



DEL MONTE PACIFIC LIMITED



# SUSTAINING OUR FUTURE

SUSTAINABILITY REPORT FY2024

# 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 consumer needs for premium quality, healthy products. The Group innovates, produces, markets and distributes its products worldwide.

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](http://www.swpremiumfood.com)).

The Group owns heritage brands – *Del Monte*, *S&W*, *Contadina* and *College Inn* – all 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](http://www.delmontefoods.com)), owns other trademarks such as *Bubble Fruit*, *Joyba*, *Kitchen Basics* and *Take Root Organics* while DMPL’s Philippine subsidiary, Del Monte Philippines, Inc. ([www.delmontephil.com](http://www.delmontephil.com)), owns exclusive rights to trademarks such as *Del Monte*, *Today’s*, *Fiesta*, *202*, *Fit ‘n Right*, *Heart Smart*, *Bone Smart* and *Quick ‘n Easy* in the Philippines.

DMPL’s USA subsidiary operates four plants in the USA and two in Mexico, while its Philippine subsidiary operates an integrated operation with its 30,000-hectare 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 96% of a holding company that owns 50% of Del Monte Foods Private Limited ([www.delmontefoods.in](http://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](http://www.delmontepacific.com)  
[www.delmontefoods.com](http://www.delmontefoods.com)  
[www.delmonte.com](http://www.delmonte.com)  
[www.swpremiumfood.com](http://www.swpremiumfood.com)  
[www.contadina.com](http://www.contadina.com)  
[www.collegeinn.com](http://www.collegeinn.com)  
[www.delmontephil.com](http://www.delmontephil.com)  
[www.lifegetsbetter.ph](http://www.lifegetsbetter.ph)  
[www.delmontefoods.in](http://www.delmontefoods.in)



For more information, please scan QR Code to access 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*, *Bubble Fruit*, *Joyba*, *Kitchen Basics* and *Take Root Organics* 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.

#### Use of QR Codes:

This report includes a QR code at the start of every section. Scan the code for more information about the latter in our website.



# SUSTAINING OUR FUTURE

Through five key sustainability goals and respective sustainability pillars:

1

**BETTER NUTRITION**  
(Nourishing Consumers)

2

**ESG ETHOS**  
(Nurturing Employees and Developing Communities)

3

**WASTE REDUCTION**  
(Preserving Nature)

4

**NET ZERO**  
(Preserving Nature)

5

**RESPONSIBLE SOURCING**  
(Strengthening Governance and Sustaining Growth)

## CONTENTS

- 2 About this Report
- 4 Who We Are
- 5 Sustainability Pillars
- 6 Letter to Our Stakeholders
- 8 Key Sustainability Goals
- 12 DMPL's Environmental, Social and Governance (ESG) Metrics
- 14 DMPL's Sustainable Development Goals Contribution

### PEOPLE

- 16 **Nourishing Consumers**
- 18 Food Safety and Quality
- 19 Health and Nutrition
- 21 Product Innovation
- 22 **Nurturing Employees**
- 26 Occupational Health and Safety
- 27 Human Rights and Labor Practices
- 30 **Developing Communities**
- 31 Community Engagement

### PLANET

- 42 **Preserving Nature**
- 44 Climate Change Mitigation and Adaptation
- 45 Land Resource and Soil Management
- 49 Water Management
- 51 Effluents, Plastic and Waste Management
- 55 **Climate-Related Report**

### PERFORMANCE

- 62 **Strengthening Governance**
- 64 Board Governance
- 66 Risk Management
- 68 Responsible Sourcing Practices
- 70 **Sustaining Growth**
- 71 Economic Impact
- 74 Technology and Digital Transformation
- 76 **Sustainability Framework**
- 77 Materiality Assessment Process
- 82 Value Chain
- 83 Stakeholder Engagement
- 85 GRI Index

IBC Corporate Information

# ABOUT THIS REPORT

This Sustainability Report of Del Monte Pacific Ltd. (DMPL) is for financial year 2024, covering the period from 1 May 2023 to 30 April 2024. This is DMPL's 7<sup>th</sup> report.



This report describes DMPL's commitment to sustainability, its policies, key sustainability goals, and ESG metrics. This report is also prepared in accordance with the Singapore Exchange (SGX) guidelines on Sustainability Reporting which include the following:

1. Material ESG factors
2. ESG policies, practices and performance
3. Targets and metrics
4. Sustainability reporting standards and framework
5. Board statement and associated governance structure for sustainability
6. Climate-related disclosures

The Company is dual-listed on the SGX and the Philippine Stock Exchange (PSE). DMPL also complies with the sustainability reporting guidelines of the Securities and Exchange Commission (SEC) of the Philippines which require listed companies to disclose their non-financial performance relating to their environmental, social, economic and climate aspects.

## Sustainability Reporting Structure for Philippine Publicly-Listed Companies (PLC)



Source: SEC Memorandum Circular No. 4, Sustainability Reporting Guidelines for Publicly-Listed Companies

DMPL prepared the report using GRI 2021 standards, GRI 13 sector standards for Agriculture, Aquaculture and Fishing Sectors 2022, and the framework of the United Nations Sustainable Development Goals (SDGs).

The Group aligned its six sustainability pillars with the SDGs, supporting their call to action to end poverty, protect the planet and promote prosperity. The Group also provided a summary of its contributions to the SDGs linked to GRI. The SDGs are represented by relevant icons in every section of the report.

As prescribed by the SGX, this Sustainability Report contains climate-related disclosures based on the Task Force on Climate-related Financial Disclosures (TCFD). The Group engaged a third party

consultant that conducted its climate scenario analysis to determine the impact of climate change on the company operations, the risks, opportunities and plans to mitigate its impact.

This report excludes the Group's detailed financial performance which can be found in DMPL's Annual Report. DMPL reports the information cited in the GRI Content Index with reference to the GRI 2021 and GRI 13 sector standards.

The report excludes the operations of Del Monte Foods Private Limited (DMFPL) 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.



The Internal Audit teams of DMPL's subsidiaries, Del Monte Philippines, Inc., and Del Monte Foods, Inc., have internally verified this report in compliance with the Singapore Exchange mandate on internal assurance. The scope of the review included the accuracy of data presented, compliance with sustainability reporting framework, compliance of information reported with SGX guidance, compliance with Listing Rules, and the flow of the narrative. In general, the sustainability report is accurate and complies with the GRI framework, the recommendations of the TCFD, the SGX guidelines, and the Listing Rules. The narrative also shows a comprehensive picture of DMPL's sustainability programs.



Should you have any feedback, please contact [sustainability@delmontepacific.com](mailto:sustainability@delmontepacific.com). To access DMPL's Sustainability Report, please scan the QR Code or visit <https://www.delmontepacific.com/sustainability/sustainability-report>.

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# WHO WE ARE

## 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 Values



## Our Strategy



# OUR SUSTAINABILITY PILLARS



## Sustainability



PEOPLE		PLANET		PERFORMANCE	
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 <b>Consumers</b>	 <b>Employees</b>	 <b>Communities</b>	 <b>Nature</b>	 <b>Governance</b>	 <b>Growth</b>
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<p>We nourish consumers with quality products that promote health, wellness and nutrition</p> <ul style="list-style-type: none"> <li>→ Plant-based products</li> <li>→ Healthy and nutritious products</li> </ul>	<p>We nurture employees by promoting diversity, equality, well-being and development</p> <ul style="list-style-type: none"> <li>→ 39% women in leadership position</li> <li>→ 10,900 full-time employees</li> </ul>	<p>We develop communities through employment, livelihood, health care, education and nutrition</p> <ul style="list-style-type: none"> <li>→ 22K medical and dental consultations</li> <li>→ 240K people nourished during the year</li> </ul>	<p>We preserve nature through environmentally-friendly agricultural and manufacturing practices</p> <ul style="list-style-type: none"> <li>→ Pineapple operations certified as carbon negative</li> <li>→ 691K trees planted to date</li> </ul>	<p>We strengthen governance through principles of transparency, integrity, and accountability</p> <ul style="list-style-type: none"> <li>→ Majority of 4 Independent Directors</li> <li>→ 2023 Best Managed Board (Gold), Singapore Corporate Awards</li> </ul>	<p>We generate growth based on the triple bottom line — people, planet and profit — that will sustain our future</p> <ul style="list-style-type: none"> <li>→ Market leader with iconic brands</li> <li>→ Essential food industry to address consumer needs</li> </ul>
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# LETTER TO OUR STAKEHOLDERS

Dear Stakeholders,

As a food company, the vision of Del Monte Pacific Ltd. (DMPL), “Nourishing Families. Enriching Lives. Every Day.” is rooted in sustainability. Commitment to society and environment is one of the Company’s six core corporate values, while improving sustainability is one of DMPL’s five strategic pillars.

