
SUSTAINING OUR FUTURE

SUSTAINABILITY REPORT **FY2022**



CORPORATE PROFILE

Dual listed on the Mainboards of the Singapore Exchange Securities Trading Limited and the Philippine Stock Exchange, Inc., Del Monte Pacific Limited (Bloomberg: DELM SP/ DELM PM), together with its subsidiaries (the "Group"), is a global branded food and beverage company that caters to today's consumer needs for premium quality, healthy products. The Group innovates, produces, markets and distributes its products worldwide.

The Group is proud of its heritage brands - *Del Monte*, *S&W*, *Contadina* and *College Inn* – some of which originated in the USA more than 100 years ago as premium quality packaged food products. The Group has exclusive rights to use the Del Monte trademarks for packaged products in the United States, South America, the Philippines, Indian subcontinent and Myanmar, while it owns S&W globally except for Australia and New Zealand. The Group owns the Contadina and College Inn trademarks in various countries.

DMPL's USA subsidiary, Del Monte Foods, Inc. (DMFI) (www.delmontefoods.com), owns other trademarks such as *Orchard Select*, *Fruit Refreshers*, *Veggieful* and *Bubble Fruit* while DMPL's Philippine subsidiary, Del Monte Philippines, Inc. (www.delmontephil.com), has the trademark rights to *Del Monte*, *Today's*, *Fiesta*, *202*, *Fit 'n Right*, *Heart Smart*, *Bone Smart* and *Quick 'n Easy* in the Philippines.

The Group sells packaged fruit, vegetable and tomato, sauces, condiments, pasta, broth, stock, juices and frozen pineapple, under various brands and also sells fresh pineapples under the *S&W* brand (www.swpremiumfood.com).

DMPL's USA subsidiary operates six plants in the USA and two in Mexico, while its Philippine subsidiary operates a fully-integrated pineapple operation with its 28,000-hectare pineapple plantation in Bukidnon, a frozen fruit processing facility and a Not From Concentrate juicing plant nearby, and a fruit processing facility that is about an hour away from the plantation. The Philippine subsidiary also operates a beverage bottling plant in Cabuyao, Laguna.

The Group owns approximately 95% of a holding company that owns 50% of Del Monte Foods Private Limited (www.delmontefoods.in) in India which markets *Del Monte*-branded packaged products in the Indian market. The Group's joint venture partner is the well-respected Bharti Enterprises, which is one of the largest conglomerates in India.

DMPL and its subsidiaries are not affiliated with the other Del Monte companies in the world, including Fresh Del Monte Produce Inc., Del Monte Canada, Del Monte Asia Pte. Ltd. and these companies' affiliates.

DMPL is 71%-owned by NutriAsia Pacific Ltd. and Bluebell Group Holdings Limited, which are beneficially-owned by the Campos family of the Philippines. A subsidiary of the NutriAsia Group is the market leader in the liquid condiments, specialty sauces and cooking oil market in the Philippines.

www.delmontepacific.com
www.delmontefoods.com
www.delmonte.com
www.swpremiumfood.com
www.contadina.com
www.collegeinn.com
www.delmontephil.com
www.lifegetsbetter.ph
www.delmontefoods.in



For more information, please scan QR Code to access the Sustainability section of DMPL's website

Del Monte, *Del Monte Quality* and *Shield in Color* are principal registered trademarks of the Group for packaged food and beverage products in the USA, South America, Philippines, Myanmar and Indian subcontinent territories. The Group owns the *S&W* trademarks worldwide except for Australia and New Zealand. The Group's other trademarks include, among other trademarks in various jurisdictions, *Contadina*, *College Inn*, *Orchard Select*, *Fruit Refreshers*, *Veggieful* and *Bubble Fruit* in the USA, and *Today's*, *Fiesta*, *202*, *Fit 'n Right*, *Heart Smart*, *Bone Smart* and *Quick 'n Easy* in the Philippines. The Group's vision – *Nourishing Families. Enriching Lives. Every Day.* - is also registered as a trademark in the USA.

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SUSTAINING OUR FUTURE

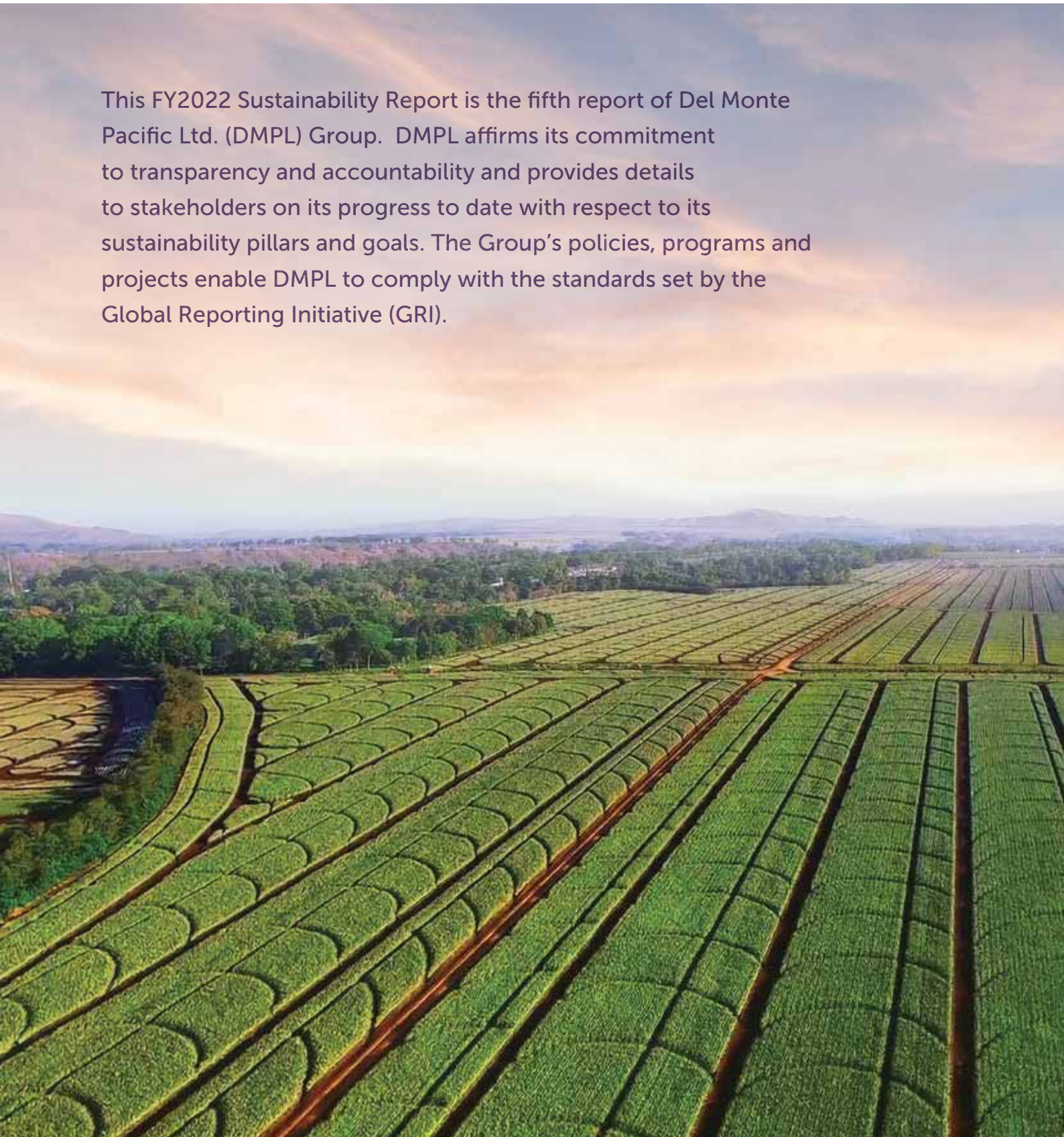
Through five key sustainability goals and their respective sustainability pillars:

- 1 Better Nutrition**
(Nourishing Consumers)
- 2 ESG Ethos**
(Nurturing Employees and Developing Communities)
- 3 Waste Reduction**
- 4 Net Zero**
(Preserving Nature)
- 5 Responsible Sourcing**
(Strengthening Governance and Sustaining Growth)



ABOUT THIS REPORT

This FY2022 Sustainability Report is the fifth report of Del Monte Pacific Ltd. (DMPL) Group. DMPL affirms its commitment to transparency and accountability and provides details to stakeholders on its progress to date with respect to its sustainability pillars and goals. The Group's policies, programs and projects enable DMPL to comply with the standards set by the Global Reporting Initiative (GRI).





DMPL prepared the report using GRI 2021 standards and the framework of the United Nations' Sustainable Development Goals (SDGs). The Group aligned its six sustainability pillars with the SDGs, supporting their universal call to action to end poverty, protect the planet and promote prosperity. The Group provided a summary of its contributions to the SDGs with linkages to the GRI. The SDGs are represented by relevant icons in every section of the report.

As prescribed by the Singapore Exchange, this Sustainability Report contains our climate-related disclosures based on the Task Force on Climate-related Financial Disclosures (TCFD). As this is our first TCFD disclosure, the Group plans to further assess how climate change affects DMPL. The Group will continue to update its plans and mitigate the Group's climate-related risks and opportunities accordingly.

This report excludes the Group's detailed financial performance which can be found in DMPL's Annual Report <https://www.delmontepacific.com/investors/results-and-reports>. This Sustainability Report is for financial year FY2022, i.e. from 1 May 2021 to 30 April 2022. Del Monte Pacific Ltd. reports the information cited in the GRI Content Index with reference to the GRI Standards. GRI Standards are the world's most widely adopted sustainability reporting framework. According to GRI, 90% of SGX issuers reference GRI.

The report excludes the operations of Del Monte Foods Private Limited in India (formerly FieldFresh Foods Private Limited) which is a joint venture with the Bharti Enterprises. DMFPL's contribution to the total business is not material.

In compliance with the Singapore Exchange mandate on internal assurance, the Internal Audit teams of DMPL's subsidiaries, Del Monte Philippines, Inc. and Del Monte Foods, Inc., have internally verified this report.

Should you have any feedback, please contact: rrodil@delmontepacific.com.

To access DMPL's Sustainability Report, please scan the QR Code below.



OUR VISION

NOURISHING FAMILIES. ENRICHING LIVES. EVERY DAY.

We nourish families by providing delicious food and beverages that make eating healthfully effortless – anytime and anywhere. We build brands with quality products that are perfectly wholesome and thoughtfully prepared.

OUR CORE VALUES



Championing Together	Healthy Families	Ownership with Integrity	Innovation	Commitment to Society and Environment	Excellence in Everything We Do
<p>To champion together is our choice. Del Monte succeeds because we see ourselves as one team. We each work to our unique strengths and play a part in the group's collective greatness. When we collaborate, we achieve more.</p>	<p>We choose to grow healthy families. We strengthen family bonds of our consumers and enable our employees to build better lives for their families. At the heart of who we are is the well-being of the home.</p>	<p>We choose to embody ownership with integrity. Del Monte is under our care – we hold ourselves accountable. We see how our work helps achieve Del Monte's vision. A genuine Malasakit – this is what we share in Del Monte.</p>	<p>We choose to innovate. We constantly rethink, explore, and create to produce only the fresh, groundbreaking and pioneering ideas for our products and processes. We will push – creating breakthroughs, always challenging ourselves to be future-ready.</p>	<p>We choose to make a commitment to society and the environment. We are responsible for the big role we play in safeguarding our world's future. Thus, we ensure that Del Monte not only refrains from harming the environment, but also contributes to enriching it. We are committed to uplifting lives through honest and ethical business practices. We are a good corporate citizen.</p>	<p>We choose to be excellent in everything we do. No matter how large or small a task is, we understand the value of executing each one effectively and efficiently. We drive Quality and uphold doing the right things the right way.</p>

OUR STRATEGY



LETTER TO OUR STAKEHOLDERS



MR. ROLANDO C. GAPUD
Executive Chairman

MR. JOSELITO D. CAMPOS, JR.
Managing Director and CEO

Dear Stakeholders,

As a leading global food company, sustainability is core to Del Monte Pacific's vision - "Nourishing Families. Enriching Lives. Every Day." - as one of our strategic pillars, while commitment to society and environment is one of our core corporate values.

SUSTAINABILITY PILLARS

Our sustainability framework has six pillars which address the needs of our stakeholders - Nourishing Consumers, Nurturing Employees, Developing Communities, Preserving Nature, Strengthening Governance and Sustaining Growth – which promote the Triple Bottom Line: People, Planet and Performance.

KEY SUSTAINABILITY GOALS

In FY2022, the DMPL Board approved the Company's five key sustainability goals as follows:

1 Better Nutrition

As a food company, we provide health, wellness and nutrition through our product portfolio which is primarily plant-based. *(Nourishing Consumers)*

2 ESG Ethos

We cultivate an environmental, social and governance (ESG) culture among our employees and extend this ethos to our local communities. *(Nurturing Employees and Developing Communities)*

3 Waste Reduction

We reduce wastage of materials and resources across our supply chain, from production to distribution, to decrease our environmental impact. *(Preserving Nature)*

4 Net Zero

We have set a target for net zero carbon emissions by 2050 in line with global climate change goals wherein greenhouse gas emissions are equivalent to carbon sequestration. *(Preserving Nature)*

5 Responsible Sourcing

We address the environmental and social compliance of our suppliers and other business partners through our new Supplier Code of Conduct. (*Strengthening Governance and Sustaining Growth*)

Under the framework of these five key sustainability goals and respective pillars, we have set specific goals as outlined in this Sustainability Report.

SUSTAINABLE DEVELOPMENT GOALS

Our sustainability goals contribute to the United Nations Sustainable Development Goals (SDG) which have become more important than ever during this global pandemic. We have been increasing and reporting on our SDG contribution each year for the past four years.

For the first time, we have included a climate report in this Sustainability Report based on TCFD standards. We are pleased to report that our subsidiary, Del Monte Philippines, was verified carbon negative for scopes 1, 2 and limited scope 3 (for air travel and fuel used by vehicles) for its pineapple operations by the British Standards Institution (BSI) based on ISO standards.

NEW ESG POLICIES AND COMPLIANCE

In FY2022, the Company reinforced its governance of sustainability by updating its Environmental Policy and issuing a new Health Statement and

Responsible Marketing Policy which are featured in this Sustainability Report. This year, the Company also issued a new Supplier Code of Conduct, while two years ago, DMPL issued a new Human Rights Policy. The latter two were approved by the Board while the first three were approved by senior leadership. All these policies are in our Company's website and have been shared with our stakeholders. Key stakeholders concerned with these five areas are the policy owners that are primarily responsible to implement these. Moreover, the Company has Sustainability, Legal and Internal Audit teams that monitor compliance.

Del Monte Pacific addresses stakeholder concerns through different channels: Consumers – Company's website contact info, social media, hotline phone number; Employees – Human Resources, Labor Management Council; Communities - the Del Monte Foundation, Stakeholder Relations; Regulators – Legal, department concerned; Investors – Investor Relations, Company's website contact info.

In FY2022, Del Monte Pacific did not have any significant compliance issues with respect to laws and regulations which govern the Group and was not subjected to any significant compliance-related penalty.

ESG RECOGNITION

Del Monte Pacific was honored to receive the Singapore Corporate Governance Award from the

Securities Investors Association (Singapore) or SIAS. The award included a weighting of 60% for Governance and 40% for Sustainability for the first time, a recognition of their linkage and importance in an ESG context.

SUSTAINABILITY JOURNEY

Del Monte has been nourishing families for generations. While generations refers to Del Monte's long history and heritage, it also refers to our future generations. *Sustaining our Future* is our commitment to grow healthier produce, healthier people and a healthier planet.

Our Board of Directors and management team will continue to invest in the present to sustain our future. We thank you, our stakeholders, for your partnership in this journey.



Mr. Rolando C. Gapud
Executive Chairman



Mr. Joselito D. Campos, Jr.
Managing Director and CEO

22 July 2022

KEY SUSTAINABILITY GOALS



Better Nutrition

- More nutritious products
- Product innovation and renovation with more positive nutrients
- Reduced sugar and sodium
- Plant-based
- Health and wellness



Responsible Sourcing

- Supplier code of conduct adherence
- Environmental and social compliance
- Sustainability programs of suppliers
- Sustainable ingredient and product sourcing



ESG Ethos

- Environmental, Social, Governance corporate culture
- Sustainability goals
- Employee engagement, well-being
- Diversity, equality, inclusion
- Community development



Net Zero

- Net zero carbon emissions by 2050
- Pineapple operations negative carbon footprint
- Renewable energy
- Sustainable agriculture, manufacturing and supply chain



Waste Reduction



- Reduce wastage from production to distribution
- Manage material usage
- Plastic solution
- Recycle, reuse and repurpose
- Lower environmental impact



Our sustainability goals are aligned with the UN Sustainable Development Goals.

This is DMPL's first time to announce its Key Sustainability Goals which were approved by the Board. In pursuit of these goals, we've aligned our project goals and strategies. This summarizes our progress to date.

DMPL's subsidiaries are striving to be "Growers of Good" and "Nourishing Families for Generations."

Goal	Strategy	Progress
 <p data-bbox="188 707 288 757">Better Nutrition</p>	<ul data-bbox="336 584 871 779" style="list-style-type: none"> • Increase the proportion of products that provide better nutrition • Reduce sugar and sodium by 30% and 15%, respectively, by FY26 • Educate an average of 5 million children and parents on nutrition and healthy choices 	<ul data-bbox="896 584 1434 835" style="list-style-type: none"> • 78% of DMPI products provide better nutrition based on a global nutrition profiling system • Reduced sugar and sodium by an average of 29% and 27%, respectively, for certain SKUs in FY22 • Educated over 3 million children and parents through the <i>Choose Good, Do Good</i> campaign to raise nutrition education awareness
 <p data-bbox="188 976 288 1003">ESG Ethos</p>	<ul data-bbox="336 853 871 1738" style="list-style-type: none"> • Implement the Responsible Marketing Policy • Strengthen engagement through the Employee CHOICE Recognition Program • Reduce injury by 10% by FY26 • Sustain Del Monte Foundation programs and provide nutrition to 120 organizations per year • Promote good governance • Improve Cybersecurity and Data Protection • Define and measure team member engagement and achieve top quartile scores • Establish a Diversity Leadership Council and increase diversity across leadership roles • Provide the opportunity for all team members to earn a decent wage • Donate an average of 5 million pounds (2.3 million kgs) per year to support Feeding America, food banks and various non-profit organizations 	<ul data-bbox="896 853 1434 1738" style="list-style-type: none"> • Cascaded the policy to the Marketing organization • Launched the program in FY22 to foster a culture of mutual recognition • Reduced injury rate by 17% in FY22 • DMPI donated food products to about 1,100 organizations to provide nutrition to over 500,000 people in indigent communities during the pandemic • Received the 2021 Singapore Corporate Governance Award from SIAS and ranked 3rd highest mid-cap company (#19 overall) in SGTI among 519 SGX-listed companies • Continuously upgrade existing infrastructure to address new and emerging security threats • DMPI rolled out the employee engagement survey • Established a council and 6 employee groups. 53% of senior leaders are women or employees of color • 100% of full-time employees at manufacturing facilities earn above the living wage for their geographies • Donated about 1.4 million kgs of food worth over US\$1.5 million to various food banks such as Feeding America, Conscious Alliance, Convoy of Hope, and Brackens Kitchen

KEY SUSTAINABILITY GOALS

Goal	Strategy	Progress
 <p>Waste Reduction</p>	<ul style="list-style-type: none"> Improve water use ratio in DMPI manufacturing facilities by 3% yearly 	<ul style="list-style-type: none"> Increased water use ratio by 1% in FY22
	<ul style="list-style-type: none"> Reduce obsolescence of finished goods, raw and packaging materials to Php33.9 million in FY23 	<ul style="list-style-type: none"> Obsolescence at Php57.6 million in FY22
	<ul style="list-style-type: none"> Reduce usage of PET bottles by 15%, pouches by 6%, and tin can by 2% by FY26 	<ul style="list-style-type: none"> Reduced material usage of rigid PET bottles and caps by 10%, pouches by 4%, and tin cans by 2% in FY22
	<ul style="list-style-type: none"> Use biodegradable PET bottles by FY26 	<ul style="list-style-type: none"> Biodegradable additives testing for PET bottles and pouches is in progress
	<ul style="list-style-type: none"> Convert plastic packaging to 100% recyclable, reusable or compostable by 2030 	<ul style="list-style-type: none"> Development of a compostable fruit cup using bioplastics is in progress
	<ul style="list-style-type: none"> Include 25% recycled content into plastic packaging, once recycled supply is available, approved by FDA 	<ul style="list-style-type: none"> Completed two trials of post-consumer recycled plastic to create a beverage cup with recycled plastic
	<ul style="list-style-type: none"> Add How2Recycle® icons to 100% of our packaging 	<ul style="list-style-type: none"> Added How2Recycle® icons to five new products
	<ul style="list-style-type: none"> Pursue Upcycled Food Association certification for green beans and pineapple juice 	<ul style="list-style-type: none"> First canned vegetable producer in the CPG industry to be Upcycled Certified. Upcycled ~600K pounds (270 tons) of surplus green beans, plus pineapple juice, syrup and boba products
 <p>Net Zero</p>	<ul style="list-style-type: none"> Reduce soil erosion in the plantation to 10 metric tons per hectare per year 	<ul style="list-style-type: none"> Current rate at 12-14 metric tons, use of big planting materials at 35%
	<ul style="list-style-type: none"> Replace certain pesticides and obtain Rainforest Alliance certification 	<ul style="list-style-type: none"> Discontinuing 7 pesticides, testing of alternative chemicals ongoing, installed light traps for grub control
	<ul style="list-style-type: none"> Reduce 15% carbon emissions at the cannery by FY26 	<ul style="list-style-type: none"> Cannery emissions increased by 12%, despite waste-to-energy facility contributing 17% of power usage
	<ul style="list-style-type: none"> Install solar power in the cannery and plantation by FY23/FY24 	<ul style="list-style-type: none"> Target project completion in the cannery (2MW) by FY23 and plantation (3MW) by FY24
	<ul style="list-style-type: none"> Install Global Positioning Satellite (GPS) devices on 100% of third party delivery transport by FY23 	<ul style="list-style-type: none"> Installed GPS in 31% of third party trucks
	<ul style="list-style-type: none"> Shift 35% of third party delivery transport to double-decker trucks by FY23 	<ul style="list-style-type: none"> 23% of third party delivery transport used double-decker trucks
	<ul style="list-style-type: none"> Increase cover cropping by 5% per year 	<ul style="list-style-type: none"> Increased the total acreage of cover crops by 18%, and number of growers adopting cover crops by 8.6%
	<ul style="list-style-type: none"> Reduce carbon emissions and measure scope 3 third party emissions 	<ul style="list-style-type: none"> Truckload efficiency is 7 mpg, same as prior year
	<ul style="list-style-type: none"> Reduce empty miles driven by 20% 	<ul style="list-style-type: none"> Increased rail miles by 4.5% versus prior year, 11% of total miles
	<ul style="list-style-type: none"> Increase truckload efficiency in miles per gallon to 7.5 mpg 	<ul style="list-style-type: none"> Reduced scope 1 and 2 emissions by 13%, expand solar energy in Hanford and Modesto facilities. Scope 3 measurement in progress
 <p>Responsible Sourcing</p>	<ul style="list-style-type: none"> Implement the Supplier Code of Conduct beginning FY22 	<ul style="list-style-type: none"> Supplier Code of Conduct was approved by the Board and is being cascaded to suppliers in FY23
	<ul style="list-style-type: none"> Require 100% of major suppliers to develop sustainability programs as part of their accreditation by FY26 	<ul style="list-style-type: none"> Nine (45%) of the top 20 suppliers have sustainability programs

DMPL'S ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) METRICS

Topic	Metric	U/M	Progress
Greenhouse Gas (GHG) Emissions	DMFI (FY21)		
	Scope 1	MTCO ₂ eq	106,715
	Scope 2	MTCO ₂ eq	28,522
	DMPI (CY20)		
	Scope 1	MTCO ₂ eq	62,761
	Scope 2	MTCO ₂ eq	37,056
	Scope 3 (fuel used by vehicles and air travel)	MTCO ₂ eq	58,378
	Carbon Sequestration	MTCO ₂ eq	(706,078)
Net Carbon Footprint (Negative)	MTCO ₂ eq	(547,883)	
Energy Consumption	Energy Consumption (includes electricity, natural gas, coal and bunker fuel)	KWH	1,050,696,770
	Energy Intensity	KWH/KG produced	1.01
Water Consumption	Total Consumption	Liter	11,510,687,882
	Water Use Ratio	Liters/Kg produced	11.06
Waste Generation	Waste Sent to Landfills	MT	556,334
Gender Diversity	Male Employees	Percentage	63%
	Female Employees	Percentage	37%
Age Diversity	Below 30 years old	Percentage	15%
	30 to 50 years old	Percentage	59%
	Above 50 years old	Percentage	26%
Employment	Total Employees	Headcount	5,900
	New Hires	Headcount	584
	Turnover	Headcount	446
Development and Training	Average Training Hours per Employee	Hours/ Employee	4
Occupational Health and Safety	Recordable Injuries	Incidence	146
Board Composition	Independent Directors	Percentage	57% (4 out of 7)
	Women on the Board	Percentage	14%
Senior Management	Women in Senior Management	Percentage	42%
Certifications	Facilities with Relevant Certifications (see Nourishing Consumers for the list, page 23)	Percentage	100%
Alignment with Framework	Frameworks Disclosed	GRI Standards	
		Task Force on Climate-related Financial Disclosures (TCFD)	
Assurance	Assurance of Sustainability Report	Internal Verification	

DMPL'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS



Sustaining growth



Strengthening governance



Preserving nature





Nourishing consumers



Nurturing employees



Developing communities

DMPL'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS





Members of the United Nations pledged to implement 17 Sustainable Development Goals (SDGs) from 2015 to 2030 to end poverty by promoting prosperity while sustaining the planet and its people. The SDGs include environmental, social and economic goals.




