

# Sustainability Report

2024



*Danper*

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### About this Report

(GRI 2-1) (GRI 2-2) (GRI 2-3) (GRI 2-5)

This report, published annually, presents Danper's economic, social, and environmental performance for January 1–December 31, 2024.

It has been prepared in accordance with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards. The report has not been externally audited, and no prior-period information has been restated.

## Leading with Purpose: Our Founder's Vision

Dear stakeholders,

In 2024, Danper marks 31 years as one of Peru's leading agri-industrial exporters. Over more than three decades, we have built a resilient business model anchored in shared value—aligning financial performance with social progress and environmental stewardship. Our trajectory reflects an unwavering commitment to our employees, growers, communities, and customers—one that continues to drive innovation and disciplined execution in an increasingly dynamic operating environment.

In 2024, Danper delivered strong growth. Direct economic value generated totaled US\$314.4 million, up 22.8% year over year. Our export portfolio expanded, with fresh-produce shipments up 34.8% and canned goods up 14.4%, strengthening our position in priority markets. Europe was our largest destination, accounting for 66% of fresh and frozen sales, while North America represented 24%. In canned products, North America accounted for 67% of sales, followed by Europe at 29%. These results underscore our ability to adapt and compete in an evolving, highly competitive global market.

We remain the world's leading exporter of peppers and Peru's top performer in blueberry export yields, underpinned by an integrated supply chain of more than 500 formally registered, technology-trained smallholder farmers—32% of whom are women. In partnership with IDB Invest (BID Invest) and other strategic allies, we deliver programs that reduce social and economic disparities and strengthen the technical and financial capabilities of our suppliers and their communities.

On the social front, we provide decent work to more than 14,000 people during peak harvest periods, with women comprising 50% of our workforce. We enforce a zero-tolerance policy toward discrimination and gender-based violence and are a pioneer in obtaining EDGE Move certification for gender equity. We maintain a 2.93% gender pay gap, well below the national average. Our "Victoria" program was recognized by the Ministry of Labor as a Good Labor Practice, and in 2024 we trained 100% of our leaders on the prevention of sexual harassment. We also foster volunteering and community engagement; over the year, employees contributed more than 4,000 volunteer hours.

Our network of medical centers delivered more than 121,000 primary-care consultations. With a strong focus on maternal health, the "Mamás que dejan huella" (Mothers Who Leave a Mark) program provided prenatal care to over 470 women in our workforce and distributed more than 260 cribs for their newborns—affirming our commitment to comprehensive employee well-being.

From an environmental standpoint, we achieved a 99% solid-waste recovery rate, converting more than 48,000 tons into beneficial by-products and further embedding a robust circular-economy model. We improved water efficiency across our farms, reducing consumption by 18.2% while fully meeting water-quality standards. Our greenhouse-gas management reduced our carbon footprint by 10.96% versus 2023, reinforcing our climate-adaptation strategy.

We also deployed advanced precision-agriculture technologies, optimizing input use and improving productivity within a sustainable operating model. Innovation remains a core pillar that underpins our responsible growth.

From a governance perspective, we continued to strengthen our ethics and compliance culture. One hundred percent of the Board of Directors completed anti-corruption training, with broad employee participation, under rigorous risk oversight. No cases of discrimination or human-rights violations were reported, and we upheld a responsible and transparent supply chain.

We expanded our supplier base, onboarding 256 new commercial partners and engaging with 552 micro and small enterprises (MSEs)—12% of which are women-led—advancing economic inclusion and diversification.

Finally, we remain aligned with the United Nations Sustainable Development Goals (SDGs), driving progress across 14 goals through 75 initiatives that deliver positive outcomes for our communities and the environment.

Our 2024 Sustainability Report underscores our commitment to building a more equitable, inclusive, and sustainable Peru, and to a business model that integrates excellence, innovation, and social responsibility.

With sincere appreciation,

Rosario Bazán,  
President and CEO of Danper Perú

**Another Year Cultivating Value**

**Over the past 31 years, Danper has established itself as one of Peru's leading agri-industrial exporters.**

Economic and Reputational Growth			
We generated an economic value of USD 314,419,000 <sup>1</sup> , representing a 22.80 % <sup>2</sup> increase more than in 2023.	Internationally, we achieved:		66% of fresh and frozen food sales go to Europe, followed by 24% to North America.
	34.79% growth in fresh product exports versus 2023. 14.36% growth in canned products versus 2023 <sup>3</sup>		
We are positioned as the world’s leading exporter of peppers and Peru’s top performer in blueberry export yield.	Domestically:		95% customer satisfaction <sup>4</sup>
	Sales through Casa Verde increased by 8.88% compared to 2023		
We have not recorded any non-compliance or penalties for labeling or information, supporting the quality and reliability of our processes.	More than 30% of the raw material came from external producers	67% of canned food sales go to North America, followed by 29% to Europe.	
	We recorded no product recalls or notifications for food safety violations, demonstrating our strong commitment to quality and safety.	0% major and minor nonconformities in GFSI certifications, with no records of non-compliance in audits, reaffirming the effectiveness of our food safety and quality policies.	
Ethical Conduct and Human Rights Compliance			
We reinforced our ethical culture, providing anti-corruption training to 100% of our Board of Directors and 24% of our employees.	We evaluated 100% of our operations and identified 208 corruption risks, strengthening internal controls to ensure transparency and accountability.		No violations of land rights or natural resources were recorded, maintaining ethical and respectful relationships with communities and throughout our supply chain. All agricultural acquisitions were carried out under legal and conflict-free procedures.
A total of 54 international audits and 34 monitoring processes under the SA8000 standard ensured that we maintain zero child labor.	We guarantee that 100% of our audited suppliers comply with the prohibition of child labor, verified through 347 social audits.	We trained 9,834 employees in freedom of association and collective bargaining, maintaining a supply chain with no infringements of these rights.	We maintained key Human Rights certifications, including SA8000, Fair Trade USA, and SMETA, and achieved recertification of EDGE along with Rainforest Alliance Certification in our processing facilities.

<sup>1</sup>Economic value in soles 2024: S/ 1,181,586,602, and 2023: S/ 948,691,185.

<sup>2</sup>Economic value in dollars 2023: USD 256,057,000.

<sup>3</sup>In the case of frozen products, we sold 20.34% less than in 2023.

<sup>4</sup>Seventy-two (72) clients participated in our surveys, two more than in 2023.



Supply Chain Management			
We worked with 2,397 suppliers, incorporating an 11.96% <sup>5</sup> increase in new partners — totaling 1,766 general supply providers and 631 raw material suppliers.	We supported 552 micro and small enterprises (MSEs) for general supplies, 12% led by women, promoting economic inclusion.	We increased our purchase volumes and payments to raw material suppliers to 41,950.965 tons and PEN 28,680,138, representing 5.30% and 26.72% growth, respectively, compared to 2023.	
		For general supplies, we paid PEN 108,918,950, a 24.18% increase compared to 2023.	
89% of our raw materials are GFSI-certified.	98% of critical inputs are certified under GFSI standards, ensuring quality and safety in production.	We reduced the proportion of ingredients <sup>6</sup> sourced from high water-stress areas by 6.06%, reaching 62 <sup>7</sup> % in 2024.	We reduced average losses in canned products to 0.3% through automation, training, and real-time monitoring.
Management and Social Contribution			
We trained 100% of our agricultural and industrial leadership in the prevention of sexual harassment.	+240 young people trained as agents of change in gender equity.	We recorded 3,120 hours of volunteer service.	Through CEBA Danper (Basic Alternative Education Center), we expanded access to education, benefiting employees and farmers by promoting the completion of basic education.
We established a Permanent Committee on Diversity, Equity, and Inclusion, led by our General Manager.	We published the book “Mujeres que inspiran” (“Women Who Inspire”), highlighting eight stories of resilience and female leadership within the company.	We strengthened the Maternity Program “Mamás que dejan Huella” (“Mothers Who Leave a Mark”) in partnership with EsSalud Moche, inaugurated an advanced ultrasound unit <sup>8</sup> , and provided prenatal care to over 470 female employees, delivering more than 260 cribs to newborns.	
Caring for Our People			
We had an average of 12,283 employees, a 7.79% increase compared to 2023, 50.03% of whom are women.  At peak season, we reached 14,000 workers.	76.17% of our workforce comes from La Libertad, 8.96% from Lambayeque, and 7.97% from Arequipa, among others. <sup>9</sup>	We hired 7,698 new employees, 48.94% of whom are women.	We surpassed our target of 80% and achieved 89.6% of highly productive workers in measurable industrial positions classified under category ABC.
283 women and 311 men took maternity and paternity leave, with retention rates of 59% and 69%, respectively.		We reduced the rate of disabling accidents	We fully met our annual training plan, delivering 38,673 hours of

<sup>5</sup>256 new suppliers.

<sup>6</sup>Priority ingredients: sunflower vegetable oil, brown sugar, frozen broccoli florets, citric acid, extra mild olive oil, food-grade non-iodized salt, 10% cane vinegar, frozen cauliflower, dehydrated tomato, and ascorbic acid.

<sup>7</sup>Calculated based on the total purchase of production inputs.

<sup>8</sup>We inaugurated a 4D/5D/6D ultrasound system in collaboration with Albert Heijn.

<sup>9</sup>Total distribution by origin: La Libertad: 76.17% | Lambayeque: 8.96% | Arequipa: 7.97% | Ancash: 3.87% | Ica: 2.81% | Lima: 0.14% | Piura: 0.05% | Amazonas: 0.03%



		to 5.77, surpassing the target of 7.83.	occupational health and safety training to strengthen risk management and safe work practices.
We performed 962 preventive ultrasounds in agricultural and industrial operations for early detection.	We reached 2,850 workers with vaccination campaigns, strengthening collective health.	We achieved 100% participation in calisthenics and active breaks to prevent injuries and improve energy.	We recorded zero fatalities among employees and contractors.
14.81% of our employees participated in the Healthy Eating Program, which promoted balanced habits through education, nutritious menus, and interactive activities.	We provided 1,119 individual psychological care sessions and facilitated 3,723 participations in mutual support groups.	Our 2024 Work Climate Survey achieved 79% satisfaction, three points higher than the previous year.	We held 105 Parenting School sessions with 3,436 participants, and 20 "Relax Day" events with 287 employees.
<p>We earned three key positions in the MERCO 2024 evaluations:</p> <p>60th place in ESG Responsibility 67th place in Corporate Reputation 67th place in Talent and People</p>	<p>We received the AGAP Sustainability Award 2024 – Innovation and Technology Category for the project "Promotion of the Avocado Production Chain in Chuquitambo, Pataz (La Libertad)", developed in partnership with the Asociación Pataz of Minera Poderosa.</p>	<p>We achieved first place in two categories of the Good Labor Practices Contest 2024 – Ministerio de Trabajo y Promoción del Empleo (MTPE)</p> <ul style="list-style-type: none"> <li>Freedom of Association, for the work of our Social Performance Team.</li> <li>Equal Opportunities, for our "VICTORIA" Gender Equality Program.</li> </ul>	
<b>Environmental Management and Agricultural Care</b>			
Reduction of energy consumption in production from 0.28 to 0.23 kWh/kg between 2023 and 2024.	<p>GHG Emissions Footprint:</p> <p>Scope 1: 19,539.24 tCO<sub>2</sub>e (+23.3% vs 2023) Scope 2: 6,219.93 tCO<sub>2</sub>e (–23.7% vs 2023) Scope 3: 10,191.47 tCO<sub>2</sub>e (–37.8% vs 2023)</p>	We fully complied with air quality parameters and environmental mitigation measures.	We estimated a capture of 8,061.6 tons of CO <sub>2</sub> equivalent in our Compositan farm, thanks to the cultivation of avocado and asparagus, and the expansion of vegetative cover areas.
We consumed 24.46 million m <sup>3</sup> of water, a 13.57% reduction compared to 2023.	100% of irrigation systems are technified <sup>10</sup> , optimizing water consumption and	We increased the recovery of non-hazardous waste, managing 781.14 tons of compost and	We achieved a 99% waste recovery rate in 2024, reaffirming our commitment to the circular economy and

<sup>10</sup>On own farms

And in high water-stress areas, consumption reached 25.14 million m <sup>3</sup> , 12.83% less than in 2023.	reducing losses from infiltration and runoff.	1,286.60 tons of recycled materials — a 58.26% increase versus 2023 — thanks to strategic alliances that improved collection and reuse.	our 2030 goal of reducing final disposal to less than 10% of total waste.
We reduced synthetic pesticide use by 11% compared to the previous year, with 15.51% of total pesticides composed of biological inputs.		We commercialized 98% of asparagus residue as animal feed, allocating the remaining 2% to composting for the next agricultural campaign.	

## 1. Who We Are and How We Create Purpose-Led Value

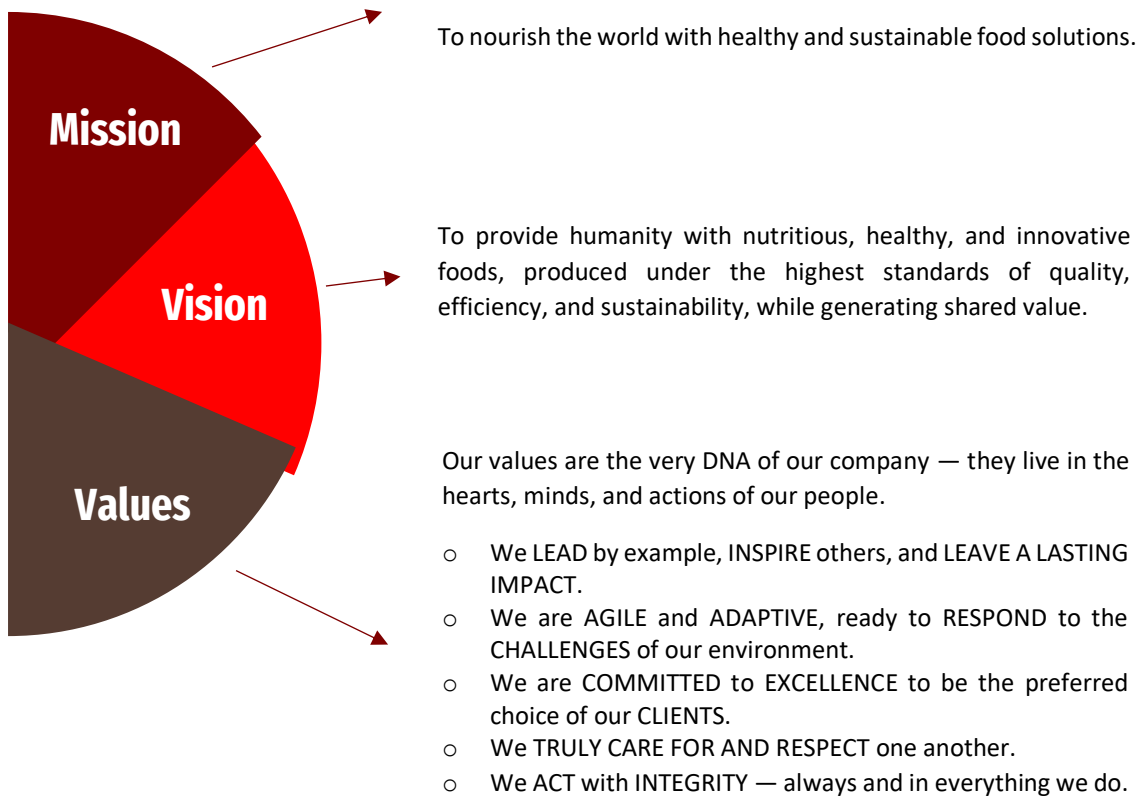
*We outline who we are, how we're evolving, and why our management model is designed to create value beyond the business.*

### 1.1. Danper: Peruvian Roots with a Global Vision

With three decades of experience, Danper has established itself as a leading Peruvian agri-industrial exporter. Since 1994, we have focused on the production, marketing, and export of a diversified portfolio of premium fruit and vegetable products—canned, fresh, and frozen—serving the world's most demanding markets.

Our management model is anchored in shared value, aligning business profitability with progress for our employees and their families, local communities, and smallholder farmers across our value chain, while safeguarding the environment. This approach enables us to make a tangible contribution to the sustainable development of the regions connected to our operations.

The Danper corporation is composed of three Peruvian companies, through which we develop our production based on three key processes: canned, fresh, and frozen. These processes are strategically



distributed across our operations, allowing for efficient integration between the agricultural and industrial stages.

At Danper Trujillo, we centralize the industrial transformation of all our product lines and directly manage both exports and local market sales. This operation is supplied by Danper Agrícola La Venturosa and Danper Agrícola Olmos, which provide agricultural products primarily destined for export. It is important to note that Danper Agrícola Olmos was integrated into Danper Trujillo S.A.C. in the third quarter of 2024.

TABLE 1DANPER CORPORATION OPERATING STRUCTURE

(GRI 2-6)

Company	Description	Activities	Products
Danper Trujillo SAC	<p>Our operations are strategically distributed across three regions of the country:</p> <p><b>La Libertad Region:</b> In the districts of Moche (Trujillo Province) and Virú (Virú Province), we operate nine processing plants for canned, fresh, and frozen products. Our agricultural area in this region covers approximately 6,000 hectares, of which 3,500 hectares are owned and 2,500 hectares belong to third parties.</p> <p><b>Arequipa Region:</b> In the district of Majes, Caylloma Province, we operate a vegetable canning plant, a plant for Andean grains, and manage three agricultural zones covering a total area of 1,000 hectares.</p>	<p>We integrate agricultural and industrial activities throughout our entire value chain, operating in five production categories: fresh, frozen, dry grains, canned, and ready-to-eat products.</p>	<p>Fresh: asparagus, avocado, blueberries, grapes, and ginger.</p> <p>Frozen: mango, avocado, blueberries, artichoke, piquillo pepper, and strawberry.</p> <p>Canned: green asparagus, artichoke, peppers, ready meals, snacks, and various sauces.</p>
Danper Agrícola La Venturosa SAC	<p><b>La Libertad Region:</b> In the district of Chepén (Chepén Province), we manage an agricultural estate covering 180 hectares.</p>	<p>We integrate agricultural activities only, focusing on fruit crops (grapes and avocados), with production sold to Danper Trujillo.</p>	<p>Grape and avocado crops</p>
Danper Agrícola Olmos SAC	<p><b>Lambayeque Region:</b> In the district of Olmos (Lambayeque Province), we manage an agricultural estate spanning 1,000 hectares.</p>	<p>We integrate agricultural activities only, focusing on fruit and vegetable crops (asparagus, grapes, and avocados), with production sold to Danper Trujillo.</p>	<p>Asparagus, grape and avocado crops.</p>

## Our Value Chain

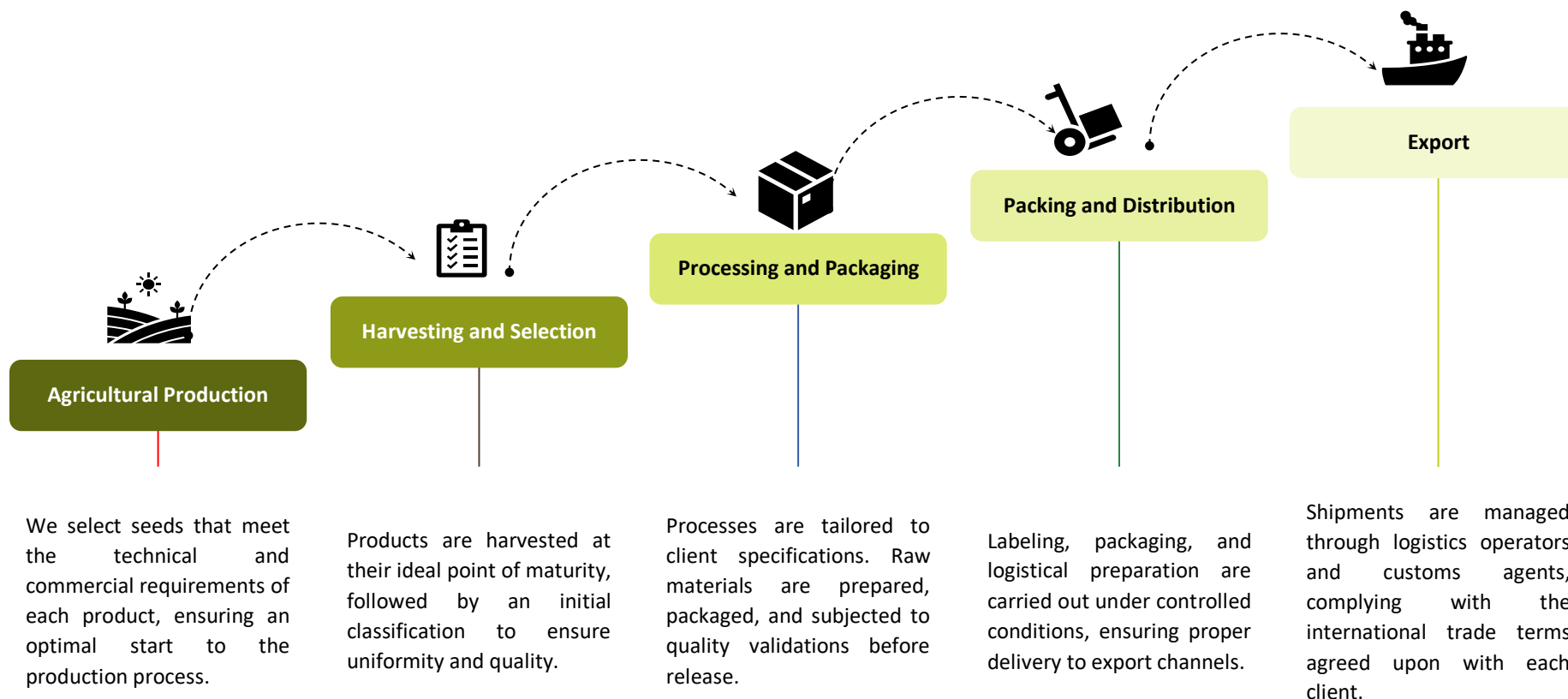
We operate an integrated, end-to-end value chain that combines operational excellence, sustainability, and customer focus. From agricultural production through export, we apply rigorous standards for quality, traceability, and innovation, ensuring that every stage enhances the value delivered to customers.

We adopt sustainable agricultural practices and promote the efficient use of resources, incorporating renewable energy and circular economy principles. We complement this management with social initiatives in our areas of influence, aligned with the shared value approach.

We continuously monitor every step of the operation and have quality control and assurance systems that allow us to maintain consistent standards and meet the specific requirements of our markets.

We also work with strategic partners who act as intermediaries with specific clients. This business relationship allows us to access key market insights, anticipate trends, and guide our decisions toward high-demand, high-value-added crops.

The principal stages of our value chain are outlined below:



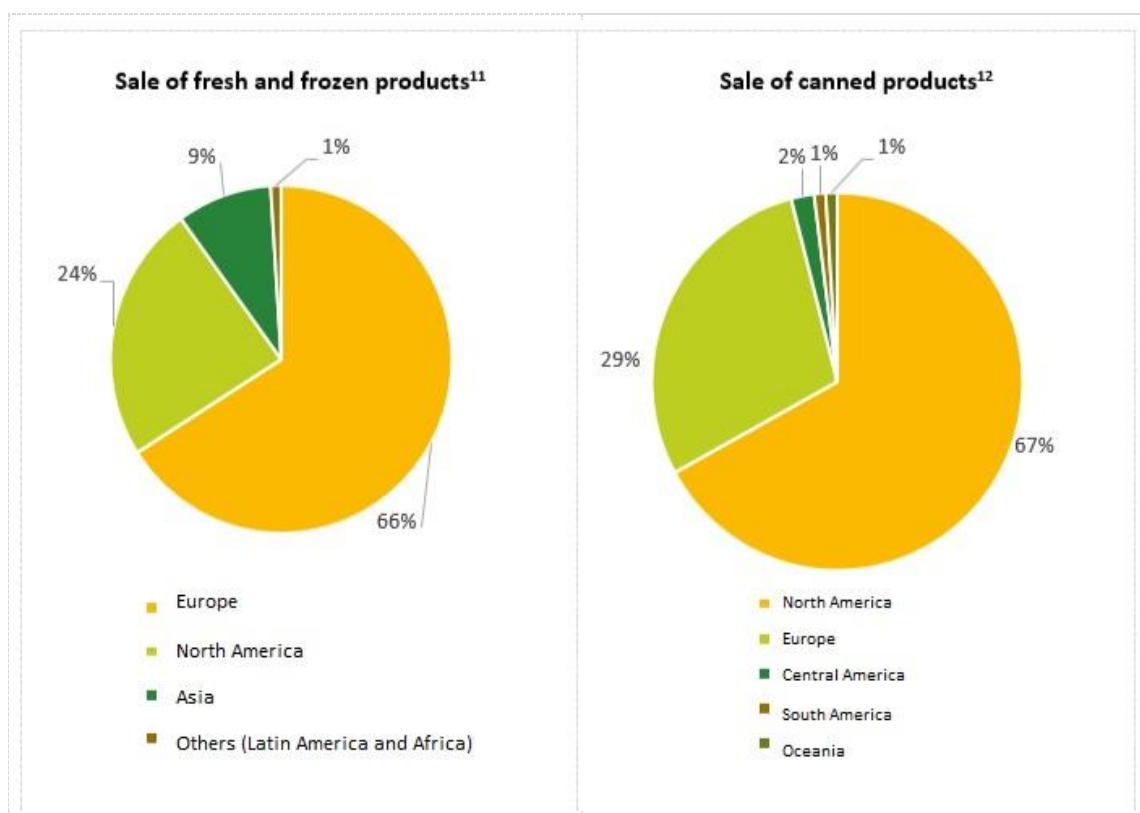
## Global Presence and Market Distribution

We serve customers across five continents, enabling close, long-term commercial relationships tailored to each market's needs. We supply leading brands and major global supermarket chains with a portfolio aligned to crop seasonality.

Our direct sales strategy covers multiple segments: supermarkets, purchasing centers, wholesalers, specialty stores, foodservice, industry, and e-commerce. This approach enables us to efficiently serve diverse channels while maintaining high standards of quality, traceability, and service.

In 2024, we strengthened our footprint across North America, Europe, Asia, South America, Central America, Oceania, and Africa. The United States remained our largest export market, accounting for 42% of total export value across fresh, frozen, and canned categories. The Netherlands (26%) and Spain (17%) followed, underscoring our strong European presence. China (4%) and Germany (3%) rounded out our top international destinations.

These results reflect the continued trust of our global clients in a value proposition built on quality, innovation, sustainability, and agro-industrial competitiveness.



## Sales in Local and International Markets

### International market

We export a wide range of products, including green and white asparagus, artichokes, peppers, blueberries, avocados, grapes, mangoes, and a variety of canned and ready-to-eat specialties. Our

<sup>11</sup>Breakdown by share of total export sales value in USD 2024.

<sup>12</sup>Breakdown by share of total export sales value in USD 2024.

commercial strategy focuses on operational excellence, constant market monitoring, and the building of strong, strategic relationships with clients across continents.

This approach has enabled us to consolidate our fresh, frozen, and canned product lines, adapting operations to the demands of global trade. We maintain fluid and collaborative communication with our clients, allowing us to anticipate changes and adjust our processes swiftly. Every stage — from harvesting to preservation — is carried out under strict quality controls, with a strong emphasis on food safety, traceability, and sustainability.

**TABLE 2** NET SALES OF PRODUCTS IN INTERNATIONAL MARKETS

(GRI 2-6)

Product line	Description	Unit	2023	2024
<b>Total fresh</b>	Blueberries, green asparagus, grapes, avocado.	USD Millions	111.288.5	150,000
<b>Total frozen</b>	Mango, artichoke, avocado, blueberry, strawberry, pepper, green asparagus.		9.578.5	7.630.7
<b>Canned</b>	Artichokes, peppers, green asparagus, ready meals, pouches, sauces, bruschettas.		109,990.	125,789
<b>TOTAL</b>			<b>230,857</b>	<b>283,419</b>

Over the past three years, we have identified changes in the percentage distribution of our canned products customers, classified by type: manufacturing, wholesale, and retail. This analysis has allowed us to adjust our commercial strategies to better serve each segment's specific needs.

**TABLE 3** CANNED PRODUCT SALES BY CUSTOMER TYPE

(GRI 2-6)

Customers Type	Unit	2023	2024
<b>Manufacturing</b>	%	4	4
<b>Wholesale</b>		31	38
<b>Retail</b>		65	58

We observed increased participation in the wholesale channel and stability in the manufacturing segment, reflecting our ability to diversify and strengthen our commercial base. At the same time, the slight decrease in the retail channel's share underscores the need to maintain a flexible strategy that combines operational efficiency with proximity to the various market channels.

#### Local market

Although our main sales volume is directed towards the international market, in recent years we have strengthened our local presence. Approximately 3% to 4% of total sales are channeled through retail outlets and distributors in Peru under our Casa Verde brand.

Casa Verde has consolidated a relevant product portfolio, supported by alliances with brand friends who generate consistent content, mainly through digital platforms. These collaborations strengthen our bond with consumers and help position the brand authentically and close to its audience.

Currently, Casa Verde operates under three strategic pillars to sustain its growth:

1. Build brand awareness: Through direct experiences and in-store activations.
2. Expand market presence: By diversifying sales channels with a differentiated value proposition.
3. Constant innovation: Developing natural, practical, and flavorful products, aligned with new consumer preferences.



