveros at Unifrutti Chile



HI, I AM ILZE

“We are responsible for our impact on people and the planet through sustainable practices. It is not just about regulations and competition; we owe it to our people, our planet, and generations to come!”

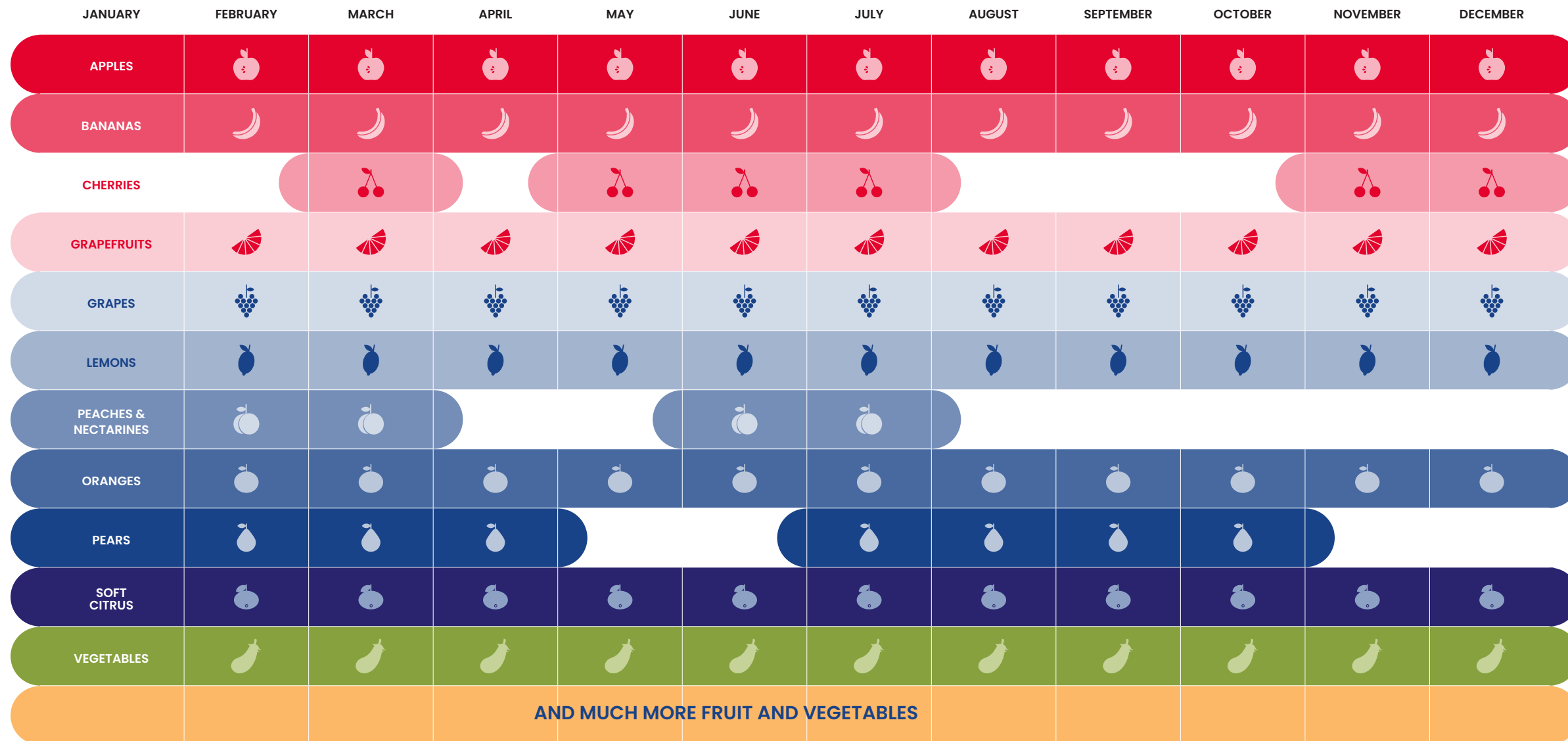
ILZE VAN DEN BOSCH

Shared Operations Manager at Unifrutti Dundbrody, South Africa



THE UNIFRUTTI PLATFORM

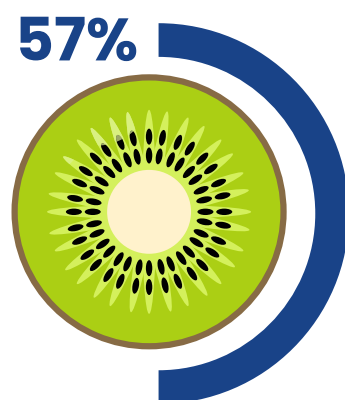
By covering the fresh fruit industry value chain end-to-end, Unifrutti operates as an integrated platform that connects and unites companies of all sizes and origins under a common vision. Our business model is unique, as we source fruit from a combination of our own productions, managed farms, independent growers, and third parties. At Unifrutti, we leverage our own land, internal commercial and logistical regions, and manage the entire supply chain to ensure the production and distribution of high-quality fruit, including primarily citrus, bananas, pears, cherries, table grapes, and apples. With our global yet flexible structure, we prioritize product traceability and offer packing, processing, and various other end-product services to meet the ever-changing demands of the global market while staying attuned to local needs.



CLIENT & MARKET NEUTRAL The power of diversification

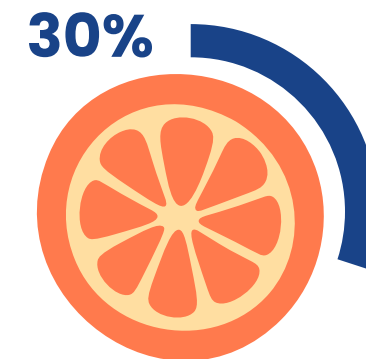
Unifrutti is committed and accountable to play a key role in guaranteeing the availability of fresh and vitamin-rich products around the world and every day. To achieve this challenging objective, Unifrutti pursues a balanced growth strategy that focuses on both emerging and established economies and prefers the creation of long-term relationships and partnerships with global and local players while also limiting Unifrutti's exposure to individual partners or markets.

DEVELOPED AND EMERGING ECONOMIES



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

EXPOSURE TO OUR TOP 30 CLIENTS

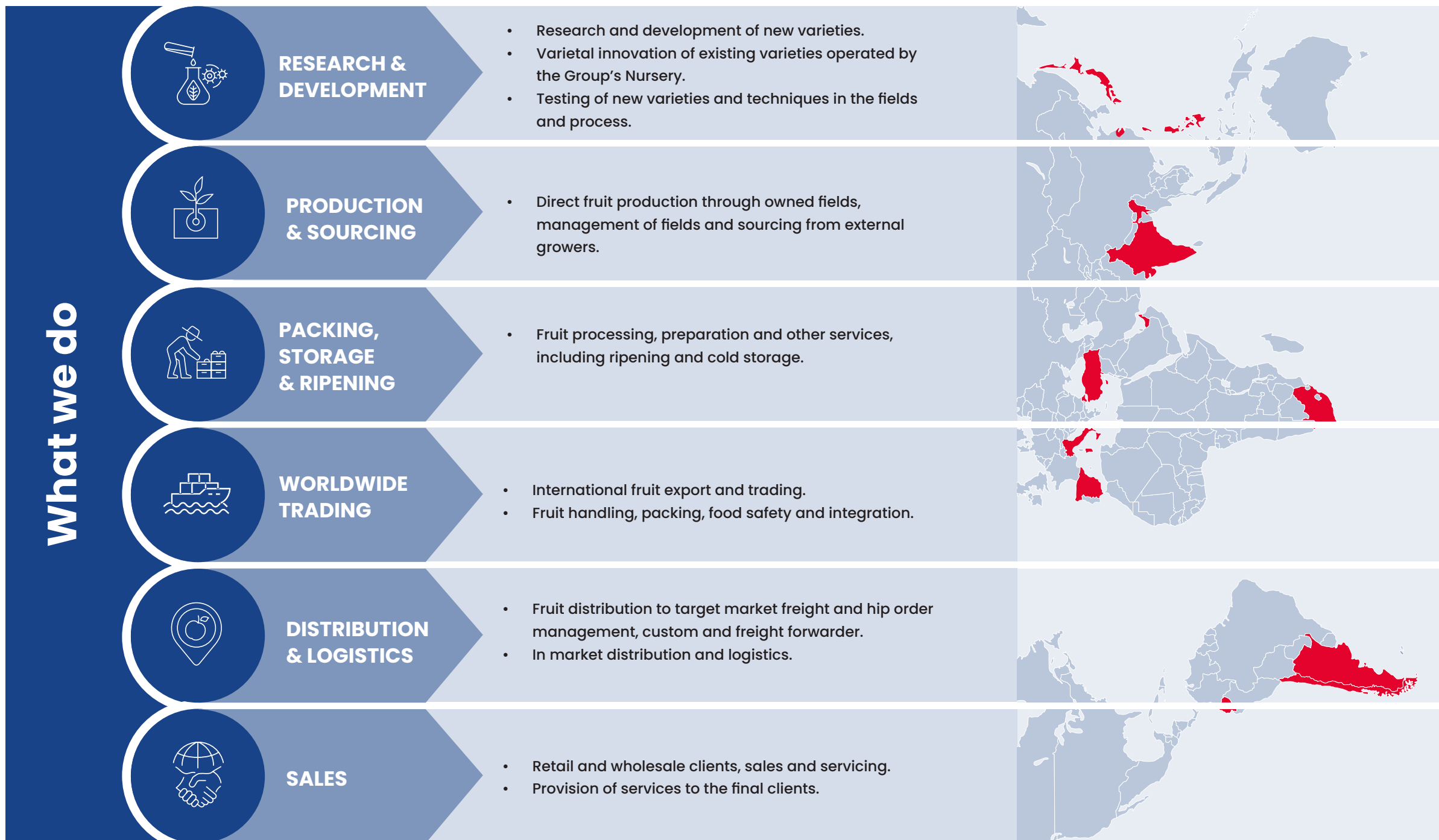


- Experts in finding the product-market fit
- Wide varieties of products and origins
- Global reach
- One-stop group for clients of all sizes and locations

GLOBAL OPERATIONS AND VALUE CHAIN

Unifrutti Group implements a distinctive business model characterized by seamless integration throughout the entire industry value chain. Our operations encompass research and development, production, packaging and storage, trading, logistics, and sales. With a strong operational presence across four continents, we serve as a comprehensive one-stop platform, engaging at every level of the value chain. This vertical integration empowers us to tailor our approach to the specific needs of the market, optimizing profitability and capturing the highest possible value for the Group while limiting our exposure to geographical risks and dependence on single products or markets. Each of our regional hubs operates with a keen understanding of the local environments and responds to region-specific market and customer needs, always remaining connected to and supported by our extensive international network and the collective strength of the Group. We have strategically positioned our physical presence to cater to specific industries, enabling us to adapt our operations and meet the diverse requirements of global stakeholders. In this way, Unifrutti can serve retail and wholesale clients and service providers of all sizes and types, across a diversified geographical portfolio.

VALUE CHAIN STAGES



4. OUR SUSTAINABILITY APPROACH AND STRATEGY



OUR STRATEGY APPROACH

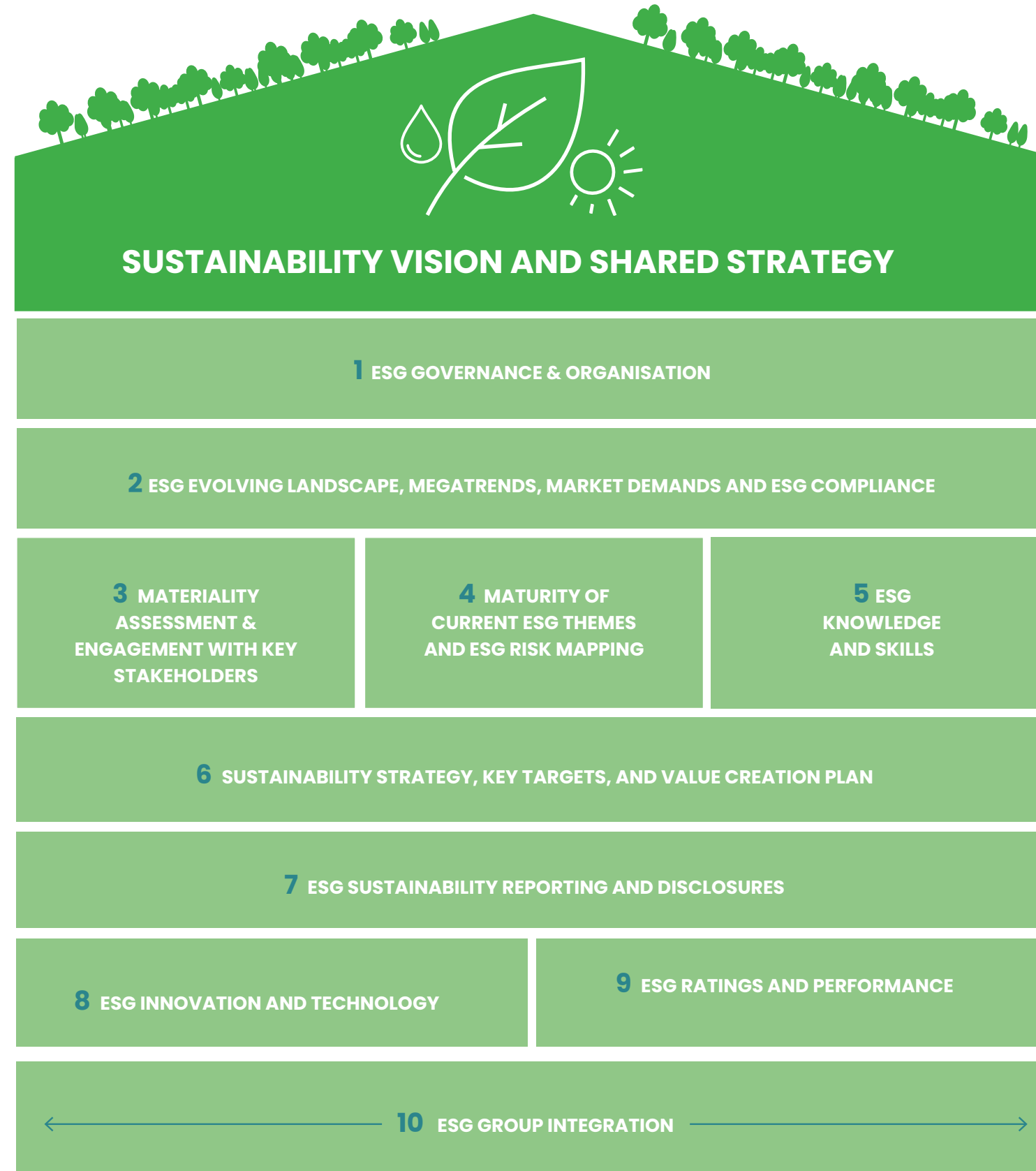
Unifrutti Group's operations across the globe are guided by our heritage and shared values.

OUR GOAL IS TO BE A LEADING FRUIT COMPANY HARVESTING VALUE FOR OUR KEY STAKEHOLDERS WHILE CONTRIBUTING TO SUSTAINABLE AGRICULTURE AND A BETTER TOMORROW.

KALIA LARKOU,
Group Chief Compliance,
Risk and Sustainability Officer

At Unifrutti Group, sustainability is a license to operate and integral part of our operations. We fully recognise the significant impacts and contribution of our industry on our planet. These impacts are compounded by climate change risks, technological innovation, socioeconomic customer demands, ESG industry compliance and other key stakeholders' expectations. Investors and financial institutions are becoming -even- more serious about sustainable investing, regulators and governments are tightening policies, consumers and employees are raising their ESG focus in addition to retailers raising their ESG targets and demands from producers. Our sustainability efforts are primarily reflected at the local level across our regions and throughout our value chain.

We recognise the value of sustainability as a key business enabler driving innovation, growth and sustainable performance, consequently, sustainability is critical to our value creation plan. Our sustainability strategy "Harvesting Value for a Better World" focuses on 4 core pillars that interpret the ESG(F) acronym: Environment, Social, Governance, Safe and Nutritious Fruit.



Our sustainability approach integrates the group as well as empowers our sustainability vision and strategy and is centered around the following pillars:

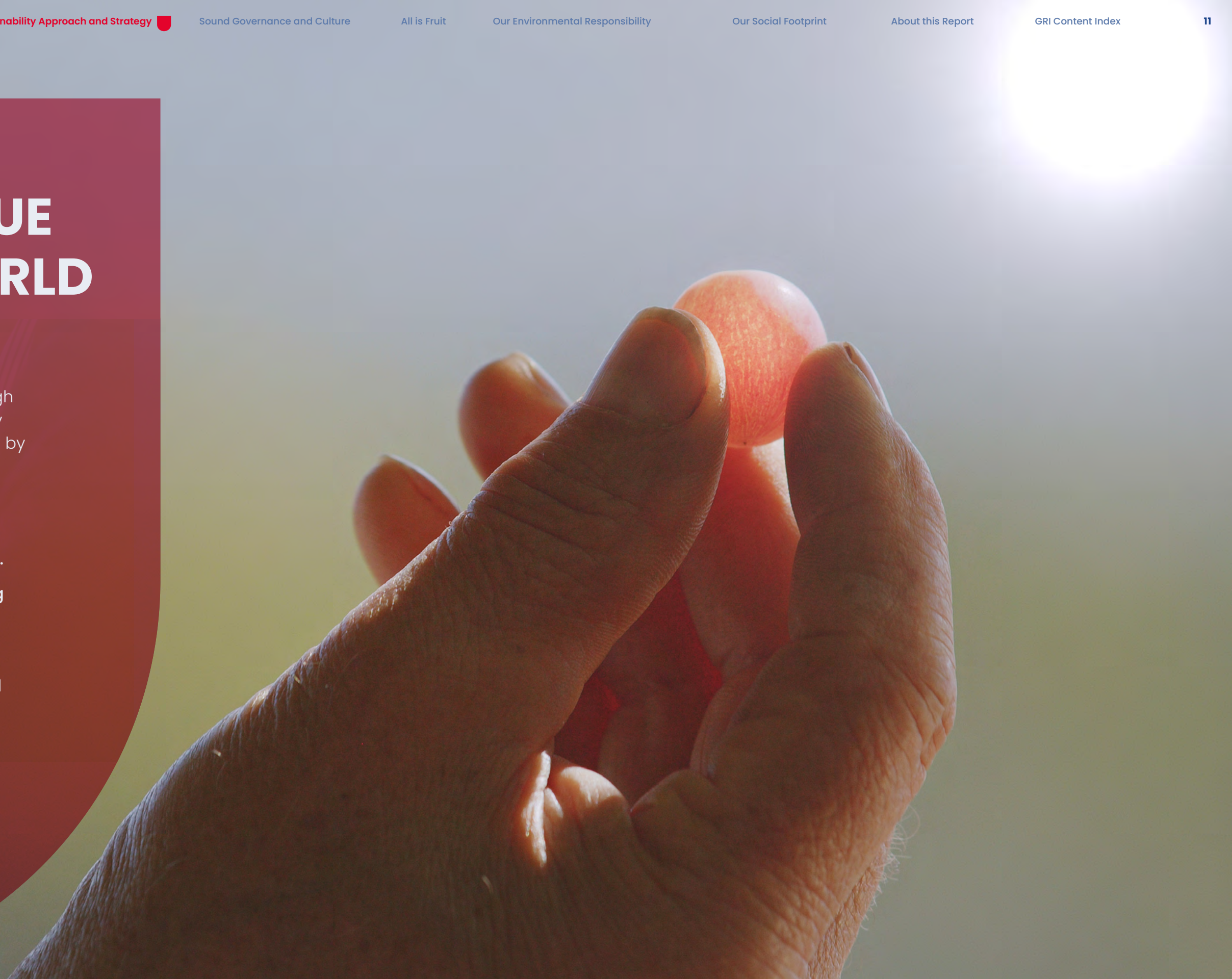
- Solidifying our ESG strategy across the Group as a key business enabler.
- Enhancing our ESG Governance framework, knowledge and skills with a solid ESG organisation and allocation of responsibilities.
- Assessing current and potential expectations of key stakeholders to maximise value and impacts.
- Horizon screening of best practices, innovation and ESG evolving compliance.
- Setting and agreeing on key targets and ambitions to drive strategy.
- Intensifying our ESG risk approach to proactively address potential challenges.
- Establishing sustainability commitments with specific KPIs to drive and measure performance.
- Introducing comprehensive ESG plans on an annual basis across all geographical locations.
- Measuring and reporting on ESG performance.
- Focusing on ESG commitment and alignment with key internal and external stakeholders.
- Further integrating technology and innovation in the production and the supply chain.
- Further aligning all Unifrutti regions, partners, investors and stakeholders in our common goal to drive the required change responsibly and collectively.

Our Sustainability Vision

HARVESTING VALUE FOR A BETTER WORLD

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. Hence, through our operations around the globe we aspire to constantly harvest value for our stakeholders and for a better world by focusing on:

- Nurturing people and communities as well as 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 and value creation.
- Nurturing diverse leaders with a sustainable development mindset.