We have aligned DMPL's Sustainability Pillars with the SDGs based on our material priorities. We benchmarked our initiatives with peer companies and best practices of other industries. We partnered with various institutions to uplift people's lives, protect the environment and build a sustainable future.

UN SDGs	Description	DMPL's Position	Contribution to the SDGs	Linked to
	Goal 1: No Poverty End Poverty in all its forms everywhere	DMPL Group strives to uplift the lives of poor families by providing employment to people in communities where we operate	<ul style="list-style-type: none"> About 25,000 employees and service provider workers in Del Monte Philippines, Inc. (DMPI) are paid the minimum wage or higher In the US, Del Monte Foods, Inc. (DMFI) meets the living wage in each of our major operating areas based on the Massachusetts Institute of Technology definition 	GRI 202-1
	Goal 2: No Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture	DMPL implements sustainable agricultural practices to increase productivity and production, help maintain ecosystems, adapt processes to combat climate change and reduce soil erosion to 10 metric tons per hectare per year	<ul style="list-style-type: none"> DMFI works with growers and the Stewardship Index of Specialty Crops (SISC) to implement sustainable farming practices and cultivate a culture of transparency DMFI and its growers use CropTrak™ software to track various data, including traceability, sustainability, and customer audit information DMPI soil erosion rate in the plantation is 12-14 metric tons per hectare per year DMPI has a Smart Farm Roadmap that uses big data analytics, from field-to-fork and harness technology in farm management from planting to harvest, and use of analytics to observe the individual needs of crop 	Task Force on Climate-Related Financial Disclosure (TCFD) GlobalG.A.P.





UN SDGs	Description	DMPL's Position	Contribution to the SDGs	Linked to
	<p>Goal 3: Good Health and Well-Being Ensure healthy lives and promote well-being for all at all ages</p>	<p>As a food and beverage company, DMPL is committed to 'Better Nutrition' to promote health and well-being of people by offering - nutritious food and beverage products across demographic segments</p>	<ul style="list-style-type: none"> In FY2022, DMPL reduced sugar and sodium by an average of 29% and 27%, respectively DMFI conducts regular nutrition education activities and programs which achieved over 23.1 million social media impressions during the community quarantine Close to 18,000 DMPL qualified employees and dependents are treated and given medical attention annually in our Phillips Memorial Hospital. Over 25,000 availed of the Foundation's Mobile clinic services during the fiscal year DMPL supported Department of Health by deploying medical teams in administering COVID vaccination in the municipalities of Manolo Fortich and Libona in Bukidnon 	GRI 403-10c
	<p>Goal 4: Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>DMPL ensures equal opportunity for employees to develop their skills through training courses for all women and men and, through the Del Monte Foundation, provide communities with access to proper education and skills training</p>	<ul style="list-style-type: none"> Provided training to DMPL employees: <ul style="list-style-type: none"> 5.0 average training hours for male 4.0 average training hours for female The Foundation supported 275 scholars from high school to college levels during the school year 2021-2022 Provided technical skills training to 78 out-of-school youths on various discipline such as shielded metal arc welding, electrical installation and driving 60 certified welders trained in the Foundation's Training Center accredited by TESDA 	GRI 404-1



DMPL'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

UN SDGs	Description	DMPL's Position	Contribution to the SDGs	Linked to
	<p>Goal 5: Gender Equality Achieve gender equality and empower all women and girls</p>	The Group promotes a diverse workforce of women and men, provides equitable livelihood opportunities, and ensures women are given equal opportunities for leadership roles at all levels	<ul style="list-style-type: none"> • 42% of the senior management team are women • Workforce gender ratio: 63% men, 37% women 	GRI 405-1
	<p>Goal 6: Clean Water and Sanitation Ensure availability and sustainable management of water and sanitation for all</p>	DMPL pledges to improve its water consumption efficiency, provide clean drinking water, adequate sewage disposal, and provide access to clean, safe water and sanitation	<ul style="list-style-type: none"> • The Foundation, through the ZEP2030 initiative, provided Level 2 water system installations in 3 locations in Bukidnon benefitting more than 500 families and made water more accessible to community residents • Provided 2 handwashing facilities to community health centers in Bukidnon to help implement their COVID health safety protocols through the Del Monte Foundation • Through partnership with the local government units and primary stakeholders of five communities, the Foundation built 320 toilets for identified extremely poor families that helped improve sanitation and hygiene 	GRI 303-1-C
	<p>Goal 7: Affordable and Clean Energy Ensure access to affordable, reliable, sustainable and modern energy for all</p>	The Group commits to increase usage of renewable energy, and optimize efficiency across energy sources in its operation	<ul style="list-style-type: none"> • In the US, Del Monte's solar panels in Hanford produced 401 megawatt-hours of electricity • DMPI's waste-to-energy facility contributed 17% of the electricity of the cannery 	GRI 302-1
	<p>Goal 8: Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	DMPL ensures to comply with the labor laws where we operate, promote safe and decent work environment for all workers	<ul style="list-style-type: none"> • DMPL's total recordable injuries decreased by 17% in FY2022 • 79% of DMPI Mindanao-based employees are members of an Employee Union • 73% of full-time and seasonal workers in DMFI are union members • 100% of Cabuyao-based employees in the Bottling Plant are members of an Employees Council 	GRI 403-1b GRI 102-41

UN SDGs	Description	DMPL's Position	Contribution to the SDGs	Linked to
	<p>Goal 9: Industry, Innovation and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>The Group advocates inclusive growth by providing opportunities for small and medium enterprises as part of 'Responsible Sourcing', promotes innovation and leverage technology to improve production efficiency and infrastructure</p>	<ul style="list-style-type: none"> About 60% of DMPI suppliers are small and medium enterprises supplying various products and services – e.g. papaya outgrowers, service providers, Nata de Coco supplier and wooden pallets supplier DMFI won Product of the Year for the 4th straight year for its newest innovations, Del Monte® Fruit Infusions in the fruit snack category, and Joyba® Bubble Tea in the coffee and tea category Del Monte in the Philippines entered the Dairy category via a joint venture with Vinamilk, the largest dairy company in Southeast Asia 	GRI 201-1
	<p>Goal 10: Reduced Inequalities Reduce inequality within and among countries</p>	<p>DMPL's Human Rights policy and Supplier Code of Conduct promote respect for human rights, and provide equal opportunity for all gender</p>	<ul style="list-style-type: none"> DMPL has 5,900 full time employees in the US and the Philippines, and close to 3,100 seasonal workers in the US Del Monte Foods, Inc. received a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index annual assessment and was designated as one of the Best Places to Work for LGBTQ+ Equality 	GRI 102-8
	<p>Goal 11: Sustainable Cities and Communities Make cities and human settlements inclusive, safe, resilient and sustainable</p>	<p>Provide employees and communities with a safe and sustainable living environment</p>	<ul style="list-style-type: none"> Del Monte in the Philippines provides close to 1,400 houses and 12 dormitories for plantation workers The camp sites around the plantation, where DMPI employees and their families reside, have schools, churches and sports facilities 	GRI 203-1

DMPL'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

UN SDGs	Description	DMPL's Position	Contribution to the SDGs	Linked to
	<p>Goal 12: Responsible Consumption and Production</p> <p>Ensure sustainable consumption and production patterns</p>	<p>The Group implements 'Waste Reduction' in its operations through material reduction, recycling, reuse and repurposing, and promotion of clean emissions and effluent</p>	<ul style="list-style-type: none"> DMFI's products are packed in corrugated boxes, which contains 33 percent recycled content DMFI's paper-based products are 100 percent certified by Sustainable Forestry Initiative® or Forest Stewardship Council® By re-directing approximately 130,000 pounds of pineapple juice each year, DMFI received four Upcycled Certified™ recognition from Upcycled Food Association DMPI reduced rigid plastic bottles and caps material usage by 10% and stand-up pouches by 4.4% 	GRI 301-2
	<p>Goal 13: Climate Action</p> <p>Take urgent action to combat climate change and its impacts</p>	<p>DMPL commits to 'Net Zero Carbon Emissions' by reducing its greenhouse gas emissions in its operations and implementing climate change risk mitigation including renewable energy and reforestation</p>	<ul style="list-style-type: none"> Del Monte Pacific Limited commits to achieving net-zero emissions by 2050 DMPI's pineapple operations have been independently verified carbon negative for scopes 1, 2 and scope 3 (for air travel and fuel used by vehicles) by BSI based on ISO 14064-1:2018 DMFI's scope 1 carbon emissions decreased by 7% and scope 2 emissions by 32% 	GRI 305-1 GRI 305-2 GRI 305-3
	<p>Goal 14: Life Below Water</p> <p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>The Group commits to protect marine and coastal ecosystems to avoid significant adverse impacts, and take action to conserve marine life by treating waste that goes to waterways</p>	<ul style="list-style-type: none"> Through the wastewater-to-energy facility, DMPI cleansed its Bugo facility water discharge at Macajalar Bay which has Biochemical Oxygen Demand levels better than government mandated 100mg / ltr 	GRI 306-1
	<p>Goal 15: Life on Land</p> <p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<p>DMPL commits to protect biodiversity through sustainable agricultural practices and reforestation, and promote environmental stewardship of natural resources</p>	<ul style="list-style-type: none"> Close to 23,500 trees were collectively planted by the Foundation and its partners for reforestation and soil conservation purposes The Foundation continues its 7-hectare agro-forestry project in Mt. Kitanglad with the indigenous community that grows coffee and bamboo for livelihood in order to protect the forest from denudation 	GHG 305-1

UN SDGs	Description	DMPL's Position	Contribution to the SDGs	Linked to
	<p>Goal 16: Peace, Justice and Strong Institutions</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>Part of DMPL's 'ESG Ethos' is to uphold good governance, eliminate corruption and bribery in all its forms and promote industrial peace</p>	<ul style="list-style-type: none"> DMFI provides anti-corruption training biennially to management and certain personnel that interact with government officials DMPI has a stringent policy against fraud and corruption through the Code of Business Ethics, supplemented by the Employee Code of Conduct and Supplier Code of Conduct, which helps employees and business partners to have harmonious business relationships DMPL's employees, suppliers and contractors should adhere to its Human Rights policy and Supplier Code of Conduct 	GRI 205-2
	<p>Goal 17: Partnerships for the Goals</p> <p>Strengthen the means of implementation and revitalize the Global Partnerships for Sustainable Development</p>	<p>Del Monte Pacific pursues global partnerships with stakeholders for sustainable development</p>	<ul style="list-style-type: none"> The Group engages stakeholders such as Feeding America, Sustainable Packaging Coalition and Upcycled Food Coalition, SBTi, Rise Against Hunger, Packaging Institute of the Philippines and the Philippine Chamber of Food Manufacturers, Inc. as partners in the Group's sustainability goals 	GRI 207-3



**LEAVE
NO ONE
BEHIND**

OUR SIX SUSTAINABILITY PILLARS

OUR VISION: NOURISHING FAMILIES. ENRICHING LIVES. EVERY DAY.



Sustaining growth

- Market leader with iconic brands
- Essential food industry to address consumer needs



Nourishing consumers

- Plant-based products
- Healthy and nutritious products



Strengthening governance

- Majority of 4 Independent Directors
- 2021 Singapore Corporate Governance Award



Nurturing employees

- 42% women leaders in senior management
- 5,900 full-time employees



Preserving nature

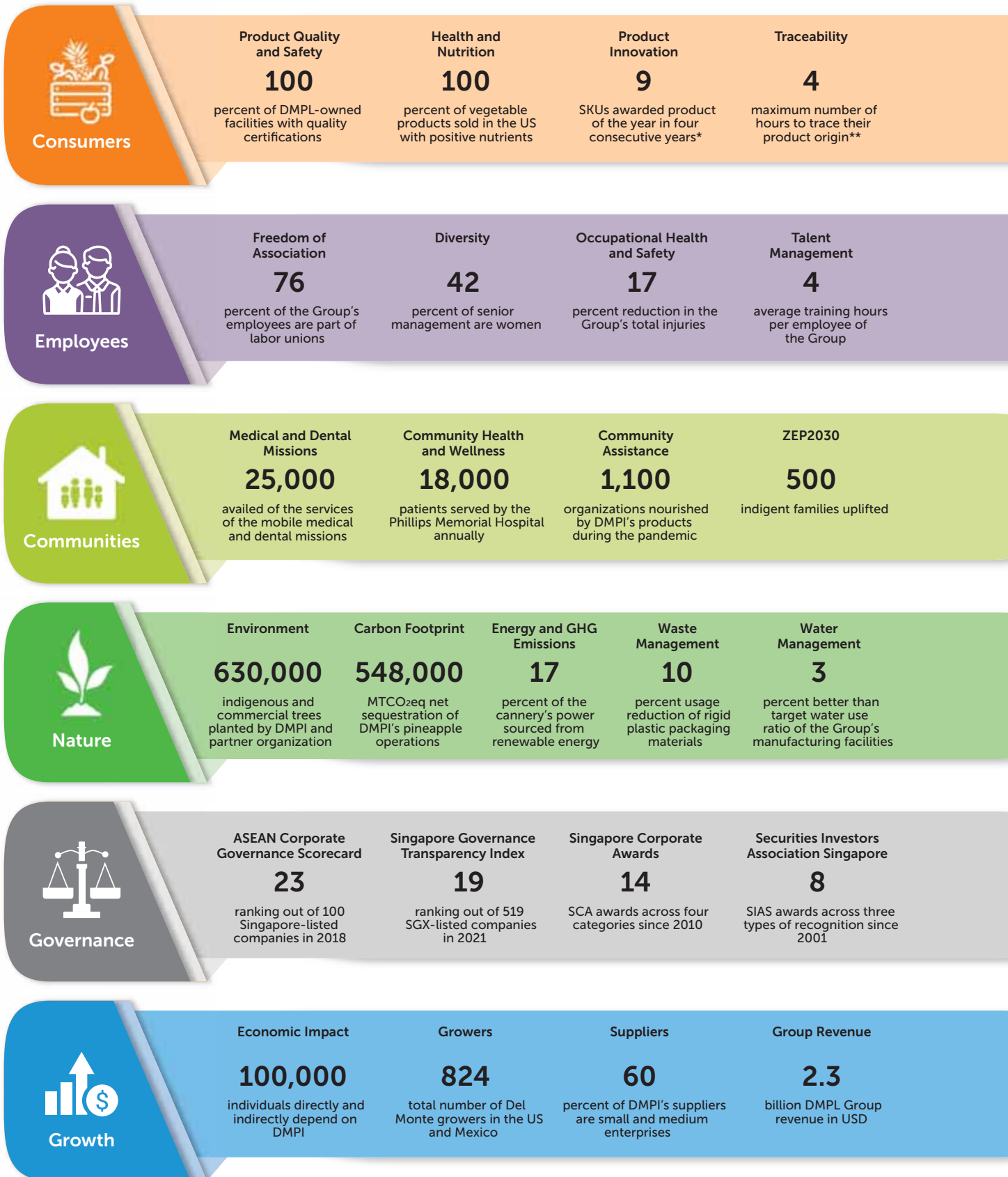
- Pineapple operations certified as carbon negative
- 630k trees planted to date



Developing communities

- 25K availed of the medical and dental service
- 500k people nourished during the pandemic

KEY HIGHLIGHTS



Footnotes:

* Winners determined by the votes of 40,000 consumers in a national survey conducted by Kantar, a global leader in consumer research

** Based on Brand Reputation Compliance Global Standards (BRCGS)

NOURISHING CONSUMERS



Our products have been part of people's meals at home for generations, offering nutrition through our plant-based, culinary food behind brands that people trust.

In this section:

- 1 Product quality and safety
- 2 Health and nutrition
- 3 Product innovation
- 4 Product packaging
- 5 Traceability



NOURISHING CONSUMERS

Del Monte Pacific Ltd. is passionate about cultivating good food that brings health and nutrition to our consumers. With one of the most well-known and well-trusted brands in the market, we are committed to maintaining this trust.

At Del Monte, sustainability is at the heart of everything we do, from growing healthy produce that enriches the land to providing nutritious products to consumers and communities. We produce food that go through comprehensive quality and safety procedures to provide premium products which meet the strictest food standards to nourish consumers.

PRODUCT QUALITY AND SAFETY



The Group ensures that consumers understand our commitment to conform to food safety standards



Peach inspection in a processing facility in the US

and regulatory requirements through our food safety management system. DMPL facilities have quality certifications which attest to the quality and safety of our products. Our toll manufacturers likewise adhere to the same commitment.

1 Del Monte Foods, Inc.'s (DMFI) products, from farm to consumer, are assessed for their nutrient profile, ingredient safety and packaging integrity.

2 DMFI designed and deployed a multi-layered quality system protocol to each of its facilities that begins with its executive leadership providing proper guidance and direction. This is further supported by our manufacturing site procedures.

3 In FY22, all of our facilities received an A or AA rating from the Global Food Safety Initiative.

Del Monte Certifications		
Del Monte Foods, Inc.		
Manford Facility Non-Good Manufacturing Practices Project Organic HALAL Certification kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventative Controls Qualified Individuals	Toppenish Facility Non-Good Manufacturing Practices Project Organic HALAL Certification kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventative Controls Qualified Individuals	Markesan Facility Non-Good Manufacturing Practices Project kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventative Controls Qualified Individuals
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Puebla Facility kosher British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Food Safety Plans Good Manufacturing Practices Food Safety Modernization Act - Preventative Controls Qualified Individuals	Lathrop Distribution Center Organic British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices	Rochelle Distribution Center Organic British Retail Consortium - Global Food Safety Initiative Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices
Del Monte Philippines, Inc.		
Bugo Cannery HALAL Certification ISO 9001:2015 ISO 17025 (Chemical Testing Lab) FSSC 22000 ver. 5 kosher Voluntary Control Systems of IFS International Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices	Juicing Plant HALAL Certification FSSC 22000 ver. 5 kosher Brand Reputation Compliance Global Standards Voluntary Control Systems of IFS International Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices	Bottling Plant HALAL Certification ISO 17025 (Chemical Testing Lab) FSSC 22000 ver. 5 Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices
Freezing Plant HALAL Certification FSSC 22000 ver. 5 Brand Reputation Compliance Global Standards Hazards Analysis and Critical Control Point Codex Alimentarius Good Manufacturing Practices	Plantation ISO 9001:2015 GLOBAL GAP CPCC WA ver. 5.2 PhICap - Plantation PhICap - Outgrowership Program	Toll Manufacturing Operations HALAL Certification ISO 9001:2015 ISO 17025 (Chemical Testing Lab)

NOURISHING CONSUMERS

- 4 Del Monte conducts extensive Risk Assessment/Hazard Analysis and incorporates actions to assure that the products and ingredients meet the highest standards prior to market launch.
- 5 The Quality Policy of Del Monte Philippines, Inc. (DMPI) is committed to Total Customer Satisfaction in providing food products that meet the highest global standards in quality, food safety, hygiene and service.
- 6 The Company has a Quality Management and Food Safety System in place that ensures the quality and safety of our products. Manufacturing programs have been established to mitigate hazards including periodic assessments facilitated by third-party certification agencies.
- 7 DMPI undergoes certification and customer audits, and findings, if any, are addressed immediately to ensure the Company's processes meet or exceed the standards. In FY22, the Company underwent 11 certification audits, 1 regulatory audit and 11 customer audits by reputable independent international auditors, business partners, and customers.
- 8 Each facility has their own Business Continuity Plans (BCPs) and Emergency Response teams and procedures to ensure they continue to operate and mitigate product, environmental and workplace risks. The BCPs are tested periodically as part of the employees' training on crisis management.



Testing the size of a pineapple

- 9 The Toll Manufacturers' Quality Management Programs ensure that toll manufacturers are aligned with the Company's safety and quality standards using a standard scorecard and key performance indicators. The respective managers oversee their operations.
- 10 Toll manufacturers are required to hold FSSC 22000, BRC, and HACCP certifications. Five out of six toll manufacturers have one of these quality certifications.
- 11 DMPI regularly audits its toll manufacturers in compliance with its GMP, HACCP, and Good

Laboratory Practices standards. All toll manufacturing facilities complied with these standards and are verified by internal and external audits.

- 12 Our Toll Pack team strives to reduce consumer complaints by involving our toll manufacturers in the resolution of issues and improvement of our processes.

HEALTH AND NUTRITION



Del Monte is a well-trusted brand committed to health and nutrition. We aspire to preserve this trust among consumers.

As the Original Plant-Based Food Company®, Del Monte spent 135+ years developing products focusing on nourishment. By building on this rich history, we believe that we can Grow Good for a healthier and hopeful tomorrow for our people and our planet. Products that deliver full servings of fruits and vegetables, while also introducing new flavors and functional ingredients, highlight the depth of the earth's goodness.



Marketing and Customer and Channel Development teams with Philip G. Macahilig, Group Head of Philippine Market Commercial Operations

We grow and produce our products using sustainable and earth-friendly practices.

- 1 In the U.S., Del Monte was the first major food producer to voluntarily adopt nutritional labeling on all food products.
- 2 We aim to provide at least half a cup of fruits or vegetables per serving for most of our products in the U.S., and meet healthy nutrient levels as recommended by the FDA. The majority of our produce are picked and packed on the same day, ensuring 97% preservative-free produce.
- 3 The vast majority of DMFI products contain positive nutrients and are considered healthy.
- 4 DMFI products meet FDA guidelines for fruit and vegetable servings, and our unique process, processing crops not far from the field, means that our products retain more nutrients than our competitors'. Majority of Del Monte Foods' products in the U.S. are low in fat. The Company also carries several specialized product lines: organic, no sugar added, low-salt, reduced-salt, and low in calories for those seeking additional health benefits or following specific diets.



S&W Sweet 16 fresh pineapples

- 5 All vegetables, fruits and tomato products of Del Monte Foods come from traditional breeding techniques and are not the result of any modern genetic engineering, or genetic modification (Non-GMO). More than 70 of our best-selling vegetable and tomato products are Non-GMO. Del Monte was the first manufacturer to work with the USDA for non-GMO verification for corn products for consumer assurance on sweet corn products. The Company continues to use strict quality assurance protocols to maintain its non-GMO status.
- 6 In the U.S., we verify non-GMO ingredients from suppliers and source replacement non-GMO



ingredients where necessary. All non-GMO products are self-certified, and DMFI complies with the USDA bio-engineering disclosure.

- 7 In Asia, we anchor our nutrition platforms on immunity, heart and bone health, and proper digestion.

DMFI NUTRITION PROFILE

	CONTAINS NEGATIVE NUTRIENTS*	CONTAINS POSITIVE NUTRIENTS**	HEALTHY***
Vegetables	2%	100%	100%
Fruit	11%	72%	39%
Produce	80%	100%	100%
Tomatoes	23%	100%	71%
Turnover	268	178	446

* High amounts of sugar, salt, preservatives, etc.
 ** One-half serving or more of fruit or vegetables.
 *** Meets FDA's definition of "healthy".

NOURISHING CONSUMERS

- 8 The Company aims to reduce sugar and sodium by 30% and 15%, respectively by FY26.
- 9 In FY22, DMPI achieved 29% average sugar reduction and 27% average sodium reduction for certain SKUs.
- 10 To support the Company's goal of Better Nutrition, R&D is evaluating a Nutrition Profiling System to determine the health level and nutrition properties of the Company's products.
- 11 Based on such evaluation, close to 80% of our Company's products provide better nutrition. DMPI targets a 10 percentage point nutrition profile improvement across the portfolio.



Export team with former Head, Ann G. Pozon

- 12 The Company's products are mostly plant-based. Pineapples are rich in vitamins and minerals that boost immunity, while tomato products contain lycopene, a nutrient full of antioxidant properties that helps prevent certain diseases.



Supermarket display of Del Monte juices in cartons

DMPI NUTRITION FACTS

- Calorie level ranges 1-8%, a good contribution in a 2,490 calories daily requirement.
- Products meet at least 90% sugar and sodium RNI requirement.
- Majority of our products across all categories are good sources of dietary fiber, ranging 5-20%.
- Thrust on "no added sugar" keeps our beverage products' sugar content within acceptable levels.
- Del Monte products are not sources of saturated or trans fats.

Del Monte products comply with Recommended Energy and Nutrient Intake (RENI) nutritional factor standards:

1. Total Energy
2. Total Fat
3. Saturated Fat
4. Trans Fat
5. Added Sugars and Sodium

- Beverages, fresh and packaged fruits are rich sources of vitamin C, ranging 30-100%.
- Pineapple-based products contain high levels of manganese: 13-70%.
- Calcium fortification in pineapple juice provides at least 80% of daily need.
- Vitamin A at 25-66% of daily need in beverages and tomato paste products.