## SUSTAINABILITY PILLARS

DMPL’s sustainability framework has six pillars which address the needs of our key stakeholders:

- *Nourishing Consumers*
- *Nurturing Employees*
- *Developing Communities*
- *Preserving Nature*
- *Strengthening Governance*
- *Sustaining Growth*

## KEY SUSTAINABILITY GOALS

DMPL’s five key sustainability goals, which were approved by the Board in FY2022, promote these sustainability pillars:

### 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 goals wherein greenhouse gas emissions are equivalent to carbon sequestration. *(Preserving Nature)*



**Mr. Rolando C. Gapud**  
Executive Chairman

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



## 5. Responsible Sourcing

We address the social and environmental compliance of our suppliers and other business partners through our 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

DMPL's sustainability goals contribute to the United Nations Sustainable Development Goals (SDG) which have become more important than ever.

We have updated our climate report in this Sustainability Report based on the Task Force on Climate-Related Financial Disclosures (TCFD). In FY2024, Del Monte Philippines, Inc. (DMPI) conducted its first climate scenario analysis with an expert third-party firm, now forming part of its climate risk mitigation and regulatory disclosures.

The Company's materiality assessment of sustainability impacts was updated with another external specialist firm which identified its top sustainability priorities, with climate change mitigation and adaptation being among them.

DMPI has progressively been broadening its measure of scope 3 emissions since the independent certification in July 2022 of its pineapple operations' negative carbon footprint based on ISO standards for scopes 1, 2 and partial scope 3.

The Company has also begun implementing its Extended Producer Responsibility Program in 2023 by diverting from landfills 20% of its post-consumer plastic packaging waste in collaboration with a waste management company.

## ESG POLICIES AND COMPLIANCE

The Company has reinforced its governance of sustainability by issuing new policies and updating its existing policies. In FY2024, the Company issued its Food Loss and Waste Policy. In previous years, the Company updated its Food Safety Policy and Environmental Policy, and issued a new Health Statement, Responsible Marketing Policy, Supplier Code of Conduct, and Human Rights Policy. All these policies are in the Company's website and have been shared with our stakeholders. Key internal stakeholders concerned with these 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, social media, hotline phone number
- **Employees** – Human Resources, Labor Management Council, labor unions
- **Communities** – Del Monte Foundation, Stakeholder Relations, Legal department
- **Regulators** – Legal, R&D, and Company department concerned
- **Investors** – Investor Relations, Company's website

In FY2024, 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

In September 2023, Del Monte Pacific was honored to receive the Best Managed Board Award (Gold) in the Singapore Corporate Awards which recognize and celebrate the best in corporate governance among listed companies in Singapore. The assessment process also considered the Board's ESG governance.

## SUSTAINABILITY JOURNEY

**Sustaining our Future** is our commitment to grow healthier produce, healthier people and a healthier planet. Del Monte has been nourishing families for generations – those who have been part of our Company's long history as well as future generations to come.

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 2024

# KEY SUSTAINABILITY GOALS



 <p><b>Better Nutrition</b></p>	 <p><b>ESG Ethos</b></p>	 <p><b>Waste Reduction</b></p>	 <p><b>Net Zero</b></p>	 <p><b>Responsible Sourcing</b></p>
<ul style="list-style-type: none"> <li>• More nutritious products</li> <li>• Product innovation and renovation with more positive nutrients</li> <li>• Reduced sugar and sodium</li> <li>• Plant-based</li> <li>• Health and wellness</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental, Social, Governance corporate culture</li> <li>• Sustainability goals</li> <li>• Employee engagement, well-being</li> <li>• Diversity, equality, inclusion</li> <li>• Community development</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce wastage from production to distribution</li> <li>• Manage material usage</li> <li>• Plastic solution</li> <li>• Recycle, reuse and repurpose</li> <li>• Lower environmental impact</li> </ul>	<ul style="list-style-type: none"> <li>• Net zero carbon emissions by 2050</li> <li>• Pineapple operations negative carbon footprint</li> <li>• Renewable energy</li> <li>• Sustainable agriculture, manufacturing and supply chain</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier code of conduct adherence</li> <li>• Environmental and social compliance</li> <li>• Sustainability programs of suppliers</li> <li>• Sustainable ingredient and product sourcing</li> </ul>

## OUR SUSTAINABILITY GOALS ARE ALIGNED WITH THE UN SUSTAINABLE DEVELOPMENT GOALS.


<p><b>1 NO POVERTY</b></p> 	<p><b>2 ZERO HUNGER</b></p> 	<p><b>3 GOOD HEALTH AND WELL-BEING</b></p> 	<p><b>4 QUALITY EDUCATION</b></p> 	<p><b>5 GENDER EQUALITY</b></p> 	<p><b>6 CLEAN WATER AND SANITATION</b></p> 
<p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p> 	<p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p> 	<p><b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b></p> 	<p><b>10 REDUCED INEQUALITIES</b></p> 	<p><b>11 SUSTAINABLE CITIES AND COMMUNITIES</b></p> 	<p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p> 
<p><b>13 CLIMATE ACTION</b></p> 	<p><b>14 LIFE BELOW WATER</b></p> 	<p><b>15 LIFE ON LAND</b></p> 	<p><b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b></p> 	<p><b>17 PARTNERSHIPS FOR THE GOALS</b></p> 	<p><b>SUSTAINABLE DEVELOPMENT GOALS</b></p> 

## GOALS AND PROGRESS

Del Monte Pacific aligned its strategy, action plans and progress towards achieving the 5 Key Sustainability Goals which were approved by the Board in FY2022. DMPL’s subsidiaries are working on achieving their goals as “Growers of Good,” nourishing families for generations.



Goal	Strategy	Progress
 <b>Better Nutrition</b>	<ul style="list-style-type: none"> <li>Annual reduction of added sugar by 7.5% and sodium by 3.75%</li> </ul>	<ul style="list-style-type: none"> <li>Average reduction of sugar by 39% and sodium by 16% in certain SKUs</li> </ul>
	<ul style="list-style-type: none"> <li>Increase the proportion of products that provide better nutrition to 85%</li> </ul>	<ul style="list-style-type: none"> <li>84% of DMPI products based on sales volume provide better nutrition based on a global nutritional rating system simulation</li> </ul>
 <b>ESG Ethos</b>	<ul style="list-style-type: none"> <li>Attract and retain the right talents via an engaging and winning culture</li> </ul>	<ul style="list-style-type: none"> <li>80% of Mindanao-based regular employees are part of labor unions</li> <li>1,400 company-owned houses for plantation employees</li> <li>Implemented informal check-ins for new hires</li> </ul>
	<ul style="list-style-type: none"> <li>Strengthen engagement and motivate performance through the CHOICE Recognition Program</li> </ul>	<ul style="list-style-type: none"> <li>Finalizing the Annual Awards – nominees and candidates for FY24</li> <li>Program review and modifications</li> </ul>
	<ul style="list-style-type: none"> <li>Secure Great Place to Work Certification and be recognized as one of the Best Workplaces in time for DMPI’s 100th Year Anniversary in 2026</li> </ul>	<ul style="list-style-type: none"> <li>Completed cascade to all non-Mindanao divisions</li> <li>Plantation cascades are ongoing</li> <li>Focus groups conducted across all Divisions</li> </ul>
	<ul style="list-style-type: none"> <li>Ensure a safe and secure workplace</li> </ul>	<ul style="list-style-type: none"> <li>Recordable injuries reduced by 19%</li> <li>One fatality in FY2024</li> </ul>
	<ul style="list-style-type: none"> <li>Promote good governance</li> </ul>	<ul style="list-style-type: none"> <li>2023 Singapore Corporate Awards – Best Managed Board (Gold)</li> <li>– Best CFO</li> <li>Ranked 8th in the 2023 Singapore Governance and Transparency Index</li> </ul>
	<ul style="list-style-type: none"> <li>Generate livelihood and employment through the Del Monte Foundation</li> </ul>	<ul style="list-style-type: none"> <li>ZEP2030 initiative uplifted 216 families from extreme poverty</li> <li>287 graduates of TESDA community-based skills training</li> <li>Supported 308 scholars</li> </ul>
	<ul style="list-style-type: none"> <li>Enhance awareness of sustainability through a weekly corporate newsletter</li> </ul>	<ul style="list-style-type: none"> <li>Published 100 internal communication newsletters via email</li> </ul>