Unifrutti Group Sustainability Vision

HARVESTING VALUE FOR A BETTER WORLD



ENVIRONMENT FOCUS AREAS

Climate Change Action

Respecting Natural Ecosystems

Distribution and Transportation Impacts

OUR TARGETS

- Climate change strategy
- GHG emissions targets aiming net zero
- Investment in renewable energy
- 100% sustainable packaging by 2030
- 100% eligible waste to reach its maximum value by 2030
- Innovation for Water stewardship

KEY TOPICS

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



SAFE AND NUTRITIOUS FRUIT FOCUS AREAS

Responsible Agriculture and Supply Chain

Nutritious and safe fruit

OUR TARGETS

- Compliance beyond core certifications
- 100% of critical external growers endorsing the responsible sourcing code of conduct
- Investment in Agri-tech
- Leverage traceability across the whole value chain by 2030

KEY TOPICS

- Environmental and social Compliance in the supply chain
- Innovation in Farming Practices
- Fruit Compliance
- Traceability
- Healthy eating



SOCIAL FOCUS AREAS

The Unifrutti Family

Our Commitment to Society

OUR TARGETS

- Zero serious labour accidents
- Zero incidents of human rights violations
- Change enablement programs by 2023
- Healthy living and mental health programs
- Community programs

KEY TOPICS

- Education and capacity building
- Occupational Health and Safety
- Uplifting Communities
- Human rights
- Employee quality of life



GOVERNANCE FOCUS AREAS

Ethics and ESG Culture

Value Creation

Governance and Performance

OUR TARGETS

- Economic performance
- ESG performance ratings
- ESG KPIs at leadership level
- Predefined training hours on ESG for board members and executives

KEY TOPICS

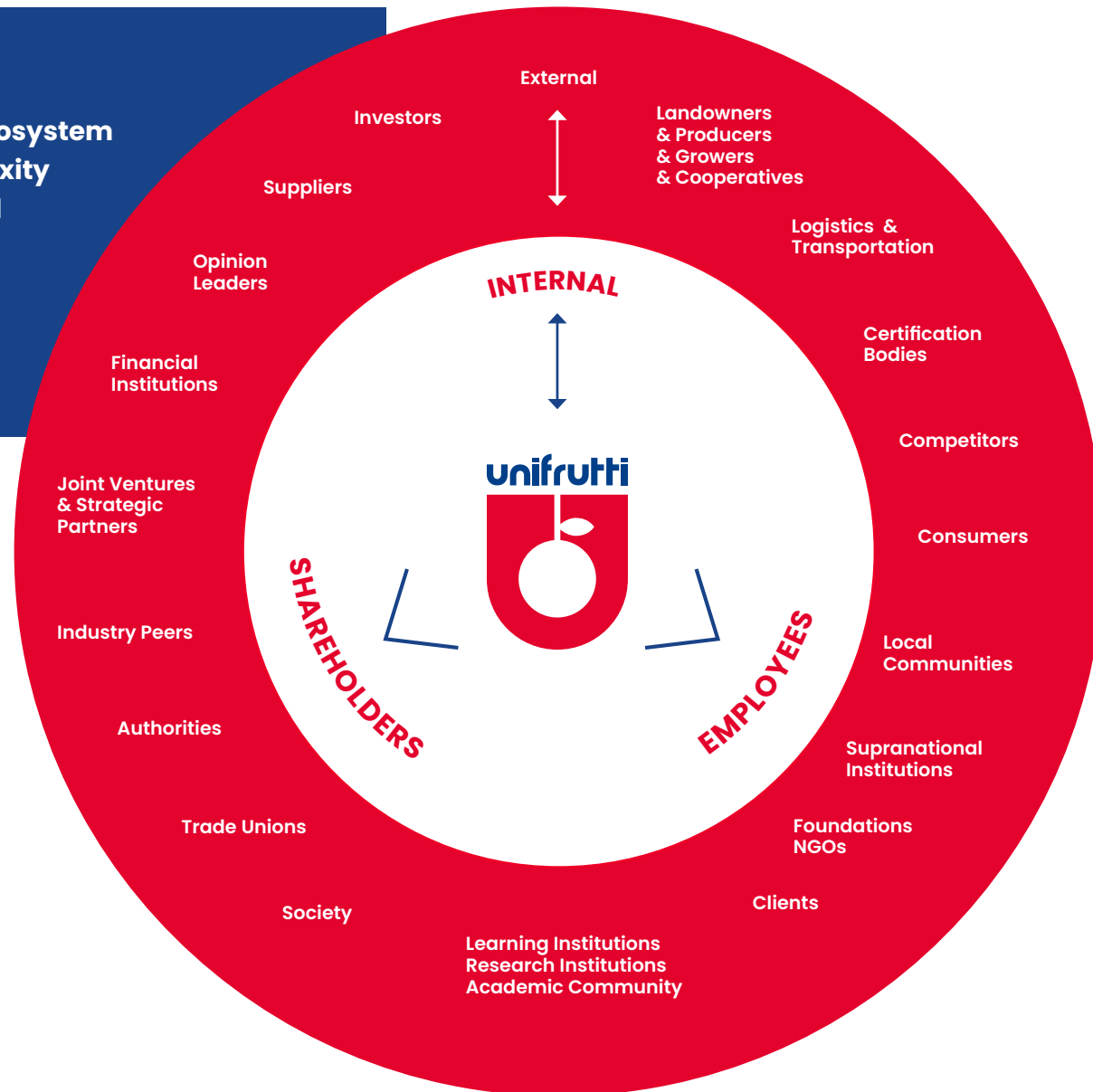
- Integration of ESG criteria in decision making
- Robust group compliance governance framework
- Sustainability Leadership Capabilities
- Laws and regulations
- Board Composition and governance

STAKEHOLDER ENGAGEMENT

Our commitment to maintaining an open and transparent dialogue with all our stakeholders is unwavering. We actively engage with a broad and diverse spectrum of both internal and external stakeholders and diligently listen to their feedback and keep a pulse on their concerns and interests, ensuring we adapt our responses to meet their ever-evolving needs and expectations. To facilitate this communication, we employ a vast array of methods; including face-

to-face meetings, calls, emails, internal communication platforms as well as events. Each interaction is an opportunity for us to inform and update our stakeholders on the latest milestones in our sustainability journey as well as better understand their priorities in relation to sustainability. Furthermore, it is an opportunity to proactively engage with stakeholders to identify and implement emerging sustainability trends and requirements, cultivating an environment of adaptability and positive change.

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



MATERIALITY ASSESSMENT ANALYSIS

We consistently reassess our material topics to guarantee their alignment with our strategic priorities and to meet our stakeholders' expectations.

Our analysis is shaped by the Group's operations and culture, industry benchmarks and stakeholder expectations. We consider a wide array of external sources, including global frameworks, standards and guidelines, legislation, best practices as well as internal strategy and policy documents. Additionally, our approach is informed by the Global Reporting Initiative (GRI) Standards and the SDGs.

Central to our analysis is the concept of double materiality. This principle acknowledges that an organisation must identify, address and report on sustainability matters that are not only financially material to the organisation, but also impact the market, the

environment and all external stakeholders. By doing so, we ensure a comprehensive and balanced approach to our sustainability efforts.

The materiality assessment was developed under 4 core pillars:

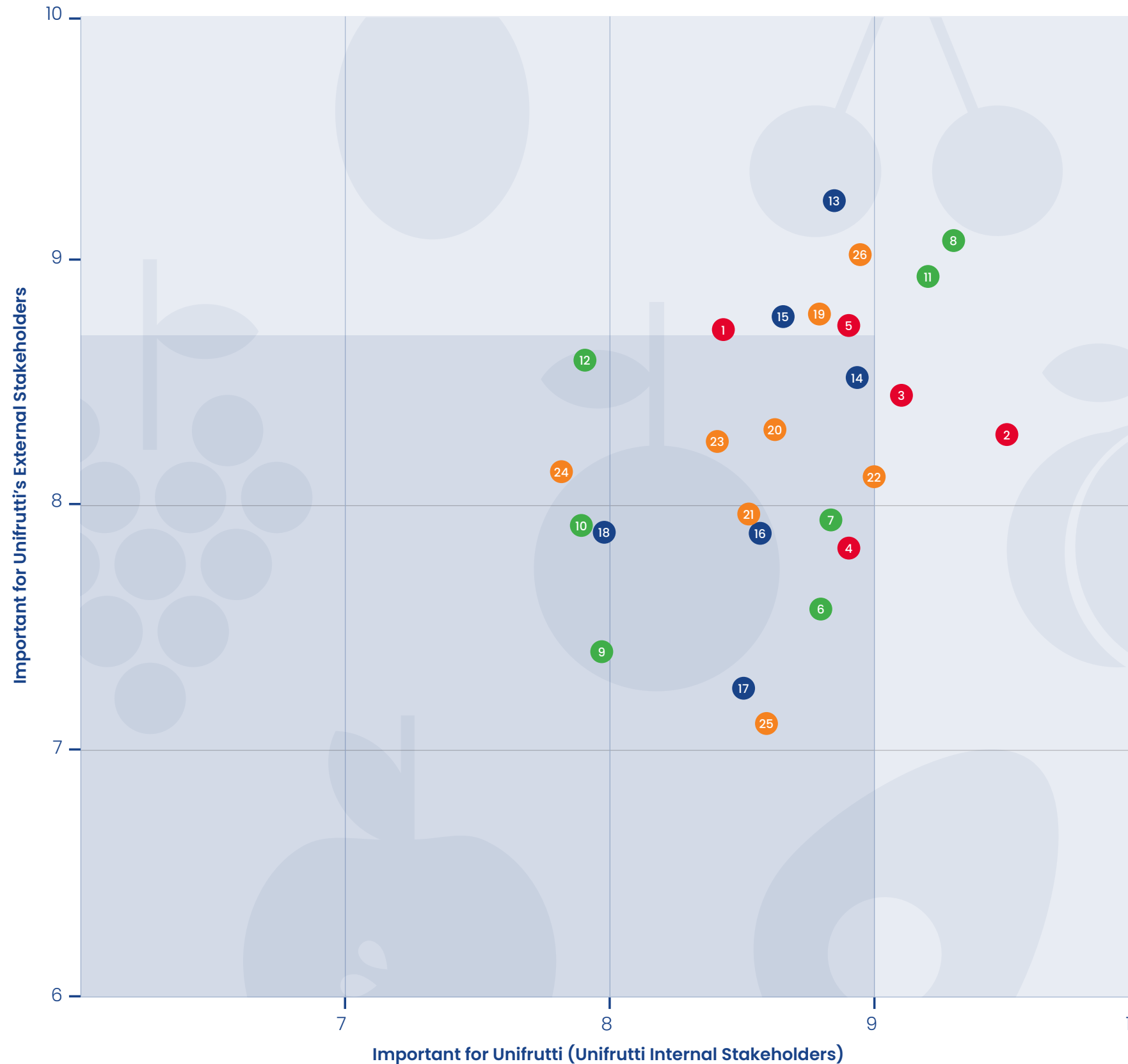
- Social
- Governance
- Environment
- Safe and nutritious fruit

During this reporting period, we reconfirmed and further validated our material topics that are a top priority for our business, operations and stakeholders, helping us to expand and solidify our sustainability strategy. The materiality assessment exercise is an essential tool that empowers our organisation to navigate the complexities of sustainability. By guiding our focus, aligning our strategies and engaging stakeholders, it enables us to make informed decisions that bring us closer to our ideal future, reflecting our aspirations, vision and long-term targets.

 <p>1</p> <p>Review of Material Topics</p>	 <p>2</p> <p>Validation</p>	 <p>3</p> <p>Disclosure and Communication</p>
<p>We reviewed the existing list of material topics via internal meetings and consultations. We revisited the list of stakeholders to ensure stakeholder inclusivity.</p>	<p>We validated report content via personal interviews with all regions and Head office executives. We sought feedback and approval of the report by the Board.</p>	<p>The materiality matrix presented reflects the validated outcomes and is a consolidation of the results of the exercise conducted for all regions and the Head office.</p>

MATERIALITY MATRIX

The materiality matrix represents our organisation's 26 priority material topics. In alignment with our unified strategy, each region is responsible for developing and implementing regional action plans. These action plans are standardised across all regions and focus on specific actions within our 4 key strategic pillars.



MATERIAL TOPICS

SAFE AND NUTRITIOUS FRUIT

- 1 Responsible Pest Management
- 2 Food Safety and Compliance with Food Laws
- 3 R&D and Innovation in Farming Practices
- 4 Supporting Local Suppliers and Growers
- 5 Customer Satisfaction and Fruit Traceability

ENVIRONMENT

- 6 Transportation and Distribution Impacts
- 7 Sustainable Packaging and Waste Management
- 8 Water Management
- 9 Supplier Assessment for Environmental Practices
- 10 Biodiversity and Natural Ecosystem Conservation
- 11 Energy Management and Climate Change Risks
- 12 Soil Stewardship

GOVERNANCE

- 13 Legislation and Anti-Corruption
- 14 Performance, Governance, Ethics and Culture
- 15 Risk Management
- 16 Standards and Certifications
- 17 Relations with Stakeholders
- 18 Responsible and Sustainable Supply Chain

SOCIAL

- 19 Employees' Quality of Life
- 20 Diversity and Inclusion
- 21 Promoting Healthy Eating Habits
- 22 Protection of Human Rights
- 23 Employees, External Growers and Farmers Training
- 24 Relations Between Management and Employees
- 25 Communities Uplifting and Women Empowerment
- 26 Occupational Health and Safety

THE 17 SUSTAINABLE DEVELOPMENT GOALS IN OUR STRATEGY

The 17 UN Sustainable Development Goals (SDGs) provide a comprehensive global agenda and a universal call to action for ending poverty, tackling social inequalities, protecting the planet and promoting peace and prosperity for all, leaving no one behind.

Our SDG alignment methodology follows these steps:

1. We map the SDGs to our current activities at the Group and regional levels.
2. We identify risks related to the SDGs in our operations.
3. We recognise opportunities arising from our operations that contribute to SDG implementation.

Aligning our material topics with the SDGs allows us to be part of a global movement for positive impact. It provides clarity on our current SDG progress and guides the integration of these goals into our actions, targets and initiatives to make a meaningful contribution to their achievement.

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

Additionally, as we operate globally through our regions, supply chain and customers across different geographies and markets, we consider regional, national and local sustainability initiatives and visions that align with local and national sustainability goals and targets when developing our sustainability strategy and action plans.



ALIGNING OUR MATERIAL TOPICS WITH THE SDGs

PILLAR	MATERIAL TOPICS	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
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		✓	✓						✓		✓		
SOCIAL	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		✓							✓				✓
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								✓					

5. SOUND GOVERNANCE AND CULTURE

WE AIM

- CONSTANTLY STRIVING FOR SUSTAINABLE PERFORMANCE (FINANCIAL AND NON-FINANCIAL) AND VALUE CREATION
- NURTURING DIVERSE LEADERS WITH A SUSTAINABLE DEVELOPMENT MINDSET

WE FOCUS

- ETHICS AND ESG CULTURE
- VALUE CREATION
- GOVERNANCE AND PERFORMANCE



OUR CORPORATE GOVERNANCE MODEL

The Board adheres to the official Corporate Governance Rules, which govern various aspects of the Group's corporate governance practices, including management, supervision, control, the powers and functions of its governing bodies as well as its interactions with other companies within the Unifrutti Group. The Board plays a crucial role in assessing the overall trajectory and strategic decisions of the Group. Their responsibilities encompass providing guidance and coordination for the Group's business operations, ensuring the achievement of targets and realising the corporate vision, while supporting the Chief Executive Officer in executing his duties.

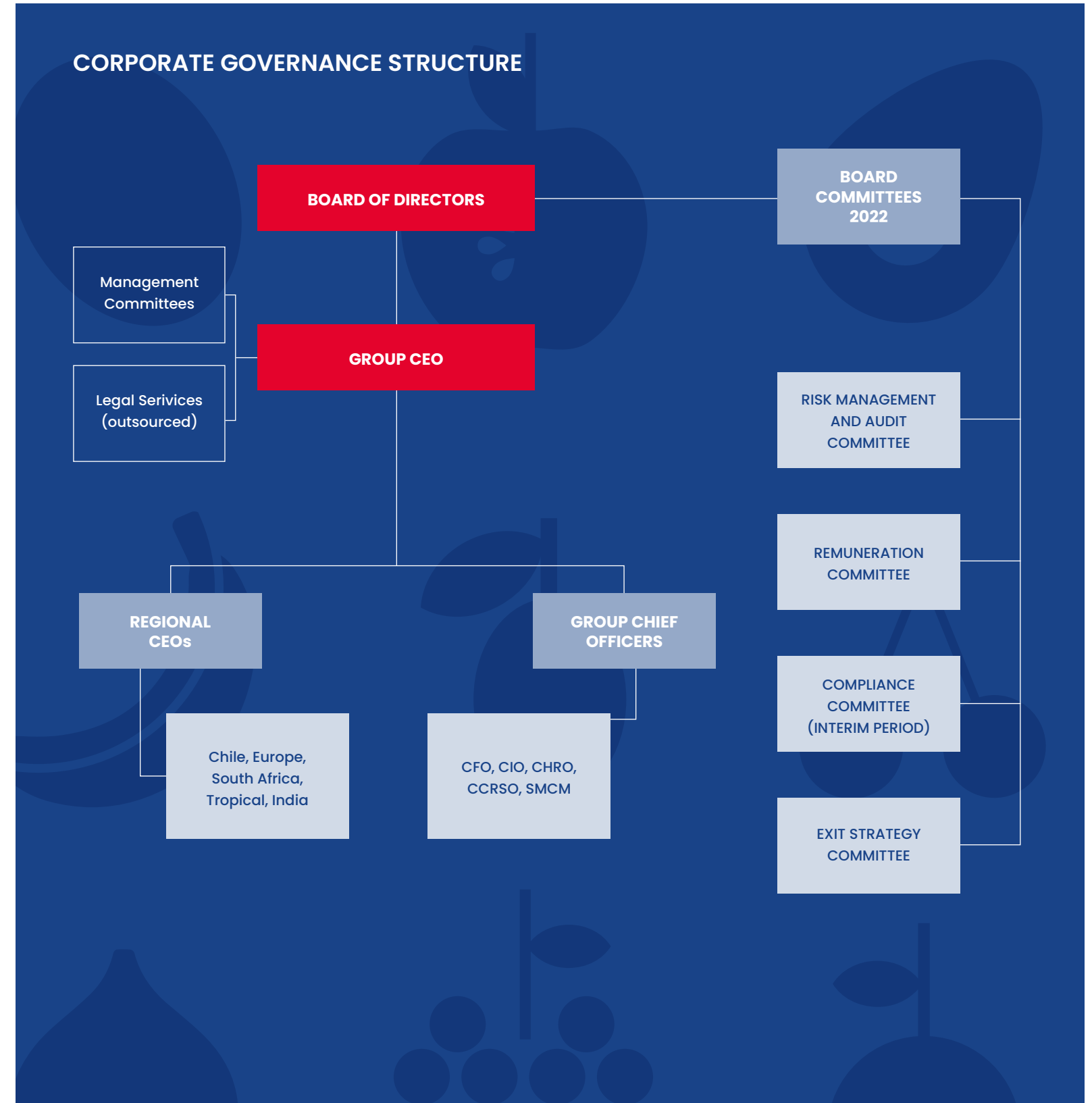
Under the share purchase agreement with ADQ, a new Board was appointed on 17 February 2023. The newly formed Board of Unifrutti advocates for diversity, equity and inclusion as well as actively endorses our global culture. The diverse mix of our directors in terms of gender, race, national origin and global experiences reflects a broad spectrum of perspectives and contributes to robust decision-making. Two women were appointed in our new Board. Furthermore, one of the newly appointed members has an extensive ESG knowledge. The collective knowledge and perspectives of the members will be instrumental in further embedding ESG in decision making and setting the tone for our ESG strategy implementation.

BOARD COMMITTEES

Unifrutti Group has implemented a framework to support its Board of Directors, which includes 3 committees directly reporting to the Board. These committees have been established as a strategic initiative to enhance the Group's internal structure. Each committee operates based on its approved Terms of Reference, which define the committee's role, composition, authority and guidelines for its operations and management. This framework ensures effective governance and oversight within Unifrutti Group.

The Risk Management and Audit Committee has since 2021 been delegated the responsibility to advise on the appropriateness of policies and practices that are in place with regards to Environmental, Social and Governance matters. Furthermore, the committee reports to the Board all current and emerging topics related to the Environmental, Social and Governance matters that may affect the business, operations, performance or public image of the Unifrutti Group.

Upon the appointment of the new Board the composition and structure of the Board Committees will change and further updated information can be found on the Group's digital channels.



BOARD OF DIRECTORS 2022

SIMON BRUCE BEVAN Executive Non-Independent Director and Group Interim CEO.
Chairman of the Board until his appointment as Group Interim CEO on 1 November 2022.

MAURO BENDA Executive Non-Independent Director and Group CFO.

MARCO VENTURELLI Executive Non-Independent Director and Group CEO.
Resigned 31 October 2022.

GERMAN ILLANES PIZZARRO Executive Non-Independent Director and Unifrutti Chile CEO.
Resigned 14 March 2023.

KAREN VIRGINIA EDWARDS Non-Executive Independent Director.
Resigned 14 March 2023.

NICOLA FALCINELLI Non-Executive Non-Independent Director.
Resigned 17 February 2023.

ERNESTO ALBANESE Non-Executive Independent Director.
Appointed Chairman of the Board on 31 October 2022 and resigned 17 February 2023.

ANDRES CAMILO VENEGAS Non-Executive Non-Independent Director.
Resigned 14 March 2023.

ROBERTO RIZZI Non-Executive Non-Independent Director.
Resigned 14 March 2023.

BOARD OF DIRECTORS 2023

GIL ADOTEYE ADOTEVI – AKUE Non-Executive Non-Independent Director and Chairman of the Board of Directors.
Appointed 17 February 2023.

SUPUN MANARAM RANASINGHE Non-Executive Non-Independent Director.
Appointed 17 February 2023.

TINA ELIZABETH LAWTON Non-Executive Independent Director.
Appointed 20 February 2023.

NOORA OBAID QAMBAR OBAID Non – Executive Non-Independent Director.
Appointed 17 February 2023.

PHILIPPE PALAZZI Non – Executive Independent Director.
Appointed 1 March 2023.

SIMON BRUCE BEVAN Executive Non-Independent Director and Group Interim CEO.
Appointed 17 February 2023.

RICCARDO COVEZZI Non-Executive Non-Independent Director.
Appointed 17 February 2023.

ROBERTO RIZZI Non-Executive Non-Independent Director.
Appointed 17 February 2023.

RISK MANAGEMENT AND AUDIT COMMITTEE

COMMITTEE MEMBERS

CHAIRMAN/ CHAIRWOMAN:

Simon Bruce Bevan
Resigned as Chairman of the Committee on 1 November 2022

Karen Virginian Edwards
Appointed as Chairwoman of the Committee on 1 November 2022

MEMBERS:

Karen Virginian Edwards
Member until her appointment as Chairwoman of the Committee on 1 November 2022

Ernesto Albanese

Roberto Rizzi

REMUNERATION COMMITTEE

COMMITTEE MEMBERS

CHAIRWOMAN:

Karen Virginia Edwards

MEMBERS:

Simon Bruce Bevan
Resigned from the Committee on 1 November 2022

Ernesto Albanese

EXIT STRATEGY COMMITTEE

COMMITTEE MEMBERS

CHAIRMAN:

Roberto Rizzi

MEMBERS:

Marco Venturelli
Resigned from the Committee on 31 October 2022

Andres Camilo Venegas



Nicola Falcinelli

Simon Bruce Bevan
Appointed as member of the Committee on 1 November 2022

Composition of the Board of Directors

by Gender and Age

As at 31 December 2022

	30-50	50+
	-	1
	4	3
Total	4	4

OUR CORPORATE MANAGEMENT MODEL

The Unifrutti Group operates based on the principles of the Transnational Business Model, which fosters effective cross-border management and an integrated governance structure. This model encourages interdependence, synergy and the exchange of knowledge within a network of interdependent regions and companies. All entities within the Unifrutti Group share a common mission, vision and set of values.

At the helm of the Unifrutti Group is Unifrutti International Holdings Limited ('UIHL'), serving as the Head Office. UIHL takes charge of core functions such as Finance, Accounting, IT and Intelligence, HR Talent and Leadership, Compliance, Risk and Sustainability as well as Commercial, Marketing and Communication affairs.

The Group's operational activities are overseen by 6 Regions: Chile, Tropical, Europe, South Africa, Middle and Far East.

Each Region is led by a CEO who reports directly to the Group CEO.

Additionally, the heads of various Head Office functions also report directly to the Group CEO. This structure ensures smooth communication and coordination throughout the organisation.



