Frutura.

Sustainability Report 2024

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Sustainability Report 2024

About This Report

This is Frutura LLC's first Sustainability Report prepared with reference to the Global Reporting Initiative ("GRI") Standards. It covers the period from January 1 to December 31, 2024. Last year, we published our *2023 Impact Statement* that introduced Frutura LLC and our Businesses' sustainability vision, objectives, and initiatives. The present Report builds on the *Impact Statement* by structuring our sustainability disclosures using the GRI Standards, one of the most widely recognized frameworks for communicating organizational impacts.

This Report covers the operations of Frutura and all the companies that make up our platform: Agrícola Don Ricardo (Peru), Dayka & Hackett (USA), Frutura Uruguay, Giddings Fruit (Mexico, Chile, and Peru), Subsole (Chile), and Sun Belle (USA.) Data for Giddings Fruit includes the company's following subsidiaries acquired in Q4, 2024: Black Venture Farm (Mexico), Cerasus (Chile), Giddings Chile, Giddings Peru, and Giddings Mexico (since renamed Sun Belle Mexico.) All Frutura's Business Units share a common vision and operate under aligned sustainability principles while maintaining operational autonomy and responding to their unique regional contexts.

This report marks an evolution in the way we communicate Frutura's sustainability performance. While we continue to be guided by the pillars defined in our Impact Collaboration Framework, the structure of the document has been updated to incorporate the material topics prioritized through our double materiality analysis. This decision aims to ensure that the issues with the greatest impact for the company and for our stakeholders are addressed with additional depth and clarity.

Message from Our Leadership

Frutura made strong progress against our Sustainability Objectives in 2024. Our multi-year investment in social and environmental performance culminated with Dayka & Hackett, Frutura Uruguay, and Subsole submitting for B Corp Certification in September. Each of these businesses, and Frutura LLC corporately, became B Corp Certified in April 2025. Frutura also strengthened our measurement systems to track sustainability performance, and we saw improvement across topics ranging from materials management to employee safety.

Plenty of work lies ahead. Our recently acquired Business Units have begun adopting best practices for sustainability management from existing operations. Even as we continue to improve greenhouse gas measurement, we have launched decarbonization initiatives at our operations in areas such as energy efficiency and waste reduction. At a fundamental level, our climate work involves doing more with less.

Data integrity remains a top priority. First, because we can only manage what we measure. Second, because sustainability reporting requirements from our stakeholders are substantial and growing. Ensuring social and environmental data carries the same accuracy and precision as financial data is a challenge for all businesses today. More remains to be done, but Being a Force for Good demands continuous improvement, not perfection.

At its best, Frutura's sustainability work keeps us nimble and adaptable. We seek to be resilient in the face of future volatility – whether in logistics, labor, climate, or otherwise – and to deliver on the promise we've made our stakeholders to deliver exceptional social, environmental, and financial results. Regardless of external factors, we continue to build a platform that delivers value with a steady hand.

David Krause
CEO, FRUTURA

> "Data integrity remains a top priority. First, because we can only manage what we measure. Second, because sustainability reporting requirements from our stakeholders are substantial and growing. Ensuring social and environmental data carries the same accuracy and precision as financial data is a challenge for all businesses today."

> "We seek to be resilient in the face of future volatility – whether in logistics, labor, climate, or otherwise – and to deliver on the promise we've made our stakeholders to deliver exceptional social, environmental, and financial results."

01

About Us

Investing in Impact: Frutura and Renewable Resources Group (RRG)

At Frutura, we produce and market high-quality fruit 365 days a year. With our primary production zones in Latin America, Frutura meets global market seeking to generate positive impacts in the communities in which we operate.

Frutura is an investment of RRG Capital Management (RRGCM), a global alternative asset manager investing in real assets that aim to deliver competitive financial returns alongside positive environmental and social impacts. RRG was established in 2017 after more than 15 years of experience managing agricultural, water, energy, and land resources through Renewable Resources Group LLC.

In 2019, RRGCM launched the **RRG Sustainable Water Impact Fund (SWIF)** in collaboration with The Nature Conservancy (TNC). The Fund operates in the United States, Latin America, and Australia with the goal of demonstrating how sustainable management of water and land can benefit both people and nature.

All of Frutura's acquisitions are evaluated against rigorous environmental, social, and governance (ESG) criteria defined by SWIF, including the prevention of natural habitat conversion, sustainable water use, and respect for labor rights. Each transaction undergoes review by a Technical Advisory Committee (TAC) composed of representatives from RRG, TNC, and an independent external advisor. Together, we define specific objectives aimed at enhancing biodiversity and mitigating climate change.

At Frutura, sustainability is not an isolated project. Rather, it is a strategy embedded in our business model, a value that inspires our teams, a tool to mitigate risk, and a differentiator that strengthens our commercial value proposition. **We are committed working toward resilient growth that combines profitability with the well-being of people, respect for the environment, and ethical governance.**

Mission, Vision, and Purpose

Frutura expresses our commitment to sustainable development in our 2023 Impact Statement. We note that as a result of our activities, we impact many communities and commit to upholding standards that protect the people within our value chain:

Above all, we believe that everyone deserves to work in an environment where they are treated with dignity and respect.

Our mission is to provide a global, sustainable supply of high-quality fruit 365 days a year.

To achieve these standards, we have carefully vetted and acquired leading Latin American and US fruit growers, packers, and marketers that share a commitment to the land and the people who work it. Through our platform and Impact Collaboration Framework, we foster learning and coordination among teams across multiple stages of the value chain, and **seek to serve as a Force for Good in the broader produce industry.**

The core values that guide our actions and inform our mission, vision, and business strategy are:

Community
We build respectful, reciprocal relationships locally and globally.

A Force for Good
We work toward a future that is sustainable and inclusive.

Quality
We deliver excellence.

Entrepreneurial
We never stop innovating, growing, and improving.

Walk the Talk
We keep our word and take responsibility for our actions.

Our Journey as Frutura

2021

- Frutura is founded in Reedley, California.
- It acquires Agrícola Don Ricardo in Peru and Dayka & Hackett in the United States, each company with over 15 years of experience.

2022

- Frutura acquires Subsole in Chile, founded in 1991.
- Frutura begins its journey toward B Corporation certification.
- The same year, Frutura acquires the assets of an Uruguayan citrus growing and export company and reorganizes them as a new entity, Frutura Uruguay.

2023

- Frutura's Business Units consolidate the platform's Impact Collaboration Framework and 2025 Impact Objectives.
- In Q4, Frutura acquires Sun Belle, a berry marketing company with nearly four decades of experience.

2024

- Black Venture Farm (Mexico), Cerasus (Chile), Giddings Chile, Giddings Peru, and Giddings Mexico join the platform when Frutura acquires Giddings Fruit to strengthen its supply of berries and cherries.

Our Shared Legacy

Companies within the Frutura platform share a defining ambition: we are businesses committed to acting as a Force for Good in our communities and in the produce industry.

All companies with the exception of Frutura Uruguay were established before the platform itself. They contribute long-standing history and experience in produce, and their values, expertise, and knowledge lay the foundation of what Frutura is today.

By building on this foundation through innovation and the exchange of learnings, the Frutura platform optimizes operations and maximizes positive impact.

Our Business Units and Our Fruit

GRI 2: General Disclosures

At Frutura, we operate as an integrated platform for the production and marketing of fresh fruit. We have an **operational presence in eight countries** with a diversified portfolio of Business Units, each specializing in key fruit varieties for international markets. Our vertically integrated business model allows us to participate in multiple stages of the value chain and ensure traceability, quality, and customer and consumer satisfaction.

Performance

GRI 2-6; 2-7, 201-1

Total Kilograms of Products Sold

2023	295 million
2024	429 million

Annual Revenue in USD[1]

2023	897 million
2024	1,430 million

Number of Farms

2023	58
2024	61

Total Hectares of Productive Land

2023	3,682
2024	4,883

Total Full-Time and Part-Time Employees[2]

2023	3,463
2024	5,391

Total Seasonal Employees[3]

2023	13,935
2024	23,988

Despite our geographic diversity, we operate as a single platform. Together, Frutura cultivates just over **4,880 hectares** under sustainable management practices, distributed across **61 farms** and supported by **59 facilities (packing plants, cold storage, logistics centers, etc.).**

Beyond the numbers, we celebrate how we achieved our results: with **commitment, responsibility, and integrity in every community where we are present. This is the Force for Good we aim to embody.**

[1] The total annual revenue reported includes Q4 2024 revenue from Black Venture Farm, Cerasus, Sun Belle Mexico, and Giddings Peru and Chile, based on their acquisition by Frutura in October 2024.
[2] The total number of full-time and part-time employees refers to the number of unique individuals employed over the course of the 2024 calendar year.
[3] The total number of seasonal employees represents the number of individuals directly hired for a defined period throughout the 2024 calendar year. The year over year difference results from the acquisition of new BUs (Giddings Fruit + Sun Belle) in 2024.

Our Global Operations

61

farms*, totaling 4,883 hectares of productive land******

Grapes, berries, and citrus make up the majority of crops grown on our land. Not all businesses' operations, however, are alike. For example, Dayka & Hackett owns one farm, while Frutura Uruguay owns 16. Regardless, all fruit that we supply is meticulously cared for to ensure our products are of the highest quality.

5

countries where our business operate**

The strong ties each Business unit has to their local community as both an employer and commercial entity amplify their positive impact, allowing them to reach stakeholders across the regions in which they operate.

59

facilities*****

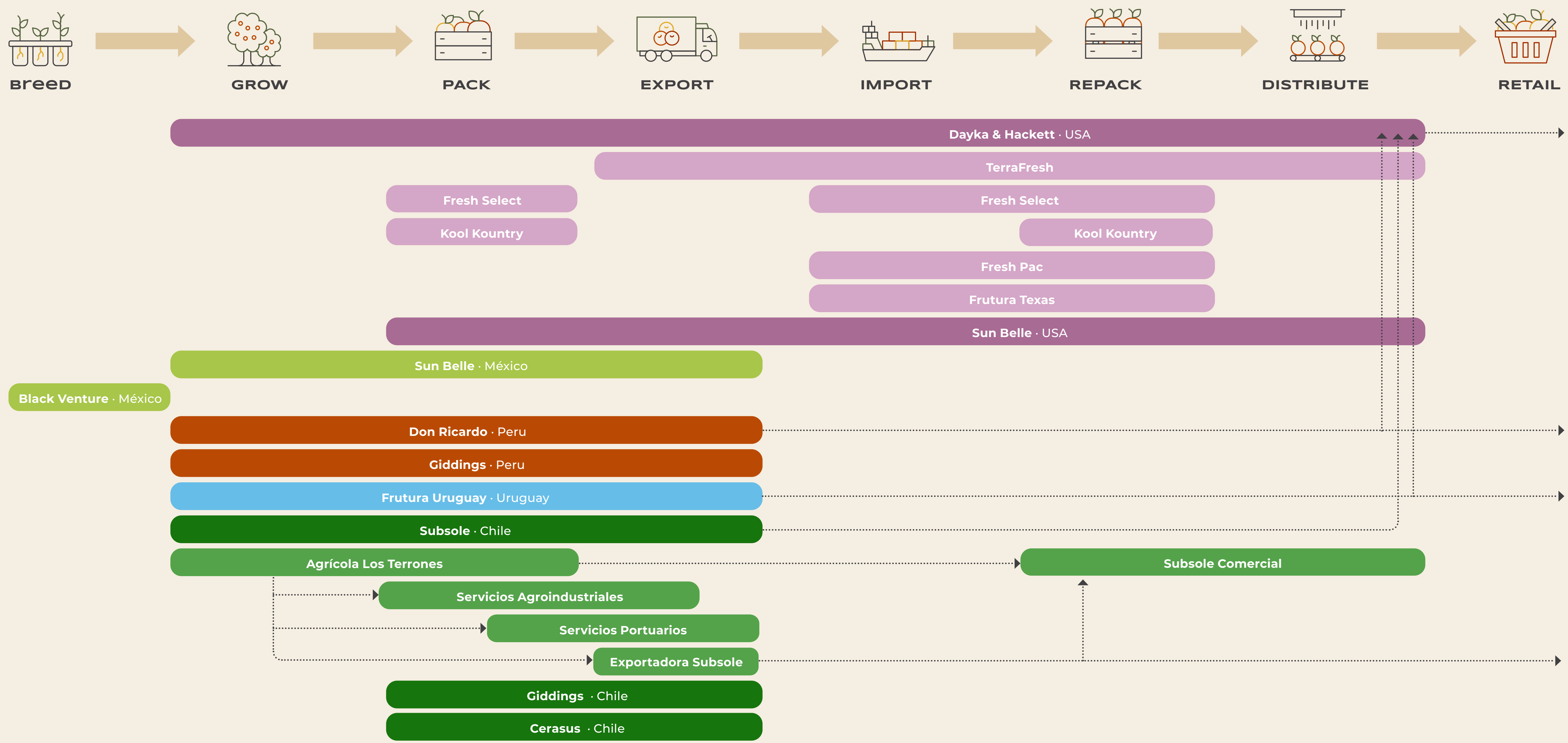
Our facilities, including packing houses, cold storage, manufacturing facilities, and more, support the movement of our fruit from farm to market.