Del Monte products address micronutrient deficiency

- Fresh Pineapple
- Bromelain and Metabolites account for the treatment of heart disease
- Phenols and Flavonoids are good sources of anti-oxidant
- Tomato sauce
- Lycopene compound reduces the risk of cancer
- Olive oil
- Mono-unsaturated fats reduce bad cholesterol level

Plant-based functional ingredients' health benefits



DEL MONTE PHILIPPINES, INC.

Health Statement

Del Monte Philippines, Inc. commits to health, wellness and nutrition. As a market leader, the company recognizes its responsibility to provide safe, nutritious and quality food and beverage products that offer an enjoyable experience, improve the well-being of consumers and enhance the quality of their lives.

We commit to the following:

- Provide transparent nutritional information about our products which include appropriate labels to promote healthier alternatives;
- Develop health and nutritional communication that empowers consumers to make informed choices of their diet;
- Continuously improve the sensory experience and nutritional value of our products;
- Develop and launch new products with relevant health benefits for our consumers;
- Follow regulatory and acceptable standards and guidelines based on the recommended nutritional standards of the Philippine Dietary Reference Intake (PDRI); and
- Manage, measure and monitor our performance based on health and nutrition standards, including a yearly nutrition profile assessment across products using Nutrient Reference Values.

DMPI strives to make life better for everyone, in line with our vision of "Nourishing Families. Enriching Lives. Every Day."



DEL MONTE PHILIPPINES, INC.

Responsible Marketing Policy

Del Monte Philippines, Inc. (DMPI) is passionate about food and beverage that bring health and nutrition to our consumers. With one of the most well-known and trusted brands in the market, we aspire to preserve this trust among consumers.

DMPI commits to responsible marketing, including truthful, accurate and transparent communication. The company understands the role of parents and guardians, and that our marketing communication is directed to them in choosing the appropriate diet and lifestyle for children. As a signatory to the "Philippine Pledge on Responsible Advertising to Children Initiative," DMPI adheres to responsible marketing communication to children.

We commit to do the following:

- Respect applicable global and local marketing laws;
- Advertise to children under 12 years of age only products that meet specific nutrition criteria based on accepted scientific evidence and/or applicable national or international dietary guidelines. For such products, direct all marketing communication to parents and guardians of children below 12 years of age;
- Adhere to the definition of 'advertising to children under 12 years' which means advertising to media audiences where 35% or more of the audience are under 12 years, and where media is defined as TV, radio, print, company and e-commerce websites, digital devices with access to social media, streaming apps, video/mobile games, as well as cinema, outdoor (including sporting or entertainment events) and product placement, among others;
- Refrain from implementing marketing activities and communications related to products in primary schools except where specifically requested by, or agreed with, the school administration for educational or informational purposes;
- Provide adequate support claims based on facts and nutritional information;
- Comply with applicable data and privacy laws, and obtain consent from a parent or legal guardian before disclosing the personal data of children, where it is authorized by law;
- Not alter images used in marketing communication, nor advertise in media known to promote violence, pornography or negative behavior, nor associate with products that discriminate against nationality, race, appearance, age, culture, religion, gender, sexual orientation, disability or minority group;
- Ensure that media agencies and relevant external service providers adhere to this policy and that the provisions are referenced in our contracts with them; and
- Conduct training to marketers on the company's Responsible Marketing Policy.

True to our vision of "Nourishing Families. Enriching Lives. Every Day.", Del Monte Philippines, Inc. strives to make life better for everyone.

PRODUCT INNOVATION



The Del Monte name has been synonymous with premium quality since its debut in 1886. For generations, our company has proudly earned this reputation with a singular dedication to quality and a series of innovations.

As a market leader that seeks to cater to consumer preferences, we understand that consumers are becoming increasingly mindful of the ingredients in their food and are often looking for positive health properties such as low-fat, low-sugar or low-sodium. This emphasis on health benefits has ongoing implications for product design and sourcing.

- 1 About 33% of DMPI's R&D spending is allocated to innovation. New products accounted for 5.3% of total sales in USA in FY2022.
- 2 Del Monte Foods developed Joyba Bubble Tea to allow consumers to enjoy bubble tea anytime and anywhere. Joyba Bubble Tea is a first-of-its-kind retail line of boba shop-inspired beverages made with real brewed tea and infused with vibrant fruit flavors and popping boba.
- 3 The new Del Monte Fruit Infusions with an antioxidant vitamin C that helps support smart snacking. Each Fruit Infusion snack cup has unique ingredients that today's consumers love like coffee extract, acerola cherry, turmeric, elderberry extract and aloe.



Del Monte Foods R&D Team

- 4 The product line was extended with "Happy Heart." Happy Heart contains delicious peaches and pears in cherry hibiscus flavored juice, infused with antioxidants and natural ingredients including acerola cherry and chia which are especially beneficial to a healthy lifestyle.

NOURISHING CONSUMERS



Del Monte Foods' Veggieful Rice



Naturally-ripened extra sweet S&W Deluxe Premium in China, Japan and South Korea

- 5 Del Monte's Veggieful line of Riced Veggies provides delicious and unexpected ways to enjoy a daily serving of vegetables. Made with wholesome, non-GMO ingredients and mixed with add-ins like diced veggies, legumes and spices, this mouthwatering dish can be enjoyed alone or as the perfect complement to another main or side dish.
- 6 Innovation and renovation in the Philippine Market has largely focused on strengthening our core categories behind relevant functional benefits. New products contributed 6.5% of total FY22 sales of DMPI.



Innovative Del Monte Beverages including calcium-fortified Pineapple Juice

- 7 Del Monte launched a new, summer season flavor for its fruit cocktail – Del Monte Fiesta with Mandarin Orange and Del Monte Fiesta with Langka (Jackfruit).

These flavors are a delicious medley of pineapple, papaya, nata de coco and cherries – featuring bright wedges of mandarin orange or festive slivers of jackfruit.

- 8 Del Monte Fit 'n Right Juice Drinks offer personalized choices fit for young adults' fitness journey and come in three concepts: "Burn" that helps reduce fat, "Control" that makes one feel full longer, and "Detox" that detoxifies the body.
- 9 We launched seasonal Del Monte Juice Drink variants with delicious and healthy flavors to drive home consumption occasions. These include Melon Cucumber and Tropical Punch, and 100% Tipco Kiwi and Lychee.

- 10 DMPI's strategic joint venture with Vietnam Dairy Products JSC (Vinamilk), the largest dairy company in Vietnam, launched new products in the Philippines in September 2021. These include ready-to-drink Del Monte-Vinamilk Fresh Milk, Del Monte-Vinamilk IQ Smart Flavored Milk, Del Monte-

Vinamilk YoGurt Drink and Del Monte-Vinamilk Tea Bliss Milk Tea. The JV presents a growth opportunity as Del Monte expands into a new category with products consumed in Filipino households daily.

- 11 Del Monte Carbonara made with real milk and real cream was relaunched with a fresh pack design and upsized in recognition of the growing love of Filipinos for sauces beyond red sauces.
- 12 Del Monte strives to offer the best quality product that gives a delectable, al dente pasta experience to more discerning consumers with the relaunch of Del Monte Pasta Italiana made only from the finest durum semolina wheat.
- 13 Following the success of S&W Sweet 16 fresh pineapple, we launched S&W Deluxe Premium, a naturally-ripened extra sweet pineapple, in November 2021 in China, Japan and South Korea with favorable market feedback. Majority are sold in China through our distributors, and this premium fresh variety is gaining traction in China's retail segment.

14 As part of S&W’s plan to provide high-quality, healthy products globally, it came up with Not From Concentrate (NFC) Pineapple Juice, made of 100% MD2 Pineapple Juice, i.e. from the premium fresh pineapple variety. S&W offers NFC Pineapple Juice to customers as an ingredient for their pineapple smoothies, ice lollies or packaged NFC juice.

15 The Group’s frozen fruit product uses Nice Fruit’s revolutionary technology. Extra sweet and golden yellow pineapples from fully ripened fruits are cut into spears then frozen without breaking the cellular structure of the fruit. This technology is superior to Individually Quick-Frozen (IQF) technology.



R&D and Quality Assurance team with Ma. Bella B. Javier, Chief Scientific Officer

PRODUCT PACKAGING



Our Group understands the need to have a sustainable packaging to protect the environment. We target to innovate our packaging towards responsible stewardship of the environment while maintaining the quality and safety of our products. This motivates us to rework our product packaging in a more environment-friendly manner.

1 As the first major U.S. food producer to voluntarily adopt nutritional labeling on all our products, we have continually proven our commitment to the health benefits of our products. The Company partners with retailers to review nutritional facts and labels and update shelf-life recommendations.



100% pineapple juice in resealable cartons

- 2** In the US, all Del Monte, Contadina tomato products and nearly 100 percent of Del Monte fruit and vegetable products have been converted to non-Bisphenol A (BPA) linings since 2016.
- 3** DMFI is committed to informing people what is in our packaging and how to recycle it. In 2019, we

joined the Sustainable Packaging Coalition to partner pre-competitively with other leading packaging suppliers and CPGs to work towards more sustainable packaging solutions that deliver delicious shelf stable food while ensuring it’s safe to eat. We have included more detailed recycling instructions on our packages using How2Recycle labeling.

NOURISHING CONSUMERS

4 Currently, all of the ~12,000 tons of corrugate we use for trays, cases and displays are certified by the Forest Stewardship Council (FSC). As we move closer to 2025, we will work with our suppliers to maintain 100% certification either through FSC or Sustainable Forestry Initiative (SFI) for corrugate and other packaging materials.

5 DMFI's products contains recycled contents:

- a Products are packed in corrugate boxes, which contains 33 percent recycled content
- b Paper-based products are 100 percent certified by Sustainable Forestry Initiative® or Forest Stewardship Council®

6 Del Monte Foods is conducting trials on two new plant-based plastic options, mono-material recyclable plastic components and downgauged plastic in both seven- and four-ounce fruit cups.

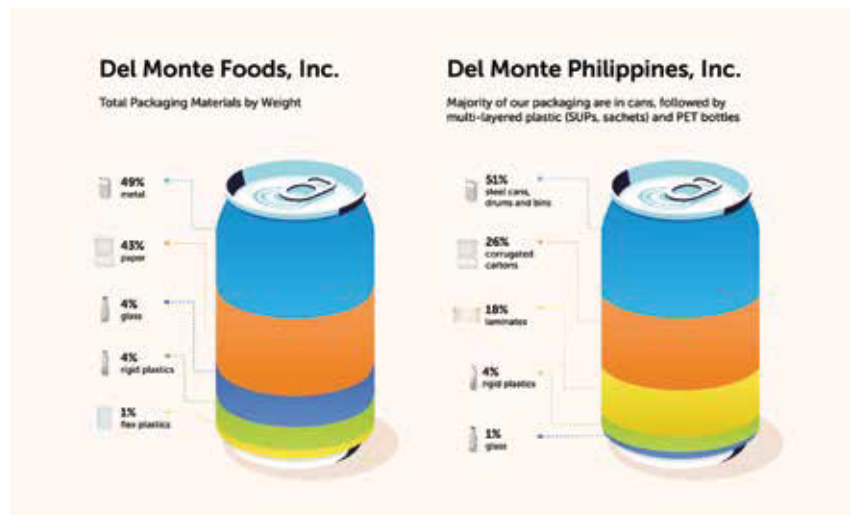
7 In the Philippines, all packaging materials in the cannery and toll packers are 100% BPA-Non Intent.

8 DMPI reduced rigid plastic bottles and caps material usage by 10% and stand-up pouches by 4.4%.

9 The Company also innovated our packaging for consumers' convenience. Our juices come in resealable one-liter cartons.



Veggie Bowls in convenient ready-to-eat packaging



S&W team with Tan Chooi Khim, General Manager



Line worker inspecting the juice drink product

Company abides by the federal food safety requirements with a product traceability program that provides product tracking from manufacturing along the chain to customers.

- 6 In the Philippines, our facilities and toll manufacturers comply with the standards of the Brand Reputation Compliance Global Standards (BRCGS) to trace products from its production date.
- 7 DMPI conducts traceability exercises and can complete its production lots identification from raw manufacturing to the packaging process.
- 8 In the Philippines, the Company conducted 18 trace exercises, all within the 4-hour time frame.
- 9 DMPI conducts training for employees in handling issues related to product recalls, complaints and safety.
- 10 Traceability assessment is conducted during certification and customer audits of our facility and our toll manufacturers.

TRACEABILITY



To ensure that our products are safe, we have a robust traceability program allowing us to protect our consumers' health during unwarranted events by identifying the origin of the product from its production to the retailer. This equips us to efficiently handle consumer inquiries. Having a reliable traceability program enables the Group to have an effective process to identify a defective product or component and to execute the recall process, if warranted.

- 1 The Group conducts periodic quality audits with our co-manufacturers to ensure compliance with our standards.
- 2 The Group's traceability program is frequently tested and results are used to drive continuous process improvements.

- 3 DMFI significantly enhanced its traceability program by using electronic tracking to allow faster and more accurate product traceability.
- 4 Del Monte maintains strict records regarding the source of the ingredients used in its products.
- 5 In the U.S., 50 mock Type 1 and Type 2 recalls were conducted across Del Monte Foods facilities, co-packers and distribution centers. The



Shopper in the US checking the Del Monte Parfait

NURTURING EMPLOYEES

We are a people-driven organization committed to health and wellness, reinforcing safety and well-being especially during the pandemic.

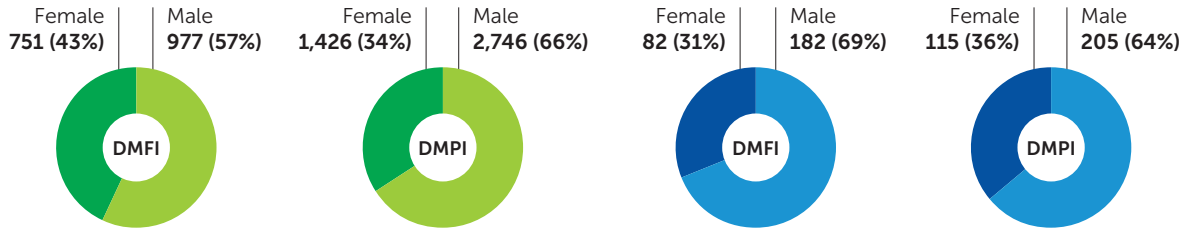
In this section:

- 1 Occupational health and safety
- 2 Human rights and labor standards
- 3 Fair wages and benefits
- 4 Employee engagement
- 5 Well-being and work-life integration
- 6 Talent management



ORGANIZATION PROFILE

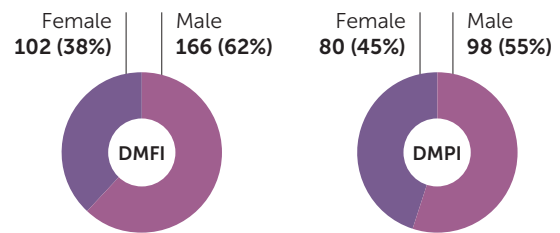
GENDER DIVERSITY



HEADCOUNT

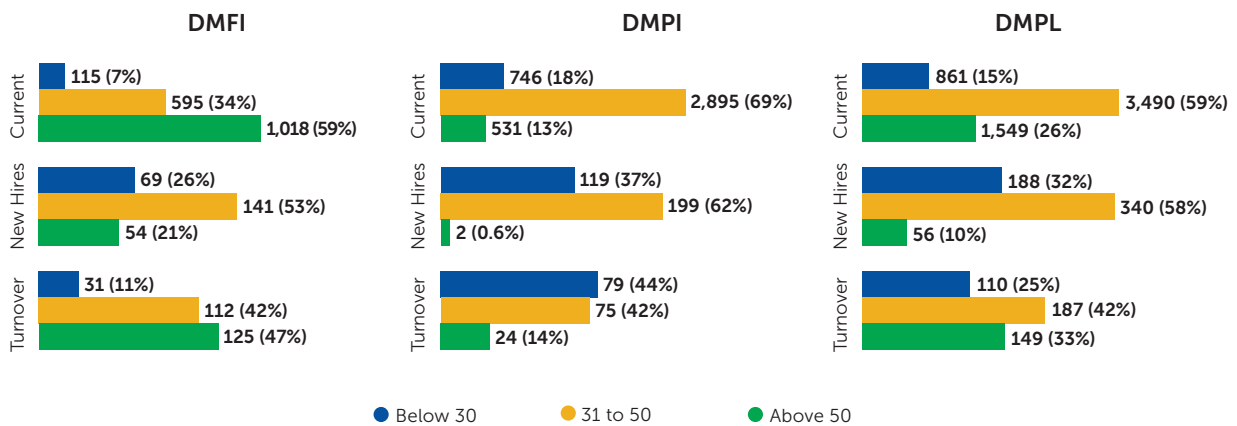
NEW HIRES

HEADCOUNT	DMFI	DMPI	TOTAL	%
Managers up	204	317	521	9%
Supervisors	245	655	900	15%
Staff / Rank & File	1,279	3,200	4,479	76%
TOTAL HEADCOUNT	1,728	4,172	5,900	100%
New Hires	264	320	584	57%
Turnover	268	178	446	43%



TURNOVER

AGE DIVERSITY



TRAINING & DEVELOPMENT

	DMFI	DMPI	DMPL
Average Training Hours per Employee	8	3	4
Average Training Hours by Gender			
Male	9	3	5
Female	6	3	4

OCCUPATIONAL HEALTH & SAFETY



17% reduction
in the Group's total injuries

NURTURING EMPLOYEES



DMPI Leadership Team led by Luis F. Alejandro, President and Chief Operating Officer

Del Monte Pacific Limited (DMPL) is an organization committed to health and wellness, reinforcing employee safety and well-being especially during the pandemic. About 5,900 full-time regular employees and 3,100 seasonal employees of the Group work at our plantation, manufacturing facilities, administrative and marketing offices across locations. Close to 4,200 are based in Asia, mostly in the Philippines, while about 1,700 work full time in the United States and Mexico plus 3,100 seasonal employees that work during the packing season.

DMPI was inducted by the People Management Association of the Philippines (PMAP) in the PMAP Hall of Fame for being named "Employer of the Year" three times, the maximum number. The Company has nurtured generations of employees, some from the same family, a testimony of its care for its people.

OCCUPATIONAL HEALTH AND SAFETY



The Group values the safety of every person who works in its facilities and offices. Work committees identify and mitigate potential safety risks through safety programs, process improvements and other action plans.

Trained safety officers ensure workers follow the Group's safety management standards, identify risks, unsafe acts and conditions,



Workers provided with personal protective equipment in the US

provide guidance on improving the overall occupational health and safety performance and work condition. These standards cover all our operations in the field, offices and manufacturing facilities in the US and the Philippines.

- 1 DMPL's U.S. and Philippine facilities have emergency response teams that plan for crises. They conduct regular Emergency Preparedness Drills to prepare employees against emergencies and natural disasters.
- 2 Del Monte Foods, Inc. (DMFI) Total Incidence Rate (TIR) is lower by 13% compared to prior year. This is also below the last updated Bureau of Labor Statistics (2015) TIR of 5.2 for the fruit and vegetable canning industry.
- 3 DMPI Manufacturing TIR is also below that of the Philippine Statistics Authority (2015) TIR data of 4.25 for the manufacturing sector, and complies with Article 168 of the

Philippine Labor Code, further strengthened by Republic Act No. 11058 to ensure a safe and healthy work environment for employees.

- 4 DMPI implemented an "Employee Vaccination Program" against COVID-19 for employees, their qualified dependents and service providers. Close to 99% of employees and 91% of service provider workers have been fully vaccinated.
- 5 DMPI also partnered with a medical facility for COVID-19 teleconferencing consultation and other health issues including mental health. The company reminds employees to practice COVID-19 protocols such as frequent sanitizing, wearing face masks and observing social distancing.
- 6 Managers and supervisors ensure compliance with relevant workplace safety



Corporate Human Resources Team with Ruiz G. Salazar, Chief Human Resource Officer

laws and regulations. This includes the mandatory eight-hour training on occupational safety and health as prescribed by law. The safety training includes risk identification and mitigation, identifying unsafe acts, and work-related hazards, hazardous conditions, activities and situations.

- 7 In the Philippines, the Company's Phillips Memorial Hospital attends to the health care needs of employees and their qualified dependents and those of third party workers. Close to 18,000 patients are treated annually in this facility.
- 8 As mandated by law, we provided medical staff in the manufacturing facilities and offices of the company to attend to medical emergencies.
- 9 DMPI regularly audits its toll manufacturers for compliance with all laws and regulations governing the workplace, including Occupational Safety and Health Regulations, Wages and Benefits, and Human Rights practices.



Phillips Memorial Hospital nurse providing medical treatment to patient

NURTURING EMPLOYEES

HUMAN RIGHTS AND LABOR STANDARDS



The Group maintains a Code of Conduct for employees and suppliers. Both Del Monte Foods, Inc. and Del Monte Philippines, Inc. are members of the Supplier Ethical Data Exchange.



Pack house line workers in the Philippines

- 1 Del Monte's Human Rights policy is in line with the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the International Labor Organization Core Convention on Fundamental Principles and Rights at Work. Refer to the following link for more details. <https://www.delmontepacific.com/corporate-governance/ch-manual-1>
- 2 The Group respects the right of employees to Freedom of Association, and has collective bargaining agreements with labor unions, which stipulate wage increases and enhancements in benefits. 76% of DMPL employees in the U.S. and Philippines are part of labor unions and covered by collective bargaining agreements.
- 3 DMPI established an Employee Council in Cabuyao Bottling Plant for labor management concerns and a healthy work environment.

- 4 Labor Management Councils (LMCs) prepare the groundwork for negotiations between union and Management. DMPI has not experienced a labor strike in the past 50 years, a testimony of the Company's good relations with its workforce.
- 5 Highly engaged LMCs in the cannery and plantation sustain a safe work environment, employee development, positive workplace, work life balance and conflict management programs.
- 6 All labor must be voluntary. The Group prohibits the practice of child labor (under 18 years of age), forced labor and other forms of exploitation of workers as stated in the DMPL Code of Business Ethics and the Philippine Labor Code.
- 7 As stated in the Group's Supplier Code of Conduct, suppliers are forbidden from using forced, bonded, prison, or indentured labor of any kind. The use of

- child labor as defined by local laws is strictly prohibited. Suppliers must comply with all applicable local labor laws, including those related to hiring, wages, hours worked, overtime and working conditions. Suppliers must implement hiring practices that accurately verify workers' legal right to work in the country and age prior to employment.
- 8 The Group's Code of Business Ethics denounces discrimination on any grounds. The Group has a Standard Against Discrimination which commits to promote a culture of equality in the workplace. DMPL and its subsidiaries give equal opportunity to all applicants, treat them fairly and with respect, and free from unlawful discrimination related to age, color, disability, gender, health status, marital status, pregnancy, nationality, ethnic origin, migrant worker status, political opinion, race, religion, and union affiliation.

9 In FY22, the number of women in senior management roles increased to 42%. One of seven members of the Board of Directors is a woman.

10 DMFI established a Diversity Leadership Council, the Diversity, Inclusion and Belonging (DI&B) employee group to influence and provide thought leadership in building a more diverse and inclusive company, where every person is respected, valued, and can work at their best.

11 Six Employee Resource Groups (ERGs) were established to support minority workers. These include affinity groups for women employees, LGBTQ+ employees, Black employees, Asian American and Pacific Islander employees, and Hispanic employees.

12 DMFI received a score of 100 on the Human Rights Campaign Foundation’s 2022 Corporate Equality Index (CEI). The CEI is the nation’s foremost benchmarking survey for measuring corporate policies and practices related to LGBTQ+ workplace equality. Del Monte’s efforts in satisfying all the CEI’s criteria earned DMFI a top score and designation as one of the “Best Places to Work for LGBTQ+ Equality.”



13 The Company partners with local third-party service providers who go through Department of Labor and Employment’s (DOLE) accreditation and audit procedures to ensure that they provide the mandatory regional minimum wage and mandated government contributions. Some independent and unannounced audits are used to address compliance issues.



Del Monte employees in the US

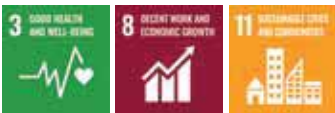
FREEDOM OF ASSOCIATION	DIVERSITY AND INCLUSION
<p>In the spirit of our CHOICE Values on Championing Together, the Company respects the rights of workers to freedom of association.</p> <p>Employees have the right to freely join or not a legal trade union recognized by the country or any association that represents the collective interest of employees. This includes representation in dialogues, collective bargaining agreements, occupational safety and health, labor management relations and other areas of interest and concern of employees in accordance with the labor laws of the country.</p> <p>The Company established Labor Management Councils (LMCs) in its facilities. The objectives of these LMCs are to sustain a safe and secure work environment, promote a diverse workforce, provide employee development, address conflict management, create a positive work environment, ensure a conducive work life balance, improve productivity, and engage in corporate social responsibility initiatives.</p>	<p>The Company supports a diverse workforce. Our Human Resources Team ensures individuals are given fair treatment in recruitment, wages and benefits and promotions.</p> <p>Our “Standard Against Discrimination” promotes a culture of equality in the workplace. Job openings are posted internally to allow current employees to apply for the job opening. We do not discriminate applicants based on gender, religion, location, organization or school.</p> <p>Our learning management system, ONE DMU, provides various training and awareness courses for employees which includes leadership, mentoring, personal development, people management, finance, strategic planning, marketing, manufacturing, environmental awareness and training, among others. These are available for employees and allow them to learn at their own pace.</p>

NURTURING EMPLOYEES



Bugo cannery workers in Cagayan de Oro, Mindanao

FAIR WAGES AND BENEFITS



We commit to providing employees fair wages and benefits. Del Monte complements government-mandated privileges for all full-time employees and qualified dependents with a broad range of benefits such as a comprehensive retirement package, vacation and sick leaves, and insurance benefits.