SIMON BRUCE BEVAN
UNIFRUTTI GROUP INTERIM CHIEF
EXECUTIVE OFFICER
Appointed on 1 November 2022



MAURO BENDA
UNIFRUTTI GROUP CHIEF
FINANCIAL OFFICER



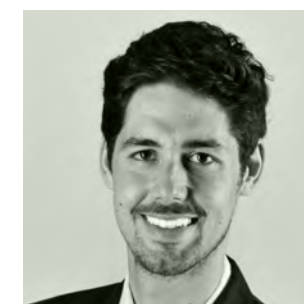
GIANPAOLO NERI
UNIFRUTTI GROUP CHIEF
INFORMATION OFFICER



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

HEAD OFFICE MANAGEMENT

REGIONAL HEADS



GERMAN ILLANES PIZZARRO
UNIFRUTTI CHILE,
CHIEF EXECUTIVE OFFICER



LINDA DE NADAI
UNIFRUTTI EUROPE AND SOUTH
AFRICA, CHIEF EXECUTIVE OFFICER
Previously CEO South Africa



KENNARD WONG
UNIFRUTTI TROPICAL,
CHIEF EXECUTIVE OFFICER
Previously CEO Japan



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



MAKALI DHANANJAY
UNIFRUTTI INDIA,
CHIEF EXECUTIVE OFFICER

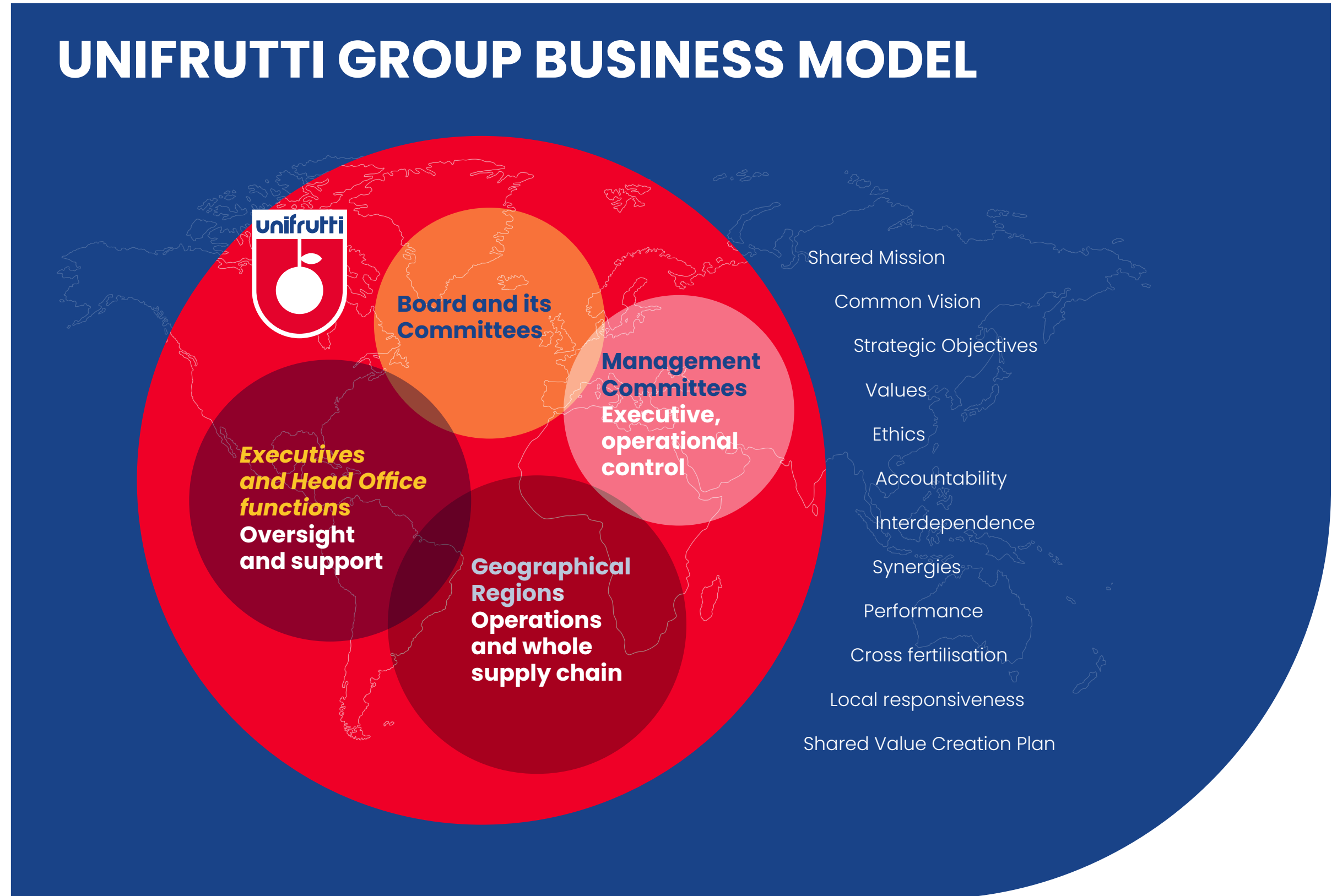
MANAGEMENT COMMITTEES

The Group has established Management Committees operating at an executive level under the Group CEO's guidance. Throughout 2022, these committees played their respective roles within the organisation and helped progress topics of strategic importance. During 2023, we will review and reassess the committees and their functions to ensure that they are aligned and meet the evolving needs of the Group as well as the changing market landscape and dynamics.

As of 2023, while this report was being developed, Unifrutti embarked on a new phase through the acquisition of its major shareholding by ADQ, an Abu Dhabi-based investment and holding company. We foresee that this transformative change will bring forth fresh prospects and necessitate revisions in our models and guiding principles since both companies share a common belief in the global growth potential of the fresh produce sector. Joining the investment portfolio of ADQ is a significant milestone in Unifrutti's journey. We welcome the immense opportunities to expand our global footprint in line with our long-term development strategy ensuring sustainable growth. These strategic developments will further shape our management and business models.

MANAGEMENT COMMITTEES

- Executive Committees:**
 - Strategy Committee (renamed in 2023 as a Senior Leadership Team), Cross-functional Committee
- Operational Committees:**
 - Commercial Committee, Trading and Marketing Committee, Agricultural Committee, HR, talent and leadership Committee, Sustainability Committee
- Regional Committees**



SUSTAINABILITY GOVERNANCE AND STRUCTURE

Sustainability is at the core of our business as a critical business enabler and value generator for the business and our key stakeholders. Therefore, we constantly aim for a robust ESG governance model that unifies and integrates the Group around ESG management with a clear and integrated ESG vision and roadmap. This model drives and supports our ESG strategy and key targets as well as oversees and empowers our ESG performance. Responsibilities are clearly allocated across the Group and around sustainability under the support and oversee of the Group Compliance, Risk and Sustainability functions led by the Group Chief Compliance, Risk and Sustainability Officer ('CCRSO') and the powerful network of the Local Compliance, Risk and Sustainability Officers (LCRSO's). These Officers have predefined roles and responsibilities as well as dual reporting lines, providing guidance and support to both local management and the Chief Compliance, Risk, and Sustainability Officer to facilitate the implementation of the Group's Sustainability governance and compliance framework across the Group.

A Sustainability Management Committee has also been set up to drive and integrate key Group ESG initiatives and harmonise procedures aiming at maximum synergies, ESG innovation as well as cross-fertilisation of knowledge and best ESG practices across the Group.

The Board Risk Management and Audit Committee ('RMAC') has been delegated the responsibility to oversee the appropriateness of ESG policies and plans since 2021.

Furthermore, during the year, KPIs directly linked to ESG performance have been set for the Regional Management to further empower ESG leadership and performance across core operational units.

KPIs LINKED TO ESG PERFORMANCE HAVE BEEN SET AT REGIONAL LEADERSHIP LEVEL

SUSTAINABILITY GOVERNANCE STRUCTURE (COMPLIANCE, RISK AND SUSTAINABILITY FUNCTION)



* The LCRSOs report directly to the Regional CEOs as well as to the Group CCRSO

ETHICS AND GLOBAL CULTURE

Unifrutti Group places significant emphasis on cultivating a culture rooted in ethics and global values. We consistently strive to adhere to the most rigorous standards and comply with national and international regulations, all while staying committed to our core values, mission and purpose.

GLOBAL CODE OF CONDUCT

Unifrutti's Global Code of Conduct embodies our unwavering commitment to upholding ethical business practices and recognises the profound impact of individual behavior on our stakeholders. Our Code has been revised, to be fully aligned with evolving compliance requirements and overarching best ethical practices. Our Code of Conduct provides comprehensive guidance on minimum accepted behaviours and standards that includes our Group values, how to treat others, how to do business, how to protect our assets and how to report concerns.

"We live our values" also emphasizes our speak-up culture and management controls in order to protect our values, heritage and principles wherever we operate.

All directors and employees (both permanent and seasonal) as well as business associates representing or working for the Unifrutti Group worldwide, regardless of their position, role, status, experience or relationship with the Group, are expected to strictly adhere to the Code. We have put a communication plan in place to effectively communicate the updated Code of Conduct to all key stakeholders and ensure their commitment. Adherence to the Code necessitates personal responsibility and judgment.

Leadership plays a crucial role in upholding ethical conduct and promoting the Code of Conduct within Unifrutti. Managers and leaders are expected to lead by example and inspire others to comply with the principles outlined in the Code. Their responsibilities include effectively communicating the Code to all employees, promoting its implementation, fostering a transparent work environment that encourages open discussions and preventing retaliation against those who raise concerns. Furthermore, leaders should align themselves with the company's leadership philosophy, as it acts as a key enabler in supporting and endorsing the Code of Conduct.

unifrutti **CODE OF CONDUCT**

- VALUES**
- HOW TO BEHAVE AND TREAT OTHERS**
- HOW TO PROTECT OUR ASSETS**
- HOW TO DO BUSINESS**
- SUSTAINABILITY**
- REPORTING CONCERNS**

SPEAK UP CULTURE

Unifrutti actively encourages its employees to voice their concerns and report any violations of the Group's Code of Conduct. Various channels are available for employees to make their reports and the choice of channel should depend on the seriousness of the breach, the involved parties and the whistleblower's comfort level. Reporting should always be done in good faith. Additionally, our Code of Conduct also establishes clear protocols for whistleblowing and reporting concerns as well as the implementation of the Code itself.

As a principle, the Group expects its employees to report promptly any actual or suspected wrongdoing and seek guidance if the action is not clear to them. Failure to report a violation of the Code may be considered a breach in itself.

When reporting, integrity and confidentiality are maintained in line with our Whistleblowing and other relevant policies. Reports may be made on either an anonymous or named basis, however, we strongly encourage that they are not anonymous to better support the investigation processes.



REPORTING CAN BE MADE TO MANAGEMENT, HUMAN RESOURCES, COMPLIANCE OR THE WHISTLEBLOWING LINES VIA 4 ACTIVE REPORTING CHANNELS:

→ DIRECT, IN PERSON REPORTING

→ VIA EMAIL

→ VIA POST

→ VIA TELEPHONE

ETHICS 365 Speak Up Tool

A new online reporting tool will be implemented in 2023 as an easily accessible online platform to report and raise concerns in good faith supported with a confidential and robust investigation framework.

COMPLIANCE AND RISK MANAGEMENT

Compliance and risk management are key elements of our operational and management control framework. These processes are adequately embedded into our key strategic and business processes as key business enablers allowing for both value creation and protection.

APPROACH TO RISK MANAGEMENT

Risk management is a crucial process, integrated into the Group's key business operations aiming long-term resilience. Our efforts have been focused on elevating risk management as a strategic process within the Group and in that direction, we utilise a standardised assessment methodology based on likelihood and impact to evaluate risks. This methodology is supported by various tools including self-assessment questionnaires, risk mapping processes, risk library and internal risk conversations and training initiatives to increase risk and awareness.

The ultimate responsibility for overall risk management lies with the Board of Directors, with specific responsibilities delegated to the Risk Management and Audit Committee. Group and regional executives are entrusted with managing risks within their respective portfolios and geographical jurisdictions. Current and emerging risks, such as climate change and regulatory changes, are identified and considered within the risk management process, allowing Executive Management to incorporate these risks into the decision-making process and strategy formulation.

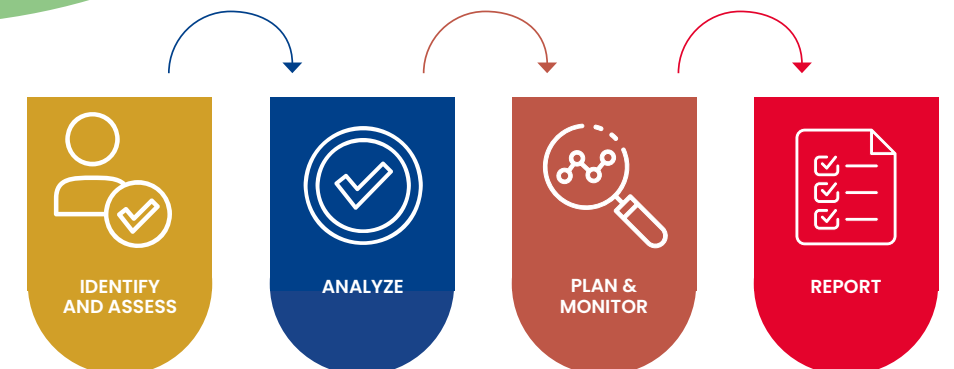
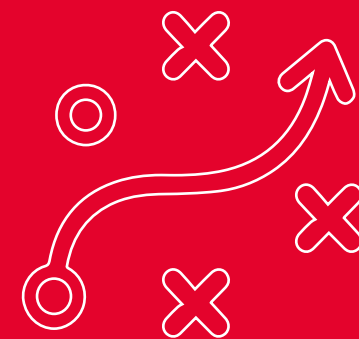
As of 2023, being part of the ADQ investment portfolio companies, we aim to further focus on our Risk Management Framework so as to be aligned with our new stakeholders' minimum requirements.

KEY RISK CATEGORIES

- FINANCIAL RISKS
- CLIMATE CHANGE RISKS
- WATER MANAGEMENT
- TRANSPORTATION AND LOGISTICS
- STRATEGIC RISKS
- GEOPOLITICAL RISKS
- PRODUCT DIVERSIFICATION, RESEARCH AND DEVELOPMENT
- FRUIT SAFETY AND QUALITY
- INNOVATION AND TECHNOLOGY RISKS
- MARKET RISK
- EVOLVING REGULATION AND COMPLIANCE
- HR MANAGEMENT RELATED RISKS



RISK MAPPING PROCESS



COMPLIANCE AS A KEY BUSINESS ENABLER

As a Global Group, Unifrutti aims to manage its businesses responsibly and in compliance with the statutory and regulatory requirements of the countries and markets in which we operate. Across the globe, food industry is governed by complexity of laws and regulations as well as industry standards that are for fruit growers a license to operate. Furthermore, and especially in European Union and US, both retailers and governments are imposing requirements and regulations to support ESG improvement.

At Unifrutti Group, we uphold a steadfast dedication to ethical conduct, ensuring fair and transparent business practices across all its geographical locations and operations to enhance internal control, governance and effectively detect any unlawful activities or violations of internal regulations, we have developed and operated a comprehensive Group Compliance Policy Framework.

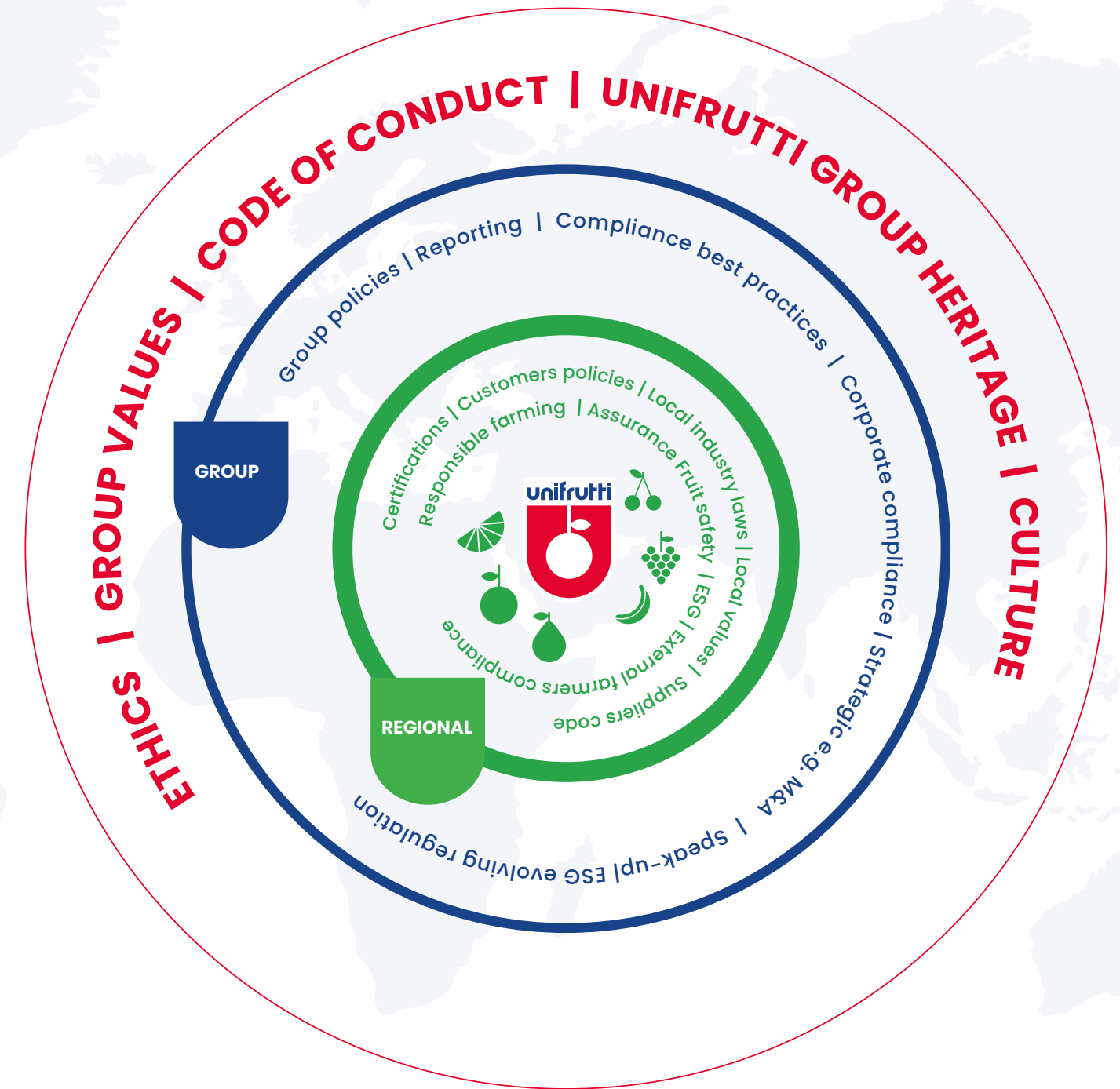
The Compliance Universe at Unifrutti and the fruit industry is constantly evolving being managed at various levels. The operational compliance that is mainly managed at regional levels is driven by customer and market demands, legal and certification requirements and local regulatory requirements across the various jurisdictions and markets. Our Group policies, Group values and ethical business conduct enable as well as integrate the Group's Compliance Governance Framework.



OUR POLICIES

- ANTI-BRIBERY AND ANTI-CORRUPTION POLICY
- ANTI-FRAUD MANAGEMENT POLICY
- PROCUREMENT POLICY
- EMPLOYEE PRIVACY POLICY
- RELATED PARTY TRANSACTIONS POLICY
- RISK MANAGEMENT FRAMEWORK
- GDPR POLICY
- TRAVEL POLICY
- PERSONAL DATA PROTECTION COMPLIANCE POLICY
- RISK MANAGEMENT FRAMEWORK
- CONFLICT OF INTEREST POLICY
- WHISTLEBLOWING POLICY

UNIFRUTTI COMPLIANCE UNIVERSE



COMPLIANCE ROADMAP

The compliance function within the Unifrutti Group plays a vital role in ensuring ethical behavior and adherence to regulations across the organisation. It serves as a safeguard for the company’s reputation and helps maintain trust with stakeholders. It establishes and enforces policies, procedures and guidelines to prevent misconduct and promote a culture of integrity.

The operational compliance roadmap focuses on continuous improvement, staying updated with evolving regulations, conducting risk assessments, managing standards and certifications adequately at the regional level and implementing a robust Compliance Risk Management Process. An important priority revolves around supplier management as we continue to partner with external growers to support and oversee their compliance, especially with the evolving ESG regulation in the markets that we operate while we aim to complete the Group Supplier Code of Conduct to ensure on-going alignment with our Group principles and quality of fruit.

Looking forward we plan to follow a set of guidance and minimum standards of our new shareholder to further strengthen and align our ethics and compliance processes. For ease of implementation, the standards have been grouped under key areas such as Anti-Fraud and compliance awareness (international trade sanctions and other commended added value areas (exceeding the minimum standard)). To help with the process, “tiers” of standards have been added to indicate the complexity of introducing each standard and facilitate the roll-out process.