# KEY SUSTAINABILITY GOALS

Goal	Strategy	Progress
 <p><b>Waste Reduction</b></p>	<ul style="list-style-type: none"> <li>Reduce water use ratio (WUR) in manufacturing facilities by 3% yearly</li> </ul>	<ul style="list-style-type: none"> <li>DMPI facilities WUR 18.17 liter/kg</li> <li>WUR is 18% lower vs. FY23</li> </ul>
	<ul style="list-style-type: none"> <li>Reduce cannery defectives and line losses in the cannery to Php 91.9 million in FY25</li> </ul>	<ul style="list-style-type: none"> <li>Cannery defectives and line loss at Php 181.6 million in FY24</li> </ul>
	<ul style="list-style-type: none"> <li>Reduce usage of PET bottles by 15%, pouches by 6%, and tin can by 2% by FY26</li> </ul>	<ul style="list-style-type: none"> <li>13.3MT reduction in flexible plastic packaging material usage by optimizing the biggest pack size of sauces from 1kg to 900 grams</li> </ul>
	<ul style="list-style-type: none"> <li>Reduce obsolescence of FG, RM, PM to Php 60 million</li> </ul>	<ul style="list-style-type: none"> <li>Obsolescence at Php 333.4 million in FY24, mainly Finished Goods</li> </ul>
	<ul style="list-style-type: none"> <li>Comply with Extended Producer Responsibility (EPR) Law</li> </ul>	<ul style="list-style-type: none"> <li>Complied with the minimum 20% diversion of post-consumer plastic waste from landfills</li> <li>21.5% rigid plastics (including PET bottles)</li> <li>23.5% flexible (including SUPs)</li> </ul>
	<ul style="list-style-type: none"> <li>Use biodegradable Stand-Up Pouch (SUP) and PET bottles</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing biodegradable additives test</li> <li>As of the 33rd month, biodegradation rate is 69% for rigid plastics and 64% for Stand-up Pouches (flexibles)</li> </ul>
	<ul style="list-style-type: none"> <li>Include 30% recycled content in rigid plastic packaging</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing development in FY24</li> <li>Coordinated with suppliers to incorporate post-consumer recycled (PCR) plastic materials</li> </ul>




















Goal	Strategy	Progress
 <b>Net Zero</b>	<ul style="list-style-type: none"> <li>Reduce soil erosion in the plantation to 10 metric tons per hectare per year</li> </ul>	<ul style="list-style-type: none"> <li>15.68 MT/hectare with an equivalent topsoil removal of 1.44 mm in pineapple fields in Malaybalay, Bukidnon</li> </ul>
	<ul style="list-style-type: none"> <li>Reduce carbon emissions at the cannery equivalent to 3% per year</li> </ul>	<ul style="list-style-type: none"> <li>Cannery emissions in FY24 are 148,123 MT CO<sub>2</sub>eq, 15% lower vs prior period*</li> </ul>
	<ul style="list-style-type: none"> <li>Carbon emissions measurement to include Scope 3 emissions</li> </ul>	<ul style="list-style-type: none"> <li>Scope 3 upstream emissions completed for FY23 and FY24</li> <li>Program to compute and validate carbon sequestration/removals</li> </ul>
	<ul style="list-style-type: none"> <li>Install solar power in the plantation and cannery</li> </ul>	<ul style="list-style-type: none"> <li>Plantation: Ongoing commissioning as of July 2024</li> <li>Cannery: Estimated completion by FY25</li> </ul>
	<ul style="list-style-type: none"> <li>Shift 35% of third-party delivery transportation to double-decker trucks by FY24</li> </ul>	<ul style="list-style-type: none"> <li>30% (9 double-decker trucks) of third-party trucks shifted to double-decker trucks</li> </ul>
	<ul style="list-style-type: none"> <li>Install Global Positioning Satellite (GPS) devices on 100% of third-party delivery transportation</li> </ul>	<ul style="list-style-type: none"> <li>Installed GPS on 100% of third-party trucks in Luzon</li> <li>Phase 2: installation in Visayas</li> <li>Phase 3: installation in Mindanao</li> </ul>
 <b>Responsible Sourcing</b>	<ul style="list-style-type: none"> <li>Implement the Supplier Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>To date, 238 (42%) out of 564 suppliers have confirmed adherence to Supplier Code of Conduct</li> </ul>
	<ul style="list-style-type: none"> <li>100% of top 20 suppliers to develop sustainability programs as part of their accreditation</li> </ul>	<ul style="list-style-type: none"> <li>10 suppliers out of the top 20 (50%) have sustainability programs</li> </ul>

\* FY23 adjusted to include scope 3 upstream emissions (includes transportation, employee commuting, business travel, top 20 suppliers for purchased goods and services, leased assets and disposal of waste)

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

Topic	Metric	Unit of Measure	Progress
 <b>Greenhouse Gas (GHG) Emissions*</b>	<b>DMFI (FY23)</b>		
	Scope 1 Emissions	MTCO <sub>2</sub> eq	55,237
	Scope 2 Emissions	MTCO <sub>2</sub> eq	26,914
	Scope 3 Emissions	MTCO <sub>2</sub> eq	1,803,335
	Carbon Intensity	MTCO <sub>2</sub> eq/MT	1.85
	<b>DMPI (FY24)</b>		
	Scope 1 Emissions	MTCO <sub>2</sub> eq	114,913
	Scope 2 Emissions	MTCO <sub>2</sub> eq	53,230
	Scope 3 Emissions	MTCO <sub>2</sub> eq	886,248
 <b>Energy Consumption</b>	Energy Consumption (includes electricity, natural gas, coal and bunker fuel)	MWH	651,345
	Energy Intensity	MWH/MT Generation	0.45
 <b>Water Consumption</b>	Total Consumption – Manufacturing	Thousand Liters	12,063,810
	Water Use Ratio – Manufacturing	Thousand Liters/MT	8.40
	Total Consumption – Farming	Thousand Liters	582,691
	Water Use Ratio – Farming	Thousand Liters/Farm Hectare**	39,028
 <b>Waste Generation</b>	Waste Generated	MT	3,507,599
	Waste Sent to Landfills	MT	122,357
 <b>Gender Diversity</b>	Male Employees	Percentage	54
	Female Employees	Percentage	46
	Male New Hires	Percentage	54
	Female New Hires	Percentage	31
	Undisclosed New Hires	Percentage	15
	Male Turnover	Percentage	47
	Female Turnover	Percentage	30
 <b>Age Diversity</b>	Employees Below 30 years old	Percentage	14
	Employees 30 to 50 years old	Percentage	52
	Employees Above 50 years old	Percentage	24
	New Hires Below 30 years old	Percentage	28
	New Hires 30 to 50 years old	Percentage	57
	New Hires Above 50 years old	Percentage	15
	Turnover Below 30 years old	Percentage	20
	Turnover 30 to 50 years old	Percentage	50
Turnover Above 50 years old	Percentage	30	

Topic	Metric	Unit of Measure	Progress
 <b>Employment</b>	Total Employees	Headcount	8,689
	Turnover	Headcount	690
 <b>Development and Training</b>	Average Training Hours per Employee	Hours	11.5
	Average Training Hours – Male Employees	Hours	14.0
	Average Training Hours – Female Employees	Hours	12.8
 <b>Occupational Health and Safety</b>	Recordable Injuries	Cases	166
	High-consequence Injuries	Cases	0
	Recordable Work-Related Ill Health	Cases	46
 <b>Board Composition</b>	Fatalities	Cases	1
	Independent Directors	Percentage	57% (4 out of 7)
	Women on the Board	Percentage	14%
 <b>Management Diversity</b>	Women in Senior Management	Percentage	39%
 <b>Ethical Behavior</b>	Anti-corruption Disclosures	Number of Disclosures	1
	Anti-corruption Training for Employees	Number of Employees	349
 <b>Certifications</b>	Facilities with Relevant Certifications (see list in Nourishing Consumers)	Number of Facilities	14
 <b>Alignment with Framework</b>			GRI 2021 Standards
	Frameworks Disclosed	Standards	GRI 13 Sector Standards TCFD
 <b>Assurance</b>	Assurance of Sustainability Report		Internal Assurance Review

\* DMPI Scope 3 limited to upstream carbon emissions (includes transportation, employee commuting, business travel, top 20 suppliers for purchased goods and services, leased assets and disposal of waste)  
 \*\* Based on Net Farm Hectares (net of roads, canals, easements)

# DMPL'S SUSTAINABLE DEVELOPMENT GOALS CONTRIBUTION



**SUSTAINABLE DEVELOPMENT GOALS**



End poverty in all its forms everywhere



Uplifted **216 families** from extreme poverty through the ZEP2030 initiative



End hunger, achieve food security and improved nutrition and promote sustainable agriculture



DMPI uses **Smart Farm Roadmap** technology in farm management



Ensure healthy lives and promote well-being for all at all ages



**22,000 patients** served by the Foundation's Medical, Dental and Mobile Clinic



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all




Supported **308 scholars** from high school to college levels




Achieve gender equality and empower all women and girls



DMPL workforce gender ratio: **54% men, 46% women**



Ensure water availability and sustainable management of water and sanitation for all