- 1 DMFI designs employee benefits that allow employees to select a package of coverage that meets their and their dependents' unique needs.
- 2 Recognizing the importance of supporting the well-being of new parents and families, DMFI offers Paid Parental Leave Benefits to eligible employees for bonding purposes under the Company's Family Medical and Leave Act (or state law equivalent) policy. Moreover, the company offers six weeks of Paid Parental Leave following the birth, adoption, or foster placement of a child.
- 3 The Company offers additional benefits that help employees improve their quality of life,

including an adoption assistance program, community service day allocation (one volunteer day time-off per year), product donations, and floating holidays (at designated locations).

- 4 In the Philippines, the Company pays workers above minimum wage and average industry rates and informs them about employment terms and conditions prior to their appointment.
- 5 Memorandums of agreement with labor unions in the Philippines annually stipulate wage increases and enhancements in benefits for farm and factory workers.
- 6 DMPI provides benefits better than the minimum prescribed by the DOLE. This includes life insurance coverage, health care

benefits, leave benefits, and retirement plan.

- 7 Our farm and production facilities employ people from surrounding communities, who undergo annual physical examination.
- 8 Plantation employees live with their families in about 1,400 Company-owned houses and 12 dormitories for unmarried employees.
- 9 Children of cannery and plantation employees enjoy free year-round weekend tutorials in sports such as basketball, tennis, swimming, martial arts, and creative skills like photography and theater arts.
- 10 Employee-organized cooperatives provide our workers with services that enhance economic benefits for their families such as annual dividends.

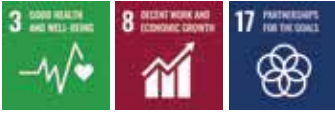


DMPI provides shuttle bus to plantation field workers



Supply Chain Team with Amante A. Aguilar, Group Head, Supply Chain

EMPLOYEE ENGAGEMENT



We strive to build a culture of engagement across the organization.

1 Our U.S. facilities and corporate employees are actively involved in contributing time and money to organizations focused on farm advocacy, feeding programs, environmental stewardship, disaster relief, education and youth activities.



California coastal clean-up participated by DMFI employees

2 DMPI cascaded its Del Monte CHOICE Values to employees across all levels, locations and divisions. These guide their interaction with colleagues, customers, and other stakeholders.

3 In the Philippines, Del Monte launched its Employee Recognition Program through "SNAPasalamat", CHOICE Ambassadors and CHOICE Champions Awards.

4 The Company's enhanced online HR Information System, SAP SuccessFactors, enables fast and accurate employment transactions.

5 Outside of the pandemic, the Human Resources Department conducts employee engagement activities such as social gatherings, Teambuilding, Fun Day, Sports Fest, and Christmas parties.

6 Other employee engagement initiatives include the cooperative stores in the plantation where employees can purchase company products at a discount.

WELL-BEING AND WORK-LIFE INTEGRATION



The Group promotes work-life integration to ensure the employees' well-being, mental health, and productivity.

1 DMFI creates a welcoming workplace to maintain a healthy work-life balance.

2 DMPI's "Thank God it's Monday" webinar allows employees to start the week fresh, positive and energized. The program is aligned with one of the Company's CHOICE values, Healthy Families. The webinar covers various subjects such as leadership, change

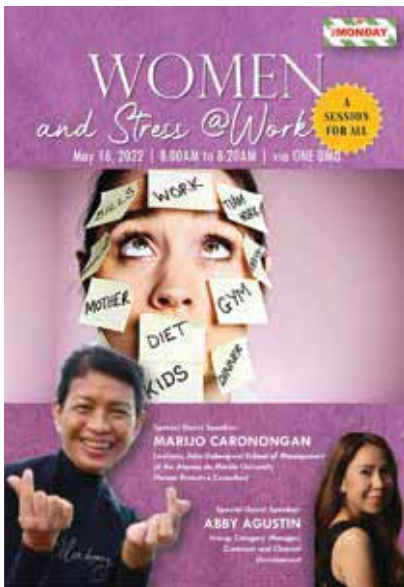


Face mask and juice donations to health workers with Francisco T. Molas, Group Head, Mindanao Operations

NURTURING EMPLOYEES

management, team dynamics, skills development, stress management and parenting, among others. The Company invites speakers to discuss their experience and employees provide additional insights and reactions on the topic.

- 3 Del Monte in the Philippines continue its "Lunch and Learn" program for employees. Employee health and wellness, benefits and new company policies are some topics discussed during this session.
- 4 The Company supports employees' well-being and lifestyle by sponsoring health and wellness programs. DMPI sets up various sports and exercise activities such as Zumba, yoga and running. We also provide summer programs for employees' dependents.



DMPL Singapore Employees' hiking activity

- 5 The Company conducts a series of Pre-Retirement Seminars to help near-retiring employees effectively plan and manage the key stages of the transition process and make better-informed decisions for a secure and rewarding retirement.
- 6 The Company operates the Phillips Memorial Hospital close to its plantation in Bukidnon.

TALENT MANAGEMENT



We nurture our employees through training by building on their individual capabilities through our core value – Championing Together. DMPI developed a competency



DMPI Leadership led by Luis F. Alejandro, President and COO, in the GR8 (Great) Leadership Competency Training

framework for guiding key leaders' teams towards achieving the Company's strategic roadmap.

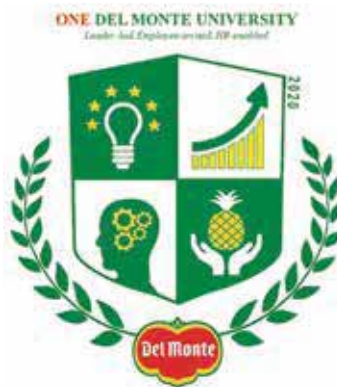
- 1 In the U.S., Del Monte Foods launched a new learning platform, Grow U to develop the employees' careers with a variety of learning opportunities. Included in the platform are company compliance training. Moreover, employees can access over 10,000 courses in LinkedIn Learning through the Grow U host, Bridge.



- 2 Some types of DMFI trainings are:
 - a Internal learning opportunities, wherein managers work closely with employees
 - b External programs and professional certifications, supported via seminars, conferences or other specialized workshops
 - c External university courses through the Del Monte Employee Education Assistance Program to help employees enhance their careers

- 3 DMFI ensures that our environmental policy and procedures are communicated to all employees through training programs or other appropriate means.

- 4 In the Philippines, DMPI introduced a self-paced learning management system, ONE DMU, available for employees.



- 5 ONE DMU provides various training and awareness courses for employees, which include soil management, manufacturing, environmental awareness and training, among others. These are available for employees and allows them to learn at their own pace.
- 6 DMPI's GR8 (Great) Del Monte Leadership Competency Model guides leaders to coach and collaboratively lead

teams towards achieving the Company's operational and business goals.

- 7 Each Competency Framework establishes broad-range people programs on recruitment, learning, career development, succession planning, and performance management.
- 8 Fully supported by an OPCOM Corporate Faculty, our in-house Basic Management Program enables managers to adapt to dynamic business situations and changes to people, process, culture and mindset.
- 9 The Company's Moving Up to Supervision Series complement formal technical training, coaching and intensive on-the-job experience provided via structured Cannery Operations and Plantation Operations Supervisory Training Programs.



Mindanao-based participants attended DMPI's Basic Management Program in Bukidnon



Demand Planning Team with Cheryl Anne V. Valino, Senior Manager

DEVELOPING COMMUNITIES

Our business operates in communities that depend on us as much as we rely on them. We sustain their health and wellness, livelihood and development

In this section:

- 1 Community health and wellness
- 2 Livelihood programs
- 3 Education, scholarships and youth development
- 4 Community assistance



DEVELOPING COMMUNITIES



Del Monte Foundation Board led by Joselito D. Campos, Jr., Chairman, Edgardo M. Cruz, Jr., Director, and Luis F. Alejandro, Director

COMMUNITY HEALTH AND WELLNESS



Community health and wellness is one of the Foundation's thrusts in line with its mission to improve the lives of individuals in communities.

The Del Monte Pacific Group improves the quality of life of communities where we operate.

Del Monte Foods' Corporate Giving Program supports local and national organizations that make a difference.

Del Monte Foundation, Inc. in the Philippines spearheads our corporate social responsibility in local communities by promoting social progress through the delivery of health and basic community services, livelihood programs, rural education, youth development, and environmental conservation.

The Foundation enables the Company to support over 100 communities in the provinces of Bukidnon and Misamis Oriental in Mindanao, southern Philippines. In FY22, the Foundation continued to mobilize resources and increase partnerships with other stakeholders.

- 1 In FY22, over 25,000 availed of the Mobile Clinic services in 62 remote local communities amidst the COVID-19 pandemic.
- 2 The Foundation's medical team lent support to the Department of Health to expedite COVID vaccination in the municipalities of Manolo Fortich and Libona.



Del Monte Foundation's mobile clinic serving communities in far flung areas

OUR COLLABORATIVE EFFORTS



25,000

availed of the Mobile Clinic services



970

organizations received nutrition from the Foundation



500

families received level 2 water system installations



275

scholarships granted to youths in various schools for SY2021-22



78

graduates from TESDA-certified* training courses



75

indigent families uplifted by the Foundation's livelihood projects

* Technical Education and Skills Development Authority

DEVELOPING COMMUNITIES

- 3 The Foundation provided health care assistance through donation of medical apparatus such as sphygmomanometers, oximeters, weighing scales, digital thermometers and handwashing facilities to 20 community health centers.
- 4 Del Monte Foundation leads the ZEP2030 (Zero Extreme Poverty) Convergence as the movement's provincial convener in Bukidnon, which is among the poorest provinces in the country. Household surveys were conducted by volunteers to identify the poorest in each community. Family community visioning and community development planning workshops were completed in Kalilangan. The Foundation implemented interventions to address some of the primary community needs like water and toilet facilities.
- 5 Del Monte Foundation collaborated with Dole Kasilak Foundation, Xavier Science Foundation, Peace and Equity Foundation and other NGOs to implement ZEP2030 expansion in the province to accelerate poverty alleviation. Under the convergence, the participating organizations adopted municipalities to focus on. The Foundation coordinates coaching and guidance to volunteers of these NGOs.
- 6 Over 500 families benefitted from Level 2 water system installations in three communities in Bukidnon. Strategically-placed communal water faucets were made accessible to community residents. The projects were made possible through partnerships with the Local Government Units (LGU), the office of the former provincial Representative, the Department of Public Works and Highways and Mercury Drug Foundation through the Philippine Business for Social Progress.
- 7 Through partnership with LGUs and primary stakeholders, 320 toilets for identified extremely poor families were built by the Foundation in three communities in Bukidnon in line with the zero open-pit defecation. The project reduced waste-borne illnesses in these communities. Del Monte Foundation provided the basic materials while the LGU donated sand and gravel and extended technical expertise. The beneficiaries constructed and supplied other materials needed to complete the toilets. The Rotary Club also participated by donating materials to one of the sites.
- 8 The Foundation provided 2 handwashing facilities to community health centers in Bukidnon to help implement their COVID health safety protocols through the Del Monte Foundation.



Water system installed in a community in Sumilao, Bukidnon



Handwashing facility in a community health center

THE PHILLIPS MEMORIAL HOSPITAL



The Phillips Memorial Hospital

The Phillips Memorial Hospital (PMH) was established in the 1940s at Camp Phillips, Bukidnon. It is owned by the Del Monte Foundation.

PMH is classified by the Department of Health as a secondary hospital with 75-bed capacity where qualified employees and dependents are provided with medical attention and treatment. Over the years, PMH has undergone several renovations to continuously enhance and deliver the best healthcare services for its patients.

A total of 128 competent and experienced medical and non-medical staff in various fields serve the patients of PMH. Close to 18,000 patients are treated annually. Aside from employees and dependents, PMH also accepts non-qualified

dependents of employees like parents and children, former retirees of Del Monte and residents from nearby communities.

PMH's medical services include out-patient consultation, 24-hour emergency room, in-patient services, 24-hour laboratory, radiology (x-ray and ultrasound), pharmacy, physical therapy rehabilitation center, intensive care unit, minor and major operating room, newborn intensive care unit, labor and delivery room, hemo dialysis unit, diabetes care clinic,

pediatrics, ob-gyne, surgery, ambulance conduction and dental clinic. COVID rooms were built as one of the Foundation's responses to the pandemic.

PMH also conducts mobile and dental clinic services to offer health care access in far flung areas.

Phillips Memorial Hospital will relentlessly pursue its aim to provide compassionate patient care for many years to come.



One of the wards inside the PMH



A patient attended to by one of PMH's medical staff

DEVELOPING COMMUNITIES

LIVELIHOOD PROGRAMS



The Foundation conducted community-based skills training for employment or self-employment to provide technical education access to out-of-school youths and unemployed family heads.

- 1 The Foundation partnered with the Department of Labor and Employment (DOLE) and Technical Education and Skills Development Authority (TESDA) to facilitate employment program activities such as job fairs and career coaching, giving training graduates greater employment opportunities.
- 2 The Foundation’s Community Education Center is accredited by TESDA.
- 3 The Foundation conducted technical skills training courses.
 - a Graduates took the national certification exams given by TESDA and were assisted by the government’s employment office for job placement.
 - b Others opted to be self-employed and were given start-up assistance by the DSWD LGU.



Cake Baking Class

- 4 Before TESDA disallowed community-based technical skills trainings last year due to the pandemic, the Foundation was able to train 78 out-of-school youths in welding, electrical installation, maintenance and driving in three municipalities in Misamis Oriental.



Welding skills training

- 5 Graduates were endorsed to TESDA for national certification assessment and the LGUs helped them gain employment. 60 certified welders were produced at the Foundation Center, a TESDA-accredited training facility, all of them under TESDA scholarships.

- 6 The Foundation organized and trained a group of homemakers in Kagumahan, Kinoguitan in soft broom-making made from native grass “giyong” that abound in their barangay. Their organization is able to sell their products in plantation cooperatives as well as direct buyers in their locality and augments the homemakers’ income to help support their families.

- 7 On its second year, the “Utan sa Kabalayan” (Vegetables Garden in Homes) project helps ensure continuous food supply and proper nutrition among vulnerable families. 540 families benefitted from the seeds, resources and gardening techniques of the Foundation and the Department of Agriculture (DA) and LGU.



The Foundation’s vegetable garden in homes project

- 8 The Foundation’s hog-raising and dispersal project, “Pugad Baboy” (Backyard Swine Raising), provided livelihood and helped augment the income of 75 extremely poor families. The pigs awarded to these families were offspring of the 12 native pigs originally awarded by the DA to the Foundation last year for the establishment of a multiplier farm.
- 9 De La Salle University Science Foundation partnered with Del Monte Foundation to provide feeds to help the beneficiary families raise the pigs until they reproduce. A family sells the offspring of their grown pig as additional income, gives back a piglet to the Foundation and retains the parent for another reproduction cycle. The Foundation gives the funds collected to another deserving family.

healthy eaters. DMFI reached out to more than 5 million children through an autumn online education campaign focused on healthy eating and growing vegetables.

- 2 This program taught young people about growing good food, and aligns with the company’s Growers of Good™ initiative, geared towards nurturing the Earth’s goodness today to grow a healthier tomorrow.
 - a Over 95,000+ children reached with nutrition education
 - b Implemented the “Choose Good Do Good” event to support STEM learning programs in the garden and in the classroom
 - c Launched “Grab-and-Grow” kits at the Variety Boys and Girls Club and Los Angeles County Public Libraries which contain all the supplies needed to do three hands-on STEM and nutrition activities

- 3 The Foundation supported 275 scholars of which 25 graduated in school year 2022. 11 of the 25 scholars received Latin honors including the first batch of mid-college Agriculture scholars recruited in 2021.
- 4 The Foundation conducted screening of incoming college scholars. The Scholarship Committee interviewed 20 finalists last June with at least 15 candidates for acceptance.
- 5 The Foundation team continued its home visits to scholars in the past year to monitor their progress and provide needed support for the scholars’ modular or online studies.
- 6 The Day Care Center in the community of Sinuda, Kitaotao was completed and turned-over last April to cater to the numerous children of the Matigsalug Manobo tribe in the area. The facility is fully-furnished with tables, chairs and learning materials, ready for opening in the incoming school year.

EDUCATION, SCHOLARSHIP AND YOUTH DEVELOPMENT



Del Monte is committed to education and youth development. Through Del Monte Foundation grants, qualified children benefited from quality education from elementary school to university through our academic, grants-in-aid, and sports scholarships.

- 1 Del Monte Foods, Inc. (DMFI) partnered with GrowingGreat™ to bring hands-on science and nutrition education to elementary and middle school children, empowering a generation of



DMFI’s Growing Great education program for schoolchildren



Day care center constructed for an IP tribe in Bukidnon



Foundation scholars with DMPL CEO Joselito D. Campos, Jr. and Olivia M. Campos

DEVELOPING COMMUNITIES

DONATIONS



Face mask and juice donation by the Foundation

- 1 More than ever, people relied on Del Monte donations to stock food banks and programs. DMFI donated about 1,373,000 kilos of food worth over US\$1.5 million to various food banks such as Feeding America, Conscious Alliance, Convoy of Hope, and Brackens Kitchen. Nearly US\$500,000 was raised from corporate and plant facilities monetary donations.
- 2 Racial justice continued to be a central focus for DMFI which donated US\$50,000 to the National Black Farmers Association.
- 3 DMFI launched an employee donation matching program, where team member donations to any non-profit beneficiary were matched by the company. The total amount raised by the Company and employees was

US\$14,440 which was donated to non-profits selected by the team members.

- 4 When major tornados affected the Midwest region of the United States, DMFI immediately donated about nine truckloads of product, about 145,000 kilograms of food valued at US\$180,000 to Convoy of Hope.
- 5 DMPI donated about US\$440,000 to the Del Monte Foundation to fund their community medical and dental missions, livelihood and scholarship programs.



- 6 Del Monte Philippines continued to support Rise Against Hunger foodbank for its feeding program. The company provided about 1,300 cases of beverages nourishing about 6,200 individuals in various cities in Metro Manila.
- 7 Through the Foundation, DMPI donated food products to over 1,000 non-governmental organizations, including about 80 medical facilities, and local government units to provide nutrition to over 500,000 people in indigent communities and medical facilities during the COVID-19 pandemic.



Product donations to a community pantry



Del Monte Foundation team with Bella G. Quimpo, Executive Director

PRESERVING NATURE

Our business depends on responsible stewardship of nature, the source of our produce that will sustain our future

In this section:

- 1 Soil management
- 2 Water management
- 3 Fertilizer and pesticide use
- 4 Waste management
- 5 Climate change and energy efficiency
- 6 Environment



PRESERVING NATURE



Corn harvest in the US

As a food company, our produce relies on responsible stewardship of nature to sustain our future. We continuously improve our agricultural practices and oversight of growers, and communicate our Environmental Policy to our stakeholders.

As climate change shifts environmental patterns, the Group makes our business more resilient through investment in sustainable agriculture and biodiversity protection which DMPL is committed to.

Del Monte Foods, Inc.'s (DMFI) Research and Development team has been developing new seed varieties that improve yields, reduce water usage and reliance on fertilizer and pesticides.

One important aspect of our sustainable agriculture approach is our seed breeding program. Ninety percent of our green beans and 30 percent of our corn come from seeds developed by Del Monte Foods.

We test thousands of new seed breeding lines every year on pilot plots for product quality, yield, and pest, drought and disease resistance. The strongest lines are tested three more times in progressively larger plots to further evaluate them for nutrient content, disease resistance,

machine harvestability and more. Once approved, these varieties are added to our Del Monte Foods Approved Variety List and can be used by any of our growers.

Efficient and ecological land use management is foundational to Del Monte Philippines, Inc.'s (DMPI) sustainable agricultural practices which started nearly a century ago in 1926. Our farming pioneers did not clear forests to establish pineapple fields. Additional land later acquired was cultivated with other crops.

Our land-use practices have been focused on improving plantation yield through ecologically friendly land preparation, use of sustainable planting materials, plant nutrient

application, efficient water sourcing, drainage and plant disease management.

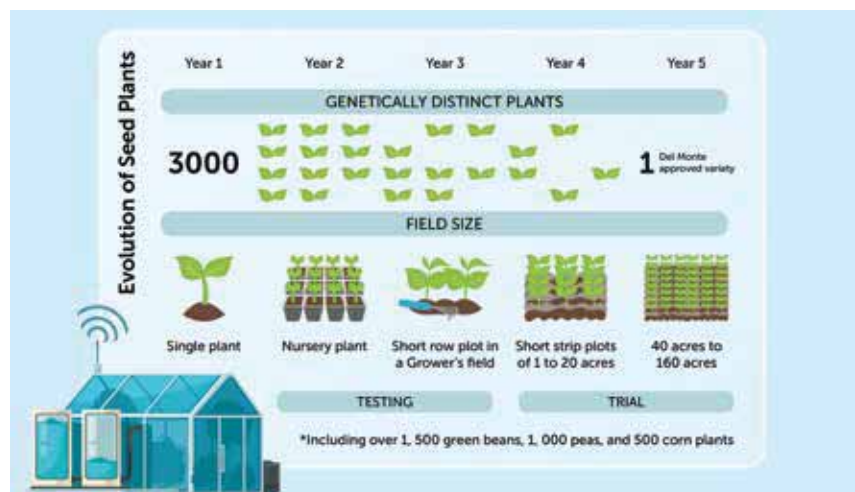
DMPI complies with environmental regulations and requirements of the Department of Environment and Natural Resources (DENR), Clean Air Act, Clean Water Act, and Solid and Hazardous Waste Management.

Certification audits are conducted on a periodic basis to ensure the Company complies with the certification standards including environmental audits. GLOBALG.A.P. and PhilGAP certification includes Environment Management System (Site Management, Soil Management, Fertilizer Application Management, Water Management, Integrated Pest Management and Plant Protection Products Management), Food Safety, Quality Management System, and Workers Occupational Health and Safety.

DMPI's Internal Audit covers environmental compliance as part of its annual audit plan.

DMPI's close-to-a-century of growing and manufacturing attests to how it has sustained its operations.

PLANT BREEDING PROGRAM



DMPI FOUR KEY PROJECTS




DEL MONTE PHILIPPINES, INC.
Environmental Policy

Del Monte Philippines, Inc. is committed to conduct business in a manner which protects the environment and all stakeholders through sustainable practices. As one of the leaders in the food and beverage industry, we take an active role to conserve our natural resources, including land, water and air, and preserve the flora and fauna in our environment.

We commit to do the following:

- Implement best-in-class environmental management system, leveraging technology-driven processes;
- Ensure the health and safety of our environment, workforce, communities, business partners and consumers;
- Comply with environmental laws and regulations;
- Increase environmental awareness through training and communication;
- Implement land and water conservation practices;
- Use energy more efficiently, utilize renewable energy and reduce emissions;
- Improve product packaging and design to reduce, reuse and recycle waste;
- Work with stakeholders to address issues, promote responsible stewardship of nature and preserve the environment; and
- Conduct assessments and report regularly on our environmental performance and impact.

In line with our vision, "Nourishing Families. Enriching Lives. Every Day.", Del Monte Philippines, Inc. is committed to nurture the environment for future generations. Sustainability is one of our strategic pillars while commitment to the environment is one of our corporate values.

DMPI Certification – Plantation

GlobalGAP CPCC IFA ver. 5.2
 PhilGAP – Plantation
 PhilGAP – Outgrowership Program

Packing House
 ISO 9001 2015

GlobalGAP Award

Received the Good Agricultural Practices Award (2018) for demonstrating high standards and excellent implementation of GlobalGAP principles on our farms




Pineapple plantation in Bukidnon, Philippines

PRESERVING NATURE

SOIL MANAGEMENT



As efficient management of soil directly impacts our long-term productivity, we focused on regenerating topsoil and improving biodiversity on and below the ground.

- 1 DMFI proactively works closely with growers on sustainability initiatives.
- 2 DMFI encourages farmers to work with qualified agronomists to innovate farm practices and technologies to boost crop yields, control pests and weeds, and protect the environment.
- 3 Understanding and analyzing the agronomics of a new variety is important for environmental adaptation.
- 4 DMFI growers regenerate topsoil by rotating crops, using cover crops and applying organic compost. Growing cover crops in the off-season reduces soil erosion and retains soil nutrients.



Tomato transplanting in the U.S.