**TABLE 4 LOCAL PRODUCT SALES**

(GRI 2-6)

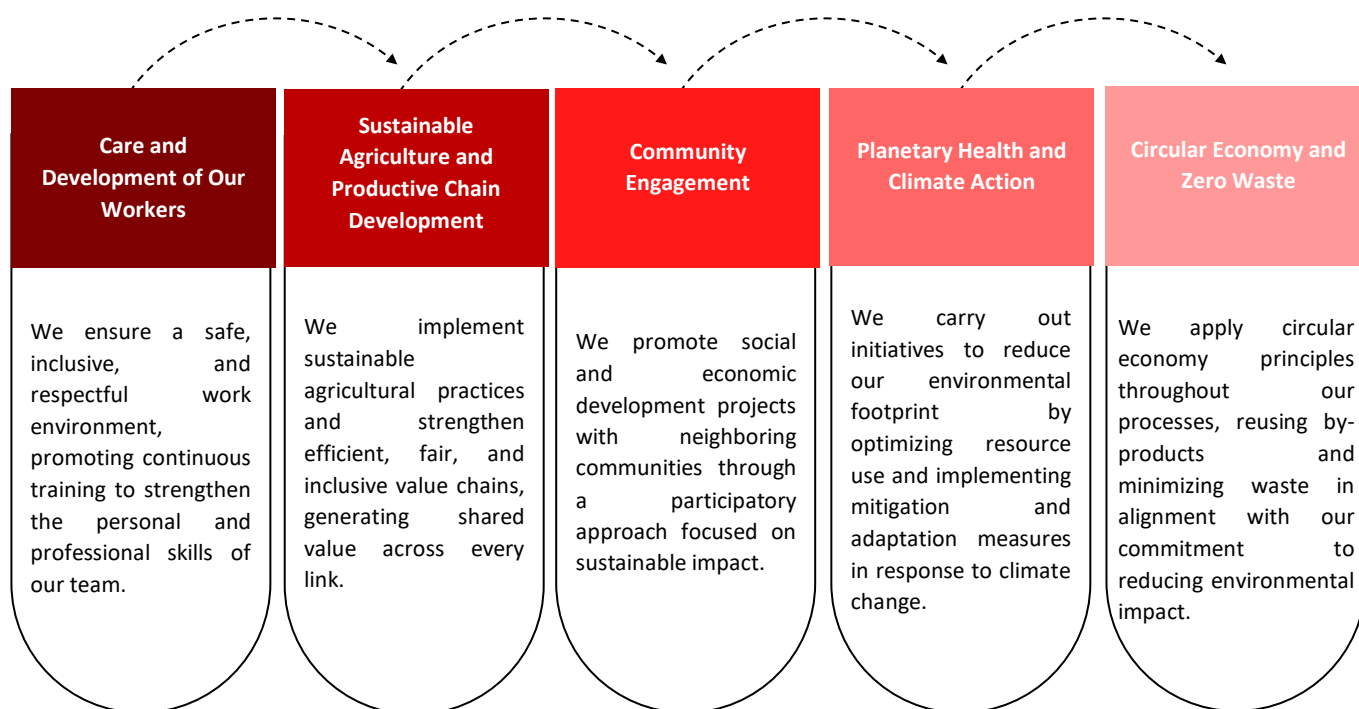
Product line	Unit	2023	2024
Domestic	USD	1,630,626	1,775,447

## 1.2. Co-creating Well-Being from Farm to Table

(GRI 2-23)(GRI 2-28 )

We manage our operations under a shared value model that articulates business profitability with the well-being of our employees and the development of the communities where we operate. This vision allows us to contribute to regional and national growth by promoting a safe work environment with equal opportunities and full respect for human and labor rights at all levels of the company.

### 1.2.1. Sustainability Pillars



### Policies Supporting Our Sustainable Management

We guide our sustainability management based on global principles of human rights, fair labor conditions, environmental protection, and anti-corruption practices, in alignment with the 10 Principles of the United Nations Global Compact. These principles are embedded in our internal policies, which apply to both our operations and our supply chain.

We have established the following corporate policies:

Integrated Management System Policy	Self-Declaration of Good Social Practices (ABPS)
Applicable to all personnel, as well as visitors, suppliers, and clients. It provides a unified	Directed toward workers and management teams. It reinforces our commitment to maintaining a

framework for managing quality, safety, the environment, and social responsibility, promoting sustainable growth across all operations.	respectful and equitable work environment, ensuring decent working conditions at all levels of the organization.
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Our management approach is also supported by international certifications that validate our performance in sustainability and best practices. We comply with standards such as SA8000, SMETA, Fairtrade USA, and Rainforest Alliance, all of which include independent assessments covering social, environmental, economic, and product safety dimensions.









Since 2012, all our operations—including suppliers and contractors— have been aligned with the SA8000 standard, ensuring continuous respect for human and labor rights throughout our value chain.







### Alignment with the Sustainable Development Goals (SDGs)

We have incorporated the Sustainable Development Goals (SDGs) as an integral part of our corporate strategy. Each of our initiatives and programs aims to make a tangible contribution to achieving these goals, both nationally and globally.

Through our operations, we seek to improve key indicators related to the SDGs, generating shared value in the economic, social, and environmental spheres and programs aligned with the UN SDGs.

Below, we present a summary of our direct contributions to prioritized SDGs:

SDGs	Main initiatives
	Creation of decent employment for more than 14,000 workers during the 2024 peak season. Social initiatives focused on health, gender equality, and education for communities within our area of influence.
	Workers benefiting from food subsidies. Development of good sustainable agricultural practices. Inclusion of raw material suppliers in the sustainable supply chain with quality, social, and environmental standards.
	Implementation of fully free health programs for all workers and their families.
	Training, technical, and development programs for workers.
	EDGE Certification in Gender Equity. Anti-sexual harassment policies and practices. Gender equity in recruitment, development, and job promotion.
	Water footprint assessment and management. Sustainable water management, optimizing water use through technologically advanced irrigation systems. Innovative water management projects. Efficient effluent treatment.
	Decent work for 14,000 people. Safe working conditions supported by ISO 45001 Certification. Protection of human and labor rights guaranteed by compliance with SA8000 standards.
	We've added digital applications that transform field and plant processes, ensuring traceability and transparency at every stage.

	We promote technical and human development for workers in vulnerable conditions — both rural and urban.
	We invest in the growth of small farmers, fostering long-term relationships of trust and collaboration, generating positive impact beyond our supply chain.
	We update and monitor the annual Greenhouse Gas (GHG) Inventory – ISO 14064-1
	We have transformed arid ecosystems into productive agro-ecosystems.
	Our Social Performance Team (SPT), established under the SA8000 standard, ensures the active representation and participation of democratically elected workers.
	We build partnerships with institutions to implement social development projects that benefit both the community and our workforce.

A detailed breakdown of program and activity alignment with the SDGs is provided in [Table 44](#) [\[Error! No se encuentra el origen de la referencia.\]](#)

### 1.2.2. Business Networks and Collective Commitment

We are part of various business and trade organizations that promote sustainability, integrity, and the competitive development of the agricultural export sector. These alliances allow us to actively contribute to common goals, exchange best practices, and access technical and commercial discussion forums at the national and international levels.

Through these affiliations, we participate in trade fairs, forums, conferences, and specialized meetings that strengthen our institutional capabilities and foster cross-sector collaboration.

Currently, we belong to the following organizations:

					
Association of Blueberry Producers of Peru – Proarándanos	Avocado Producers Association – ProHass	Grape Producers Association – Provid	Association for Sustainable Agricultural Development (ADAS)	Association for the Advancement of Management – Peru	Association of Exporters (ADEX)
					
Lima Chamber of Commerce	Chamber of Commerce and Production of La Libertad	American Chamber of Commerce of Peru – AmCham	Chamber of Commerce of Spain	Businessmen for Integrity	Peruvian Institute of Business Action – IPAE







		
Peruvian Institute of Asparagus and Vegetables	Líderes +1 por el Perú	Peruvian Foreign Trade Society – ComexPerú

Additionally, our General Management represents Danper in regional and global leadership spaces such as EsHoy, the Global Development Committee of the International Fresh Produce Association, Alliance for Integrity, and IPAE Acción Empresarial.

### Recognitions that Endorse Our Sustainable Leadership

Throughout 2024, we were recognized by various national and international institutions that value our commitment to sustainability, human talent development, and corporate reputation. These awards reaffirm the strength of our shared value model and the positive impact of our management.

Notable Achievements of the Year:

		
<b>MERCO Corporate Reputation 2024</b>  For the tenth consecutive year, we were recognized as the company with the best reputation in the agro-industrial sector. In addition, we ranked 67th in the overall business reputation ranking in Peru.	<b>MERCO Talent People 2024</b>  We were recognized as the best company in the agro-industrial sector for attracting and retaining talent, ranking 67th among the 100 most valued companies nationwide for talent management.	<b>MERCO ESG Responsibility 2024</b>  We led the agro-industrial sector in sustainability and corporate governance practices, ranking 60th overall. This recognition reinforces our position as a benchmark company in social responsibility, environmental management, and business ethics.
		
<b>AGAP Sustainability Award 2024 – Innovation and Technology Category</b>  We were recognized for the project Promotion of the Avocado Production Chain in Chuquitambo, Pataz (La Libertad), developed in	<b>2024 Good Labor Practices Competition – MTPE</b>  We achieved first place in two categories: <ul style="list-style-type: none"><li><b>Promotion and Respect for Freedom of Association,</b> subcategory <i>Worker</i></li></ul>	<b>SIAL Innovation Paris 2024 – International Food Exhibition (France)</b>  Our product “Veggie Duo” was selected among the best innovations presented, standing out for its ability to address emerging market trends with

partnership with the Pataz Association of Minera Poderosa. Since 2021, this initiative has strengthened family farming, promoting the production of export-quality Hass avocados under high standards of quality.	<i>Participation in Company Management</i> , for the work of our Social Performance Team. <ul style="list-style-type: none"> <li>• <b>Promotion of Equal Opportunities and Non-Discrimination</b>, subcategory <i>Gender Equality</i>, for our VICTORIA program, focused on gender equity.</li> </ul>	versatile and high-value-added solutions.
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## 2. Decisions with Principles, Results with Purpose

*We explain how we manage the company with integrity, transparency, and a focus on economic sustainability.*

### 2.1. Leading with Best Practices

#### 2.1.1. Corporate Governance and Oversight Structure

##### General Meeting of Shareholders

The General Shareholders' Meeting represents the highest authority within Danper's governance structure. It is composed of the company's shareholders and meets at least once a year to make key decisions regarding the general direction and oversight of the business, including the election of members of the Board of Directors.

Its role is essential in ensuring transparent management focused on achieving results consistent with the interests of the shareholders.

Its main responsibilities include:

- Reviewing the company's economic and social performance.
- Approving the distribution of profits.
- Appointing external auditors when required.
- Addressing matters defined in the corporate bylaws and official calls for meetings.

Additionally, the General Shareholders' Meeting (GSM) holds special powers, such as:

- Appointing or replacing members of the Board of Directors.
- Amending the corporate bylaws.
- Authorizing increases or reductions in share capital.
- Approving the issuance of corporate bonds or obligations.

## Board of Directors

The Board of Directors is responsible for defining the company's strategy, overseeing its implementation, and monitoring corporate management. In addition to setting general policies, it evaluates organizational performance and ensures that decisions remain aligned with the interests of shareholders.

Key functions include:

- Appointing the Chair of the Board.
- Establishing its internal regulations.
- Accepting resignations and filling vacancies in accordance with the law.
- Delegating specific functions to directors or third parties, as needed.
- Appointing and dismissing the General Manager and other senior executives, defining their roles and employment conditions.
- Formulating policy proposals for the GSM.
- Overseeing the performance of the General Management and the overall operation of the company.
- Exercising the powers established by the General Corporations Law and those granted by the GSM.

In 2024, the Board of Directors was composed of professionals with extensive experience in the agro-industrial sector. The composition of its regular members reflected our commitment to diversity of profiles, technical expertise, and the strengthening of effective corporate governance.

**TABLE 50F DANPER'S BOARD MEMBERS**

(GRI 405-1)

Indicator	Unit	Danper Trujillo	Danper Agrícola Olmos and Agrícola La Venturosa
<b>By sex</b>			
Women		1	1
Man		3	2
<b>By age</b>			
Under 30 years old		0	0
Between 30 and 50 years old	No.	0	0
Over 50 years old		4	3
<b>By type</b>			
Dependent		2	0
Independent		2	3

## Board Selection

The appointment of Board members is made through the GSM, following a process that considers diversity, professional profile, and the expectations of stakeholders. In the case of the Independent Director, their appointment is based on professional trajectory, technical expertise, and autonomy from management and majority shareholders.

To ensure sound corporate governance, directors must meet minimum criteria regarding their background and performance, including:

- Mastery of financial, strategic, commercial, and risk management topics.
- Relevant academic background and a solid professional reputation.
- Availability to perform their duties responsibly and with commitment.
- Ethical and personal profile aligned with the company's values.
- No conflicts of interest that could compromise their independence of judgment.

**Board Evaluation**

The Board systematically evaluates its performance, reviewing both its collective effectiveness and the individual contribution of each member on an annual basis. This process allows for the identification of improvement opportunities, the refinement of internal practices, and the strengthening of its strategic leadership capacity.

Additionally, every two years, an external evaluation is conducted by independent specialists to provide a technical and objective perspective aimed at reinforcing the company's governance standards.

**Communication with the Board of Directors**

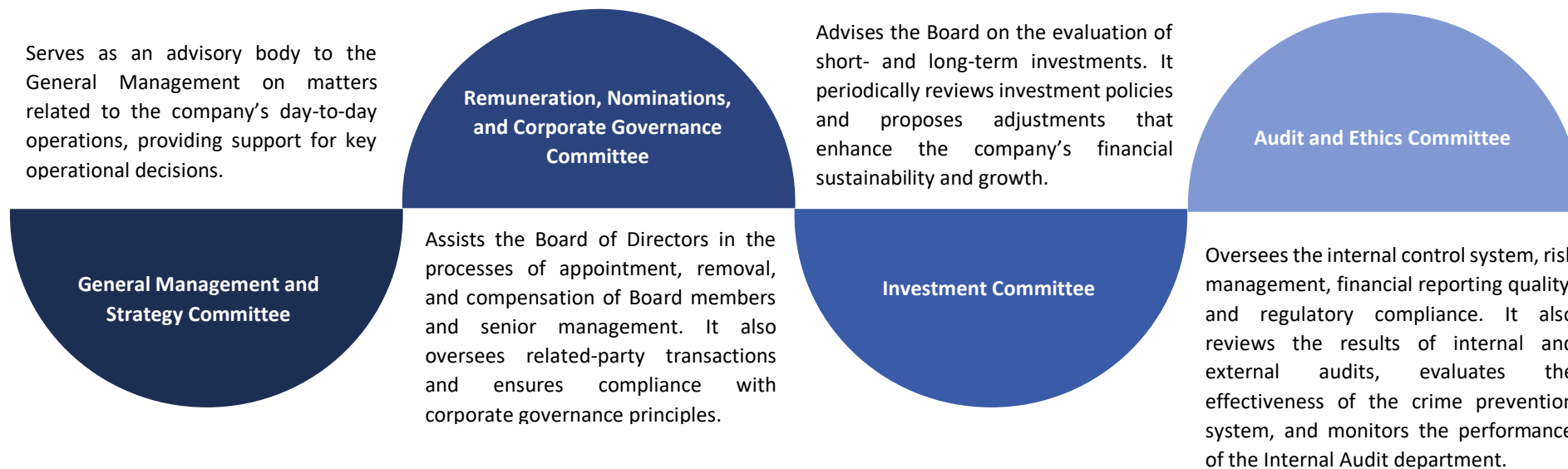
We maintain a structured channel for escalating critical matters from different management areas to the General Management, which then presents them to the Board of Directors. This communication process is managed through regular meetings involving the General Management, the Central Finance Management, the Central Agricultural Management, and the Central Industrial Management, ensuring a timely and transparent flow of information to the directors.

During 2024, no critical concerns were escalated to the Board of Directors.



## Board Committees

We have specialized committees that support the work of the Board of Directors, strengthening the principles of good corporate governance and ensuring informed and timely decision-making. Each committee fulfills specific functions aligned with the company's strategy, transparency, and management efficiency.



### **The Board's Role in Sustainability and ESG Accountability**

Sustainability is embedded in our corporate governance and management. The Board of Directors exercises oversight of environmental, social, and governance (ESG) impacts, ensuring consistent execution of our sustainability strategy in line with our corporate principles.

ESG strategy is developed by General Management in collaboration with functional leadership and is guided by the United Nations Sustainable Development Goals (SDGs). Implementation is reviewed regularly with the Executive Committee, where progress, challenges, and corrective actions are discussed. These matters are also addressed in regular and special Board meetings, supported by updated reports from General Management.

The Audit and Ethics Committee strengthens this oversight by providing targeted assessments of economic, social, and environmental risks, enabling informed and proactive decision-making.

The Board also reviews and approves the Sustainability Report. The report is prepared with cross-functional input and in accordance with GRI and SASB standards; departments validate their respective content, and General Management approves the final version. It is then presented to the Board through the Strategic Planning and Finance Committee, which reviews prioritized material topics and performance.

We additionally maintain third-party social and environmental certifications that undergo annual external audits. Findings and related improvement plans are presented to senior management for follow-up and validation.

### **Conflicts of Interest**

The Conflict of Interest Management Policy establishes clear guidelines for identifying and addressing situations that could compromise objectivity in decision-making — whether real, potential, or perceived.

All employees, clients, and suppliers must disclose, at the start of their contractual relationship and annually thereafter, any personal or family connections that could give rise to a conflict of interest. The Internal Audit Department consolidates this information, evaluates reported cases, and determines appropriate actions.

Department heads are responsible for managing identified conflicts, and transactions with related parties comply with transfer pricing regulations. We also disclose to our stakeholders relevant links such as participation in boards of directors, relationships with related entities, and outstanding balances.

Examples of situations subject to declaration include:

- Participation in governing bodies of other organizations.
- Relationships with suppliers or other relevant stakeholders.
- Presence of shareholders with significant control.
- Transactions or obligations with related parties.

This approach strengthens transparency and safeguards the integrity of our decision-making processes at all levels of the organization.

### **2.1.2. Responsible Corporate Governance Management**

Our corporate governance system is based on well-defined principles that guide decision-making and responsible business conduct. Values such as integrity, respect, excellence, leadership, and agility — established in our Code of Ethics and Conduct — form the foundation of our organizational structure and the relationships between governance bodies, senior management, and shareholders.

The structure is led by the General Shareholders' Meeting (GSM) as the supreme decision-making body, followed by the Board of Directors, which oversees and defines the company's strategic direction. The

General Management implements approved policies, ensuring operational efficiency and alignment with corporate objectives.

This model enables us to manage the business through a shared value approach, integrating profitability and resource efficiency with social development and environmental stewardship in our areas of influence.

We hold several international certifications that validate our governance and sustainability practices, including:

- **SA8000** – Human and labor rights
- **EDGE** – Gender equity
- **ISO 45001** – Occupational health and safety
- **ISO 14001** – Environmental management
- **Fair Trade Certified** – Fair trade practices

### **Management Policies**

We promote a corporate culture grounded in integrity, reflected in our decisions, business relationships, and operational practices. Our ethical management is supported by a system that integrates international standards in social, environmental, and food safety sustainability, verified through regular external audits.

This approach is reinforced by key tools such as the BASC Management System and the Crime Prevention Model, which strengthen due diligence with strategic partners, encourage preventive risk management, and ensure respect for human rights throughout the organization.

Our compliance framework is supported by a set of policies that promote ethical business conduct aligned with our corporate strategy and values. In addition to the Integrated Management System Policy, we have specific standards that guide our actions and strengthen a transparent and sustainable business model.

<b>Code of Conduct and Ethics<sup>13</sup></b>  Provides clear guidance to ensure that the behavior of everyone in the organization aligns with corporate values and principles of integrity.	<b>Comprehensive Risk Management Policy</b>  Ensures the identification, assessment, and treatment of risks across all processes, strengthening decision-making and impact prevention.	<b>Fraud and Corruption Prevention Policy</b>  Reinforces internal controls to prevent acts of corruption or fraudulent behavior, ensuring transparency in management.
<b>Compliance and Crime Prevention Policy</b>  Establishes mechanisms to prevent criminal activities within the organization, fostering a strong compliance culture at all levels.	<b>Anti-Money Laundering and Counter-Terrorism Financing Policy</b>  Prevents the company's operations — or those of related third parties — from being used for illicit activities, ensuring ethical relationships with all stakeholders.	

All policies are developed by process owners, reviewed by Central Management, and approved by Senior Management. Their scope is cross-functional — they apply across all levels of the organization and to all stakeholders. This ensures consistent, preventive, and principle-aligned management throughout the company.

Communication of these policies is carried out through onboarding programs, internal publications, the corporate website, and the Integrated Management System. Each policy includes dedicated training

<sup>13</sup>Coverage for all stakeholders.

sessions led by process leaders and continuous improvement actions managed by central and corporate managers.

The Transformation Office ensures strategic alignment through an agile management approach that defines leaders, sponsors, and work teams for each prioritized initiative.

Compliance is monitored under a three lines of defense structure — process owners, control areas, and Internal Audit — applied consistently across all our operations.

We also ensure compliance with the contractual commitments and internal standards of our partners. We promote international principles in human rights, labor conditions, environmental management, and anti-corruption practices, aligned with the 10 Principles of the United Nations Global Compact. Within our supply chain, we apply the SA8000 standard, supported by continuous monitoring and training mechanisms that safeguard respect for human rights.

## 2.2. Safeguarding Integrity in Everyday Actions

Ethics and regulatory compliance are fundamental pillars of our management approach. In 2024, we strengthened our compliance system to fully align with Law No. 30424 and the most rigorous international standards. This ensures that all our operations are managed with integrity, responsibility, and transparency.

### Management Policies

Throughout 2024, we reviewed and updated our key policies to ensure alignment with current legal frameworks and effectiveness in addressing emerging risks. These policies are essential to maintaining a robust compliance system that supports ethical and responsible management across all our operations.

<b>Public Officials Engagement Policy</b>  Establishes clear principles for interactions with government representatives, preventing situations that could compromise objectivity or institutional integrity.	<b>Donation Policy</b>  Regulates the evaluation, approval, and traceability process for third-party support, applying criteria that prevent conflicts of interest and ensure the proper use of resources.	<b>Personal Data Protection Policy</b>  Guarantees the privacy of personal data through technical and organizational measures that ensure confidentiality and legitimate use.
<b>Compliance and Crime Prevention Policy</b>  Implements mechanisms to prevent criminal acts within the organization, fostering a culture of compliance at all levels. In accordance with Law No. 30424, this policy defines the Crime Prevention Model, with clear roles, controls, reporting channels, and continuous improvement processes.	<b>Code of Ethics and Conduct</b>  Defines clear principles for regulatory compliance, crime prevention, data protection, conflict-of-interest management, and responsible resource use — applicable across the entire organization and guiding ethical and responsible decision-making.	<b>Fraud and Corruption Prevention Policy</b>  Strengthens internal controls to prevent corruption and fraudulent behavior, promoting transparency in management. It sets out guidelines for the prevention, detection, and sanctioning of any illicit conduct, including the misuse of resources, manipulation of information, and obtaining of undue benefits.

The updated policies were shared internally and integrated into digital tools that facilitate their management and traceability, consolidating the regulatory framework that guides our daily operations.

**Preventive Approach to Corruption Risk Management**

We ensure operational transparency through our Anti-Corruption Policy, which establishes specific procedures for identifying and reporting acts of corruption. In alignment with ISO 31000, we manage risks related to corruption, bribery, and conflicts of interest, implementing appropriate mitigation strategies.

Through the Internal Audit Department, we carry out activities focused on preventing, detecting, and responding to fraud or irregular behavior. To facilitate the reporting of any action that violates our policies and principles, we have implemented multiple communication channels accessible to all employees.

We conduct risk analyses using the FMEA Matrix (Failure Mode and Effects Analysis), which aligns with our internal procedures for hazard identification and risk assessment. Additionally, we apply the COSO framework to identify, assess, and manage risks efficiently and systematically.

In 2024, we assessed 100% of our operations for corruption-related risks, identifying a total of 208 potential risks. The most significant included:

- Inventory discrepancies
- Systematic theft of materials
- Misuse of company assets
- Favoritism or undue supplier selection
- Information manipulation
- Unauthorized sale of by-products
- Leakage of confidential information
- Unauthorized disclosure of sensitive data
- Lack of objectivity in supervision

These actions have strengthened our internal controls and ensured that all processes are carried out with transparency and accountability.

**Implementation of Controls and Prevention Mechanisms**

During the year, we reinforced our internal controls in key processes such as procurement, payments, payroll, and materials management. We implemented monitoring dashboards with automated alerts, SAP access restrictions, cross-validations, and the segregation of duties principle, optimizing transparency and efficiency in all these processes.

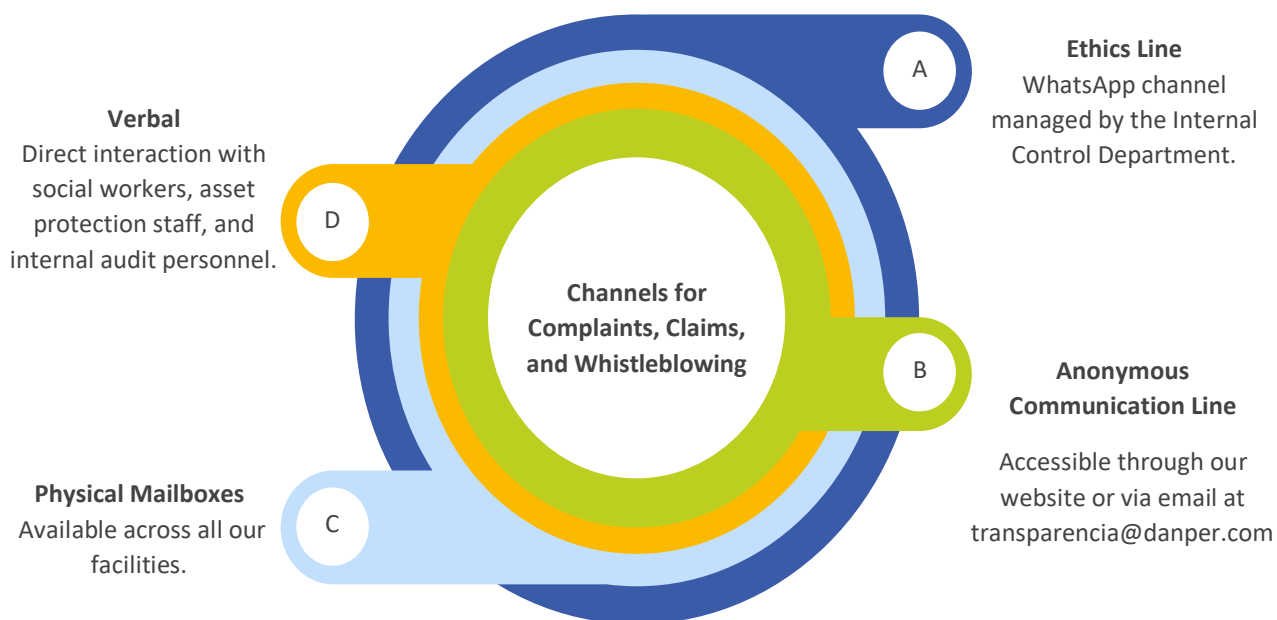
We also enhanced due diligence protocols in the selection of clients, suppliers, and employees in critical roles, implementing risk matrices, background checks, and exclusion criteria. Similarly, we strengthened monitoring of asset movements, order traceability, and supplier verification using platforms such as SUNAT and SAP, ensuring reliability and transparency throughout our supply chain.

**Trust and Transparency: Reporting and Protection Mechanisms**

We strengthened our whistleblowing system with a multichannel approach, ensuring that all employees have access to safe and confidential communication channels. The reception, handling, and follow-up protocols were standardized to guarantee:

- Confidentiality and anonymity for whistleblowers.
- Prohibition of retaliation against those who file reports.
- Referral of cases to specialized committees according to the nature of the report.

The main channels for handling complaints, claims, and whistleblowing are:



Additionally, employees have direct access to their immediate supervisors, the Corporate Internal Audit Management, or, if necessary, the General Management. We also maintain suggestion boxes and an ethics hotline for ideas, complaints, and claims, all of which are reviewed and addressed within established timeframes.

These mechanisms, together with our Anti-Corruption Policy, ensure impartial, transparent, and efficient management of all inquiries and reports, reinforcing our culture of ethics and accountability.

#### **Objectives, Progress and Results for 2024**

To strengthen our ethical culture and ensure regulatory compliance, we established the following strategic objectives:

- **Personal Data Security Assessment:** We implemented a security checklist covering 100% of our personal data repositories, ensuring full compliance with data protection regulations.
- **Promotion of Ethical Commitment and Conduct:** We launched an accessible portal where all employees can formally acknowledge their adherence to the Code of Ethics and Conduct, reinforcing the integration of ethical principles into daily practices.

#### **Ethical Culture and Continuous Training**

We foster a strong ethical culture through ongoing training programs for all employees. In 2024, we conducted in-person workshops, virtual sessions, and informative capsules on key topics to ensure that employees understand and apply ethical principles in their daily work.

**TABLE 6 COMMUNICATION ON ANTI-CORRUPTION POLICIES AND PROCEDURES**

(GRI 205-2)

Indicator	Communication on anti-corruption policies and procedures	
	No.	%
Board of Directors	5 <sup>14</sup>	100
Employees	628	100

**TABLE 7 ANTI-CORRUPTION TRAINING**

(GRI 205-2)

Indicator	Training on anti-corruption policies and procedures	
	No.	%
Board of Directors	5	100
Employees	150	24

These activities were implemented in collaboration with the Human Capital Management Department, ensuring the practical integration of these principles into our organizational culture.

### 2.3. Results that Reflect Value Creation

The year 2024 unfolded in a challenging environment marked by climate variability and uncertainty in international markets. Although inflation remained stable in both Peru and the United States, risks persisted related to the supply of inputs and the stability of production conditions.

In response, we adopted proactive measures to ensure operational continuity. We secured advance agreements for the prices of key inputs such as fertilizers, packaging, and materials, allowing us to maintain a stable cost structure and focus on profitability improvements through commercial negotiations.

At the same time, we reinforced climate monitoring to anticipate potential impacts on crops. Regular meetings with specialists enabled us to adjust nutritional and operational plans, reducing exposure to extreme events and protecting productivity.

We reaffirmed our shared value creation model, which links economic performance with the development of people and communities in the areas where we operate. This model is built on three core pillars: health, education, and gender equity, particularly relevant for workers in rural and vulnerable urban areas.

We maintain a long-term vision with an integrated approach that combines economic, social, and environmental criteria in decision-making. This strategy enables us to adapt to environmental challenges while upholding the interests of our stakeholders.

Within this framework, financial institutions played a key role by facilitating access to working capital and strategic investments, essential for sustaining our growth and competitiveness.

#### Management Policies

Our economic management aligns with the Integrated Management System (IMS) Policy and the principles defined in our Code of Conduct. Within this framework, we established strategic financial policies that guided our short-, medium-, and long-term decision-making.

<sup>14</sup>In Danper Trujillo 1. Rosario Bazán, 2. Jorge Aranguri, 3. Gustavo Genoni 4. Luis Vives; in those linked 1. Rosario Bazán, 2. Jorge Aranguri, 3. Otto Vinther Christensen.



These policies included guidelines to mitigate risks associated with exchange rate fluctuations (USD/PEN, EUR/USD), interest rate variations, and credit exposure with suppliers and clients. We applied rigorous evaluations and technical procedures that strengthened our ability to respond effectively to highly volatile scenarios.