*Fruit icons used throughout this disclosure reflect Frutura's core produce types and may not reflect the full range of each business commodities grown or sold.
**Operations on the ground includes, but is not limited to, farms, processing facilities, packing houses, cold storage facilities, distribution centers, and retail stores.
***This includes farms owned, operated, and leased by the company, and excludes any third-party managed farms.
****Productive land is defined as land within the company's operational control. This includes farm land that is owned, leased, and/or managed by the business.
*****This includes of the number of facilities owned, operated, and leased by the company, excluding any facilities that are owned, but are leased and managed by a third-party

our value chain

Our businesses maintain operations at many stages of the value chain, from producing new plants to selling fruit to people in our communities. This is an illustrative picture of where we have operational control. We show up differently depending on the produce type, the specific needs of each customer, and where fruit is grown and sold.

Movement of Produce Among Our Businesses



dayka hackett – A FRUTURA COMPANY –

Dayka & Hackett

Headquartered in Reedley, California, Dayka & Hackett is the leading importer of table grapes in the United States. Dayka & Hackett imports, markets, and distributes conventional and organic fruit year-round, primarily serving U.S. retailers. Its portfolio includes table grapes, citrus, avocados, mangoes, kiwis, cherries, stone fruit, asian pears, and pomegranates. Dayka & Hackett's model encompasses production, packing, and distribution through its subsidiaries:

- ↗ Fresh Select
- ↗ FreshPac
- ↗ Frutura CA Farm Management
- ↗ Frutura Texas
- ↗ Kool Kountry
- ↗ TerraFresh Organics

1 farm

10 Productive Land (ha)

9 Facilities

193 Full time and part time workers

262 Seasonal workers

subsole – A FRUTURA COMPANY –

Subsole

Headquartered in Santiago, Subsole is one of the largest and most iconic fresh fruit exporters in Chile. It is the leading exporter of table grapes to global markets and also markets citrus, kiwi, cherries, avocados, and pomegranates. The structure integrates production, logistics, and commercial operations through its subsidiaries:

- ↗ Agrícola Los Terrones
- ↗ Exportadora Subsole
- ↗ Servicios Agroindustriales
- ↗ Servicios Portuarios
- ↗ Subsole Comercial

15 farms

1,223 Productive Land (ha)

10 Facilities

778 Full time and part time workers

1,552 Seasonal workers

DON RICARDO – A FRUTURA COMPANY –

Agrícola Don Ricardo

(hereafter referred to as Don Ricardo)

Located in the fertile valley of Ica and the Villacurí region, this Business Unit specializes in the production, packing, and transportation of table grapes, blueberries and citrus. It is a vertically integrated agricultural company with operations that span from the field to the customer. It also has an administrative office located in Lima where it carries out commercial, logistic, and financial management.

12 farms

1,486 Productive Land (ha)

4 Facilities

1,837 Full time and part time workers

13,214 Seasonal workers

Frutura.Uruguay

Frutura Uruguay

Located in Salto, Uruguay, Frutura Uruguay is dedicated to offering high-quality citrus fruits and juices to the international market. The company harvests nearly 1,200 hectares of mandarins and oranges and markets its products both domestically and abroad. Frutura Uruguay also produces concentrated juices and essential oils from its citrus fruits.

16 farms

1,173 Productive Land (ha)

4 Facilities

260 Full time and part time workers

861 Seasonal workers

- A FRUTURA COMPANY -

Sun Belle

Sun Belle is a leading distributor and marketer of conventional and organic berries including blueberries, blackberries, raspberries, strawberries, and golden berries. Operating in California, Florida, Illinois (headquarters), Maryland, and Texas, Sun Belle focuses on bringing quality and freshness to its customers.

0 farms

0 Productive Land (ha)

5 Facilities

144 Full time and part time workers

0 Seasonal workers

Giddings Fruit

Giddings Fruit is an integrated group of companies dedicated to the innovation, production, and marketing of berries and cherries. It operates from Mexico, Chile, and Peru, continuously supplying strategic markets such as the U.S., United Kingdom, and China. In October 2024, Giddings formally joined Frutura and further consolidated a structure aligned in production, sales, and distribution.

- ↗ **Black Venture Farm (Mexico)**
- ↗ **Sun Belle Mexico (previously Giddings Mexico)**
- ↗ **Giddings Chile**
- ↗ **Giddings Peru**
- ↗ **Cerasus (Chile)**

Sun Belle Mexico

14 farms

455 Productive Land (ha)

21 Facilities

1,965 Full time and part time workers

6,519 Seasonal workers

Giddings Chile and Giddings Peru

3 farms

524 Productive Land (ha)

5 Facilities

121 Full time and part time workers

817 Seasonal workers

Cerasus

0 farms

0 Productive Land (ha)

1 Facilities

78 Full time and part time workers

762 Seasonal workers

Our Stakeholders

Across the Frutura platform, we actively engage with a range of stakeholders that include:

- **Suppliers and business partners**
- **Community leaders**
- **Non-governmental organizations (NGOs)**
- **Educational institutions**
- **Local governments**
- **Employees and labor unions**
- **Industry associations**
- **Farmers and agricultural producers**

Our engagement with stakeholders is guided by key objectives: assessing regional priorities and understanding the specific needs of local communities, strengthening partnerships with community organizations, promoting social and economic well-being in the areas where we operate, and ensuring transparency along with the promotion of responsible business practices.

Industry Associations

As a platform, we actively participate in the **International Fresh Produce Association,** which represents companies throughout the global supply chain of the fresh produce and floral industries. **Individual Business Units also participate in regional and commodity-specific industry associations** such as the North American Blueberry Council, the National Berry Crops Initiative, Asociación de Gremios Productores Agrarios del Peru, Frutas de Chile, and Unión de Exportadores de Fruta de Uruguay.

International Fresh Produce Association (IFPA)

North American Blueberry Council

International Fresh Produce Association (IFPA)

Frutas de Chile

Unión de Exportadores de Fruta de Uruguay (UPEFRUY)

Asociación de Gremios Productores Agrarios del Peru (AGAP)

Asociación de Productores de Uva de Mesa del Peru

Asociación de Productores de Arándanos del Peru

Asociación de Productores de Cítricos del Peru

02

Advancing Our Sustainability Strategy

Our Strategy

At Frutura, we believe that sustainability is not a destination so much as a way of operating. It's a commitment that evolves alongside social and environmental challenges, stakeholder expectations, and our ability to act as a global platform of agricultural companies committed to being a Force for Good.

In 2023, we took a key step forward by defining our ***Impact Collaboration Framework:*** a shared roadmap that guides our decisions and sets the course toward common goals. This framework is composed of seven ambitions that reflect what we consider essential for building a more resilient agricultural future.

This framework guides our actions across operations and business areas. Our progress is reflected in the ***2023 Impact Statement.***

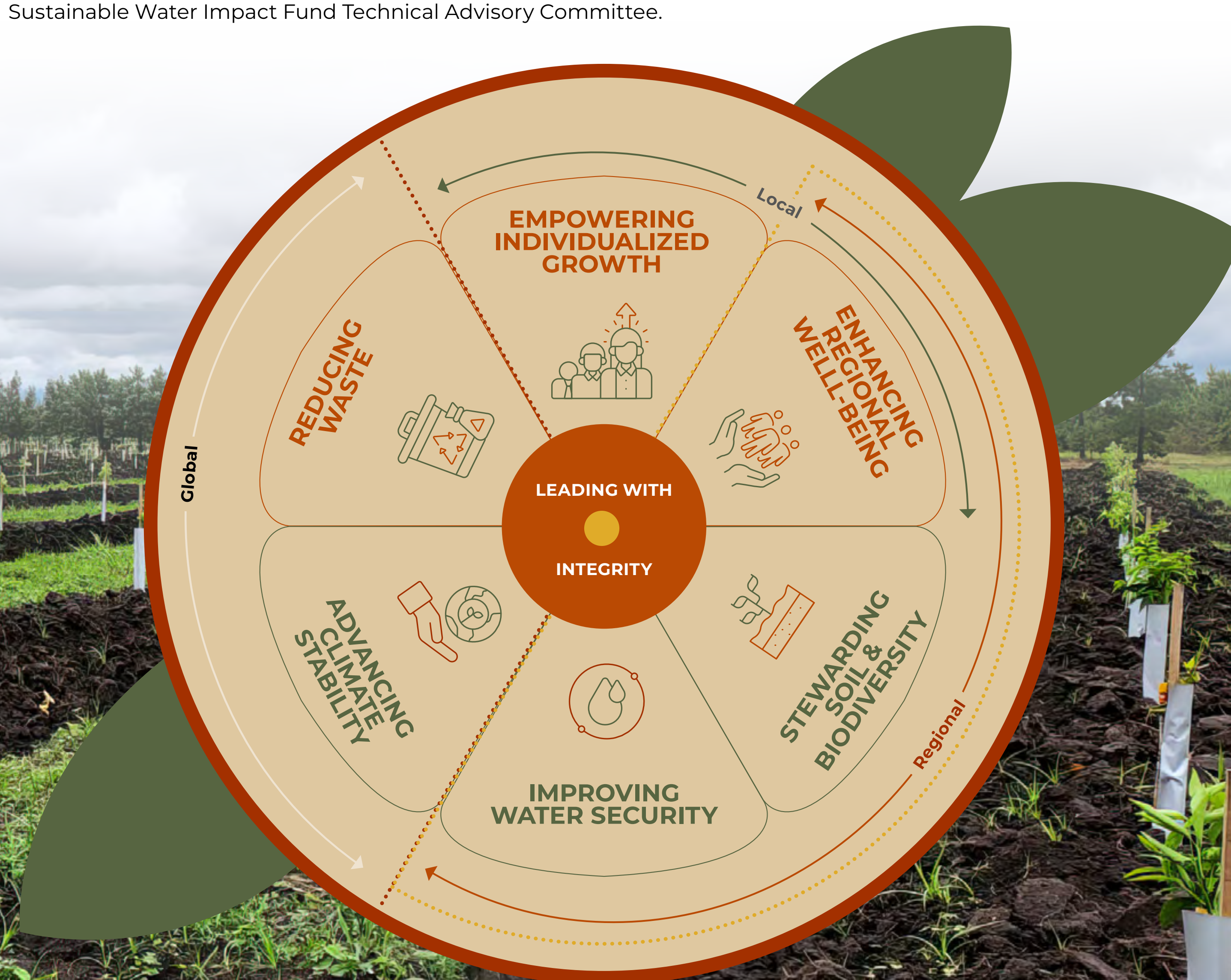
In line with this commitment, in 2024 we strengthened our strategy by conducting a **double materiality analysis,** which allowed us to identify the issues with the greatest impact both on our business and on our stakeholders. This assessment, carried out using international standards of the Global Reporting Initiative (GRI), delivered a newly prioritized list of material topics.

Based on these results, we initiated a strategic alignment process to contrast our previous ambitions with this new prioritization. The goal was to move toward an integrated, evidence-based strategy focused on our most relevant sustainability topics.

Identification of Impacts

Through a diagnostic process carried out jointly with sustainability leaders from the platform's Business Units and involvement of Frutura's President and Executive Vice President of Human Capital, we gathered insights regarding industry trends and the broader context.

In parallel, we reviewed existing materiality assessments from each of Frutura's Business Units and identified the set of risks and impacts we face as an agricultural business. As an initial output, we compiled 30 impacts that were assessed with our sustainability leaders, Board of Directors, and the external experts of the Sustainable Water Impact Fund Technical Advisory Committee.



Results of Our Double Materiality Analysis

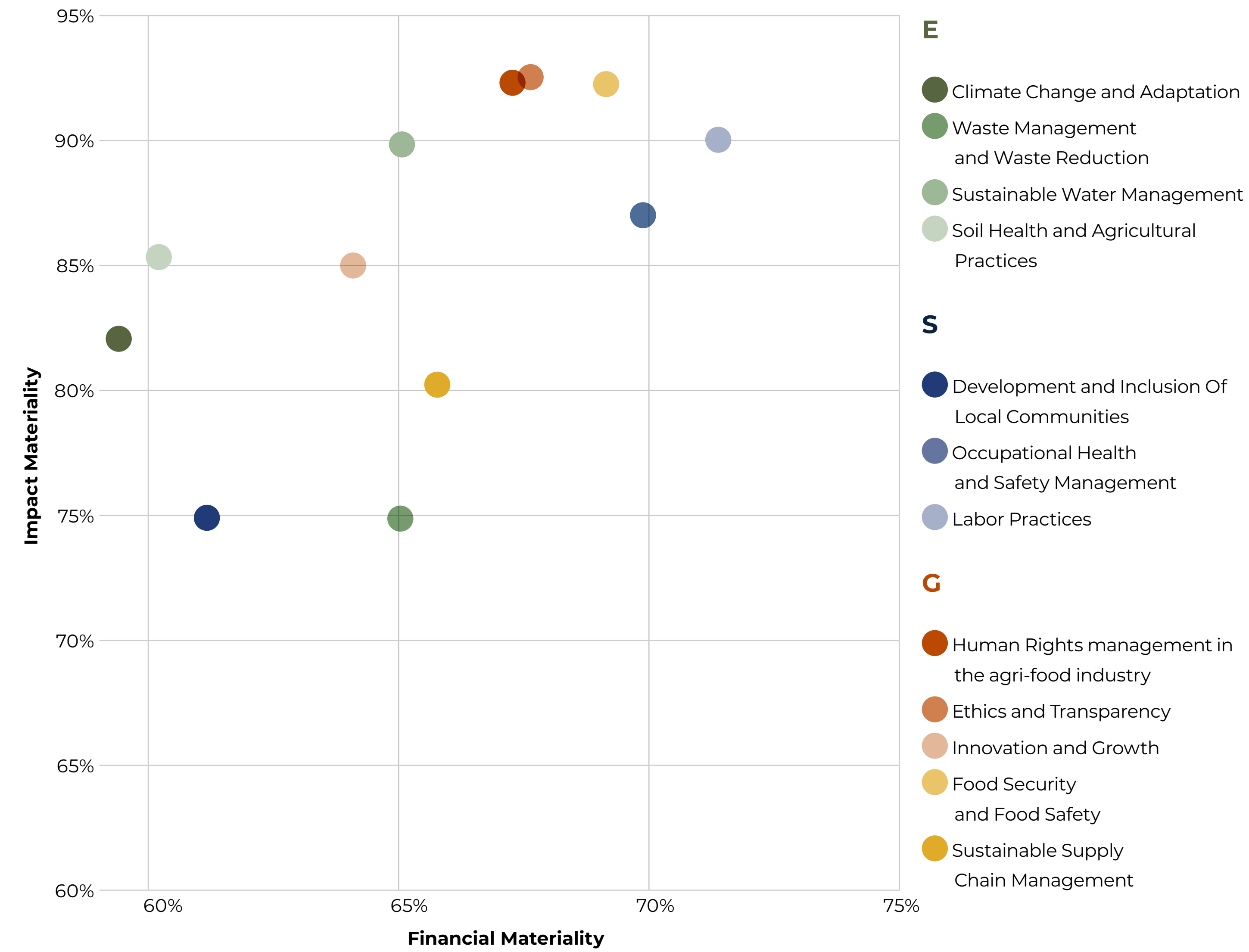
The identification of our material topics was not an isolated exercise. Rather, it confirmed that the direction set by our Impact Collaboration Framework is aligned with the issues most relevant to our operations and to our stakeholders.