- 5 More than 50 percent of our growers use cover crops.
- 6 DMFI breeds non-GMO (genetically modified organism) seeds that mature faster, generate a higher yield and resist drought. Ninety percent of our vegetable ingredients come from Del Monte Foods-bred or approved seeds.
- 7 In the Philippines, DMPI is working on a soil conservation project to maintain land productivity, mitigate topsoil loss, prevent soil erosion and reduce loss of soil nutrients.
- 8 The Company conducted a thorough review of its Soil Conservation manual and revision was made on canal geometries and water velocities.
- 9 The Company plants cover crops as ground covers along main road shoulders before the boundary canal and maintains the grass levels on side slopes of permanent waterways to prevent erosion after heavy rains.
- 10 The Crop Growing Units uses the drone images to dredge ditches, install auxiliary canals and silting basins for each field, and plants along river easement near pineapple fields to prevent soil erosion.
- 11 DMPI's Drone Program displays the land topography and monitors the pineapple field in Bukidnon and Misamis Oriental. Drone sensors produce a complete image of a field when planting is completed. Seeds take root and show growth within 2-3 months after planting.
- 12 The Company has a soil map used by our Agricultural Research Laboratory to regularly analyze soil nutrients except nitrogen and organic matter.



New pineapple field ready for planting

13 DMPI uses a soil and water assessment tool program to monitor the health status of our resources.

14 DMPI uses Meteoblue high-resolution weather data to measure the five-day and fourteen-day rainfall on location-specific and hourly and daily resolution forecast in each field.

15 The Geomatics team demonstrates near-infrared spectroscopy to detect changes in internal maturity and translucency in fresh fruits using a non-destructive inspection.

The team implemented a new workflow for detecting field depression for quality of land preparation after the 2nd pass chopping. By processing topography drone flight data following a specialized workflow, it enables the early detection of possible waterlogging in fields even before planting took place.



One of DMPI drones used in the plantation for monitoring plant health and mapping



Cannery team with Francisco T. Molas, Group Head, Mindanao Operations, and Alan Z. Salcedo, Cannery Operations Director

PRESERVING NATURE



Bean field irrigation in the US

WATER MANAGEMENT



As with any producer of agricultural products, water is one of our largest impact areas. It is critical to our growing and packing operations and access to it is threatened by climate change.

The Group implements the least water-intensive cultivation methods available and encourages the use of more water-efficient irrigation systems. DMPL follows strict protocols around our well water use and sprays discharge for the water used in our manufacturing process.

- 1 Del Monte Foods created a task force to identify and implement ways to reduce water use at our high water-risk areas.
- 2 The Company proactively manages water use through efficiency measures, including selecting drought-resistant seeds, promoting drip irrigation and recycling water used in production in our cooling towers. We discharge used

and treated water into spray fields, where it can re-enter and recharge groundwater stores and local streams.

- 3 All of DMFI growers in central Washington State use center pivot irrigation so they are able to control their water use using only as much or as little is needed to grow their crops with no waste.
- 4 Three manufacturing facilities of DMFI operate in areas where the baseline water stress is 80% which is considered extremely high. These are our Hanford and Modesto facilities in California and Puebla plant in Mexico.



Using recycled water in washing pineapples

- 5 Over 98 percent of our tomato growers in California utilize drip irrigation to manage water resources more efficiently, especially in drought-prone areas in the western United States.
- 6 At one of our sites in Yakima, Washington, we installed a water recycling system that reuses the water that conveys our pears, resulting in a reduction in water usage of about 3,800 liters (1,000 gallons) per day.
- 7 Much of the water that is used to cool cans is recycled in our system. DMFI sources water from municipal sources and our own wells.
- 8 We recycled the cooling water from our cans to run our cooling towers and reduce fresh water and energy usage.
- 9 To conserve freshwater usage and avoid water treatment costs, DMPI uses water from steam and pineapple juice of our evaporators and from mill juice from our Reverse Osmosis (RO) system for Ultrafiltration System Clean-in-place (CIP) and Ion Exchange Plants regeneration.

10 Our cannery and bottling plant operations in the Philippines monitor the Water Use Ratio (WUR), i.e. liters of water used per common case. The Group's combined WUR is 11.06 liters/kilogram in FY22, flat vs. prior year.

11 Our toll manufacturers' water conservation programs eliminate waste and reduce water consumption. Wastewater discharges of all toll manufacturing lines are within regulatory standards. WUR in beverage and culinary toll manufacturers are monitored and reduced each year.



Boom sprayer in Bukidnon

FERTILIZER AND PESTICIDE USE



We help growers apply the principles of Integrated Pest Management (IPM) to minimize pesticides.

Del Monte Foods, Inc. (DMFI) connects our growers and consumers through partnership with the Stewardship Index of Specialty Crops organization and CropTrak™ for their crop data management system, providing detailed information on how vegetables are grown.

- 1** In the U.S., CropTrak™ monitors cover crops, which help increase organic matter, reduce wind and soil erosion, sequester carbon, filter water, control weeds, and manage nutrients.
- 2** DMFI optimizes fertilizer use to ensure crops receive only as much fertilizer as is needed to produce healthy yields.



Del Monte Entomologist and corn scout taking samples of insects

- 3** The Company employs the principles of Integrated Pest Management, including crop rotation and insect-resistant seed selection, to greatly reduce pesticide use, which can affect non-harmful insects.
- 4** By limiting pesticide use, we reduce the probability of contaminated runoff from fields, protect the health of farm workers, prevent the destruction of beneficial insects and other field organisms, and ultimately decrease the likelihood of pesticide residue on the crop when it is harvested and processed.
- 5** We have participated in a number of IPM-related partnerships and initiatives to share knowledge and best practice, such as understanding pest life cycles and how to monitor their movement. Pests in our crops are anything undesirable including diseases, insects, rodents, and weeds.

PRESERVING NATURE

- 6 DMFI bans pesticide application when pollinators, such as bees, are present.
- 7 The Company has reduced its pesticide use in green beans by 96 percent since 1980.
- 8 DMFI provides our growers with plants that are naturally resistant to diseases and insects, reducing fertilizer and chemical use in farms.
- 9 In the Philippines, Del Monte is working on obtaining Rainforest Alliance certification by FY23. The Company implemented an Integrated Pest Management Program for its pineapple plantation and begun replacing and discontinuing certain hazardous chemicals. The Company is discontinuing seven chemicals.
- 10 DMPI installed manure and black light traps as a natural method to control white grubs and installed a Grubs Alert System for more precise targeting of chemical control against grubs.



Clean-up drive in the plantation



WASTE MANAGEMENT



Del Monte Pacific aims to reduce the overall consumption of raw materials in our operation, encourage the reuse of materials, and promote responsible disposal. The Group actively seeks ways to divert food waste from landfill, including through upcycling. A dedicated task force finds new uses for waste streams.

- 1 In the U.S., we benchmarked our waste management practices and compared landfilling to recycling rates to ensure efficient management of waste streams.
- 2 DMFI received upcycle certificates for its Blue Lake® Petite Cut Green Beans, Blue Lake® Farmhouse Cut Green Beans and Fruit Infusions. Previously discarded small cuts and ends of green beans have been upcycled into these two new products, while excess pineapple juice from our canned pineapple processing gets repurposed in our new Del Monte® Fruit Infusions.
- 3 The Company is evaluating ways to repurpose previously unused excess syrup from our boba product lines into new products.
- 4 DMFI continuously works to reduce the footprint of our packaging by investing in new materials and redesigning existing materials. The majority of our products come in steel cans, which have the highest recycling rate of any material. We ship and protect products in corrugate, which contains 33 percent recycled content. Our paper-based products are 100 percent Sustainable Forestry Initiative® or Forest Stewardship Council® certified.

RECYCLED CONTENT IN DMFI PACKAGING



5 We participate in the How2Recycle initiative of the Sustainable Packaging Coalition® to inform consumers how to recycle our recyclable packaging correctly.

6 Since 2009, we have been reducing our use of plastics and metal by light weighting our packaging. We are currently developing a compostable fruit cup using bioplastics as well as a fruit cup that contains post-consumer recycled content.

7 As members of the Sustainable Packaging Coalition® and Consumer Brands Association, we support improving recycling infrastructure and exploring new packaging options that are more widely recyclable and use a higher proportion of recycled content.

8 We are actively involved in the Food Waste Reduction Alliance, a collaborative effort between the Consumer Brands Association (formerly Grocery Manufacturers Association), Food Marketing Institute, and National Restaurant Association.

9 Over the years, DMFI partnered with Feeding America to divert peach pieces and process them into canned peach chips. Small cuts of peaches that previously went to waste through our sliced

peach production process are turned into peach chips which are provided to those facing food insecurity.

10 We treat wastewater discharged from our agro-industrial facilities.

11 In FY22, DMPI reduced about 90 MT of plastic packaging materials and generated savings of about US\$ 400 thousand. The Company reduced rigid plastic and flexible usage by 10% and 4.4%, respectively.

12 Del Monte pursues packaging sustainability goals to reduce packaging carbon footprint. We implement ongoing plastic packaging reduction initiatives and have set a goal to use biodegradable PET bottles by FY2026.

13 Solid wastes and recyclable materials in the plantation community are segregated and sold to fund community projects.

DMPI PACKAGING MATERIAL REDUCTION



PRESERVING NATURE

14 All toll manufacturers in the Philippines practice waste segregation and management. DMPI ensures that all our toll manufacturers comply with water and smoke discharge regulations.

15 The DMPI office in Manila is LEED Silver-certified, a green building symbol recognized around the globe. The building system conserves water and employees practice waste segregation.



Fresh Fruit Operations team with Francisco T. Molas, Group Head, Mindanao Operations

CLIMATE CHANGE ADAPTATION AND ENERGY EFFICIENCY



Climate change is a business risk, from altering the growing season to delaying shipments due to extreme weather and increasing costs for resilience measures. To reduce carbon emissions, we have undertaken initiatives to explore more efficient energy sources, strengthen energy conservation in worksites, and reduce process waste.



Solar panels in Hanford facility in California

1 The Group takes a holistic approach to managing and mitigating risks posed by climate change by working across our value chain to measure climate impacts and implement adaptation initiatives.

2 About 90 percent of DMFI's vegetables, fruits and tomatoes grown in the United States. The Company mitigates greenhouse gas (GHG) emissions by locating processing plants near our growers, on average, less than 100 miles apart, resulting in lower fuel use and fresher products.

3 The Company installed a new refrigerant system in its Yakima facility that replaced chlorofluorocarbons and hydrochlorofluorocarbons with ammonia, an alternative system that does not use refrigerant gases which have a global warming potential. The system has resulted in electricity savings and lower operating costs.

CLIMATE RISK TO SUPPLY CHAIN



- 4 In Hanford, the Company abides by the state's cap and trade program, which requires a year-on-year reduction in emissions. DMFI installed a solar power plant in Hanford.
- 5 In FY22, the Company reduced its total energy use by 35,345 megawatt-hours despite increasing total production. Part of the reduction is the use of solar panels in Hanford that produce 401 megawatt-hours of electricity.
- 6 In Hanford, we purchased a previously leased solar power generation installation in order to reduce our energy cost and emissions.
- 7 Our Modesto plant in California implemented multiple initiatives to minimize the impact of climate change. As part of continuous improvement efforts,

the plant installed a combined heat and power system, selective catalytic reduction unit, condensing economizer, and backpressure turbine generator in the boiler system. These upgrades cut natural gas use by 20%. Lighting, compressed air, and other electric efficiency upgrades also reduced energy use by 12%.

- 8 In the US, the Company increased shipments by rail by over 2.3 million miles, an increase of 38%, which eliminated 8,086 MTCO₂e or the equivalent of 133,703 seedlings grown for one year.
- 9 Del Monte Philippines, Inc. (DMPI) became one of the few companies in the Philippines to be certified as carbon negative for scopes 1, 2 and 3 (air travel and fuel used by vehicles) for its pineapple operations. The

quantification and reporting of the GHG emissions have been independently verified by the British Standards Institution (BSI) against ISO 14064-1:2018 specifications. The verification activity has been carried out in accordance with ISO 14064-3:2019 and the principles of ISO 14065:2020.

- 10 The Company's sequestration from its vast 28,000-hectare plantation and around 630,000 trees planted to increase the forest cover around its plantation more than offsets DMPI's carbon emissions.
- 11 The Company has disaster recovery and business continuity plans to minimize the adverse effects of environmental incidents and initiatives to mitigate the effects of El Niño and La Niña.

PRESERVING NATURE

12 Del Monte’s waste-to-energy facility converts the cannery’s wastewater into renewable energy. The facility generates 2.8 MW of electricity and cleanses water discharged at coastal waters of Macajalar Bay, which has Biochemical Oxygen Demand levels better than government mandated levels of 100 mg/liter.

13 The waste-to-energy facility ensures 100% wastewater treatment and serves as a shield against unstable power supply and power cost increases.

- a This plant complemented the job performed by an eco-effective but power-intensive aerobic treatment plant
- b We are committed to reduction of greenhouse gases in compliance with the Clean Air Act of the Philippines

c The waste-to-energy facility produced 17% of the cannery’s power requirement in FY22

14 DMPI’s bottling plant and Manila office purchase their electricity from a Retail Electricity Supplier (RES) to save on costs. Part of the electricity purchased from RES came from renewable sources.

CANNERY WASTE-TO-ENERGY FACILITY



The cannery’s waste-to-energy facility in Bugo, Cagayan de Oro City



Plantation team with Francisco T. Molas, Group Head, Mindanao Operations

ENVIRONMENT



- 1 The Del Monte Foundation pursued tree-growing efforts by partnering with schools and organizations in the plantation vicinity to gather tree-planting volunteers.
- 2 Our tree planting program in Mindanao, Philippines uses mostly endemic tree species sourced from nurseries sustained by local indigenous people.
- 3 We have planted around 630,000 indigenous and commercial trees, including about 23,000 planted in FY22 in different areas of Bukidnon by the Del Monte Foundation, Plantation Operations, DEARBC cooperative, Xavier Science Foundation and



Foundation volunteers participated in the reforestation at Mt. Kalatungan

- 4 Our new employees plant trees in Mindanao. This practice increases the employees' awareness to take care of the environment. Training program beneficiaries also plant trees in community tree parks before their graduation.
- 5 The Foundation has a 7-hectare agroforestry project with the Indigenous People community in Mt. Kitanglad that grows coffee and bamboo for livelihood in order to protect the forest from denudation.



Ficus Bailete tree (Strangler Fig)

PRESERVING NATURE



MAMACILA tree nursery



Bees act as pollinators in an apricot orchard

6 An IP organization, MAMACILA, and the Foundation inked an agreement to expand the latter's nursery of native tree seedlings in Claveria, Misamis Oriental. The Foundation extended financial assistance for nursery establishment, which shall be repaid by MAMACILA in the form of seedlings. These shall be used for the reforestation of about 10 hectares assigned by the LGU to DMPI equivalent to 1% of the land that the company is leasing in the town.

7 We are mindful of the diverse flora and fauna around the plantation and ensure they are protected and cared for.

8 Part of the Company's employee engagement in Bugo is the annual coastal clean-up of the shoreline of Macajalar Bay in Bantiles, Bugo, Cagayan de Oro City.

9 Part of the Corporate Social Responsibility initiatives of our toll manufacturers are the Waterbody Program and quarterly Clean-up by the Department of Environment and Natural Resources.

10 The Company has a risk management plan and corporate compliance report that includes potential risks and issues raised by stakeholders concerning people, communities, the environment and the business.

11 We encourage our stakeholders to inform the Company of any environmental, regulatory and social issues. Issues brought to the attention of management are discussed, and mitigating actions are conveyed to the concerned stakeholder, accordingly.



Zebra Dove (Geopelia striata) and its nest



DMPI volunteers participated in the Macajalar Bay coastal clean-up

PRESERVING NATURE

CAWAYANON ARBORETUM



Benjamin Z. Mabanta, DMPI Senior Manager, Plantation Spray, Engineering Maintenance Group and Geomatics, and Dr. Ephraim Cercado, co-founder of the PNTE, led the inauguration of the arboretum

Last June 2022, DMPI inaugurated its first native tree arboretum at its Plantation facility in Cawayanon, Manolo Fortich, Bukidnon. An arboretum is a botanical garden where trees, shrubs, and herbaceous plants are cultivated for scientific and educational purposes.

The inauguration was attended by the families of our Mindanao-based officers residing in the area and included a tree-planting activity as well. The arboretum is a collaboration

between DMPI and the Philippine Native Tree Enthusiasts (PNTE), a private sector advocacy group with close to 20,000 members whose main thrust is the promotion and appreciation of tree species that are native to the Philippines.

Our arboretum in Cawayanon consists of more than 80 different species that are all native to the Philippines, including some that are endemic. It now serves as a gene bank as a source of future reforestation projects of the Company.

Some of the tree species in our arboretum are Alagao, Dao Seriales, Molave, Sagimsiman, Tuai and White Lauaan. Certain trees have grown over 17 meters (50 feet) high. The forest cover of DMPI is part of its pineapple operations' negative carbon footprint.

CLIMATE-RELATED REPORT



Peach orchard in the US

INTRODUCTION

This is DMPL's first climate-related report. This report describes climate-related risks, how they may impact our business, the Group's plans to mitigate the potential risks and opportunities to ensure DMPL's resilience. DMPL understands that climate risks continue to evolve and will continue to adjust its risk mitigation plans accordingly.

DMPL recognizes the risks brought about by climate change. The company's operations have experienced first-hand how climate change has impacted its operations. In the US, extreme weather and water stress have affected operations. Our operations in the Philippines have experienced drought from the El Niño weather pattern, heavy rainfall from La Niña, and more frequent typhoons in recent years.

DMPL's report uses the framework of the Task Force on Climate-Related Financial Disclosures (TCFD) for each of the following pillars:

- Governance
- Strategy
- Risk Management
- Metrics and Targets

DMPL commits to net-zero emissions goals by 2050. The goal is to reduce scopes 1, 2 and 3 carbon emissions and support the call in the COP26 meeting in Glasgow, Scotland, in 2021 for countries to limit global temperature rise to 1.5°C.

Del Monte Foods, Inc. (DMFI) has announced its commitment to net-zero emissions by 2050. DMFI has registered with the Science Based Targets Initiative (SBTi) to align with its net zero standards and define a measurable path not only to the net-zero emissions goal, but also to drive near-term, consistent progress for reducing emissions across the supply chain versus specific 2030 emissions reduction targets aligned with SBTi criteria.

In 2022, Del Monte Philippines, Inc. (DMPI) became one of the few companies to be certified as carbon negative for scopes 1, 2 and 3 (air travel and fuel used by vehicles) and probably the first in the Philippines for its pineapple operations. The quantification and reporting of the GHG emissions have been independently verified by the British Standards Institution (BSI) against ISO 14064-1:2018 specifications. The verification activity has been carried out in accordance with ISO 14064-3:2019 and the principles of ISO 14065:2020.

Del Monte invests in programs and projects that reduce greenhouse gas (GHG) emissions:

- Reduce energy used in production
- Invest in renewable energy
- Improve transport efficiency
- Use post-consumer recycled content

CLIMATE-RELATED REPORT



DMPL's waste-to-energy facility in the cannery

A more detailed discussion of the Group's projects can be found in the Sustainability Report.

The Group will pursue opportunities to reduce its carbon emissions. DMPL will work with its value chain, suppliers, third party manufacturers and customers, to develop a glide path to net-zero emissions and report on progress against these goals.

The Group develops its metrics and targets with various stakeholders based on an assessment and understanding of climate-related risks. Under different climate scenarios, DMPL will update its strategies, mitigate risks and implement opportunities. DMPL will integrate these assessments into the Group's strategic planning and enterprise risk management frameworks to ensure it adapts to climate change.

GOVERNANCE Board Oversight



Del Monte Pacific Board of Directors, Rolando C. Gapud, Benedict Kwek Gim Song, Godfrey E. Scotchbrook, Yvonne Goh, Joselito D. Campos, Jr., Edgardo M. Cruz, Jr., Emil Q. Javier with Del Monte Foods Directors, Luis F. Alejandro and Jeanette Naughton

DMPL is committed to the highest standards of corporate governance and supports the principles of openness, integrity and accountability advocated by the Singapore Exchange Securities Trading Limited (SGX-ST), and similarly upheld by the Philippine Stock Exchange, Inc. (PSE) and the Philippine Securities and Exchange Commission (SEC). The Board of Directors and Management are also committed to uphold the Company's governance framework.

DMPL's governance on climate change is evolving. As part of the Board's oversight on climate change, sustainability is part of the Board agenda at least twice a year. The Board approves the Group's sustainability objectives, goals and projects which include, among others, climate-related projects. The Board oversees their progress and disclosures in the Annual Report and Sustainability Report.

The Nominating and Governance Committee, headed by an independent director, is tasked with ensuring compliance with, and proper observance of, corporate governance principles and practices.

Risk assessment and evaluation is an integral part of the Annual Operating Plan. Climate-related risks are reviewed quarterly by the Audit and Risk Committee as part of the Risk Management report on principal risks. Having identified key climate-related risks, mitigating action plans are formulated with respect to each significant risk. Identified risks are also included and monitored in the corporate risk register, and mitigating measures are followed up with the relevant stakeholders.

The Board convened a special session on sustainability last 1 March 2022. The agenda included the Group's sustainability plan, the Board's ESG Responsibility and the sustainability journey of a company belonging to the top 100 in the Corporate Knights list of sustainable companies. One of the key topics discussed was climate change and the Group's net-zero emissions goal. Included in the discussion was the one-time training on sustainability for directors, as prescribed by the Singapore Exchange.

Management's Role

The Chief Corporate Officer leads the sustainability agenda of the Group and updates the Board and management on sustainability. Management is responsible for overseeing the Group's risks across functions. Risk assessment and mitigation are aligned with the Group's strategy and form an integral part of the annual business planning and budgeting process.

Climate-related risks and its impact on DMPL's business have been part of the Company's risk assessment. The sustainability team provides direction and supports the sustainability initiatives of different departments, follows up their goals and progress. The sustainability team updates the Board and also reviews the Risk Management report for the Board. The leadership team has been tasked by the Board to include ESG-related goals and KPIs in their annual performance goals.

Next Steps

The Company's materiality assessment had been conducted by a third party and involved consultation with stakeholders. Our next steps include updating the Group's materiality assessment based on GRI 2021 which will include the business impact of climate-related risks and opportunities. DMPL will continue to benchmark with the best practices of leading organizations, engage third party experts on climate change, and include climate-related challenges in decision making on strategy and performance objectives.



DMPL leadership with Luis F. Alejandro, President and Chief Operating Officer

STRATEGY AND RISK MANAGEMENT

Scenario Analysis

As prescribed by TCFD, part of strategy development is to use scenario analysis of possible outcomes brought about by climate change. Scenario analysis can aid companies as a tool for strategic planning and risk management.

Scenario modeling has several limitations and scenarios are not forecasts. Scenarios help evaluate a range of hypothetical outcomes,

considering a variety of possible future conditions under a given limited set of assumptions. Modeling assumptions use historical data. Each risk will be modeled independently. The longer the timeline, the more unpredictable and uncertain the risk especially in the context of how companies will transition to a low carbon operation.

TCFD requires companies to assess their resilience under different external conditions. Companies can use the Intergovernmental Panel



Solar energy used in DMFI's Hanford facility in the US

CLIMATE-RELATED REPORT

on Climate Change (IPCC) and the Representative Concentration Pathway (RCP) on greenhouse gas emissions using climate model simulations to project their consequences. The scenarios would include the following:

1. RCP 2.6, below 2°C (stringent mitigation scenario)
2. RCP 4.5 and RCP 6.0 ~ 2.5°C to ~ 3.5°C (intermediate scenario)
3. RCP 8.5, above 4°C (business as usual)

The information published by the IPCC assessment report on the scientific, technological, environmental, economic and social aspects of mitigation of climate change can be used.

Risks will be classified as physical or transition risks. Physical risks relate to the physical impact of climate change such as extreme weather conditions (drought, heat waves, extreme heavy rainfall and water stress) and chronic longer-term climate shifts, e.g. rising sea levels and sustained high temperatures. Transition risks relate to shifts in the policy, technology, social and economic landscape that are likely to occur in the transition to a low carbon economy. Companies need to assess the potential impact of these risks, and the strategies and timeline to mitigate these risks.

After companies make a proper assessment of their climate-related risks, they will have a better understanding of the impact of climate change and its effect on the business.

Climate-related Risks in the US



Tomato field in California, USA

Del Monte Foods, Inc. (DMFI), a subsidiary of DMPL, operates eight manufacturing facilities in North America focused on the canning of vegetables and fruits. Vegetable plants are located in Washington and Wisconsin, while fruit plants are located in California, Washington, and Mexico, and one tomato plant is located in California. DMFI has a seasonal production cycle that generally runs between the months of June and October. This seasonal production primarily relates to the majority of processed vegetable, fruit and tomato products. The seasonal nature of DMFI's fresh harvest leaves the company vulnerable to extreme weather events that could affect crop development or crop harvest as there is only one main season per year that we are able to source our raw materials. Seventy nine percent of DMFI's revenue in the Fiscal Year 2022 was comprised of packaged vegetable and fruit. Key products under this segment are canned green beans, corn, peaches, and tomatoes sold in the United States.

The company's concentration in the procurement, manufacturing and sale of these crops may increase the potential impact of adverse climate on the Company affecting the growth and harvest, manufacturing, and distribution of vegetables and fruits, or the demand for these products in general, any of which may materially impact the Company's business and financial performance.