In this context, we implemented:

- Risk management procedures focused on mitigating exposures related to credit, liquidity, and market risks.
- Strategies to optimize operational funding needs, prioritizing an efficient debt structure that reduced financial costs and ensured compliance with our commitments.

### **Objectives, Progress and Results for 2024**

We set out to achieve sound economic management, based on the following commitments:

- Maintain a compound annual sales growth rate (CAGR) of at least 10% through 2028.
- Improve worker productivity.
- Increase efficiency through technological solutions.
- Promote research, development, and innovation (R&D&I).
- Advance in the implementation of management and information automation tools.
- Diversify markets, processes, and product lines.
- Reduce exposure to financial, operational, and strategic risks.

These commitments were implemented across six focus areas, each with defined objectives:

Focus Area	Objectives
<b>Profitability</b>	<ul style="list-style-type: none"> <li>○ Increase the company's economic value. Key indicators: Net Income and Return on Capital Employed (ROCE).</li> </ul>
<b>Organizational agility</b>	<ul style="list-style-type: none"> <li>○ Ensure the deployment of each crop's strategy in operations.</li> <li>○ Develop capabilities aligned with process transformation.</li> <li>○ Define the foundations for efficient information management.</li> <li>○ Continuously measure the value generated by all initiatives to enhance results.</li> </ul>
<b>Experience and performance of human capital</b>	<ul style="list-style-type: none"> <li>○ Improve employee performance and satisfaction.</li> </ul>
<b>Innovation</b>	<ul style="list-style-type: none"> <li>○ Develop and/or create new sustainable products.</li> <li>○ Solve high-impact organizational challenges.</li> <li>○ Develop and/or generate new business models or lines.</li> </ul>
<b>Sustainability and governance</b>	<ul style="list-style-type: none"> <li>○ Optimize environmental management.</li> <li>○ Strengthen Danper's contribution to workers' and communities' progress.</li> <li>○ Ensure compliance with high standards of corporate governance best practices within our business model.</li> </ul>
<b>Strategic customer satisfaction</b>	<ul style="list-style-type: none"> <li>○ Increase satisfaction levels among strategic clients.</li> </ul>

During 2024, we recovered our productive capacity following a 2023 campaign affected by the El Niño Phenomenon, which raised temperatures between 4°C and 5°C above historical averages. This challenging environment reinforced our commitment to efficiency, innovation, and shared value creation.

Among the main advances of the year, we highlight:

Sales and Agricultural Expansion	Financial management	Operational efficiency
We recorded a 21% increase in sales compared to 2023, driven by greater productivity and the expansion of our agricultural frontier.	We executed financial derivative instruments, such as forwards to hedge against exchange rate exposure and interest rate swaps to mitigate risks from interest rate variations, ensuring profitability and financial stability.	<p>We continued advancing in process automation and mechanization, which resulted in sustained productivity growth across several business lines and a reduction in operating costs.</p> <p>Additionally, we achieved significant milestones in the international market:</p> <ul style="list-style-type: none"> <li>○ Became the world's leading exporter of peppers, increasing our market share for this product.</li> <li>○ Achieved the highest export yield of blueberries in Peru.</li> </ul>
Relationship with farmers		
<p>We strengthened our vertical integration strategy with farmers in our areas of influence. Through these partnerships:</p> <ul style="list-style-type: none"> <li>○ Over 30% of our raw materials came from external producers.</li> <li>○ We worked with more than 500 farmers throughout our value chain.</li> <li>○ In partnership with IDB Invest, over 300 farmers participated in a socio-demographic study aimed at closing social and economic gaps, which led to the launch of a training program for small farmers.</li> <li>○ We expanded our Alternative Basic Education Center (CEBA) program to include our partner farmers.</li> </ul>		

As a result of these efforts, the economic value generated during the year amounted to USD 314,000,000, while the economic value distributed reached USD 268,000,000. For more details, check the table below.  
(GRI 3-3)(GRI 201)

**TABLE 8 ECONOMIC VALUE GENERATED AND DISTRIBUTED 2024**

(GRI 201-1)

Component	USD	S/
<b>Direct Economic Value Generated (DEVG)</b>	<b>314,419,000</b>	<b>1,181,586,602</b>
a) Net income	314,275,000	1,181,045,450
b) Financial income	144,000	541,152
c) Sale of assets	0	0
<b>Economic Value Distributed (EVD)</b>	<b>267,684,000</b>	<b>1,005,956,472</b>
d) Operating costs	148,517,057	558,626,700
e) Salaries and social benefits for workers	90,919,000	341,673,602
f) Payments to fund providers	22,261,000	83,656,838
g) Payments to government (taxes)	5,854,000	21,999,332
h) Community Investments	132,943	499,600

<b>Economic Value Retained (EVR)</b>	<b>46,375,000</b>	<b>175,630,130</b>
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### 3. Transforming Realities with Equity and Respect

*We demonstrate how our presence seeks to generate opportunities in the territories where we operate, while upholding and respecting the rights of all individuals with whom we engage.*

#### 3.1. Weaving Opportunities from the Local Level

(GRI 3-3) (GRI 13.12.1) (GRI 413-1) (GRI 413-2) (GRI 13.13.1) (GRI 13.13.2) (GRI 13.13.3)

Our relationship with surrounding communities is built on trust and mutual respect, opening opportunities to foster local development. As part of our Shared Value Model, we have prioritized understanding the reality of more than 10,000 workers, their families, nearby communities, and small farmers across our value chain. This holistic vision has enabled us to implement effective programs that enhance quality of life, improve productivity, and strengthen business competitiveness.

Given the vulnerability conditions faced by many of our workers from rural and urban areas, we have developed robust initiatives focused on three strategic pillars: health, education, and gender equity. Our commitment is to be a driver of development for our people, their families, and communities — promoting decent employment, respect for human and labor rights, comprehensive well-being, continuous learning, and equal opportunities. In doing so, we empower individuals to actively contribute to the company's growth and the progress of the country.

As part of this strategy, since 2022 we have incorporated the Multidimensional Poverty Index (MPI) — an international tool that identifies multiple deprivations in health, education, housing, and employment quality among our workers and their families. This information is key to strengthening and targeting our Shared Value initiatives.

Among the milestones achieved:

- Consolidation of the Maternity Program, strengthened through a strategic alliance with EsSalud Moche Hospital, ensuring high-quality prenatal care for pregnant workers. Within this framework, we inaugurated a 4D/5D/6D ultrasound scanner in collaboration with a strategic client's foundation and have provided prenatal care to over 470 workers, along with the delivery of more than 260 cribs for their children's well-being.
- Expansion of educational access through the Danper CEBA Program, benefiting farmers across our value chain and promoting completion of basic education.
- Recognition by the Ministry of Labor and Employment Promotion of the Victoria Program as a Good Labor Practice in equal opportunity.
- Identification of gaps in over 300 production units, paving the way for the first MPI measurement in our value chain.
- Launch of training workshops for female artichoke growers in Virú, fostering a support network to strengthen resilience, and the start of a leadership school to enhance their capacities.

These achievements reflect our ongoing commitment to sustainable development and community well-being, working responsibly and collaboratively with all stakeholders.

#### Management Policies

We reaffirm our commitment to community development through structured policies that promote the well-being of our stakeholders. In addition to our Integrated Management System Policy (IMS), which

provides the overarching framework for our commitments, we highlight the following key policies in this area:

- Self-Declaration of Good Social Practices, which safeguards human and labor rights for all individuals connected to our operations.
- Code of Conduct and Ethics, which establishes clear guidelines to ensure that all stakeholders understand appropriate practices and prohibited behaviors.
- Fraud and Corruption Prevention Policy, which defines measures to prevent acts of corruption.

These policies are communicated through our internal channels and made available on our corporate website, ensuring that both employees and external stakeholders have access to them and understand their relevance and application across all company activities.

### *Objectives, Progress and Results for 2024*

At Danper, we embrace a comprehensive commitment to the well-being of our workers, their families, and the communities where we operate, based on four strategic pillars:

#### **1. Comprehensive Health Care**

We provide free medical services to our workers and their families through our network of Danper Medical Centers. Services include outpatient consultations with referrals to higher-complexity centers, prenatal follow-up ensuring eight checkups starting in the first trimester, ultrasounds, nutritional counseling, care for musculoskeletal issues, pediatric monitoring, vaccination campaigns, and community health initiatives.

#### **2. Development and Growth of Human Talent**

We foster continuous learning and professional development to enhance productivity and competitiveness. This commitment is reflected in the number of workers completing their schooling within our facilities, improved performance and access to career opportunities, the percentage of high-performing employees promoted, and favorable wage comparisons between those who completed secondary education and those who have not.

Our social impact also extends to educational programs for children in nearby communities and teacher training initiatives in local schools.

#### **3. A Safe, Fair and Inclusive Work Environment**

We ensure a safe and equitable work environment that strengthens self-esteem, recognition, and performance. We promote gender equality by raising awareness among both men and women on the prevention of workplace sexual harassment. We monitor Danper's gender pay gap against the national average and encourage youth leadership on equality issues through school-based initiatives. A high percentage of employees recognize equal opportunities for men and women within the company.

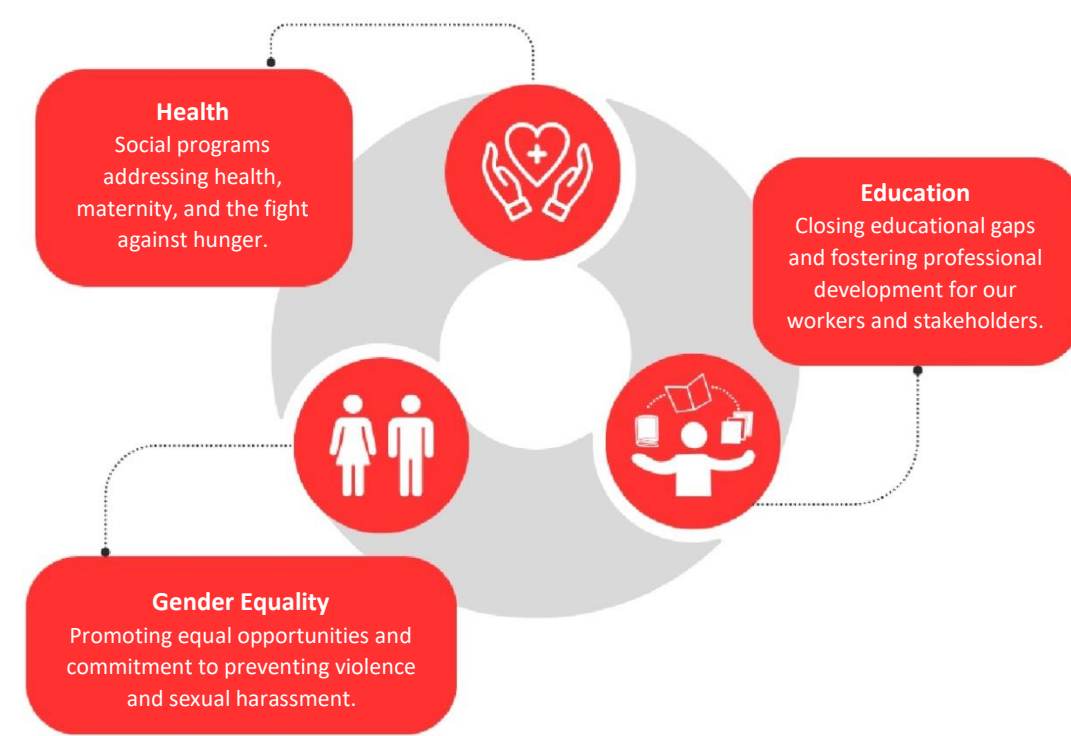
#### **4. Community Strengthening through Food Education**

We support community nutrition education by training leaders of communal kitchens (ollas comunes) to become advocates for healthy eating. During the year, we trained numerous families on balanced nutrition and donated tons of food products, reinforcing our contribution to community well-being.

These pillars guide our actions and outcomes, consolidating Danper as a socially responsible company that genuinely cares for its people and its environment.

## Lines of Action, Programs and Results

Our social management is structured around three key axis of impact:



We implement corporate programs across our various sites. Below are the initiatives developed in 2024 and their management outcomes:

### 1. Axis: Health

Program	Operation	Objective	2024 Achievements
<b>Centro de Salud Danper (Danper Health Center)</b>	Danper (Piura, Lambayeque, La Libertad, Lima, Ica and Arequipa)	To provide free health services for workers and their families, including exclusive programs for women with specialized medical professionals in various fields. <sup>15</sup>	<ul style="list-style-type: none"> <li>+153,560 workers and family members received basic health services in 2024.</li> <li>+130 pregnant women received prenatal care in 2024.</li> <li>+960 ultrasounds performed in 2024.</li> <li>+1,550 nutritional consultations provided in 2024.</li> <li>+3,670 physical medicine and rehabilitation sessions delivered in 2024.</li> </ul>

<sup>15</sup> The medical areas include: General Medicine, Physiotherapy, Obstetrics, Pediatrics, Nutrition, Psychology, Ultrasound, Teleconsultation, Dentistry.

<b>Mamás que dejan huella (Mothers Who Leave a Mark)</b>	Danper (Piura, Lambayeque, La Libertad, Lima, Ica and Arequipa)	To ensure the well-being of pregnant workers through high-quality, personalized prenatal care that minimizes risks during pregnancy and childbirth.	<ul style="list-style-type: none"> <li>○ Agreement signed with <i>EsSalud I Moche Hospital</i> to validate prenatal care services provided at Danper.</li> <li>○ +130 pregnant workers attended in 2024.</li> <li>○ +90 cribs delivered in 2024.</li> <li>○ Over 30 pregnant women attended during the Maternity Campaign in Huancaquito Alto in 2024.</li> </ul>
<b>Mis Manos Alimentan (My Hands Feed)</b>	Danper (La Libertad)	To train community leaders in healthy nutrition, food security, and anemia prevention, enabling them to share this knowledge within their communities and improve family health and well-being through sustainable practices.	<ul style="list-style-type: none"> <li>○ In the district of Alto Trujillo, we trained over 350 community leaders on key topics such as healthy eating, food security, and anemia prevention — a critical issue particularly affecting children in the region. The workshops addressed causes, symptoms, and consequences of anemia, as well as strategies to strengthen food security through sustainable and healthy practices. This training empowered leaders to replicate and expand this knowledge within their communities, amplifying the impact and contributing to the overall well-being of families.</li> </ul>

## 2. Axis: Education

Program	Operation	Objective	2024 Achievements
<b>CEBA (Alternative Basic Education Center)</b>	Danper (Piura, Lambayeque, La Libertad, Lima, Ica and Arequipa)	To promote the completion of basic education among workers and their families, increasing their productivity and self-esteem, in partnership with the Ministry of Education.	<ul style="list-style-type: none"> <li>○ 134 workers, family members, and suppliers graduated in 2024.</li> <li>○ 400 graduates in total as of 2024.</li> <li>○ Improvements implemented in training classrooms to enhance the learning environment.</li> </ul>
<b>Predica Program</b>	Danper (Piura, Lambayeque, La Libertad, Lima, Ica and Arequipa)	To develop technical skills, abilities, and competencies among workers from rural and urban areas in situations of vulnerability.	<ul style="list-style-type: none"> <li>○ 22 technical operating with diverse specializations <sup>16</sup></li> </ul>

<sup>16</sup>Production, Projections, Irrigation and Fertilization, Phytosanitary, etc.

## 3. Axis: Gender Equity

Program	Operation	Objective	2024 Achievements
<b>Victoria Program</b>	Piura, Lambayeque, La Libertad, Lima, Ica and Arequipa	To ensure a safe and equitable work environment by training workers and students as agents of change against discrimination and violence toward women.	<ul style="list-style-type: none"> <li>+6,200 workers sensitized on gender equity.</li> <li>+2,440 young people and adolescents became agents of change in schools within our area of influence: COAR La Libertad, I.E. José Olaya, I.E. Francisco Bolognesi, and Javier Heraud de Huaca Blanca, Chepén (as of 2024).</li> <li>Over 240 adolescents sensitized on gender equity in schools within our area of influence: COAR La Libertad, I.E. José Olaya, I.E. Francisco Bolognesi, and Javier Heraud de Huaca Blanca, Chepén (2024).</li> <li>+ 3,120 hours dedicated to community sensitization on gender equity.</li> <li><i>Victoria Program</i> recognized as a Good Labor Practice by the Ministry of Labor and Employment Promotion in the category <i>Promotion of Gender Equity</i>.</li> <li>More than 250 people participated in the parade for the Elimination of Gender-Based Violence in Virú, promoted by Danper in partnership with the Women's Emergency Center and the Municipality of Virú.</li> </ul>

## Management of Significant Impacts on Local Communities

We proactively identify and manage the most relevant potential and actual impacts that our operations may generate on local communities. Rigorous control measures are implemented to mitigate these effects, ensuring a responsible and sustainable relationship with the territories where we operate.

Operation	Location	Community	Impacts and Control Measures
<b>Agricultural - Compositan Farm - VIRU</b>	Rural Center of Huancaquito Alto – Province of Virú – La Libertad	Huancaquito Alto Settlement	<ul style="list-style-type: none"> <li>Impacts related to the transport of workers and cargo: We identified actual and potential negative impacts, such as noise and traffic congestion, in the communities near our operations. To mitigate these effects, we implemented rigorous control measures that ensure safe, efficient, and low-impact transportation for the local population.</li> </ul>



### 3.2. Driving Progress Beyond Our Operations

(GRI 203-1) (GRI 203-2)

We reaffirm our commitment to sustainability and social development through concrete actions that contribute to the well-being of the communities connected to our operations.

In 2024, we strengthened our relationship with municipalities and local communities mainly through food donations, contributing to food security without engaging in specific infrastructure projects.

Our greatest indirect economic impact lies in the generation of decent employment, which improves the quality of life of our workers and stimulates local economies. We maintain strict standards of quality and safety in production and marketing, allowing us to access international markets and contribute to the growth of the agro-export sector, thereby reinforcing the national economy.

In addition, we promote sustainable agriculture and the strengthening of responsible supply chains, integrating small farmers into our global value chain in line with international sustainability standards.

To mitigate negative impacts associated with the transport of workers and cargo, we implemented detailed route mapping and strict monitoring controls to reduce noise and congestion, ensuring safety and efficiency. All contributions are directed directly to communities, municipalities, or recipient entities, without intermediaries, to ensure transparency and direct impact.

#### Indirect Economic Impacts

In a national context where poverty affects nearly 29% of the population, our management approach focuses on providing decent employment with fair wages, health benefits, and working conditions that respect human and labor rights, under SA 8000 certification. Our main impacts include:

- Generation of decent employment in both nearby and remote areas, driving social development.
- Promotion of sustainable agriculture through formalization, technical training, financial assistance, and continuous improvement in the quality of raw materials provided by smallholder farmers.
- Support programs that include technical assistance in good agricultural practices, integrated pest management, provision of inputs under medium- and long-term contracts, training in labor human rights aligned with SA 8000, and the supply of certified seeds adapted to each region.

#### Land Rights

Danper maintains a strict commitment to respecting customary rights and ensuring responsible access to the natural resources of neighboring communities. We fully comply with investment commitments established in our purchase contracts, strengthening trust with our partners and ensuring ethical and responsible operations.

These respect-based practices extend throughout our supply chain, prioritizing the location of our operations to avoid affecting critical natural resources or informal tenure rights. Thanks to this approach, no violations of land or natural resource rights have been recorded.

The acquisition of agricultural land has been carried out directly through special irrigation projects such as Chavimochic, Jequetepeque Zaña, and Olmos, in full compliance with legal processes and tenders, thereby preventing conflicts with rural communities.

- No Danper-owned farm presents actual or potential conflicts affecting land or natural resource rights.
- No customary, collective, or informal tenure rights have been affected in our areas of operation.

### 3.3. Allies of the Field: Strengthening the Value Chain

Our supply chain is made up of 2,397 suppliers<sup>17</sup>, representing an 11.96% increase compared to 2023. These suppliers include medium-sized local farmers and first-tier providers who supply the essential agricultural raw materials for our operations. We recognize the diversity and quality of these suppliers as key pillars in ensuring the sustainability and security of our supply chain.

Our sourcing approach is built upon four fundamental pillars:

1. **Responsible sourcing:** We establish strategic partnerships with farmers to ensure food safety, good agricultural practices, and compliance with national and international regulations.
2. **Operational efficiency** We implement strategic planning and advanced technology to optimize our processes.
3. **Environmental sustainability:** We prioritize the responsible use of water and the conservation of biodiversity across all our operations.
4. **Social commitment:** We promote fair labor conditions throughout the entire production chain.

These strategic relationships with our suppliers enable us to create sustainable value through efficient procurement and supply processes that ensure competitiveness in terms of price, quality, expertise, delivery times, availability, commercial conditions, warranties, and compliance with safety and environmental policies.

Suppliers of general supplies represent the largest share within the processed products category, encompassing a wide variety of materials essential for the proper functioning of our processing plants. These include packaging, maintenance equipment, and other key elements necessary for daily production.

In this segment, we maintain commercial relationships with 1,766 suppliers, with whom we work on medium- and long-term agreements to ensure timely supply and operational continuity. During 2024, we placed special emphasis on supporting the development of small and medium-sized enterprises (SMEs), working with 552 suppliers, approximately 12% of which are women-led businesses.

Meanwhile, in raw material sourcing, we work with a network of 631 suppliers, strengthening our value chain and ensuring the quality and sustainability of our products.

#### **Management Policies**

Our sustainability efforts are founded on trust built over the years, underpinned by a solid and transparent approach. This approach is guided by clear policies that rigorously define the selection and evaluation of our suppliers. These guidelines establish strict environmental and social criteria applied consistently across all our operations to ensure compliance with our commitments and standards.

- **Raw Material Supplier Selection Procedure:** Ensures the proper selection of suppliers who can provide safe and high-quality products.
- **Contracting Procedure:** Establishes contractual agreements that allow the timely acquisition of raw materials in line with Danper Trujillo's technical specifications, while ensuring mutual protection against contingencies and strengthening trust between parties.
- **Raw Material Purchasing Procedure:** Ensures compliance with required volume, price, quality, and safety standards in accordance with purchase agreements.
- **Biodiversity Conservation and Sustainable Resource Management Procedure:** Ensures that raw material suppliers comply with controls to prevent negative biodiversity impacts and promote the sustainable management of living resources.

<sup>17</sup>1,766 logistics providers and 631 raw material suppliers.

- **Procurement of Manufacturing and Packaging Materials:** Defines guidelines to ensure that materials meet Danper's quality standards.
- **Service Procurement Procedure:** Establishes guidelines for acquiring services that guarantee continuity and efficiency in industrial and agricultural operations.
- **Procurement of Spare Parts and General Supplies Procedure:** Ensures timely acquisition of spare parts and supplies according to technical specifications for various company areas.
- **Importation Procedure for Materials:** Defines guidelines for the acquisition and receipt of imported goods under agreed commercial terms and timelines, ensuring compliance with internal standards.

### Objectives, Progress and Results for 2024

We have established financial and performance objectives and indicators that allow us to monitor progress effectively:

**TABLE 9** MONETARY VALUES AND PURCHASE VOLUMES FROM PROCESSED GOODS SUPPLIERS 2023-2024

(GRI xxxx )

Indicator	Unit	2023	2024
Total volume required under annual sales plan	t	39,839	41,951
Avocado volume	t	3,620	3,620
Artichoke volume	t	27,144	30,003
Asparagus volume	t	7,838	7,090
Mango volume	t	988	988
Blueberry volume	t	250	250

In our agricultural operations, we closely monitor key indicators that allow us to meet the goals established in Danper's annual sales plan. These indicators include strict monitoring of volume, quality, contribution margin, yield, and budget compliance for our main crops: artichoke, asparagus, avocado, mango, and blueberry. This detailed management ensures that our operations maintain high standards of productivity and profitability, aligned with the company's strategic objectives.

To ensure that all our policies, procedures, and guidelines are properly understood and applied, we provide access to a virtual Integrated Management System (SIG) platform. Through this platform, suppliers can access updated documentation at any time, facilitating consultation and compliance.

Additionally, through our Supplier Portal, we publish an official statement that sets forth our corporate policy and guidelines on sustainability and other key aspects. This space serves as a centralized communication channel, allowing our business partners to clearly understand expectations and standards from the outset, thereby strengthening transparency and collaboration throughout the entire supply chain.

Over the past three years, we have reaffirmed our commitment to agricultural suppliers through sustained and significant investments. This support is reflected in the ongoing purchase of high-quality local raw materials, as shown in the following table of values and volumes. This commitment not only fosters long-term, responsible business relationships but also drives the development of the farming communities we work with, ensuring the availability of inputs that sustain the excellence of our production processes.

**TABLE 10 MONETARY VALUES AND PURCHASE VOLUMES FROM LOCAL RAW MATERIAL SUPPLIERS 2023-2024**

(GRI 2-6)

Indicator	Unit	2023	2024
Payments to suppliers	USD	22,631,722	28,680,138
Purchase Volume from suppliers	t	33,084,292	41,950,965

In the processed products segment, we also collaborate with a wide network of national suppliers who provide essential inputs for our operations. The General Supplies sector stood out in 2024 for concentrating the largest number of suppliers in this category. These strategic partners play a key role in ensuring a stable supply of critical materials such as glass, tinfoil, cardboard, and fertilizers, which are essential for both our industrial and agricultural areas.

**TABLE 11 MONETARY VALUES AND PURCHASE VOLUMES FROM PROCESSED GOODS SUPPLIERS 2023-2024**

(GRI 2-6)

Indicator	Unit	2023	2024
Payments to national suppliers	USD	87,712,520	108,918,950
Purchase volume from main supply categories			
Glass	t	7,370	10,562
Tinfoil	million units	18	39
Cardboard	t	3,267	3,427
Fertilizers	t	9,079	15,591

Our close collaboration with these suppliers has enabled us to respond swiftly to market demands, maintain high standards of quality and sustainability, and integrate technological and sustainable innovations. All these efforts contribute to optimizing our operational efficiency and minimizing environmental impact, consolidating Danper's position as a benchmark in responsible agribusiness.

## Key Commitments Between Danper and Its Suppliers

Contracts with suppliers clearly establish their commitments within our supply chain. These are integrated into our organizational strategies and supported by clear procedures to ensure effective compliance. Below is a summary of the key commitments from both parties:

### Supplier Commitments:

- Ensure timely delivery of raw materials according to the agreed volume, strictly meeting the technical specifications required for weekly settlement.
- Guarantee compliance with the Good Manufacturing Practices Manual and applicable regulations—particularly for crops such as fresh avocado, which require valid social and quality certifications.
- Apply pest control methods within the limits permitted for export, using pesticides authorized by agencies such as EPA, USDA APHIS, and in accordance with European regulations.
- In this regard, we maintain the following commitments:
  - Provide the necessary materials, such as Danper-branded super-harvest crates, whose return is the supplier's responsibility upon raw material delivery.
  - Carry out weekly settlements and payments based on the timely submission of required documentation.

- Guarantee the purchase of 100% of the projected volume for key products such as avocado and artichoke.
- This framework of shared responsibilities strengthens a collaborative relationship, ensuring quality, regulatory compliance, and sustainability throughout our value chain.

#### Comprehensive Supplier Management: Social and Environmental Assessment

We reaffirm our commitment to responsible management aligned with ESG (Environmental, Social, and Governance) standards through rigorous assessments that ensure our suppliers operate according to ethical and sustainable principles consistent with our values and positive impact objectives for society and the environment.

In our social assessment, we verify compliance with current legal regulations to ensure respect for fundamental labor rights, including non-discrimination, freedom of association, eradication of child labor, and equal opportunity. We also promote safe and healthy working environments.

These social assessments are conducted annually through internal and external audits, including independent firms such as Kiwa, and form part of our Social Risk and Fair Trade Evaluation Procedure. Additionally, we provide training and awareness programs for suppliers to foster a workplace culture that prioritizes worker well-being and dignity.

Regarding environmental management, we establish clear requirements for the proper classification, storage, and disposal of waste in compliance with applicable regulations. For activities exceeding three days, suppliers must use specific containers according to Peruvian Technical Standard 900.058:2019, to minimize environmental impacts.

We also promote strict measures to prevent fuel and hydrocarbon spills, including soil waterproofing and spill containment trays, thereby protecting surrounding ecosystems and water sources.

Suppliers are required to maintain orderly and clean work areas, contributing to occupational safety and operational efficiency, and to restore these conditions upon completion of their activities.

For suppliers responsible for managing discarded materials, we require detailed information and complete documentation, including municipal authorizations, valid registrations, management and contingency plans, insurance policies, technical inspections, and evidence of regulatory compliance.

These controls ensure that both Danper and its business partners operate with environmental responsibility, reducing risks and promoting sustainable practices throughout our supply chain.

**TABLE 12 SUPPLIERS THAT PASSED SOCIAL ASSESSMENTS 2023-2024**

(GRI 308-1) (GRI 414-1)

Indicator	2023	2024
New suppliers that passed selection filters according to social criteria.	520	535

#### Quality and Sustainability: Key Certifications

We maintain a strong commitment to quality and sustainability across our supply chain, reflected in the certification of a large share of our agricultural products and critical materials. This effort ensures responsible practices and compliance with high environmental and social standards throughout our operations.

At Danper, 60% of the agricultural products we purchase are certified under environmental or social standards issued by independent third parties.

Our main certified products include:

- GAP (Good Agricultural Practices) assessments, ensuring proper agricultural practices that positively impact product quality and safety from the source.
- SA 8000 certification for raw material suppliers, focused on upholding human and labor rights while promoting safe and fair working conditions.

It is worth noting that while Global GAP defines quality and environmental criteria, it is not executed as a formal audit but rather as a standard that farmers must meet to maintain product quality and sustainability. Suppliers who do not meet these standards must implement corrective actions to remain in our supply chain.

Regarding critical inputs for industrial production—such as containers, lids, brine, and packaging materials—98% are certified under GFSI-recognized standards (mainly BRC or IFS), while the remaining 2% hold third-party homologation (e.g., Kiwa).

#### Strategic Management of Ingredient Supply in Contexts of Water Stress

We continuously monitor the percentage of ingredients sourced from areas with high or extremely high water stress to identify risks associated with water scarcity in our operational regions and define appropriate mitigation measures.

We have identified the following ingredients as priority materials: sunflower vegetable oil, brown sugar, frozen broccoli florets, citric acid, extra light olive oil, non-iodized food-grade salt, 10% cane vinegar, frozen cauliflower, sun-dried tomatoes, and ascorbic acid.

Recognizing these risks is essential to guarantee the stability and sustainability of our supply chain. By anticipating and managing potential disruptions, we protect operational continuity while supporting our suppliers and partner communities.