Our double materiality exercise brought together the results of the materiality assessments from all our Business Units. Together with sustainability leaders from each Business Unit and members of Frutura's Board of Directors, we identified the sustainability risks and impacts the company must consider based on their importance to stakeholder relationships and business continuity.

The material topics resulting from the evaluation were:

- **Ethics and transparency**
- **Human rights in the agri-food industry**
- **Labor practices**
- **Occupational health and safety**
- **Food safety and quality**
- **Sustainable water management**

Materiality Matrix



These prioritized topics validate our strategic commitments while further grounding them in critical business dimensions. They enable us to focus our efforts where it truly matters, fine-tune our decisions, and strengthen our ability to generate value through conscious, responsible, and forward-looking impact management.

Strengthening our Sustainability Strategy and Reporting Approach

In addition to the prioritized material topics, we have voluntarily included in this report other issues that - although not ranked as material in this cycle - are supported by available data and represent meaningful focus areas for our management.
These topics are:

Advancing Climate Stability

Reducing Waste

Enhancing Regional Well-being

Stewarding Soil & Biodiversity

Including these topics reflects our work toward maintaining traceability of performance in strategic areas which, although not currently central in our materiality matrix, remain essential components of our Impact Collaboration Framework and our long-term vision. The structure of this report expresses a firm intention: to integrate our measurements, our learnings, and our future ambitions. Ultimately, this is an exercise in coherence between management, transparency, and strategic vision.

03

Leading with Integrity

Governance and Ethics: Moving Forward Together

At Frutura, integrity is the foundation upon which we build trust, grow business relationships, and progress towards a vision of sustainable development. Acting with integrity is a conscious strategy for fostering reciprocal relationships and consolidating resilient operations.

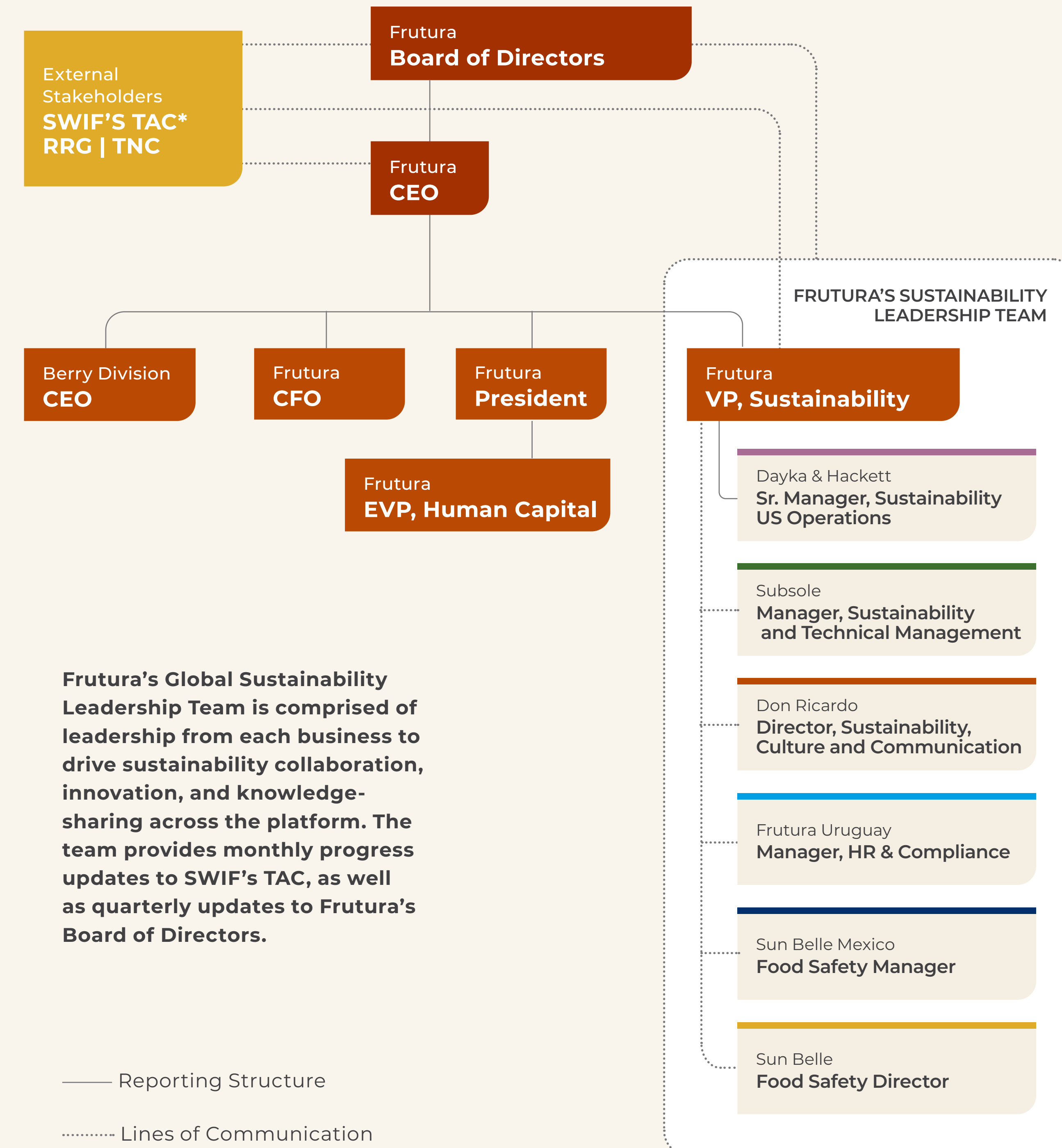
Throughout 2024, we reaffirmed our commitment to ethical and responsible management by strengthening our internal compliance systems and driving policies that translate our shared values into concrete actions at the operational level.

From our executive teams to those working in the field, every individual at Frutura participates in a culture that values honesty, mutual respect, and continuous improvement. This vision translates into how we work with our suppliers, how we promote food safety and human rights, and the collective effort we have made to become a certified B Corporation.

We continued to strengthen the governance structures guiding our sustainability work in 2024. Frutura's Board of Directors oversees our economic, social, and environmental strategy, and our Executive Team meets semi-annually to review corporate performance and align Business Unit action plans. Additionally, our Global Sustainability Leadership Team—composed of representatives from each Business Unit—coordinates the implementation of sustainability goals and policies across the platform.

Beginning in 2024, every executive who reports directly to Frutura's CEO has at least one measurable sustainability goal tied to their compensation. We also ensured accountability by providing quarterly reports to the Board of Directors and monthly reports to the Technical Advisory Committee of the Sustainable Water Impact Fund (SWIF TAC), which acts as an external review body and oversees rigorous social and environmental investment parameters.

As for reporting violations of internal or national regulations, the platform shares an ethics hotline managed by a third party which Business Units use to manage cases under Frutura's oversight.



Frutura's Global Sustainability Leadership Team is comprised of leadership from each business to drive sustainability collaboration, innovation, and knowledge-sharing across the platform. The team provides monthly progress updates to SWIF's TAC, as well as quarterly updates to Frutura's Board of Directors.

* The Technical Advisory Committee of the Sustainable Water Impact Fund (SWIF's TAC) evaluates whether investments meet SWIF's environmental and social requirements and advises on opportunities to deliver meaningful and measurable impact.

GRI 205: Anticorruption

Frutura maintains confidential reporting mechanisms accessible in multiple languages which are managed by an external provider to reinforce trust and integrity within our organizational culture. These channels are available to internal personnel as well as suppliers and other third parties involved in our operations. Anonymity is guaranteed, and retaliation is prohibited against good-faith reports. They are available at:

frutura.ethicspoint.com

fruturamobile.ethicspoint.com

U.S.A. toll free number 1-844-787-0210

Physical and virtual suggestion boxes

In 2024, no critical incidents related to ethics or integrity were reported

Ethics Progress by Business Unit

GRI 205: Anticorruption

Dayka & Hackett

Through the implementation of its *Business Code of Conduct and Supplier Code of Conduct policies*, Dayka & Hackett has expanded its ethical management approach and formalized its Compliance and Ethics Program. Company policies explicitly prohibit child labor and forced labor, promote legal and safe working conditions, demand high social and environmental standards, and instill an expectation of continuous improvement.

The company holds its employees to the same high standards of transparency and accountability as it expects of its suppliers and business partners. In 2024, employees underwent training in ethics and conflict-of-interest management, a required ongoing annual training for all employees. In addition, Dayka & Hackett established a Compliance Hotline and became a member of the Ethical Charter Implementation Program (ECIP), reinforcing proactive compliance and a culture of honesty and integrity across the organization and its supply chain.

Don Ricardo

In 2024, Don Ricardo updated its *Code of Ethics* with clear and direct language to facilitate understanding and application by all its stakeholders. This document includes the company's organizational principles and establishes expected behaviors aligned with acting with integrity on a daily basis. In addition, Don Ricardo has an Ethics and Anti-Corruption Committee made up of members of senior management. This committee is responsible for monitoring, updating, and enforcing compliance with the Corruption Prevention System in accordance with current regulations. This system establishes procedures, responsibilities, and key controls to identify, manage and mitigate risks related to improper acts such as bribery or conflict of interest.

In addition, the company has been providing training to personnel on ethics issues in order to strengthen an organizational culture based on integrity.

Subsole

Subsole has its own *Code of Ethics* aligned with the requirements of Frutura's Business Code of Conduct and which includes internal controls to prevent practices that could undermine the company's credibility and integrity. In 2024, Subsole strengthened its confidential reporting channels and trained 622 employees on key business integrity topics.

Frutura Uruguay

In 2024, Frutura Uruguay formalized an institutional Ethics and Organizational Welfare Committee and significantly expanded the coverage of training for its personnel. The Business Unit has adopted a continuous training strategy, applying practical methodologies focused on both technical performance and the personal development of its team.

Sun Belle

In 2024, Sun Belle made significant strides in implementing a corporate-wide *Code of Business Conduct,* aligning with the Ethical Charter Implementation Program (ECIP) as the first step towards a more robust compliance framework.

Giddings Fruit

Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico

Giddings' management aligns with *Frutura's Code of Ethics and Business Conduct*, which establishes minimum labor integrity requirements for all Business Units within the platform. This alignment ensures commitment to respecting human rights, fair working conditions, and regulatory compliance. Giddings is expected to formalize its own policies in the future, adapting Frutura's Code to its specific context.

Additionally, Sun Belle Mexico trained its leaders and employees on the contents of the Code throughout 2024 and plans to replicate this practice in its Chilean divisions.

Responsible Relationships with Our Suppliers

We believe that an ethical value chain begins by establishing clear and committed relationships with those who provide us with products and services. For this reason, we por promote adherence to our *Frutura's Supplier Code of Conduct*, a document created in 2024 which establishes standards on human rights, labor conditions, environmental sustainability, anti-corruption, and legal compliance.

Last year, each Business Unit applied this policy in its compliance evaluation processes. As a result, **the percentage of suppliers who signed the Code of Conduct reached 33% in its first year of application across the platform**, and we aim to increase this percentage in 2025.

We believe that building an ethical supply chain is an ongoing, shared responsibility that directly impacts the quality, resilience, and legitimacy of our operations. We will continue to promote these standards across all our business relationships because we believe that leading with integrity also means choosing carefully with whom we work.

Supplier Relationships and Progress by Business Unit

Dayka & Hackett

In 2024, Dayka & Hackett established a new supplier onboarding process for its fruit suppliers including a requirement to review and sign the *Supplier Code of Conduct* and report out on sustainability practices including third-party certifications and audits, and sustainability disclosures and reports. The company also strengthened engagement with its labor contractors, requiring 100% of labor contractors to participate in a live *Supplier Code of Conduct* training, complete an in-depth Supplier Survey, and commit to Dayka & Hackett's expectations of suppliers on an annual basis.