Climate change poses a risk to the business as weather patterns across the United States and Mexico have changed since the company started its operations in its growing areas. Wind storms, droughts, extreme heat, and extreme rainfall are increasing in these areas, which may affect agricultural output and the operations of production facilities. DMFI has been adapting its agricultural procurement practices to address potential disruptions caused by changing weather conditions, which may result in higher cost of operations, decreased production output and profitability.

For example, in 2019, extreme precipitation, flooding, and subsequent disease in the Midwest destroyed a portion of the pea crops that DMFI was contracted to purchase. DMFI had to source more expensive alternative peas to meet the demand for canned peas, but was unable to pass on all the increased costs to its customers. Any disruption in growing conditions, including those caused by acute physical impacts of climate change such as storms and flooding, will lead to increased pricing for contracted crops due to limited supply. If product quality and timing impacts production throughput and capacity, DMFI could also be subject to increased variable costs. It is difficult to estimate the financial impact of rising mean temperatures or other extreme weather events due to climate change, and as such we have provided our raw materials and packaging materials inventories spend to provide context of the magnitude of the financial impact.

In FY22, our cost of products sold was US\$1,258,800,000, and we estimate that physical climate risks to our growers and other commodities could add a 2% increase to those costs. Therefore, the potential financial impact could be about US\$25 million. DMFI has implemented various measures to protect itself from the business impacts of climate change:

1. We have bred seeds for peas, beans, corn, and spinach to exhibit beneficial characteristics such as high yield, hardiness, and pest-resistance which in turn increases their resilience to chronic climate-related events/ changing climatic zones, such as drought and increasing pest pressures.
2. Through our breeding and other innovation programs, we are able to closely monitor and establish varieties that not only continue to deliver quality crops, but crops that grow with less strain on the environment.
3. To manage our raw product inventory, we issue crop reports monthly during planting and harvesting seasons which detail how weather events affect the quality and recovery of our contracted crops.
4. We have also sourced raw materials from a number of regions instead of a single region and have back-up procurement on hand.
5. We work with our growers to mitigate their GHG emissions and manage their water use.
6. We invest in water efficiency and water reuse projects.
7. We embarked on an irrigation optimization project with our growers, other food processors, and the California Tomato Growers Association to optimize water use while maintaining crop productivity, thus lessening the strain of drought.
8. Our Modesto, California plant implemented multiple initiatives to minimize the impact of climate change. As part of continuous improvement efforts, the plant installed a combined heat and power system, selective catalytic reduction unit, condensing economizer, and backpressure turbine generator in the boiler system. These upgrades cut natural gas use by 20%. Lighting, compressed air, and other electric efficiency upgrades also reduced energy use by 12%.
9. In Hanford, California, we purchased a previously leased solar power generation installation in order to reduce our energy bills and emissions.

While DMFI implements these measures, monitors situations of weather disturbances and executes its mitigating plans accordingly, the Company is not able to eliminate the risks relating to the exposure of the agricultural sector to fluctuations in weather conditions.

Climate-related Risks in the Philippines

Del Monte Philippines, Inc. (DMPI), a subsidiary of Del Monte Pacific Limited, operates a 28,000-hectare pineapple plantation in Bukidnon, Philippines and a Processing Plant in Bugo, Cagayan de Oro City. Pineapple-related products account for a large component of the Company's total production and revenue, and pineapples comprise the Company's main crop. About 63% of the Company's total revenue was from the sale of pineapple-related products sourced from its Mindanao plantation. The Company's concentration in the production, manufacturing and sale of pineapples and pineapple-related products may increase the potential impact of adverse weather on the growth and harvest, manufacturing or packing, and distribution of processed or fresh pineapple, or the demand for pineapple products in general, any of which may materially impact the Company's results of operation and financial performance.

CLIMATE-RELATED REPORT



Del Monte Philippines' pineapple plantation in Bukidnon

DMPI's business is susceptible to natural phenomena, such as weather disturbances and other natural disasters. The Philippines, which is located along the Pacific Ring of Fire and a typhoon belt, has experienced a number of major natural catastrophes over the past years, including typhoons, volcanic eruptions, earthquakes, tsunamis, mudslides, fires, droughts and floods related to El Niño and La Niña weather event. DMPI's plantations are located in northern Mindanao, which is outside the typhoon belt and earthquake faults. The plantations are located on a high elevation which minimizes the risk of flooding. However, there is no assurance that natural catastrophes will not materially disrupt the Company's business operations in the future.

Climate change poses a risk to the business as weather patterns in Mindanao have changed since the Company started its operations in the area. Droughts, typhoons and flooding are increasing in Bukidnon and Cagayan de Oro, which may affect agricultural output and the operations of the Bugo Processing and Production Facility. DMPI has been adapting its agricultural and production practices to address disruptions caused by changing

weather conditions, which may result in higher cost of operations, decreased production output and profitability.

In 2016, for example, the Company's sales were impacted by reduced pineapple supply as a result of the El Niño weather pattern, which led to an estimated loss of over 20,000 tons or an estimated US\$5.8 million (₱290 million) in lost sales for the fiscal year ended April 30, 2016. Furthermore, in 2019, the Company's sales were impacted by reduced pineapple supply as a result of the El Niño weather pattern which led to decreased exports of packaged pineapple.

In January 2020, the Taal Volcano, which is located in Luzon, was in a period of intense unrest beginning with phreatic or steam-driven activity in several points inside the main crater that progressed into magmatic eruption. The Philippine Institute of Volcanology and Seismology ("PHILVOCS") raised the alert level to Alert Level 4 on January 12, 2020. Pursuant to such events, PHILVOCS ordered the total evacuation of the Volcano island and high-risk areas within a 14-Kilometer radius from the Taal main crater. Although PHILVOLCS has since lowered the Alert Level

covering Taal to Level 1, there is no assurance that the Taal Volcano will not increase seismic activity or erupt in the future.

Super Typhoon Rolly/Goni and Typhoon Ulysses/Vamco in November 2020 and Super Typhoon Odette/Rai in December 2021 brought strong winds and rain to the country. These back-to-back weather disturbances caused major destruction to property and massive flooding in various parts of the Philippines. Natural catastrophes, such as another eruption of the Taal Volcano or strong typhoons, may cause damage and materially disrupt and adversely affect the operations and financial condition of the Company.

DMPI implemented various measures to mitigate the effects of climate change:

1. Del Monte embarked on prudent measures in the field, such as continuous enforcement of land preparation activities, soil management practices and reinforcing root health, among others.
2. The Company implements the Seed-to-Mouth program and strictly complies with good agricultural and manufacturing best practices to ensure the quality of processes and products.
3. To manage the potential impact from drought or heavy rainfall and floods, plantings are done in various locations over a large area to minimize tonnage loss.
4. DMPI also implements a number of measures to mitigate against the impact of drought or heavy rainfall and flooding, such as soil management practices and reinforcing root health.

5. Backhoe and wheel tractors are used as towing units to ensure the continuity of harvest during wet conditions.
6. The Company has disaster recovery plans and business continuity plans to minimize the adverse effects of environmental incidents and initiatives to mitigate the effects of El Niño and La Niña.
7. DMPI uses unmanned aerial vehicle (UAV) more commonly known as drones to monitor the pineapple crop health and plan roads, canals, and ditches, among others.
8. The Company implements proactive cost management across all other areas of its plantation to make up for higher pineapple costs resulting from climate-related risks.
9. Del Monte carries business interruption insurance, however, it is not certain that the Company will be able to recover the potential damage and economic loss that may result from such natural catastrophes.

While DMPI implements these measures, continuously monitors weather disturbances and executes its mitigating plans accordingly, the Company is not able to eliminate the risks relating to the exposure of the plantation to fluctuations in climate conditions.

Risk Management

IMPACT	PROBABILITY			
		Low	Medium	High
High		Urgent	Critical	Critical
Medium		Pre-emptive	Urgent	Critical
Low		Pre-emptive	Pre-emptive	Urgent

As a food and beverage company, climate change is a key risk that can impact our business. The Group has a Risk Management framework to assess all types of business risks.

Risk Management is a fundamental part of Del Monte Pacific Limited's processes and planning. Our risk management process is based on industry best practices and provides the principles and guidelines in managing risks.

The Board believes that risk management provides the framework for management to assess climate-related risk and embrace a mindset of resilience.

The Group identifies and manages climate-related risks to reduce the uncertainty associated with executing our business strategies and to maximize opportunities that may arise. Climate risks can take various forms and can have material adverse impact on our operations, human resources and financial performance. Mitigating measures are implemented to address these risks.

DMPL's Risk Management framework helps in incorporating climate-related risks and opportunities into our business strategies efficiently. As more data, studies and insights become available, the Group will continue to refine our risk assessment framework.

CLIMATE-RELATED REPORT

METRICS AND TARGETS

Del Monte Pacific Limited has set environmental, social and governance goals for the Company. The Group strives toward its ambition to reduce its environmental impact. Our focus

is on safeguarding the environment by mitigating climate change, managing water use and reducing waste. The Group measures and discloses these three focus areas, and other metrics and targets in our operations.

DMPL commits to net-zero emissions goals by 2050. The goal is to reduce scopes 1, 2 and 3 carbon emissions and supports the call in the COP26 meeting in Glasgow, Scotland, for countries to limit global temperature rise to 1.5°C.

	UM	DMFI	DMPI
Carbon Emissions			
Scope 1	MT CO ₂ eq	106,715	62,761
Scope 2	MT CO ₂ eq	28,522	37,056
Scope 3	MT CO ₂ eq		58,378
Carbon sequestration	MT CO ₂ eq		706,078
Water Consumption			
Water used for operations	'000 liters	4,254,520	7,256,168
Water use ratio	L/Kg produced	5.66	25.10
Waste			
Waste diverted to landfills	MT	497,663	58,671

Notes:

- 1 DMFI scopes 1 & 2 emissions for FY2021
- 2 DMPI emissions for pineapple operations for the year 2020
- 3 DMPI scope 3 is for air travel and transportation only

The Group will continue to enhance its metrics and targets and develop a roadmap to our net-zero emissions target by 2050. DMPL will work closely with key stakeholders to identify and measure emissions, and explore best practices in

using analytics and digitalization to enhance accountability, transparency and decision-making.

DMPL is committed to setting climate goals for a *healthier planet, healthier produce and healthier people*.

The Group's business depends on responsible stewardship of nature, the source of our produce. Part of this responsibility is to ensure we reduce our net carbon emissions. Del Monte continues to invest in the present to sustain our future.



Luis F. Alejandro, DMPI President and COO, and Ignacio C.O. Sison, DMPI Chief Sustainability Officer, receive the Carbon Footprint verification report from representatives of BSI

Verification Opinion

GHGEV 750474 29042022

Responsible party: **Del Monte Philippines, Inc.**
 Bugo, Cagayan de Oro City
 Misamis Oriental
 9000 Philippines

Type of GHG Statement:

Organisational

Identification of GHG Statement:

Greenhouse Gases Emission Annual Report 2020

Scope of activities:

Manufacturing of Food and Beverage

Organisational Boundary:

Operational Control

Sites Included in Organisational Boundary:

See Appendix A

Reporting Boundary:

Scope 1 Direct emissions - Coal & Charcoal, Stationary Diesel, Fire Extinguishers - CO₂, Air Conditioners – Refrigerants, LPG Consumption, Welding Acetylene

Scope 2 Energy Indirect emissions - Usage of Purchased Electricity

Scope 3 Other Indirect emissions - Fuel used by vehicles & air travel

Criteria for developing the organisational GHG Inventory:

ISO 14064-1:2018

Level of Assurance:

Limited

Materiality level:

5%

Period:

01/01/2020 – 31/12/2020

GHG Emissions:

tCO₂(e)	Location Based
Scope 1	62,760.82
Scope 2	37,056.40
Scope 3	58,377.23
Offsetting	(706,077.52)
Total	-547,883.07



...making excellence a habit.™

Verification Opinion: Verified as Satisfactory

As a result of verification procedures, it is the opinion of BSI with limited assurance that:

- The Greenhouse Gas Direct and Energy Indirect Emissions for the period from 01/01/2020 to 31/12/2020 is 158,194.45 tonnes CO₂ equivalent.
- GHG Reductions: sourced from the amount of total carbon sequestered by pineapple plants, composting activities and trees planted across plantation.
- Carbon sequestration report as reported in the 2020 Carbon/Energy Footprint as follows: Growing Pineapple (685,965.62 tonnes CO₂ equivalent), Reforestation (7,095.11 tonnes CO₂ equivalent), Composting (13,016.79 tonnes CO₂ equivalent).
- Difference between the Greenhouse Gas Direct and Energy indirect Emissions with the Sequestration value generated indicates a negative carbon emission of 547,883.07 tonnes CO₂ equivalent for the period of 01/01/2020 to 31/12/2020.
- The inventory year for the period from 01/01/2020 to 31/12/2020 is considered as the base year.
- Main operational activities carried out in the defined organizational boundary include manufacturing of pineapple to finished products including storage & packaging.
- No material misstatements in the selected year of Greenhouse Gas Emissions calculation for Del Monte Philippines, Inc. were revealed.
- Data quality was considered acceptable in meeting the principles as set out in ISO 14064-1:2018.

Verification Activities:

The following were the verification activities undertaken:

- Evaluation of the monitoring and controls systems through interviewing employee's observation & inquiry
- Verification of the data through sampling recalculation, retracing, cross checking, reconciliation

The quantification and reporting of the GHG emissions have been independently verified by BSI against the specifications defined in ISO 14064-1:2018. The verification activity has been carried out in accordance with ISO 14064-3:2019 and the principles of ISO 14065:2020.

Responsibilities:

The data on which the GHG emissions are based has been provided by Del Monte Philippines, Inc. in the document "Greenhouse Gases Emission Annual Report 2020". This document is the responsibility of Del Monte Philippines, Inc. and is historical in nature.

The responsible party is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria.

BSI is responsible for expressing an opinion on the GHG statement based on the verification.

Lead Verifier: Sanjiv Bose

Signed on behalf of BSI Group Philippines, Inc.:



Ava Taniajura - Managing Director, BSI Group Philippines, Inc.

STRENGTHENING GOVERNANCE



We are committed to the highest standards of corporate governance and support the principles of openness, integrity and accountability

In this section:

- 1 Board governance
- 2 Ethics and integrity
- 3 Data protection and cybersecurity
- 4 Data privacy



STRENGTHENING GOVERNANCE

DMPL has a corporate governance structure which ensures that the Board and management are accountable to shareholders while operating in an ethical manner. Our Board of Directors directs the long-term strategy of the Group, evaluates the performance of the Board and Management, reviews material issues, and provides guidance on matters relating to governance. The Group has implemented a set of environmental, social and governance (ESG) related key performance indicators based on the recommendation of the Singapore Exchange.

For more information regarding our governance principles, please refer to our FY2022 Annual Report at www.delmontepacific.com/corporate-governance.



Executive Chairman Rolando C. Gapud receiving the Best Managed Board Award from former Singapore President Dr. Tony Tan

OUR RECOGNITION

SINGAPORE CORPORATE AWARDS



14 Awards

Best Managed Board
Gold 2010 | 2015

Best Chief Financial Officer
2010

Best Investor Relations
Gold 2011 | 2017
Bronze 2014

Best Annual Report
Gold 2019
Silver 2013 | 2018
Bronze 2010 | 2012 | 2014 |
2016 | 2017

SINGAPORE GOVERNANCE AND TRANSPARENCY INDEX

Ranked 19 **SGTI**

3rd Highest Ranked
Mid-Cap Company
2021

Top 4% among 519
Singapore-Listed Companies

Special Commendation
#1 Mid-Cap Company
2020

SECURITIES INVESTORS ASSOCIATION (SINGAPORE)

8 Awards **SIAS**

Corporate Governance Award
2014 | 2019 | 2021

Transparency Company
2001 | 2013 | 2017

Shareholders Communications
Excellence
2018 | 2019

ASEAN CORPORATE GOVERNANCE



Ranked 23

Among Top 100
Singapore-Listed Companies
2018

SECURITIES INVESTORS ASSOCIATION (SINGAPORE)

Best IR Website **irpas**

Among 700
Singapore-Listed
Companies
Evaluated
2017

BOARD GOVERNANCE



Del Monte Pacific Board of Directors Emil Q. Javier, Yvonne Goh, Rolando C. Gapud, Godfrey E. Scotchbrook, Joselito D. Campos, Jr., Edgardo M. Cruz, Jr. and Benedict Kwek Gim Song

SUSTAINABILITY GOVERNANCE STRUCTURE OF DMPL



STRENGTHENING GOVERNANCE

DEL MONTE PACIFIC BOARD AND COMMITTEE ROLES IN SUSTAINABILITY GOVERNANCE

DMPL Board

- Approval of sustainability goals, policies and frameworks
- Monitors the integration of sustainability into management processes
- Oversees sustainability targets and overall sustainability performance
- Oversight of implementation of sustainability plans, policies and frameworks
- Shareholder engagement
- Approval of material disclosures

Audit and Risk Committee (ARC)

- Reviews key and emerging risks, mitigation plans and progress, including environmental, social and governance risks that, among others, pertain to:
 - Climate impact
 - Supply chain
 - Organization
 - Cybersecurity
 - Compliance
- Reviews financial performance, reporting governance and assurance

Nominating and Governance Committee (NGC)

- Ensures compliance to regulatory guidelines on Board governance and the code of corporate governance
- Reviews governance recommendations in line with third party corporate assessments and best practice
- Conducts performance evaluations of the Board and Committees
- Oversees Board and senior management succession planning

Remuneration and Share Option Committee (RSOC)

- Approves senior management remuneration matters
- Provides direction and guidance on linking performance goals and incentives of the leadership team to ESG goals
- Reviews HR metrics that track organizational goals

1 The Company maintains corporate governance principles. Four out of seven members of the Board are independent directors. Chairpersons and all members of two Board committees (Audit and Risk, and Remuneration and Share Option) are independent directors. The Company's Board is accountable to the shareholders.

2 Four out of six members of the Nominating and Governance Committee (NGC) are independent directors. The NGC has formalized procedures for the selection, appointment and re-appointment of Directors. Letters of appointment are issued to new Directors setting out their duties, obligations, and terms of appointment, as appropriate.

The Board is of the view that all Directors objectively discharged their duties and responsibilities at all times as fiduciaries, in the best interest of the Company.

3 The NGC, on an annual basis, determines whether or not a Director is independent, taking into account the 2018 Code's definition. Independence is taken to mean that Directors are independent in conduct, character and judgement, and have no relationship with the Company, or its related corporations, its substantial shareholders or its officers that could interfere, or be reasonably perceived to interfere, with the exercise of the Director's independent business judgment in the best interest of the Company.

Disclosures of Directors' interests and their interest in transactions are standing agenda items in all Board meetings, and such disclosures would be circulated and tabled for Board members' information, as appropriate.

4 The Board has adopted a Board Diversity Policy which recognizes the importance of diversity. The Board firmly believes that its effectiveness and decision-making will be enhanced as it harnesses the variety of skills, industry and business experiences, gender, age, ethnicity and culture, geographical background and nationalities, tenure of service, and other distinguishing qualities of its own diverse Board. The NGC is responsible for

administering this policy and for evaluating it annually.

- 5 The Group’s Board is headed by the Executive Chairman. The duties of the Executive Chairman include, among other things, providing leadership to the Board and ensuring the effectiveness of the Board in all aspects, leading the Company in its relationships with stakeholders and setting the course for the Company to reach greater heights.

The Executive Chairman leads the Board in charting the strategic roadmap of the Company including setting the vision and the key initiatives to achieve it. He is in the forefront of any acquisitions, joint ventures, and strategic alliances of the Company.

The Executive Chairman also sets the tone of Board meetings to encourage proactive participation and constructive discussions on agenda topics. At Board meetings, he ensures that adequate time is allocated for discussion of all agenda items, in particular, discussions on strategic matters and issues.

- 6 The Board also receives regular training updates on matters affecting the Group’s business and operations. In addition, all Directors are required to undergo annual continuing training as may be relevant to the effective discharge of their responsibilities, at the expense of the Company.

A special Board meeting on Sustainability was held in March 2022 to discuss the Group’s sustainability plan. A representative of the Singapore

Institute of Directors made a presentation on the “Board’s ESG Responsibility.” The CEO of one of the Corporate Knights’ 100 Most Sustainable Companies made a presentation on his company’s sustainability journey.

- 7 All seven directors have registered for ESG courses in 2022, based on the list provided by the SGX, as part of their sustainability training as Board members. Among others, the courses include the Board’s roles and responsibilities with respect to sustainability, ESG developments, value creation through ESG, sustainability reporting and climate-related risks reporting.
- 8 It is the intention of the Board to establish a separate Sustainability Committee. Sustainability, compliance and risk matters are reported regularly to the Board.
- 9 DMPL implements a Securities Dealings Policy which prohibits designated people within the Group, including Directors and key management personnel, to deal with the Company’s securities during closed window periods or while in possession of unpublished material or price-sensitive information, or to provide such information to others.
- 10 The Group implements a Whistleblower Policy that aims to deter and uncover any corrupt and unethical act detrimental to its interests that may be committed by officers and employees, as well as third parties or any other persons such as suppliers and contractors.
- 11 DMPL was honored with the Best Managed Board Award (Gold) twice at the Singapore Corporate Awards.

ETHICS AND INTEGRITY



With respect to ethics and integrity, the DMPL Group supports the principles advocated by the Singapore Exchange Securities Trading Limited, the Philippine Stock Exchange, Inc., and the Securities and Exchange Commission of the Philippines.

- 1 The Group disclosed its new policies as part of its ESG disclosures in the DMPL website: <https://www.delmontepacific.com/corporate-governance/ch-manual-1>
 - Environmental Policy
 - Health Statement
 - Responsible Marketing Policy
 - Supplier Code of Conduct
- 2 Del Monte Foods, Inc.’s (DMFI) Code of Conduct, prohibits employees, contractors and consultants from engaging in any bribery or the making of improper payments to improperly influence, directly or indirectly, any foreign government employees, employees of government-controlled businesses, political parties or candidates.
- 3 DMFI adopted the International Anti-Corruption Policy to establish the specific standards and procedures to be followed by employees, consultants and business partners to prevent official corruption and improper payments in the conduct of Del Monte’s business worldwide.
- 4 Anti-corruption training is provided to management and certain personnel that may potentially interact with government officials,

STRENGTHENING GOVERNANCE

including personnel from Legal, Accounting, HR, Procurement, Internal Audit, Operations and Accounting in foreign subsidiaries. The training is provided to this group biennially and training is tracked and followed up by HR to ensure it is completed.

- 5 DMFI's Internal Audit has performed multiple audits of the Mexico Operation, an audit of the Venezuela Operation and an audit of the Military Sales Operation. Risks identified during audits have generally been addressed and followed up.
- 6 DMFI's goal is to incorporate anti-corruption provisions into third party contracts and purchase order terms and conditions. DMFI has a Supplier Code of Conduct provided to new suppliers and is available at: <http://www.delmontefoods.com/sites/default/files/Del-Monte-Foods-Supplier-Code-of-Conduct.pdf>
- 7 Furthermore, DMFI's Code of Conduct requires disclosure of any conflicts of interest. Training



Directors visiting Modesto Plant in California with Management

- 8 Del Monte in the U.S. has a whistleblower hotline, Lighthouse, which may be used in all U.S. locations and foreign subsidiaries. Lighthouse offers web access, international numbers for foreign locations, multilingual agents, and is available 24/7. DMFI aligns with the prescribed Anti-Corruption program of the U.S. Department of Justice.
- 9 DMFI periodically performs a third-party risk assessment and evaluates procedures for the Company's high-risk third parties. Criteria used for evaluating risk are:
 - The country where third parties are based and the associated Corruption Perception Index of that country;
 - Whether transactions are material or not; and
 - The nature of the business partner relationship.



Del Monte Foods



Del Monte Philippines



- 10 Del Monte Philippines, Inc. (DMPI) has a manual on Corporate Governance that embodies the Company's governance framework. The Company's Board has approved DMPI's policy with respect to related party transactions and interested party transactions, which have been implemented.
- 11 DMPI has an Interested Person Transactions policy, which prescribes the monitoring procedures and approval requirements for any transaction of the Company and its subsidiaries with any interested person such as a director, the Chief Executive Officer, any controlling shareholder, or associates of these persons.
- 12 The Company has a Code of Business Ethics which directors, management, and all employees abide by. All employees are required to provide information on related party and conflict of interest.
- 13 DMPI has a stringent policy against fraud and corruption. The Code of Business Ethics is supplemented by the Employee Code of Conduct and Supplier Code of Conduct, which guides employees and suppliers in making decisions every day.
- 14 Training on the Code of Business Ethics, and Employee Code of Conduct and Supplier Code of Conduct is part of the onboarding of new employees which includes conflict of interest, anti-corruption, fraud and related party.

- 15 The Company's whistleblower line is accessible to employees, suppliers, customers and other third parties through a specified phone number. The whistleblower program is translated in the country's regional dialects.
- 16 DMPI has a Business Continuity Plan (BCP), headed by the Chief Operating Officer to ensure continuous operations and supply of products to the market. The BCPs are reviewed annually to prevent threats and disruptions. The Company's BCPs were implemented during the COVID-19 pandemic.
- 17 Del Monte performs internal audits to assess corporate, facility, and subsidiary processes to ensure compliance with policies and to mitigate risk of breaches, fraud, and both financial and reputational damage.
- 18 DMPI's Internal Audit covers environmental compliance as part of its annual audit plan.