Main Mitigation Measures:

- Sunflower oil: Drought risk in Argentina mitigated through alternative suppliers in Ukraine, Spain, and Bolivia.
- Brown sugar: Water scarcity in Piura, Chiclayo, and Trujillo countered through efficient irrigation practices.
- Citric acid: Reduced dependence on Chinese suppliers through geographical diversification.
- Olive oil: Drought impacts in Spain offset by promoting local production in Tacna and exploring suppliers in Italy, despite higher prices.

This strategic approach strengthens the resilience of our supply chain and ensures the quality and availability of our products, fully aligned with Danper's sustainability and efficiency commitments.

**TABLE 13** INGREDIENTS SOURCED FROM REGIONS UNDER WATER STRESS

(GRI 303-1)

Ingredients	Unit	2023	2024	Region under water stress
Sunflower oil	%	27	20	Raw material sourced from Argentina.
Frozen cauliflower		3	4	Sourced from China.
Brown sugar		10	15	Main supplier: Coazúcar (Piura, Chiclayo, and Trujillo).
White sugar		1	1	Main supplier: Coazúcar (Piura, Chiclayo, and Trujillo).
Citric acid		5	8	Sourced from China.
Olive oil		9	8	Sourced from Tacna; shortages in Spain due to drought.
Frozen broccoli		8	0	Sourced from China.
Cane vinegar		3	5	Raw material: sugarcane.
Total		66	62	Calculated based on total production input purchases.

#### Supplier Empowerment: Training, Sustainability, and Inclusion

We recognize that strengthening our suppliers is essential to the sustainability and success of our supply chain. Therefore, we implement programs and policies that enhance their technical, productive, and management capacities while promoting responsible and fair practices.

#### Training and Development Programs

In 2023 and 2024, we continued implementing the WE-FI program in partnership with the Inter-American Development Bank (IDB). This initiative supports women-led businesses in their early stages, facilitating access to financing and insurance. In addition, we provided training on crop management, integrated pest control, and harvest management to improve productivity and sustainability.

#### Good Practices and Sustainability Standards

We establish minimum safety and environmental requirements for suppliers and contractors, which are communicated during the bidding process and verified during execution. These policies, available on our corporate portal, promote sustainable agricultural practices, fair labor conditions, and environmental protection throughout our value chain.

#### Economic inclusion

Beyond the WE-FI program, we maintain a supplier catalog that includes a significant proportion of micro and small enterprises (MSEs), to whom we offer flexible commercial conditions that support their growth.

We also work closely with small-scale producers, 35% of whom are women, strengthening gender equity and economic development in the communities where we operate.

### Strategic Stakeholder Engagement

Ongoing collaboration with our stakeholders is key to maintaining product quality, sustainability, and traceability. We foster continuous dialogue with suppliers and other key actors to optimize practices and ensure the sustainability of our supply chain.

To achieve this, we carry out:

- Regular meetings with suppliers to review input quality, sustainable practices, labor conditions, and fair payment policies—ensuring transparency and trust.
- Open communication channels to quickly address concerns and adapt our policies to evolving business needs.
- Social, environmental, and quality audits to verify regulatory compliance and drive joint improvements.

These actions strengthen our position as a socially and environmentally responsible company, ensuring a positive impact across our entire value network.

### Sustainable Supply Chain: Driver Of Value And Competitiveness

*We reinforce our supply chain through strategic initiatives that promote sustainability and operational excellence, creating value for all stakeholders involved.*

Active promotion of sustainable agricultural practices	Ethical sourcing with social commitment	Transparency and fairness in procurement
We foster responsible methods such as integrated pest management, water conservation, and soil protection, ensuring resilient and environmentally friendly farming operations	We ensure compliance with dignified and safe working conditions across our entire supply chain, promoting a fair environment for all workers involved.	Our digital purchasing platform guarantees clear, competitive, and inclusive processes, ensuring equal opportunities for all suppliers.



## Financing and Technology for Agricultural Transformation

We support small-scale farmers by providing access to financing and innovative technologies that optimize their crops and reduce environmental impact, thereby increasing productivity and ensuring sustainability.

## Rigorous Supplier Qualification and Selection

We implement thorough processes to validate our suppliers, ensuring that each partner complies with strict standards of quality, sustainability, and legal compliance. This strengthens the reliability and integrity of our supply chain.

## Strong Partnerships and Continuous Training

We establish long-term relationships with producers, providing them with technical training, advisory services, and financial support to foster continuous improvement and the adoption of best agricultural practices.

This comprehensive supply chain management approach reaffirms Danper's leadership in sustainability, competitiveness, and the creation of shared value.

### 3.4. Food that Nourishes and Transforms Lives

(GRI 3-3) (GRI 13.9.1) (GRI 13.9.2)

We understand that food security goes beyond production; it means ensuring that food is safe, nutritious, and accessible to everyone. For this reason, we apply strict standards and controls at every stage—from cultivation to delivery to the consumer—guaranteeing responsible practices that promote sustainability and reduce waste, thereby contributing to a fairer and more resilient food system.

This commitment is reflected in our shared value model, which integrates local communities through programs aimed at strengthening nutrition in the La Libertad region, supporting community kitchens (ollas comunes), and facilitating access to healthy products for students.

## Optimization and Expansion of the Supplier Portfolio

We manage a balanced and robust supplier base to ensure operational continuity and logistical efficiency. In 2024, we incorporated 256 new strategic suppliers, expanding our capabilities.

## Promoting Excellence Certifications

We support our suppliers in obtaining quality, social, and environmental certifications, raising their standards and consolidating the sustainable reputation of our value chain.

### Management Policies

Our commitment to food safety originates with senior management and is disseminated throughout all levels of the organization via a specialized committee. This commitment also extends to suppliers of raw materials, packaging, and containers, who demonstrate strong adherence to food safety practices. Each year, external agencies audit our quality and food safety systems, confirming their effectiveness.

Our key policies and procedures include handling of off-specification products, inspection of critical materials, compliance with IFS (International Featured Standards) and BRCGS (Brand Reputation Compliance Global Standards) requirements, traceability procedures, and protocols for handling product complaints and recalls.

**Objectives, Progress and Results for 2024**

In 2024, we developed initiatives that strengthened monitoring and stakeholder participation in food safety, including:

- Promoting “World Food Safety Day”, with the participation of health authorities.
- Implementing online applications to systematize data collection.
- Involving suppliers in matters related to the food safety of Danper products.

Over the past year, we implemented digital systems to enhance management and monitoring agility, enabling more informed decision-making. We received no consumer health-related complaints.

We achieved 100% engagement of health authorities in our food safety programs and collaborated with ADEX (Asociación de Exportadores), as well as with local and regional governments, on joint initiatives. Standards and prerequisite programs were deployed in coordination with commercial leaders and municipal authorities.

**Food Loss**

Our strategy to mitigate food loss includes the utilization of by-products to produce jams, sauces, and vegetable cuts, as well as the careful handling of products during storage and transport to prevent deterioration.

In the case of fresh produce for export, no losses are recorded, as the product is classified according to its destination—fresh, frozen, canned, or domestic sale. Discards that do not qualify for human consumption are redirected for animal feed.

During 2024, the average loss in canned products was 0.3%, mainly caused by packaging damage during logistics.

To reduce these losses, we implemented automation, improved processing methods, actively trained operators, and monitored processes in real time, ensuring efficient and sustainable management across the entire value chain.

**3.5. Human Rights at the Core of Our Relationships**

(GRI 2-30) (GRI 3-3) (GRI 407-1) (GRI 408-1) (GRI 409-1) (GRI 410-1)

We integrate the UN Guiding Principles on Business and Human Rights, together with the United Nations Global Compact principles, across all our operations and throughout our supply chain. This commitment ensures the adoption of international standards that protect fundamental rights at every stage of our activities.

We implement rigorous monitoring and training programs under the SA8000 standard, with the active participation of SA8000 representatives and democratically elected members of the Danper Club. These actors promote the implementation of fair social agreements and contribute to maintaining a respectful and dignified work environment.

We have six employee clubs that foster a positive workplace climate and strengthen long-term commitment to the company. These initiatives enhance talent retention and improve stakeholder perception of our management practices.

We maintain a zero-tolerance policy toward forced labor, child labor, and any improper labor practice. Thanks to this approach, we have gained access to markets that value quality, sustainability, and social responsibility—positioning Danper as a benchmark in the promotion and protection of human rights and generating a positive impact on the communities within our value chain.

### **Management Policies**

We promote responsible business conduct based on policies and procedures aligned with international standards and our own internal guidelines. Accordingly, we operate under an Integrated Management System (IMS) certified in economic, social, and environmental aspects, reinforcing our commitment to sustainable development.

We also apply the Self-Declaration of Good Social Practices (ABPS – Auto Declaración de Buenas Prácticas Sociales) and use key tools such as the Stakeholder Identification Matrix and the Human Rights Impact Assessment Matrix, both of which achieved 100% compliance in 2024.

We ensure equal and non-discriminatory treatment for all employees, in accordance with our Internal Work Regulations. We do not employ minors nor permit forced labor. Moreover, we respect working hours, provide mandatory weekly rest, encourage collective bargaining, and maintain a safe and healthy work environment.

We pay special attention to protecting vulnerable groups, ensuring they are not assigned tasks that could compromise their health or safety. Additionally, we maintain formal channels for submitting grievances and promote an inclusive environment that fosters equitable professional development.

### **Objectives, Progress and Results for 2024**

At Danper, we establish clear objectives to protect human and labor rights throughout our operations and supply chain, ensuring an ethical, safe, and inclusive environment aligned with our sustainability vision.

- **Ensure the non-employment of minors:** To guarantee compliance with this policy, we verify that 100% of our workers are over 18 years old. This was confirmed through 48 internal social audits conducted at Danper Trujillo, along with 3 audits at Danper Agrícola Olmos and 3 at Danper Agrícola La Venturosa, in addition to 34 periodic monitoring evaluations under the SA8000 standard. All these confirmed the total absence of child labor in our operations.
- **Prevent child labor among suppliers:** We extend this commitment across our entire supply chain, ensuring that 100% of audited suppliers strictly comply with the prohibition of child employment. This compliance was verified through 347 social audits, which confirmed the absence of child labor in activities related to Danper.
- **Maintain and strengthen the Social Responsibility Management System:** We retain the social certifications that validate our compliance with human and labor rights, including SA8000, Fair Trade USA, and SMETA. In 2024, we achieved recertification in Gender Equality, Diversity, and Inclusion (EDGE) and maintained Rainforest Alliance certification at our Chepén and Danper Agrícola La Venturosa facilities—demonstrating our commitment to the highest international standards.

To support these results, we implemented a constant communication system with our employees, beginning at the hiring process and continuing throughout onboarding and ongoing training for members of the Social Performance Team, in accordance with the SA8000 certification. This communication flow is reinforced through internal publications, corporate emails, and materials available on our website, ensuring that all employees are informed and engaged in complying with our policies.

### **Commitment to Freedom of Association and Collective Bargaining**

We fully guarantee employees' right to free association, a fundamental requirement of the SA8000 social standard. Although we currently do not have workers covered by collective bargaining agreements, this right is actively exercised through the Clubs and the Workers' Committee, whose representatives are democratically elected by their peers.

We have six employee clubs, each with an average of 12 members. Additionally, each industrial plant, farm (fundo), and agricultural field has a designated representative serving a two-year term, ensuring that all areas of the company are properly represented.

Within our supply chain, no violations or risks related to workers' freedom of association or collective bargaining have been reported.

During 2024, we reinforced this commitment through various actions, including:

- Informing every new employee during induction about their right to organize and freely join any association.
- Including in our Internal Work Regulations an explicit guarantee of freedom of association and collective bargaining.
- Training employees on the SA8000 standard, reaffirming their union and negotiation rights
- Publishing in our Self-Declaration of Good Social Practices (ABPS) a formal acknowledgment of collective bargaining and the right to association, with this document available to stakeholders on our website.

In total, during 2024, we trained 9,834 operational workers on the SA8000 standard, emphasizing their right to freedom of association and collective bargaining.

### **Prevention of Forced Labor**

We reaffirm our firm commitment against forced labor. During 2024, no non-compliance incidents related to this practice were recorded. We have identified that our operations present no significant risks in this area, and we periodically review our suppliers under social responsibility criteria, having detected no risks of forced labor among them.

To maintain and strengthen this commitment, we implemented the following measures:

- Communicated our strong rejection of forced labor to all stakeholders.
- Included this commitment in induction processes and training sessions on social criteria based on the SA8000 standard, and disseminated it through our Self-Declaration of Good Social Practices (ABPS – Auto Declaración de Buenas Prácticas Sociales).
- Reviewed and updated the Social and Fair Trade Risk Matrix, validating compliance with these criteria.
- Maintained multiple internal communication channels for reporting any forced labor concerns; during 2024, no complaints, grievances, or reports related to this issue were received.

### **Effective Prevention of Child Labor**

Preventing child labor is a top priority that we extend throughout our supply chain. To that end, we conduct thorough evaluations of our suppliers, focusing especially on those with higher potential risks of child labor or where young workers could be exposed to hazardous tasks.

After identifying these risks, we implement specific measures and mitigation protocols that ensure strict compliance with international standards and protect the rights of the most vulnerable workers.

**TABLE 14 OPERATIONS AT RISK OF CHILD LABOR**

Type of operation	Geographic area of operation	Measures taken
Raw material suppliers: asparagus	Chimbote	Preventive Measures / Action Plans:  ○ Training on Social Responsibility requirements. ○ Signing of Social Responsibility Commitment Letter and audit. ○ Application of an Agricultural Good Practices Checklist including social criteria.
	Paiján	
	Barranca	
Raw material suppliers: asparagus, artichoke and avocado	Virú	
Raw material suppliers: artichoke	Arequipa	
Raw material suppliers: avocado	Chepén	
	Motupe	
	Olmos	
	Ferreñafe	
	Chao	
Raw material suppliers: mango	Piura	

### Strengthening Human Rights Competencies Among Surveillance Teams

We reinforce our commitment to human and labor rights by training our security service providers in the requirements of the SA8000 standard. This process included full training for their management teams, who also formally assumed responsibility by signing a Social Responsibility Commitment Letter. To ensure compliance with the standards, we conducted an audit in accordance with the SA8000 requirements.

## 4. Growing with Our People: Opportunities to Flourish

*We describe how we create an environment that values people, fosters their development, and ensures safe and equitable conditions.*

### 4.1. Sowing Talent, Harvesting Leadership

(GRI 3-3) (GRI 13.20.1) (GRI 2-7) (GRI 401-1) (GRI 401-2) (GRI 401-3) (GRI 404-1) (GRI 404-2) (GRI 404-3) (GRI 405-1) (GRI 405-2) (GRI 13.21.1) (GRI 13.21.3)

#### Management Policies

We ensure that our hiring policies and conditions are clear and accessible to all. We do not apply any charges related to recruitment processes nor do we retain personal documents from applicants. The entire recruitment and selection process is conducted internally, without intermediaries, ensuring that selected personnel sign formal contracts in compliance with current labor regulations.

We have a comprehensive set of policies and procedures governing talent management, including:

- Training and Development: Defined protocols for building skills and knowledge.
- Selection Process: Clear methodologies for identifying and selecting suitable candidates.
- Performance Evaluation: Periodic assessments of employee performance to promote continuous improvement.
- Comprehensive Talent Management: Strategies to foster professional growth within the organization.
- Declaration of Good Social Practices: A registry of corporate-level social initiatives and programs.

These guidelines are regularly disseminated through our document management system, training sessions, and internal meetings, ensuring that all staff receive relevant and up-to-date information.

**Objectives, Progress and Results for 2024**

Human capital management constitutes a fundamental strategic pillar for our organization, reflecting the vision of General Management: "The continuous and effective development of our talent is the sustainable foundation of our competitiveness."

Our talent management not only sets standards that serve as a reference for other companies in the sector but also promotes employment opportunities and economic improvements throughout the value chain. This is achieved through internal training programs and incentive policies aimed at the professional and personal growth of our employees.

Currently, we have a highly trained and committed team distributed across eight cities in the country, employed under strict standards that comply with current labor legislation. We also promote an equitable composition, ensuring a balanced participation of professionals and specialists by gender.

**TABLE 15 WORKERS 2023-2024**

(GRI 2-7)

Indicator	Unit	Gender	2023	2024
Workers	No.	M	5,521	6,137
		F	4,906	6,146
Total			10,427	12,283

We do not have part-time employees, only permanent and temporary staff. In 2024, we had 12,283 employees in total, considering those who worked more than 60 days. At peak campaign periods—representing maximum industrial and agricultural operation—the workforce reached 14,000. According to the first criterion, distribution was as follows:

**TABLE 16 WORKERS BY ORIGIN 2023-2024<sup>18</sup>**

(GRI 2-7)

Year	Unit	Province	Total number of workers		Permanent workers		Temporary workers	
			M	F	M	F	M	F
<b>2023</b>	<b>No.</b>	Lima	11	10	1	0	10	10
		Amazonas	4	0	0	0	4	0
		Ancash	232	134	1	0	231	134
		Arequipa	476	449	1	0	475	449
		Ica	189	131	0	0	189	131
		La Libertad	3,830	3,844	21	6	3,809	3,838
		Lambayeque	778	338	0	0	778	338
		Piura	1	0	0	0	1	0
		<b>Total</b>	<b>5,521</b>	<b>4,906</b>	<b>24</b>	<b>6</b>	<b>5,497</b>	<b>4,900</b>
<b>2024</b>	<b>No.</b>	Lima	9	9	1	1	8	8
		Amazonas	4	0	0	0	4	0
		Ancash	328	166	6	0	322	166
		Arequipa	476	542	6	1	470	541
		Ica	230	129	0	0	230	129

<sup>18</sup>For this calculation, only workers who worked at least 60 days in 2023 and 2024 were considered. At Danper, we do not have part-time workers.

	La Libertad	4629	5103	63	25	4566	5078
	Lambayeque	803	342	0	0	803	342
	Piura	5	1	0	0	5	1
	<b>Total</b>	<b>6,484</b>	<b>6,292</b>	<b>76</b>	<b>27</b>	<b>6,408</b>	<b>6,265</b>

### New Hires and Employee Turnover

We implement specific strategies for talent acquisition across various areas of the company, distributing new hires in a balanced manner according to organizational needs.

**TABLE 17 NEW HIRES BY BUSINESS UNIT 2023-2024**

(GRI 401-1)

Year	Unit	Gender	Danper Trujillo				Unit	New hires
			< 30 years	30 to 50 years	> 50 years	Subtotal		
2023	No.	M	1,049	829	204	2,082	%	42
		F	853	1,133	172	2,158		47
2024		M	1,760	1,393	358	3,511		59
		F	1,366	2,095	371	3,832		63

Year	Unit	Gender	Danper Agrícola la Venturosa				Unit	New hires
			< 30 years	30 to 50 years	> 50 years	Subtotal		
2023	No.	M	22	17	5	44	%	30
		F	15	10	2	27		28
2024		M	28	21	6	55		37
		F	8	8	2	18		22

Year	Unit	Gender	Danper Agrícola Olmos				Unit	New hires
			< 30 years	30 to 50 years	> 50 years	Subtotal		
2023	No.	M	153	104	13	270	%	57
		F	64	48	6	118		58
2024		M	111	80	10	201		55
		F	44	36	1	81		51

Employee turnover was highest in Trujillo, coinciding with the highest concentration of employees in that location.

**TABLE 18 EMPLOYEE TURNOVER BY BUSINESS UNIT 2023-2024**

(GRI 401-1)

Year	Unit	Gender	Danper Trujillo				Unit	Turnover rate
			< 30 years	30 to 50 years	> 50 years	Subtotal		
2023	No.	M	14	53	7	74	%	2
		F	20	21	1	42		2
M		1164	218	260	1642	47		
F		887	1556	275	2718			71

Year	Unit	Gender	Danper Agrícola la Venturosa				Unit	Turnover rate
			< 30 years	30 to 50 years	> 50 years	Subtotal		
2023	No.	M	2	1	-	3	%	3
		F	4	1	-	5		6
2024		M	17	13	2	30		55
		F	8	4	2	14		78

Year	Unit	Gender	Danper Agrícola Olmos				Unit	Turnover rate
			< 30 years	30 to 50 years	> 50 years	Subtotal		
2023	No.	M	4	1	-	5	%	2
		F	2	-	-	2		2
2024		M	81	60	4	145		72
		F	40	42	2	84		104

### Comprehensive Benefits for Workers

At Danper, in addition to strictly complying with all legal requirements for full-time employment, we provide a comprehensive benefits package that reinforces employee health and social protection. We ensure that 100% of our employees have life insurance, access to medical services, and financial coverage in cases of temporary disability or permanent incapacity.

We also promote retirement planning and grant parental leave, reaffirming our commitment to the family and personal well-being of each employee.

Additionally, we provide financial support through accessible loans via COOPACT and subsidize food programs, contributing to improved quality of life and stronger organizational commitment.

### Boosting Productivity at Danper

Human talent management goes beyond simple administration and recruitment. It focuses on attracting top professionals and strengthening the capabilities of existing personnel to ensure a highly qualified team that drives company growth. This comprehensive approach directly contributes to increased productivity, as engaged and satisfied employees perform with greater motivation and effectiveness.

Key objectives for 2024 included:

- Increasing productivity through the “Highly Productive Worker” program, targeting 80% of employees in measurable industrial positions classified in category ABC. Results achieved: 89.6% in production halls and measurable roles.
- Raising overall employee performance to Category A, also reaching 89.6% in productive areas and measurable positions.



- Improving performance of qualified personnel, aiming for at least 85% rated “Good” or “Outstanding”. Periodic evaluations identify technical and soft skill gaps, with continuous development tools provided.

Assessing employee performance and job satisfaction is key to recognizing top talent and enhancing overall performance through personalized strategies. Our talent management and development initiatives, such as the “Highly Productive Worker” program, exceeded the established targets for employees in ABC category.

### Training and Development

Professional development of employees is a strategic priority. We design and implement training programs that strengthen both technical competencies and soft skills, tailored to different job profiles to optimize individual and collective performance.

In 2024, the average training hours were 7.03 for men and 6.19 for women, compared to 2023 averages of 11.7 for men and 18.57 for women. This is the result of optimized content and methodologies.

**TABLE 19 TRAINING AND DEVELOPMENT INDICATORS 2023-2024**

(GRI 404-1)

Indicator	Unit	Gender	2023	2024
Manager	No.	M	14.8	10.5
		F	10.8	4.3
Assistant Manager		M	13.9	7.6
		F	58.0	9.8
Boss		M	25.7	8.3
		F	19.1	7.4
Coordinator		M	8.4	5.5
		F	8.1	5.4
Analyst		M	5.9	5.2
		F	6.7	3.8
Assistant		M	5.9	4.1
		F	4.7	3.5
Supervisor		M	10.7	6.7
		F	32.7	6.7
Operators		M	8.1	8.3
		F	8.40	8.6
Total		M	11.7	7.03
		F	18.57	6.19

From their first day, employees follow a comprehensive training pathway involving key areas such as Training, Organizational Development, and Social Welfare. Within this framework, we have established six programs that foster growth and enhance the employee experience:

- Training for Skilled Personnel: Strengthening technical and soft skills for agricultural and industrial staff through specialized schools.
- CEBA Program (Centro de Educación Básica Alternativa / Alternative Basic Education Center): Supports the completion of basic education for employees and their family members, promoting personal and professional development.
- Training Program: Prepares less experienced employees to improve productivity in agricultural and industrial processes.

- “Ask Me” Channel: A physical and virtual space to address frequently asked questions, managed by Social Welfare.
- Organizational Development: Identifies key talent, designs succession plans, and supports professional growth for high-potential employees.
- Onboarding Process: Induction strategy that enhances adaptation and experience of new employees.

Management indicators reflect improvements in efficiency and productivity, positioning Danper as a preferred employer in the sector. This recognition strengthens not only talent attraction and retention but also the company’s positive perception among clients, investors, partners, and the communities in which we operate.

### Performance Evaluation

Annual performance evaluation is a key tool for optimizing talent management, allowing identification of strengths, areas for improvement, and individual progress. The process includes feedback on daily functions and overall contribution, as well as opportunities for employees to express their perceptions. It also considers work-related and personal aspects, facilitating detection of training needs, anticipation of potential integration issues, and analysis of team dynamics. Results influence key decisions regarding salary policies, training programs, development, and succession planning.

**TABLE 20 PERFORMANCE EVALUATION INDICATORS 2023-2024**

(GRI 404-3)

Indicator	Unit	Gender	2023	2024
Manager	%	M	8	10
		F	2	2
Assistant Manager		M	5	6
		F	4	7
Boss		M	30	32
		F	16	18
Coordinator		M	11	12
		F	19	21
Analyst		M	6	6
		F	12	12
Assistant		M	13	10
		F	35	25
Supervisor		M	26	26
		F	13	15
Total		M	100	100
		F	100	100

We have implemented various digital tools and training programs to strengthen professional development and employee experience:

- *Mis boletas* (My Payslips): Responsive web platform “Mi Danper” for online access to payslips.
- *Mis bonos* (My Bonuses): Digital access to bonus information, especially for blueberry harvest staff.
- *Mi salud* (My Health): Self-management system to schedule medical appointments with Danper professionals (nutrition, psychology, general medicine, physical therapy, and obstetrics).
- “Pregúntame” (“Ask Me”) Channel: Dynamic channel for FAQs and self-resolution regarding services and benefits.

- Digital Agricultural Attendance: Biometric attendance system for agricultural personnel, incorporating AI to prevent impersonation and improve administrative management.
- Mochelab Academy: Training in Lean and Agile methodologies to improve processes.
- Net Promoter Score (NPS): Continuous measurement of internal satisfaction to identify gaps and development opportunities.
- Performance Evaluation: Periodic follow-up to identify and close skill gaps.
- Organizational Development Program: Identification of critical positions and succession plans with training support.
- CEBA Program: Alternative basic education for employees and family members who have not completed primary or secondary school.
- Training: Programs to increase productivity for less experienced employees in industrial and agricultural areas.
- IMPULSA Leadership School: Soft skills training for leaders in team management and development.

This comprehensive set of tools and programs reflects our commitment to continuous and holistic employee development, strengthening both technical competencies and interpersonal skills, and contributing to the success and sustainability of Danper.

## **4.2. An Environment Where Everyone Counts and Contributes**

We reaffirm our commitment to equal opportunities, gender equity, and respect for diversity at all levels of the company. We firmly reject any form of discrimination based on gender, ethnicity, religion, nationality, sexual orientation, disability, or any other condition that limits the full exercise of rights.

Within this approach, we promote the Victoria Program, a strategic initiative aimed at reducing gender gaps and fostering a more inclusive organizational culture. This program has generated positive impacts among our employees and strengthened our reputation with clients, investors, communities, and society at large.

### **Management Policies**

Our management is structured through clear guidelines that promote respectful and inclusive environments:

- Commitment to Gender Equity, guiding our actions to ensure fair and equitable treatment.
- Institutional Values Policy, which promotes relationships based on respect and empathy, both among employees and with stakeholders in our operational environment.

### **Objectives, Progress and Results for 2024**

In 2024, we strengthened the execution of the Victoria Program with actions aimed at consolidating a safe, equitable, and value-generating workplace:

- 100% of agricultural and industrial leadership personnel trained in prevention of sexual harassment at work.
- More than 6,200 employees sensitized in gender equity
- 2,440 youth from educational institutions in our areas of influence trained as agents of change to promote gender equity.
- Achieved 3,120 volunteer hours, reaffirming our commitment to social development.
- Renewed EDGE Certification for the fourth time, the most rigorous international standard in corporate gender equity.

Key milestones for managing this topic include:

- Establishment of the Diversity, Equity, and Inclusion Committee, led by our General Manager, Rosario Bazán, as a permanent body for promotion and monitoring.
- Closing the year with no recorded cases of discrimination, reflecting our company-wide commitment to a fair and respectful work environment.

### Salary Ratios and Pay Equity

We maintain a firm commitment to pay equity as a fundamental part of our people management. Salaries are regularly evaluated and monitored to ensure fair and non-discriminatory practices, aligned with our equal opportunities policy. This assessment allows us to identify pay gaps, ensure equitable distribution of remuneration across organizational levels, and reinforce a corporate culture based on meritocracy and respect.

The results achieved in 2024 demonstrate our efforts to consolidate an inclusive and transparent work environment, where all employees can develop professionally under equal conditions.

**TABLE 21**SALARY RATIO INDICATORS<sup>19</sup>

(GRI 405-2)

Indicator	2023	2024
Manager	-	-
Assistant Manager	1.08	1.22
Boss	1.06	0.97
Coordinator	1.06	1.34
Supervisor	1.05	0.96
Analyst	1.12	1.18

### Parental Leave and Family Co-Responsibility

We recognize the strategic value of promoting a culture of shared family responsibility. Therefore, we encourage equitable use of parental leave between women and men as part of our commitment to equal opportunities and comprehensive employee well-being.

This policy not only strengthens family bonds and promotes shared parenting roles but also generates positive impacts on the workplace by improving employee satisfaction, supporting talent retention, and reinforcing a sense of belonging to the company.

**TABLE 22**PARENTAL LEAVE INDICATORS

(GRI 408-9) (GRI 408-10)

Indicator	Unit	M	H
Employees entitled to parental leave	No.	283	311
Employees who took parental leave	No.	283	311
Employees who returned to work after parental leave	No.	225	307
Employees who returned to work after parental leave and remained employed 12 months after leave	No.	167	215
Return-to-work rate	%	80	99
Retention rate	%	59	69

<sup>19</sup>Average base salary (including other monetary incentives) for men divided by the average base salary (including other monetary incentives) for women in each category described.

### 4.3. Life First: Protect to Thrive

We protect the well-being of all participants in our operations through a management system that prioritizes prevention and self-care. Our Occupational Health and Safety Management System (OHSMS) covers 100% of our employees, contractors, and visitors and is certified under ISO 45001:2018, supporting the robustness and effectiveness of our management.

We assume full responsibility for identifying, assessing, and controlling occupational risks, not only to comply with current legal requirements but also to foster a preventive culture that reduces accidents and occupational illnesses across all our sites.

#### **Management Policies**

Our approach is guided by preventive principles, addressing any conditions or behaviors that may compromise employee health. We actively promote self-care as a transversal axis under the motto: "We help you take care of your health."

Our OHS management is built on a solid regulatory and procedural foundation, including:

- ISO 45001:2018 on occupational health and safety.
- Law No. 29783 and its regulations (DS No. 005-2012-TR and DS No. 006-2014-TR).
- Integrated Management System Policy and the Occupational Health, Safety, and Environment Policy, both regularly updated and communicated.