In 2024, Dayka & Hackett's "significant suppliers" (representing the top 80% of spend) signed the Code through their participation in the company's first Supplier Survey, an in-depth survey with environmental, social, and governance questions tailored to the supplier's industry. In 2025, Dayka & Hackett is focused on building a more robust system for onboarding non-fruit supplier vendors to ensure that all suppliers are held accountable to the same high standards.

Don Ricardo

Don Ricardo has a Code of Conduct aimed at formalizing expectations of suppliers. In 2024, the percentage of suppliers who signed the Code reached 46%, a 10% increase compared to the previous year. Moreover, the Purchasing and Warehousing Department, which is responsible for managing relationships with strategic suppliers, has ensured that 100% of its suppliers comply with the principles and content of the Code, guaranteeing that key suppliers have agreed to the company's standards.

Subsole

In 2024, Subsole carried out initiatives to evaluate and engage with its suppliers. The company has a team focused on working with fruit suppliers to help them achieve compliance by providing them with direct support through consulting, workshops, and follow-up.

Also, the company continued to implement its Hiring of Foreign Citizens Policy by focusing on strengthening documentation controls and providing training to contractors on labor law, human rights, and responsible hiring. These actions were complemented by informational talks and the active promotion of reporting channels.

Frutura Uruguay

Frutura Uruguay introduced its *Supplier Code* in 2024, ensuring alignment with the principles of the Frutura platform, and it began the process of signing it with its strategic suppliers.

Furthermore, the unit is planning to establish a Foreman School, aimed at enhancing operational leadership, improving contractor management, and developing internal evaluation and monitoring tools.

Sun Belle

In November 2024, Sun Belle launched its *Supplier Code of Conduct*, aligned with Frutura's code, into the supplier onboarding process. This process is currently tracked through a cloud-based platform used to manage supply chain compliance.

Several suppliers signed the document before the end of 2024, and the company has set a 90%+ goal of suppliers having signed the Code of Conduct by the end of 2025.

Giddings Fruit

Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico

Sun Belle Mexico's Food Safety Department manages the company's *Supplier Code of Conduct*, which was distributed to 1,365 suppliers in 2024. This document was created to meet the requirements for fruit suppliers and other related services (laboratories, certifications, etc.). In parallel, work is underway to develop a corporate Code of Conduct aligned with Frutura's, which is expected to be published in 2025.

Additionally, Cerasus, which already has its own Code of Conduct, will begin requesting its suppliers to sign a third-party version of the Code in 2025, while Giddings Berries will also develop its own specific *Supplier Code of Conduct* as well.

Across our platform, our Business Units hold a range of certifications that reflect this commitment, including:

- **GLOBALG.A.P.:** Ensures our agricultural practices meet international standards for food safety, responsible water management, and **environmental risk management.**
- **PrimusGFS:** Validates the implementation of food safety management systems, focusing on practices that prevent contamination risks and ensure traceability of products.
- **BRCGS:** Ensures that our products meet the food safety requirements demanded by retailers and customers, guaranteeing quality and traceability.
- **FSSC 22000:** Ensures our food safety management systems cover all areas, from production to distribution, with an integrated approach.
- **SGF:** (Sicherheitsgemeinschaft für Fruchtsäfte) This certification Guarantees that our juice production processes meet the highest food safety standards, ensuring product quality and traceability through the supply chain.
- **Kosher:** This certification Ensures our products meet specific dietary requirements for Jewish consumers, verifying that all processes and ingredients align with kosher laws.
- **HACCP:** Preventive system that identifies and controls hazards to food safety throughout the supply chain.
- **SMETA:** Social, environmental, and ethical audit that verifies compliance with responsible labor practices and sustainability in the supply chain.

Food Safety and Quality Certifications

GRI 416; GRI 13

Ensuring food safety is an integral process that spans from the initial stage of agricultural production to the moment the product reaches the final consumer. This approach requires technical rigor, continuous controls, and a preventive view of health and quality risks at every link in the value chain.

In this context, Frutura manages food safety as a strategic priority, ensuring the products we offer meet the highest international standards and the expectations of customers in destination markets.

These certifications support our ability to ensure product safety, traceability, and quality. While not every Business Unit holds every certification, each applies the standards most relevant to its operations, products, and markets. Our ultimate goal is the same: to uphold excellence in food safety and quality at every stage of the supply chain.

Frutura, through its multiple Business Units, has protocols and certifications that ensure the products and services we market at every stage of the supply chain comply with internationally recognized food safety and hygiene standards. In this way, we ensure that our products do not pose a risk to our customers and consumers.

In 2024, Frutura Business Units had no product recalls (voluntary or mandatory) due to safety concerns, nor did they receive any non-compliance with applicable regulations.

Food Safety Progress by Business Unit

Dayka & Hackett

Dayka & Hackett's food safety program takes a multi-pronged approach of management, monitoring, and quality assurance systems coupled with third-party verification. Leading by example, Dayka & Hackett holds its own operations to the same standards for quality and food safety that it expects of its suppliers.

The company manages product safety through on-site audits, laboratory testing, the Foreign Supplier Verification Program (FSVP), and by sourcing produce from suppliers with Global Food Safety Initiative (GFSI)-recognized certifications. In addition, the company has a robust supplier onboarding and management system administered in partnership with Azzule CORE.

Dayka & Hackett takes a proactive approach to supplier engagement focused on building trust and transparent communication with its supplier partners, many of whom the company has worked with since its inception nearly two decades ago. Furthermore, the company adheres to a comprehensive regulatory framework covering operations both inside and outside the U.S., including regulations on agrochemical handling and storage. The company maintains a recall program and response plan for any food safety incidents that is aligned with the U.S. Food Safety Modernization Act (FSMA) and Food and Drug Administration (FDA) regulations, with no recalls.

Don Ricardo

In 2024, Don Ricardo successfully renewed food safety certifications recognized by GFSI, such as GLOBALG.A.P. and BRCGS, as well as customer-specific standards such as TESCO Nurture, COSTCO, Albert Heijn and FSMA/FDA, ensuring that its processes comply with the most demanding market requirements. As part of its preventive approach, Don Ricardo evaluated 100% of products in key aspects such as food safety, quality and defense, with no recalls.

To ensure system integrity, Don Ricardo conducts internal and external audits, maintains controls from field to packaging, continuously trains personnel, and is SMETA certified, which supports the company's commitment to responsible labor practices, continuous improvement, and consumer safety.

Subsole

To manage food safety, Subsole applies a preventive approach with dynamic risk matrices that allow them to anticipate and mitigate health threats to the consumers. The company holds key international certifications such as GLOBALG.A.P., BRCGS, and PrimusGFS, and implements a comprehensive program for the responsible use of pesticides.

To ensure the traceability and quality of their products, Subsole has implemented specialized food safety teams and automated traceability systems. The company also conducts periodic microbiological controls and offers customized training for suppliers and clients to ensure that its quality standards are maintained throughout the entire production chain.

Frutura Uruguay

Frutura Uruguay implements a quality and food safety management system supported by international certifications such as FSSC 22000, BRCGS, Global G.A.P., SGF, and Kosher. The Business Unit conducts regular audits, and its quality policy guides the production of safe, traceable food products aligned with the highest market standards.

The company evaluates 100% of its production and conducts annual recall exercises to ensure that products meet food safety standards. In addition, it audits suppliers and applies strict hygiene protocols to ensure quality at each stage of the production.

In 2025, Frutura Uruguay plans to further strengthen food safety management with additional on-site audits and support of third-party growers in obtaining new certifications. In addition, the company will implement external audits under the SMETA 4-pillar standard, which incorporates social, environmental, and ethical criteria, reinforcing its commitment to continuous improvement and best practices in all aspects of production.

Sun Belle

Sun Belle's food safety program is based on two fundamental pillars: the HACCP system (Hazard Analysis and Critical Control Points) and the GFSI (Global Food Safety Initiative.) The HACCP system focuses on identifying and continuously monitoring biological, chemical, and physical contamination hazards, and on implementing preventive measures to mitigate these risks. The GFSI sets the global standard against which food safety certifications are benchmarked. A GFSI-recognized certification program ensures a farm or factory utilizes good agricultural practices (GAP) or good manufacturing practices (GMP) for food safety.

Sun Belle has invested in specialized equipment and trained personnel as part of its food safety program. Each facility has a dedicated food safety manager to promote policies and ensure compliance with food safety protocols. A Food Safety Committee composed of employees at all levels within the company serves to drive alignment with the best food safety practices.

The company also implements advanced technologies such as computerized refrigeration temperature monitoring systems, which monitors temperatures at all times and prevents product spoilage and contamination. This investment in technology ensures that products maintain their quality and safety throughout the entire distribution chain.

Giddings Fruit:

Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico

All fruit produced by Giddings is certified under GLOBALG.A.P. standards. Additionally, for fruit supplied by external producers, Giddings mandates compliance with either GLOBALG.A.P. or PrimusGFS standards.

Human Rights Management in Agribusiness

The agribusiness industry is recognized as one of the economic sectors with the highest exposure to human rights risks. Factors such as seasonal employment, high informality, and the sociopolitical environments in which Frutura's Business Units operate create complex scenarios that require rigorous, sensitive, and continuous management.

This principles entails taking responsibility for the impacts we generate, both environmentally and socially, and always seeking to respect human rights. To this end, all Frutura operations must follow the policies and principles documented in multiple corporate documents, including our Code of Ethics and Business Conduct, Supplier Code of Conduct, Diversity and Inclusion Policy, Injury and Illness Prevention Program, as well as RRG's Labor Code of Conduct. The latter sets rigorous standards for working conditions, fair hiring, the prevention of forced and child labor, and mechanisms for protection against abuse and retaliation.

Human Rights Progress by Business Unit

Dayka & Hackett

In 2024, Dayka & Hackett conducted 4-pillar social audits at its facilities under the SMETA standard. Opportunities identified for improvement during the audits are being implemented and reflect the company's commitment to respecting human rights and investing in workplace safety and social and environmental sustainability.

In 2025, the company will carry out a Risk Assessment that includes the mapping and evaluation of dozens of climate, human rights, and environmental risk topics for its operations and tier one fruit suppliers. This effort will support Dayka & Hackett in further strengthening its Responsible Supply Chain Program to ensure transparency, traceability, and proactive management and mitigation of actual and potential risks.

Don Ricardo

In 2024, Don Ricardo strengthened its human rights management through a preventive and structured approach. It has a Human Rights Risk Matrix that allows it to identify priority issues in its operations and supply chain, as well as to guide decision-making and action plans. This system is complemented by international certifications such as GRASP, SMETA, Fair for Life, and BASC, which evaluate labor conditions and compliance with social standards in agricultural operations.

These actions reinforce the expectations established in the company's Human Rights Policy, which is aligned with international principles such as those in the Global Compact, and support commitments such as guaranteeing fair working conditions, safe and inclusive environments, and the prevention of any form of child, forced, or discriminatory labor.

Subsole

Subsole has focused its strategy on strengthening social dialogue and preventing labor and ethical risks. To this end, internal committees were organized with representatives from Human Resources, department employees, and social workers. The company also conducted over 130 training sessions on leadership, inclusion, and respectful engagement.

As part of its commitment to integrity, protocols were updated in accordance with Law 21.643,[4] and accessible reporting channels were maintained for all employees. A human rights approach was also integrated into its crime prevention model, aligning with Law 20.393.[5]

In 2025, Subsole plans to conduct a forced labor risk assessment across its supply chain.

Frutura Uruguay

Frutura Uruguay has reinforced its commitment to human rights by aligning with the ethical principles of the platform and certifying its processes under international standards such as GLOBALG.A.P. GRASP and SMETA.

Throughout 2024, the company deployed informational materials and reporting channels across all its farms and sites, ensuring their accessibility to workers. Additionally, an institutional psychologist provided support to strengthen human rights training and promote a culture of respect and risk prevention.

A key priority for the year was identifying vulnerabilities faced by rural women with the goal of designing specific strategies to ensure safe, equitable, and dignified working conditions.

Sun Belle

The corporate principles guiding Sun Belle's human rights work are aligned with Frutura's global policies. Although the company does not have internal audits specifically focused on human rights, it participates in customer evaluation processes that address them. The company ensures all workers are employed directly or through verified labor contractors that follow ethical recruitment and employment standards, ensuring fair wages, treatment, and housing.

In 2025, Sun Belle aims to establish a monitoring system and to formalize internal human rights policies that strengthen its actions across its supply chain as well as within its own operations.

Giddings Fruit

(Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico)

As the most recently acquired Frutura Business Unit, Giddings' Human Resources department is in the process of integrating and strengthening its policies and procedures to fully align with the standards defined by Frutura.

[4] This law's main objective is to prevent, prohibit, sanction, and eradicate workplace harassment, sexual harassment, and violence at work. It sets new standards and incorporates changes in the processes of reporting, investigation, and sanctioning these behaviors, as well as prevention protocols.
[5] This law establishes the criminal liability of legal entities for the offenses specified in the law.

Our Journey to B Corp Certification

In 2022, Frutura began working toward B Corp Certification. The multi-year effort has been a transformative opportunity to strengthen our culture, management systems, and impact strategy. The B Impact Assessment allowed us to measure our environmental, social, and governance performance against demanding international standards, revealing strengths as well as opportunities for improvement.

Over the last few years, we have strengthened policies, conducted internal training sessions, improved supply chain monitoring and evaluation, and consolidated cross-functional teams that enabled us to make progress in the five pillars assessed by B Lab: Governance, Workers, Community, Environment, and Customers. This experience strengthened our internal capabilities and motivated our Business Units to adopt best practices.