**80 families** improved their sanitation through the Foundation's toilet project



Ensure access to affordable, reliable, sustainable and modern energy for all



DMPI's waste-to-energy facility contributed **17%** of the **cannery's electricity**



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



**80% of full-time workers** in DMPI are members of labor unions





Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



New products contributed **3% to DMPI sales**



Reduce inequality within and among countries



DMPL's **Human Rights Policy** ensures equality for all its employees



Make cities and human settlements inclusive, safe, resilient and sustainable



DMPI provided **1,400 houses and 50 dormitories** for plantation workers



Ensure sustainable consumption and production patterns



Cannery line loss **6% lower** vs. FY23



Take urgent action to combat climate change and its impacts



DMPI planted **12,000 seedlings** to rehabilitate a mangrove watershed



Conserve and sustainably use the oceans, seas and marine resources for sustainable development



DMPI **reduced its Water Use Ratio by 18%** in FY24 vs. FY23



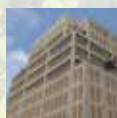
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



**About 26,000 trees** planted by the Foundation and its partners



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



DMPL upheld its **Supplier Code of Conduct** for supplier compliance



Strengthen the means of implementation and revitalize the Global Partnerships for Sustainable Development



The Group **engaged stakeholders** – Feeding America, TESDA



# NOURISHING CONSUMERS

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



For more information about this section, please scan QR Code

3 GOOD HEALTH AND WELL-BEING

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS

## NOURISHING CONSUMERS

Del Monte Pacific Ltd. is passionate about cultivating nutritious food that brings health and wellness to its consumers. With one of the most well-known and well-trusted brands in the market, it is committed to maintaining this trust.

At Del Monte, sustainability is essential from growing healthy produce that enriches the land to providing nutritious products that nourish consumers and communities. The Company's food products undergo comprehensive safety and quality procedures to provide premium products which meet the strictest food standards.



### Del Monte Foods List of Certifications

Facility	BRC	Non GMO Project	Organic	Kosher	Halal	HACCP
DM-Modesto	☑	☑	☑	☑		☑
DM-Marksan	☑	☑		☑		☑
DM-Hanford	☑	☑	☑	☑	☑	☑
DM-Plover	☑			☑	☑	☑
DM-Toppenish	☑	☑	☑	☑	☑	☑
DM-Yakima	☑	☑		☑	☑	☑
ICMOSA-Puebla	☑			☑		☑
ICMOSA-Montemorellos	☑			☑		☑
DC-McAllen	☑					☑
DC-Rochelle	☑		☑			☑
Philpack	☑			☑	☑	☑

### Del Monte Philippines List of Certifications

	Cannery	Beverage Plant	Freezing Plant	Juicing Plant	Plantation	Toll Manufacturing
Brand Reputation Compliance Global Standards (BRCGS)	☑		☑	☑		
Certificate of Authority to Operate – Cabuyao Central Laboratory						☑
FDA Food Safety Modernization Act	☑					
Food and Drug Administration (PHIL) LTO	☑	☑	☑	☑		
Food and Drug Administration (USFDA)	☑	☑	☑	☑		
FSSC 22000 v.5.1	☑	☑	☑	☑		
GlobalGAP					☑	
Good Manufacturing Practices	☑	☑				
HALAL Certification	☑	☑	☑	☑		
Hazards Analysis and Critical Control Point CODEX Alimentarius	☑	☑	☑	☑		
ISO 9001:2015	☑				☑	☑
ISO 17025	☑					
Kosher Parve-KF	☑		☑	☑		
PhilGAP (Outgrowership)					☑	
PhilGAP (Plantation)					☑	
Rainforest Alliance				☑	☑	
Supplier Ethical Data Exchange (SEDEX)	☑		☑	☑		
Voluntary Control Systems of SGF International	☑			☑		

# NOURISHING CONSUMERS



## FOOD SAFETY AND QUALITY

The Group ensures that consumers understand its commitment to conform to food safety standards and regulatory requirements through its food safety management system. DMPL facilities have quality certifications which attest to the quality and safety of products. 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-layer quality system protocol to each of its facilities that begins with its executive leadership providing proper guidance and direction. This is further supported by its manufacturing site procedures.
3. 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.



Line inspection in a processing facility in the Philippines

4. The Company has a Quality Management and Food Safety System in place that ensures the quality and safety of products. Manufacturing programs have been established to mitigate hazards including periodic assessments facilitated by third-party certification agencies.
5. DMPI hosted a Quality Summit under the theme "Championing Food Safety and Quality Culture as a United Manufacturing Team" which drew approximately 200 participants. The summit highlights the company's dedication to fostering excellence in food safety and quality practices.
6. Included are a series of exercises designed to directly address its objectives and provide practical insights and actionable strategies to achieve "zero hold, zero defectives, zero complaints, and zero claims" as the Company launched the Manufacturing Productivity Teams focusing on different processes in Bugo.
7. The Summit served as a valuable platform for quality stakeholders



National Sales Conference attendees led by Luis F. Alejandro, DMPI President and Chief Operating Officer

to keep up with the latest industry best practices and cutting-edge technologies, supporting the company's commitment to continuous improvement and innovation.

- 8. The Del Monte cannery conducted a third party Quality and Food Safety Culture Survey using the BRCGS standard. The survey showed a favorable result at 78% (B+) for the cannery and 76% (B+) for the beverage plant better than the 75% industry standard. This signifies a general satisfaction of the facilities' food safety culture.
- 9. DMPI passed all sixteen certification and customer audits in FY2024.



## HEALTH AND NUTRITION

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

As the Original Plant-Based Food Company®, Del Monte spent 135+ years developing products focusing on nourishment. Products that deliver full serving of fruits and vegetables, while also introducing new flavors and functional ingredients, highlighting the depth of the earth's goodness. Del Monte grows and produces products applying earth-friendly fertilizers and sustainable practices.

The products of DMPL are mostly plant-based. Pineapples are rich in vitamins and minerals that boost

immunity, while tomato products contain lycopene with antioxidant properties that helps prevent certain diseases.

- 1. The products of Del Monte Foods, Inc. (DMFI) in the U.S. meet the Food and Drug Administration guidelines for fruit and vegetable servings, and the unique crop processing means that Del Monte products retain more nutrients than its competitors. Compared to branded players, majority of its products are no-sugar-added/low-fat fruit products, and no-salt-added/reduced-sodium vegetable products.
- 2. DMFI partnered with Alliance for a Healthier Generation for its program, "Nourishing Families by Nourishing Schools" to advance children's nutrition and food access. It also sponsored

the "Improving Nutrition & Food Access" forum.

- 3. The "Nourishing Families by Nourishing Schools" program seeks to improve the physical, mental and social-emotional well-being of children, ensuring that in over three years, 75% of students reached represent Black, Indigenous and people of color (BIPOC) populations.
- 4. To support DMPI's Better Nutrition goal, R&D is evaluating a Nutrient Profile System to determine the health level and nutrition properties of the Company's products. Around 84% of DMPI's products provide better nutrition based on such evaluation. The Company's goal is to increase the proportion of products that provide better nutrition to 85%.

# NOURISHING CONSUMERS

## DMPI NUTRITION FACTS



**Del Monte products comply with the Recommended Energy and Nutrient Intake (RENI) range in terms of public health sensitive nutritional factors, such as total energy, total fat, saturated and trans fats, added sugars and sodium.**

- Calorie level ranges 1 – 8%, a good contribution in a 2,490-calorie daily requirement
- Del Monte products are not sources of saturated or trans fats
- A significant number of products across all categories are good sources of dietary fiber, ranging 5 – 20%
- Products meet at least 90% requirements on sugar and sodium based on current reference standards. Will pursue reformulations to reduce sugar by 10% and sodium by 5% by FY2026
- Thrust on “no added sugar” controls sugar levels of most beverage products within acceptable levels



**Del Monte products address micronutrient deficiency in the diet**

- Beverages, Fresh and Packaged Fruits are rich sources of Vitamin C, ranging 30 – 100%
- Vitamin A at 25 – 66% of daily need in Beverages and Tomato Paste
- Pineapple-based products with high levels of Manganese, 13 – 70%
- Calcium fortification in pineapple juice to provide at least 80% of daily need



**Plant-based functional ingredients have health benefits**

- Anti-hypertensive Bromelain and cholesterol-lowering metabolomes in fresh pineapples
- Phenols and Flavonoids in fresh pineapples
- Lycopene in tomato-based sauces
- Mono-Unsaturated Fats in olive oil-based products





DMP Marketing team with Caroline Marie C. de Leon, Marketing Officer-in-Charge



**PRODUCT INNOVATION**

The Del Monte brand name has been synonymous with premium quality since its debut in 1886.

For generations, the company has proudly earned its reputation with a singular dedication to quality.