Additional operational guidelines include:

- COVID-19 monitoring and control plan.
- Annual OHS plan with occupational surveillance activities.
- Minimum safety requirements for service and transportation companies.
- Emergency procedures, risk identification, and accident investigation protocols.
- Internal OHS regulations.

These provisions are clearly communicated to employees through briefings, trainings, and visible informational materials on-site.

#### **Management, Monitoring and Participation**

The implementation of these policies is overseen by the Occupational Safety Department and the Health Center, in coordination with the Occupational Health and Safety Committee, which meets monthly to review substandard conditions, strengthen controls, and report to senior management, who annually evaluates system effectiveness.

We also involve contractors and service providers in preventive management actions, ensuring uniform standards across the entire value chain.

#### **Communication and Representation Channels**

We have a robust participation and consultation system that allows all employees to be involved in the management of occupational health and safety (OHS). Its main mechanisms include:

- Democratic election of representatives to the OHS Committee and subcommittees, in accordance with RM 245-2021-TR.
- Active inclusion in the preparation of IPERC matrices and supervision of risk conditions.
- Participation in incident investigations and proposals for continuous improvement.

OHS information is communicated through various channels, such as internal emails, bulletin boards, TVs in common areas, and digital platforms coordinated by the Communications Department.

### Functional structure of the OHS Committee

The Central Committee and five subcommittees are composed of management and employee representatives, maintaining equitable representation. Each committee performs strategic functions, such as:

1. Approving OHS regulations and annual plans.
2. Evaluating safety and health statistics.
3. Coordinating training and preventive actions.
4. Supervising working conditions in the field.
5. Formulating improvement proposals.
6. Promoting employee commitment and participation throughout the system.

These functions reinforce the cross-cutting nature of OHS management and the consolidation of a safe and healthy organizational culture.

### Full System Coverage

Our OHS system guarantees complete protection for all employees, without exception. This preventive and collaborative approach has been key to minimizing risks, ensuring adequate working conditions, and strengthening productivity based on collective well-being.

**TABLE 23 COVERAGE OF THE OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM**

(GRI 408-9) (GRI 408-10)

Indicator	Unit	2023	20224
Employees covered	%	100	100
Employees covered by the OHS system with internal audit	%	100	100
Employees covered by the OHS system with audit	%	100	100

### Objectives, Progress and Results for 2024

During 2024, we continued to strengthen our OHS management, aligning actions with specific objectives to monitor performance, prevent risks, and protect all employees. Through rigorous and continuous evaluation, we measured progress using key indicators:

- Reduced the frequency of disabling accidents to 5.77, below the target value of 7.83, reflecting a safer work environment.
- Severity of disabling accidents was 52.89, above the target of 44.43, due to a higher number of medical leave days associated with certain events.
- 100% of planned trainings were executed, strengthening staff capabilities against occupational risks.
- 100% compliance with control measures established in the IPERC matrix, reinforcing preventive OHS management.

These results reflect Danper's ongoing commitment to providing safe, healthy working conditions focused on comprehensive well-being. Our institutional commitments are summarized in the following action areas:

- Prevent injuries, ailments, occupational illnesses, incidents, and accidents through protection principles, effective control of critical equipment, emergency response systems, and occupational surveillance programs.
- Strictly comply with applicable laws and regulations, both mandatory and voluntary standards.
- Promote active employee participation through consultation spaces, timely information delivery, and ongoing training programs.

Our 2024 safety and health indicators remained fatality-free, as detailed below:

**TABLE 24OHS INDICATORS FOR EMPLOYEES**

(GRI 408-9) (GRI 408-10)

Indicator	Unit	2023	2024
Minor accidents	No.	24	120
Minor accident rate	%	2.10	6.60
Disabling or severe work-related injuries (excluding fatalities)	No.	53	105
Rate of disabling or severe work-related injuries (excluding fatalities)	%	4.64	5.77
Total fatalities from work-related injuries	No.	0	0
Fatality rate from work-related injuries (SASB)	%	0	0
Recordable work-related injuries	No.	53	105
Recordable injury rate (SASB)	%	4.64	5.77
Near-miss frequency rate (SASB)	No.	114.99	82.85
Lost-time injury frequency rate (% per million hours worked)	%	4.64	5.77
Total hours worked	No.	11,427,576	18,18,475.4
Total number of fatalities	No.	0	0
Mortality rate (SASB)	%	0	0

**TABLE 25OHS INDICATORS FOR CONTRACTORS**

(GRI 408-9) (GRI 408-10)

Indicator	Unit	2023	2024
Total number of fatalities	No.	0	0
Mortality rate (SASB)	%	0	0

In 2024, the most common health issues were respiratory, digestive, and musculoskeletal disorders, with the latter more prevalent among employees aged 25–35. Frequent injuries included contusions, wounds, burns, and irritations, reflecting the operational risks and the need for preventive measures.

Identified hazards included:

<b>Physical hazards (e.g., noise exposure):</b> Evaluated through IPERC matrices and specific measurements, with technical controls, mandatory PPE, occupational surveillance, and medical exams applied.	<b>Disergonomic hazards:</b> Detected through ergonomic studies, addressed by progressively improving workstations.
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These findings allow us to continuously adjust our prevention and occupational protection systems.

### Comprehensive Occupational Health and Safety Risk Management

We prioritize the identification, evaluation, and mitigation of risks as an essential part of our OHS management system. This approach ensures safe operations and continuous protection for all employees.

### Risk Assessment and Occupational Surveillance

Systematic evaluations of hazards and occupational risks are conducted using IPERC matrices, which include incident history, occupational monitoring, and medical evaluation results. Active employee participation allows for hazard identification in the field, determination of controls, and strengthening of a preventive culture.

Continuous occupational surveillance complements this management. Our health team operates 24/7 across all production sites, ensuring timely care aligned with process-specific risks.

#### **Emergency Preparedness and Incident Investigation**

We have contingency plans adapted to each site, including preparation and response actions for emergencies. For workplace incidents, we apply a SCAT-based procedure to identify root causes, implement corrective actions, and prevent recurrence.

#### **OHS training**

Continuous training is provided to raise awareness and reduce operational incidents, including Induction sessions for new personnel, four legally mandated annual trainings, and specialized external trainings, such as fall protection.

#### **Internal Inspections and Continuous Improvement**

Monthly inspections are conducted using a mobile application for immediate deviation reporting. These inspections are led by management, supervisors, and OHS Committee members, who evaluate workplace conditions and promote preventive actions.

Continuous improvement is supported by daily operational meetings to review incidents and define corrective actions. Annual risk evaluations consider possible process changes, and the hierarchy of controls is implemented in our IPERC matrices.

#### **Monitoring, Audits and Regulatory Compliance**

We monitor progress through preventive campaigns, immunizations, active breaks, and training programs. In 2024, we were externally audited under ISO 45001:2018 by NSF and participated in client audits under standards such as SMETA and SA8000.

#### **Active Participation and Worker Protection**

We encourage hazard reporting via a digital application, ensuring efficient management by the responsible area personnel. The Internal OHS Regulations guarantee that employees can report risk conditions and exercise their right to withdraw from dangerous situations without retaliation.

Additionally, we integrate safety requirements into our procurement processes. Suppliers and transport companies are required to comply with safety guidelines established in our regulatory documents as part of the vendor approval and evaluation process.

#### **Preventive Culture Through Continuous Training**

In 2024, we strengthened our preventive culture through training programs for all personnel. These initiatives also extended to employees of contracting companies, who received tailored training based on their specific tasks, following mandatory induction.

#### **Technical Training in Safety And Health**

We delivered a total of 38,673 hours of OHS training, focused on strengthening employees' competencies in hazard identification, risk management, and safe behavior adoption. Training included general content as well as specialized technical instruction, adapted to the functions of each area.

Topics covered included:

Roles and functions of the OHS Committee and timely incident reporting.	Prevention of entrapment injuries and exposure to solar radiation.	Safe driving, forklift operation, and internal transport.	Personal and collective protection, fire fighting, and evacuation.
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Operation in confined spaces and work at heights.	Handling chemical substances and Safety Data Sheets (MSDS).	Accident investigation procedures and safety inspections.	Safe use of machinery, ovens, steam kettles, autoclaves, and hand tools.
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Sessions were held quarterly, following the annual training plan, and adjusted to the specific risks and characteristics of each agricultural and industrial site, ensuring the relevance and effectiveness of the training.

In 2024, 100% of our employees received occupational safety induction, reinforcing our commitment to a safe, healthy, and responsible work environment.

#### OHS Initiatives and Programs

We promote a proactive and preventive approach to occupational health and safety, aligned with our commitment to safeguard the holistic well-being of our employees. Initiatives include:

- **Active employee participation:** Encouraging direct involvement in hazard identification, workplace improvements, and procedural reviews via OHS committees and formal reporting channels.
- **Preventive ultrasound monitoring:** Conducted 962 ultrasounds in 2024 across agricultural and industrial operations, contributing to timely health condition detection.
- **Immunization campaigns:** Vaccination drives reached 2,850 employees, reducing the risk of communicable diseases and strengthening collective health.
- **Maternity support:** Through the program “*Moms Who Leave a Mark*”, we provide medical follow-up for pregnant employees and deliver sustainable cribs and mattresses after completion of prenatal check-ups.
- **BeSafe – Safe Reporting of Risk Conditions:** A digital tool implemented to facilitate reporting of unsafe acts and conditions, ensure traceability, and verify corrective actions by responsible parties.

These actions reflect our rigorous approach to occupational health and safety management, contributing significantly to incident prevention and fostering a protective and efficient work environment.

#### Promoting a Healthy and Balanced Life

In 2024, we promoted the well-being of our employees through comprehensive initiatives targeting physical, emotional, and family health. These programs, aligned with our preventive approach, reinforced a people-centered organizational culture.

Key actions included:



- **Mamás que dejan huella (Mothers Who Leave a Mark):** Personalized prenatal monitoring for pregnant employees. Upon completing eight check-ups, a crib and mattress were provided in a symbolic ceremony, reinforcing shared commitment to maternal and newborn health.
- **Workplace calisthenics and active breaks:** Brief guided exercises before and during the workday, helping prevent injuries and increase energy levels. Participation reached 100% in 2024.
- **Promotion of healthy eating:** Encouraging balanced eating habits through educational sessions, access to nutritious menus, and interactive activities, with 14.81% employee participation.
- **Brain exercises:** Activities to stimulate concentration, memory, and learning, fostering a more dynamic and productive environment.
- **Useful vacations:** For employees’ children aged 5–12, offering artistic, sports, and academic reinforcement workshops in Trujillo, Alto Moche, and Virú.

- **Happiness facilitators:** Health department leaders facilitated motivation spaces to strengthen team cohesion and workplace climate.

These initiatives demonstrate our commitment to a people-centered organizational culture, generating positive impacts on health, morale, and workforce performance.

### Mental Health Care and Employee Well-Being

In 2024, we reinforced our commitment to holistic employee well-being through a structured strategy focused on mental health and organizational climate. This management approach, centered on prevention, psychological support, and positive leadership development, produced significant results in employees' perception of the workplace and overall collective performance.

<b>Mental health: comprehensive care and prevention</b> 	<b>Workplace well-being: positive leadership and recognition</b> 
<p>We promoted emotional well-being through multiple initiatives designed to address the diverse realities of our teams:</p> <ul style="list-style-type: none"> <li>• Provided <b>1,119 individual psychological consultations</b>, offering professional support to those in need.</li> <li>• Facilitated <b>group listening sessions</b> through Mutual Support Groups, with <b>3,723 participants</b>.</li> <li>• Strengthened team management through <b>specialized leadership coaching</b>, benefiting <b>1,745 employees</b>.</li> <li>• Through our <b>Emotional Health Ambassadors</b>, <b>1,897 employees</b> received timely and personalized guidance.</li> <li>• Conducted <b>105 Parent School sessions</b> under the "Somos Familia Danper" program, engaging <b>3,436 participants</b>.</li> <li>• Carried out <b>20 relaxation sessions</b> as part of the preventive program "Relax Day", reaching <b>287 employees</b> across multiple sites.</li> </ul>	<p>These mental health care interventions were complemented by programs that promote recognition and motivation in the workplace:</p> <ul style="list-style-type: none"> <li>• In the <b>2024 Workplace Climate Survey</b>, we achieved <b>79% satisfaction</b>, exceeding the previous year's result by 3 points.</li> <li>• Implemented the Motivating Leaders program, with <b>92,429 participations</b> in dynamics designed by our process leaders.</li> <li>• Recognized <b>1,075 employees</b> for their commitment to Danper values through the Values Recognition Program.</li> <li>• Measured leadership perception via the <b>Personnel Management Survey</b>, achieving a <b>90%</b> result, above the established target of 80%.</li> </ul>

These initiatives reflect our vision of an organizational culture that prioritizes emotional well-being as the foundation for high performance and operational sustainability.

## 5. Our Commitment to the Land that Gives Us Life

*We present strategies to mitigate and adapt to climate change, optimize water use, reduce waste, and promote environmentally responsible agriculture.*

### 5.1. Climate Action with Real impact

#### 5.1.1. Energy Efficiency

(GRI 302-1) (GRI 302-3)(SASB FB-AG-130) (SASB FB-PF-130) (SASB FB-AG-110)

Energy efficiency is a core pillar of our sustainability strategy. We are committed to controlling and optimizing energy consumption through specific measures, such as periodic calibration of natural gas boilers. Additionally, we carry out rigorous maintenance of combustion systems in generator sets to maximize performance and reduce associated emissions.

For calculating and monitoring our energy consumption, we use a combination of IT systems and technologies that allow detailed calculations and dynamic information control. Energy conversions are based on supplier-provided data and information integrated into the corporate SAP platform.

### Objectives, Progress and Results for 2024

In 2024, we set clear targets to optimize energy efficiency and reduce associated costs. We achieved an average energy cost of USD 84/MWh and significantly improved operational efficiency, with specific consumption of 0.297 kWh per kilogram of dry product in industrial plants and 0.73 kWh per cubic meter in agricultural estates.

We maintained strict control over coincident power, fully complying with established limits, and reduced reactive energy consumption to 22%, surpassing the 30% target. These indicators reflect Danper's strong commitment to sustainable and efficient energy management across the organization.

As part of our continuous improvement strategy, in 2023 and 2024, we implemented various energy eco-efficiency projects, including the installation of next-generation frequency inverters to optimize consumption, the installation of solar panels to illuminate dining areas on farms, the replacement of conventional lighting with low-consumption LED technology, reducing power from 2x35W to 2x16W, and the upgrade of equipment to high-efficiency electronic versions to further increase energy savings.

Simultaneously, we advanced in implementing waste storage facilities for both hazardous and non-hazardous materials, ensuring proper management and promoting waste recovery.

We report total energy consumption covering all energy used by entities under our control, ensuring comprehensive and accurate resource management.

**TABLE 26 ENERGY CONSUMPTION 2023 - 2024**

(GRI 302-1)

Indicator		Unit	2023	2024
Total energy consumption within Danper		GJ	141,252	141,101
Renewable energy consumption	Subtotal	%	99.66	99.66
		GJ	479	480
Non-renewable energy consumption	Subtotal	%	0.34	0.34
		GJ	138,273	140,773
	Electricity consumption	GJ	140,773	140,620.80
	Cooling consumption		110,450	107,985.66
	Steam consumption		26,413	28,320.35
	Electricity consumption		3,909	4,314.80

Our fleet operates exclusively with non-renewable energy, as renewable sources have not yet been incorporated into its consumption. Nevertheless, we remain committed to exploring and adopting more sustainable alternatives in the future.

**TABLE 27 FLEET FUEL CONSUMPTION 2023-2024**

(GRI 302-1)

Indicator	Unit	2023	2024
<b>Total fuel consumed by the fleet</b>		<b>175,624</b>	<b>235,414</b>
Renewable energy consumption	<b>GJ</b>	0	0
Non-renewable energy consumption		175,624	235,414

### Energy Intensity

Energy intensity is a key indicator to assess our energy use efficiency. We calculate energy consumption per unit of product using tons of dry matter (Tn.dw), eliminating variability caused by water content. This approach provides a more precise and consistent measurement of actual energy consumption, allowing clearer identification of optimization opportunities. This indicator is particularly relevant in our industry, where moisture content significantly affects total product weight.

**TABLE 28 ENERGY INTENSITY 2022 - 2023**

(GRI 302-1)

Indicator	Unit	2023	2024
Total energy consumption / Tn.dw	Kwh / tn.dw	6.32	5.44
Fuels / Tn.dw	MMBTU/ tn.Dw	3.50	3.40
Electricity / Tn.dw	Kwh / tn.dw	2.82	2.04

### Stakeholder Engagement

We actively involve all our stakeholders in climate change management, from senior management to operational staff, as well as key external entities such as the Ministry of Environment and the Environmental Evaluation and Oversight Agency (OEFA). During 2024, we continued with comprehensive risk and opportunity analyses related to climate, including assessment of associated costs and development of a robust action plan for mitigation. In line with this commitment, we will continue implementing new energy eco-efficiency projects, strengthening our adaptation and resilience capabilities against the impacts of climate change.

#### 1.1.1. Emissions

(GRI 3-3)( GRI 13.1.1) (GRI 13.2.1) (GRI 13.2.2)] (GRI 201-2) (SASB FB-AG-440)

Climate adaptation and impact mitigation are essential pillars for the continuity of our operations and food security. In 2024, we reinforced our approach through climate scenario analysis, identifying physical and transition risks that could affect our production chain. Based on these findings, we implemented actions aimed at a low-carbon economy, prioritizing operational and energy efficiency, the use of renewable energy sources, and optimized water management through precision irrigation and rainwater harvesting system.

#### Risks Related to Climate Change

We recognize the high vulnerability of the agro-industrial sector to climate change. Extreme events such as unusual temperatures, droughts, heavy rainfall, or phenological disruptions directly impact productivity, irrigation water access, and supply stability. To address this, we have defined concrete actions to reduce risks, safeguarding the efficiency and resilience of our operations.

**TABLE 29 CLIMATE-RELATED RISKS**

(GRI xxx )

Risks	Consequences	Mitigation measures	Opportunities
Increase in frequency of extreme weather events (El Niño)	Heat stress in crops causing photorespiration and reduced photosynthesis	Use of biostimulants (algae, amino acids, rooting agents) to improve crop yield	Efficient use of irrigation water
Increased rainfall	Reduced flowering, fruit production, and crop yield	Installation of physical barriers during pre-flowering stage	Reduced consumption of inorganic fertilizers
Rising temperatures	Increased water demand for irrigation, depletion of water resources, crop stress	Implementation of more efficient irrigation systems and soil conservation practices	Development of more efficient irrigation technologies
Shortened pest reproductive cycles	Increased pest populations and higher pesticide use	Use of biological controls and integrated pest management	Innovation in sustainable pest control methods

### Management Policies

Our climate management is governed by the Integrated Management System Policy, establishing environmental principles applicable to all stakeholders. This framework is complemented by:

<b>Greenhouse Gas (GHG) Management Procedure:</b>  Defines guidelines for emission inventories, aligned with ISO 14064.	<b>Annual environmental plan</b>  Guides impact minimization through continuous improvement.
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### Objectives, Progress and Results for 2024

As part of our GHG reduction objectives, key results include:

<b>Carbon capture in own crops</b> Calculated 8,061.6 tCO <sub>2</sub> e removal at the Comositán estate, thanks to avocado and asparagus cultivation and expansion of vegetative cover	<b>Zero Waste by 2030</b> Reinforced our commitment to the circular economy, achieving a 99% waste valorization rate in 2024 (48,597.32 tons). By 2030, the goal is to reduce final waste disposal to less than 10%.	<b>Energy efficiency</b> Reduced our energy consumption ratio from 0.28 to 0.23 kWh per kg produced. Implemented scheduled equipment operation, optimized natural gas combustion, migrated to LED lighting, installed solar panels, and reinforced energy-saving culture through training.
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## GHG Emissions Management

(SASB FB-AG-110)

We take responsibility for managing our greenhouse gas (GHG) emissions, recognizing their direct impact on climate change and on the sustainability of the agribusiness sector. Our approach is not only to measure our carbon footprint with accuracy, but also to implement concrete actions to reduce it, engaging our entire value chain.

In 2024, we reaffirmed our commitment to responsible management of greenhouse gas (GHG) emissions, strengthening measures to mitigate impacts on air quality. We finalized a more comprehensive carbon footprint calculation by incorporating, for the first time, Scope 3 emissions across the entire value chain, which provided a fuller view of our environmental impact. We also validated the annual calculations of direct carbon sequestration achieved through our avocado and asparagus crops, as well as the trees forming biological windbreaks (shelterbelts) within our agricultural estates.

Regarding direct (Scope 1) emissions, we maintained rigorous monitoring of our primary sources—nitrogen fertilizers and fossil fuels used in agricultural and industrial equipment. As a result, we kept our direct emissions below the 25,000 tCO<sub>2</sub>e threshold, totaling 4,501.6 tCO<sub>2</sub>e.

In 2024, we recorded a 23.75% decrease in Scope 2 emissions, reflecting a reduction in indirect emissions from purchased energy. We also achieved a 38.42% decrease in Scope 3 emissions, demonstrating significant progress in reducing emissions across our supply chain and external activities.

The 2023–2024 inventory, verified in 2025, enabled us to broaden measurement to key sources such as employee transportation, movement of inputs and finished products, and waste disposal. This effort also helped us identify logistics improvement opportunities and engage suppliers in reducing indirect emissions, thereby lowering our overall environmental impact.

**TABLE 30GHG EMISSIONS**

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

Indicator	Unit	2023	2024
Scope 1	t CO <sub>2</sub> eq	363.5	4501.6
Scope 2		7859.43	5992.76
Scope 3		16142.56	9941.22
Total		24365.49	20435.47

### Direct Emissions

We set 2022 as the baseline year for the DTSAC site, while for DLVSAC we developed the carbon footprint inventory beginning in 2023, which is considered its baseline year. This emissions calculation covers indirect emissions from transportation, accommodation, and waste disposal, and includes the following gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFCs.

We used emission factors from the National GHG Inventory – INFOCARBONO, the IPCC, and DEFRA, and applied Peru’s Carbon Footprint tool (Huella de Carbono Perú) in accordance with NTP ISO 14064-1:2020.

We recognize that energy consumption is a significant source of indirect emissions, and we continue to advance efficiency measures to reduce its impact on our carbon footprint.



### Recognitions

Thanks to our comprehensive carbon footprint management, we were awarded new distinctions under Peru's Carbon Footprint Program (Huella de Carbono Perú), administered by the Ministry of the Environment. This recognition reaffirms our commitment to an orderly transition to a low-carbon economy.

**Danper Trujillo**

2022	2023	2024
		
1st Star: Measurement 2022 2nd Star: Verification by SGS	1st Star: Measurement 2023 2nd Star: Verification by SGS 3rd Star: Emissions reduction from the 2022 baseline	1st Star: Measurement 2024 2nd Star: Verification by SGS 3rd Star: Reducción del 2023 4th Star: Reduction for 2 consecutive years.

**Danper Agrícola La Venturosa**

2023	2024
	
1st Star: Measurement 2023 2nd Star: Verification by SGS	1st Star: Measurement 2024 2nd Star: Verification by SGS 3rd Star: Emissions reduction from the 2023 baseline

## 5.2. Caring of Every Drop, Sowing the Future

(GRI 3-3)(GRI 303) (GRI 303-1) (GRI 303-2) (GRI 303-3) (GRI 303-4) (GRI 303-5) (SASB FB-AG-140) (SASB FB-PF-140)

The rational and responsible use of water is a central pillar for the development of our operations and the preservation of surrounding ecosystems. We are aware that water consumption represents one of the main environmental impacts of our activity, and that climate change increases the risks associated with water availability, both for our operations and neighboring communities.

For this reason, our management prioritizes efficient and sustainable water use, in strict compliance with environmental regulations. We implement management plans that protect ecosystems and promote active cooperation with regulatory entities, such as the Users' Board and the National Water Authority (ANA), responsible for overseeing water supply for our production units.

**TABLE 31 RISKS AND OPPORTUNITIES RELATED TO WATER CONSUMPTION**

(GRI 303-1)



Risks	Description	Consequences	Mitigation Measures
Dependence on vulnerable sources	Risk of relying on water sources threatened by scarcity, contamination, or climate changes, compromising water availability and quality	Water shortage for agricultural and industrial operations, impacting operational continuity	Monthly monitoring of authorized water consumption
Ecosystem disruption	Risk of negatively affecting aquatic and terrestrial ecosystems through extraction, water consumption, and wastewater discharge, causing habitat changes, biodiversity loss, and water quality deterioration	Biodiversity loss, ecosystem degradation, reputational impact	Monthly management documentation control
Inefficient water use	Possibility of inefficient water use in industrial or agricultural processes, resulting in resource waste, increased operational costs, and contribution to local water scarcity	Higher costs, water scarcity risk, negative environmental impact	Implementation of efficient water-use technologies, periodic review of operational practices

### Management Policies

Our commitment is formalized in the Integrated Management System Policy, which establishes guidelines for effective water governance, water balance, water quality, protection of relevant areas, and the guarantee of water and sanitation services, with open and transparent stakeholder participation.

This policy is complemented by the Water Management Plan, which guides efficient use of water across all operational areas, and the Annual Environmental Plan, which sets directives to mitigate environmental impacts. Both plans cover all internal stakeholders and ensure the cross-cutting integration of water management within the organization.

### Objectives, Progress and Results for 2024

In 2024, we consolidated significant progress in sustainable water management, notably achieving the GLOBAL GAP SPRING certification in our agricultural estates dedicated to blueberries and avocados. This certification validates the legal, responsible, and efficient management of water sources, reinforcing our commitment to sustainable agriculture and water resource protection.

Rigorous control of water consumption is essential to mitigate our environmental impact. Accordingly, we implemented continuous improvements to optimize water use, ensuring sustainability and conservation for future generations.

Regarding the indicators:

- In the Canning and Frozen Plant, water consumption increased by 16% due to production expansion;
- In the Compositan estate, consumption decreased by 11.75%, influenced by a year with higher-than-average temperatures
- In agricultural estates, optimization of irrigation systems resulted in an 18.2% reduction in water use.

Additionally, we achieved 100% compliance with water quality standards set in the Environmental Management Report (IGA) and current regulations. The annual training plan on water eco-efficiency was completed, strengthening a culture of responsible use among our workers.

**TABLE 32 WATER EXTRACTION**

(GRI 303-1)



Year	Unit	Surface water	Groundwater	Total net water extracted
2023	Mm3	10.43	18.41	28.84
2024		8.67	16.47	25.14

**TABLE 33**WATER DISCHARGE

(GRI 303-1)

Year	Unit	Public network	Another type of discharge	Total net water
2023	Mm3	10.43	18.41	28.84
2024		8.67	16.47	25.14

**TABLE 34**TOTAL WATER CONSUMPTION

(GRI 303-1)

Year	Unit	Total extraction	Total discharge	Total net water consumed <sup>20</sup>
2023	Mm3	28.84	0.54	28.3
2024		25.14	0.68	24.46

**TABLE 35**TOTAL WATER CONSUMPTION IN WATER-STRESS AREAS

(GRI 303-1)

Year	Unit	Water consumption in water-stressed areas	Unit	Water from stressed areas
2023	Mm3	28.84	%	100
2024		25.14		100

### Technological Innovation and Water Monitoring

Our agricultural operations use highly efficient drip irrigation systems, complemented with automatic controllers that regulate water flow with precision. Since 2021, we have installed monitoring stations for soil moisture, electrical conductivity, and temperature, adjusting fertigation schedules and minimizing losses. This monitoring is complemented with periodic physical, chemical, and biological analyses to ensure optimal irrigation water quality.

In crops such as blueberries, the use of containerized substrates has reduced water consumption by up to 55% compared to traditional soil irrigation, improving fertilization efficiency.

Additionally, we use treated water from the Effluent Treatment Plant (PTEF) for irrigation of living fences and conduct periodic quality monitoring of water used in our processes, drinking water, and reused backwash water for irrigation, ensuring regulatory compliance in all cases.

### Comprehensive Management and Community Collaboration

To protect and ensure the availability of the resource, we implement:

<sup>20</sup>The total water consumed is the difference between the total water extraction and the total water discharge.

- Technified irrigation systems across all agricultural operations, increasing efficiency.
- Strategically placed tubular wells for aquifer recharge and control, preventing flooding and balancing the water resource.
- Continuous monitoring of groundwater and surface water quality and levels, ensuring responsible extraction.
- Water infrastructure, such as reservoirs, guaranteeing supply during dry seasons without affecting other sources.
- Dialogue spaces with communities and local authorities to promote participatory and sustainable water management.

#### Training and Eco-Efficiency Culture

We continuously train our personnel on rational water use and control measures to foster eco-efficiency. These actions strengthen an organizational culture committed to water sustainability and continuous improvement.

#### Regulatory Compliance and Environmental Sustainability

In 2024, no violations or non-conformities were recorded in water management, demonstrating the effectiveness of our policies and controls. Notably, there were no discharges in agricultural areas, and industrial wastewater was treated prior to release, exceeding legal requirements and reinforcing our environmental responsibility.

### 5.3. Nothing Is Lost, Everything Is Transformed

(GRI 3-3) (GRI 306-1) (GRI 306-2) (GRI 306-3) (GRI 306-4) (GRI 306-5) (SASB FB-PF-410)

Waste management is an integral part of our environmental strategy. We aim to reduce the negative impacts of our operations and consolidate a model based on circular economy principles. Under this approach, we prioritize waste prevention, responsible treatment, and promotion of recycling and reuse practices across our value chain.

#### Management Policies

We maintain policies and procedures aligned with local and international environmental regulations, supported by a governance framework that ensures regulatory compliance and promotes continuous improvement. This management involves multiple company areas, with clearly defined roles to ensure effective implementation.

#### Objectives, Progress and Results for 2024

Our main objective is to reduce waste generation and increase valorization. To this end, we monitor key indicators such as:

- Absolute reduction in the volume of waste generated.
- Proportion of waste valorized relative to total generated.

Key initiatives include:

- Returning hazardous material containers to authorized suppliers.
- Internal reuse of non-hazardous materials such as wood, plastics, and metals.
- Partnerships with specialized companies for valorization of organic and hazardous waste.
- Ongoing training programs for staff on sustainable waste management.

In 2024, no events significantly increased waste generation in our operations. This outcome reflects the effectiveness of our internal policies and the cross-functional commitment of our teams to responsible environmental management.

During the year, we intensified measures to mitigate waste-related impacts through the following circularity practices:

**Proper Treatment of Hazardous and Non-Hazardous Waste**

We have established strategic partnerships to ensure proper management and treatment of both hazardous and non-hazardous waste.

**Staff Training**

We raise awareness among our employees about the responsible use of materials and the efficient management of waste.