TIER 1
Identifies foundations of the ethics and compliance programme

TIER 2
Lists additional operational processes allowing roll-out of specific ethics and compliance solutions

TIER 3
Supports programme enhancement

Our Progress and Targets Moving Forward



WE AIM

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

KEY TOPICS

- INTEGRATION OF ESG CRITERIA IN DECISION MAKING
- ROBUST GROUP COMPLIANCE GOVERNANCE FRAMEWORK
- SUSTAINABILITY LEADERSHIP CAPABILITIES
- LAWS & REGULATIONS
- BOARD COMPOSITION AND GOVERNANCE

OUR TARGETS

- ESG PERFORMANCE RATINGS
- ECONOMIC PERFORMANCE
- ESG KPIS AT LEADERSHIP LEVEL
- PREDEFINED TRAINING HOURS ON ESG FOR BOARD MEMBERS AND EXECUTIVES

PROGRESS HIGHLIGHTS

Revised Code of Conduct

Leveraged ESG organisation

Upscaled Compliance Roadmap

New Board Composition and ESG Skills

Set KPIS for ESG performance at leadership level



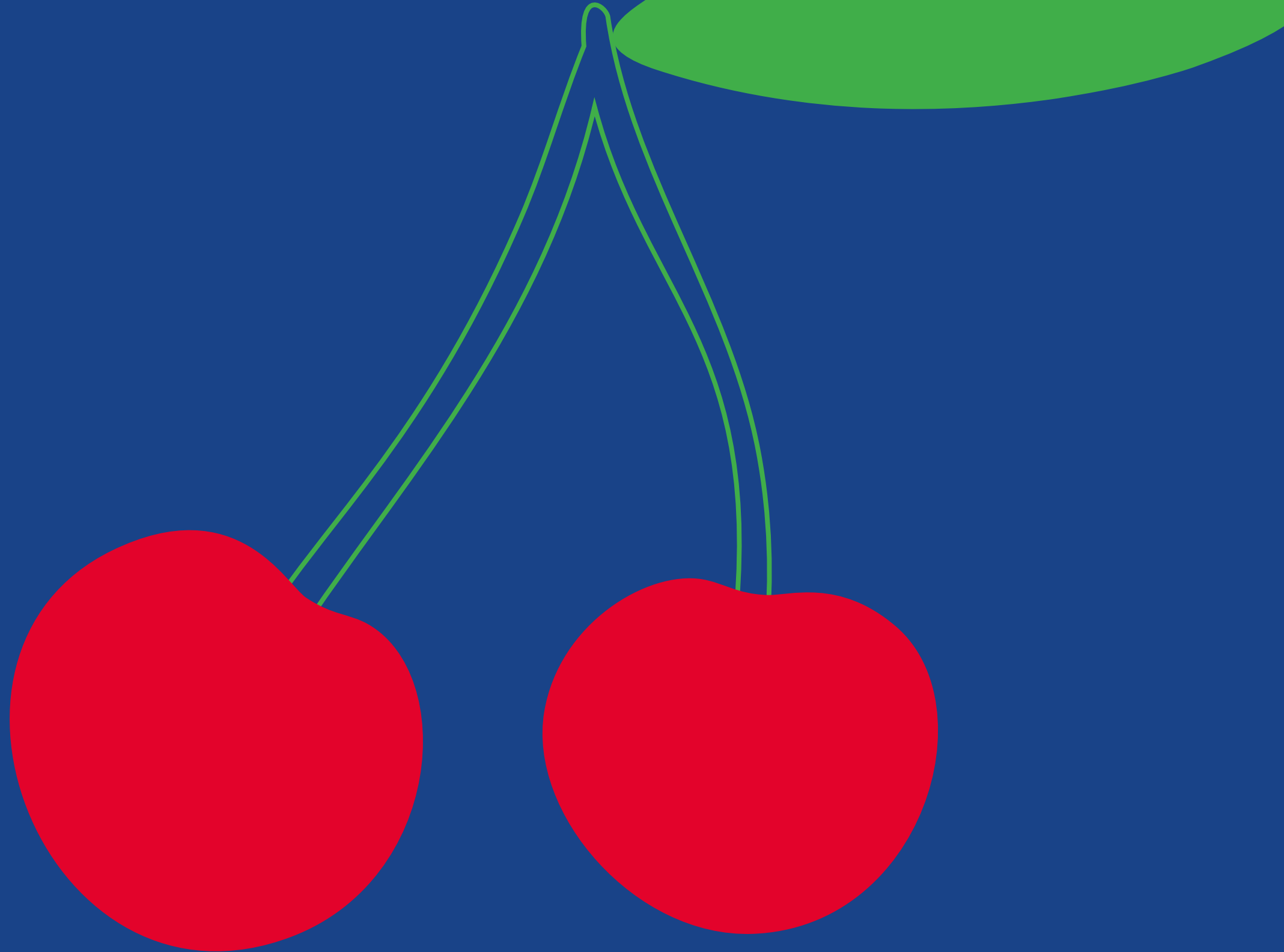
6. ALL IS FRUIT

WE AIM

- GROWING HEALTHY AND NUTRITIOUS FRUIT

WE FOCUS

- RESPONSIBLE AGRICULTURE AND SUPPLY CHAIN
- NUTRITIOUS AND SAFE FRUIT



FOOD SAFETY AND COMPLIANCE

At Unifrutti, our primary focus is the responsible sourcing of fruits while providing support to our external growers and suppliers to meet the highest quality and food safety standards. We strive to foster a strong culture of compliance with international standards such as GlobalG.A.P. Furthermore, we are actively developing targeted policies to deliver the best quality products to consumers and mitigate potential reputational risks to our business.

Throughout 2022, we continued our collaboration with farmers across various regions, pursuing the following objectives:

- Carefully selecting and monitoring the inputs and materials that are used in the production of our products.
- Identifying and effectively controlling potential food safety hazards.
- Working towards reducing or eliminating instances of intentional contamination by implementing regular checks to ensure early detection of any contamination cases.

By prioritising these measures, we are committed to ensuring our products' safety, quality and integrity as well as maintaining our consumers' trust and our business' reputation.



In Italy, we have been awarded our first FSMA – Food Safety Modernisation Act Certification

In the Philippines:

- We actively engage with the Rainforest Alliance and adhere to the requirements of the GlobalG.A.P. Certification.
- We have introduced the use of more environmentally friendly pesticides, such as botanical-based bunch spray insecticides, which carry a green label. This shift allows us to minimise the impact on ecosystems while effectively managing pests.
- We closely monitor the Maximum Residue Limit (MRL) in all our markets to ensure our products' safety. This diligent monitoring guarantees that our products adhere to regulatory standards and are safe for consumption.
- In our UDEV Farm, we have partnered with a fertiliser supplier who provides us with a special blend of complete fertiliser

tailored to our specific needs. This approach ensures optimal nutrition for our crops while minimising the environmental impact associated with fertiliser use.

- We have adopted reusable and biodegradable (untreated) bunch shrouds as part of our commitment to reducing plastic waste. These shrouds serve as a protective barrier against insect pests, providing a sustainable alternative to non-biodegradable plastic shrouds.

UNIQUE PRODUCT SOURCING MODEL BENEFITING CONSUMERS AND GROWERS

We have developed a unique product sourcing model that benefits both consumers and growers. By acting as a central hub, we connect local growers with international consumers, providing access to fresh fruits that may be difficult to reach otherwise. This model adds value to local productions, improves the livelihoods of farmers of all sizes as well as contributes to the local economy.

R&D AND INNOVATION IN FARMING PRACTICES

As a global market leader in the fruit industry, our commitment to delivering high-quality, fresh and nutritious fruits to our customers in an environmentally responsible manner has been ingrained in the Group's activities since its inception. Therefore, we invest in broadening our R&D capabilities, exploring new fruit varieties as well as integrating agritech solutions and digital systems so as to advance our production techniques while preserving natural resources. Our agriculture and farming methods range from employing new application equipment, soil humidity sensors, drones, on-site meteorological stations and roofed structures over the vines, to 100% digital irrigation, which showcase the transformative potential of technology.

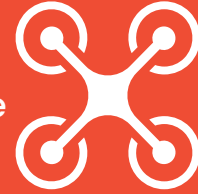
USE OF DRONES FOR LEAF DISEASE CONTROL IN THE PHILIPPINES

In the Philippines, we have started utilising aerial drones for leaf disease control. The installation of spray systems on drones facilitates the application of plant protection products and fertilisers as well as improves our precision farming practices. We plan to promote this practice to our partner growers, underscoring the advantages of drone spraying over traditional methods.

ADVANTAGES OF DRONE SPRAYING OVER AERIAL SPRAY APPLICATION

- Require less manpower and consequently fewer people are exposed to chemicals during mixing.
- Nighttime spray capability.
- Less noise pollution.
- Efficient spraying in sloppy terrain.
- Lower dilution rate in terms of less chemical solution per hectare delivery.
- More environment-friendly in terms of less emissions and water use.
- More accurate (GPS-guided) spraying.
- Convenience in mixing, cleaning and washing resulting in less wastage.

In 2022, we continued to invest in new technologies through our ongoing projects, aligning our actions with our commitment to fostering innovative and sustainable farming practices



Maximum Residue Levels Analyses	Chile		The Philippines		Japan*		South Africa		Italy**		Turkey***	
	Own Production	Supplied Production	Own Production	Supplied Production	Own Production	Supplied Production	Own Production	Supplied Production	Own Production	Supplied Production	Own Production	Supplied Production
Analyses conducted	600	500	24	66	19	53	276	390	99	1,251	0	129
Analyses failed	0	0	0	0	0	0	0	0	0	46	0	55
%	0	0	0	0	0	0	0	0	0	3.7	0	43

* MRL sampling and monitoring in Japan includes products from the Philippines. / ** Includes Oranfrizer and Unifrutti Distribution / *** Analysis conducted before harvest to ensure that product MRLs are within EU limits and are not of packed products.

RESEARCH AND DEVELOPMENT IN ITALY

Our Italian farming practices incorporate an interconnected system of drones, localised sensors, geo-referenced maps and satellites. This network aids us in monitoring water consumption, the health of fruits and trees and achieving optimal conditions for harvesting high-quality products.

Specifically, we:

- Run a Precision Farming Project, utilising software that enables the improvement of farm management through the analysis and data management in Sicily.
- Utilise a tailor-made system of water and fertiliser distribution utilising Artificial Intelligence (AI) in Carmito Farm in the Rossito area.
- Participate in the Ten-Year Research Programme for new varieties and varietal improvement of existing cultivars carried out with CREA, the first example of public-private research activity in the citrus sector in Italy.

ADVANCED AGRI-TECH IN CHILE

In Chile, we invest in advanced agro-technology and innovative farming practices that heighten efficiency, automation and cost-effectiveness.

These technologies highlight some of the advancements in the agricultural industry with a focus on precision, efficiency and data-driven decision-making. By leveraging these innovations, farmers can enhance productivity, optimise resource utilisation as well as achieve higher-quality yields.

TEVEL Tevel’s innovative technology utilises flying autonomous robots mounted on a ground harvesting platform to achieve autonomous fruit picking. These robots leverage artificial intelligence, computer vision and machine learning algorithms to ensure precise, gentle, and efficient harvesting. By incorporating these advanced technologies, TEVEL enhances production performance, improves overall harvesting effectiveness and delivers high-quality fruit.



CERES IMAGING A system that utilises aircraft and thermal camera technology to capture images for monitoring orchards. This system enables the measurement of water stress indices per tree, providing insights to address issues related to irrigation systems and improve fruit yield in apple orchards.

ANASAC/BIGFRUT Field scanning and fruit counting capabilities using ground vehicles. This technology enables accurate crop estimation and size projection, allowing for precise measurement of the effectiveness of thinning operations in terms of fruit per tree. This level of precision aids in optimising crop management decisions.



Our ongoing R&D Work at the Univiveros Nursery in Chile

Our ongoing research and development work at Univiveros Nursery in Chile is a vital component of Unifrutti Group’s innovation and development programme in the region. As the largest nursery in Chile and one of the largest in Latin America, we are dedicated to the development of new varieties, expanding our product portfolio and improving the characteristics of our products.

We recognise that Research, Development and Innovation are crucial for sustainable development. Therefore, we actively seek and incorporate the latest technologies in our production methods and farming practices to enhance our production processes and our final products’ quality. Our focus is on diversifying our product range, expanding our varietal offerings as well as exploring new business opportunities. We embrace innovation and strive to remain competitive by leveraging our strengths, capitalising on opportunities and addressing potential threats and challenges. We have achieved these goals through numerous collaborations with universities, technology centers and research institutes both in Chile and abroad. Additionally, we establish long-term relationships with breeders and variety managers around the world.



Partnering with P. Universidad Catolica de Chile and the University of Florida for the Granting of Propagation Licenses

Blueberries, avocados, raspberries and kiwis are fruits with significant market potential and high returns due to consumers’ increasing preference for fresh fruits and vegetables in their diets. At Univiveros, we recognise this opportunity and in partnership with P. Universidad Catolica de Chile and the University of Florida, we have obtained propagation licenses for important breeding programmes. Specifically, we have secured licenses for raspberries and blueberries. The propagation pilot trial has been successfully completed and we now intend to proceed with commercial propagation, establishing test plots of these varieties with growers.

Furthermore, at the end of 2022, we have completed the “Vetiver System” project. This project effectively prevents contamination through processed water while minimising environmental risks by reducing the concentration of copper and heavy metals present in the residual liquids. Throughout the project’s duration, we utilised nearly 500,000 liters of residue liquids from plant processing to irrigate the vetiver deposit.

UNIVIVEROS AT A GLANCE



Developed relationships with more than **15 BREEDERS** and variety managers inside and outside Chile



Participated in several variety breeding programmes



Collaborated with centres of excellence, universities and research institutes

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



OUR PROGRESS IN 2022

We finished the construction of our own Phytopathology laboratory and Quarantine station, where we intend to analyse the phytosanitary status of our plants

The main entities with which we are linked are Intl Fruit Genetics; Agroselection Fruits, European Fruit Co; SNFL Chile; Sun World Intl; SVC; CDB GmbH; U of Cornell; VC Rauscedo; Novavine; UC Davis Chile; Biofrutales SA.

RESPONSIBLE CROP, SOIL AND PEST MANAGEMENT

We consistently work with authorised products in all the countries of production and destination. Our fertilisation programmes are carefully designed to align with our pest control and disease eradication priorities while taking into full consideration the nutritional needs of the crops and the soil.

In line with this commitment, we actively strive to incorporate biofertilisers into our agricultural methods. Biofertilisers have several

we have completely eliminated the use of agrochemicals in post-harvest practices for several years which is clearly indicated on our “Edible Peel” labels.

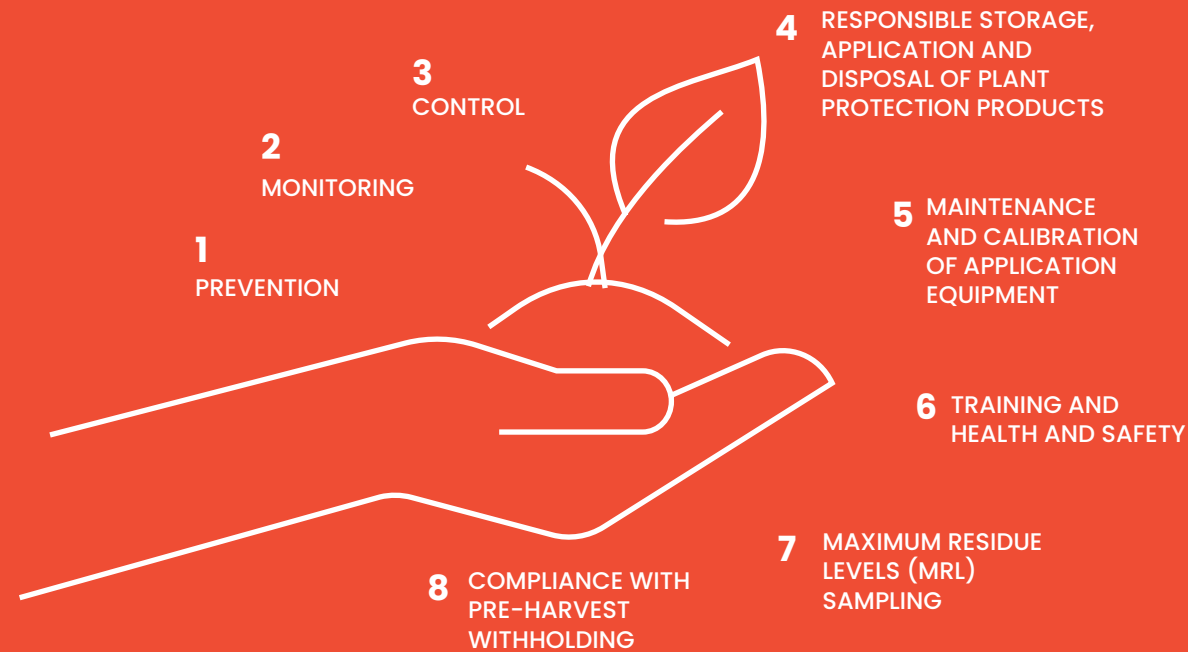
In the Philippines, we register the biorational or botanical-based pesticides we use with the FPA (Food and Pesticide Authority). To ensure proper implementation, we regularly conduct seminars and training sessions to educate growers on appropriate methods. During 2022, we faced challenges such as the destruction of banana yields due to fusarium wilt and nutritional problems.

To address this, we closely collaborated with local growers,

emissions. Moreover, starting in 2022, we have adopted biological fungicides as an eco-friendly alternative to traditional pruning paint. Looking ahead to 2023, we plan to expand these sustainable practices to our other farming regions.



We rely on an Integrated Crop Management System that helps us optimise and protect the plantations without interfering with the biological cycles of the soil. As part of our Crop Management System, we follow a strict pest management plan that focuses on avoiding excessive use of pesticides as well as preventing soil and water sources contamination, while utilising a combination of physical, biological and chemical practices for pest management across our plants. It consists of 8 pillars:



Further Practices and Measures Include:

- AVOIDING CUTTING TREES FROM STEEP SLOPES.
- USING BARRIERS TO PREVENT RUN-OFF AND SOIL EROSION.
- PAVING MATERIALS THAT ABSORB WATER AND REDUCE RUN-OFF.
- BANNING THE USE OF VEHICLES WITHIN AGRICULTURAL LAND.
- SPREADING ALL PRUNING ON THE RIDGES, ADDING MULCH AND WOOD CHIPS.
- BUILDING COMPOST ON THE SOIL.

advantages, including minimal impact on beneficial insects, reduced emissions, lower carbon footprint and a smaller impact on the surrounding environment. By extending the use of biofertilisers, we aim to enhance the sustainability of our practices and contribute to a healthier ecosystem.

In Sicily, we have been implementing integrated pest management since 1987. As part of our commitment, we strictly enforce a limit of 30% agrochemicals on our producers on the finished product, resulting in a remarkable 70% reduction in residues. Additionally,

providing them access to our improved banana clones that are tolerant to fusarium wilt.

In Chile, we implemented our Integrated Pest Management (IPM) Programme that utilises mobile applications for real-time phytosanitary evaluations of pests and diseases in the field, enabling better control of information.

Additionally, in the Vicuña area of the IV Region of Chile, we have initiated an initiative to replace 100 kilos of Urea per hectare with Twin N, a biofertiliser, resulting in a significant decrease in CO2

CUSTOMER SATISFACTION AND FRUIT TRACEABILITY

Through our traceability process, each box is assigned a unique code that provides detailed information about the fruit's source, including the week, day, time and specific packing house. This enables us to track and monitor the entire supply chain.

As customer satisfaction and fruit traceability are key priorities for us, we have well-established systems in place to ensure that our raw materials and products meet the highest quality and safety standards to ensure customer satisfaction. We are committed to transparency in our communication, marketing, advertising, promotion, labelling and packaging practices. We aim to provide accurate information to our consumers and clients, avoiding any form of misinformation, manipulation, misrepresentation or concealment. We regularly engage with customers, retailers and distributors to assess their satisfaction based on various parameters such as product condition, order fulfilment and the quality of service provided by our teams.

In 2022, we had no instances of non-compliance with regulations regarding product labelling information.



BLOCKCHAIN TECHNOLOGY IN SICILY

In partnership with the CREA Institute, we continue to invest in the digitalisation of the fruit industry. By leveraging advanced technologies such as Internet of Things (IoT) devices, smart gateways and beacons, we improve traceability and ensure product quality along the entire fruit chain.



SUPPORTING LOCAL SUPPLIERS AND GROWERS

We constantly engage with our external farmers and growers to secure a responsible supply chain. We ensure that external farms meet the same high standards as our farms and deliver products of equivalent quality and safety standards. Our focus is to provide support with the certification requirements and regulations, deliver regular technical training, offer technical advice throughout the production cycle as well as foster sustainable farming practices by collaborating closely with a common goal: provide safe fruits to our customers. Equally important, the support we provide to local suppliers and growers, a fundamental aspect of our operations at Unifrutti Group, is a key enabler to the development of local communities and livelihood improvement.



ITALY AND THE PHILIPPINES

Network of agronomists and scientists

THE PHILIPPINES

Integrated Purchasing Programme for lower cost fertilisers

CHILE

LEAF Standard Certification

SOUTH AFRICA

Investment in productive alliances and training to promote knowledge transfer

At Univeros, we are dedicated to providing support to farmers and breeders, regardless of their company's size. We offer valuable advice on various aspects, including planting variety selection, rootstock combinations, planting distance and initial plant management. Over the past 8 years, we have extended technical and commercial assistance to over 1,300 growers, helping them achieve successful plantings and establish productive orchards in crops such as table grapes, stone fruit, apples, cherries and wine grapes.

In Turkey, we work hand in hand with local growers and offer:

- Technical assistance with the view to improve quality through EU-compliant products.
- Guidance regarding the approved chemicals and pesticides lists and the suggested application times.
- Support regarding spraying schedules to our growers and keeping track of their progress with our partners and agronomers.
- Specialised training.

Food Safety Training Programmes for Partner Growers in the Philippines

In May 2022, we organised a series of training programmes at the regional level for our partner growers. The primary objective was to raise awareness and provide education on food safety topics. The training specifically focused on successful food safety risk management practices, including Good Agricultural Practice (GAP) and Good Hygiene Practice (GHP).

A total of 200 participants, including field workers, packing house crew and board members of our partner growers, actively took part in these training programmes. We aimed to align Unifrutti's efforts with the principles of food safety and ensure that all stakeholders understand and implement best practices.



During the training, a virtual orientation was conducted to emphasise the importance of building a culture that promotes food safety beyond the scope of an Internal Control System (ICS) Manual. It was highlighted that adopting a multidisciplinary approach is necessary to achieve comprehensive food safety standards.

Furthermore, the training sessions were attended by 40 Food Safety Compliance Officers (FSCO) and representatives from Unifrutti farms as well as our partner growers, fostering collaboration and shared understanding of food safety practices.



SUPPLIERS

Suppliers Budget Spent in US\$	Chile		The Philippines		Japan		South Africa		Italy		Turkey	
	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent
Local and National Suppliers	1,561	71,191,000	129	18,300,000	19	13,053,000	698	52,271,000	1,126	32,355,000	175	2,547,000
International Suppliers	25	2,467,000	5	6,700,000	-	-	14	13,144,000	73	2,113,000	-	-

* Includes Unimarche, Unipuglia, Unifrutti Distribution, Carmito and Oranfrizer



EXTERNAL GROWERS AND FARMS

We present here the number of suppliers we work with in every region as well as the respective money spent over 2022.

External Growers and Farms											
Chile		The Philippines		South Africa		Japan		Italy*		Turkey	
Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent	Number of Suppliers	Budget Spent
186	56,766,000	71	35,600,000	22	12,379,000	7	1,911,000	501	65,480,000	54	3,628,000

Budget Spent in US\$ / * Includes Unipuglia, Unifrutti Distribution, Carmito and Oranfrizer

EMPOWERING WOMEN IN AGRICULTURE

At Unifrutti Group, we recognise the vital role women play in the agricultural sector, often supporting entire families. Hence we are dedicated to empowering women in agriculture through various initiatives, including supporting women’s cooperatives and women-led farms. We are committed to employing local female workers, recognising their importance in the agricultural workforce.

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

In Chile, we cooperate with 46 women-led farms, while in South Africa we work with 4 and in Italy we collaborate with 6. Through these partnerships, we strive to empower women farmers by giving them opportunities to enhance their technical and managerial skills. We aim to foster their financial autonomy and uplift their families and communities.

In South Africa, we are employing nearly 90% of our pomegranate packing labour from the local female population, predominantly housewives.