As a market leader that caters to consumer preferences, Del Monte understands that consumers are becoming mindful of ingredients,

often looking for positive health properties such as low-sugar, low-sodium or low-fat. Moreover, Del Monte had realized heightened interest in ready-made cooking ingredients as consumers double down on home meal preparation, health and wellness. Emphasis on product design and sourcing plays a pivotal role in product development.

1. DMFI's new products accounted for 7.7% of total sales in USA in FY2024.
2. Joyba Bubble Tea brand was named by the Refrigerated and Frozen Food Awards as one of the Best New Retail Products for 2023.
3. Del Monte Foods won two 2024 Product of the Year Awards, first in the healthy snack category for Del Monte® Fruit Refreshers® and second, in the meal ingredient category for Take Root Organics™.



DMP Research and Development team with Iris P. Uy, Group Head R&D



# NURTURING EMPLOYEES

We are a people-driven organization committed to health and wellness, well-being and safety of workers.



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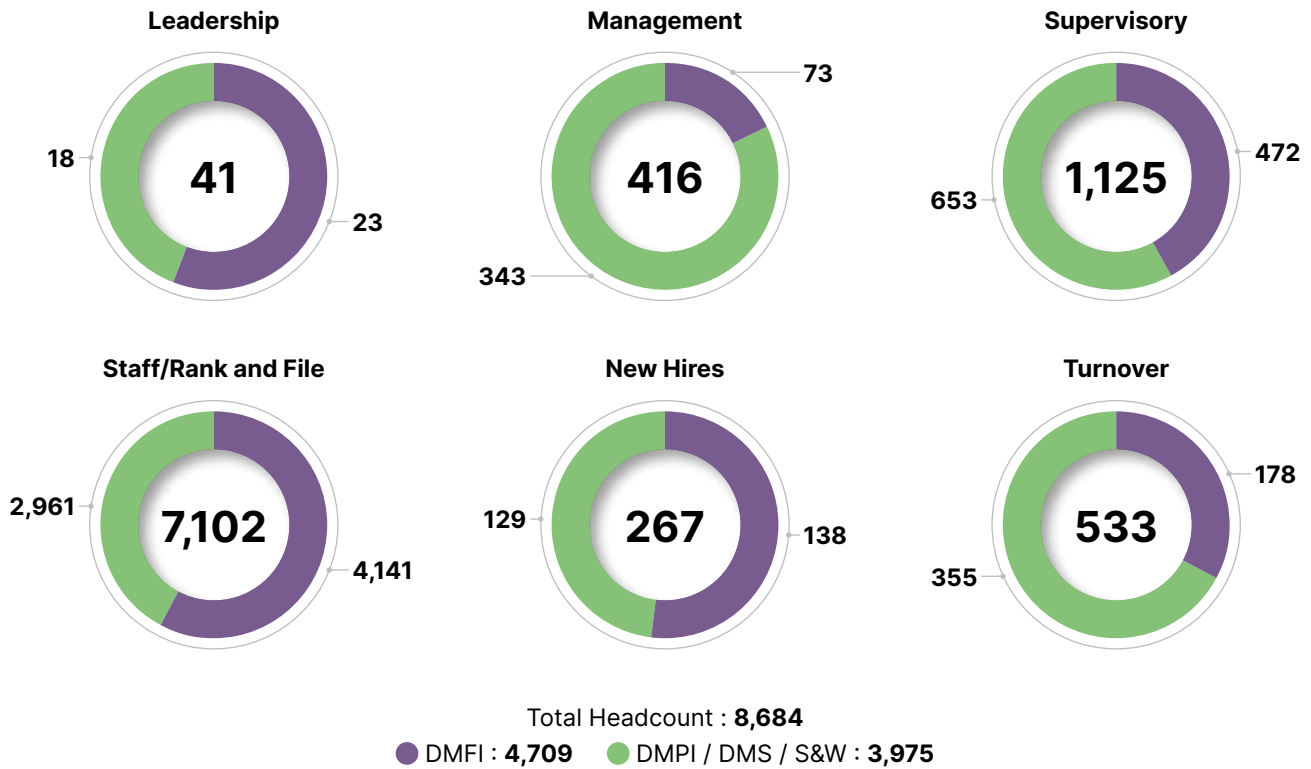