**Management of Waste Electrical and Electronic Equipment (WEEE)**

We channel these waste materials to authorized systems to guarantee their proper disposal and recovery.

**Wood Reuse in Carpentry**

Through the social program “Mamás que dejan huella” (Mothers Who Leave Their Mark), we transform pallets, frames, and wood scraps into cradles for newborns, in partnership with a rehabilitation institution that provides carpentry services.

Our management is based on rigorous accounting and measurement standards, using scales and control records at the time of waste disposal, whether for valorization or final disposal. All measurements are expressed in tons, allowing efficient tracking of progress.

Additionally, in 2024, we achieved a significant increase in non-hazardous waste valorization, partly due to higher production levels. As part of our innovations, we implemented composting as a valorization method for organic waste, managing 781.14 tons.

We also recorded a notable increase in recycling, from 813.14 tons in 2023 to 1,286.60 tons in 2024, driven by strengthened partnerships with organizations like ANIQUEM and MUCHIK RECICLA, which improved collection, sorting, and utilization processes, promoting a more inclusive and efficient model.

**TABLE 36 NON-DISPOSAL WASTE**

(GRI 306-5)

Indicator	Unit	2023	2024
<b>Total waste generated</b>		<b>34,593.68</b>	<b>48,597.32</b>
Total hazardous waste	t	64.19	94.94
Total non-hazardous waste		34,529.49	48,502.38

**TABLE 37 NON-DISPOSAL WASTE BREAKDOWN**

(GRI 306-5)

Indicator	Unit	2023	2024
<b>Total hazardous waste not sent for disposal</b>		<b>18.3</b>	<b>15.28</b>
Plastic container recycling		17.73	10.35
Oil recovery		-	4.87
Fuel valorization		0.57	0.06
<b>Total non-hazardous waste not sent for disposal</b>		<b>32,090.99</b>	<b>48,146.70</b>
Cattle feed		25,771.27	37,295.73
Reuse in cradle manufacturing		22.08	12.18
Reuse by local residents		423.91	-
Reuse in wood products manufacturing			136.50
Retail sale in local markets		5,060.59	8,634.53
Techno-soles production		-	-
Compost		-	781.14
Recycling		813.14	1,286.60
<b>Total non-disposal waste</b>		<b>32,109.29</b>	<b>48,161.98</b>

### Responsible Packaging: Optimization and Circularity Strategies

Our packaging is key to connecting operations with environmental care. We recognize that each package has a life cycle with significant environmental impacts, so we continually pursue innovation and optimization in material selection and design, prioritizing recyclable or reusable materials. Our current offerings include glass, tinplate (cans and lids), capsule lids, plastic containers (bags and clamshells), and plastic boxes for products such as grapes, avocado, and blueberries.

**TABLE 38 PACKAGING PURCHASED**

(GRI 301-1)

Indicator	Unit	2023	2024
Total weight	t	9,436	14,356
Packaging by weight that is recyclable or reusable	%	99.3%	99.8%

### Innovation and optimization strategies

Circular Economy	Material Optimization
<p>We develop materials aimed at fostering an effective circular economy. A notable example is the transition of our blueberry harvesting crates, which previously were made entirely from virgin material and now incorporate 30% recycled material, thereby reducing our dependence on non-renewable resources.</p>	<p>With the goal of reducing our environmental impact, we modified the printing process of our boxes, shifting from offset printing to flexographic printing. This change allowed us to replace virgin white paper with recycled kraft paper, without compromising either the visual quality or the strength of the packaging.</p>

Although in 2024 we did not make significant changes to the composition of our packaging, we have initiated joint efforts with suppliers and clients to implement, in 2025, a reduction in the dimensions of cardboard boxes and trays. This adjustment will allow us to reduce paper usage by approximately 8%. Additionally, we are evaluating a reduction in the thickness of our tinplate packaging, from 0.16 mm to 0.15 mm, thereby decreasing the consumption of this material without affecting product safety or integrity.

We also highlight other upstream and downstream measures, including:

- Upstream: Strengthening the recovery of materials through partnerships with suppliers, ensuring that 100% of packaging inputs meet circularity criteria.
- Downstream: Selecting only 100% recyclable packaging; any waste generated is managed by operators authorized by MINAM, ensuring proper valorization and disposal.

#### **5.4. Cultivating with Respect: The Path to Sustainability**

(GRI 3-3) (GRI 13.5.1) (GRI 13.6.1) (GRI 13.6.2) (GRI 13.4.2) (GRI 13.4.3) (GRI 13.22.1) (GRI 304-4)

We are committed to agricultural production that ensures the sustainability of our food systems, balancing productivity, efficiency in the use of natural resources, and environmental conservation. We operate exclusively in previously intervened areas for agricultural purposes, allowing us to avoid negative impacts on natural ecosystems and prevent biodiversity loss.

In line with this approach, our operations do not affect species listed on the IUCN Red List or national conservation registries. Furthermore, all our products come from deforestation-free lands, reinforcing our commitment to protecting natural habitats.

During 2024, we began implementing indicators to reduce the use of inorganic fertilizers and pesticides, a measure that will help mitigate nitrogen emissions and preserve soil health, in accordance with regenerative agriculture principles.

#### **Management Policies**

Our agricultural management is supported by a robust structure of policies, programs, and procedures that ensure operational efficiency and sustainability:

- We maintain the Sustainability Policy, defining our commitment to responsible production and environmental management.
- We apply the Efficient Resource Use Policy, aimed at optimizing the consumption of key inputs in agricultural operations.
- We implement the Efficient Resource Use Training Program, focused on strengthening technical field capabilities.
- We execute the Agricultural Risk Management Procedure, allowing us to anticipate and control potential impacts.
- We have an Innovation and Technology Standard, promoting precision solutions for more efficient and sustainable agriculture.
- We have adopted the Carbon Emissions Reduction Commitment, aligning practices with global climate challenges.

These guidelines are disseminated internally through training, operational manuals, and communication channels, and their compliance extends to strategic partners, including suppliers and contractors. Through regular consultations and participatory assessments, we integrate the voice of our stakeholders into decision-making, strengthening our environmental management in a collaborative and transparent manner.

#### **Objectives, Progress and Results for 2024**

We promote responsible and efficient agriculture, focusing on the rational use of resources and reducing environmental impacts. In 2024, we achieved key objectives reflecting our commitment to sustainability and ecosystem conservation:

- Ensuring that 98% of asparagus residue is sold as cattle feed.
- Achieving 100% technification of irrigation systems on our own farms to optimize water use.
- Reducing the use of synthetic organic insecticides by 10%, promoting more sustainable alternatives.

Additionally, in 2024 we commercialized 98% of asparagus residues as cattle feed, allocating the remaining 2% to compost production for the next agricultural campaign. Regarding water management, we achieved full irrigation technification, improving efficiency and reducing losses due to infiltration and runoff. We also exceeded the reduction target for synthetic organic insecticides, reducing their use by 11% compared to the previous year, with 15.51% of all pesticides applied consisting of biological inputs.

These results were complemented by the implementation of key initiatives such as the application of organic soil amendments, crop rotation and diversification to maintain soil health and pest balance, as well as continuous improvement in efficient water management and the progressive reduction in the use of synthetic pesticides.

#### **Sustainable Agriculture Practices**

We reaffirm our commitment to sustainable agriculture through responsible practices that ensure soil health, economic inclusion, and efficient pest management. Key actions and results in 2024 include:

- **Soil health:** Gradual reduction of nitrogen-based synthetic fertilizers, replaced with solid and liquid organic matter, improving soil structure and fertility while providing medium- and long-term sustainable profitability.
- **Economic inclusion:** Strengthened partnerships with local farmers, providing technical guidance to improve the quality and quantity of raw materials, fostering regional economic development and producer empowerment.
- **Integrated Pest Management (IPM):** Reinforced plans using physical, chemical, cultural, and ethological controls, applying only SENASA-registered products, with adjusted doses and frequencies to minimize risks and promote less toxic molecules, sharing knowledge with local communities.
- **Continuous training:** In 2024, staff were trained in IPM, safe pesticide use, good agricultural practices, and equipment calibration, complemented by participation in congresses and technical courses.
- **Pesticide volume and toxicity:** Detailed analysis confirmed that only 1.51% of pesticides are extremely hazardous and 1.65% highly hazardous, while 72.5% are slightly hazardous, demonstrating our commitment to minimize environmental impact and protect human health.

## **6. Trust Built from Origin to Destination**

*We present how we ensure the quality, traceability, and consumer satisfaction.*

### **6.1. Excellence from Field to Table**

We guarantee the quality and safety of our products to meet customer expectations and comply with

legal standards. Preventive measures are implemented throughout the production process to ensure food safety at every stage.

Our traceability system allows tracking of raw materials, inputs, packaging materials, and finished products across all production phases, ensuring transparency regarding their origin—whether national, regional, or local. Each batch of raw materials, ingredients, and packaging receives a unique identification code, ensuring complete traceability from origin to final product.

### **Management Policies**

To ensure traceability, we develop product-specific instructions accessible to the relevant teams.

Through HACCP plans, we identify and assess risks at every stage of production, establishing control measures to ensure all products comply with food safety standards.

To guarantee proper implementation, we have adopted the following measures:

- Continuous training: Ongoing education for workers on procedures and specifications, emphasizing food safety through our Food Safety Plan.
- Quality controls and preventive measures: Rigorous inspections from raw material acquisition to final product delivery, including analyses to correct non-conformities.
- Continuous improvement culture: Encouraging workers to identify improvement opportunities and propose solutions to prevent non-conformities.
- Integrated Management System: Based on food safety standards such as BRCGS and IFS Food, recognized by the Global Food Safety Initiative (GFSI).
- Supplier selection and evaluation: Careful assessment to ensure compliance with our quality standards.
- Internal audits: Periodic audits to evaluate compliance and detect deviations.

### **Food Safety Traceability and Monitoring System**

We ensure product traceability and quality through a comprehensive monitoring plan, guaranteeing compliance with good agricultural practices and regulatory requirements, while meeting customer specifications for safety. Rigorous control at all critical points validates compliance with food safety standards

For avocado, we achieved 100% compliance with FSMA and Global GAP standards with our suppliers, ensuring each harvest is released only after extensive testing for pesticides, contaminants, and heavy metals.

Each batch of raw materials, ingredients, and packaging receives a Danper lot code, ensuring traceability throughout the production process. The assigned codes are as follows:

Raw Materials	Ingredients, Additives, and Packaging Material	Finished Product
The information includes the Julian calendar, harvest year, origin (zone), and process type (fresh, canned, or frozen).	An identification code is assigned using the supplier's initial abbreviation and the entry date in the format XX/DDMMYY, along with the manufacturer's identification.	The product code consists of the Danper identification (F = T or A), the internal quality code of the product (X), the production year digit (LY), and the Julian calendar (ZZZ).

To validate the effectiveness of our traceability system, we conduct monthly verification exercises, with a maximum duration of four hours according to the BRCGS Food Safety Standard. For products certified under Costco standards, this period is reduced to a maximum of two hours.

#### Quality According to International Standards

We work continuously with certified suppliers for both raw materials (from our own fields) and inputs and materials used in our processing plants:

**TABLE 39** LEVEL OF CERTIFICATION OF INTERNATIONAL STANDARDS

( xx )

Type of suppliers	Unit	Certification level in %
Field		
Artichoke	%	14% in Fairtrade
Asparagus		40% in GlobalGAP
Mango		80% in GlobalGAP
Avocado		63% in GlobalGAP
Grape		100% in GlobalGAP
Blueberry		100% in GlobalGAP
Plant		
Inputs	%	56.8 % in GFSI
Materials		41.8 % in GFSI

For avocado cultivation, all suppliers of new fields must comply with Global GAP and FSMA (Food Safety Modernization Act) certifications, as we do not accept raw materials without these two. All raw material suppliers are required to have a GFSI certification or, alternatively, approval from recognized certification bodies such as Kiwa or SGS. As a result, 89% of our raw materials are GFSI-certified (Global GAP).

In 2024, we did not register any product recalls due to non-compliance with food safety, reflecting our strong commitment to quality and safety across all operations. Consequently, no product volumes were withdrawn.

#### Non-Conformity Rate and Corrective Actions



Regarding non-conformity rates in our facilities under food safety certification programs recognized by GFSI, in 2024 we achieved 0% for both major and minor non-conformities.

This result reaffirms our commitment to food safety standards. Furthermore, no non-conformities were registered in audits conducted throughout 2024, demonstrating the effectiveness of our quality policies and adherence to established procedures.

### Product Quality and Safety

We are committed to ensuring that all products meet the highest quality and food safety standards, covering both cultivation fields and processing plants. Regular evaluations are based on international standards such as Global GAP and BRCGS, which cover key aspects including pesticide management, food safety, hygiene, good agricultural practices, and critical control points across all operations.

**TABLE 40 COMPLIANCE LEVEL WITH FOOD SAFETY CRITERIA FOR PRODUCTS**

(xx)

Evaluation Documents	Unit	Fresh Products	Frozen Products	Canned Products
Prerequisite Programs	%	100	100	100
Allergen Management Program		100	N/A	100
HACCP Plan		100	100	100
Product Technical Specification		100	100	100
Thermal Process Validation		N/A	N/A	100
IQF and Static Freezing Process Validation		N/A	N/A	N/A

Both standards are part of the Global Food Safety Initiative (GFSI) <sup>21</sup>, which aims to strengthen and harmonize global food safety systems, ensuring that markets can offer food products safely and responsibly.

### Certification Programs

We maintain a strong commitment to food quality and safety through recognized international certifications, including BRCGS (British Retail Consortium Global Standard), IFS Food (International Food Standard), Global G.A.P., and European Union certifications. These certifications reflect our compliance with the highest industry standards.

They cover critical aspects such as allergen control, ingredient traceability, responsible agricultural practices, and compliance with European regulations, obtained through independent audits validating our processes.

In addition to operational validation, these certifications strengthen our business relationships, as many clients and partners value and require compliance with international standards.

<sup>21</sup> Standards part of the GSFI: primusGFS, IFS, BRCGS, ASIAGAP, FSSC 22000, SQF Institute, Global Aquaculture Alliance, CANADAGAP, jfsm, GRMS, GLOBALG.A.P

### Strategies for Managing Genetically Modified Organisms (GMOs)

In compliance with Law No. 29811 of the Ministry of Environment (MINAM), which prohibits the production and commercialization of genetically modified foods in Peru for ten years, Danper strictly enforces this regulation.

Through our Food Safety System Manual, we prohibit the use of GMO products and inputs, non-ionized and identity preserved, ensuring no genetic alterations in our foods or crops.

For clients requiring Non-GMO certification, we provide full traceability and documentation of the absence of GMOs in our products, ensuring regulatory compliance and clear communication of our standards.

### Food product Recalls and Notifications

Food safety is our priority. Product recalls are performed only when there is a potential risk to consumers. In 2024, we did not recall any products, reflecting our ongoing commitment to safety and quality in all processes. Consequently, no processed products were withdrawn.

Similarly, we received no notifications of food safety violations, confirming our ability to maintain strict quality and safety standards.

#### 6.2. Clear Information for Conscious Decision-Making

(GRI 417-1) (GRI 417-2) (GRI 417-3) (SASB FB-PF-270) (SASB FB-PF-260)

We ensure honest, clear, and responsible communication in product promotion and labeling, strictly complying with regulations, codes, and internal policies. We provide accurate and accessible information enabling customers to make informed and reliable decisions.

Our labels highlight healthy attributes such as no preservatives, no artificial flavors, warning octagons, low-calorie content, gluten-free options, vegan suitability, and no artificial colors, presented clearly and transparently.

This transparency extends to detailed descriptions of ingredients, features, and benefits, reaffirming our commitment to truthfulness and consumer trust.

### Management Policies

To support this commitment, Danper has developed policies and procedures ensuring strict compliance with regulatory requirements for all marketed products.



Internationally, our products are labeled under private brands, according to each client's specifications, and a specialized team reviews 100% of graphic designs to ensure compliance with destination country regulations such as FDA (USA), EFSA (Europe), and FSANZ (Australia).

Throughout our history, we have not recorded labeling or information violations, supporting the quality and reliability of our processes.

#### **Objectives, Progress and Results for 2024**

Aligned with our commitment, in 2024 we achieved the goal of 100% compliance with information, labeling, and regulatory procedures for each market, strengthening Danper's trust and positioning in international markets.

This achievement also reflected sustained growth in sales of products promoting health and nutritional attributes, reaffirming our commitment to consumer well-being and satisfaction.

**TABLE 41 REVENUE FROM LABELED AND/OR MARKETED PRODUCTS PROMOTING HEALTH AND NUTRITION ATTRIBUTES**

(GRI xxxx )

Sales type	Unit	2023	2024
Export	USD	27,794,657.11	28,086,289.09
Domestic market		827,998.04	973,827.25
<b>Total</b>		28,622,655.15	29,060,116.34

#### **Rigorous Controls to Ensure Labeling Compliance**

We maintain a verification checklist integrating destination country regulations, including international standards such as Codex Alimentarius, FDA, and EU Regulation 1169/2011.

Our specialized team ensures that all labels comply with applicable requirements, guaranteeing conformity in every market.

This rigorous system has prevented rejections or sanctions by health authorities, demonstrating the effectiveness and robustness of our processes.

### Product Health and Nutrition Management Process

We focus on consumer health through strategic measures, including continuous analysis of product and ingredient management related to nutritional and health concerns. The process follows these steps. The process follows these steps:

1. Research regulations governing the food market.
2. Analyze available ingredients to evaluate suitability.
3. Identify needs to reduce or adjust product composition according to consumer demands.
4. Conduct laboratory testing to ensure compliance with nutritional standards.
5. Declare selected ingredients, enabling informed consumer decisions.

### Evolution of Responsible Marketing Strategy

Adapting to global responsible consumption trends and international regulatory requirements, Danper has evolved its marketing strategy based on three fundamental pillars:

**Environmental Sustainability:** We implement eco-friendly packaging, reduce our carbon footprint, and promote responsible agricultural practices in alignment with the United Nations Sustainable Development Goals (SDGs).

**Positive Social Impact:** We uphold a strong commitment to gender equity, community development, and the empowerment of our workers and collaborators.

**Ethical Communication:** We conduct campaigns designed to highlight the social and environmental value of our products, aiming to educate consumers and strengthen their emotional connection with the brand.

Thanks to this strategy, Danper has established itself as a leader in sustainability within the agro-industrial sector, creating shared value for consumers, communities, and employees.

### Certifications and Transparency in Sustainable Attributes

Our commitment to sustainability is reflected in recognized international certifications, the labels of which we clearly communicate to consumers. Additionally, we incorporate QR codes on packaging that provide access to detailed information on our environmental, social, and governance (ESG) actions, promoting transparency and trust.

### Prevention of Misleading Advertising

To ensure the accuracy of our communications and avoid practices such as greenwashing or misleading advertising, we have established rigorous mechanisms that include:



These practices reinforce consumer trust and consolidate the company's ethical and responsible reputation.

### 6.3. Measuring Experience to Strengthen Customer Relationships

Customer satisfaction is a fundamental strategic pillar that drives our sustainability and commitment to quality. To measure it, we conduct an annual survey that evaluates key aspects such as product quality, packaging presentation and durability, fulfillment of the loading schedule, handling of complaints and requests, and overall satisfaction with our services.

#### Management Policies

Within the framework of the Integrated Management System Policy, Danper prioritizes meeting the demands and expectations of both clients and end consumers as a primary commitment.

#### Objectives, Progress and Results for 2024

In 2024, 72 clients participated in our survey, achieving 95% overall satisfaction. The results are analyzed in detail by the Quality Committee and the Commercial department to implement joint actions that optimize the customer experience and maintain our high standards.

**TABLE 42**CUSTOMER SATISFACTION INDICATORS

(GRI xxxx )

Evaluated Indicator	Unit	2023	2024
Product quality	%	96	100
Packaging quality		97	95
Compliance with loading plan		89	89
Handling of complaints and requests		96	97
Overall satisfaction with Danper		96	95

The evaluations show high satisfaction levels across all aspects, with significant improvements in product quality and complaint handling. Areas with slight decreases remain very positive and represent opportunities to further enhance quality and service. These results support the effectiveness of our strategies and our commitment to continuous improvement.

### Commercial Strategies for Customer Loyalty and Brand Strengthening

Customer loyalty is based on timely and effective solutions that improve the quality of our exported products, ensure shipments meet agreed dates, and maintain proactive communication, providing regular updates and clearly explaining any issues that may affect processes.

To maintain and strengthen relationships, we implement customized commercial strategies, such as:

- Weekly virtual meetings to update programs and address commercial topics.
- On-site visits by our team to client offices and vice versa.
- Participation in international trade fairs, essential spaces for dialogue and partnership strengthening.

To expand our portfolio, we participate in international trade fairs, use digital platforms, and establish strategic alliances, always focusing on personalized service, continuous innovation, and transparent communication based on trust and loyalty.

Additionally, our corporate social responsibility programs reinforce our corporate reputation and contribute to building long-term, value-driven relationships with clients.

**TABLE 43 PARTICIPATION IN INTERNATIONAL TRADE FAIRS**

(GRI xxxx )

International Fair	Location	Date	Objective
Fruit Logistica	Berlin, Germany	February 2024	Market update, acquisition of new clients, program review, showcase products and added value
SEPC Fair	Florida, USA	March 2024	
CPMA / Canadian Produce Marketing Association	Vancouver, Canada	April 2024	
SIAL	Paris, France	October 2024	
Summer Fancy Food	New York, USA	June 2024	
PLMA	Amsterdam, Netherlands / Chicago, USA	May 2024 / November 2024	

## 7. Innovating to Feed Tomorrow

*We show how innovation allows us to solve challenges, be more efficient, and respond to new expectations.*

We demonstrate how innovation allows us to solve challenges, increase efficiency, and meet new expectations.

The environment in which we operate is highly volatile, complex, and uncertain. To face this scenario, we have adopted business agility as a key capability, enabling us to adapt quickly, make flexible decisions, and maintain strategic direction.

Our strategy places the customer at the center and recognizes human talent as the main driver of the organization. Therefore, we prioritize their well-being, training, and continuous development.

Innovation, understood as a tool for continuous improvement, is an essential part of our management culture. It allows us to anticipate trends, act resiliently in the face of change, and remain competitive, even in challenging contexts.

### **Management Policies**

Our management is based on the Ethics and Conduct Policy <sup>22</sup>, which defines the values guiding our actions: integrity, genuine respect, customer-oriented excellence, agility in facing challenges, and leadership by example.

This framework is reinforced by procedures that promote continuous improvement and active participation:

- Management of Complaints, Suggestions, and Improvement Ideas <sup>23</sup> channels proposals to optimize processes and respond to team needs.
- Continuous Improvement Management <sup>24</sup> drives excellence through people and process development.
- New Product Development and Validation Procedure provides a governance framework that organizes and prioritizes transformation portfolios.

Additionally, our strategic focus areas guide innovation and organizational improvement projects across six key domains: profitability, organizational agility, human capital experience and performance, innovation, sustainability and governance, and strategic customer satisfaction.

### **Organizational Transformation Model and Deployment**

We recognize that industrial transformation and the adoption of new technologies present significant challenges, including concerns about job continuity. In response, we reaffirm our commitment to internal capacity building and talent redeployment into emerging roles through continuous training programs that strengthen employability and professional growth.

We also acknowledge the risk of widening gaps between large companies and small or medium enterprises in the sector. To mitigate this, we promote strategic alliances, sharing knowledge and technological resources to enhance the competitiveness of the agro-industrial ecosystem.

In this context, we constantly review and adapt our management models, integrating culture, processes, and technology to accelerate transformation, foster collaboration, and ensure execution aligned with strategic objectives.

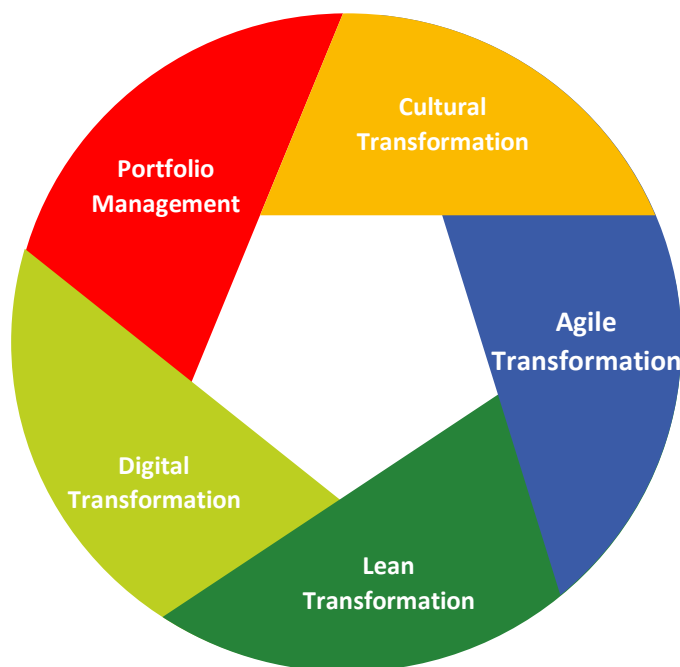
Since 2022, we have implemented an Organizational Transformation Governance Model, which structures and facilitates the implementation of strategic initiatives. This model is deployed across five lines of action:

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<sup>22</sup>DC-SIG-DG-A01-01-01

<sup>23</sup>DC-GRS-PR-K06-03-01

<sup>24</sup>DC-SIG-PR-P05-01-01



Additionally, we promote the measurement and improvement of organizational agility maturity, strengthening understanding of the mindset, methodology, and practices at all levels.

#### **Objectives, Progress and Results for 2024**

We aim to build sustainable competitive advantages based on talent and organizational capabilities, with the goal of establishing ourselves as global benchmarks. In this regard, we focused on two priority goals:

- Achieve a high level of talent performance that generates value at all levels.
- Consolidate an agile and innovative organization, capable of anticipating the market and being the preferred choice for clients.

To meet these objectives, we defined the following priorities:

- Ensure alignment between strategy, operations, and value measurement, achieving 87% completion of the 100% target regarding the Operating Model.
- Develop capabilities aligned with the transformation process, reaching maturity level 1 in transformation roles, with 91% completion of the 80% target.
- Promote change management, ensuring effective adoption of agile initiatives by teams, with 93% completion of the 100% target.

To reinforce this agenda, we assumed the following commitments:

- Enable transformation through cultural change, continuous improvement, and digitalization.
- Ensure the continuous and sustainable delivery of value from Strategic Planning.
- Focus and mobilize teams toward achieving corporate objectives.
- Strengthen cultural health as the foundation of a resilient organization.

During 2024, we prioritized consolidating the roles leading transformation at Danper, strengthening our governance models and creating conditions for sustainable growth.



Additionally, in 2024 we allocated 1% to 2% of our budget to research, development, and innovation (R&D+i). This effort was complemented by strategic alliances with universities and research centers, which facilitated applications for non-reimbursable funds for R&D+i projects aligned with the company's challenges.

Among the main advances of the year, we highlight:

<b>Portfolio innovation</b>  Launch of more than 25 new products, strengthening our commercial position and ensuring a sustainable offering.	<b>Genetic improvement and crop profitability</b>  Exploration of new crop varieties, focused on improving revenue, reducing costs, and increasing shelf life.	<b>Digitalization of operational processes</b>  Such as integration with SUNAT for the automated issuance of delivery notes.
<b>Food technology and operational efficiency</b>  We've incorporated weight checkers to improve production accuracy and adopted new solutions for controlling critical pests, reducing phytosanitary risks.	<b>Digitizing the employee experience</b>  Digital transformation in talent management, with a comprehensive digital ecosystem for recruitment, assistance, and transportation, including facial recognition powered by artificial intelligence.	<b>Application of computer vision</b>  <i>Deep Learning-</i> based solutions for defect detection in critical processes, raising quality standards.
<b>Expansion of operational capacity</b>  We invested in strategic equipment that increased our industrial capacity, enabling more efficient and stable operations over the long term.	<b>Implementation of the Agility Playbook</b>  A tool that consolidates agile practices and methodologies, strengthens team building, and promotes an adaptive, results-oriented organizational culture.	

### Intelligent Processes for A More Competitive Operation

The incorporation of new technologies has generated substantial improvements in the efficiency of our production processes. These advances have increased operational transparency and strengthened our capacity to respond to critical situations.

- **Digitalization for process improvement:** Digitalization has allowed us to reduce the documentary load, streamline workflows, increase information accuracy, and optimize resource use. As a result, execution times are shortened, and traceability and transparency are promoted at all stages.
- **Innovation in operational monitoring and control:** We integrate advanced technologies to enhance productivity and strengthen quality control.
- **Supply chain traceability:** We employ technological solutions to ensure full traceability of our products, from the field to the final customer, reinforcing logistical efficiency and process reliability.

### Innovation Culture and Talent Recognition

We foster a culture that values creativity, active participation, and performance recognition. These actions strengthen our teams' commitment to continuous improvement and business growth.

#### a. Innovation Challenge

Each year, we hold the **Innovation Challenge**, an institutional space to showcase and reward the most outstanding projects. This internal fair promotes applied creativity, motivates participation from new teams, and positions innovation as a core capability at Danper.

#### b. Recognition and celebration of achievements

We complement our innovation spaces with recognition mechanisms that reinforce a culture of achievement:

- **Beginning-of-year recognitions:** Ceremonies highlighting commitment and outstanding performance from the previous year, marking a positive start for the new cycle.
- **Quarterly reviews by Management:** Sessions led by senior management where progress is reviewed, results are valued, and significant contributions are recognized.

#### c. Mechanisms to encourage participation

We have tools that engage teams in the execution of our strategy and transformation processes:

- **Integrated Strategic Planning:** Aligns individual and collective objectives with corporate priorities, facilitating effective execution of key initiatives.
- **High-Performance Teams (HPTs):** Collaborative workspaces where teams tackle operational challenges and propose solutions oriented toward tangible results.

These actions consolidate an organizational culture focused on innovation, talent development, and the creation of collective value.