By empowering women in agriculture, we aim to create a more equitable and inclusive agricultural sector. We believe that by supporting and enabling women to succeed, we can contribute to their economic empowerment, strengthen local communities and promote sustainable farming practices.






















External Grower Farms Owned by Women	
2022	
CHILE	46
THE PHILIPPINES	7
ITALY	6
SOUTH AFRICA	4



MEMBERSHIPS IN ASSOCIATIONS

Region	Associations
SOUTH AFRICA	<ul style="list-style-type: none"> Citrus Growers Association (CGA) Citrus Research International (CRI) Agricultural Business Chamber of South Africa (AgbizSA) Fresh Produce Exporters' Forum (FPEF) South African Table Grape Industry (SATI)
TURKEY	<ul style="list-style-type: none"> Mersin Chamber of Commerce Mediterranean Exporters Union (Akib)
TROPICAL	<ul style="list-style-type: none"> Pilipino Banana Growers and Exporters Association, Inc (PBGEA) Philippine Business for Social Progress (PBSP) Japan Banana Importers Association (JBIA) Japan Plant Quarantine Association (JPQA) Japan Citrus Export and Import Association
CHILE	<ul style="list-style-type: none"> Association of Chilean Exporters (ASOEX) Foundation for Fruit Development Trade Association of Fruit Nurseries Fruit Technology Consortium
ITALY	<ul style="list-style-type: none"> Confcommercio Fruitimprese CSO Centro Servizi Ortofrutticoli Confagricoltura Fondimpresa Fondimpresa World Citrus Organisation (WCO)

STANDARDS AND CERTIFICATIONS

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

Our Progress and Targets Moving Forward



WE AIM

Growing healthy and nutritious fruit

KEY TOPICS

- ENVIRONMENTAL AND SOCIAL COMPLIANCE IN THE SUPPLY CHAIN
- INNOVATION IN FARMING PRACTICES
- FRUIT COMPLIANCE
- TRACEABILITY
- HEALTHY EATING

OUR TARGETS

- COMPLIANCE BEYOND CORE CERTIFICATIONS
- 100% OF CRITICAL EXTERNAL GROWERS ENDORSING THE RESPONSIBLE SOURCING CODE OF CONDUCT
- INVESTMENT IN AGRI-TECH
- LEVERAGE TRACEABILITY ACROSS THE WHOLE VALUE CHAIN BY 2030

PROGRESS HIGHLIGHTS

Supplier code of conduct in South Africa

Aerial drones for leaf disease control in The Philippines

Assessment of agri-tech systems in use

Completed the “vetiver system” project in Chile for contamination prevention



7. OUR ENVIRONMENTAL RESPONSIBILITY

WE AIM

- REDUCING OUR ENVIRONMENTAL IMPACTS
- PROTECTING THE NATURAL ENVIRONMENT FOR GENERATIONS TO COME

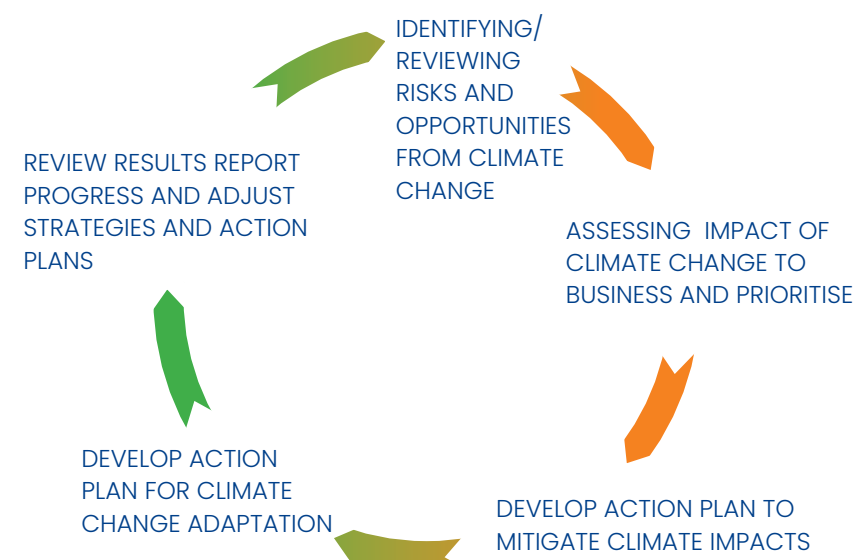
WE FOCUS

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



ENERGY MANAGEMENT AND CLIMATE CHANGE

At Unifrutti, we recognise the significant impact of climate change on our business and operations across all the markets in which we operate as well as our operations' impact the environment. Our commitment to mitigating climate change and reducing our environmental impact is an integral part of our long-term business strategy. Therefore, we adopt sustainable practices and technologies that reduce greenhouse gas emissions, enhance energy efficiency and promote renewable energy throughout our operations. We also prioritise biodiversity conservation and the preservation of natural ecosystems and resource management, including water conservation and responsible waste management practices. Furthermore, we aim to enhance our supply chain sustainability by collaborating with our suppliers to ensure they meet our stringent environmental criteria. To ensure our environmental policies' effectiveness and measure their impact, we monitor and evaluate our performance as well as set targets for improvement.



GHG Emissions 2022 (tCO2e)	Chile	The Philippines	South Africa*
Scope 1	4,579.5	17,897.9	1,429.2
Scope 2	8,939.6	10,294.2	4,301.8
Scope 3	5,654.9	4,549.7	12,571.7

*Includes Blyderiver, Matroozefontein, Dunbrody Farms and Dunbrody Packhouse.

In 2022, we embarked on a comprehensive emissions and climate change strategy project across the entire Unifrutti Group. This initiative aims to enhance our climate change resilience framework, effectively manage risks and establish a unified approach for measuring emissions across scope 1, 2 and 3. Our ultimate goal is to achieve net-zero emissions by 2050. Through this project, we will identify opportunities for GreenHouse Gas (GHG) emission reductions and evaluate climate change risks. By implementing this strategy, we are committed to actively addressing climate change and ensuring the long-term sustainability of our operations in line with global mandates and the 2030 Agenda.

We continue to strengthen our resilience capacities with the view to respond to climate change through actions such as:



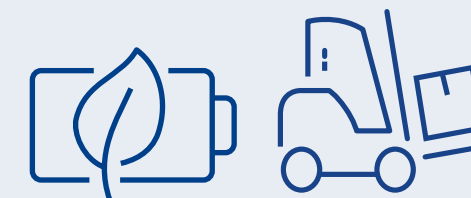
- Risk management procedures.
- Water management and irrigation strategies.
- Energy efficiency improvements, including renewable energy and transition to alternative energy sources.
- Technology to improve weather forecasting and warning capabilities.
- Using nets.
- Research and Development for new varieties.
- Geographical diversification.

INVESTING IN MORE SUSTAINABLE PRODUCTION METHODS

At Unifrutti, we are strategically integrating innovative technologies to enhance our production efficiency and minimise resource use. We are continually investing in clean technologies, such as renewable energy sources, to conserve energy, decrease our carbon footprint and protect valuable natural resources. This technology integration spans across all our regions, where we deploy various tools; such as processing and packing equipment, soil humidity sensors, on-site meteorological stations and roofed structures over the vines to protect against weather damage. Additionally, we construct wells and water storage tanks for refined irrigation. Our focus extends to researching and developing new varieties that not only exhibit superior productivity traits but are also less labor-intensive.

With the view to tackle climate change and decrease our environmental footprint in 2022 in Chile, we:

- Increased the planting area under plastic cover. Around 20 hectares of the agricultural area have been incorporated with plastic roofing, reaching 10% of the total area to date and leading to increased productivity, quality and a reduction in 20% of water consumption.
- Incorporated electrostatic technology in foliar field applications, leading to a considerable reduction in water volume, fuel consumption and in product drifting to the environment.
- Incorporated a humidity and telemetry system in the last remaining agricultural machinery.



Introduction of Electric Cranes with Lithium Batteries in Copiapo Plant, Chile

In 2022, Copiapo Plant in Chile made a significant stride towards environmental sustainability by integrating 2, 100% electric forklifts running on lithium batteries, into their operations. This new equipment, estimated at around US\$81,815, embodies Unifrutti Group's dedication to energy-efficient solutions, offering up to 80% energy savings compared to traditional alternatives.



ENERGY EFFICIENCY THROUGH RENEWABLE ENERGY IN CHILE

In Chile, we are strategically investing in clean energy solutions across our facilities, aiming to decrease carbon emissions and lower energy expenses. We have undertaken a project to develop an installed generation capacity equivalent to 20% of the annual electricity consumption of Unifrutti Chile by the end of 2023.

During 2022, we began the installation of 6 new solar projects on agricultural land in northern Chile. These projects in total will have a installed capacity of 2 MWp that will generate energy for our operations in Copiapo, Ovalle and San Felipe areas. Also in 2022, we signed an agreement to build new projects about rooftop solar panels above the packing facilities and cold storages in Linares, Teno, Requinoa and Linderos. These projects in total will have a installed capacity of 2.3 MWp. Finally at the end of 2023 we expect to have installed capacity in total 4.9 MWp.

Renewable Energy Capacity in Chile	
2019–2021	604 KW
2022	1,200 KW
Projects under installation in 2023	3,045 KW
Projects already in the portfolio 2023–2024	1,656 KW

For 2023 we planned new projects across our operations in Chile. All of them are for at least for 1.7 MWp of installed capacity or more. These agreements signal a strong commitment to continue expanding the usage of photovoltaic energy in agriculture, as they enhance energy efficiency, reduce costs and promote environmental sustainability within the agricultural sector.

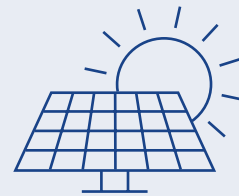
PROMOTING SOLAR ENERGY IN SOUTH AFRICA

In South Africa, we strive to leverage clean technologies to minimise our ecological impact. In the context of Africa’s abundant sunlight, installing Photovoltaic (PV) Solar Systems in our farms is both environmentally friendly and economically advantageous. The first phase of the PV System, completed in 2022, enables our packhouse, office, workshop and 3 houses to utilise PV-generated power before relying on and purchasing grid power. This helps

Unifrutti SA (Pty) Ltd, Blyderiver Farms to reduce electricity costs as well as reduce the strain on the diesel generator during load shedding, thereby reducing diesel use significantly.

In May 2022 there was already a reduction of 16% in the kWh usage, taking into consideration that the system was completed only mid-May. The reduction in June 2022 was a massive 46%.

To date, the environmental benefits of the PV Solar System in South Africa are summarised as follows:



- CO₂ savings for 2022 → 34.88 tonnes
- Trees planted in 2022 → 116.48
- Oil saved in 2022 → 7.68 tonnes

SOLAR SYSTEM IN SOUTH AFRICA



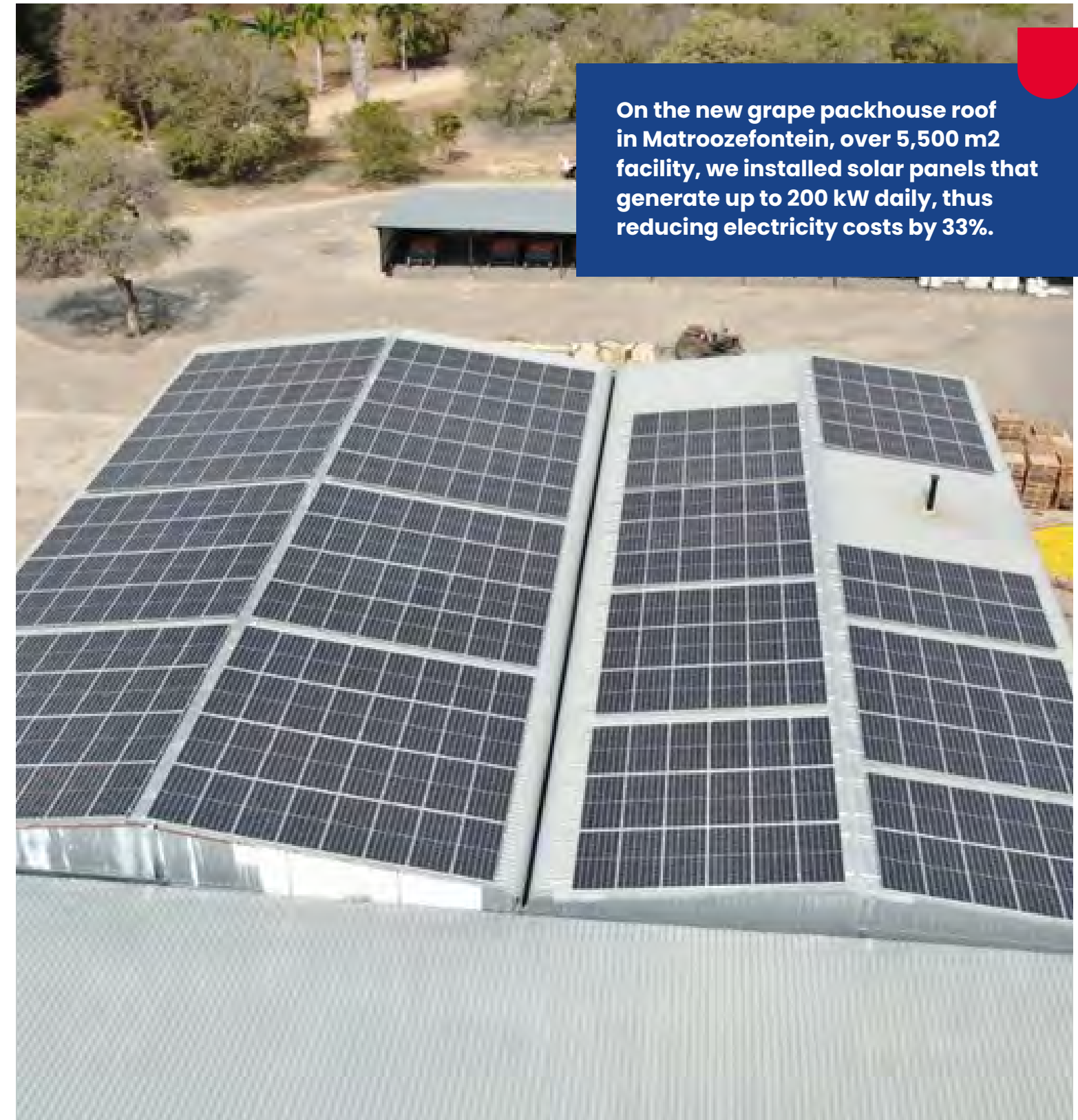
-68%
Diesel usage due to the production of solar energy. At the Blyderiver site.



-33%
33% On grid electricity consumption. At the Blyderiver site..



22%
Of the total electricity demand is covered by solar power in Matroozefontein.



Fuel Consumption from Non-Renewable Sources	Chile	The Philippines	South Africa	Italy*	Turkey
Diesel (litres)	977,614.28	1,085,657.58	624,364.20	280,790.29	8,868
LPG (kg)	672,142.03	-	42,516.6	46,811	-
Gasoline (litres)	-	227,837.1	15,232.7	33,002.98	-

* Includes Oranfrizer, Carmito, Unifrutti Distribution, Unipuglia and Unimarche

Energy Consumption (kWh)	From Non-Renewable Sources					
	Chile	The Philippines	Japan	South Africa	Italy*	Turkey
	41,139,423.47	20,263,519.18	7,088,910	8,000,312.3	1,621,952.3	137,364**
Electricity	From Renewable Sources					
	1,076,652.4	-	-	409,287.50	1,057,959.4	-

* Includes Oranfrizer, Carmito, Unifrutti Distribution, Unipuglia and Unimarche

** Please note that the reduction compared to last year is due to having installed electrometer and calculating our own direct usage whereas last year we were taking into account the whole facility.

SOLAR ENERGY IN OUR OPERATIONS IN ITALY

We continue to harness solar energy from photovoltaic systems to power our production and packaging plants in Italy. At Oranfrizer, the photovoltaic systems meet 30% of daily energy requirements.

The Unifrutti Distribution Warehouse in Italy, utilizes solar energy through the installation of solar panels on its rooftop..

NOTABLE ENERGY ACHIEVEMENTS COMPARED TO 2021



8,906.6

litres of fuel saved from our Energy Conservation Programme.

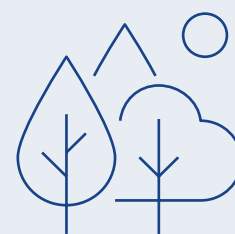
At Unifrutti Philippines, we integrate sustainability into our operational strategies, with a strong focus on the behavioural factors impacting fuel consumption. We prioritise careful planning of business trips, utilisation of online meetings and adherence to monthly fuel consumption limits. We're planning a comprehensive carbon footprint reduction programme with an emphasis on employee involvement. Key to this plan is a cost reporting system to identify areas of opportunity and measure the effectiveness of our fuel management.





BIODIVERSITY AND NATURAL ECOSYSTEMS CONSERVATION

Unifrutti Group is committed to preserving biodiversity across our regions. We work hand-in-hand with specialist organisations devoted to environmental conservation and the preservation of natural ecosystems. Our farms follow robust policies, programmes and activities designed to protect or restore their surrounding environments and the natural ecosystems.



In the Philippines, we emphasise the protection of the entire natural ecosystem around our plantations. This is achieved through comprehensive programmes

targeting **reforestation, soil conservation and water conservation**, whilst also acknowledging native and exotic species dwelling in the surrounding areas. A detailed inventory of all planted trees assists in tracking the location and growth of these species. We take special measures to conserve and **reforest vegetation along rivers, creeks and other critical areas**, in line also with our extended reforestation activities.

Our **Unifrutti Super Highland Banana Farm’s** operation is a prime example of our commitment. Its continuous adherence to the **rigorous certification requirements of the Rainforest Alliance** has ensured the protection of wildlife habitats for Philippine monkeys (Macaca Fascicularis The Philippensis). Our integrated pest management strategy aims to reduce pesticide use and safeguard wildlife, thus mitigating the adverse effects of pesticides on both humans and the surrounding environment.

Our reforestation initiatives aim to prevent the degradation of natural resources like water, forests, soil and biodiversity. We, at Unifrutti Philippines, actively engage with stakeholders such as local authorities, NGOs, indigenous people and communities to address forest and biodiversity protection opportunities.

UNIFRUTTI GREEN PROJECT

During this reporting period, we continued to invest in our Green Project; an initiative that was created as part of the USAID-funded programme titled “Achieving Indigenous and Small Farmer Economic Self-Reliance in the Philippines through Enterprise-Driven Development in an Inclusive Giant Bamboo Economy”. As per the contract, we pledged to plant 250,000 native tree seedlings across 400 hectares of primarily ancestral domain and some private lands, primarily in Bukidnon and sporadically in other parts of Mindanao. In 2022, we successfully planted over 140,000 native tree seedlings across more than 300 hectares. Our nurseries at Natid-asan, Casisang, Manalog and Malaybalay City continue to propagate assorted native tree seedlings.



146,977

Tree seedlings planted as of December 2022



306

Hectares of land



US\$95,910

total investment in 2022

RIDGE TO COAST, RAIN TO TAP (R2CR2T) REFORESTATION PROJECTS

41.2

Hectares reforested in 2022

183

Hectares planted so far

50

Indigenous families engaged

IMPLEMENTATION BY HINELEBAN FOUNDATION INC. AND UNIFRUTTI TROPICAL PHILIPPINES



Agroforestry Planting: Enhancing Sustainability through Green Initiatives in the Philippines

In 2022, we spearheaded agroforestry planting initiatives on vacant ancestral domains and private lands in Bukidnon and other parts of Mindanao. The initiative saw the planting of over 160,000 native Philippine tree seedlings across 300+ hectares. This endeavour stands testament to our commitment to environmental sustainability and responsible land use, backed by a US\$10,000 investment.



GLOBE's CSR's Climate Action Pillar: Reforestation

In collaboration with Globe CSR, Unifrutti is committed to contributing to the reforestation of 156 hectares by 2023, benefiting the Bangsamoro people, indigenous communities in Talakag and Manolo Fortich and all the downstream communities. This initiative aligns with the Hineleban Foundation Initiative, which focuses on watershed protection in Bukidnon through reforestation and the promotion of sustainable livelihoods.

Kauyagan Project

Our Kauyagan Project is a vital part of our rainforest restoration initiatives, which have ultimately led to the implementation of the Green Project. This project includes an array of activities such as the propagation and outsourcing of seedlings, implementation of tree farming methodologies and carrying out extensive research and development. Additionally, it involves conducting training sessions and maintaining regular coordination with all stakeholders involved in the Green Project.

In terms of financial investment, we allocated US\$59,835 in 2022 (US\$112,190 in 2021) towards these critical sustainability initiatives, underscoring our steadfast commitment to the reforestation of our planet.

Sip and Reforest

Unifrutti partnered with KADC to reforest 57 hectares by 2023. For every 500 grams of coffee purchased by customers, Unifrutti pledges to plant a tree. The primary beneficiaries of this effort will be the indigenous communities of Bukidnon and downstream communities. Through this initiative, Unifrutti and KADC are dedicated to promoting environmental sustainability and supporting the well-being of these communities.

WATER MANAGEMENT

Being increasingly aware of water-related risks, we develop and update our water management plans to address recognising the significance of water-related risks as well as continuously revise our water management plans to mitigate current challenges and future risks. We employ efficient irrigation methods, such as technified irrigation that adjust to the specific needs of plants across all our operational geographies, ensuring consistency, systematic measurement and monitoring.

WATER TREATMENT FACILITY SYSTEM IN OUR FARMS IN THE PHILIPPINES

In the Philippines, we operate a Water Treatment Facility System in our farms to optimise water usage while maintaining top production levels. This system allows for water reuse for up to 4 weeks, in contrast to conventional farming's daily wastewater discharge, thereby saving around 96% of water annually.

In compliance with ISO 14001 requirements, MKAVI-1 diligently monitors each farm's water consumption for continuous improvement. Reviewing water consumption trends enables the farm management to set threshold levels effectively, assessing the effectiveness of water conservation measures. In the future, we plan to use this data to guide other Unifrutti farms in their operations.

Unifrutti Farms*	VS	Conventional Farming*
13.04 times	No. of times to change water in a year	365 times
0.87	Litres of water to clean 1 kg of banana in a year	32.31

*Assumed water consumption for Unifrutti farms vs. conventional farming

Water Reduction in Chile

In response to climate change challenges, such as potential droughts and extreme weather conditions leading to water scarcity, we implemented strategies including constructing storage reservoirs, introducing new water supply sources, applying technified irrigation as well as advocating for the efficient use of water resources in Chile.

By 31 December 2022, we successfully completed the following projects at the Teno, Linderos and Requinoa plants:

- Operated **100% technified irrigation systems** that are periodically verified under an annual preventive programme in all new plantations.
- Installed **UV-protected raffia**, resulting in water savings between **10% and 15%** over a **5–6 year period**.
- At the Romeral Plant, we introduced a **"Fogging in Cold Chamber" system**, which generates microscopic water droplets that look like fog without wetting the fruit, preserving its texture and preventing weight loss due to dehydration.