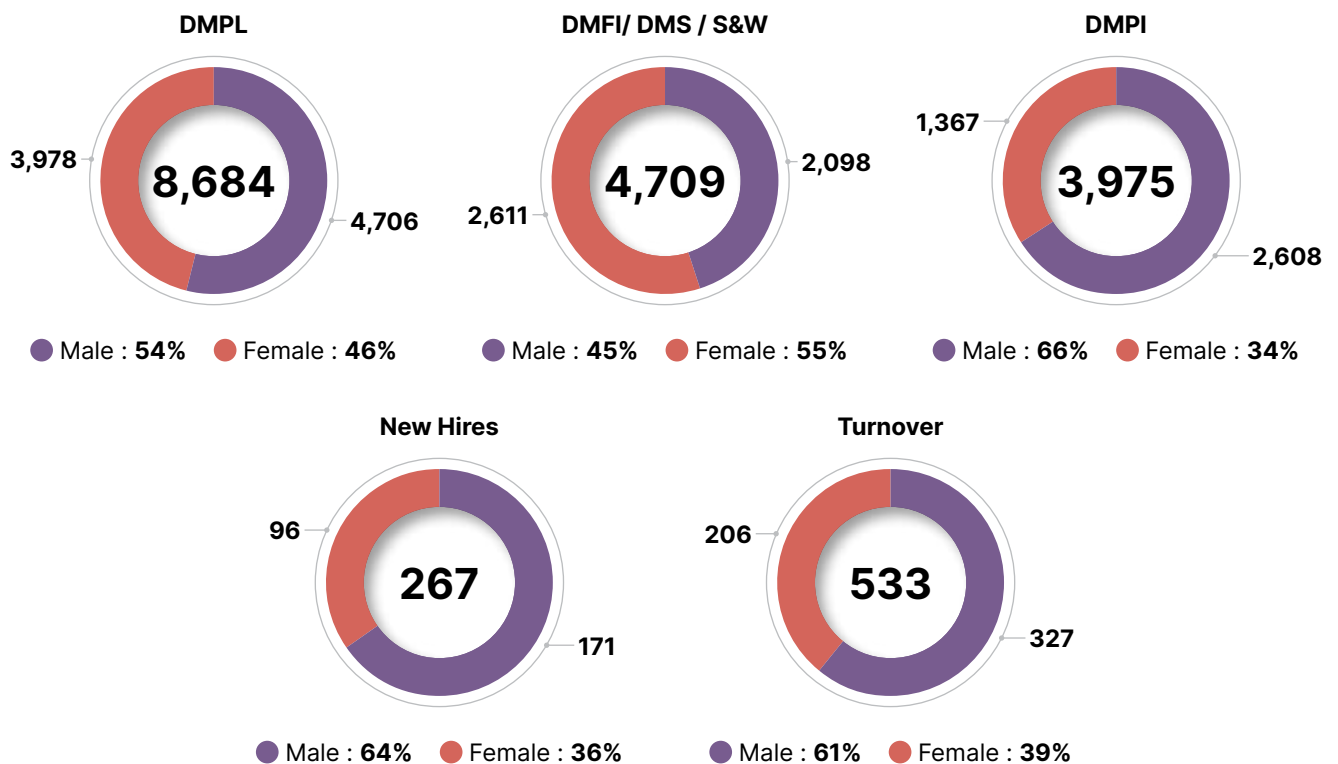
# NURTURING EMPLOYEES

## ORGANIZATION PROFILE

### Employment Headcount

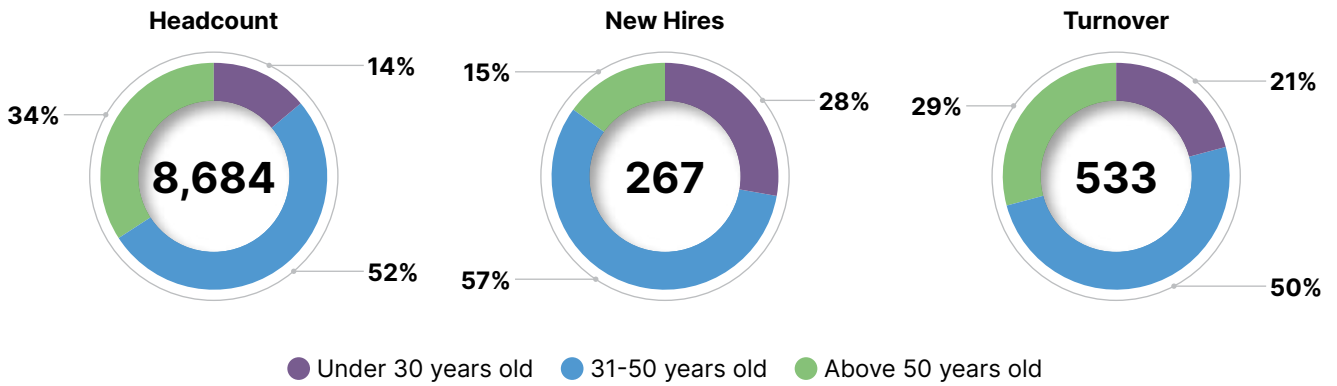


### Gender Diversity

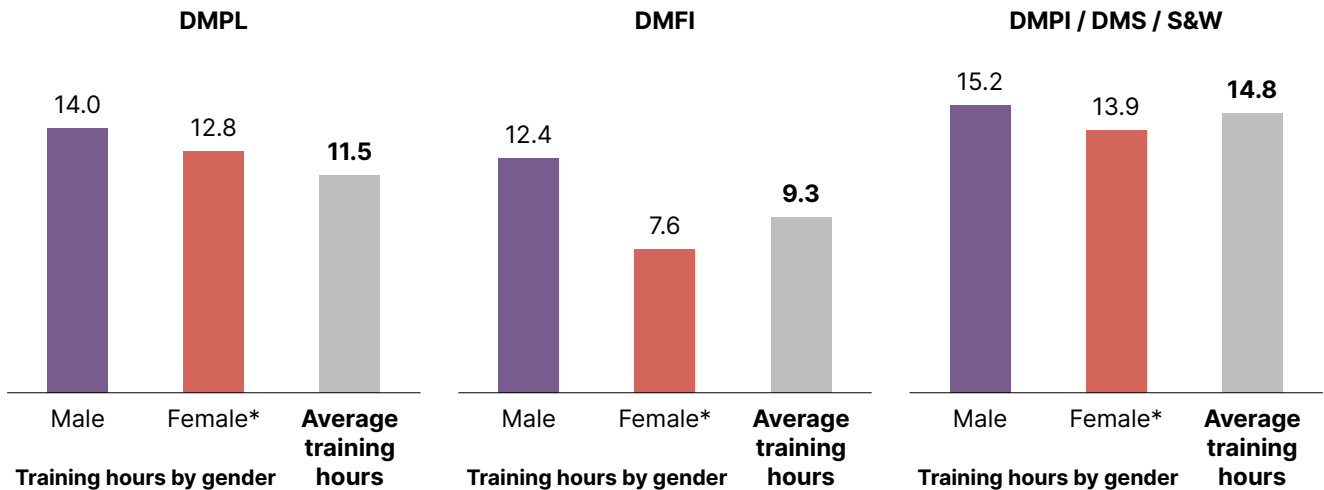


# NURTURING EMPLOYEES

## Age-based Diversity

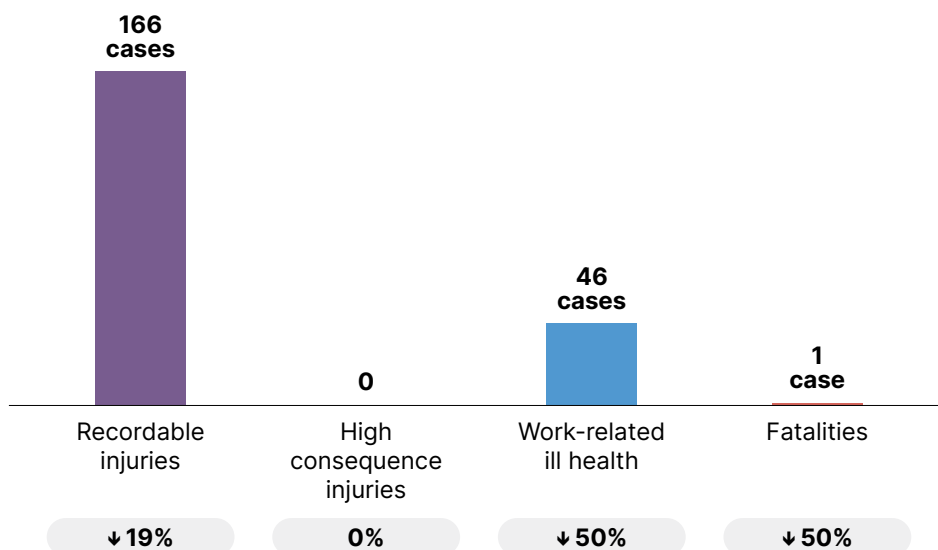


## Training and Development



\* Includes employees with undisclosed gender

## Injuries





Plantation harvesters in the Philippines

Del Monte Pacific Limited (DMPL) is an organization committed to health and wellness, reinforcing employee well-being and safety. About 10,900 full-time regular employees in the U.S., Mexico and the Philippines work at the plantation, manufacturing facilities, administrative and marketing offices across locations. Close to 4,000 are based in Asia, mostly in the Philippines, while about 4,700 work full time in the United States and 2,200 in Mexico.

The Company has nurtured generations of employees, some from the same family, a testimony of its care for its people.



U.S. employees with Gregory Longstreet, DMFI President and CEO

# NURTURING EMPLOYEES



Workers provided with personal protective equipment in the U.S.



## 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, provide guidance on improving the overall occupational health and safety work conditions and performance. These standards cover all operations in the field, offices and manufacturing facilities in the U.S. and the Philippines.

1. Both Del Monte Foods, Inc. and Del Monte Philippines, Inc. are members of the Supplier Ethical Data Exchange (Sedex). Five DMFI manufacturing facilities and the DMPI cannery undergo SMETA (Sedex Members Ethical Trade Audit) four-pillar audits on labor standards, health and safety, business ethics and environment.

2. DMPL's FY24 Total Incidence Rate (TIR) is lower by 8% compared to prior year. DMFI's TIR decreased by 39% and is lower than the standard of the Bureau of Labor Statistics (2015) 5.2 TIR for the fruit and vegetable canning industry. In the Philippines, Del Monte's manufacturing TIR is also below that of the Philippine Statistics Authority (2015) TIR of 4.25 for the manufacturing sector.

3. Managers and supervisors ensure compliance with relevant workplace safety 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 hazardous conditions, activities and situations.

4. DMFI sets a safety goal of zero incidents. Since 2021, the Company reduced its number of recordable incidents and TIR. DMFI's manufacturing facilities implemented best practices such as making free personal protective equipment and tool vending machines readily accessible to team members.
5. In the Philippines, Del Monte provides medical staff in the company's manufacturing facilities and offices to address medical emergencies as required by law. In Bukidnon, the company's Phillips Memorial Hospital attends to the health care needs of employees, their qualified dependents, and third party workers.
6. 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.



The Company operates the Phillips Memorial Hospital close to its plantation in Bukidnon



DMPI Non-Mindanao Supply Chain team with Jonathan C. Biscocho, Director

7. Del Monte’s U.S. and Philippine facilities have emergency response teams that plan for crises. They conduct regular Emergency Preparedness Drills to prepare employees in case of emergencies and natural disasters.



Del Monte employees in the U.S.



**HUMAN RIGHTS AND LABOR PRACTICES**

Del Monte Pacific adheres to the Labor Codes of the countries/ locations where it operates. Furthermore, the Group maintains a Code of Conduct and a Code of Business Ethics for employees in dealing with suppliers, the government and other stakeholders.

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 any company is recognized.

1. The Group provides employees with 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.
2. DMPI provides benefits better than the minimum prescribed by the Department of Labor and Employment (DOLE). This includes health care benefits, leave benefits, life insurance coverage and retirement plan.
3. Our farm and production facilities employ people from surrounding communities who undergo an annual physical examination. Plantation employees live with their families in about 1,400 Company-owned houses and 50 dormitories for unmarried employees.
4. 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. Employee-organized cooperatives provide

# NURTURING EMPLOYEES



Bugo cannery workers in Cagayan de Oro, Mindanao



Del Monte manufacturing employees in Mexico

our workers with services that enhance economic benefits for their families such as annual dividends.

5. DMPL and its subsidiaries give equal opportunity to all applicants, treat them fairly and with respect, free from unlawful discrimination related to age, race, ethnic origin, color, nationality, gender, disability, health status, marital status, pregnancy, migrant worker status, political opinion, religion, and union affiliation.
6. All labor must be voluntary. The Group prohibits the practice of forced labor, child labor (under 18 years of age) and other forms of exploitation of workers as stated in the DMPL Code of Business Ethics and the Philippine Labor Code.
7. 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>.
8. A provision in Del Monte's Human Rights Policy states that it needs to engage in meaningful consultation with potentially affected stakeholders, to respect the right of indigenous peoples to self-determination and the right to participation of communities where the company operates.
9. 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. About 76% of Del Monte employees in the U.S. and 80% in the Philippines are part of labor unions and are covered by collective bargaining agreements.
10. Del Monte in the Philippines established Labor Management Councils (LMCs) to 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.
11. Highly engaged LMCs in the cannery and plantation sustain a safe work environment, employee development, positive workplace, work-life balance and conflict management programs.
12. DMPI established an Employee Council in Cabuyao Bottling Plant for labor management concerns and a healthy work environment.
13. The Group's Code of Business Ethics denounces discrimination on any grounds. The Group has a Standard against Discrimination that promotes a culture of equality in the workplace.
14. In FY24, one of seven members of the Board of Directors is a woman. About 39% of the DMPL's Leadership are women and 46% of the Group's full-time employees are women.