## 8. Annexes

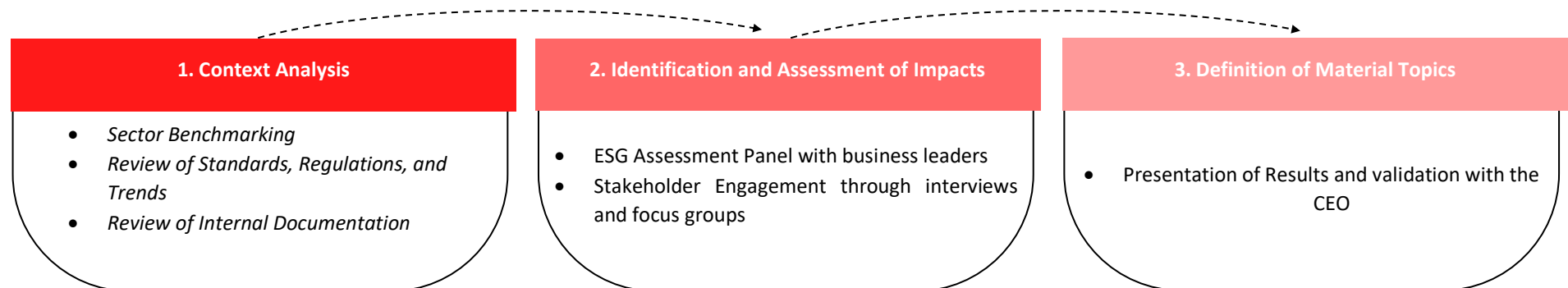
### 8.1. Double Materiality Analysis

We continuously monitor the concerns and expectations of our stakeholders, as well as emerging issues that could represent risks and/or opportunities for our business. In 2023, we implemented a double materiality process in accordance with the GRI 3 – Material Topics 2021 standard, with the aim of addressing these aspects in a comprehensive and structured manner.

This process includes two fundamental dimensions:

1. **Impact Materiality:** We identify the positive and negative effects that our activities have or could have on our stakeholders, providing a deep understanding of how our operations influence society and the environment.
2. **Financial Materiality:** We assess risks and opportunities that could impact our business sustainability. This analysis anticipates and manages factors that could affect both the company and its stakeholders, ensuring that our decisions continue to generate shared value.

This dual approach expands and strengthens previous practices, allowing us to map with greater accuracy the actual and potential impacts in our management. Double materiality provides us with the essential framework to identify, prioritize, and communicate relevant impacts with clarity and rigor.



To evaluate impacts appropriately, we ensured the participation of our main stakeholder groups:

- Clients: 5 virtual interviews
- Banking institutions: 4 virtual interviews
- Suppliers: 3 in-person interviews and 1 virtual panel (3 participants)
- Local government: 14 virtual and in-person interviews
- Civil society: 2 in-person interviews
- Community: 7 in-person interviews
- Workers: 13 participants through a focus group

From this process, we obtained the following matrix, where 13 material topics were defined:



Type	Dimension	Code	ESG Topic	Adjusted Total Score
Material topics	Governance	G5	Traceability, Quality and Product Safety	20.32
	Social	S6	Food Safety	17.78
	Social	S4	Human Rights	17.55
	Social	S5	Development and Strengthening of Local Communities	17.13

	Social	S1	Talent Management	16.73
	Social	S3	Occupational Health and Safety	16.50
	Governance	G4	Supply Chain Management	16.29
	Environmental	A4	Water Resource Management	14.38
	Governance	G2	Economic Performance and Business Continuity	14.22
	Environmental	A1	Sustainable Agriculture	14.13
	Governance	G3	Innovation and Technology	13.81
	Environmental	A2	Energy Efficiency, GHG Management and Climate Change	13.80
	Governance	G1	Governance and Ethics	11.12
	Environmental	A3	Waste Management and Circular Economy	8.40
Relevant topics	Governance	G6	Responsible Marketing and Labeling	7.87
	Governance	G7	Stakeholder Engagement	7.77
	Social	S2	Diversity, Equity and Inclusion	6.62

### Main Impacts by Each Material Topic

Through this process, we identified actual and potential impacts for the material topics. Below, we present some of the most relevant:

#### Environmental Topics

##### Water Resource Management

Responsible management of water used at all stages of the value chain, from agricultural production to product processing. This includes measures to optimize water use, conserve water resources, and strengthen resilience against challenges such as water scarcity and contamination.

##### List of actual or potential impacts

	Type of materiality	Type of impact
Water conservation due to the implementation of precision irrigation and recirculation processes in Danper activities.	Impact Materiality	Positive/Actual
Effects on the groundwater table and water availability in our own fields due to inefficient water use.	Impact Materiality	Negative/Potential
Improvement in the company's reputation due to receiving recognition for proper water management.	Financial Materiality	Positive/Actual
Negative impact on Danper's commercial relationships due to interruptions in agricultural production caused by water stress, affecting operations.	Financial Materiality	Negative/Potential

##### Sustainable Agriculture

Develop responsible agricultural practices aimed at maintaining long-term productivity while minimizing impacts on natural resources and the environment. This involves implementing strategies such as efficient water use, soil conservation, and biodiversity promotion, as well as adopting approaches like regenerative agriculture.

##### List of actual or potential impacts

	Type of materiality	Type of impact
--	---------------------	----------------

Encourage innovation among workers and farmers through support and/or training, generating new ideas (products or sustainable practices) and technologies that drive positive changes in agricultural production.	Impact materiality	Positive/real
Effects on the health and safety of workers exposed to increased use of agrochemicals.	Impact materiality	Negative/Potential
Access to sustainable financing for the development of sustainable agriculture, as compliance with international market standards is achieved.	Financial materiality	Positive/Real
Impact on Danper due to the high risk of contract termination with clients who base their decisions on product quality and origin.	Financial materiality	Negative/Potential

### Energy efficiency, GHG management and climate change

Implement measures to reduce greenhouse gas (GHG) emissions and address the risks and challenges associated with climate change. This includes strategies to improve energy efficiency in agricultural and industrial operations through the use of alternative energy sources, clean technologies, and eco-efficient practices.

List of actual or potential impacts	Type of materiality	Type of impact
Conservation of non-renewable natural resources, such as fossil fuels, through the use of new technologies for energy generation and utilization within the company.	Impact materiality	Positive/Potential
Social unrest in nearby communities caused by pollution from company operations, leading to protests, social conflicts, and legal claims, negatively impacting the company's image.	Impact materiality	Negative/Potential
Enhanced company reputation due to compliance with regulations and exceeding expectations in regulatory matters (Carbon Footprint Peru: 4 stars).	Financial materiality	Positive/Real
Access to international markets due to certification in GHG management by DANPER.	Financial materiality	Positive/Real

### Social Topics

#### Food Safety

Ensure the availability, access, and proper use of safe and nutritious food for all by implementing strict quality control standards and safe production practices from the field to the consumer. Advocate for policies that promote sustainable long-term solutions to combat hunger and reduce food waste, thereby contributing to a safer, fairer, and more resilient food system.

List of actual or potential impacts	Type of materiality	Type of impact
Unequal distribution of agricultural land, water, and farming technologies may limit the access of marginalized communities to nutritious food and the means to produce it sustainably.	Impact materiality	Negative/Potential
Improved nutrition among vulnerable populations in communities surrounding operations, thanks to programs and access to company products in local markets.	Impact materiality	Positive/Potential
Adoption of technologies that increase agricultural productivity and enhance food security by ensuring larger, more disease-resistant harvests.	Financial materiality	Positive/Potential
Increased international market visibility as an exemplary company in contributing to food security.	Financial materiality	Positive/Potential

#### Humans Rights

Integrate the United Nations Guiding Principles on Business and Human Rights into the organization's management framework, assess human rights risks, and conduct due diligence in business relationships. Maintain a zero-tolerance policy toward issues such as forced labor, child labor, and improper labor practices.

List of actual or potential impacts	Type of materiality	Type of impact
Higher levels of well-being and safety that allow workers to perform their duties without constant concern for their physical security or health.	Impact materiality	Positive/Real
Loss of customer trust due to poor practices related to human rights, which could negatively affect national and international business relationships.	Impact materiality	Negative/Potential
Recognition as a leading company in the respect and protection of human and labor rights, contributing to the well-being of communities involved in the value chain.	Financial materiality	Positive/Real
Access to markets that value and require these standards of quality, sustainability, and social responsibility, contributing positively to the company's economic performance.	Financial materiality	Positive/Real

### Development and Strengthening of Local Communities

Develop social projects that generate positive impacts in health, education, housing conditions, and job quality. Additionally, proactively manage the socioeconomic and environmental impacts of the company on local communities by implementing participation and consultation mechanisms to address specific issues and build trust-based relationships.

List of actual or potential impacts	Type of materiality	Type of impact
Promote the comprehensive development of students through the creation of educational, social, and environmental projects.	Impact materiality	Positive/Real
Adverse effects on air quality and human health, especially among children and the elderly, due to dust generated by truck traffic.	Impact materiality	Negative/Real
Increased employee engagement because they identify with a company that contributes to the development of their region.	Financial materiality	Positive/Real
Positive perception of the company and business leaders at the national level due to support provided to communities through social programs or projects.	Financial materiality	Positive/Real

### Talent Management

Promote the comprehensive development of human capital, resulting in higher employee engagement and productivity. Consolidate a work culture that ensures safe and healthy environments (well-being), attracting and retaining diverse talent.

List of actual or potential impacts	Type of materiality	Type of impact
Access to better employment opportunities and income, benefiting the entire production chain.	Impact materiality	Positive/Real
Other companies in the sector replicate Danper's best practices and leadership model.	Impact materiality	Positive/Real
Position the company as an attractive employer brand in the region.	Financial materiality	Positive/Real
Negative impacts on quality, efficiency, and timely delivery if adequate and trained personnel are not available.	Financial materiality	Negative/Potential



### Occupational Health and Safety

Ensure workplace safety and foster a culture of risk prevention for safe labor performance. Commit to keeping partners, clients, and community members healthy and safe, in compliance with company regulations and policies.

List of actual or potential impacts	Type of materiality	Type of impact
Peace of mind for clients because they work with a company that ensures the safety of its employees and suppliers.	Impact materiality	Positive/Real
Socioeconomic well-being of employees and suppliers due to adherence to high occupational health and safety standards.	Impact materiality	Positive/Potential
Strengthened organizational culture in health and safety due to access to tools and knowledge in occupational safety.	Financial materiality	Positive/Real
Financial loss and sanctions from international markets due to non-compliance with occupational health and safety regulations.	Financial materiality	Negative/Potential

### Economic and Governance Topics

#### Traceability, Product Quality, and Safety

Ensure the quality and safety of our products to satisfy our customers by complying with current legal regulations and internal company standards, along with implementing preventive measures to guarantee food safety at all production stages.

List of actual or potential impacts	Type of materiality	Type of impact
Guarantees quality, generating trust among customers and consumers at the time of purchase.	Impact materiality	Positive/Real
Benefits local consumers' nutrition by expanding access to Danper products.	Impact materiality	Positive/Real
Maintains business relationships through compliance with high standards in international markets and client expectations.	Financial materiality	Positive/Real
Negative impact on Danper's revenue due to loss of key international clients if quality standards are not met.	Financial materiality	Negative/Potential

#### Supply Chain Management

Implement responsible business practices and development with suppliers, along with applying environmental, social, and governance (ESG) standards at all stages of the supply chain. This includes careful selection and active monitoring of key suppliers to mitigate risks and improve the resilience of the supply chain through preventive measures.

List of actual or potential impacts	Type of materiality	Type of impact
Transfer ESG standards across the company's value chain by implementing work methods that ensure agricultural production profitability.	Impact materiality	Positive/Potential
Strengthen relationships with farmers, achieving higher loyalty and supply stability, even during crises.	Impact materiality	Positive/Potential
Economic impact due to price increases and delays in product delivery caused by geopolitical context, climatic events, etc.	Financial materiality	Negative/Real
Improve Danper's performance and efficiency by identifying alternative local and global sourcing options.	Financial materiality	Positive/Potential

#### Economic Performance and Business Continuity

Adopt a sustainable business model that adapts to a dynamic environment, geopolitical context, and current challenges, ensuring profitability and achieving optimal results through strategic decisions that consider the interests of all stakeholders.

List of actual or potential impacts	Type of materiality	Type of impact
Long-term sustained profitability for shareholders through more efficient and environmentally responsible practices, reducing costs over time.	Impact materiality	Positive/Real
Provide job stability to employees by positioning as the leading company in the sector due to strong economic performance nationwide.	Impact materiality	Positive/Real
Negative impact on company profitability due to climate change effects halting operations.	Financial materiality	Negative/Potential
Strong business relationships, mutual trust, and satisfaction with offered products and services, strengthening the company's competitive position.	Financial materiality	Positive/Real

### **Innovation and Technology**

Promote process innovation and resource efficiency through technological research and development, using precision techniques, organic products, and traceability to strengthen food safety and optimize production efficiency for the benefit of the company, clients, and society as a whole.

List of actual or potential impacts	Type of materiality	Type of impact
Higher production efficiency, facilitating workers' tasks due to industrialization and technology in agricultural and production activities.	Impact materiality	Positive/Real
Negative impact on Danper workers due to potential job loss from industrialization of activities.	Impact materiality	Positive/Real
Increase in Danper's economic revenue as production costs decrease while output increases.	Financial materiality	Positive/Real
Delay in adopting innovation and technology in the business compared to the sector due to the high cost of implementing these technologies.	Financial materiality	Negative/Potential

### **Governance and Ethics**

Act with integrity and transparency by properly managing risks and complying with internal policies and relevant agro-industrial sector laws. This approach seeks to strengthen trust-based relationships with all our stakeholders, ensuring mutual benefit.

List of actual or potential impacts	Type of materiality	Type of impact
Easier access for stakeholders to sustainability reports and valuable information on Danper's management.	Impact materiality	Positive/Real
Provides reassurance to financial institutions when working with an ethical and responsible company.	Impact materiality	Positive/Real
Strong relationships and reputation with stakeholders, supporting high-level management decisions.	Financial materiality	Positive/Real
High levels of corruption from the national or local government that negatively affect the development of activities at Danper.	Financial materiality	Negative/Real









## 8.2. Listening, Connecting, Moving Forward Together

We identify as stakeholders all individuals, groups, or organizations that can influence or be affected by our decisions, operations, or results. Recognizing these relationships is essential for responsible management, which is why we maintain defined communication and participation spaces with each of them according to their level of relationship with the company.

Our commitment is to address the legitimate expectations of these groups through clear policies, formal procedures, and mechanisms that ensure the fulfillment of commitments made, in line with applicable legal and corporate frameworks. Social initiatives, investments, and contributions to communities are designed by incorporating their actual interests and territorial priorities.

We exercise transparency as a management principle, understood as the responsibility to be accountable for our performance. This commitment is reflected in the preparation and dissemination of our annual Sustainability Report, where stakeholders actively participate in the identification and prioritization of environmental, social, and governance (ESG) impacts. Their participation is key to defining the material topics that guide our actions and continuous improvement processes.

Below, we present our main stakeholders along with the channels and dialogue spaces we use to communicate with each of them, based on the nature of the relationship and their level of interaction with Danper.

			
<b>Shareholders</b>	<b>Customers</b>	<b>Workers</b>	<b>Financial institutions</b>
Direct communication from General Management and the Board of Directors at the Shareholders' Meeting.	Direct communication with the Fresh and Frozen Sales Management and the Canned Products Management.	Direct communication with the Fresh and Frozen Sales Management and the Canned Products Management.	Communication and management handled by the Central Finance Management.
			
<b>Suppliers / Contractors</b>	<b>Community</b>	<b>Civil Society</b>	<b>Government</b>
Direct relationship with the Central	Engagement through the Sustainability	Interaction with General Management Direct	engagement through

Logistics Management (procurement of materials, equipment, and supplies) and with the Agricultural Development Management (procurement of raw materials — fruits and vegetables).	and Community Relations Deputy Management with key communities located in the immediate surroundings of the company's agricultural and industrial operations.	and the Administration Management on industry-related issues or matters of national or public interest.	management areas related to agricultural, industrial, environmental, labor, and tax management. Also, interaction with General Management and the Administration Management on various other matters.
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### 8.3. SDG Topics and Focus Areas for Danper

**TABLE 44** ALIGNMENT OF ACTIVITIES WITH THE SDGs

Initiative	Danper's Contribution	Linked SDGs	Linked Targets
<b>Direct Loans – COOPACT</b>	By the end of 2024, COOPACT had 903 active members, who contributed a total of S/. 336,065.00. Total assets reached S/. 673,069.00, reflecting a solid financial position that supports the cooperative's growth and stability. These results demonstrate the commitment of its members and the institutional consolidation of COOPACT in driving local development.	<b>SDG 1: No Poverty</b>	<b>Target 1.3:</b> Implement nationally appropriate social protection systems and measures for all, including minimum levels, and achieve substantial coverage of the poor and the vulnerable.
		<b>SDG 8: Decent Work and Economic Growth</b>	<b>Target 8.10:</b> Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance, and financial services for all.
<b>Support in Health Emergencies and Natural Disasters</b>	In 2023, we provided immediate support to communities affected by Cyclone Yaku, delivering food, hygiene products, water, and disinfectants, among others. Based on this experience and our commitment to strengthen our response capacity to El Niño Phenomenon (FEN) in 2024, we designed an action plan based on lessons learned, ready to be activated if needed. Although the phenomenon did not materialize in 2024, we maintain our response capacity active for future contingencies.	<b>SDG 1: No Poverty</b>	<b>Target 1.5:</b> Build the resilience of the poor and those in vulnerable situations and reduce their exposure to extreme events and economic, social, and environmental shocks and disasters.
		<b>SDG 3: Good Health and Well-being</b>	<b>Target 3.d:</b> Strengthen the capacity of all countries for early warning, risk reduction, and management of national and global health risks.
<b>Balanced Nutrition Program for Workers</b>	In 2024, 12,283 workers (a 17.79% increase vs. 2023) benefited from subsidies promoting a balanced and healthy diet. This program aims to improve the well-being and quality of life of our staff by fostering adequate nutritional habits that contribute to better job performance and the prevention of diet-related diseases. Additionally, the initiative supports our internal communities, reinforcing our commitment to the	<b>SDG 2: Zero Hunger</b>	<b>Target 2.2:</b> End all forms of malnutrition, addressing the nutritional needs of workers and their families to improve health and well-being.
		<b>SDG 3: Good Health and Well-being</b>	<b>Target 3.4:</b> Reduce premature mortality

	holistic health of those who are part of the company. Through this effort, we move toward a healthier, more productive, and sustainable work environment.	Well-being	through prevention and treatment of diet-related diseases and promote mental and physical health.
		SDG 8: Decent Work and Economic Growth	<b>Target 8.5:</b> Achieve full and productive employment and decent work for all, ensuring that adequate nutrition contributes to workers' productivity and well-being.
<b>Agrotech 4.0: Innovation and Sustainability at the Service of Agriculture</b>	By integrating cutting-edge technology across our value chain, we use multispectral drone and satellite imagery to monitor crop health and vigor in real time. This allows us to optimize resources, improve inspection accuracy, and ensure uniform plant growth. We also incorporate digital applications that transform processes in the field and plant, guaranteeing traceability and transparency at every stage. Additionally, we apply a strategic crop rotation system that protects and regenerates soil fertility, ensuring long-term sustainability. This synergy between technological innovation and responsible practices drives efficient, resilient, and sustainable agriculture that protects the environment and strengthens our communities.	SDG 2: Zero Hunger	<b>Target 2.4:</b> Promote sustainable food production systems that increase productivity and resilience, improve soil quality, and strengthen adaptation to climate change.
		SDG 9: Industry, Innovation, and Infrastructure	<b>Target 9.5:</b> Enhance scientific research and technological capacity to foster innovation in industrial and agricultural sectors.
		SDG 12: Responsible Consumption and Production	<b>Target 12.6:</b> Encourage companies to adopt sustainable practices and integrate sustainability information into their reporting cycle.
<b>Commitment to Good Agricultural Practices (GAP)</b>	We strictly and consistently implement our Good Agricultural Practices (GAP) policy across all agricultural operations. In 2024, we managed 8,200 hectares of diverse crops under a sustainable approach that prioritizes soil conservation, responsible resource use, and the minimization of environmental impact. This commitment ensures high-quality, safe products while strengthening the ecological health of our lands. By integrating modern and responsible practices, we reaffirm our leadership in sustainable agriculture and our contribution to a more resilient and efficient agri-food system.	SDG 2: Zero Hunger	<b>Target 2.4:</b> Promote sustainable agricultural systems that increase productivity, resilience, and improve soil quality.
		SDG 12: Responsible Consumption and Production	<b>Target 12.2:</b> Achieve the sustainable management and efficient use of natural resources to minimize environmental impact.
<b>Physical and Emotional Well-being</b>	<b>Health Care and Monitoring</b> <ul style="list-style-type: none"> <li>+153,560 workers and family members received basic health services in 2024.</li> <li>+130 pregnant women were attended in 2024.</li> <li>+960 ultrasounds performed in 2024.</li> <li>+1,550 nutritional consultations in 2024.</li> <li>+3,670 physical medicine and rehabilitation sessions in 2024.</li> </ul> <b>Emotional Well-being and Psychological Support</b> <ul style="list-style-type: none"> <li>1,119 individual psychological consultations and 3,723 participants in mutual</li> </ul>	SDG 3: Good Health and Well-being	<b>Target 3.4:</b> Reduce premature mortality through prevention, treatment, and promotion of mental and physical health. <b>Target 3.8:</b> Achieve universal health coverage and access to quality essential health services for all.
		SDG 8: Decent Work and Economic Growth	<b>Target 8.5:</b> Achieve full and productive employment and decent work with safe and

	<p>support groups.</p> <ul style="list-style-type: none"> <li>• 1,745 employees benefited from specialized leadership coaching.</li> <li>• 1,897 counseling sessions provided by Emotional Health Ambassadors.</li> <li>• 105 “Family School” sessions under the <i>Somos Familia Danper</i> program, with 3,436 participants.</li> <li>• 20 “Relax Day” sessions reaching 287 employees.</li> </ul>		dignified conditions that promote worker well-being.
<b>Alternative Basic Education Center – CEBA Program</b>	<p>In partnership with the Ministry of Education, we promote the completion of school studies among workers, their families, and suppliers, fostering their productivity and self-esteem.</p> <p>In 2024, 134 people enrolled, and we reached a total of 400 graduates, demonstrating the positive impact of this initiative on our labor community. This commitment strengthens our focus on social well-being and sustainable development.</p>	<b>SDG 4: Quality Education</b>	<p><b>Target 4.1:</b> Ensure that all girls and boys complete free, equitable, and quality primary and secondary education.</p> <p><b>Target 4.4:</b> Substantially increase the number of youth and adults with relevant technical and vocational skills for employment, decent jobs, and entrepreneurship.</p>
<b>Danper Sembrando Futuro (Sowing the Future)</b>	Through <i>Danper Sembrando Futuro</i> , we implement social and environmental programs in partnership with international allies, focused on health, education, and gender equality. These initiatives positively impact the quality of life of our workers and the key communities linked to the company. In 2024, we allocated €115,000 in cooperation funds to strengthen these programs, reaffirming our commitment to sustainable development and social well-being.	<b>SDG 3: Good Health and Well-being</b> <b>SDG 4: Quality Education</b> <b>SDG 5: Gender Equality</b>	<p><b>Target 3.8:</b> Achieve universal health coverage and access to quality essential health services.</p> <p><b>Target 4.1:</b> Ensure that all people complete free, equitable, and quality basic education.</p> <p><b>Target 5.1:</b> End all forms of discrimination against women and girls.</p>
<b>PREDICA (Comprehensive Training and Capacity Development Program)</b>	<p>We promote the technical and human development of workers in vulnerable situations, both in rural and urban areas. Through 22 agricultural and industrial technical schools, we provide practical training and soft skills development that enhance their professional and personal growth.</p> <p>This program represents a commitment to inclusion and empowerment, transforming lives and strengthening communities through relevant and accessible education.</p>	<b>SDG 4: Quality Education</b>  <b>SDG 10: Reduced Inequalities</b>	<p><b>Target 4.3:</b> Ensure equal access for all to affordable and quality technical, vocational, and higher education.</p> <p><b>Target 4.4:</b> Increase the number of people with technical and vocational skills for employment and entrepreneurship.</p> <p><b>Target 10.2:</b> Empower and promote the social, economic, and political inclusion of all, eliminating barriers and discrimination.</p>
<b>Strengthening of the External Supply Chain</b>	We trained more than 631 farmers from our supplier network, providing them with tools and knowledge in sustainable practices, efficient crop management, and innovative technologies. This effort reflects our commitment to promoting	<b>SDG 2: Zero Hunger</b>	<b>Target 2.3:</b> Double the agricultural productivity and incomes of small-scale food producers, particularly women and vulnerable

	responsible, high-quality agricultural production, strengthening both productivity and the resilience of our farming communities. By investing in the development of these farmers, we foster long-term trust and collaboration, creating a positive impact that transcends our supply chain.		communities, through secure access to resources, services, and technology.
		<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.3:</i> Promote development-oriented policies that support productive activities, decent job creation, and the growth of micro, small, and medium-sized enterprises.
		<b>SDG 12: Responsible Consumption and Production</b>	<i>Target 12.2:</i> Achieve sustainable management and efficient use of natural resources to reduce environmental impacts.
<b>EDGE Certification: Equal Opportunities for All</b>	<p>We successfully implemented policies and practices aligned with the EDGE standard, ensuring equal opportunities in key areas such as:</p> <ul style="list-style-type: none"> <li>• Equal pay for work of equal value.</li> <li>• Fair recruitment and promotion.</li> <li>• Leadership training and development.</li> <li>• Flexible work arrangements that meet employee needs.</li> <li>• Promotion of an inclusive and respectful organizational culture.</li> </ul> <p>This certification reflects our firm commitment to gender equality and inclusion within Danper.</p>	<b>SDG 5: Gender Equality</b>	<p><i>Target 5.1:</i> End all forms of discrimination against women and girls.</p> <p><i>Target 5.5:</i> Ensure women's full and effective participation and equal leadership opportunities at all decision-making levels.</p>
<b>Annual Gender Pay Gap Study – EDGE Certification</b>	Our gender pay gap stands at 2.88%, significantly lower than the national average of 27.4%. This outcome demonstrates our ongoing commitment to pay equity and reducing gender inequalities in the workplace.	<b>SDG 8: Decent Work and Economic Growth</b>	<p><i>Target 8.5:</i> Achieve full and productive employment and decent work with fair conditions for all.</p>
<b>Social Performance Team (SPT) – SA8000 Standard</b>	<p>We maintain strict compliance with SA8000 certification requirements, ensuring the protection of workers' human and labor rights and the continuity of certification.</p> <p>To guarantee this compliance, a Social Performance Team (SPT) was formed, composed of 30 members — 15 freely elected worker representatives and 15 management representatives. This team is responsible for conducting internal audits and periodic monitoring to ensure full adherence to the SA8000 Standard.</p> <p>This structure strengthens democratic participation and internal oversight, ensuring a fair and respectful workplace.</p>	<b>SDG 5: Gender Equality</b>	<p><i>Target 5.1:</i> Eliminate all forms of discrimination against women and girls, including the gender pay gap.</p> <p><i>Target 5.5:</i> Ensure equal opportunities and leadership for women at all levels.</p>
		<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.5:</i> Achieve full and productive employment and decent work with fair conditions for all.
		<b>SDG 16: Peace, Justice, and Strong Institutions</b>	<i>Target 16.7:</i> Ensure responsive, inclusive, participatory, and representative decision-making at all levels.