We view B Certification not as an end but as part of our path of continuous improvement. While we anticipate formally obtaining this recognition in 2025, we will continue to invest in policies and programs that make us a Force for Good in our communities and industry.

[6] Because Sun Belle and Giddings Fruit were not part of Frutura at the date B Lab (the organization that manages B Corp Certification) scoped Frutura, they are not presently included in Frutura's certification. They will become B Corp Certified when Frutura re-certifies.
[7] Frutura LLC officially obtained its B Corp certification in March 2025. While this report pertains to the 2024 fiscal year, we are including this information because the audit process began in 2024 and our scores reflect the organization's policies, practices, and performance in place in 2024. Publishing these results in this Sustainability Report shares progress made while acknowledging that the data as of December 31, 2024, was still in progress due to the extensive external evaluation.
[8] Frutura CA Farm Management was not part of B Impact Assessment but will be included in the following recertification processes.
[9] Data provided by B Corporation. This data represents the average score that companies obtain after they take the assessment.

B Impact Assessment Results[6]

Legal Entity	BIA Score[7]
Frutura + Dayka & Hackett (and subsidiaries: Kool Kountry, Fresh Select, FreshPac, TerraFresh Organics, and Frutura Texas)[8]	82.7 pts
Don Ricardo	88.2 pts
Subsole (incluye subsidiarias: Agrícola Los Terrones S.A., Subsole Logistic S.A., Sociedad Subsole Comercial S.A. y Servicios Agroindustriales Subsole S.A.)	93.6 pts
Frutura Uruguay	87.4 pts
Average score for companies taking the B Impact Assessment[9]	50.9 pts.

04

Empowering Individualized Growth

Empowering Individualized Growth Across Our Business Units

We take pride in the positive economic and community impacts we generate across our platform. We also prioritize empowering the human talent that forms it. Our organizational culture is built on shared values, but it is our people who embody them day in and day out. Due to the seasonal nature of our industry, the number of people who are a part of our organization varies greatly from month-to-month. In 2024, the total number of unique employees at Frutura was 29,379:

29,379
total number of unique employees

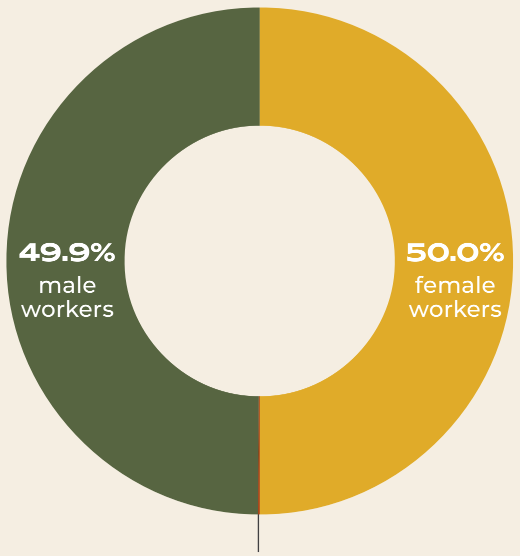
23,988
seasonal employees

5,391
year-round full[10] or part-time[11] employees

At year-end 2024 total employee count was

13,200
and the age distribution was:

- **40.6%** are between 18 and 30 years old.
- **24.4%** are between 31 and 40 years old.
- **19.98%** are between 41 and 50 years old.
- **38.6%** are over 50 years old.



9.12
Average Training Hours per Employee at the corporate level.[12]
GRI 404-1: Average Training Hours per Year

[10] Employees whose working hours per week, month, or year are defined in accordance with national legislation or practice regarding working hours.
[11] Employees who have fewer working hours per week, month, or year than a full-time employee.
[12] Sun Belle does not currently report average training hours per employee as this data has not yet been systematically collected. The company plans to implement a formal tracking system in the future.

GRI 2-7 Employees

We firmly believe that a safe and respectful work environment is essential for our operational and reputational sustainability. Therefore, we seek to foster spaces where all workers feel protected and secure, with mutual respect and the appreciation of each individual.

This approach goes beyond regulatory obligations and reflects a core business belief:

The well-being of those who are part of Frutura will drive consistent and differentiating business performance within the agribusiness industry.

Frutura has a corporate system that guides labor management across all its Business Units. This system is based on the RRG Group Labor Code of Conduct which sets the fundamental principles of respect, legality, and continuous improvement for managing labor relations across our platform.

Each Business Unit applies these guidelines to its local context. Many Business Units have developed their own Code of Ethics or Conduct, which reinforces the principles established by the RRG Group Labor Code of Conduct and Frutura's corporate documents, ensuring consistency between local regulations and the company's global values.

GRI 403-9: Work-Related Injuries

In 2024, Frutura's platform wide TRIR was 6.30. This rate represents a decrease from 2023 of over 50% and results from strengthened policies, additional training, and targeted programs focused on injury prevention. In addition to workplace safety, Frutura's Business Units have made substantial investments in employee health, well-being, and professional development. These efforts reflect a platform-wide commitment to serving as an exemplary employer in the agricultural sector.

Empowering Individualized Growth Across Our Business Units

Dayka & Hackett

Dayka & Hackett is committed to providing a work environment in which employees feel safe, secure, and confident to perform their tasks at all times. In 2024, Dayka & Hackett focused on building and expanding its Health & Safety Program through the development of company-wide protocols and policies and site-specific procedural manuals with dedicated responsible parties and significant additional training for its employees.

Safe and secure working environments were built across Dayka & Hackett sites through the development of corporate policies and internal protocols that identify clear roles and responsibilities, procedures, and training to ensure the health and wellbeing of its workers on a daily basis. These corporate policies include the Emergency Action Plan, Injury & Illness Prevention Program (IIPP), Accident Injury Management Protocol, and continuous training programs, among others. Additionally, the company has implemented accident prevention protocols and programs at all its facilities, supplemented with daily training and additional courses that exceed the requirements set by Californian regulations (OSHA).

To complement its comprehensive workplace safety measures, the company has built a Health and Wellness Program to support employee well-being inside and outside of work. This program is delivered via Wellness 360, an employee-first platform offering supplemental health benefits including health assessments, wellness challenges, awards and recognitions, and resources on nutrition, sleep, financial well-being, and physical activity. Users also have the option to schedule personalized meetings with nutritionists and counselors and have access to a robust library of resources including exercise videos, meditations, music, and nutritional guidance. By supporting individual health and wellness, employees are better suited to thrive in team environments.

Don Ricardo

Don Ricardo has a robust Occupational Health and Safety Management System aligned with Law No. 29783, its regulations, and other applicable standards. This system is implemented in all of its agricultural operations, plants, and offices, and covers both employees and contractors, promoting a culture of risk control and continuous improvement to ensure safe and healthy working conditions. Management includes hazard identification and risk assessment using tools such as the IPERC Matrix, as well as scheduled and unannounced inspections. During 2024, and as a result of the above, Don Ricardo achieved an 81% reduction in OSHA recordable incidents between 2023 and 2024.

The company encourages the active participation of its employees through the Occupational Health and Safety Committee and Subcommittee, made up of company and employee representatives at all of its sites.

These bodies meet monthly and perform key functions such as approving the Internal Occupational Health and Safety Regulations, investigating occupational accidents, and channeling proposals for improvement, among others. This participatory approach is reinforced by regular training that strengthens risk prevention competencies at all levels of the organization. Likewise, 100% of its employees received onboarding in occupational health and safety at the beginning of their work with the company.

This approach is complemented by occupational health services which include basic medical care during the workday, medical check-ups through occupational examinations, field supervisions and preventive health campaigns. In addition, there is a psychological clinic that provides free, voluntary, on-site care during working hours, contributing to the emotional well-being of employees.

Subsole

In 2024, Subsole implemented a comprehensive labor training plan covering more than 130 topics, including leadership, self-care, health, and first aid. The training sessions were complemented by applied workshops and evaluation mechanisms, ensuring the effectiveness of the learning. As a result, over 40,000 hours of training were delivered during the year, involving more than 1,300 people across the organization.

Employee participation was managed through joint committees and formal feedback spaces, which strengthened social dialogue within the company.

To support employee well-being, the company actively promoted the physical and emotional health of its staff, implementing a series of support measures such as:

- **Medical campaigns**
- **Complementary health insurance**
- **Flexible hours in the event of personal or family issues**
- **Financial support in times of need**

These actions were complemented by preventive health campaigns developed in collaboration with relevant entities, and a continuous internal communication strategy focused on health, hygiene, and mutual care, ensuring that all employees were well informed and supported.

Additionally, the methodology for calculating recordable accident rates was standardized across all the companies within Subsole. This resulted in improvements in the accuracy and quality of data.

For 2025, Subsole plans to digitize its health and safety management system to improve the traceability and analysis of safety-related data, ensuring continuous improvement and greater efficiency in risk management.

Frutura Uruguay

Frutura Uruguay has made robust, ongoing training a key pillar of its labor strategy. In 2024, the company implemented an annual training schedule tailored to different occupational profiles. These sessions combine practical methodologies with a comprehensive approach that covers both technical performance and soft skills, allowing employees to continuously improve their performance and be better prepared for the challenges of the work environment.

Also in 2024, the company adopted a new Occupational Health and Safety (OHS) Policy, based on five pillars: regulatory compliance, risk management, participation, continuous improvement, and leadership. This policy, which applies to all operations and employees, is supported by tools such as IPERC, NTP 330 assessments, and both internal and external audits.

Thanks to these actions, Frutura Uruguay achieved a 76% overall reduction in OSHA recordable work-related accidents compared to 2023, with no fatalities or serious injuries recorded. These results reflect a strong commitment to the safety and well-being of its team achieved through a preventive and sustained approach.

Additionally, the company has a specialized medical prevention system that includes audiometries, toxicological analyses, and periodic checks of personal protective equipment (PPE). It also provides on-site medical services, such as nursing care and psychological support, ensuring comprehensive care—both physical and emotional—for its staff. Promoting employee well-being is another important focus. Frutura Uruguay organizes awareness campaigns, thematic days, and has an active Safety Committee responsible for overseeing and coordinating all health and safety actions at work.

For the coming year, the company plans to implement internal audits and develop new personnel evaluation tools. The goal is to strengthen management capacity and continue improving labor conditions at all levels.

Sun Belle

Sun Belle has a Health and Safety Policy that covers employees, contractors, and visitors. This policy primarily focuses on preventing work-related accidents and training employees on the proper use of personal protective equipment. It also establishes clear measures to prepare for emergencies and ensures that all incidents are reported immediately for corrective actions to be taken.

The company actively promotes the continuous development and education of its employees.

External training and certifications are funded by the company, while internal training, especially in areas such as food safety, quality, and other key processes, is conducted at its distribution centers. Compliance with mandatory training is verified through audits such as Primus GFS, government and state inspections, and client social audits.

Looking toward 2025, the Human Resources department is analyzing and defining a formal system for managing and tracking employee training at Sun Belle. In this context, a training matrix has already been developed, covering topics such as food safety, quality, occupational health and safety, with the capacity to report the number of employees trained and the training hours per distribution center.

Giddings Fruit

(Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico)

Giddings has introduced a key change in its internal promotion policy. Now, any employee can apply for promotions regardless of their department. This open call ensures an objective evaluation of profiles to promote merit-based growth.

In terms of training, sessions have been delivered focused on the Code of Conduct to address issues such as bribery, conflicts of interest, and guidelines for handling operations and relationships within the company. Traffic safety training focused on the responsible use of company vehicles has also been implemented. This measure is especially relevant given the size of the company's vehicle fleet. These training sessions were provided to all Sun Belle Mexico staff with attendance monitoring by area. Regarding labor benefits, the company is working on implementing a life insurance policy for all employees.

05

Enhancing Regional Well-being

Enhancing Regional Well-being Across Our Business Units

- Dayka & Hackett
- Don Ricardo
- Frutura Uruguay
- Subsole
- Sun Belle
- Giddings Fruit

We seek to act as a Force for Good in the communities and supply chains in which we operate. In addition to generating hundreds and even thousands of quality jobs at our farms and packhouses, our businesses actively engage with their stakeholders to understand community assets, needs, and opportunities to support regional well-being.

To achieve this, each Business Unit adapts Frutura's Stakeholder Engagement Policy to its local context. This common framework allows us to move forward with coherence but also flexibility: we value each team acting according to its own cultural and social dynamics.

We know there is no one-size-fits-all formula, but there is a clear intention that unites us: to build respectful, reciprocal relationships locally and globally. In 2024, our community engagement resulted in the following:

Over 200,000 USD in donations directed towards social initiatives and community organizations.
GRI 201-1: Economic Performance

296 stakeholders identified by our Business Units as part of their mapping and engagement exercises. Employing strategies ranging from in-person interviews to online surveys, all units are proactively advancing in understanding and managing their key stakeholders.
GRI 2-29: Stakeholder Engagement Approach

1,654 volunteer hours served by employees across our Business Units, with 255 individuals dedicating their time and energy to social, educational, and environmental causes in their communities.
GRI 201-1: Economic Performance

Enhancing Regional Well-being Across Our Business Units

Dayka & Hackett

Dayka & Hackett has supported local community organizations in California's Central Valley since its founding two decades ago. In 2024, Dayka & Hackett contributed **$72,000 USD** to over **30 community organizations** focused on children, health, education, and local development. Dayka & Hackett's donations are directed by an employee-led Giving Committee that identifies funding opportunities and distributes funds to beneficiaries per the company's Community Investment Policy.