Installing an Oil/Water Separator in South Africa

We installed an oil/water separator at the Blyderiver Farm in South Africa in March 2022. Since then, we've recycled 400 liters of oil from water runoff after cleaning engines, farm equipment, etc., preventing potential contamination and pollution. We aim to install a similar separator at our second workshop in 2024/2025.



HIGHLIGHTS



Reuse of water with **COAGULANT** and flocculant

10% Daily water **REPLENISHMENT**

Total change of water every **28 DAYS**



Water Stressed Areas	Water Withdrawal (Megaliters)							
	Chile		The Philippines	South Africa		Italy**		Turkey
	Fresh water	Other Water	Fresh Water	Other Water	Other Water	Fresh Water	Other Water	Fresh Water
No	4,631.3	-	444	8,062.6	4,660.88*	619.9	-	362
YES	-	10,523.6	-	-	-	-	-	-

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

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

* From Blyde river and Olifants river

** Includes Carmito, Unifrutti Distribution, Unipuglia and Unimarche



MEGALITRES OF WATER REUSED IN 2022

10

in Dunbrody Packhouse,
South Africa

13.77

in The Philippines

41

in Chile

MEGALITRES OF WATER TREATED IN 2022

24.6

in Dunbrody Packhouse,
South Africa

13.77

in The Philippines

398.4

in Chile

SUSTAINABLE PACKAGING AND WASTE MANAGEMENT

There is rising demand from consumers and retailers as well as anticipation of more stringent regulations on sustainable packaging and waste management. To address the immense challenges, we strive to optimise our waste management practices and follow a sustainability roadmap. Our roadmap includes the re-design of our packaging methods and envisions a significant shift from linear to circular packaging practices, ultimately seeking to eliminate waste, enhance efficiency and ensure that all our packaging is reusable, compostable or recyclable. Additionally, we aim to prevent the leakage of packaging materials into the environment as well as reduce our carbon footprint.

At Oranfrizer we now use R-PET packaging and/or partially recycled paper for our products. The Gable Tops we use for our juices are produced solely with FSC paper and a material very similar to polyethylene, derived not from fossils, but from sugar cane processing. Furthermore, caps are also produced with plant-based material.

By 2026, we plan to eliminate the aluminum foil currently used as a light barrier, relying solely on paper to prevent and protect our juices from oxidation. This initiative will render our packaging fully sustainable.

To this end, we conduct waste audits and strive to recycle as much packaging material as possible. Depending on the waste type, we categorise it as hazardous or non-hazardous. Both categories are managed in compliance with national regulations, with the waste being recycled, further processed or safely disposed.

OUR PRACTICES AND SOLUTIONS ARE ROOTED IN THE FOLLOWING CORE PRINCIPLES:

1. Compliance with government regulations while exceeding statutory requirements.
2. Enhancement of our existing packaging's recyclability.
3. Identification and application of alternatives to plastic packaging whenever feasible.



Waste Management	Chile		The Philippines		South Africa		Italy*		Turkey	
	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous	Hazardous	Non-Hazardous
Waste diverted from disposal (tonnes)	4.2	370.1	153.1	4,857.0	9.10	540	-	1,783.50	-	2.56
Waste directed to disposal (tonnes)	57.6	2,439.0	-	8,623.6	13.50	3,603.9	0.98	1,156.25	-	-

Hazardous waste:

- It is managed by a certified third party, which oversees the hauling, transport, treatment and/or disposal of the waste in accordance with national legislation.
- The certified recycler or Unifrutti provides appropriate reporting.

Non-hazardous waste

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

* Includes Oranfrizer, Carmito, Unifrutti Distribution, Unipuglia and Unimarche.

OUR APPROACH TOWARDS FOOD WASTE

At Unifrutti, we recognise the issues associated with food waste and loss. Additionally, we are dedicated to implementing policies that minimise both environmental impacts and disruptions. Products not meeting the appearance standards for export are redirected to secondary markets, sold within domestic markets, used for juice production, donated to community organisations or given to organisations we support.

In 2022, in Chile, we persisted in exploring alternative applications for fruit that was considered “unsuitable for sale.” These alternatives included selling the juice or pulp and utilizing the fruit as compost, which played a crucial role in preventing soil erosion and dehydration.

Starting in 2023, our operations in Sicily will sell biological waste for the production of biogas.

Food Waste (tonnes)		
Chile	The Philippines	South Africa
2,704.62	1,950	814.1

Materials Used	Chile	The Philippines	South Africa	Italy	Turkey
Process Materials					
Fertilisers (tonnes)		10,524.61	1,042.91	158.55	
Fertilisers (litres)	1,757,865		163,912.57		
Agrochemicals (tonnes)	71.1	117,322	224.17	6.03	
Agrochemicals (litres)	399,869	1,726,449	22,972.85	1,810.77	222
Packaging					
Paper (tonnes)	372.37		4,049.15	5,736.13	3.16
Paper (pcs)				23,000	
Cardboard (tonnes)	8,768.82	12,835	1,042.39	942.28	405.84
Cardboard (million pcs)		43.85	4.30	0.05	
Plastic (tonnes)	1,053.51	1,367	43.89	94,316.52	48.73
Plastic (pcs)		760,079,115		124,000	
Plastic (metres)				42,000	
Chemicals (litres)	72,403				
Chemicals (glue) (tonnes)			0.12		
Chemicals (pcs)				7,200	
Metal (tonnes)	5.33		1.62		
Metal (pcs)				20,000	
Wood (tonnes)	3,609.68		40.93	114.95	101.29
Wood (pcs)				3,235	

Packaging Reclaimed	
The Philippines	<ul style="list-style-type: none"> +800m pieces of packaging material
South Africa	<ul style="list-style-type: none"> 792 Kg of plastic crates 47.8 Tonnes of paper boxes 450 Wooden pallets 1,716 pieces of wooden materials
Turkey	<ul style="list-style-type: none"> 2,560* Kg of cardboard
Chile	<ul style="list-style-type: none"> 291.6 Tonnes of packaging materials

*estimations

* Includes Carmito, Distribution, Oranfrizer, Unipuglia and Unimarche.

SUPPLIER'S ASSESSMENT FOR ENVIRONMENTAL IMPACTS

Our streamlined operating system enables us to serve clients through a one-stop platform. This takes place via our vertically integrated value chain, global scale of operations and widespread territorial presence in addition to our capability of remaining adaptable.

Simultaneously, we acknowledge the potential social and environmental risks associated with our value chains. In this context, we collaborate with ethical business partners and suppliers who comply with all relevant legislation in the countries where we operate.

Across our operations we require that our suppliers have certain certifications such as GlobalG.A.P. in order to ensure promoting quality, safety and high standards.

More specifically, at the regional level:

- **In Chile**, suppliers must adhere to our principles and priorities concerning labor rights, occupational health and safety, environment as well as business ethics through our Supplier's Code of Conduct. This code was under final review in 2022 and getting ready to be shared with our suppliers and customers. In 2023, we will work on disseminating this guide to our business partners, outlining our principles and behavioral expectations to minimise potential impacts on the environment, society and business.
- **In South Africa**, we developed a responsible producer agreement based on the GlobalG.A.P., ensuring product integrity, quality and sustainable fruit production.
- **In Italy**, our supply chain suppliers must meet the criteria of the SA8000 standard.

TRANSPORTATION AND DISTRIBUTION IMPACTS

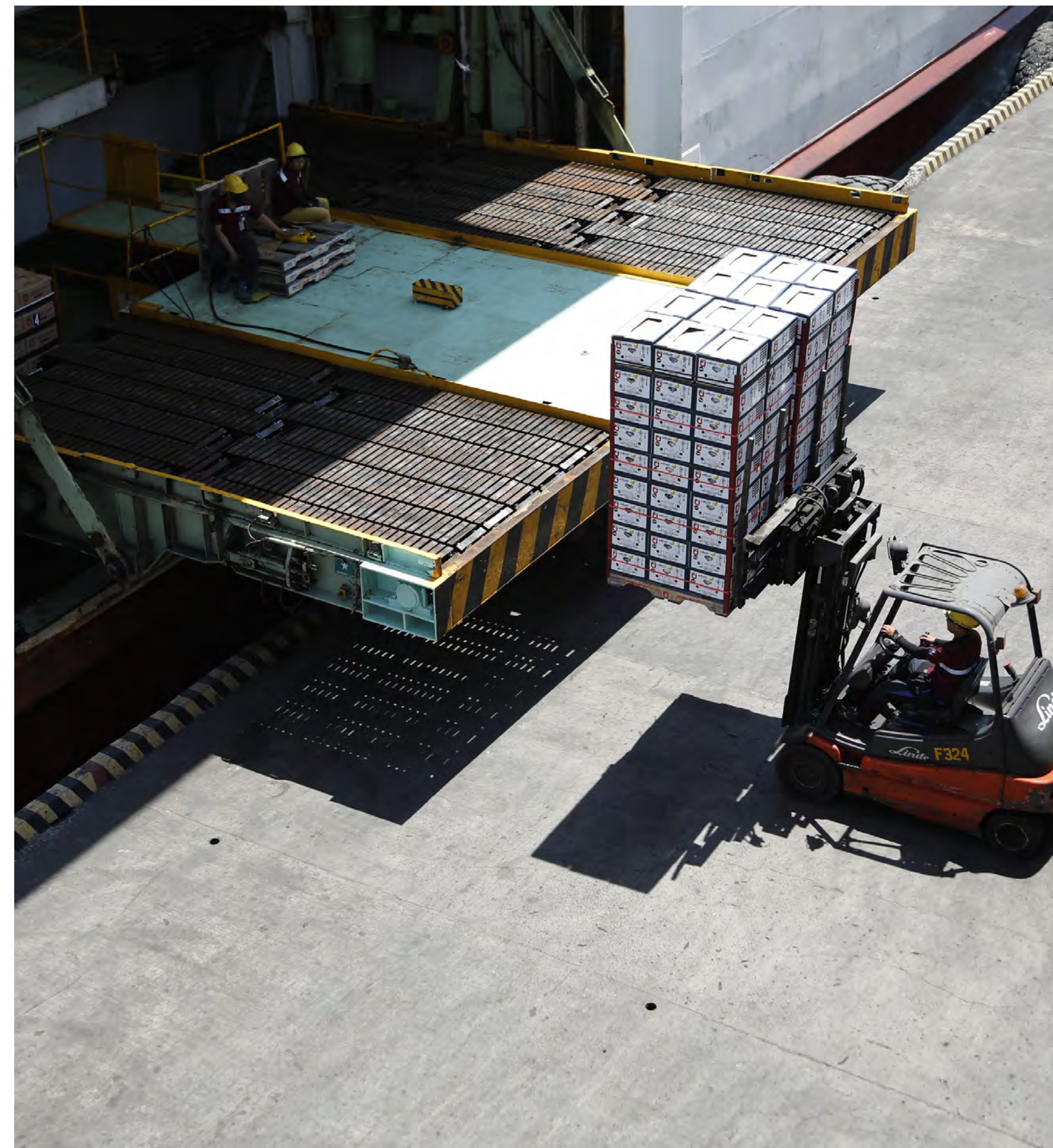
At Unifrutti Group, our Distribution and Transportation Division effectively serves over 2,000 clients across more than 50 markets, ranging from organised distribution to large-scale wholesalers and wholesale markets.

- **In Japan, Italy and the Middle East**, we efficiently oversee our distribution platforms and sales networks, providing last-mile services to cater to the needs of both large supermarkets and smaller shops..
- **In India and China**, we cooperate with local partners for continuous market control, product management and supply chain monitoring.

Three companies handle the vessels that primarily transport fresh fruit for our Tropical region, while all other regions manage their logistics independently. The Chilean region utilises selected partners for shipment transportation, whereas Italy partly manages its shipping directly. We've established collaborations with leading container lines and are currently exploring options to reduce carbon emissions from our own vessels.

In 2022, within our Tropical region, we:

- Used our boxed fruit truck to backload PMs from our warehouse to the external growers' farms, cutting the hauling cost by half.
- Maximised truck load capacity when delivering packaging materials to farms. To reduce fuel consumption in transportation, we:
- Replaced old vehicles and motorcycles with 4 new vans, resulting in an 87% decrease in car renting costs, lower maintenance costs and reduced fuel consumption.
- Introduced more effective trip scheduling to avoid car rentals. In 2022, we reduced the number of service vehicles from 12 to 6 and merged some routes to save on fuel costs. We currently have 147 motorcycle assignees and 35 field-based vehicles.
- Encouraged online requests to promote automation and digital operations.
- Implemented the "Operational Expense Management" initiative to improve the delivery process while reducing our carbon footprint. After delivering boxed bananas, we empty trucks "backload" packaging materials due for delivery at designated warehouses. A hauling plan has also been deployed to improve traffic in the loading area and shorten operation times.



Our Progress and Targets Moving Forward



WE AIM

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

KEY TOPICS

- GREENHOUSE GAS (GHG) EMISSIONS
- ENERGY & FUELS
- WATER STEWARDSHIP
- WASTE MANAGEMENT
- PRODUCT PACKAGING
- PROTECTION OF THE NATURAL ENVIRONMENT

OUR TARGETS

- CLIMATE CHANGE STRATEGY
- GHG EMISSIONS TARGETS AIMING NET ZERO
- INVESTMENT IN RENEWABLE ENERGY
- 100% SUSTAINABLE PACKAGING BY 2030
- 100% ELIGIBLE WASTE TO REACH ITS MAXIMUM VALUE BY 2030
- INNOVATION FOR WATER STEWARDSHIP

PROGRESS HIGHLIGHTS

Investment in green energy

Group project for climate change and emissions

Transportation management in the Tropical region

R-PET packaging in Italy

Investment in reforestation programmes



8. OUR SOCIAL FOOTPRINT

WE AIM

- NURTURING PEOPLE AND COMMUNITIES
- IMPROVING LIVELIHOODS WHILE BEING AN EMPLOYER OF CHOICE OF EMPLOYEES OF CHOICE

WE FOCUS

- THE UNIFRUTTI FAMILY
- OUR COMMITMENT TO SOCIETY



ORGANISATIONAL CULTURE AND RELATIONS

Our social footprint is reflected in the talent of our people and the richness of our local communities across all the geographies in which we operate.

Therefore, our efforts are focused on promoting our employees' health, well-being and their continuous development in addition to

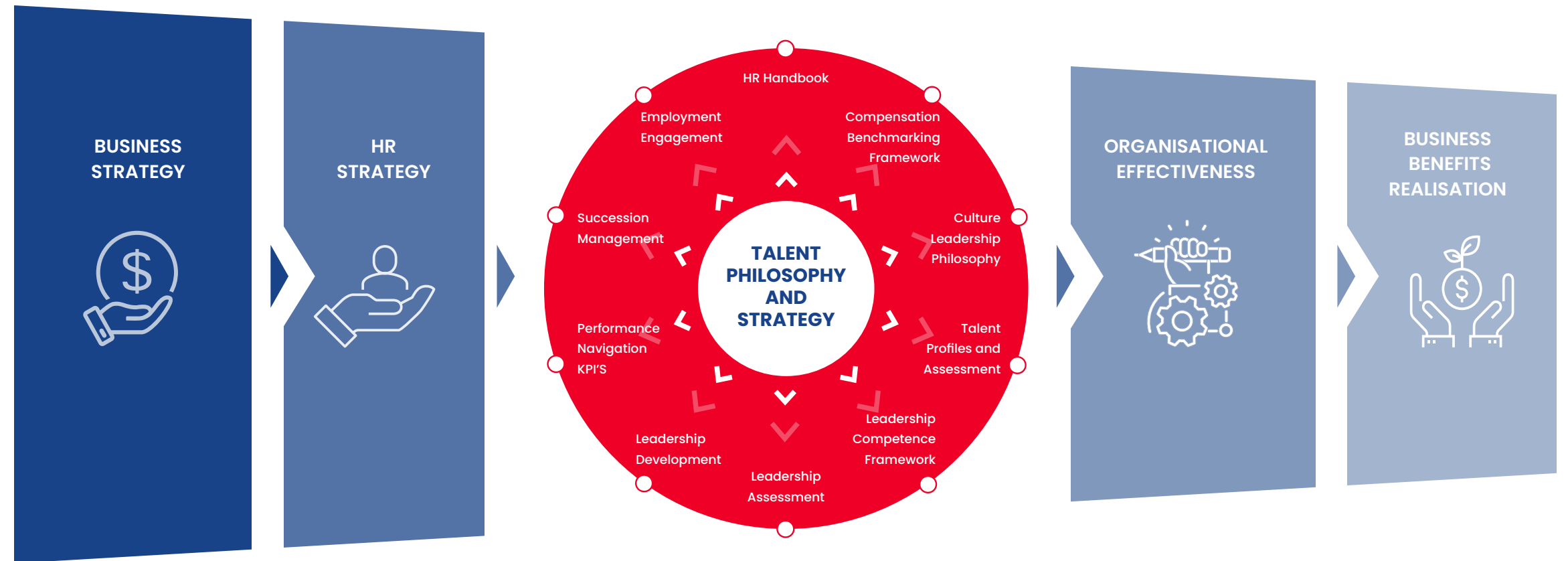
working hand in hand with our diverse stakeholders to create long-term value for local communities.

As we aim to create a more fair, healthy, safe, inclusive and diverse workplace, each year we are committed to keep on making progress by investing as well as promoting a number of initiatives, projects and policies that further enhance our organisational culture and improve our working environment.

Our human resources and talent strategy is based on our leadership philosophy that encourages mutual respect while fostering a culture of learning, personal growth as well as professional development across the organisation. The Employee Value Proposition of the Group states that "we want to be an Employer of Choice of Employees of Choice". This statement sets a very specific benchmark of aspiration and is a key requirement in our talent acquisition approach.

OUR LEADERSHIP MODEL

Our Group HR Strategy prioritises culture and talent alignment



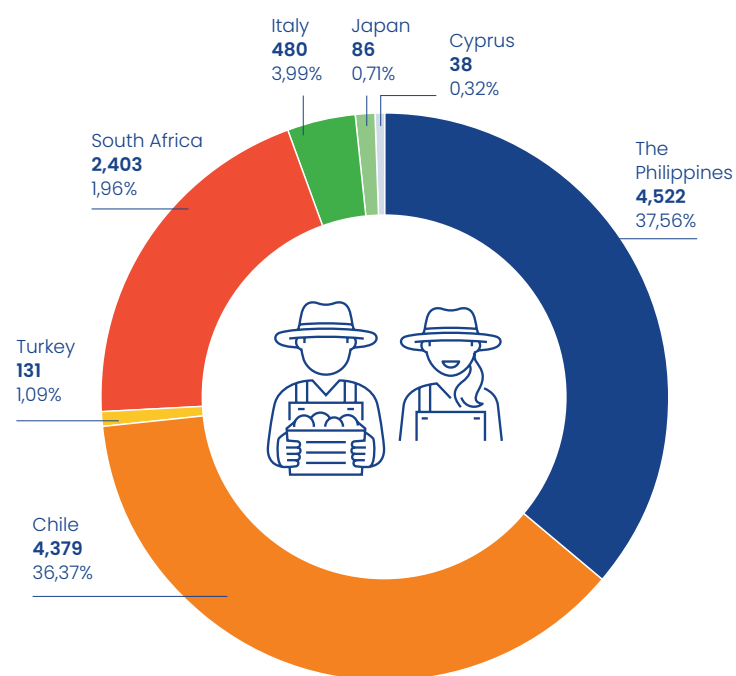
OUR PEOPLE

At Unifrutti Group, our employees are fundamental to our success, hence building strong relationships with them is a priority for us as we recognise their valuable contributions. We have a diverse workforce that includes both permanent and temporary workers. In addition to our permanent employees, certain regions rely on workers who are fixed-period or seasonal employees of our company are considered of significant importance to our production process. Upholding our corporate values in addition to adhering to rigorous health and safety standards while providing the best possible working conditions for all employees is of crucial importance to us.

Employees Covered by Collective Bargaining Agreements (Headcount)				
The Philippines	Japan	Chile	South Africa	Italy*
69	74	414	424	421

*Includes Carmito and Oranfrizer.

Employees by Country 2022



Unifrutti Group	Chile			The Philippines			Japan			South Africa			Italy*			Turkey			Cyprus		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Temporary Contract	1,774	1,387	3,161	944	310	1,254	9	10	19	1,217	762	1,979	335	44	379	45	74	119	-	-	-
Permanent Contract	906	272	1,178	2,625	643	3,268	49	18	67	251	172	423	73	28	101	11	1	12	15	23	38
Internships	24	16	40	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-
Total	2,704	1,675	4,379	3,569	953	4,522	58	28	86	1,468	935	2,403	408	72	480	56	75	131	15	23	38

Employees at the peak season (Headcount). / *Includes Carmito, Oranfrizer and Unifrutti Distribution.

Employee Hires and Leaves (Headcount)	Chile		The Philippines		Japan		South Africa		Italy*		Turkey		Cyprus	
	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves	Hires	Leaves
Male	1,636	1,715	955	991	2	4	866	199	42	1	1	1	-	2
Female	2,087	2,145	422	312	2	4	1,624	1,466	6	-	-	-	1	3
Total	3,723	3,860	1,377	1,303	4	8	2,490	1,665	48	1	1	1	1	5

*Includes Oranfrizer

Hires and leavers numbers primarily relate to temporary staff hired during the production season.

OCCUPATIONAL HEALTH AND SAFETY

Being in the agricultural industry, we strongly recognise that our employees are engaged in many labour-intensive activities, while industrial processes may present occupational hazards. We are strongly committed to safeguard our people's health and safety as well as comply with the various local health and safety laws, regulations and certification requirements. The Group constantly aims to design and implement holistic health and safety management programmes, proportionate to the agricultural industry in order to safeguard the safety of its people and the overall working environment. We have implemented policies, procedures and controls to identify potential risks and issues, hence employ tools and strategies to either prevent incidents or address them proactively. When health and safety incidents occur, we take remedial action, such as conducting re-orientation trainings or reassessing controls and safety measures.



In Chile, our Risk Prevention Department oversees the implementation of initiatives closely monitoring their progress and promptly enforcing corrective measures when deviations occur.

We are committed to complying with the Chilean law, which guarantees free care, treatment and recovery for all work-related accidents or occupational diseases. In line with this commitment, we have made significant investments of **US\$363,050** in 2022 and **US\$515,000** in 2021 specifically for health insurance purposes.

In 2022, we developed a **safety management system** that focuses on assessing the occupational risks associated with each agricultural work task. This system enables us to establish appropriate procedures, conduct training talks and hold work team meetings to ensure a safe working environment. As a result of our efforts, we achieved significant improvements in safety. In the **Linderos-Requinoa** area, we have successfully reduced the employer contribution rate for social security purposes in **83%** of cases. This reduction is a direct outcome of the decrease in accidents and lost workdays during this period.