DATA PROTECTION AND CYBERSECURITY



DMPL strengthens governance through data protection, privacy, and cybersecurity. IT assets are vital to support tactical business functions. In line with this, the Group is revisiting the process of its Information Security Policy to set forth high-level controls for protecting information and assessing compliance.

The Group is likewise committed to protecting its confidential business data and privacy of individuals. The



Legal team with Antonio E.S. Ungson, Chief Legal Counsel, and Ramon M. Velez of Stakeholder Relations

STRENGTHENING GOVERNANCE

same applies to cybersecurity laws and regulations, which have also become increasingly complex.

- 1 DMFI takes data security and privacy seriously, employs workstation encryption, blocks non-encrypted USB devices, and utilizes multi-factor authentication on most applications.
- 2 To ensure data protection in an unsecured environment, more features have been added to our endpoint protection, such as the Endpoint Detection and Response. The cybersecurity program is also being aligned with ISO27001:2013.
- 3 DMFI programs its firewall content protection to enhance the endpoint protection capabilities and protect users from malicious websites or programs.
- 4 DMFI has implemented a work-from-home scheme for employees using a system that allows web-enabled applications on personal computers such as Okta apps like Box, RingCentral, and Outlook Web Access to prevent Company data from being stored in personal computers. Technical support was also made available to the employees for other network concerns.
- 5 In the Philippines, Del Monte implemented sets of guidelines and procedures based on its Information Security Manual that adopted the standards of Information Security Management System (ISMS) and principles of the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

- 6 DMPI upgraded its Email Exchange and Active Directory to the latest version, Implemented Sophos Endpoint Security with encryption, patching of critical servers from known high-risk vulnerabilities, implemented email security protocols, and upgrade of Cisco ISE version.
- 7 To protect DMPI's network, email system, and endpoint devices from threats and exploits, the Company implemented a combination of network firewalls and FireEye's Advanced Persistent Threat protection as its perimeter defenses.

The email system is protected by FireEye's Email Threat Prevention system that safeguards against advanced, targeted, and other evasive attacks hiding in email traffic. Email security protocols are also implemented such as Sender Policy Framework (SPF), Domain-based Message Authentication, Reporting and Conformance (DMARC), and Domain Keys Identified Mail (DKIM) to provide added security and authentication against phishing and email spoofing attacks.

- 8 DMPI implements Cisco Identity Services Engine (ISE) to automate the management of security and network access policies for endpoint devices. Cisco ISE provides full visibility into everything connected to the network in real-time.

Coupled with the Cisco AnyConnect Secure Mobility Client, Cisco ISE scans devices trying to connect to the network for security-related compliance requirements including operating system, security settings, anti-virus, anti-malware, etc. Non-compliant devices are prevented from accessing the network even if proper user IDs and passwords are provided.

- 9 Endpoints are protected by Sophos Advanced Endpoint Security solution with detection and response capabilities. These solutions are superior in the category to traditional solutions that rely on signatures for malware detection, making them insufficient in detecting zero-day exploits which have no signatures in the existing malware database yet. Endpoint encryption is also implemented to strengthen data protection.



Information Technology planning with Catherine Rose L. Esquerra, Director, IT Operations

10 DMPI periodically conducts awareness to users and employees on threats and shares tips and reminders to avoid exploits and comply with best practices and standards.

11 IT regularly tests its firewalls at least once a month as part of network operations responsibility. Vulnerability Assessment and Penetration Testing is being done annually by a third party. The results are reported monthly between a managed IT operations partner and DMPI's IT department. No material cybersecurity breaches were noted in FY22.

12 Internal Audit conducted a control self-assessment of DMPI's back-up policy and procedures of individual user files excluding server files. The audit is part of the other components of Information Technology General Controls that the external auditor has not covered. IA's review involves conducting surveys on regular employees and third party partners to determine appropriateness of its back-up policy and procedures related to individual user files.

Based on the audit results, Internal Audit secured approval from management to provide Box Cloud storage with unlimited size to department executive assistants of each major divisions.

DATA PRIVACY



The Group has adopted a Data Privacy Manual to ensure organizational, physical, and technological measures that guarantee the safety and security of personal data. The Group conducts continuous training to build its employees' competency in the area of personal data privacy.



- 1** Del Monte in the U.S. held bi-annual Privacy Task Force meetings to address privacy concerns and review changes in privacy laws and compliance.
- 2** DMFI engaged a third party to audit its systems and mitigate risks relating to data privacy and cyberattacks.
- 3** DMPI started an awareness initiative on Data Privacy led by the Data Privacy Officer in the Legal Department.
- 4** The level of awareness of employees was assessed and among the respondents handling private data, 51% are familiar with the general idea of the regulations.



Internal Audit team with Gil R.S. Veloso, Internal Audit Head

SUSTAINING GROWTH

As a global branded food company, we bring to life health, wellness and nutrition, and sustain our people, the planet and our performance – the triple bottom line

In this section:

- 1 Economic impact
- 2 Responsible sourcing practices



SUSTAINING GROWTH

Del Monte Pacific Ltd. (DMPL) Group continued operating throughout the pandemic to address the demand for food while ensuring the safety of its workforce. The impact of DMPL extends beyond 5,900 regular employees, close to 3,100 seasonal employees in the US and about 20,200 service providers who work in different areas of our operations in the Philippines.

Del Monte Foods, Inc. (DMFI) is one of the largest producers, distributors, and marketers of premium quality, branded vegetables, fruits and tomatoes for the U.S. retail market. DMFI contracts with about 820 growers across the U.S. and Mexico, which supply about 912,000 tons of produce.

Our pineapple plantations in southern Philippines encompass two cities and 18 municipalities in Bukidnon and Misamis Oriental, Mindanao. Around 20,000 families or approximately 100,000 individuals directly or indirectly depend on the Company's operations including fruit growers, harvesters, truckers, and maintenance crews.

The Company believes that our operations have immensely contributed to regional economic growth, creating a multiplier effect on the local economy by fueling businesses which support the Group, and serving the day-to-day needs of our employees and their families.



Company's fresh pack house, freezing and juicing plant in Bukidnon, Philippines

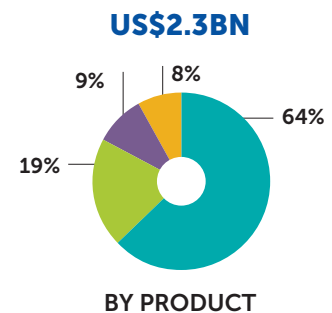
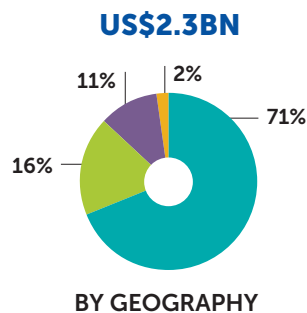
ECONOMIC IMPACT



ECONOMIC VALUE ADDED

In USD ('000)	FY22	FY21
Direct economic value generated	2,342,086	2,162,709
Revenue	2,342,086	2,162,709
Economic value distributed	2,068,236	1,929,210
Operating costs	1,965,986	1,839,267
Employee wages & benefits	108,013	111,096
Payments to providers of capital	62,670	62,670
Payments to government	39,666	27,346
Community investments	710	423
Economic Value Retained	273,850	233,499

FY22 SALES



- Americas
- Asia ex-Philippines
- Philippines
- Europe

- Packaged Fruit and Vegetables
- Fresh Fruit and Others
- Culinary
- Beverage

SUSTAINING GROWTH










Directors and management attending DMFI's innovation activity

- 1 The Group generated a turnover of US\$2.3 billion in FY22, 8% higher than prior year on better performance in USA, S&W fresh and packaged products.
- 2 Improved sales mix with higher-margin retail branded products and selective price adjustments made to counter inflation.
- 3 The Group's EBITDA of US\$351.5 million, up 14% from US\$309 million, on higher sales and lower G&A.
- 4 The Group's net profit of US\$100 million was higher by 58% than FY21.
- 5 DMPL redeemed US\$200 million of its DMPA1 Preference Shares in April 2022. This was refinanced by a combination of Senior Notes and loans.
- 6 The Group will continue to improve and expand its offering of high quality nutritious products, and making these more readily available to consumers through traditional and digital channels including e-commerce, and through more convenient formats.
- 7 Amidst a high-cost environment, the Group remains vigilant in managing its costs. DMPL proactively addresses inflationary impact from commodity headwinds and increased transportation costs through revenue and cost drivers including driving efficiencies and productivity across operation.
- 8 DMFI's full year sales were US\$1.7 billion or 70% of the Group's turnover. Sales were up 12% driven by increases across all major segments following improvement in supply and distribution gains. Branded retail and foodservice sales were up 13% and 36%, respectively, offsetting the reduction of low-margin private label. New products contributed 5.3% to DMFI's total sales.
- 9 DMFI's EBITDA rose 25% to US\$213.6 million from US\$170.5 million. Net profit tripled to US\$54.3 million from US\$15.1 million.
- 10 DMFI successfully expanded into beverage and frozen new categories and accelerated growth in key sales channels of dollar stores, convenience stores, e-commerce and foodservice.
- 11 DMFI won the "Product of the Year" award for the fourth straight year for its newest innovations: Del Monte Fruit Infusions in the fruit snack category and Joyba Bubble Tea in the coffee and tea category.



DMFI Leadership Council with Gregory Longstreet, CEO

MARKET POSITION IN KEY CATEGORIES IN THE USA				
Products	Market Position	Market Share	Change vs. prior year	Brands
Canned Vegetable	#1	22.0%	+4.6 ppts	
Canned Fruit	#2	21.5%	+2.3 ppts	
Fruit Cup Snacks	#2	26.5%	+1.3 ppts	
Canned Tomato	#3	5.8%*	+0.4 ppt	  
Broth	#2	6.5%	-0.2 ppt	

Canned market shares are for branded only, ex-private labels
 *Combined share for Del Monte, S&W and Contadina brands
 Source: Nielsen RMS / Scantrack DMFI Custom DBs, Equivalent Volume share, Total xAOC, 12M ending 30 April 2022

12 Del Monte brand performed well in its traditional canned categories as consumers continue to reach for trusted brands and we continue to build momentum. Contadina and College Inn shares were flat to growing, after disproportionately benefitting from COVID-19 pantry loading last year.









13 DMFI will strengthen its core business and expand its product portfolio to address consumers' preference for health and wellness. The Company will improve its product availability through a more efficient supply chain, better distribution and expanded sales channels including e-commerce.

14 DMFI achieved a credit rating upgrade to "B2" from "B3" from Moody's and an upgrade to Positive Outlook from S&P. This reflects DMFI's strengthening operating performance which improved liquidity and leverage.

15 DMFI raised US\$600 million through a 7-year Term Loan B facility at Adjusted SOFR, to

primarily redeem the US\$500 million Senior Secured Notes with a lower interest rate. The much lower interest rate will result in about US\$20-30 million interest savings per year.

16 DMPL's 2nd largest and most profitable subsidiary, Del Monte Philippines, achieved sales of US\$729.5 million for full year FY22, up 3%. EBITDA of US\$154.2 million increased by 1%, and net profit of US\$97.7 million was up by 3%.

MARKET LEADER IN VARIOUS CATEGORIES IN THE PHILIPPINES				
Products	Market Position	Market Share	Change vs prior year	Brands
Packaged Pineapple	#1	93.3%	+3.7 ppts	
Canned Mixed Fruit ¹	#1	75.9%	-0.9 ppt	 
RTD Juices ex-foil pouches	#1	43.3%	-6.4 ppts	
Tomato Sauce	#1	85.8%	-1.1 ppts	
Spaghetti Sauce ²	#1	37.4%	-0.7 ppt	  

¹ Combined share for Del Monte and Today's brands
² Combined share for Del Monte, Today's and Contadina brands
 Source: The Nielsen Company - Retail Audit Data, 12M to April 2022

17 Packaged fruit and spaghetti sauce category consumption was down due to shifting of consumer priorities in the face of inflation. Despite volume decline, we were able to increase packaged fruit market share from sustained marketing programs. In spaghetti sauce category, we lost share from low-priced brands.



DMPI marketing team with Cynthia D. Icasas, Group Head, Marketing

18 Sales of 100% pineapple juice declined as some consumers shifted to our multi-flavored line of juice drinks in single cans and 1-liter carton packs with growth of 54%.

SUSTAINING GROWTH



Del Monte's entry into the dairy segment through its JV with Vinamilk

19 Foodservice sales rose 14% as we capitalized on the increased restaurant foot traffic.

20 Innovation contributed 6.5% of total DMPI FY22 sales, including innovations consisting of Mr. Milk, Potato Crisp, Fruity Munchsters snacks, and the new Del Monte-Vinamilk dairy products.

21 International market delivered growth led by S&W branded fresh pineapple, growing 18% driven by success in North Asia, especially China.

22 S&W pineapple sales in China grew from expanded distribution coverage of existing distributors, plus new distributors which have supported the continued expansion into tier 2 and 3 cities.



Finance Team with Parag Sachdeva, Chief Financial Officer

23 S&W launched the naturally-ripened extra sweet S&W Deluxe Premium in China, Japan and South Korea with sustained favorable market feedback. This premium fresh variety is gaining traction in China's retail segment.

24 S&W's high quality, premium MD2 fresh pineapple, makes the Company the largest fresh pineapple exporter to China with 53% volume share.

25 E-commerce and digital marketing are growing with North Asia having the largest share of e-commerce pie. S&W is in most of the portals in China and South Korea.

RESPONSIBLE SOURCING PRACTICES



The Group recognizes the importance of building a strong partnership with its suppliers. DMPL conducts business with its customers conforming to integrity, mutual interest, and fairness.



S&W pineapples exported to China

- 1 The Group performs periodic audits of contract manufacturers and direct suppliers, including independent and unannounced audits to ensure quality assurance and compliance.
- 2 The Group expects suppliers to comply with its Supplier Code of Conduct. This includes, but is not limited to, the rights of their workers and people working for their suppliers, as well as the communities affected by their operations, and those raising any human rights concerns associated with them.



Innovative Packaging Industry Corp., one of DMPI's toll manufacturers

- 3 The Group also expects suppliers to comply and respect the fundamental labor rights set out in the 8th International Labor Organization core conventions. The Supplier Code of Conduct embodies the Group's requirement on community and zero tolerance to reprisals, environmental compliance with national and international laws, anti-corruption and conflict of interest.

For details please refer to the policy at <https://www.delmontepacific.com/hubfs/pdf/Supplier%20Code%20of%20Conduct.pdf>



Mortenson Bros. Farms, Inc., one of Del Monte's growers

- 4 DMFI's relationships with farmers extend to more than three generations. The vegetables and fruits are contractually grown on farms. Some Del Monte fruit growers include farm families that have produced for Del Monte for over 70 years. Our growth has a broader implication for farms across the U.S.
- 5 99% of the vegetables, about 70% of the fruits, and 99% of the tomatoes the Company produces are grown in the U.S., while the balance are supplied from Mexico, Chile, Philippines, China, Thailand, and Greece.

2022	Vegetables	Fruits (US)	Fruits (Mexico)	Tomatoes
Tons	319,241	200,665	54,727	337,483
Growers	119	535	143	27

99%

Vegetables
are from the US

70%

Fruits
are from the US with supply from Mexico, Chile, Philippines, China, Thailand and Greece

99%

Tomatoes
are from the US

SUSTAINING GROWTH

- 6 Del Monte in the US has a Supplier Diversity Program that enables small and diverse businesses to be considered fairly as subcontractors and suppliers.
- 7 Close to 60% of DMPI's suppliers are considered small and medium enterprises. These suppliers will undergo the supplier accreditation process of the Company and evaluated based on performance - quality, delivery, and competitiveness.
- 8 DMPI has a Code of Business Conduct which outlines the Company's practices in building its relationship with suppliers while adhering to the principles of integrity, mutual interest, and fairness in conducting business.
- 9 In selecting suppliers, DMPI applies its Supplier Quality Management Program to assess the quality and delivery performance, feedback, continuous improvement programs for all material suppliers and toll manufacturers.
- 10 The objective of the program is to align DMPI's quality parameters with that of suppliers, provide performance scorecards, classify suppliers into certified, preferred, approved, and conditional suppliers, and align them with DMPI's goals that will support growth in the next five years. The program determines the allocation of the Company's requirements to suppliers.



Procurement Team with Angel V. Gatchalian, Jr., Group Head

SUSTAINABILITY FRAMEWORK

Consistent with our vision, strategic pillars and core values; healthier produce, healthier people and a healthier planet

In this section:

- 1 Materiality and our priorities
- 2 Value chain
- 3 Stakeholder engagement



SUSTAINABILITY FRAMEWORK

Improving sustainability is one of the strategic pillars in our long range plan. Our Board of Directors oversees Del Monte’s sustainability strategy. Our sustainability goals are developed together with functional leaders and their teams, each addressing priorities and implementing projects to achieve the sustainability goals. Conducting business goes beyond generating profit to ensure the well-being of our people and stewardship of the planet.

We are guided by our vision, values, and goals to promote health and wellness, environmental stewardship, and employee welfare.

We focus on building the long-term resilience of our business. Each business unit has identified its material sustainability issues by location which may differ given the business model employed by the business units. For example, our Philippine company directly cultivates its fruits, while our US subsidiary uses contract growers to source its produce.

We strive to ensure that Del Monte adheres to the highest governance standards in doing business. For more information on our governance principles, refer to pages 86-112 of our FY2022 Annual Report or visit our website at www.delmontepacific.com/corporate-governance.



Zucchini harvest in the US

MATERIALITY AND OUR PRIORITIES

An independent materiality assessment process led by a global sustainability specialist firm examined our priorities with respect to products, people, the environment, governance, business, and our stakeholders.

IDENTIFY

- Identify top 30 priorities
- Create survey questionnaire
- Identify stakeholders for the survey

Design

PRIORITIZE

- Send survey to internal and external stakeholders
- Map priority issues to address

Conduct

MATERIALITY ASSESSMENT PROCESS

VERIFY

- Verify survey results
- Develop short-term goals
- Set long-term goals

Feedback

EVALUATE

- Reassess materiality issues
- Adjust necessary measures

Review

Our materiality assessment had the following objectives:

- 1 Identify the sustainability priorities, drawing on our knowledge of internal and external resources to compile a list of issues specific to the food industry.
- 2 Determine 30 environmental, social, and governance priorities across six categories to frame our assessment.

Product Innovation	Traceability	Product Quality and Safety	Health and Nutrition	Product Packaging	Product Labelling
Responsible Marketing	Occupational Health and Safety	Well-Being and Work-life Integration	Human Rights and Labor Standards	Talent Management	Employee Engagement
Diversity and Inclusion	Fair Wages and Benefits	CSR and Philanthropy	Community Relations and Stakeholder Management	Fertilizer and Pesticide Use	Soil Management
Waste Management	Water Management	Energy and GHG Emissions	Biodiversity	Climate Change Adaptation	Ethics and Integrity
Data Protection, Privacy and Cybersecurity	Public Policy	Land and Resource Availability	Technology Driven Operations	Tax	Responsible Sourcing Practices



Consumers



Employees



Communities



Nature



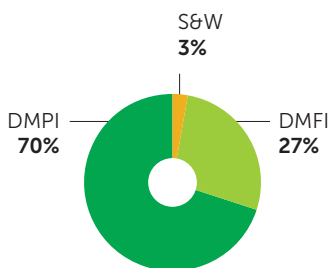
Governance



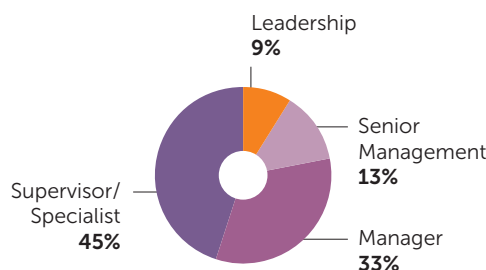
Growth

- 3 Conduct a survey with internal stakeholders, i.e. employees, regarding the business impact of sustainability issues, including the scope of the issue, possible risk and magnitude of impact, current regulations, and concerns from consumers, customers, communities, and the government.

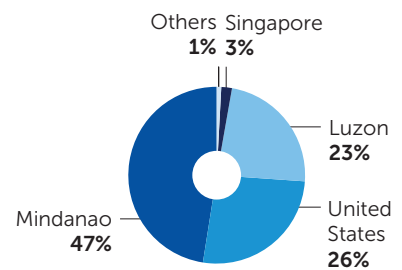
INTERNAL SURVEY DEMOGRAPHIC



BY BUSINESS UNIT



BY SENIORITY

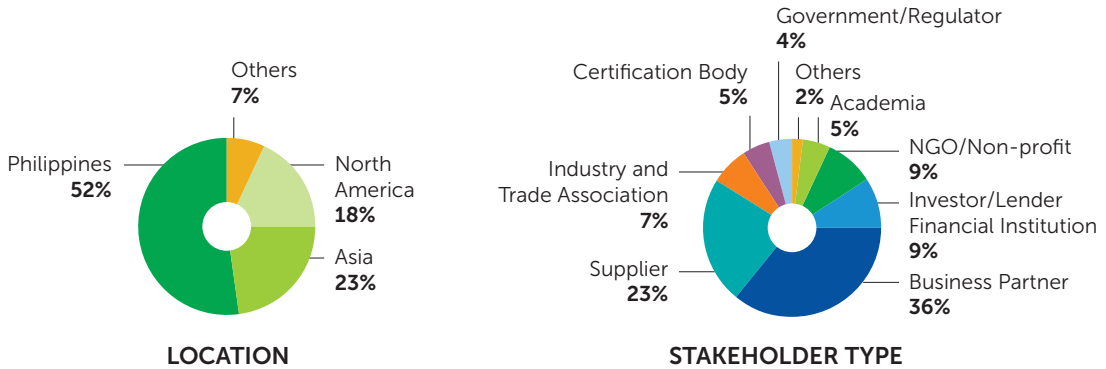


BY LOCATION

SUSTAINABILITY FRAMEWORK

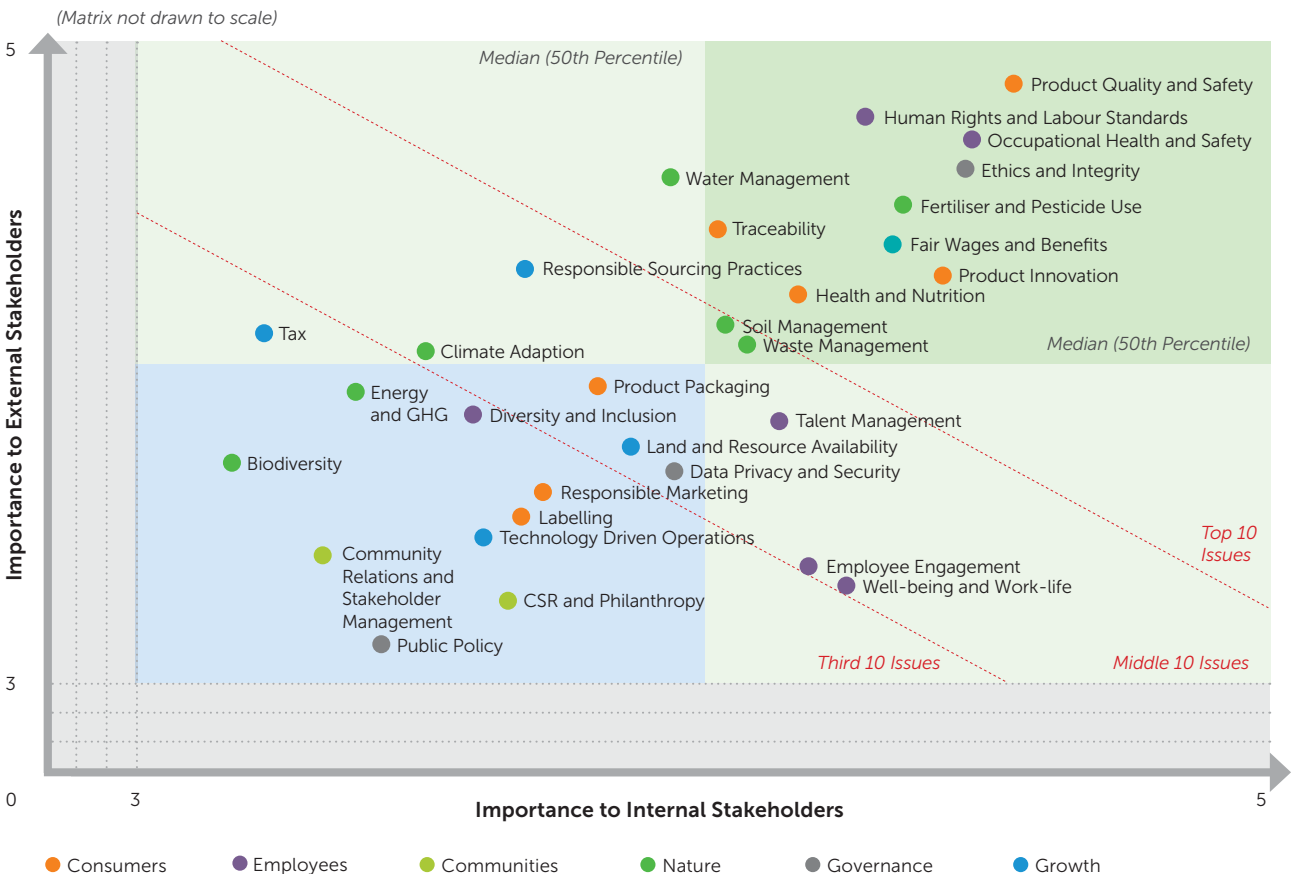
- Send a similar survey to key external stakeholders including business partners, customers, suppliers, lenders, government, industry and trade associations, certification bodies, non-government organizations, academe, and investors to determine issues for Del Monte to address.