The company also created a Local Purchasing Policy to support purchasing from local businesses across the San Joaquin Valley. In 2024, Dayka & Hackett updated its 2022 Materiality Assessment, a process that involved engagement with 142 individual stakeholders to better understand community expectations and needs.

Don Ricardo

In Peru, Don Ricardo implements a structured and participatory social strategy. In 2024, the company executed several high-impact programs based on management tools that include needs **diagnostics, social responsibility plans,** and a **social risk matrix.**

Overall, Don Ricardo made more than **$80,000 in social investments** with a particular focus on local capacity building in health, education, the environment, and strengthening the family nucleus.

Priority initiatives include the Anemia Alliance, which provided more than 6,000 free screenings and benefited more than 4,400 mothers with nutritional guidance; and free medical campaigns, which brought health care to more than 900 residents of the La Tinguiña, Salas and San José de los Molinos communities. In education, the "Life Plan: Cultivate the Best of You" project helped 77 students in the fifth year of high school to develop their personal and vocational plans, with more than 300 graduates since its inception. In the environmental area, Don Ricardo launched the Masters of Agriculture program, which seeks to train 120 farmers in sustainable practices by 2027. Finally, more than 1,000 people were trained on the prevention of domestic violence in coordination with the Women's Emergency Center (CEM) of La Tinguiña.

Don Ricardo also responds to acute community needs through in-kind interventions that complement longer-term social projects. Focused on infrastructure and equipment, these donations by Don Ricardo met clear criteria for relevance and transparency and benefited more than 12,200 families in its areas of influence.

↗ **Don Ricardo's social investments**

Subsole

Subsole has been working hand-in-hand for years with agricultural communities across Chile. In 2024, its community strategy was comprehensive and concrete. The following initiatives were implemented:

- ↗ **Support for third-party producers:** technical assistance and ongoing support.
- ↗ **Collaboration with schools and kindergartens:** delivery of materials, maintenance, and participation in celebrations.
- ↗ **Environmental campaigns:** cleaning and reforestation efforts with native species.
- ↗ **Volunteering and donations:** joint work with fire departments, nursing homes, and neighborhood councils.
- ↗ **Participation in public forums:** on agricultural migration, labor standards, and sustainability.

Additionally, Subsole supports the broader community through food donation networks. During the year, the company recorded a total of 208,566 kg of donated fruit to institutions like Red de Alimentos and Banco de Alimentos Lo Valledor.

Frutura Uruguay

This year, Frutura Uruguay formalized an alliance with **Edúcate Uruguay**, developing training programs, support, and opportunities for youth and rural communities linked to the company's operations. The company also remains active in social initiatives such as fruit donations to the **Banco de Alimentos** and community kitchens during the colder months, strengthening support networks in the regions where it operates.

In response to a challenge facing many agricultural workers in Uruguay, the company carried out **financial education and personal finance management training** led by members of Frutura Uruguay's administrative team.

These alliances and initiatives reflect Frutura Uruguay's vision: to listen to what is needed, share what the company knows, and join forces to make local development more sustainable and inclusive.

Sun Belle

Sun Belle made important strides deepening relationships with its local communities in 2024. The company participated for the first time in the Georgia Grown initiative, supporting local farmers and products in the United States. The Georgia Grown initiative is an economic development program by the Georgia Department of Agriculture that promotes locally grown products across the state. Sun Belle's participation in the program has expanded market access for Georgia and neighboring state farmers by connecting them with buyers who prioritize regional produce. Through statewide marketing, trade events, and a vertically integrated model, Sun Belle helps growers ship efficiently year-round while ensuring fair and transparent pricing and strengthening local farms as long-term partners in its supply chain.

Also in 2024, Sun Belle conducted its first materiality exercise which will help prioritize social impact efforts beginning in 2025. Through the platform, Sun Belle adopts Frutura's community engagement principles and continues to adapt them to its operational realities.

Giddings Fruit

(Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico)

Giddings continues to strengthen its ties with communities in Mexico and Chile. In 2024, the company focused on conducting a robust materiality assessment whereby it identified stakeholder priorities and community engagement opportunities.

Among Giddings Fruit's ongoing initiatives are donations to the **Red Cross, reforestation campaigns** alongside other companies, and community engagement in collaboration with other agriculture companies. The company expects to launch a **community engagement strategy** in 2025.

06

Advancing Climate Stability

Advancing Climate Stability Across Our Business Units

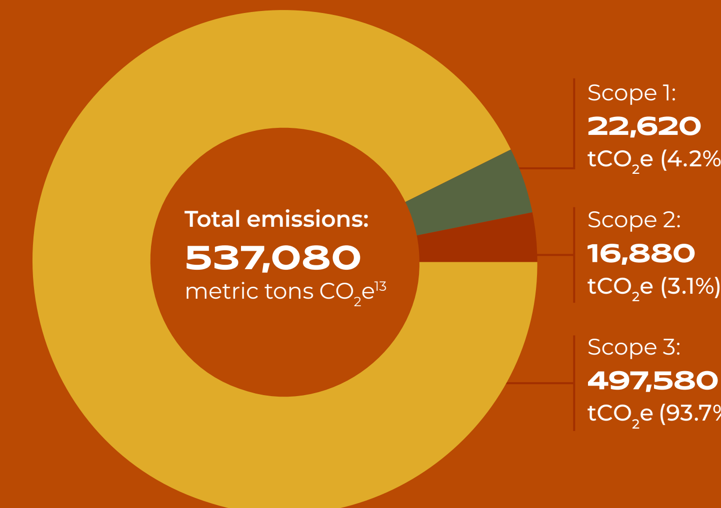
- Dayka & Hackett
- Don Ricardo
- Frutura Uruguay
- Subsole
- Sun Belle
- Giddings Fruit

Each of the past three years, Frutura has measured its Scope 1, 2, and 3 greenhouse gas emissions (GHG). This involves calculating new Business Units' emissions as well as improving the accuracy of existing Business Units' data. All Frutura companies are implementing sustainability initiatives that reduce emissions, whether through energy efficiency or renewable energy programs, packaging redesign, waste diversion efforts, or sustainable crop management practices. Several of these decarbonization efforts are described in detail in the Business Unit overviews below. At the platform-scale however, we see large emission increases across Scopes driven by new acquisitions that limit the relevance of year over year comparisons.

In 2025, we will adopt a new online climate platform to more effectively track and evaluate decarbonization outcomes. Still, we are realistic about the challenge presented by simultaneously adding new businesses, improving data integrity, and reducing emissions.

Our priority is to ensure accurate greenhouse gas accounting while implementing decarbonization initiatives focused on Scopes 1 and 2 where we exercise operational control.

2024 Greenhouse Gas Footprint



Forest, Land and Agriculture ("FLAG") emissions:

119,140 TCO_2e (22.1%)

We incorporated newly acquired Giddings Fruit and Sun Belle into Frutura's corporate greenhouse gas footprint; these operations generated

176,672 TCO_2e

in 2024, representing approximately one third of the platform's total emissions

Across our platform, we consumed

89.2 million megajoules (MJ)

of renewable electricity —representing **36.7%** of our total electricity consumption for the year[14]

[13] 537,080 tCO2e represents the sum of each Business Unit's total emissions. However, 29,711 tCO2e of these emissions are double-counted as a result of intercompany transactions. Once they are subtracted, Frutura's total footprint equals 507,368 tCO2e. For reporting consistency, the numbers in this Report do not subtract double-counted emissions.

[14] Renewable electricity consumption includes electricity generated from renewable sources on-site (e.g., from solar panels), from the grid, and through Renewable Energy Certificates

Advancing Climate Stability Across Our Business Units

Dayka & Hackett

In 2024, Dayka & Hackett's effort to reduce its GHG emissions centered around building procedures and operational initiatives. The company focused on priorities including preventive maintenance and management, energy efficiency, waste management, and optimization during a period of expansion and growth.

In 2024, the company achieved a 95% reduction in Scope 1 emissions from 2023, primarily due to developing a more robust preventive maintenance program which resulted in zero refrigerant refills required across all sites. In addition, Dayka & Hackett reduced its fuel consumption from approximately 40,000 gallons in 2023 to 23,780 gallons in 2024, resulting in a 37% year over year (YoY) reduction in GHGs. Scope 2 emissions increased from 2023 to 2024 as a result of a large facility expansion at Fresh Select, Dayka & Hackett's largest packing facility (approximately 178,000 sq. ft.). The expansion project nearly doubled the size of the facility and the construction kept the existing solar array out of commission for multiple weeks. However, as a part of the expansion project, an additional 216.24 kW of solar was installed, maxing out the Fresh Select facility to nearly 1MW of on-site solar, the highest allowable installation size. In total, nearly 50% of Dayka & Hackett's electricity was sourced from renewables.

In April, Fresh Select joined the Strategic Energy Management (SEM) Program, a utility-administered program focused on no- and low-cost energy efficiency actions to capture financial savings and optimize the facility. This six-year program offers on-bill incentives and rebates for implementation of energy efficiency actions and educational opportunities, as well as additional rebate offerings. Dayka & Hackett plans to reinvest the program's cost savings into new energy efficiency upgrades.

In total, Dayka & Hackett saw a 12% YoY reduction in Scope 3 emissions. This was a result of less waste going into the landfill (-7% YoY change), a decrease in fruit shipped by air transport (-5% YoY), and less downstream transportation with total tonnes kilometers traveled from 2023 to 2024 (-65% YoY).

Don Ricardo

In 2024, Agrícola Don Ricardo strengthened its climate change strategy, prioritizing rigorous emissions measurement and energy efficiency. It consolidated a baseline that encompasses direct emissions (Scope 1), indirect emissions from electricity (Scope 2), and other indirect emissions from its value chain (Scope 3).

Don Ricardo's Scope 1 emissions were 4,440 tons of CO_2e, Scope 2 emissions were 3,716 tons of CO_2e, and Scope 3 emissions were 36,545 CO_2e. Thanks to improved logistics planning and process optimization, the company reduced diesel and gasoline consumption in its vehicle fleet by 9% and LPG use in stationary sources by 0.2%. It also achieved total energy consumption of 26,907,348 kWh (0.4 kWh per kilo of fruit produced) and increased solar energy generation by 9% through solar panels, thus contributing to a cleaner and more efficient operation.

Subsole

Subsole maintained its focus on targeted decarbonization initiatives in 2024. 50% of Subsole's's local fleet was replaced with low-emission vehicles, and the company optimized logistics routes to further reduce fuel consumption. Subsole also implemented an Energy Efficiency Policy which establishes cross-cutting principles and objectives for all Subsole subsidiaries. Energy-related improvements included increased consumption of renewable energy and the implementation of energy self-diagnostic measures. Based on these self-assessments, Subsole has identified the opportunity to develop a responsible procurement policy aimed at updating equipment with increased efficiency standards.

Frutura Uruguay

Thanks to the country's largely renewable energy matrix, Frutura Uruguay's operations start from a low-emissions Scope 2 foundation. In 2024, the company focused on collecting better data and more accurately calculating its total footprint. While not achieved as part of a formal decarbonization plan,Frutura Uruguay´s Mobile Combustion (Category 1.2) emissions declined sharply (-68%) due to a substantial reduction in gasoline consumption and the complete elimination of LPG as an energy source. Another relevant factor was the company's large-scale investment in more efficient machinery which reduced grid electricity consumption of (Category 2.1) from 4,583 MWh in 2023 to 3,740 MWh in 2024.

Sun Belle

In 2024, Sun Belle purchased renewable energy credits (RECs) at its Schiller Park facility and defined an action plan to reduce 2025 Scope 1 and 2 GHG emissions by 5% and Scope 3 emissions by 3% relative to 2024. Furthermore, the company developed its first sustainability questionnaire for suppliers, aligning expectations and building the foundation for subsequent supply chain decarbonization efforts. In addition, between 2023 and 2024 Sun Belle reduced emissions derived from employee commuting by 70% after the company increased its work-from-home days.

Giddings Fruit

(Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico)

Upon joining the Frutura platform, Giddings Fruit took the major step of measuring its corporate greenhouse gas inventory for the first time. The company made progress in better tracking electricity and fuel consumption and in reporting key Scope 3 categories such as Purchased Goods and Services and Upstream and Downstream Transport. In 2025, the company will launch decarbonization initiatives that target emissions hotspots and continue improving data collection and reporting.

07

Frutura.
THE FUTURE OF FRUIT

Reducing Waste

Frutura Business Units have substantially improved waste measurement and management since they joined the platform. Across the Frutura platform, we recovered or diverted approximately 61% of our generated waste in 2024, up from 59% in 2023.
In addition to operational progress, we have improved data collection and calculation methodologies related to metric definitions and scope. We have further work to do to ensure consistent data measurement and reporting across Business Units, and we will continue to invest in the systems, processes, and training needed to achieve it.

41,168,785 KG
of waste generated in total
GRI 306-3: Waste Generated (kg)

29,259,058 KG
of waste recovered or diverted to circular economy processes[15]
GRI 306-4: Waste Diverted from Landfill through Recycling, Compost, Donation, or Salvage (kg)

327,033 KG
of food donated
GRI 306-5: Food donated (kg)

[15] All types of waste that have been diverted from landfills through practices such as recycling, composting, donation, or salvage.
[16] The data excludes FreshPac landfill waste which was not reported to the operation by the facility's lessor. However, with the 2025 relocation of FreshPac to a new facility, we anticipate being able to collect complete waste data at this operation.