<b>VICTORIA Gender Equity Program for Workers</b>	<p>We are committed to ensuring a safe and equitable workplace, training both workers and students to become active agents of change in the fight against discrimination and gender-based violence:</p> <ul style="list-style-type: none"> <li>• 6,200 workers sensitized on gender equity.</li> <li>• 100% of leaders trained in sexual harassment prevention.</li> <li>• Over 240 adolescents trained on gender equity in local schools (COAR La Libertad, I.E. José Olaya, I.E. Francisco Bolognesi, and Javier Heraud de Huaca Blanca, Chapén in 2024).</li> <li>• 3,120+ hours of community awareness sessions on gender equality.</li> <li>• <i>Victoria</i> recognized as a “Good Labor Practice” by the Ministry of Labor and Employment Promotion in the Gender Equity category.</li> <li>• Over 250 people participated in the “Gender Violence Awareness Parade” in Virú, promoted by Danper in alliance with the Women’s Emergency Center and the Municipality of Virú.</li> <li>• Creation of the Diversity, Inclusion, and Gender Equity Committee.</li> </ul>	<b>SDG 5: Gender Equality</b>	<p><i>Target 5.1:</i> End all forms of discrimination against women and girls.</p> <p><i>Target 5.2:</i> Eliminate all forms of violence against women and girls.</p> <p><i>Target 5.5:</i> Ensure full and effective participation of women at all decision-making levels.</p>
		<b>SDG 10: Reduced Inequalities</b>	<p><i>Target 10.2:</i> Promote social inclusion and eliminate all forms of discrimination.</p>
<b>Promoting Decent Employment in Agribusiness</b>	<p>Under the Agrarian Promotion Law, we generated employment for 12,283 agro-industrial workers (17.79% more than in 2023), guaranteeing decent working conditions and benefits that improve quality of life.</p> <p>In collaboration with IDB Invest, Danper conducted a study to measure the Multidimensional Poverty Index (MPI) among our workers and their households, assessing four key dimensions: education, health, services, and socioeconomic participation (12 indicators in total).</p> <p>The study revealed that 28% of Danper workers’ households experience multidimensional poverty—almost nine percentage points lower than the national figure of 36.8%.</p> <p>Each job represents stability and hope for families, reflecting our commitment to a safe, fair, and valued work environment that strengthens social and economic progress.</p>	<b>SDG 1: No Poverty</b>	<p><i>Target 1.2:</i> Reduce at least by half the proportion of people living in poverty in all its dimensions.</p>
		<b>SDG 8: Decent Work and Economic Growth</b>	<p><i>Target 8.5:</i> Achieve full and productive employment and decent work for all.</p>
<b>Promoting Equality, Well-being, and Fair Conditions for Our Workers</b>	<p>We guarantee equal opportunities and equal pay for women and men at all levels, helping reduce the gender gap. We also provide performance bonuses, safe transportation, and free access to healthcare services for our 12,283 workers covered under the Agrarian Promotion Law.</p>	<b>SDG 5: Gender Equality</b>	<p><i>Target 5.1:</i> Eliminate all forms of discrimination against women and girls.</p> <p><i>Target 5.5:</i> Ensure women’s full and effective participation at all decision-making levels.</p>



		<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.5:</i> Ensure full, productive, and fair employment conditions for all.
<b>Commitment to Certified Occupational Health and Safety</b>	In 2024, we protected the health and well-being of 12,283 workers (17.79% more vs. 2023) through ISO 45001 certification, implemented across our six business units. This certification demonstrates our systematic commitment to occupational safety and health management, fostering safe and healthy workplaces.	<b>SDG 3: Good Health and Well-being</b>	<i>Target 3.4:</i> Reduce premature mortality and promote physical and mental health in the workplace.
		<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.8:</i> Protect labor rights and promote safe, secure working environments for all workers.
<b>Commitment to Certified Social and Labor Responsibility</b>	We guarantee fair and respectful working conditions for our 12,283 workers, protected under the SA8000 social responsibility certification. This certification underscores our dedication to human rights, equality, safety, and dignity at work.	<b>SDG 5: Gender Equality</b>	<i>Target 5.1:</i> End all forms of discrimination against women and girls.
		<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.5:</i> Achieve full and productive employment and decent work for all. <i>Target 8.7:</i> Eradicate forced labor and child labor in all its forms.
<b>Excellence and Sustainability through an Integrated Management System (IMS)</b>	We operate under a robust Integrated Management System (IMS) that combines international certifications including HACCP, BRC, ISO 45001, ISO 14001, Global GAP, BASC, SA8000, EDGE, SMETA, and Fair Trade USA, among others. These certifications reinforce our commitment to quality, food safety, occupational health, environmental protection, social responsibility, gender equality, and fair trade.	<b>SDG 12: Responsible Consumption and Production</b>	<i>Target 12.6:</i> Encourage sustainable practices and transparent sustainability reporting in corporate management.
<b>Compliance with Good Labor Practices and Decent Conditions</b>	We ensure strict compliance with Good Labor Practices (GLP) for all company employees, fully adhering to legal requirements. Under SA8000, we guarantee wages above the cost of the basic consumption basket, promoting decent economic conditions for our workforce. Our key decent work indicators include: fair overtime pay, ongoing generation of formal, high-quality employment, and average wages above the national basic basket cost.	<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.5:</i> Ensure full, productive, and decent work for all. <i>Target 8.7:</i> Eliminate all forms of forced and child labor.
<b>Comprehensive Health Programs for Pregnant Workers and Children</b>	In 2024, we provided 82 pediatric consultations, promoting healthy childhood development within our labor community. We also offered 137 specialized checkups for pregnant women, ensuring high-quality prenatal care for our female employees.	<b>SDG 3: Good Health and Well-being</b>	<i>Target 3.1:</i> Reduce the global maternal mortality rate. <i>Target 3.2:</i> End preventable deaths of newborns and children under five. <i>Target 3.7:</i> Ensure universal access to sexual and reproductive healthcare services,

			including family planning.
<b>Responsible Reduction of Water Consumption</b>	In 2024, we consumed 24.46 Mm <sup>3</sup> of water, achieving a 13.57% reduction compared to 2023. In water-stressed areas, consumption was 25.14 Mm <sup>3</sup> , a 12.83% decrease versus the previous year. These reductions reflect our commitment to efficient and sustainable water management, particularly in regions where water is scarce, contributing to environmental conservation and climate resilience.	<b>SDG 6: Clean Water and Sanitation</b>	<i>Target 6.4:</i> Substantially increase water-use efficiency across all sectors to address water scarcity.
		<b>SDG 12: Responsible Consumption and Production</b>	<i>Target 12.2:</i> Achieve sustainable management and efficient use of natural resources.
<b>Irrigation Programs for Sustainable Water Planning</b>	We prioritize efficient water management by implementing irrigation programs that ensure sustainable use. Additionally, we guarantee a reliable supply of potable water, with an annual availability of 3,954 m <sup>3</sup> from our drinking water treatment plants, reinforcing our commitment to sustainability.	<b>SDG 6: Clean Water and Sanitation</b>	<i>Target 6.4:</i> Improve water-use efficiency across all sectors and reduce water scarcity.
<b>Potable Water Generation Plants on Agricultural Estates</b>	We use a drip irrigation system with 90–95% efficiency, significantly improving water use compared to previous campaigns.	<b>SDG 6: Clean Water and Sanitation</b>	<i>Target 6.1:</i> Achieve universal and equitable access to safe and affordable drinking water for all.
<b>Reverse Osmosis Plant – Fundo Compositán</b>	The Reverse Osmosis Plant at Fundo Compositán provides an annual volume of 3,125,952 m <sup>3</sup> of water for irrigation, ensuring efficient and sustainable water management.	<b>SDG 6: Clean Water and Sanitation</b>	<i>Target 6.1:</i> Achieve universal and equitable access to safe and affordable drinking water for all.
		<b>SDG 12: Responsible Consumption and Production</b>	<i>Target 12.2:</i> Achieve sustainable management and efficient use of natural resources.
<b>Solid Waste Management Plan</b>	We ensure responsible solid waste management by obtaining evacuation certificates for 100% of non-hazardous waste and maintaining full documentation for hazardous solid waste. This practice ensures proper, safe, and environmentally responsible waste handling, minimizing environmental impacts.	<b>SDG 12: Responsible Consumption and Production</b>	<i>Target 12.4:</i> Achieve environmentally sound management of all waste throughout its life cycle, minimizing adverse impacts on human health and the environment.
<b>Annual Greenhouse Gas (GHG) Inventory – ISO 14064-1</b>	In 2024, we reported our GHG emissions inventory in accordance with ISO 14064-1, with the following results: • Scope 1: 19,957.63 tCO <sub>2</sub> e – 25.86% increase vs. 2023. • Scope 2: 6,291.18 tCO <sub>2</sub> e – 4.20% reduction vs. 2023. • Scope 3: 10,142.73 tCO <sub>2</sub> e – 31.01% decrease vs. 2023. These results demonstrate our ongoing commitment to measuring, monitoring, and responsibly managing emissions — key to implementing effective climate mitigation and adaptation strategies.	<b>SDG 13: Climate Action</b>	<i>Target 13.2:</i> Integrate climate change measures into national and corporate policies, strategies, and planning. <i>Target 13.3:</i> Improve education, awareness, and institutional capacity to mitigate and adapt to climate change.

<b>Crop Rotation Program for Soil Recovery</b>	We implement a crop rotation program to maintain and enhance our agroecosystems. After the productive life of crops such as asparagus (12 years), rotation includes chili peppers (3–4 years), followed by fruit crops like avocados and blueberries. In 2024, rotation was carried out on 280 hectares, ensuring efficient soil recovery and optimal use of natural resources.	<b>SDG 2: Zero Hunger</b>	<i>Target 2.4:</i> Ensure sustainable food production systems that maintain soil health and long-term productivity.
		<b>SDG 12: Responsible Consumption and Production</b>	<i>Target 12.2:</i> Ensure efficient and sustainable use of natural resources through responsible agricultural practices such as crop rotation.
<b>Recovery of Saline Soils and Areas with High Water Tables</b>	We launched an integrated project to recover 700 hectares of land affected by high water tables, aiming to reclaim 250 hectares for new crops. This initiative optimizes land use, enhances soil quality, and reduces environmental impacts, supporting sustainable agriculture.	<b>SDG 12: Responsible Consumption and Production</b>	<i>Target 12.2:</i> Ensure sustainable management of natural resources by recovering degraded soils for productive use.
		<b>SDG 15: Life on Land</b>	<i>Target 15.3:</i> Combat desertification and restore degraded land and soil. The recovery of saline and high-water-table soils contributes directly to ecosystem restoration and soil health improvement.
<b>Transformation of an Arid Ecosystem into an Agro-ecosystem</b>	We advanced in transforming arid land into a productive agro-ecosystem, incorporating 630 hectares in our Muchik, El Palmar, and Compositán farms. This initiative not only restores soil fertility but also enhances agricultural productivity and operational sustainability.	<b>SDG 2: Zero Hunger</b>	<i>Target 2.4:</i> Ensure sustainable agricultural production systems that strengthen food security.
		<b>SDG 15: Life on Land</b>	<i>Target 15.3:</i> Combat desertification and restore degraded land by transforming arid areas into productive agro-ecosystems.
<b>Whistleblowing, Suggestions, and Improvement Channel</b>	We strengthened our Ethics Line, available via phone and WhatsApp, enabling internal and external stakeholders to safely and confidentially report complaints, suggestions, or improvement ideas. This channel promotes transparency, active participation, and ethical commitment across all operations, fostering trust and accountability.	<b>SDG 16: Peace, Justice and Strong Institutions</b>	<i>Target 16.5:</i> Substantially reduce corruption and bribery in all their forms. <i>Target 16.6:</i> Develop effective, accountable, and transparent institutions at all levels.
<b>Culture and Values</b>	We reinforce our values through our Internal Communications Department via our Code of Conduct Decalogue and awareness campaigns for all personnel. Our Code of Ethics and Conduct is also publicly available on our website for all stakeholders.	<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.8:</i> Protect labor rights and promote safe, non-discriminatory workplaces.
		<b>SDG 12: Responsible Consumption and Production</b>	<i>Target 12.6:</i> Encourage sustainable practices and transparency across corporate supply chains.
		<b>SDG 16: Peace, Justice and Strong Institutions</b>	<i>Target 16.5:</i> Substantially reduce corruption and bribery in all their forms.
<b>Comprehensive Policies for Fraud</b>	We have robust policies on Fraud and Corruption Prevention, Conflict of Interest Declaration, and Comprehensive Risk Management that allow us to prevent,	<b>SDG 16: Peace, Justice and Strong Institutions</b>	<i>Target 16.5:</i> Reduce corruption and bribery in all their forms.

<b>and Corruption Prevention</b>	identify, and respond appropriately to any conduct that could harm the company. Our ethical and anti-corruption practices also extend to suppliers, clients, and partners. All employees annually submit a conflict of interest declaration, ensuring transparency and accountability.		<i>Target 16.6:</i> Develop effective, accountable, and transparent institutions at all levels.
<b>Internal Audits to Strengthen Corporate Integrity</b>	We conduct comprehensive audits across all Danper companies, focusing on key business units including Danper Trujillo, Danper Agrícola La Venturosa, and Danper Agrícola Olmos. These audits cover all critical risks related to corruption. In 2024, no complaints or incidents related to fraud or corruption were recorded, reflecting the effectiveness of our internal controls and ethical commitment.	<b>SDG 16: Peace, Justice and Strong Institutions</b>	<i>Target 16.5:</i> Substantially reduce corruption and bribery in all their forms. <i>Target 16.6:</i> Develop effective, accountable, and transparent institutions at all levels.
<b>Committee Against Sexual Harassment: Strong Commitment to Prevention and Response</b>	We established a Sexual Harassment Intervention Committee responsible for addressing and resolving all reported cases across our sites. The Committee operates under DS. 014-2019-MIMP, which regulates Law No. 27942 – Law for the Prevention and Punishment of Sexual Harassment. This structure ensures a fair, confidential, and effective process to protect employees and promote a safe, respectful workplace.	<b>SDG 5: Gender Equality</b>	<i>Target 5.2:</i> Eliminate all forms of violence against women and girls, including sexual violence and workplace harassment.
<b>Danper Club: Active Representation and Democratic Participation</b>	We have six employee clubs, each with freely elected representatives through open and democratic processes. This structure ensures workers have a legitimate voice in decisions that affect their work environment, fostering engagement and empowerment.	<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.8:</i> Promote safe and violence-free work environments for all workers.
		<b>SDG 8: Decent Work and Economic Growth</b>	<i>Target 8.8:</i> Promote safe, inclusive, and participatory workplaces for all.
<b>Victoria Gender Equity Program: Training Agents of Change</b>	In partnership with the IDB, UGEL, the Regional Office for Social Inclusion and Development, and UN Women, the <i>Victoria</i> Program has trained 2,440 young people and adolescents as active change agents in schools within our area of influence, including COAR La Libertad, I.E. José Olaya, I.E. Francisco Bolognesi, and El Carmen Technical Institute in Pedregal. This program fosters equality, respect, and gender violence prevention, empowering new generations to build fairer and more inclusive communities.	<b>SDG 16: Peace, Justice and Strong Institutions</b>	<i>Target 16.7:</i> Ensure inclusive, participatory, and representative decision-making processes.
		<b>SDG 4: Quality Education</b>	<i>Target 4.7:</i> Ensure all learners acquire knowledge to promote sustainable lifestyles, gender equality, and a culture of peace.
		<b>SDG 5: Gender Equality</b>	<i>Target 5.1:</i> End all forms of discrimination against women and girls.
<b>Alliances with Institutions for Humanitarian Projects with Communities and Municipalities</b>	We have established partnerships with various institutions to implement humanitarian projects in collaboration with local communities and municipalities. One example is our partnership with a client from the Netherlands, which contributed €115,000 in 2024 to fund and execute social programs focused on health, education, and gender equity. We also worked with the Ministry of Education (MINEDU) on the CEBA program, and with ESSALUD on the prenatal care program “ <i>Mothers Who Leave a Mark</i> ” ( <i>Mamás</i>	<b>SDG 10: Reduced Inequalities</b>	<i>Target 10.2:</i> Promote social inclusion and eliminate all forms of discrimination.
		<b>SDG 3: Good Health and Well-being</b>	<i>Target 3.1:</i> Reduce maternal mortality.
		<b>SDG 4: Quality Education</b>	<i>Target 4.6:</i> Ensure youth and adults acquire knowledge on health and well-being.
		<b>SDG 5: Gender Equality</b>	<i>Target 5.5:</i> Ensure women’s full participation in leadership and decision-making.
		<b>SDG 17: Partnerships for</b>	<i>Target 17.17:</i> Promote effective public,

<i>que dejan Huella).</i>	<b>the Goals</b>	public-private, and civil society partnerships.
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### 8.1. Social, Environmental and Economic Sustainability Certifications and Codes

Linked SDG	Initiative
Social	ISO 45001 – Occupational Health and Safety Certification
	SA 8000 – Social Responsibility Management Certification
	Fair Trade International Certification
	Fair Trade USA Certification
	SMETA Code of Conduct
	EDGE Certification – Gender Equity
	ICS Social – Initiative for Compliance and Sustainability – Social Code
Environmental	ISO 14001 Certification
	GHG – Carbon Footprint – Peruvian Ministry of the Environment
	SPRING Certification
	Rainforest Alliance Certification
Economic	GLOBAL G.A.P. Certification
	AH-DLL GROW Program
	Tesco Nurture Certification
	HACCP – Hazard Analysis and Critical Control Points Certification
	BRCGS – Food Safety Management System Certification
	IFS Food – International Food Standard Certification
	FSMA – Food Safety Modernization Act Compliance
	BASC Certification
	Authorized Economic Operator – AEO Certification
	Kosher Certification





## 9. Alignment with Standards

### 9.1. GRI Content Index

<b>Statement of use</b>	Danper has presented the information cited in this GRI Content Index for the period January 1 to December 31, 2024, with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Fundamentals 2021
<b>Applicable Sector Standard</b>	GRI 13: Agriculture, Aquaculture, and Fishing Sectors 2022
<b>Content Index Essentials — With Reference Option Service</b>	For the Content Index Service – Essentials with Reference option, GRI Services reviewed that the GRI Content Index has been presented in a manner consistent with the requirements for reporting “with reference to” the GRI Standards, and that the information in the index is presented clearly and is accessible to stakeholders.

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
General contents						
GRI 2: General Contents 2021	2-1 Organizational Details					
	2-2 Entities included in the sustainability reporting					
	2-3 Reporting period, frequency and point of contact					
	2-4 Updating information	No information updates have been submitted for 2024.				
	2-5 External verification	The Sustainability Report does not have external verification				
	2-6 Activities, value chain and other business relationships					
	2-7 Employees					
	2-8 Non-employee workers					

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
	2-9 Governance structure and composition					
	2-10 Appointment and selection of the highest governing body					
	2-11 Chair of the highest governing body					
	2-12 Role of the highest governing body in overseeing impact management					
	2-13 Delegation of responsibility for impact management					
	2-14 Role of the highest governing body in sustainability reporting					
	2-15 Conflicts of interest					
	2-16 Critical Communication or Concerns					
	2-17 Collective knowledge of the highest governing body					
	2-18 Evaluation of the performance of the highest governing body					
	2-19 Compensation Policies		2-19	Confidential information	This indicator is omitted due to the confidential nature of the information involved for our organization.	
	2-20 Process for determining remuneration		2-20	Confidential information	This indicator is omitted due to the	



GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
					confidential nature of the information involved for our organization.	
	2-21 Total Annual Compensation Ratio		2-21	Confidential information	This indicator is omitted due to the confidential nature and security of the information involved.	
	2-22 Declaration on Sustainable Development Strategy					
	2-23 Commitments and policies					
	2-24 Incorporation of commitments and policies					
	2-25 Processes to remedy negative impacts					
	2-26 Mechanisms for requesting advice and raising concerns					
	2-27 Compliance with laws and regulations					
	2-28 Membership and associations					
	2-29 Approach to stakeholder engagement					
	2-30 Collective bargaining agreements					
Material Topics						

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
GRI 3: Material Topics 2021	3-1 Process of determining material issues					
	3-2 List of material topics					
Traceability, Quality, and Product Safety						
GRI 3: Material Topics 2021	3-3 Management of material issues					13.10.1
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the impacts of product and service categories on health and safety					13.10.2
	416-2 Non-compliance cases relating to the impacts of product and service categories on health and safety					13.10.3
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.10.4 Percentage of production volume that meets internationally recognized food safety standards and list of such standards					
	13.10.5 Report on the number of food safety recalls issued and the total volume of recalled products					
	13.23.1 Methodology for the traceability of the source, origin or production conditions of the products acquired by the company (as raw material)					
	13.23.2 Level of traceability existing for each product					

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
	internationally recognized traceability standards, and list of such standards.					
	13.23.4 Improvement projects for suppliers to be certified with internationally recognized traceability standards to ensure that the entire production volume is certified					
Own indicator	Customer satisfaction					
Food Safety						
GRI 3: Material Topics 2021	3-3 Management of material issues					
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.9.1 Effectiveness of food security actions and programs, partnerships and policies to address food loss					
	13.9.2 Total weight and percentage of food waste					
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material issues					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining could					
GRI 408: Child Labour 2016	408-1 Operations and suppliers with					

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
	significant risk of child labor cases					
Child labor 2016	409-1 Operations and suppliers with significant risk of forced or compulsory labor					
GRI 410: Safety Practices 2016	410-1 Security personnel trained in human rights policies or procedures					
Development and Strengthening of Local Communities						
GRI 3: Material Topics 2021	3-3 Management of material issues					13.12.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement programs, impact assessments and development					
	local communities					
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.13.1 Commitments regarding respect for land and natural resource rights					
	13.13.2 Locations where Danper's operations could affect land and natural resource rights					
	13.13.3 Quantity and size in hectares and location of Danper operations where violations of land and natural resource rights have occurred					
Talent Management						

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material issues					
<b>GRI 401: Employment 2016</b>	401-1 Hiring new employees and staff turnover					
	401-2 Benefits for full-time employees that are not given to part-time or temporary employees					
	401-3 Parental leave					
<b>GRI 404: Training and education 2016</b>	404-1 Average training hours per year per employee					
	404-2 Programs to develop employee skills and transition assistance programs					
	career development					
<b>GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022</b>	13.20.1 Policies and commitments for worker recruitment and approach to determining workers' compensation					
	13.21.1 Commitments to provide a living wage, methodology used to determine the living wage, and approach to determining remuneration policies, tools and systems to monitor wages paid by suppliers					
	13.21.2 Percentage of employees and non-employee workers whose work is covered by collective	-	13.21.2	Not applicable.	Danper does not have unions.	

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
	bargaining agreements that have terms related to wage levels and frequency of wage payment					
	13.21.3 Percentage of employees and non-employee workers whose work is paid above the living wage, by gender					
<b>Occupational Health and Safety</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material issues					
<b>GRI 403: Occupational Health and Safety 2018</b>	Occupational Health and Safety Management System					
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation					
	403-3 Occupational health services					
	403-4 Worker participation, consultation and communication on health and safety at work					
	403-5 Training of workers on health and safety at work					
	403-6 Promotion of workers' health					
	403-7 Prevention and mitigation of impacts on health and safety at work directly linked through business relationships					

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
	403-8 Coverage of the occupational health and safety management system					
	403-9 Workplace Injuries					
	403-10 Occupational illnesses and diseases					
Supply Chain Management						
GRI 3: Material Topics 2021	3-3 Management of material issues					
GRI 204: Sourcing Practices 2016	204-1 Proportion of expenditures on local suppliers					
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers that have passed selection filters according to environmental criteria					
	308-2 Negative environmental impacts in the supply chain and measures taken					
GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers that have passed selection filters according to social criteria					
	414-2 Negative social impacts in the supply chain and measures taken					
Water Resource Management						
GRI 3: Material Topics 2021	3-3 Management of material issues					

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
<b>GRI 303: Water and effluents 2018</b>	303-1 Interaction with water as a shared resource					
	303-2 Management of impacts related to water discharge					
	303-3 Water extraction					
	303-4 Water discharge					
	303-5 Water consumption					
<b>Economic Performance and Business Continuity</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material issues					
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed					
<b>Sustainable Agriculture</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material issues					
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased or managed within or adjacent to protected areas or areas of high biodiversity value outside protected areas	-	304-1	Not applicable.	The company's units are not located within or adjacent to protected areas, buffer zones, or fragile ecosystems.	
	304-2 Significant impacts of activities, products and services on biodiversity	-	304-2	Not applicable.	Our operations do not generate significant impacts on biodiversity	
	304-3 Habitats protected or restored	-	304-3	Not applicable.	At this time, we have not taken any	



GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
					steps to protect or restore habitats.	
	304-4 Species appearing on the International Union for Conservation of Nature (IUCN) Red List and on national conservation lists whose habitats are located in areas affected by operations					
<b>GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022</b>	13.4.1 Policies or commitments to reduce or eliminate the conversion of natural ecosystems	-	13.4.1	Not applicable.	Our operations do not cause the conversion of natural ecosystems.	
	13.5.1 Soil management plan, threats and practices used and use of fertilizers					
	13.6.1 Pest management plan, actions to prevent, mitigate and remedy negative impacts of hazardous pesticide use, plans and actions to switch to less hazardous pesticides and worker training for pesticide management					
	13.6.2 Volume and intensity of pesticides used according to toxicity and hazard classification					
	13.4.2 Percentage of production volume from land owned, leased, or managed by Danper that is considered free from deforestation or					

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
	conversion, by product, and describe the assessment methods used.					
	13.4.3 Percentage of the volume supplied that is considered free from deforestation or conversion, and describe the assessment methods used; and percentage of the volume supplied whose origin is unknown, so that it can be determined whether it is free from deforestation or conversion, and describe the measures taken to improve traceability.					
	13.4.4 Size in hectares, location and type of natural ecosystems converted from the cut-off date to land owned, leased or managed by Danper	-	13.4.4	Not applicable.	Our operations do not cause the conversion of natural ecosystems.	
	13.4.5 Size in hectares, location and type of natural ecosystems converted from the cut-off date by suppliers or at supply sites	-	13.4.5	Not applicable.	The products supplied by the company come from lands free from conversion of natural ecosystems.	
	13.22.1 Actions to promote the economic inclusion of small farmers and					

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
	effectiveness of actions, actions to identify and adjust supply practices that could affect small farmers					
<b>Innovation and Technology</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material issues					
<b>Energy Efficiency, GHG Management and Climate Change</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material issues					13.1.1 13.2.1
<b>GRI 201: Economic Performance 2016</b>	201-2 Financial implications and other risks and opportunities arising from climate change					13.2.2
<b>GRI 305: Emissions 2016</b>	305-1 Direct GHG emissions (Scope 1)	-	305-1	Information unavailable or incomplete	We don't yet have the results of the 2024 GHG emissions calculations, as they won't be available until October 2025.	13.1.2
	305-2 Indirect GHG emissions from energy generation (Scope 2)	-	305-2	Information unavailable or incomplete	We don't yet have the results of the 2024 GHG emissions calculations, as they won't be available until October 2025.	13.1.3
	305-3 Other indirect GHG emissions (Scope 3)	-	305-3	Information unavailable or incomplete	We don't yet have the results of the 2024 GHG	1.3.1.4

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
					emissions calculations, as they won't be available until October 2025.	
	305-4 Intensity of GHG emissions	-	305-4	Information unavailable or incomplete	We don't yet have the results of the 2024 GHG emissions calculations, as they won't be available until October 2025.	13.1.5
	305-5 Reduction of GHG emissions	-	305-5	Information unavailable or incomplete	We don't yet have the results of the 2024 GHG emissions calculations, as they won't be available until October 2025.	13.1.6
	305-6 Emissions of ozone-depleting substances (ODS)	-	305-6	Information unavailable or incomplete	ODS emissions.	13.1.7
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	-	305-7	Information unavailable or incomplete	We do not calculate these types of emissions.	13.1.8
GRI 302: Energy 2016	302-1 Energy consumption within the company					
	302-2 Energy consumption outside the organization	-	302-2	Information unavailable or incomplete	We do not calculate external consumption	
	302-3 Energy intensity					

GRI Standard	Content	Section and page number	Omission			Reference number to Sector Standard
			Requirements omission	Reason	Explanation	
	302-4 Reduction of energy consumption	-	302-4	Information unavailable or incomplete	We do not calculate the reduction in energy consumption.	
	302-5 Reduction of energy requirements of products and services	-	302-5	Information unavailable or incomplete	We do not calculate this reduction.	
Governance and Ethics						
GRI 3: Material Topics 2021	3-3 Management of material issues					
GRI 205: Anti-Corruption 2016	205-1 Operations assessed based on corruption-related risks					
	205-2 Communication and training on anti-corruption policies and procedures					
	205-3 Confirmed incidents of corruption and measures taken					
GRI 206: Unfair Competition 2016	206-1 Legal actions related to unfair competition and monopolistic practices and against free competition					
GRI 405: Diversity and Equal Opportunities 2016	405-1 against free competition					
GRI 415: Public policy 2016	415-1 Contribution to political parties and/or representatives					

## 9.2. SASB Content Index

The Sustainability Accounting Standards Board (SASB) is an independent, non-profit organization that establishes standards to guide the disclosure of financially material sustainability information by companies to their investors. The SASB Standards identify the subset of environmental, social, and governance (ESG) issues most relevant to financial performance across 77 industries.

Danper reports under the SASB standards for Agricultural Products (AG) and Processed Foods (PF).

Topic	Code	Accounting Metric	Information
Water Resource Management	FB-AG-430a.1	Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and percentage breakdown by standard	
	FB-AG-430a.2	Social and environmental responsibility audit of agricultural product suppliers: (1) non-conformance rate and (2) corresponding corrective action rate for cases of non-conformance: a) major and b) minor	
	FB-PF-430a.1	Percentage of food ingredients purchased that are certified to third-party environmental or social standards	This indicator is omitted.
	FB-PF-430a.2	Social and environmental responsibility audit of processed food suppliers: (1) non-conformance rate and (2) corresponding corrective action rate for cases of non-conformance: a) major and b) minor	
	FB-AG-430a.3	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	This indicator is omitted.
	FB-AG-440a.1	Percentage of agricultural products sourced from regions with high or extremely high baseline water stress	This indicator is omitted.
	FB-AG-440a.2	Percentage of agricultural products sourced from regions with high or extremely high baseline water stress	This indicator is omitted.
	FB-PF-440a.1	Percentage of food ingredients (for processed products) sourced from regions with high or extremely high baseline water stress	

Topic	Code	Accounting Metric	Information
	<b>FB-PF-440a.2</b>	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	
<b>Health and safety at work</b>	<b>FB-AG-320a.1</b>	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) temporary and migrant employees	
<b>Energy efficiency, GHG management and climate change</b>	<b>FB-AG-110a.1</b>	Gross global Scope 1 emissions	This indicator is omitted since the company's 2024 GHG emissions calculation results are not yet available. These results will be released in October 2025.
	<b>FB-AG-110a.2</b>	Discussion of strategy or plan, both short- and long-term, to manage Scope 1 emissions, emission reduction targets, and analysis of performance against those targets	
	<b>FB-AG-440a.1</b>	Identification of major crops and description of the risks and opportunities presented by climate change	
	<b>FB-AG-130a.1</b>	(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	
	<b>FB-PF-130a.1</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	
	<b>FB-AG-110a.3</b>	Fleet fuel consumed, percentage renewable	
<b>Water resource management</b>	<b>FB-AG-140a.1</b>	(1) Total water withdrawn, (2) total water consumed, and percentage of each in regions with high or extremely high baseline water stress (for agricultural products)	
	<b>FB-AG-140a.2</b>	Description of water management risks and analysis of strategies and practices to mitigate them (for agricultural products)	

Topic	Code	Accounting Metric	Information
	<b>FB-AG-140a.3</b>	Number of non-compliance incidents associated with water quantity or quality permits, standards, and regulations (for agricultural products)	
	<b>FB-PF-140a.1</b>	(1) Total water withdrawn, (2) total water consumed, and percentage of each in regions with high or extremely high baseline water stress (for processed food products)	
	<b>FB-PF-140a.2</b>	Number of non-compliance incidents associated with water quantity or quality permits, standards, and regulations (for processed food products)	
	<b>FB-PF-140a.3</b>	Description of water management risks and analysis of strategies and practices to mitigate them (for processed food products)	
<b>Waste management and circular economy</b>	<b>FB-PF-410a.1</b>	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	
	<b>FB-PF-410a.2</b>	Discussion of strategies to reduce the environmental impact of packaging throughout its life cycle	
<b>Traceability, quality and product safety</b>	<b>FB-AG-430b.1</b>	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	
	<b>FB-AG-250a.1</b>	Global Food Safety Initiative (GFSI) audit: (1) non-conformance rate and (2) corrective action rate for (a) major and (b) minor non-conformances (agricultural products)	
	<b>FB-AG-250a.2</b>	Percentage of agricultural products sourced from suppliers certified under a food safety certification program recognized by the Global Food Safety Initiative (GFSI)	
	<b>FB-AG-250a.3</b>	(1) Number of recalls issued and (2) total amount of food products recalled (agricultural products)	



Topic	Code	Accounting Metric	Information
	<b>FB-PF-250a.1</b>	Global Food Safety Initiative (GFSI) audit: (1) non-conformance rate and (2) corrective action rate for (a) major and (b) minor non-conformances (processed foods)	
	<b>FB-PF-250a.2</b>	Percentage of ingredients sourced from Tier 1 supplier facilities certified under a food safety certification program recognized by the Global Food Safety Initiative (GFSI)	
	<b>FB-PF-250a.3</b>	(1) Total number of food safety violation notices received, (2) percentage corrected	
	<b>FB-PF-250a.4</b>	(1) Number of recalls issued and (2) total amount of food products recalled (processed foods)	
<b>Responsible marketing and labeling</b>	<b>FB-PF-270a.1</b>	Percentage of advertising directed (1) to children and (2) to children promoting products that meet nutrition recommendations	
	<b>FB-PF-260a.1</b>	Revenue from products labeled or marketed as promoting health and nutrition attributes	
	<b>FB-PF-260a.2</b>	Discussion of the process for identifying and managing products and ingredients related to consumer health and nutrition concerns	