EXTERNAL SURVEY DEMOGRAPHIC



- Map the critical issues to be prioritized.

DMPL MATERIALITY MATRIX



Our top 10 material priorities are as follows:

RANK	PRIORITY	IMPORTANCE
1	Product Quality & Safety	Ensure quality & safe products
2	Occupational Health & Safety	Ensure employee health & safety
3	Ethics & Integrity	Comply with rules & regulations
4	Human Rights & Labor Standards	Comply with human rights & labor laws
5	Fertilizer & Pesticide Use	Manage usage of fertilizers & chemicals
6	Product Innovation	Invest in innovation to sustain growth
7	Water Management	Manage usage of water
8	Fair Wages & Benefits	Comply with labor standards on wages & benefits
9	Health & Nutrition	Promote health, wellness & nutrition
10	Traceability	Ensure product safety, security & ascertain origin

● Consumers
 ● Employees
 ● Communities
 ● Nature
 ● Governance
 ● Growth

Aside from these, we also included emerging issues – soil management, talent management, data privacy, and cybersecurity. Moreover, the Group provided a section on climate change adaptation, energy efficiency, and corporate social responsibility. We also highlighted our response to the COVID-19 pandemic.

SUSTAINABILITY FRAMEWORK



Value Chain

1 Agricultural Sourcing

Del Monte Pacific has instituted sustainability practices throughout our agricultural supply chain to ensure the quality of our produce. These include DMFI's plant breeding program, DMPI's Unmanned Aerial Vehicle (drones) in the Philippines to monitor plant health and topography and implementing an Integrated Pesticide Management Program.

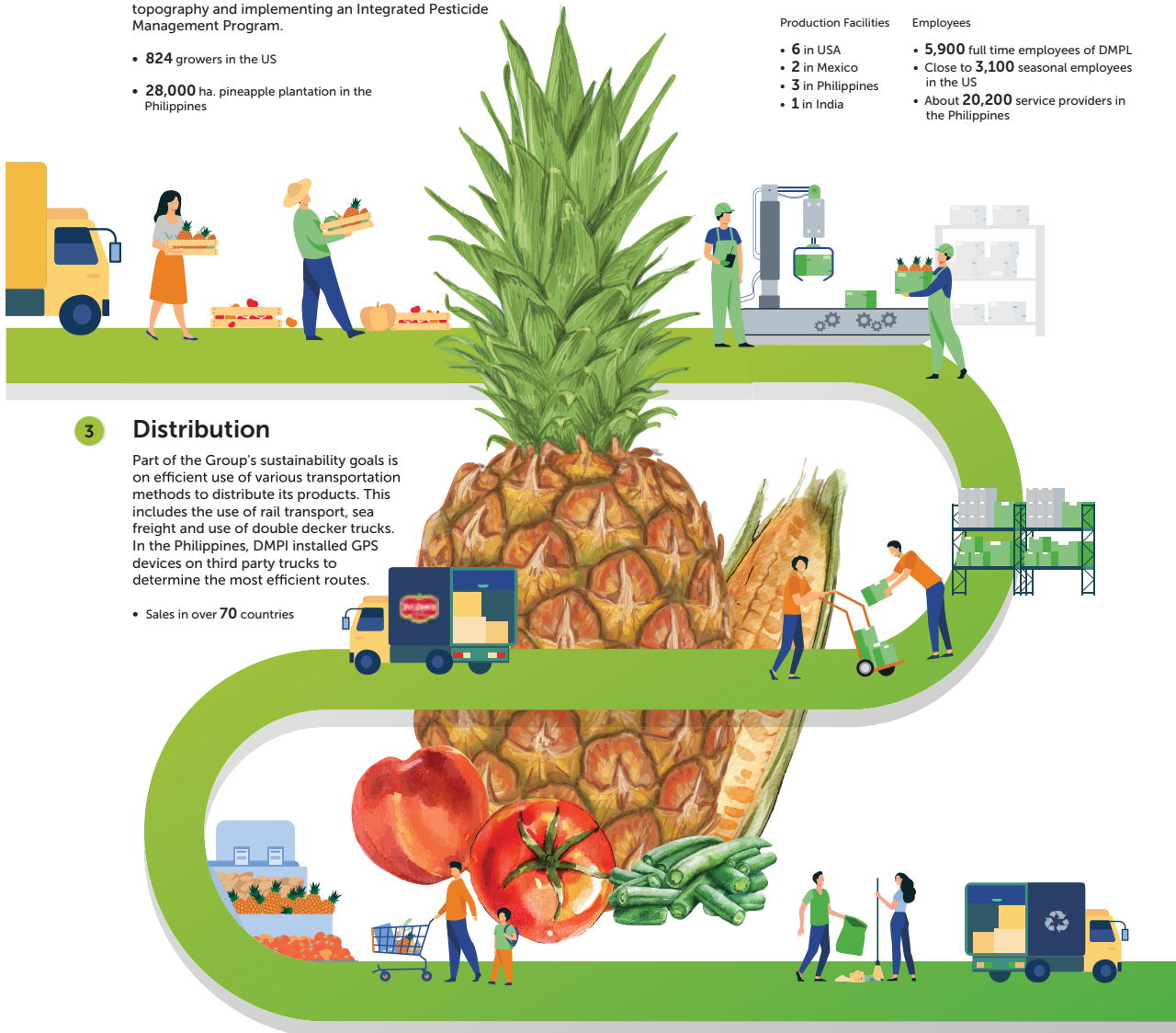
- 824 growers in the US
- 28,000 ha. pineapple plantation in the Philippines

2 Manufacturing Facilities

Part of the manufacturing facilities of the Group focuses on carbon emission reduction, efficient use of water and waste reduction in our operations. The Group plans to expand its use of renewable energy to reduce emissions.

Production Facilities Employees

- 6 in USA
- 2 in Mexico
- 3 in Philippines
- 1 in India
- 5,900 full time employees of DMPL
- Close to 3,100 seasonal employees in the US
- About 20,200 service providers in the Philippines



3 Distribution

Part of the Group's sustainability goals is on efficient use of various transportation methods to distribute its products. This includes the use of rail transport, sea freight and use of double decker trucks. In the Philippines, DMPI installed GPS devices on third party trucks to determine the most efficient routes.

- Sales in over 70 countries

4 Consumption

Del Monte brands have been trusted by consumers for generations. This trust is a result of maintaining quality products that are delicious, healthy and nutritious. R&D is mindful of our products' nutritional values and set goals to provide better nutrition to consumers including sugar and sodium reduction.

- US\$ 2.3 billion revenue in FY22

5 Post-Consumer

Part of the Group's plan is to use post-consumer plastics in our packaging. The Group is also developing biodegradable and compostable plastic packaging. The Group also plans to reduce waste sent to landfill to reduce carbon emissions.

- About US\$ 400,000 reduction in plastic material usage in the Philippines for FY22

STAKEHOLDER ENGAGEMENT



Some of DMFI's corn growers in the US

Our sustainability journey begins with our stakeholders, whom we nurture meaningful relationships with to strengthen collaboration, improve transparency, address potential risks, resolve concerns and sustain our performance.

Working together through partnerships with businesses, governments, NGOs and civil society can achieve effective outcomes, drive collective action, and build shared opportunities. Collaborating with multi-stakeholders is key in achieving our environmental, social and governance goals.

The corporate sustainability team leads efforts to increase sustainability advocacy among stakeholders. Key leaders are briefed about sustainability. We demonstrate our commitment which requires collective action with others.

As we engage with our stakeholders, we are mindful of our interaction with them. We use the principles of truthfulness, transparency, inclusiveness and accountability to build mutual trust and create a meaningful partnership.

We are committed to engage proactively with our partners in areas where we operate. We value the insights and feedback of stakeholders on our material priorities, as we develop our sustainability strategy across our goals.

The following outlines how we engage with our key stakeholders. These groups were identified according to their level of influence, interest, and impact on the organization.

SUSTAINABILITY FRAMEWORK

STAKEHOLDERS	WHY WE ENGAGE	HOW WE ENGAGE	WHAT WE ENGAGE
Consumers	To understand and address consumer needs and explore new categories and sustainable products	<ul style="list-style-type: none"> • Consumer insights • Corporate websites • Del Monte Kitchenomics • Brand engagement • Marketing activities and communication • Social Media 	<ul style="list-style-type: none"> • Health, wellness and nutrition • Food safety and quality • Packaging information • Sustainability practices • Heathy food preparation • Truthful and accurate communication
Employees	To promote health and safety procedures, employee engagement and talent management	<ul style="list-style-type: none"> • Town hall meetings • Leadership teams • Email communication • Internal publication (Tidbits) • Surveys • 24-hour hotline (anti-corruption practice) • Technical working groups • Employee engagement activities • Webinars 	<ul style="list-style-type: none"> • Occupational health and safety • Freedom of Association • Diversity and inclusion • Employee recognition • Talent management • Health, wellness and nutrition • Sustainability practices • Community engagement • Business and individual performance • Compensation and benefits
Local Communities	To sustain community development and environmental stewardship	<ul style="list-style-type: none"> • Corporate donations • Del Monte Foundation activities • Stakeholder relations • Partnerships (TESDA, Brigada Eskwela) • Surveys (Materiality) • Employee involvement 	<ul style="list-style-type: none"> • Health, wellness and nutrition • Community development • Education and scholarships • Livelihood projects • Disaster relief • Environmental initiatives • Various partnership programs
Growers and suppliers	To collaborate on sustainable agriculture practices and procurement of quality materials and services	<ul style="list-style-type: none"> • Supplier Code of Conduct • Supplier Quality Management Program • Supplier surveys • Supplier assessment and audits • Supplier partnerships • Supplier diversity (DMFI) • Face-to-face meetings 	<ul style="list-style-type: none"> • Product quality and safety • Human rights • Responsible sourcing • Sustainable agriculture • Risk management and mitigation • Business continuity plans • Cost saving initiatives • Sustainability initiatives • Traceability
Government and Regulators	To comply with legislation and establish strategic partnerships	<ul style="list-style-type: none"> • LGU and regulatory engagement • In-person meetings • Trade associations • Plantation tours 	<ul style="list-style-type: none"> • New rules and regulations • Compliance • Food safety and quality • Product labelling • Responsible marketing • Sustainability initiatives • Health, wellness and nutrition
Shareholders and Investors	To ensure investors and shareholders are updated on the company's business goals, strategic and performance, and sustainability initiatives	<ul style="list-style-type: none"> • Investor meetings • Ratings, rankings and other indices • Quarterly business performance • Annual Reports and Sustainability Reports • Investor briefing and calls • Annual general meetings • MD&A presentations • Forums, webinars and conferences • Email alerts to investors • Roadshows 	<ul style="list-style-type: none"> • Goals, strategies, vision and values • Business performance • Governance • ESG indices • Sustainability initiatives • Ethical business practices • Human rights • Health, wellness and nutrition

**OUR GOAL IS
TO PROMOTE
SUSTAINABILITY
THROUGH
ENVIRONMENTAL
STEWARDSHIP, SOCIAL
RESPONSIBILITY, AND
GOOD GOVERNANCE**



Risk Management

Promote risk management to avoid penalties by catching risks early on and taking action to mitigate them



Business Performance

Improve business performance by generating operational efficiency and cost savings through a more sustainable business model



Reputation with Stakeholders

Enhance the Company's reputation with stakeholders, including investors, credit institutions, customers, employees and business partners



Brand Equity

Boost the brand equity of the Company through a more sustainable social, environmental and economic performance



Strategic Planning and Sustainability Team led by Ignacio C. O. Sison, Chief Corporate Officer

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure	Location	Requirement(s) Omitted	Omissions		
				Reason	Explanation	
GRI 2: General Disclosures 2021	Organization and its reporting practices					
	2-1	Organizational details	Corporate Profile, Inside front cover About this Report, page 3			
	2-2	Entities included in the organization's sustainability reporting	About this Report, page 3			
	2-3	Reporting period, frequency and contact point	About this Report, page 3			
	2-4	Restatements of information	No restatement			
	2-5	External Assurance	About This Report, page 3			
	Activities and workers					
	2-6	Activities, value chain and other relationships	Value Chain, page 96			
	2-7	Employees	Organization Profile, page 33			
	2-8	Workers who are not employees	Sustaining Growth, page 85			
	Governance					
	2-9	Governance structure and composition	Board Governance, page 77			
	2-10	Nomination and selection of the highest governance body	Board Governance, page 78			
	2-11	Chair of the highest governance body	Board Governance, page 79			
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Governance, page 78			
	2-13	Delegation of responsibility for managing impacts	Board Governance, page 78			
	2-14	Role of the highest governance body in sustainability reporting	Board Governance, page 79			
	2-15	Conflicts of Interest	Ethics and Integrity, page 81			
	2-16	Communication of critical concerns	Board Governance, pages 78 - 79			
	2-17	Collective knowledge of the highest governance body	Board Governance, page 79			
	2-18	Evaluation of the performance of the highest governance body	Board Governance, page 78			
2-19	Remuneration policies	Board Governance, page 78				
2-20	Process to determine remuneration	Board Governance, page 78				
2-21	Annual total compensation ratio		Compensation data	Confidentiality constraint	Intense competition for talent in the food and beverage industry	

GRI Standard / Other Source	Disclosure	Location	Requirement(s) Omitted	Omissions	
				Reason	Explanation
	Strategy, policies and practices				
	2-22	Statement on sustainable development strategies	Letter to our Stakeholders, page 7		
	2-23	Policy commitments	Letter to our Stakeholders, page 7		
	2-24	Embedding policy commitments	Letter to our Stakeholders, page 7		
	2-25	Process to remediate negative impacts	Letter to our Stakeholders, page 7		
	2-26	Mechanism for seeking advice and raising concerns	Letter to our Stakeholders, page 7		
	2-27	Compliance with laws and regulations	Letter to our Stakeholders, page 7		
	2-28	Membership associations	DMPL's Contribution to the UN Sustainable Development Goals, pages 12-13, 19		
	Stakeholder engagement				
	2-29	Approach to stakeholder engagement	Stakeholder Engagement, pages 97-98		
	2-30	Collective bargaining agreements	Freedom of Association, page 37		
GRI 3: Material Topics	3-1	Process to determine material topics	Materiality and our Priorities, pages 92-94		
	3-2	List of material topics	Materiality and our Priorities, page 95		
	3-3	Management of material topics		Material Topics	Information incomplete
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Economic Value Added, page 85		
	201-2	Financial implications and other risks and opportunities due to climate change	Climate-related Report, pages 65-72		
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender to local minimum wage	Fair Wages and Benefits, page 38		
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Economic Value Added, page 85 Four Key Projects, page 51		
	203-2	Significant indirect economic impacts	Sustaining Growth, page 85		

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure	Location	Requirement(s) Omitted	Omissions	
				Reason	Explanation
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Spending on local suppliers	Information Incomplete	For completion in FY23
GRI 205: Anti- corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Ethics and Integrity, pages 79-80		
	205-3	Confirmed incidents of corruption and actions taken	No incidence of corruption		
GRI 206: Anti- Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions		
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Product Packaging, page 30		
	301-2	Recycled input materials	Waste Management, page 57		
GRI 302: Energy 2016	302-1	Energy consumption within the organization	ESG Metrics, page 11		
	302-3	Energy intensity	ESG Metrics, page 11		
	302-4	Reduction of energy consumption	Climate Change and Energy Efficiency, pages 58-59		
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water Management, pages 54-55		
	303-2	Management of water discharge-related impacts	Climate Change and Energy Efficiency, page 60		
	303-5	Water consumption	ESG Metrics, page 11		
GRI 304: Biodiversity 2016	304-3	Habitats protected or restored	Environment, pages 61-64		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Climate-related Report, page 72 ESG Metrics, page 11		
	305-2	Energy indirect (Scope 2) GHG emissions	Climate-related Report, page 72 ESG Metrics, page 11		
	305-3	Other indirect (Scope 3) GHG emissions	Climate-related Report, page 72 ESG Metrics, page 11		
	305-5	Reduction of GHG emissions	Climate Change and Energy Efficiency, pages 58-59		
	305-6	Emissions of ozone-depleting substances (ODS)	Climate Change and Energy Efficiency, page 58		
	GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management, pages 56-58	
306-2		Management of significant waste-related impacts	Waste Management, pages 56-58		
306-5		Waste directed to disposal	ESG Metrics, page 11		

GRI Standard / Other Source	Disclosure	Location	Requirement(s) Omitted	Omissions	
				Reason	Explanation
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Sourcing Practices, page 89		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Organization Profile, page 33		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Fair Wages and Benefits, page 38		
	401-3	Parental leave	Fair Wages and Benefits, page 38		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety, pages 34-35		
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, page 35		
	403-3	Occupational health services	Occupational Health and Safety, page 35		
	403-5	Worker training on occupational health and safety	Occupational Health and Safety, page 35		
	403-6	Promotion of worker health	Occupational Health and Safety, page 35		
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pages 34-35		
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety, pages 34-35		
	403-9	Work-related injuries	ESG Metrics, page 11		
	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	ESG Metrics, page 11	
404-2		Programs for upgrading employee skills and transition assistance programs	Talent Management, page 41		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Board Governance, page 78		
	405-2	Ratio of basic salary and remuneration of women to men	Compensation data	Confidentiality constraint	Intense competition for talent in the food and beverage industry
GRI 406: Non- discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	None		

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure	Location	Requirement(s) Omitted	Omissions	
				Reason	Explanation
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Standards, pages 36-37 Freedom of Association, page 37		
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Standards, page 36		
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Developing Communities, pages 43-48		
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible Sourcing Practices, Page 89		
GRI 416: Customer Health and Safety 2016	416-1	Assessment of health and safety impacts of product and service categories	Product Quality and Safety, pages 23-24 Health and Nutrition, pages 24-26		
	416-2	Incidents of non-compliance concerning health and safety impacts of products and services	None		
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	Product Packaging, pages 29-30		
	417-2	Incidents of non-compliance concerning product and service information and labeling	None		
	417-3	Incidents of non-compliance concerning marketing communications	None		
GRI 481: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None		

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NOTE ABOUT PRINTING:

In line with Del Monte Pacific's commitment to environmental sustainability, this report is a Forest Stewardship Council® (FSC®) certified print job. Should you wish additional copies to share this report, we encourage you to download the soft copy of this report to reduce consumption of resources from printing and distribution of hard copies. The portable document format (PDF) soft copy is available for download in the sustainability section of the Del Monte Pacific website at <https://www.delmontepacific.com/sustainability/sustainability-report>.

ABOUT THE FOREST STEWARDSHIP COUNCIL:

The Forest Stewardship Council® (FSC®) is an independent, not for profit, non-government organisation established to support environmentally appropriate, socially beneficial, and economically viable management of the world's forests. FSC's vision is that the world's forests meet the social, ecological, and economic rights and needs of the present generation without compromising those of future generations. FSC's certification guarantees consumers and businesses that the FSC-labelled product they purchase come from a forest and supply chain that is managed responsibly.

For more information, please visit FSC®'s website at www.fsc.org.

Source: FSC website and standards



This is an FSC-certified publication.

CORPORATE INFORMATION

DEL MONTE PACIFIC LIMITED

Board of Directors

Mr. Rolando C. Gapud
Executive Chairman

Mr. Joselito D. Campos, Jr.
*Managing Director and
Chief Executive Officer*

Mr. Edgardo M. Cruz, Jr.
Executive Director

Mr. Benedict Kwek Gim Song
Lead Independent Director

Mr. Godfrey E. Scotchbrook
Independent Director

Dr. Emil Q. Javier
Independent Director

Mrs. Yvonne Goh
Independent Director

Executive Officers

Mr. Joselito D. Campos, Jr.
*Managing Director and
Chief Executive Officer*

Mr. Luis F. Alejandro
Chief Operating Officer

Mr. Ignacio C. O. Sison
Chief Corporate Officer

Mr. Parag Sachdeva
Chief Financial Officer

Mr. Antonio E. S. Ungson
*Chief Legal Counsel,
Chief Compliance Officer and
Company Secretary*

Mr. Ruiz G. Salazar
Chief Human Resource Officer

Del Monte Foods, Inc.

Mr. Gregory Longstreet
President and Chief Executive Officer

Mr. Parag Sachdeva
*Chief Financial Officer and
Chief Operations Officer*

Mr. William Sawyers
*General Counsel,
Chief Compliance Officer, Secretary*

Ms. Bibie Wu
Chief Marketing Officer

Mr. Eric Ingram
Chief Human Resources Officer

Mr. Ashish Mallick
Chief Supply Chain Officer

Mr. David Stis
Chief Customer Officer

Ms. Jeanette C. Naughton
Vice President, Strategic Planning

DEL MONTE PHILIPPINES, INC.

Mr. Joselito D. Campos, Jr.
Chief Executive Officer

Mr. Luis F. Alejandro
President and Chief Operating Officer

Mr. Parag Sachdeva
Chief Financial Officer

Mr. Antonio E. S. Ungson
*Chief Legal Counsel, Chief Compliance
Officer and Company Secretary*

Mr. Ignacio C.O. Sison
*Chief Sustainability Officer and
Head, Investor Relations*

Mr. Ruiz G. Salazar
Chief Human Resource Officer

Mr. Philip G. Macahilig
*Group Head, Philippine Market Commercial
Operations*

Ms. Tan Chooi Khim
*Group Head, International Commercial
Operations*

Ms. Eileen M. Asuncion
*Group Head, Commercial
Joint Venture Operations*

Ms. Cynthia D. Icasas
Group Head, Marketing

Mr. Francisco T. Molas
Group Head, Mindanao Operations

Arnold C. Alvarez
Chief Supply Chain Officer

Mr. Amante A. Aguilar
Group Head, Supply Chain

Mr. Angel V. Gatchalian, Jr.
Group Head, Corporate Procurement

S&W FINE FOODS INTERNATIONAL LTD.

Ms. Tan Chooi Khim
General Manager

Mr. Marco Deo B. Verdeflor
*Senior Commercial Manager, China, Korea,
Taiwan, and Middle East (Fresh)*

Mr. Richard Lin
*Commercial Manager, China
(Fresh and Packaged)*

Ms. Sharin A. Rebolledo
*Commercial Manager, China, Korea,
Hong Kong, and Taiwan (Packaged)*

Mr. Fritz Matti
*Commercial Manager, Japan
(Fresh and Packaged)*

Mr. Sumarleki Amjah
*Head, ASEAN, MENA, and Indian
subcontinent (Packaged)*

Ms. Warunee Karnasuta
*Commercial Manager, Europe, Middle East,
and Africa (Packaged)*

Ms. Yap Siew Ling
*Commercial Manager, Europe, Middle
East, and Africa (Packaged)*

Ms. Maria Odette Lagunilla
*MD2 Business Development and Growth
Optimization Manager*

Ms. Rhodora Gumapac-Negrado
*Senior Manager, Supply Chain, and
Product Sourcing*

Ma. Marieta F. Brugada
*Finance Head, Mindanao Operations and
International Market*

SUSTAINABILITY REPORT TEAM

Mr. Ignacio C. O. Sison
Chief Corporate Officer

Mr. Raulito R. Rodil
Corporate Sustainability

Ms. Molly Laverty
Senior Sustainability Manager

Ms. Jennifer Y. Luy
Senior Manager, Investor Relations

Ms. Ma. Irma E. Rivera
Executive Assistant

COMPANY SECRETARY

Mr. Antonio E. S. Ungson
10/F JY Campos Centre
9th Avenue corner 30th Street
Bonifacio Global City
Taguig City 1634
Philippines
Tel : +632 8856 2888
Fax: +632 8856 2628

LISTING & TRADING SYMBOLS

Listed on 2 August 1999 on the Singapore Exchange

Listed on 10 June 2013 on the Philippine Stock Exchange (PSE)

Preference Shares listed on 15 December 2017 on the PSE

Bloomberg: DELM SP and DELM PM, and DMPA2 for the Preference Shares
Reuters: DMPL.SI and DELM.PS, and DMPA2.PS for the Preference Shares

FOR FURTHER INQUIRIES PLEASE CONTACT:

Mr. Raulito R. Rodil
DMPL Management Services Pte. Ltd.
17 Bukit Pasoh Road
Singapore 089831
Tel : +65 6324 6822
+632 8856 2888
rrodil@delmontepacific.com



For more information, please scan QR Code to access the Del Monte Pacific website.



**LEAVE
NO ONE
BEHIND**

DEL MONTE PACIFIC LIMITED
c/o 17 Bukit Pasoh Road, Singapore 089831
Tel +65 6324 6822 | Email: rrodil@delmontepacific.com

www.delmontepacific.com

DELL MONTE PACIFIC LIMITED SUSTAINING OUR FUTURE RESPONSIBILITY REPORT FY2022