Reducing Waste Across Our Business Units

Dayka & Hackett

Guided by its *Sustainability Policy*, 2025 Sustainability Objectives, and Environmental Management System (EMS), Dayka & Hackett works to reduce waste and increase material diversion across its operations. Currently, three out of four of its sites have recycling and composting programs in place. Subsidiaries Fresh Select and FreshPac donate or divert fruit unfit for human consumption to local farmers, contributing to responsible management of unsold products. Thanks to these and other material management initiatives, Dayka & Hackett managed to divert 90.9% of waste generated by its operations from going to landfills.[16]

In 2025, Frutura Texas will relocate to a new site with access to additional material management markets which will allow the operation to stand up its first recycling and compost programs. Also in 2025, Dayka & Hackett will focus on creating pathways to address "hard to recycle" items, such as soft plastics.

Don Ricardo

In 2024, Don Ricardo achieved a waste diversion rate of 67.9%. Through its Waste Minimization and Management Plan approved by Peru's environmental authority, the Ministry of the Environment (MINAM), it implemented actions to reduce, segregate, recover and properly dispose of waste generated in all its operations.

Thanks to this approach, the recycling of paper and cardboard increased by 29%, organic waste by 10%, and plastics by 3%. Hazardous waste generation was reduced by 13%. As part of its recovery strategy, the company conditions usable materials such as wood, cardboard, and plastics for reincorporation into new production cycles through authorized operators.

To build environmental awareness, the company developed internal campaigns and training such as the "Bring your e-waste" campaign, which allowed Don Ricardo to collect more than 4 tons of electronic waste and prevent emissions of 8,790 kg of CO_2.

Subsole

Subsole strengthened its circular economy strategy in 2024 by implementing a Waste Management Policy across its operations. Using Mimasoft software, the company ensures traceability and monitors progress against non-hazardous and hazardous waste reduction targets, while complying with Chile's Extended Producer Responsibility (REP) Law that mandates producers take responsibility for the management of their products' waste throughout its life cycle.

Subsole reported a waste diversion rate of 25.8% this year, approximately half that of 2023. This lower rate resulted from an expanded reporting scope; in 2024, Subsole added waste generated on its farms to a metric that previously included packhouses and offices only. Operationally, the company continued fighting food waste and more than tripled the total weight of food donated to institutions like Food Banks.

As regards packaging, Subsole launched a pilot project sourcing 100% recycled clamshells from local packaging supplier Typack for use with a strategic retailer client. Additionally, non-recyclable materials — such as waxed cardboard boxes and plastic strapping— were replaced with recyclable or more sustainable alternatives. Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) certifications were required from suppliers, and a goal was set to increase the percentage of plastic sourced from post-consumer recycled material.

These advances were supported by targeted technical training for staff in plants and farms focusing on waste segregation, safe handling of hazardous and non-hazardous materials, sustainable packaging practices, and compliance with the REP Law. The company also participated in Clean Production Agreements (APL) and obtained certification for CHEP reusable pallets, reinforcing its commitment to circular economy principles.

In 2025, Subsole will expand waste reduction and diversion programs to the farm level while standardizing waste management across distribution centers with a single vendor. Subsole has set a 5% reduction target for non-hazardous waste and 1% reduction target for hazardous waste.

Frutura Uruguay

In 2024, Frutura Uruguay reinforced its responsible waste management policy by improving traceability, classification, and proper delivery to waste handlers. One of Frutura Uruguay's most significant waste streams is orange peels generated by the company's juice manufacturing. In 2024, Frutura Uruguay implemented a press system at the factory and a composting project on farms to reduce waste volume. The company also made efforts to improve the reuse of packaging and materials; wooden bins were replaced with reusable plastic bins in order to avoid the generation of additional waste. This is aligned with Frutura Uruguay's goals of reducing the amount of waste generated by 10% by 2027. Frutura Uruguay developed waste management awareness campaigns and implemented technological improvements as well. The introduction of the Balanza system for monthly waste tracking and a digital tool to strengthen traceability were two such investments made by the company in material management in 2024.

Although progress was made, waste quantification and classification require further improvement. In 2025, the company plans to launch the "Zero Waste" program in a pilot field and gradually expand it to other areas. This program will be supported by an environmental training cycle aimed at building a responsible material management culture across among employees. Frutura Uruguay is committed to improving waste quantification and ensuring a reliable and consistent management system.

Sun Belle

While still in the early stages of implementing recycling and composting programs across facilities, Sun Belle managed to divert 37.4% of its waste in 2024. The company delivers organic waste from its Maryland site to an anaerobic digester that produces biogas. In Maryland and Miami, cardboard waste is recycled and wooden pallets are reused through a local company in Miami. Plastic trays used for bulk blueberry packaging are returned to the supplier for reuse. In 2024, the company implemented a system to measure waste by type at its facilities, aiming to improve traceability and management. They also have a program to monitor pesticide waste, ensuring compliance with food safety regulations.

For 2025, Sun Belle has set the goal of increasing its waste diversion rate by 10% while improving the traceability, accuracy, and transparency of its material management.

Giddings Fruit

(Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico)

In 2024, Giddings Fruit focused waste management efforts at the farm level and on properly disposing of empty plastic containers used for agrochemicals. To facilitate regulatory compliance, the company opened its collection centers to external producers, allowing them to drop off their own containers and ensuring they meet the requirements needed for final disposal by an authorized handler. According to estimates provided by the external collector, 99% of the containers collected have been managed in accordance with local disposal and recycling regulations, highlighting Giddings' commitment to proper waste management. This program provides a valuable service to the agricultural community by offering a formal and accessible solution for proper container disposal.

Next year, the company plans to implement a comprehensive waste management program that covers waste without a formal handling system in 2024. The first stage in the process is to identify and quantify waste generated in each facility.

08

Improving Water Security

Improving Water Security Across Our Business Units

Since our founding, Frutura has been committed to responsibly managing water extraction and consumption. Efficient water use is crucial to ensuring long-term environmental, social, and economic sustainability, both for our operations and for the communities where we work.

In 2024, we continued implementing efficient irrigation practices and innovative technologies that promote the responsible use of water at the farm level. At the basin level, we began formally evaluating risks and pursuing strategies that contribute to regional water security and basin health.

WITH THESE INVESTMENTS AND STRATEGIES, OUR BUSINESS UNITS SEEK NOT ONLY TO IMPROVE WATER USE EFFICIENCY BUT ALSO TO CONTRIBUTE TO WATER STEWARDSHIP IN THE LARGER REGION.

In 2025, we aim to further refine the accuracy and precision of water withdrawal measurement and reporting at each site. Frutura will expand the use of risk management tools to evaluate water stress and related challenges facing our operations. And recognizing the collaboration required for effective basin governance, Business Units will continue to prioritize participation in collective action initiatives in watersheds at high or extremely high risk, seeking to mitigate impacts and promote sustainable water governance.

33.34 MILLION m^3

of water was withdrawn across the Frutura platform for all uses including growing, packing, and other processes associated with our operations.

GRI 303-3: Water Withdrawal

0.06 m^3

of water was withdrawn for every kilogram of product handled, reflecting the consolidated water extraction intensity for the Frutura platform.

31.99 MILLION m^3

of water was consumed in Frutura's owned, operated and leased growing operations.[17] These operations are located in regions with varying degrees of water stress, a challenge that requires our businesses to collaborate with their stakeholders around water governance.

0.28 m^3

of water was consumed for every kilogram of product grown on Frutura owned, operated and leased land. This metric shows the water efficiency of our farming operations as it measures only the water used in agricultural production.[18]

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under our direct control have established water targets based on the local conditions of their respective basins, with a special focus on regions facing water stress or where the impact of our operations is greatest.

Giddings Fruit, Don Ricardo, and Subsole made progress in achieving internationally recognized certifications (GLOBALG.A.P. SPRING, Azul Certificado, LEAF Marque) that demonstrate responsible water management

[17] Cerasus and Sun Belle are not considered in the calculation as they do not have agricultural production.
[18] This figure does not represent Frutura's total water consumption. Frutura's total 2024 water consumption is equal to 32.95 million m^3 (GRI 303-5: Water Consumption), given by total water withdrawal minus 387,000 m^3 of water recharged to the Ica aquifer by Don Ricardo in 2024

Improving Water Security Across Our Business Units

Dayka & Hackett

Dayka & Hackett's subsidiaries are progressing towards their internal water intensity reduction goals through operational process optimization. Its Sustainability Team has worked on improving data collection, quality, and integrity across all Environmental Management System (EMS) data, and as a result, water usage data has been reported with a higher level of accuracy in 2024. On-farm, the company has implemented agricultural practices focused on optimizing water, such as efficient irrigation and selecting grape varieties adapted to local conditions.

In partnership with the Yale Masters in Business Administration Program, Dayka & Hackett reviewed both its operational and first-tier fruit suppliers' climate-related risks with a specific focus on droughts, extreme storms, and floods. This analysis supports a proactive approach to building knowledge and awareness of key physical climate challenges faced by Dayka & Hackett as well as producer partners in California, Latin America, and other regions from which Dayka & Hackett sources.

Don Ricardo

Don Ricardo operates in a region with high water stress, so it has a comprehensive water management strategy based on regulatory compliance, technological innovation, and good agricultural practices. This management is governed by the company's Water Management Plan aligned with national regulations and backed by certifications such as the Azul Certificado, LEAF Marque, and GLOBALG.A.P. SPRING.

The company uses ground and surface water distributed through automated drip fertigation systems that optimize water use efficiency. Resource stewardship is strengthened by high-precision tools such as soil moisture sensors, porometers, satellite images and a real-time monitoring platform which allows irrigation to be adjusted according to crop needs and weather conditions. In 2024, water withdrawals were reduced by 9% compared to 2023 as part of this more technified and responsible management.

In addition, Don Ricardo contributes to the recharge of the Ica Valley aquifer through two strategic infiltration points located on two of their farms.

Subsole

Chile's national water crisis has highlighted the urgent need for responsible water management, especially in the context of climate change. Subsole has addressed this challenge with a shared responsibility and efficiency approach. The company's fields are supplied through shared irrigation channels, underground wells, and Rural Potable Water services (APR) using drip irrigation systems. Water usage is measured by flow meters on extraction pumps with data recorded weekly on the Mimasoft platform to ensure traceability and compliance with the General Directorate of Waters (DGA), supported by internal audits and annual external reviews.

Additionally, the company has fostered an organizational culture focused on water conservation through training, educational signage, and an institutional policy centered on water and energy efficiency, encouraging employees to actively participate in detecting leaks and promoting responsible water use.

Subsole also implemented innovative solutions such as bioremediation through biofilters to treat industrial liquid waste in Isla de Maipo and advanced the optimization of water distribution systems in arid regions of northern Chile. Despite favorable rainfall in 2024, the company maintained high standards of water efficiency and continues to progress toward standardizing monitoring and telemetry across all its fields.

In 2024, the majority of Subsoles farmlands obtained GLOBALG.A.P. SPRING certification, with only the Maitenco farm remaining to be certified in2025. Additionally, Subsole will continue actively supporting the certification of third-party producers.

With each plant having a dedicated sustainability manager, Subsole reaffirms its commitment to efficient, traceable, and participatory water management as the foundation for resilient and environmentally respectful agriculture.

Frutura Uruguay

Frutura Uruguay has adopted a comprehensive approach to water management that combines operational efficiency, regulatory compliance, and investment in irrigation technologies. In 2024, the company formalized a specific water management protocol focused on reducing consumption and preventing losses, with reports to entities such as GLOBALG.A.P. and the country's water authority DINAGUA to ensure traceability.

The company complied with national regulations, began measuring its water footprint, and identified key consumption areas: agricultural irrigation, product industrialization, and equipment washing. An important milestone was the implementation of the Espinillar farm drip irrigation system that improves water efficiency and conserves soil. Additionally, a monitoring system was implemented with reports sent to the National Directorate of Waters, along with audits and official reviews.

Frutura Uruguay also promoted responsible water use through internal training and campaigns. In 2025, the company plans to expand installation of state-of-the-art irrigation systems, install flow meters, and strengthen its culture of water conservation.

Sun Belle

In 2024, Sun Belle developed a dashboard specifically for monitoring water consumption intensity across all its facilities. This tool enables precise tracking of water consumption and facilitates decision-making to optimize its use in each operation. Sun Belle's limited water consumption means the company does not have water-related certifications, but its management infrastructure represents a fundamental step toward integrated water management aligned with international standards.

Giddings Fruit

(Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico)

Giddings implemented a daily monitoring system for groundwater extraction using flow meters and completed a comprehensive study on the conditions of its aquifers. This allowed the company to establish a water management plan with defined objectives for 2025. Additionally, 100% of its blackberry production was certified under GLOBALG.A.P. SPRING, advancing responsible management in regions with high water stress. Decision-making is prioritized based on data and work is underway to ensure each unit sets goals informed by the basin context.

09

Stewarding Soil & Biodiversity

At acquisition, the companies that make up Frutura were evaluated against rigorous environmental, social, and regulatory investment parameters aimed at preventing negative impacts. This proactive approach has helped build a portfolio of businesses with agricultural practices aligned with science, local legality, and respect for biodiversity.

One of the pillars that supports this vision is the exclusion of investments in land located in sensitive ecosystems or those involving the conversion of natural habitats — such as forests or areas of high ecological value — into agricultural uses.

Certification and Good Agricultural Practices

99%[19] of our owned production was certified under GLOBALG.A.P. Integrated Farm Assurance (IFA) in 2024, guaranteeing:

- Responsible soil and water management
- Integrated pest management practices
- Utilization of buffer areas
- Agricultural practices that consider the surrounding biodiversity

86%[20] of third-party production was certified under GLOBALG.A.P. IFA and/or Primus GFS, harmonizing good food safety and agricultural practices standards across our supply chain .