Pack house workers in Bukidnon, Mindanao

15. 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.

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

17. Del Monte Foods, Inc. received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index (CEI) benchmarking survey which reports and measures corporate policies and practices related to LGBTQ+ workplace equality.

This is the second consecutive year DMFI earned a perfect score. Del Monte Foods joins the ranks of 545 major U.S. businesses that also earned top marks this year.



18. In the Philippines, the Company requires its suppliers to adhere to the Company's Supplier Code of Conduct which includes respect for human rights and compliance with labor practices. 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.



Growing our network of Employee Resource Groups (ERGs)

19. Suppliers must comply with all applicable local labor laws, including those related to hiring, wages, hours worked, overtime and working conditions and implement hiring practices that accurately verify workers' legal right to work in the country and age prior to employment, as stated in the Group's Supplier Code of Conduct.

20. The Company partners with local third-party service providers who go through DOLE's accreditation and audit procedures to ensure that they provide the mandatory regional minimum wage and mandated government contributions. Some independent and unannounced audits address compliance issues.



Del Monte Foods Asian American Workers Network, one of six Employee Resource Groups, with DMFI CEO Gregory Longstreet



DMPI Manila-based employees celebrating the Philippine Independence Day



S&W employees with Tan Choo Khim, Group Head, International Commercial Operations



# DEVELOPING COMMUNITIES

DMPL relies on communities where it operates and communities depend on DMPL to sustain their health and wellness, livelihood and development.



For more information about this section, please scan QR Code





# DEVELOPING COMMUNITIES



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

The Del Monte Pacific Group strives to improve the quality of life of its communities. 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 about 100 communities in the provinces of Bukidnon and Misamis Oriental in Mindanao, southern Philippines. In FY24, the Foundation continued to mobilize resources and increase partnerships with stakeholders. The main focus areas of the Foundation are:

**1. Community Health and Home Care Education** – to improve the health and wellness of individuals in communities where we operate.

**2. Technical Skills Training and Livelihood Development** – to provide community-based skills training for employment or self-employment through access to technical education to out-of-school youths and unemployed family heads.

**3. Scholarships and Youth Development** – to award grants to qualified children so they can have access to quality education from elementary school to university through academic and sports scholarships, as well as grants-in-aid.

**4. Environmental Conservation** – to protect the environment through various environmental projects such as tree-growing programs, including partnerships with schools and organizations' volunteers.

**5. Community Assistance** – to provide nutrition through product donations to food banks, non-governmental agencies, schools and medical facilities.



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

# DEVELOPING COMMUNITIES



## Del Monte Foundation Initiatives

### Community Health and Home Care Education



**21,971**

Families benefitted from medical, dental and mobile clinic consultations



**550**

Families received seed packs and fertilizers for growing vegetables



**216**

Families uplifted from extreme poverty through ZEP2030 initiative



**153**

Volunteers participated in the Adopt-a-Child Feeding Program to reverse malnutrition



**140**

Families benefitted from level-2 water system installation



**80**

Extremely poor households provided with sanitary toilets



**308**

Scholars supported for school year 2023-2024



**250**

Schools received classroom chairs



**40**

Pre-schools received learning materials



**30**

Kiddie tables and chairs fabricated as part of Cartons for Communities campaign



**30**

Schools assisted in the annual Brigada Eskwela (School Brigade) activity



**4**

Communities received playground and sports equipment

### Environmental Conservation



**25,880**

Various indigenous and native trees planted in FY24



**25,000**

Mangrove seedlings propagated for the Foundation's restoration project



**12,000**

Mangrove seedlings planted in the first quarter of 2024

### Technical Skills Training and Livelihood Development



**287**

Graduated from TESDA community-based skills training



**205**

Families benefitted from the hog raising project



**240,563**

Individuals from schools and indigent communities provided with nutritious products



**6,168**

K-12 students benefitted from DMFI's "Nourishing Families by Nourishing Schools" initiative

### Community Assistance

Some of Our Partners in Community Building



# DEVELOPING COMMUNITIES

## Community Health and Home Care Education



## Scholarship and Youth Development



# DEVELOPING COMMUNITIES

## Technical Skills Training and Livelihood Development



## Environmental Conservation



# DEVELOPING COMMUNITIES

## Community Assistance







### DEL MONTE'S MANGROVE TREE GROWING

The Del Monte Foundation is helping in the rehabilitation of mangroves in Gingoog City, Misamis Oriental in partnership with the Gingoog City Environment and Natural Resources Office (CENRO), the Department of Environment and Natural Resources (DENR), the fisher folk association, and residents of the barangay (local community), thereby helping both the community and the environment.

Over 80 enthusiastic and energetic DMPI employee volunteers from

Bugo Cannery and Plantation planted about 1,300 mangrove trees at Sitio Badiangon, Barangay San Juan in January 2024, assisted by leaders and members of the fisher folk association who are also responsible for the subsequent planting, care and maintenance of the trees. Representatives of the above stakeholder organizations were also present. This activity served as the city's kickoff of the World Wetlands Day celebration.

In December 2022, a wind shear line flooded the coastal community of Badiangon, damaging homes and

the livelihood of the people. As a corporate citizen of Gingoog, DMPI, through the Foundation, stepped up to help the Local Government Unit in its goal to rehabilitate the mangroves, thereby helping both its residents and the environment.

Through the facilitation of Dr. Emil Q. Javier of the Del Monte Board and Plantation Oversight Committee in June 2023, Dr. Jurgenne H. Primavera, a national expert in the field, educated key stakeholders of the project on the proper approach to mangrove growing. Dr. Primavera is known as the

## DEVELOPING COMMUNITIES



“mother of mangroves” in the Philippines and was honored as one of *TIME* magazine’s Heroes of the Environment for her research in mangrove ecosystem conservation.

With the support of the Foundation, community residents started establishing nurseries for the propagation of the right mangrove species, *Piapi* (*A. lanata*) and *Pagatpat* (*Sonneratia acida* L.f.), suitable for planting at the site.

The mangrove planting activity was scheduled in January 2024 to take advantage of the *Amihan* season (northeast wind) which is the best time to plant, given longer low tide periods.



Collected Tetra Pak waste for recycling

**DEL MONTE FOUNDATION PARTNERS WITH TETRA PAK**

Responsible recycling is the highlight of the Cartons for Communities program created by packaging solutions company Tetra Pak with its partner Del Monte Foundation.

Cartons for Communities was launched in Bukidnon to educate the local government, schools and private communities on how recycling used beverage cartons (UBC) contributes to the country's circular economy, with the cooperation of collection partners and junk shops.

The initiative spans across Luzon, mostly in the National Capital Region and Calabarzon.

A meeting with the local government was held to discuss their solid waste management practices, and field visits were conducted to observe existing systems such as materials recovery facilities and segregation practices. The Cartons for Communities program also engaged with schools through parent-teacher consultations and alternative class programs.



Launch of Cartons for Communities in Bukidnon

**COMMUNITY ENGAGEMENT**

Cartons for Communities is an awareness program on collection, recycling and conversion, and it needs the help of the community that uses the cartons.

There are nine school beneficiaries. In Bukidnon, representatives from the Del Monte Foundation and Tetra Pak visited the schools and identified that the students need kindergarten chairs and tables the most.

The collected cartons are turned into UBC chipboards and Poly AI boards, a kind of polyethylene

aluminum board developed by PolyAI Pro PH, the official recycler of Tetra Pak Philippines. These boards are claimed to be "more durable and sturdier than plywood," thus making them a good material for everyday items like tables and chairs.

Collaboration involving various stakeholders, including consumers, local governments, waste management authorities and the recycling industry allows the Carton for Communities program to leverage the strengths and expertise of different stakeholders, creating a more sustainable and effective recycling ecosystem.



Recycled board tiles



# PRESERVING NATURE

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



For more information about this section, please scan QR Code



# PRESERVING NATURE



Pineapple plantation in Bukidnon, Philippines

As a food company, Del Monte's produce relies on responsible stewardship of nature to sustain its future. The Company continuously improves its agricultural practices and oversight of growers, and communicate its Environmental Policy to its stakeholders.