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

- Reporting health and safety-related issues.
- Developing accident-prevention programmes.
- Conducting workplace inspection.

In South Africa, we remain committed to complying with the benchmarking requirements outlined in the SIZA Certified Health and Safety Management Plan. This plan encompasses all individuals within our organisation, including employees, management, visitors, contractors and suppliers. Our goal is to ensure that the system covers 100% of our workforce, providing a comprehensive approach to health and safety.



The Philippines receive Safety Seal Certification

In 2022, we proudly received the **Safety Seal Certification** from the **Department of Labour and Employment (DOLE) Region XI**. This prestigious recognition positions us as the first company in the banana industry within the **Davao Region** to achieve this honour. The Safety Seal Certification encompasses all our operations, including offices, warehouses and port facilities. This certification serves as a testament to our unwavering commitment to maintaining a safe and secure working environment for our employees.

In South Africa, approximately 979 people (both Unifrutti employees and contracting staff) have access to the Hlokomela clinic

Emergency Drills

Chile	The Philippines	South Africa	Italy	Turkey
Night shift drills (ammonia leak, fire evacuation and earthquake)	Fire safety and suppression training and drill	Fire safety drills	Evacuation test during work activities in the presence of the rescue team and the RSPP	Fire Drill
Simulations carried out during the day shift (fire, chemical substances, earthquakes)	Earthquake safety awareness and drill	Emergency evacuation drills		
	Product stewardship, safe chemical handling training & spill drill to all chemical handlers			
	Emergency Preparedness and Response Team (EPRT) training			
1,476 Participants	1,370+ Participants	721+ Participants	69 Participants	180 Participants



Access to Non-Occupational Health Services in 2022 for Unifrutti Employees and Workers					
Chile	The Philippines	Japan	South Africa	Italy	Cyprus
3,900+	4,500+	231	590+	40+	34

US\$8,860,000 / INVESTMENTS IN 2022

Training on Health and Safety Issues	Chile	The Philippines	Japan	South Africa	Italy	Turkey
Participants	604	3,568	2	393	148	180
Total training hours	9,608	32,270.40	4	9,825	435	3,600

Health and Safety Indices	Chile		The Philippines		Japan		South Africa		Italy		Turkey	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Number of work-related fatalities	0	0	0	0	0	0	0	0	0	0	0	0
Number of high consequence* work-related injuries	2	4	0	0	0	0	0	0	0	0	0	0
Number of recordable work-related injuries**	38	52	105	13	0	0	30	11	18	1	0	0

* Work-related injury that results in a fatality or in an injury from which the worker cannot, does not or is not expected to fully recover to pre-injury health status within 6 months. / **Work-related injury that results in days away from work, restricted work or transfer to another job position, medical treatment beyond first aid or loss of consciousness.



PROTECTION OF HUMAN RIGHTS

At Unifrutti, we have zero tolerance for violations of human rights. Given our global presence in diverse markets and cultures, we firmly believe that respecting human rights is crucial for responsible business practices and our social license to operate. To ensure compliance with our human rights standards, all our operations undergo regular audits conducted by multiple certification bodies, whose certification requirements cover human rights issues. These audits protect our employees and farmers; serve as a step in verifying our adherence to human rights principles and confirm that our operations align with globally recognised standards.

Aligned with our policy in 2022, no minors were employed across our global operations and no incidents of forced or compulsory labour have been identified

In South Africa, the Sustainability Initiative of South Africa (SIZA) Programme independently monitors compliance and respect of labour and human rights. It also 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.



ENSURING A FAIR WORKPLACE FOR ALL

Our strategy, policies and principles are designed to ensure that all employees, whether permanent or temporary/seasonal, benefit from decent living and working conditions. We are committed to providing living wages that are aligned with the minimum statutory wage standards set by the authorities in all the regions in which we operate. The remuneration for management positions is determined based on experience, job requirements, exceeding competency and capability requirements and is regularly benchmarked against international compensation standards.

During 2022, we have made an additional raise of 25% on our employees' salaries in Turkey to help them navigate the challenging economic situation.

EMPLOYEES' QUALITY OF LIFE: PROMOTING WELL-BEING, DIVERSITY AND INCLUSION

At Unifrutti Group, our constant endeavour is to create a fair, inclusive and diverse workplace that facilitates individuals' growth and development, allowing them to enhance their skills and capabilities together. Being an international group, we place great importance on respecting local cultures and languages, fostering cooperation in an inclusive and transparent manner.

DIVERSITY AND INCLUSION

When we make reference to diversity and inclusiveness, it is not for the sake of the theoretical definition of the concepts but rather related to an intrinsic belief and active focus on building an organisational competence driven by people. Our goal is to foster a positive and equitable work environment that embraces and respects diversity and inclusivity.

Our Continuous Effort to Promote the Employability of People with Disabilities in Chile

In Chile, we are committed to promoting the employability of people with disabilities. In our Copiapo plant, we currently have 2 individuals with non-limiting disabilities working in our packing and cold storage sections. Additionally, we collaborate with the Association of Agricultural Producers and Exporters of the Copiapó Valley (APECO) to source job applicants with disabilities. Our goal is to have 1% of our workforce comprised of people with disabilities.

To raise awareness and educate the public about disability, we have actively participated in various activities from October 2020 to August 2022. These efforts have involved training and awareness sessions,

which have been attended by over 1,230 employees within the Chile Region.

Since the implementation of Law 21.015 in 2022, both public and private organisations are required to appoint an Inclusion Manager for each distinct UTR (Unique Taxpayer Roll). These Inclusion Managers play a crucial role in ensuring compliance with our company's Diversity and Inclusion Policy. They are responsible for maintaining a workforce that includes at least 1% of individuals with disabilities based on average annual staffing. Furthermore, they are actively involved in promoting awareness and delivering comprehensive training. As an organisation, we are providing technical training to all welfare officers across each plant to facilitate their access to the national formal certification process of labour competencies, as designated by SENCE.



FOSTERING WELLBEING

Promoting the overall well-being of our workforce and ensuring operational continuity through agile and collaborative management has consistently been a paramount focus for us. With this in mind, we continuously develop initiatives aimed at enhancing working conditions as well as fostering job satisfaction, stability and personal growth of all our employees. During 2022 we undertook several initiatives aimed at ensuring our employees' well-being.

In South Africa, we prioritise employee financial security while also striving to enhance their overall well-being and quality of life through various actions. These include providing access to medical assistance and clinics when needed, covering crèche expenses to support work-life balance, organising sport days for physical well-being and team building, offering counselling services for mental and emotional support as well as hosting monthly staff lunches to foster a positive work environment and team cohesion. These initiatives reflect our commitment to promoting the holistic well-being of our employees in South Africa.

Team Building and Employee Well-Being in the Tropical Region

We encouraged our employees to participate in seminars aimed at improving their skills while promoting a healthy work-life balance, promoted a corporate culture that values every level of the organisation, with our CEO conducting one-on-one interviews, promoting an inclusive environment from top to bottom.

We also conducted a Human Resources Summit where 80+ HR practitioners were exposed to the latest thinking of best in class HR practices.

In the Philippines, we actively engaged in Disaster Relief Operations to support employee-victims and made donations to local schools, fire victims, Philippine Navy and Army activities, health centers as well as neighboring barangays, demonstrating our commitment to community support. We prioritised mental health awareness across managed farms and external farm growers. Through an online platform, we launched a mental health awareness campaign

in collaboration with Health and Wellness Solutions (HAWS), Inc. and Lingap Diwa Davao Chapter. Over 400 participants attended the virtual mental health awareness learning sessions, focusing on addressing mental health challenges and promoting the well-being of our people. Additionally, we organised the annual Sports Festival in partnership with the Employee Engagement Sections and the Sports Committee. Held from September to December 2022, the Sports Festival included a diverse range of events and activities to promote camaraderie and a healthy, active lifestyle among our employees.



In Cyprus, we have implemented 2 initiatives:

- The “Promoting Healthy Eating” initiative involves providing fresh fruits to our Nicosia office employees to encourage a healthier diet.
- The “Fostering Flexibility and Work-Life Balance” initiative offers increased flexibility to our Nicosia office employees, particularly during the summer months.

In 2022, in Chile we prioritised our employees' welfare and development in various ways.

Key actions included:

- Discussions on Psychosocial Risk Surveillance Protocols, enhancing understanding of the ISTAS-21 questionnaire; a tool for evaluating psychosocial risks at work among our workforces (65% participation score).
- Ophthalmological operations in partnership with local opticians across our Copiapó, Linderos and San Felipe plants, offering free evaluations, prescriptions and access to special discounts on vision-related products to our employees.



EMPLOYEE ENGAGEMENT INITIATIVES

At Unifrutti, employee engagement is a vital part of our people's management approach. We foster open and honest conversations with our employees daily, both formally and informally. We value their views and actively listen to their input. Recognising their efforts, we acknowledge and appreciate their work. In addition, we prioritise sustainability and encourage employee engagement in diverse social and environmental initiatives across all our regions.

In the Philippines, we have established the "Values Reconciliation Movement" as a communication platform for our employees to foster open dialogue and collaboration.

OUR ENGAGEMENT PHILOSOPHY IS ALIGNED THE GALLUP 12-FACTOR GUIDELINES AND FOCUSES ON THE FOLLOWING KEY OUTCOMES:

In South Africa:

- According to the results from the engagement survey we conducted in South Africa, there is a need for a continuous investment in the field of leadership. In order to keep on improving in this direction, HR developmental sessions are incorporated in every weekly management meeting. This has been ongoing for the last 24 months.
- In August 2022, we initiated the Group Leadership Competence Framework to raise awareness about leadership skills and developed an in-house change navigation and enablement solution which we plan to deploy in 2023.

1 I know what is expected of me at work.

2 I have the materials and equipment I need to do my work right.

3 There is someone at work who encourages my development.

4 My supervisor, or someone at work, seems to care about me as a person.

5 In the last 7 days, I have received recognition or praise for doing good work.

6 At work, I have the opportunity to do what I do best every day.

7 I have a best friend at work.

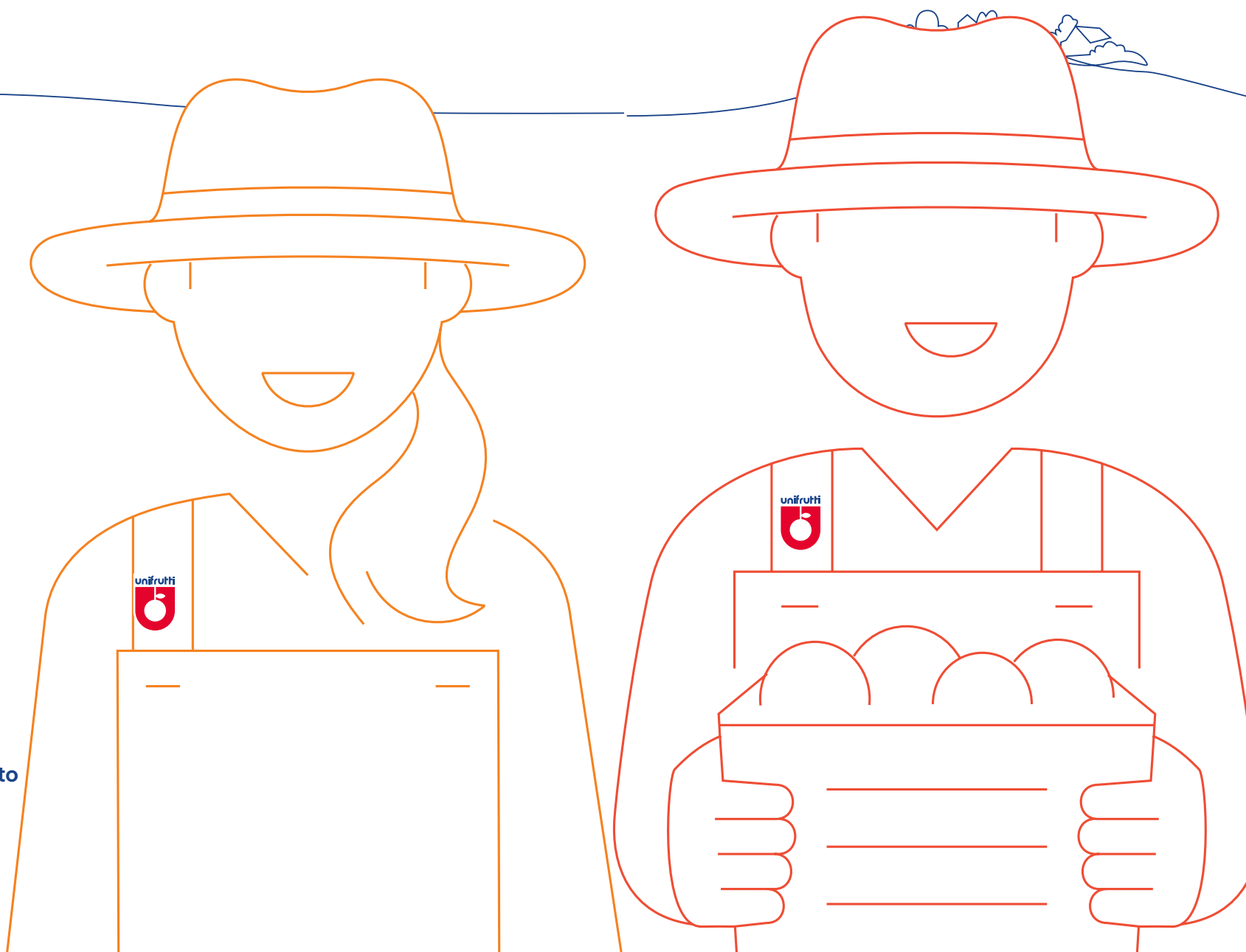
8 My fellow employees are committed to doing quality work.

9 The mission/purpose of my company makes me feel my job is important.

10 At work, my opinions seem to count.

11 This last year, I have had opportunities at work to learn and grow.

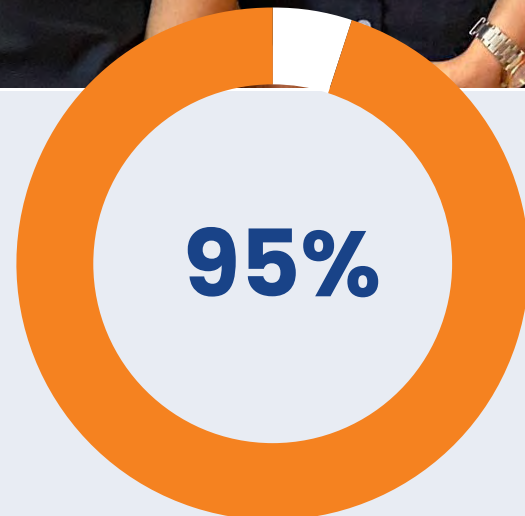
12 In the last 6 months, someone at work has talked to me about my progress.





Issues that have been resolved through worker communication platforms e.g. via Values Reconciliation Movement:

THE PHILIPPINES: 98 ISSUES WERE RESOLVED (95%) OUT OF 103 RECEIVED.



Employees Engagement during the World Arbor Day



In 2022, our CSR team spearheaded a tree nurturing and growing initiative. This resulted in the successful plantation of 2,226 native trees and bamboo across 4.5 hectares of riverbanks in various locations, including Manupali River in Lantapan, Bukidnon; Hinatuan River in Barobo, Surigao del Sur and Cocob River

in Baracatan, Toril, Davao City. The project involved the active participation of 564 individuals, including Unifrutti employees, representatives from government agencies and members of Civil Society Organisations (CSOs) and showcased our spirit of commitment and collaboration.

“U Can Make an Impact” in the Philippines:



Our ongoing “U Can Make an Impact” campaign is thriving. Its mission is to measure, reduce and communicate employee environmental performance, using appropriate indicators, thus, helping the Region reach its sustainability goals. It involved the engagement of employees in various environmental actions, such as single-use plastic bans in canteens, waste management programme development and carbon offsetting targets through replanting trees in adopted riverbanks.

“Adopt a Riverbank”

We planted 15,302 trees, including different native species, in Brgy. Tamugan, Davao City, in the Philippines and under the “U can Make an Impact” campaign. The project not only reduces carbon emissions and conserves water but also promotes shade and forest longevity. A tree-growth monitoring survey conducted in November 2022 showed an average tree height of about 6 ft.



EMPLOYEE TRAINING AND TALENT DEVELOPMENT

At Unifrutti, we prioritise delivering training and skills development programmes to ensure that all our employees acquire the required technical knowledge and skills. Our focus is particularly on strengthening leadership skills for current and future leaders. Moreover, we offer internships to provide valuable practical experience and foster the growth of young individuals while developing their technical skills.

To promote a safe and inclusive work environment, our HR Operations conducted a widespread campaign on Anti-Sexual

Harassment, Gender Equality, Grievance Mechanisms as well as assessed and addressed orientation across all business units in the Philippines.

This initiative aligns with our overarching commitment to exceed local regulatory requirements and comply with the latest Rainforest Alliance Standard at every farm we operate.

Meanwhile, we continued to invest in our employees' training and development, by implementing several training programmes related to specific local laws and regulations (e.g., on sexual harassment and safe spaces) which are crucial for ensuring legal compliance and maintaining a safe and respectful working environment.

Especially in the Philippines, we focused on the following training sessions:

- The first-ever Philippine HR Summit, in November 2022, included a 2-day learning event and was attended by over 80 employees from various departments and business units.
- A 3-month programme entitled "Coach Approach to Performance Navigation" (from March to April 2022) was implemented by the Tropical Region to integrate the coaching style for leaders.
 - 16 key management personnel completed the blended-learning methodology via 4 virtual-led instructed sessions.
 - 33 sessions of digital learning using the Gnowbe app have been conducted.

- Launch of the Employee Experience Programme targeting supervisors, junior managers, managers and executives.
- Training of Trainers and HR Operations campaigns, targeted to select supervisors and junior managers with the view to enhance their writing, reporting and presentation skills.

THROUGHOUT 2022, WE CONTINUED TO IMPLEMENT A RANGE OF WORKSHOPS AND TRAINING SESSIONS AIMED AT UPGRADING EMPLOYEE SKILLS ACROSS DIVERSE TOPICS. THESE INITIATIVES INCLUDED:

Types of Trainings and Workshops		
 Health and Safety Trainings	 Specialised Trainings related to Farming and Agricultural Business	 Trainings that Promote Soft Skills and Collaboration at Work

The trainings included, amongst many others, First Aid tutorials and more specialised ones such as the application of psychosocial risk protocols in the workplace

Trainings included a wide range of topics such as the safe handling of chemicals in agriculture, agricultural pesticide management and use, implementation of environmental management tools as well as diverse training regarding the application of safety and quality standards and protocols i.e. (use of food safety assurance system standards, Implementation of Food Safety Modernisation Act (FSMA))

Training and workshops included, amongst others, English as a common work language, effective communication and conflict resolution, inclusive leadership as well as more technical operational aspects such as basic, intermediate and advanced Excel, building dashboards in Excel and others





Employee Training (Training Hours)	Chile	The Philippines	Japan	South Africa	Italy	Turkey	Cyprus
	63,963	66,417.50	73	89,839	33,056	1,796	8
	59,006	18,815.20	236	22,882	3,245	2,140	131
Total	122,969	85,232.7	309	112,721	36,301	3,936	139

Employee Training (Participants Headcount)													
Chile		The Philippines		Japan		South Africa		Italy		Turkey		Cyprus	
916	845	3,569	953	13	19	951	241	212	18	75	105	10	8

Training Investment (in US\$)						
Chile	The Philippines	Japan	South Africa	Italy*	Turkey	Cyprus
656,000	39,900	22,000	60,000	2,700	6,500	5,800

* Includes Unifrutti Distribution.



Our Work Through the Sustainability Academy

Unifrutti Group's Sustainability Academy is dedicated to providing specialised online education and coaching on sustainability. It offers a series of trainings accessible and open to all employees across our diverse geographies and locations. These courses are delivered by external or internal stakeholders who are subject matter experts in various sustainability topics within the Fruit and Agriculture industry.

In 2022, we continued to leverage the Academy's platform to conduct internal trainings, focusing on raising awareness and enhancing skills in environmental, social, agricultural and governance areas. Over 150 individual colleagues actively participated in at least 1 session of the Sustainability Academy, demonstrating their commitment to sustainability and their enthusiasm for acquiring knowledge and skills in this field.

Indicative trainings included:

- Circular economy principles and opportunities
- Employee wellness
- Unleashing the power of sustainability as a key commercial tool
- Standing up to our values
- Defining and understanding fraud
- Group policies related to related party transactions
- Conflicts of interest and procurement
- The importance of IT data security, management and digital transformation

The Sustainability Academy has also served as a forum for colleagues from various regions; to exchange ideas, share concerns and highlight achievements on different topics, thereby enhancing collaboration.



IN CHILE

We received recognition from ASOEX (The Chilean Fruit Exporters Association) for our involvement in the continuous training of young people from low-income backgrounds.



Our ongoing CEM-OTIC AGROCAP Project aims to establish connections between technical high schools in the communes of Buin and Paine and the local productive sector. The objective is to provide young individuals with training opportunities to become agricultural supervisors, a highly sought-after position in the local job market.

As of 2022, a total of 22 students from Liceo Enrique Bernstein in Paine have successfully obtained certification as "Agricultural Supervisors" through this initiative. The achievement was made possible by the collaborative efforts of OTIC Agrocap, CEM and a consortium of fruit exporters, including Unifrutti traders who generously sponsored the students. These organisations collectively contribute to our Chile Region's commitment to promoting community education projects.

Fostering Partnerships with Educational Institutions in Chile

Fostering partnerships with educational institutions in Chile is a key priority for us. Currently, our Copiapo plant has established active agreements with various educational institutions, including the Heroes de Atacama Technical School, Don Bosco School and the University of Atacama. Through these collaborations, we provide opportunities for students to undertake professional internships at our facilities.

Our internships encompass a wide range of fields, including agricultural technician, mechanics, electronics, electricity and commercial engineering. By offering these internships, we aim to enable local youth to apply and consolidate the knowledge they have acquired during their academic journey.

Additionally, a student from this university has been involved in a specific project.



KEY HIGHLIGHTS

LICEO HÉROES DE ATACAMA:
4 INTERNSHIPS
for agricultural technician students.



COLEGIO SALESIANOS:
8 INTERNSHIPS
for electrical/electronic technician students.



UNIVERSIDAD DE ATACAMA:
2 INTERNSHIPS
for commercial engineering students.



COMMUNITIES UPLIFTING

At Unifrutti, we continue to make an impact in all the markets in which we are active, working closely with our local partners, NGOs, foundations and other organisations to improve livelihoods, support access to basic services and promote education and training.

During this reporting period, we donated
US\$574,530
to social and community actions
across the Group.