25% of the platform's total produce marketed is grown on owned or leased land

On our farms, agricultural practices reflect an understanding that soil health is essential for long-term productivity and that biodiversity can be a natural ally in pest control, pollination, and the stability of agricultural ecosystems. We regularly test soil and develop targeted management plans, incorporate organic as well as synthetic fertilizer to maintain soil health and structure, and apply chemical interventions rationally as part of integrated pest management strategies.

[19] The 1% of owned production without certification corresponded to a rotation crop sold to the local market.

[20] Third-party production without GLOBALG.A.P. IFA or Primus GFS Certification generally falls into one of two categories: produce grown for sale to local markets without certification requirements, or produce purchased for further processing (in which case the processing facility carries a manufacturing certification.) In either scenario, Frutura applies the same food safety standards as required for certification.

Stewarding Soil & Biodiversity Across Our Business Units

Dayka & Hackett

As part of its commitment to improving soil health to promote better yields and a higher quality product, the company conducts annual analyses to identify nutritional needs and potential amendments utilizing technology that evaluates vine and soil health in real time. For example, in 2024, gypsum was applied to improve water penetration into the soil. Additionally, biological-benefitting materials like humic, gypsum, and RootRX was incorporated through drip irrigation systems to strengthen soil microbiology and promote a healthier environment for crop development by enhancing the soil structure and nutrient uptake.

Don Ricardo

Don Ricardo's sustainable agricultural practices include applying organic compost to improve soil structure, monitoring soil moisture and nutrients with probes and tensiometers, and conducting textural mapping of 40% of the company's cultivated land. In addition, Don Ricardo trains 100% of the fertigation personnel in the proper use of fertilizers.

In 2024, the company continued implementation of the company's Pesticide Reduction Plan that prioritizes biological alternatives developed in Don Ricardo's phytosanitary laboratory and incorporates digital tools that ensure more accurate and responsible applications.

Don Ricardo reforested 1 linear kilometer with native species such as the Huarango tree in the Casa Chica farm. This effort is part of its ecological restoration strategy. Don Ricardo also obtained for the first time the LEAF Marque certification which verifies good practices in biodiversity conservation.

Subsole

In recent years, Subsole has solidified a regenerative approach that aims to restore soil microbiological vitality, reduce dependence on agrochemicals, and restore agricultural ecosystems. This vision is supported by concrete actions and technical collaboration with the Pontifical Catholic University of Chile with which Subsole has worked since 2016.

Thanks to this partnership, biodiversity surveys and mapping have been carried out in Subsole's production areas to identify native species and extend learnings to third-party growers. Subsole has also delivered training sessions for producers and workers focusing on recognizing local species, interpreting soil data, and improving agricultural practices.

In terms of soil management, Subsole has implemented Management Plans in strategic farms like Maitenco, Don Alfonso and Los Acacios. These strategies integrate practices such as cover cropping, biological pest control, and elements that foster functional biodiversity, like birdhouses and floral borders.

Biodiversity has ceased to be an external objective; it has become an integrated component of Subsole's farming methods. With LEAF audits and a supplier network moving in the same direction, Subsole continues to strengthen an agricultural production model aligned with ecological regeneration and the resilience of productive systems.

Frutura Uruguay

Frutura Uruguay implements measures to protect biodiversity and ensure responsible soil use. The company's approach focuses on preserving strategic areas of high ecological value interconnected with Uruguay's National System of Protected Areas (SNAP).

Within these areas, Frutura Uruguay maintains internal protected areas and buffer zones that act as natural barriers and reduce agriculture's impact on sensitive ecosystems and key habitats. Additionally, the company promotes responsible agricultural practices across all its operations, including the rational application of agrochemicals, incorporation of vegetative barriers, and regular training of technical and operational teams on environmental protection.

In collaboration with the National Institute of Agricultural Research (INIA) and the University of the Republic, Frutura Uruguay runs a program to monitor threatened native species. Frutura Uruguay is currently conducting systematic follow-up of 18 at-risk species to inform land use decisions and conservation strategy.

Differentiated soil management, depending on the type of crop and the sensitivity of the environment, prevents erosion, conserves soil fertility, and protects the biodiversity of rural landscapes.

Sun Belle

Sun Belle promotes sustainable agricultural practices through its organic and biodynamic marketing programs. Sun Belle's organic program requires fields be certified according to the end market's standards. As part of the producer verification and onboarding process, all growers are required to provide relevant environmental and social certifications.

Giddings Fruit

(Black Venture Farm, Cerasus, Giddings Chile, Giddings Peru, and Sun Belle Mexico)

In 2024, Sun Belle Mexico implemented small pilot pollinator gardens on two of its farms. The goal was to contribute to the recovery of local biodiversity and increase the presence of pollinators that support crop productivity. These spaces served as initial experiments to assess their positive impact on the environment.

Looking ahead to 2025, the company plans to replicate this initiative but with a broader focus on endemic species. The goal is to preserve plants that need protection and whose presence is key to maintaining local ecosystem balance.

Additionally, environmental best practices are being incorporated into the manual provided to third-party producers. This manual includes recommendations for biodiversity conservation, efficient water use, proper waste disposal, and integrating areas with native vegetation on their farms.

GRI content index

STATEMENT OF USE

This is Frutura LLC's first Sustainability Report prepared with reference to the Global Reporting Initiative ("GRI") Standards. It covers the period from January 1 to December 31, 2024.

GRI 1: Foundation 2021

GRI STANDARD	CONTENTS	LOCATION / COMPLEMENT	PAGE
General disclosures			
GRI 2: General disclosures 2021	Disclosure 2-1 Organizational details	Frutura LLC is a privately held company organized as a limited liability company (LLC), with its headquarters located in Reedley, California, United States. The company operates in five main countries — United States, Mexico, Peru, Chile, and Uruguay — where it owns and manages agricultural businesses. In addition to these core operations, Frutura sources fruit from 17 countries and distributes its products to 52 countries around the world.	
	Disclosure 2-2 Entities included in the organization's sustainability reporting	**About This Report** Frutura consolidates sustainability data by integrating each business unit's operational and environmental metrics into the company-wide reporting framework. No significant methodology changes were mentioned in the report."	6
	Disclosure 2-3 Reporting period, frequency and contact point	**About This Report**	6
	Disclosure 2-4 Restatements of information	There were no significant restatements of previously published data, as Frutura's 2023 report represents its first full sustainability report.	
	Disclosure 2-5 External assurance		
	Disclosure 2-6 Activities, value chain and other business relationships	**Our Value Chain**	20
	Disclosure 2-7 Employees	**Empowering Individualized Growth**	54
	Disclosure 2-8 Workers who are not employees	**Empowering Individualized Growth**	54
	Disclosure 2-9 Governance structure and composition	**Governance and Ethics: Moving Forward Together**	39

GRI STANDARD	CONTENTS	LOCATION / COMPLEMENT	PAGE
GRI 2: General disclosures 2021	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	The Frutura Board of Directors plays a central role in guiding the company's strategic direction and ensuring the integration of sustainability into core business practices. It oversees the development and approval of the organization's mission, values, and sustainability strategy, supported by the Sustainability Leadership Team, which includes representatives from all Business Units. This team ensures alignment between sustainability goals and company operations. The Board also supervises due diligence and impact management, receiving quarterly updates from Frutura's VP, Sustainability. In addition, the SWIF Technical Advisory Committee (TAC) provides independent, external reviews to confirm that environmental and social investments align with RRGCM's Investment Parameters. Frutura engages stakeholders through biennial materiality assessments that include input from local communities, regulators, and industry partners, and maintains collaboration with organizations such as the International Fresh Produce Association (IFPA). Insights from these processes are reflected in strategic planning, and beginning in 2024, sustainability objectives are integrated into executive performance reviews. The effectiveness of these governance processes is regularly evaluated through quarterly reporting and external assessments by the TAC.	
	Disclosure 2-13 Delegation of responsibility for managing impacts	**Governance and Ethics: Moving Forward Together**	39
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	See note in Disclosure 2-12	
	Disclosure 2-16 Communication of critical concerns	**Governance and Ethics: Moving Forward Together**	39
	Disclosure 2-17 Collective knowledge of the highest governance body	Frutura is actively pursuing B Corp certification, a process that involves meeting rigorous sustainability standards and includes sustainability training for relevant teams. The company also engages with key industry bodies to advance its sustainability agenda. Notably, Frutura's Vice President of Sustainability serves as co-chair of the IFPA Climate Change Task Force, reflecting the company's leadership and commitment to climate action within the fresh produce sector.	
	Disclosure 2-19 Remuneration policies	Frutura has also linked executive compensation in part to sustainability performance, reinforcing accountability at the highest levels of the organization.	
	Disclosure 2-22 Statement on sustainable development strategy	**Strengthening our Impact Strategy and Reporting Approach**	34

GRI STANDARD	CONTENTS	LOCATION / COMPLEMENT	PAGE
GRI 2: General disclosures 2021	Disclosure 2-23 Policy commitments	Frutura has developed a Code of Conduct and a Supplier Code of Conduct, both of which are set to take effect at the corporate level in 2024. These policies reflect the company's commitment to responsible business conduct and align with international frameworks such as SMETA (Sedex Members Ethical Trade Audit), GLOBALG.A.P. GRASP (Risk Assessment on Social Practice), and B Corp certification standards, which are already adopted in some operational units. Frutura applies environmental risk management as part of its precautionary approach and integrates due diligence through the ongoing review of localized policies to ensure compliance. The company's human rights commitments include labor rights aligned with international standards and the promotion of fair, equitable working conditions. These efforts specifically address the needs of agricultural and temporary workers, as well as local communities in operational areas. While the policies are not yet published publicly, Frutura acknowledges its alignment with globally recognized certifications as a demonstration of its adherence to responsible practices.	
	Disclosure 2-24 Embedding policy commitments	Frutura embeds its sustainability and human rights commitments across all levels of the organization. The Vice President of Sustainability leads the ESG strategy, supported by regional sustainability managers who oversee the implementation of initiatives within each business unit. These commitments are integrated into internal strategies, policies, and procedures, including the newly developed Code of Conduct and Supplier Code of Conduct. ESG criteria have also been incorporated into supplier management processes to ensure responsible practices across business relationships. To support this integration, Frutura conducts webinars and training sessions focused on human rights and sustainability for employees and relevant stakeholders.	
	Disclosure 2-25 Processes to remediate negative impacts	Frutura is committed to remediating negative social and environmental impacts through a combination of proactive and responsive measures. This includes conducting risk assessments in local communities and offering training programs aimed at strengthening the capacities of small producers. The company maintains a confidential whistleblower hotline, accessible to both employees and suppliers, as part of its formal grievance mechanism. Additional remediation efforts include social investment programs focused on health and education in the regions where it operates. Frutura ensures that local communities are consulted in the development and refinement of grievance mechanisms, with insights from these engagements integrated into company policies. The effectiveness of these mechanisms is being monitored through the evaluation of social impact indicators, with the goal of continuously improving outcomes.	

GRI STANDARD	CONTENTS	LOCATION / COMPLEMENT	PAGE
GRI 2: General disclosures 2021	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	Frutura provides a confidential, multilingual whistleblower hotline as a mechanism for employees, suppliers, and other stakeholders to seek guidance or raise concerns related to responsible business conduct. All reports are reviewed by the Executive Vice President, Human Capital, who oversees compliance with company policies and ensures that complaints are addressed appropriately and in line with Frutura's ethical standards.	
	Disclosure 2-28 Membership associations	**Industry Associations**	17
	Disclosure 2-29 Approach to stakeholder engagement	**Our Stakeholders**	26
	Disclosure 2-30 Collective bargaining agreements	Frutura employs a mix of permanent and seasonal workers. While the company conducts regular impact assessments, the exact percentage of employees covered by collective bargaining agreements is not specified. Regardless of union affiliation, all employees have access to training and labor rights education programs. In Uruguay, Frutura has formal agreements with two labor unions and has completed three training cycles focused on gender, anti-discrimination practices, and workplace harassment protocols, reinforcing its commitment to fair and inclusive working conditions across its operations.	

GRI STANDARD	CONTENTS	LOCATION / COMPLEMENT	PAGE
Material Topics			
GRI 3: Material Topics 2021	Disclosure 3-1 Process to determine material topics Disclosure 3-2 List of material topics Disclosure 3-3 Management of material topics"	Advancing Our Sustainability Strategy	
GRI 205: Anticorruption 2016	Disclosure 205-1 Operations assessed for risks related to corruption Disclosure 205-2 Communication and training about anti-corruption policies and procedures Disclosure 205-3 Confirmed incidents of corruption and actions taken"	Leading with Integrity	-
GRI 416: Customer Health and Safety 2016	Disclosure 416-1 Assessment of the health and safety impacts of product and service categories Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services"	Food Safety and Quality Certifications	-
GRI 404: Training and Education 2016	Disclosure 404-1 Average hours of training per year per employee Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	Empowering Individualized Growth	-
GRI 409: Forced or Compulsory Labor 2016	Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Management in Agribusiness	
GRI 201: Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	Enhancing Regional Well-being	
GRI 306: Waste 2020	Disclosure 306-3 Significant spills Disclosure 306-4 Transport of hazardous waste Disclosure 306-5 Water bodies affected by water discharges and/or runoff"	Reducing Waste	
GRI 303: Water and Effluents 2018	Disclosure 303-1 Interactions with water as a shared resource Disclosure 303-3 Water withdrawal Disclosure 303-5 Water consumption	Improving Water Security	

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