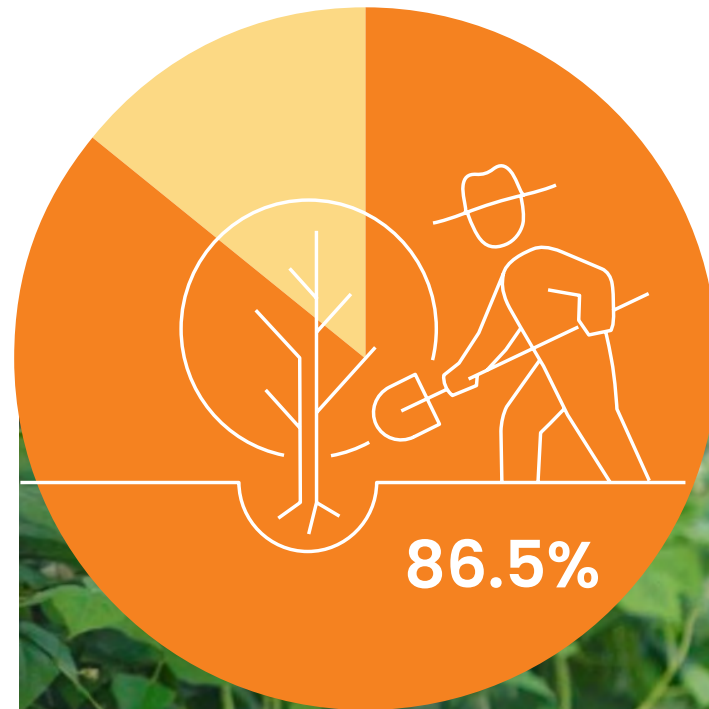
CREATING OPPORTUNITIES FOR LOCAL COMMUNITIES TO THRIVE

The Group places paramount importance on empowering, coaching, and educating local communities. This is accomplished through direct efforts, such as creating more and better job opportunities, as well as through indirect means by collaborating with local organizations and foundations to bolster their initiatives.

OUR COMMUNITY DEVELOPMENT WORK IN CHILE

We have undertaken a series of impactful initiatives aimed at creating positive change within the communities we operate. Through collaborations with local NGOs, government entities and community leaders, we have ensured that these projects have a wide-reaching impact, benefiting those who are most in need.

IN CHILE, AS OF DECEMBER 2022, NEARLY 86.5% OF OUR TOTAL WORKFORCE COMES FROM COMMUNES OR KEY AREAS WITH WHICH THE COMPANY MAINTAINS STRATEGIC RELATIONSHIPS.



2022 Community Engagement Highlights		
We Participated	We Supported	We Sponsored/Donated
In Teleton 2022, raising funds for Fundacion Teleton	The Family Run for Mental Health promoting mental health through sport and healthy living events at Monterilla School	An Adult Preventive Medicine Examination at our plant and donated fruits
In a talk on labour inclusion for people with disabilities	The Healthy Life Programme at Family Health Centers in Paine by conducting activities focused on chronic disease prevention and promoting physical activity and donating fruits	Internships for 7 students at a rural school in San Pedro
Implemented a framework for mental health and cognitive development among the students of Colegio Monterilla in Teno, including training in autogenic meditation		



OUR COMMUNITY DEVELOPMENT WORK IN SOUTH AFRICA

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

Unifrutti in South Africa

Member of the Hlokomela Trust

Member of the Citrus Growers Association (CGA)

Empowers and supports the farm workers and local communities in the Limpopo province on health, social and educational issues

Established by citrus growers, representing the interests of the export citrus producers



Our Community Involvement Through the SA Foundation | **Support for Health Projects** | **Improving Livelihoods**

Development of crèches around the Unifrutti farms in the Sundays River Valley, Eastern Cape and in the Western Cape

School renovations granting scholarships for children necessary equipment for schools

Support Hlokomela’s Trust HIV and AIDS educational and treatment programmes

Financial support to the wellness centre/HIV Aids clinic
The SA’s Blyderiver Farm provides electricity and water to the facility

Supplied and installed water tanks for the packhouse employees in the Eastern Cape to assist them in capturing rainwater due to the ongoing drought and water shortages in the area

In South Africa’s Dunbrody region, we:

- Funded a 50% bursary for a student studying to become a teacher and allocated additional bursaries to support scholars with their school fees.
- Supported the Foundation for Alcohol Related Research (FARR) Legacy Dad programme, which promotes the involvement of fathers in the household and aims to limit alcohol and domestic abuse.
- Supported matric students during their final exams by providing food at schools where they stayed during that period.
- Provided transport for scholars who couldn’t afford it to get to school.

Development Programmes and Social Initiatives in South Africa	Description	Funding (US\$)
Lwazi Educare Centre	Educating and feeding children in the community next to our Dunbrody Estates Farm Beneficiaries: ~30 children annually	11,990
Redelinghuys Creche	Educating and feeding children at our Matroozefontein Farm Beneficiaries: ~30 children annually	19,385
Hlokomela Training Trust	HIV and AIDS Education & Treatment Centre on our Blyderiver Farm	3,479
Kirkwood Primary School	Renovating school & improving hygiene conditions	11,380
Hoedspruit Plaassending	Missionary and social group support	3,479
Children Transport	Transporting children of Blyderiver Farm and Dunbrody Estates staff to school in nearby town Beneficiaries: ~20 children annually	5,393
Student Funding	Providing education finance to employee’s children Beneficiaries: 2 children	2,508
Total		57,614

OUR COMMUNITY DEVELOPMENT WORK IN ITALY

In Italy, Oranfrizer has been supporting numerous community projects in collaboration with the Ronald Mc Donald Foundation Childhood Foundation. This includes providing accommodation for families with seriously ill children. In addition to this, we have also undertaken the following initiatives:

- Supported the creation of a family room dedicated to the Neonatal Intensive Care and Neonatology in the Maternal and Child Department of the Careggi Hospital in Florence with an investment of US\$10,956.
- Contributed to the purchase of an ambulance for the Scordia community.
- Assisted in the historical renovation of the Parco Cava area with an investment of US\$548.
- Supported the participation of people with special needs in sporting events with an investment of US\$5,478.

OUR COMMUNITY DEVELOPMENT WORK IN THE PHILIPPINES: HOPE

In our Tropical Region, we strive to be a catalyst for positive change through cross-sectoral partnerships. Our focus is on addressing complex societal problems related to climate change, global poverty, health issues and unemployment. Our efforts align with the Sustainable Development Goals where we can make the greatest impact, including SDG 1: No Poverty, SDG 2: Zero Hunger, SDG 8: Decent Work and Economic Growth and SDG 13: Climate Action.

We continue to support organisations such as the Hineleban Foundation, Inc. (HFI), the Green Project and The Asian Business Cable-Tow Cooperative Academy (ABCCA) as part of our overall umbrella CSR campaign called "H.O.P.E.". This campaign focuses on promoting food security, sustainable disposable income for local communities, capacity building and training and improving access to infrastructure.

In the Philippines, our work has:



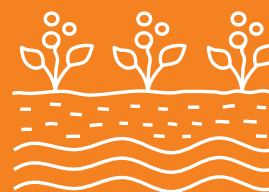
ENGAGED OVER 400 PEOPLE



PROTECTED OR REFORESTED OVER 450 HECTARES

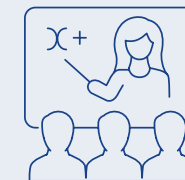


PROCURED OVER 30,000 SEEDS, CONDUCTED BETWEEN 10,000 TO 20,000 SEEDLINGS



DISTRIBUTED OVER 10,000 TO 15,000 SEEDLINGS

In cooperation with the **Asian Business Cable-Tow Cooperative Academy (ABCCA)**, we continue to provide educational support through scholarships for financially challenged families, marginalised communities and indigenous people.



We offer scholarships for free education from elementary to college for needy families as well as vocational skills development courses. We prioritise filling vacant positions due to retirements or resignations with current plantation workers. In 2022, **we invested US\$51,727** (US\$110,346 in 2021) towards these initiatives.

Peace and Reconciliation Project



We maintain our commitment to the Peace and Reconciliation Project. This includes ongoing environmental preservation, social and cultural activities, along with medical and dental support. Family values initiatives and formation activities have been notably extended to the **7 tribes**, plantation workers as well as the wider community. In 2021; **we dedicated US\$67,992** to this effort while in 2022; **our investment totalled to US\$61,628.**

We actively engage in programmes that aim to promote food security and sustainable disposable income in collaboration with partners like the Hineleban Foundation (HFI). These programmes have various indirect economic impacts, including:

- Sustainable Disposable Income Crops (SDIC): Farmers have the opportunity to start new businesses, hire other farmers for assistance in harvesting or enhance their technical skills and financial literacy through SDIC initiatives.
- Employment Opportunities: Reforestation programmes provide employment opportunities for tree planting and seedling collection.
- Family Food Security Cycle (FFSC) Gardens: Farmers are able to sell surplus vegetables from their SDIC crops through FFSC gardens, boosting their income.

Installation of Potable Water Systems



Our **CSR team** implemented a significant project involving the installation of potable **water systems** in the municipality of **Amai Manabilang, Lanao del Sur.**

The team provided the necessary piping materials, while the community and **Barangay LGU** contributed labour as their counterparts. This initiative benefited **118 households** and successfully installed **2 potable water systems** in **Barangay Ranao Ibaning** and **Barangay Aparfort** (June 2022). The project, representing a substantial investment of **US\$7,177**, significantly improved community infrastructure and access to clean water.



H.O.P.E. FARM AT THE TROPICAL REGION

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



The project is expected to reach its peak in 2023 through the involvement of **10 additional household beneficiaries**.

In the Philippines, the launch of the **H.O.P.E. Farm** and **3 nurseries** are set to allocate approximately **1,500 m2** of land to beneficiary farmers. This initiative aims to support sustainable food production, enhance farm productivity and increase farmers' income. The project has a **total budget of US\$50,000** and was officially launched in 2022, with an expected completion date in 2024.

Key Outcomes during this reporting period:

One farmer household engaged in vegetable gardening within a **2,500 square** meter lot in the MKAVI-1 compound. After operating for 5 months, the farmer was able to increase their household income by **35.20%**. Through targeted technical training provided by the programme, the farmer also gained knowledge in sustainable vegetable farming practices.

Moving forward, the project aims to expand its reach, with the involvement of 10 additional household beneficiaries anticipated in 2023. This expansion will further contribute to the project's objectives of promoting sustainable agriculture and improving the livelihoods of local farmers.



Food Sufficiency Project



In our Tropical Region, we have implemented the Food Sufficiency Project to ensure sustainable employment and modest income generation, particularly for tribes and individuals without regular employment in plantations.

This initiative encompasses the **Family Food Supply Cycle (FFSC)** and **Sustainable Disposable Crop Income (SDCI)**. Our focus crops and tree farming include Adlai rice, coffee, abaca, bamboo, African pine and Brazilian fire tree. **We allocated US\$129,454 in 2021** and **US\$148,277 in 2022** towards this project.



Ridge to Coast, Rain to Tap (R2CR2T)



Through collaboration with the Embassy of the Netherlands, the R2CR2T project aims to reforest the Sub watershed of the Cagayan De Oro River Basin. The objectives include mitigating flooding in lowland areas, improving year-round water supply and supporting the sustainable livelihood of the cooperative.

Outcomes in 2022:

- Protection of **50 hectares** of primary forest through the restoration of **15 hectares** of buffer zones.
- Involvement of an additional **50 indigenous families, totalling 100 families**, in sustainable food and income crop production.
- Plantings of food and livelihood crops, such as Arabica coffee and Adlai, on an additional **55 hectares** of land.
- Employment provided for **50 indigenous families** in the restoration of **15 hectares** of buffer zones, with an additional **50 families employed for 150 hectares**.
- Replanting of riverbanks with indigenous species in the gullies of the Cagayan De Oro River Basin.



SUPPORTING INDIGENOUS PEOPLE

At Unifrutti, we are committed to upholding the rights of indigenous communities and respecting local laws that protect them in all areas in which we operate. We actively engage with these communities, safeguard their culture and provide support to their communities.

- Promoting solid waste management in schools through the allocation of US\$360 for the provision of 40 garbage bins to 4 schools in Lantapan Municipality.
- Supporting the Rain-Forestation programme, which introduces alternative agricultural practices to indigenous communities to improve their lives and reduce dependence on forests. The project will develop at least 200 hectares in the span of 4 years in the province of Bukidnon and Surigao del sur.

**We currently employ
1,437 INDIGENOUS EMPLOYEES
(temporary or permanent)
in our farm in the Philippines.**

**NO INCIDENTS OF VIOLATIONS
involving the rights of indigenous people
identified or reported.**

In the Philippines, our efforts to support indigenous communities include:

- Collaborating with indigenous populations to support local celebrations and festivities, such as the Sacred Customary Compact and the Talaandig Annual Festival.
- Participating in the USAID native trees project, planting over 90,000 native tree seedlings across ancestral domains, covering approximately 200 hectares.
- Supporting educational scholarship programmes provided by the Asian Business Cable-Tow Cooperative Academy (ABCCA), benefiting financially challenged families, marginalised communities and indigenous people. This support has benefited numerous Senior High School (4,302) and Diploma course (39) students in Northern Mindanao with a total investment of US\$157,400.
- Allocating US\$1,280 for our Brigada Eschewal Assistance Programme, supporting 8 schools in Bukidnon and Davao, positively impacting 531 students. We also donated 50 boxes of ripe Cavendish Bananas to bolster local nutrition programmes.
- Implementing various initiatives, including the Brigada Eschewal Assistance Programme, which supports schools in Bukidnon and Davao. The programme benefits 531 students as well as donates ripe Cavendish Bananas to local nutrition programmes.
- Investing US\$500 in infrastructure, such as the construction of concrete footpaths across nurseries to enhance worker safety and convenience.

The Unifrutti Green Project in the Philippines

In partnership with the **Bukidnon Tagoloanon Multi-Purpose Cooperative (BUKTAMACO)**, the people’s organisation of the **Bukidnon-Tagoloanon tribe**, holder of around **900 hectares** has resulted in the creation of the Unifrutti Green Project. This project is connected to the **USAID-funded “Achieving Indigenous and Small Farmer Economic Self-reliance in the Philippines”** initiative.

Through this initiative, we are committed to planting **250,000 native tree seedlings over 400 hectares**, primarily in ancestral domains and some private lands in Bukidnon, as well as sparingly in other areas of Mindanao.

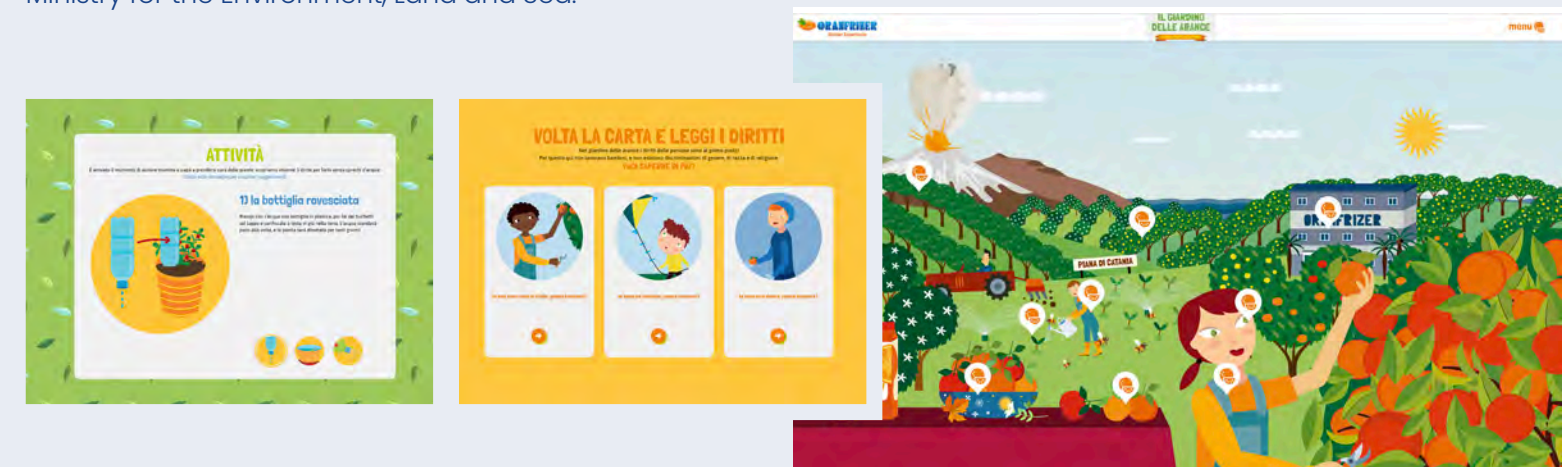
PROMOTING HEALTHY EATING HABITS

The “Orange Garden” Educational Project in Italy

The “Orange Garden” is one of our notable initiatives aiming to raise awareness and educate schoolchildren about the nutritional value and sustainable sourcing of fresh oranges. This project was created through collaboration between Oranfrizer, Libri Progetti Educativi and the Organisation of Producers Terre e Sole di Sicilia. The project has received the moral patronage of the Ministry for the Environment, Land and Sea.

The “Orange Garden” project also operates a scholarship programme that was launched in 2017 and continues to provide opportunities for local youth interested in working in the agricultural and farming sector. Through this programme, students are equipped with technical skills and valuable know-how to pursue careers in these fields.

[SEE THE WEB SITE](#)



In South Africa, we support health and education campaigns through our **FARR Fetal Alcohol Awareness campaign**, which educates the community about the dangers of alcohol consumption during pregnancy. We conducted the **FARR Think Twice workshop in 2022** to raise awareness about the impact of alcohol on fetal development and arrange regular visits from a nurse to local schools to promote students’ health and well-being.

- In Chile**, in 2022, our initiatives included:
- Promoting healthy living through sponsorship of local sports events and tournaments.
 - Supporting family races in Teno.
 - Conducting healthy eating seminars for plant and agricultural workers.
 - Donating fruit and gifts to schools to promote healthy living.

Our Progress and Targets Moving Forward



WE AIM

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

KEY TOPICS

- EDUCATION AND CAPACITY BUILDING
- OCCUPATIONAL HEALTH AND SAFETY
- UPLIFTING COMMUNITIES
- HUMAN RIGHTS
- EMPLOYEE QUALITY OF LIFE

OUR TARGETS

- ZERO SERIOUS LABOUR ACCIDENTS
- ZERO INCIDENTS OF HUMAN RIGHTS VIOLATIONS
- CHANGE ENABLEMENT PROGRAMS ACROSS OUR LOCATIONS BY 2023
- HEALTHY LIVING AND MENTAL HEALTH PROGRAMS
- COMMUNITY PROGRAMS

PROGRESS HIGHLIGHTS

Received the safety seal certification in The Philippines

ESG trainings & awareness programs via the sustainability academy

Zero incidents of human rights violations

Change navigation & enablement awareness session

Promotion of the health and nutritious value of fruit

External farmer training and support

Mental health programmes

Investment in social programmes



9. ABOUT THIS REPORT

The Unifrutti Group ("Group" or "Unifrutti") Sustainability Report for 2022 is the third Sustainability Report published by the Group and it covers the period from January 1, 2022, to December 31, 2022. The Group is committed to communicating its activities through its Sustainability Report on an annual basis, going forward.

Scope and Boundaries

The Report covers the sustainability approach, priorities, activities, performance and achievements of the following regions for the reporting year:

- European (covering Turkey and Italy, but excluding Spain)
- Tropical (covering the Philippines and Japan)
- Chile
- South Africa (excluding JPL)
- Head Office in Cyprus

Information and data are presented by country of operation to simplify reference. The data disclosed for Italy includes the following entities unless noted otherwise: Oranfrizer (including Carmito farm), Unifrutti Distribution, Unipuglia and Unimarche.

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

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

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

Report Content

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

- Sustainability Approach and Strategy
- Sound Governance and Culture
- Healthy and nutritious fruit
- Environmental Responsibility
- Social Footprint

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)..

External Assurance

We have not sought external assurance for this Sustainability Report as we are progressing with our monitoring and consolidating mechanisms and processes.

To the best of our knowledge and capabilities, the report's content is accurate and correct. We remain dedicated to enhancing our systems, policies, procedures, risk management, and strategy integration. Consequently, this will enable us to more thoroughly and precisely document and reveal information in the future, thereby optimizing our sustainability reporting even further.

Contact Details

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10. GRI CONTENT INDEX

Statement of use	Unifrutti has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022 with reference to the GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
GRI STANDARD	DISCLOSURE	LOCATION	
GRI 2: General Disclosures 2021	2-1 Organizational details	5, 69	
	2-2 Entities included in the organization's sustainability reporting	69	
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	2-4 Restatements of information	-	
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	2-9 Governance structure and composition	18-22	
	2-11 Chair of the highest governance body	20	
	2-12 Role of the highest governance body in overseeing the management of impacts	18, 20-22, 24-26	
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	2-19 Remuneration policies	19, 56	
	2-20 Process to determine remuneration	19, 56	
	2-22 Statement on sustainable development strategy	1	
	2-23 Policy commitments	25, 56	
	2-24 Embedding policy commitments	24, 25, 56	
	2-25 Processes to remediate negative impacts	40, 43, 45, 49, 54	
	2-26 Mechanisms for seeking advice and raising concerns	23	
	2-27 Compliance with laws and regulations	No incidents	
	2-28 Membership associations	36, 37	
	2-29 Approach to stakeholder engagement	13	
	2-30 Collective bargaining agreements	53	
	GRI 3 Material Topics 2021	3-1 Process to determine material topics	10-14
		3-2 List of material topics	14
	GRI 201 Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	24, 40
GRI 203 Indirect Economic impacts 2016	203-1 Infrastructure investments and services supported	63-67	
	203-2 Significant indirect economic impacts	65	

GRI 204 Procurement Practices 2016	204-1 Proportion of spending on local suppliers	35
GRI 205 Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	No incidents
GRI 301 Materials 2016	301-1 Materials used by weight or volume	48
	301-3 Reclaimed products and their packaging materials	48
GRI 302 Energy 2016	302-1 Energy consumption within the organization	42
	302-4 Reduction of energy consumption	41, 42
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GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	45, 46
	303-2 Management of water discharge-related impacts	45, 46
	303-3 Water withdrawal	45, 46
GRI 304 Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	43, 44
	304-3 Habitats protected or restored	43, 44
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	40
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	GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts
306-2 Management of significant waste-related impacts		47, 48
306-3 Waste generated		47, 48
306-4 Waste diverted from disposal		47, 48
306-5 Waste directed to disposal		47, 48
GRI 308 Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	49
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	53

GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	54
	403-2 Hazard identification, risk assessment, and incident investigation	54
	403-3 Occupational health services	55
	403-4 Worker participation, consultation, and communication on occupational health and safety	54, 55
	403-5 Worker training on occupational health and safety	55
	403-6 Promotion of worker health	55
	403-8 Workers covered by an occupational health and safety management system	54
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	GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	18, 53
GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	56
GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	56
GRI 411 Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	67
GRI 413 Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	63-67
GRI 416 Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	29-32, 67
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	29
GRI 417 Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	29, 32, 33
	417-2 Incidents of non-compliance concerning product and service information and labeling	33



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