Del Monte's close-to-a-century of growing and manufacturing in the Philippines and more than a hundred years of operations in the U.S., attest to how the Group has sustained its operations. As climate change shifts environmental patterns, the Group makes its business more resilient through investment in sustainable agriculture which DMPL is committed to.



## 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.

# PRESERVING NATURE



## CLIMATE CHANGE MITIGATION AND ADAPTATION

Climate change is a business risk that impacts the Group's operations, from altering the growing season, to delaying shipments due to extreme weather, to increasing costs for resilience measures. To reduce carbon emissions, Del Monte has embarked on initiatives to explore more efficient energy sources, strengthen energy conservation in worksites, and reduce process waste.

1. The Group takes a holistic approach to managing and mitigating risks posed by climate change by working across value chain to measure climate impacts and implement adaptation initiatives.
2. About 90% of DMFI's vegetables, fruits and tomatoes are grown in the United States. The Company mitigates greenhouse gas (GHG) emissions by locating processing plants near growers, on average, less than 100 miles apart, resulting in lower fuel use and fresher products.
3. DMFI proactively identifies areas to shift to renewable energy



Solar energy facility near the Bukidnon manufacturing facility, Philippines

given that its electrical energy makes up 17% of DMFI's Scope 1 and 2 emissions. As an example, when California announced it would reduce incentives paid as part of their new net energy metering policy (NEM 2.0 and 3.0), DMFI decided to explore renewable energy in its facilities.

4. Del Monte Foods rolled out the Green Team program for its facilities in the U.S. and Mexico. Through cross-functional collaboration, the program helped the Company identify areas of improvement, including partnering with utility companies to develop programs and energy audits in at least two different plants.
5. Del Monte's waste-to-energy facility converts the cannery's wastewater into renewable energy. The facility generates 2.0 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.

Based on the waste-to-energy's current capacity of 2.4MW, the facility produced about 17% of the cannery's power requirement in FY24.

DMPL's climate-related report provides more information on climate change risk and mitigation. Please refer to pages 55-61 of this report.



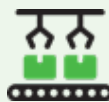
The cannery's waste-to-energy facility in Bugo, Cagayan de Oro City

### Climate Risk to Supply Chain



#### Farm

- Farm Yields
- Temperature and Climate Variability
- Water Sources
- Soil Degradation
- Pests
- Operating Cost



#### Processing and Packaging

- Material Cost
- Power and Energy Cost
- Water Scarcity
- Industrial Waste



#### Logistics and Transport

- Climate Change
- Fuel Cost
- Infrastructure Damage
- Landfill Waste



#### Distribution

- Energy Cost
- Electricity Volatility
- Weather Disturbances
- Landfill Waste



#### Consumers

- Food Security
- Food Accessibility
- Price Increase
- Food Waste



Land preparation for planting beans in Central Wisconsin, USA



DMPI Manager Ms. Maria Sheila Guiret and Federico Bañaga, Jr. of Plantation Compliance Department accepted the Rainforest Alliance certificate



## LAND RESOURCE AND SOIL MANAGEMENT

Efficient and ecological land use management is foundational to the sustainable agricultural practices of Del Monte Philippines, Inc. (DMPI) which started in 1926.

DMPI's farming pioneers did not clear forests to establish pineapple fields. Additional land later acquired was cultivated with other crops.

As efficient management of soil directly impacts long-term productivity, Del Monte focuses on regenerating topsoil and improving biodiversity on and below the ground. Del Monte Foods, Inc. (DMFI) connects its growers and consumers through partnership with the Stewardship Index of Specialty Crops organization and CropTrak™ for crop data management system, providing detailed information on how vegetables are grown.

Del Monte in the Philippines obtained the Rainforest Alliance certificate for its fresh pineapple and juicing plant, recognizing that its plantation complies with standards and demonstrates the company's commitment to responsible stewardship of the environment, occupational health, safety and work conditions of employees, and development of communities near the plantation and facilities.

DMPI is certified GLOBALG.A.P., PhilGAP- Plantation and PhilGAP – Outgrowership. The 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.

Certification audits, including environmental audits, are conducted on a periodic basis to ensure the Company complies with certification standards. DMPI complies with environmental regulations and requirements of the Department of Environment and Natural Resources (DENR) with respect to the Clean Air Act, Clean Water Act, and Solid and Hazardous Waste Management.

The Company has a risk management plan and corporate compliance report that includes potential risks and issues raised by stakeholders concerning people, communities, and the environment. DMPI's Internal Audit covers environmental compliance as part of its annual audit plan.

1. The Company identifies potential land based on available data, such as distance from Cannery or Packing House, elevation and land suitability – soil pH, slope, land area, among others.
2. DMPI conducts a validation of the potential areas identified and, if suitable, appropriate permits and endorsements are then secured from the concerned government agencies and local government units.
3. DMPI conducts due diligence in securing additional lands. Part of the due diligence involves validating ownership by cross checking with the Department of Natural Resources, Department of Agrarian Reform and Land Registration Authority before contracting.

## PRESERVING NATURE

- Most of the lands the Company leases are either grasslands or planted agricultural lands. During the development of the area, non-arable lands serve as the habitat for flora and fauna.

The Company also implements tree planting activities using a variety of trees and shrubs in some areas across the Plantation. Buffer zones are also observed from water bodies, populated areas and adjacent farms.

- When engaging suitable lands of Indigenous Peoples (IP) or Ancestral Domain lands for pineapple production, Del Monte secures a Free Prior and Informed Consent of the IP community to contract the ancestral land under the regulatory process of the National Commission of Indigenous Peoples (NCIP).

Through consultations with the IP community and the guidance of the NCIP, Memorandum of Agreements are made, which outlines the roles, responsibilities and accountabilities of the Company, the IP community, and NCIP.



Sunrise in pineapple plantation

- DMFI partners with its growers to help control inputs, such as the amount of nitrogen or minerals used to fertilize crops and orchards which reduces the amount of greenhouse gases released into the atmosphere.
- Del Monte in the U.S. created the G.R.O.W. collaborative for organic tomato growers, where its growers can share best practices, learn more about regenerative agriculture processes and collaborate to enrich the collective community and planet.



- DMFI proactively works closely with growers on sustainability initiatives and 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.



Fresh Fruit Operations' team building





Tomato field ready for planting in the U.S.

- 9. 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.

More than 50 percent of growers use cover crops.

- 10. In the Philippines, DMPI is working on soil conservation initiatives to maintain land productivity, mitigate topsoil loss, prevent soil erosion and reduce loss of soil nutrients.



Pineapple planting in Bukidnon, Philippines

- 11. 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.

- 12. The Crop Growing Units use 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.

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.

# PRESERVING NATURE



Boom spray operations in Bukidnon, Philippines

- 13. The Company has a soil map used by the Agricultural Research Laboratory to regularly analyze soil nutrients except nitrogen and organic matter.
- 14. The Company employs the principles of IPM, including crop rotation and insect-resistant seed selection, to reduce pesticide use, which can affect non-harmful insects.
- 15. DMFI bans pesticide application when pollinators, such as bees, are present.

- 16. In the Philippines, Del Monte obtained the Rainforest Alliance certification and implemented an IPM for its pineapple plantation. It has discontinued five pesticides and is depleting the stock of two other pesticides.

DMPI installed manure and black light traps as a natural method to prevent white grub infestation. It also installed a Grubs Alert System which targets chemical control against grubs more precisely.



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



Del Monte Pacific Chief Operating Officer, Luis F. Alejandro, visiting a peach orchard in the U.S.



HR Learning and Development team with Eileen Gulle, L&D Manager



Bean field irrigation in the U.S.



## WATER MANAGEMENT

Water is one of Del Monte's impact areas with respect to growing and packing operations but 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 well water use and discharge for the water used in manufacturing process.

1. The Company proactively manages water use through efficiency measures, including selecting drought-resistant seeds, promoting drip irrigation and recycling water used in

production in its cooling towers. The Company discharges used and treated water into spray fields, where it can re-enter and recharge groundwater stores and local streams.

2. All 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 as needed to grow their crops with no waste.

3. Three manufacturing facilities of DMFI, namely Hanford, Modesto and Puebla, operate in areas where the baseline water stress is 80% which is considered extremely high.

4. Over 98% of the Company's tomato growers in California utilize drip irrigation to manage water resources more efficiently, especially in drought-prone areas in the western United States.



Using recycled water in washing pineapples

## PRESERVING NATURE

5. The cannery and bottling plant operations in the Philippines monitor the Water Use Ratio (WUR), i.e. liters of water used per common case. DMPI's facilities WUR is 18% lower compared to the previous year, while the plantation operations WUR decreased by 14% in liters per farm hectare to more growing fields.
6. DMPI 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.



Reduce water usage versus the current Boom Spray practice



Eliminate workers' health exposure from manual spraying

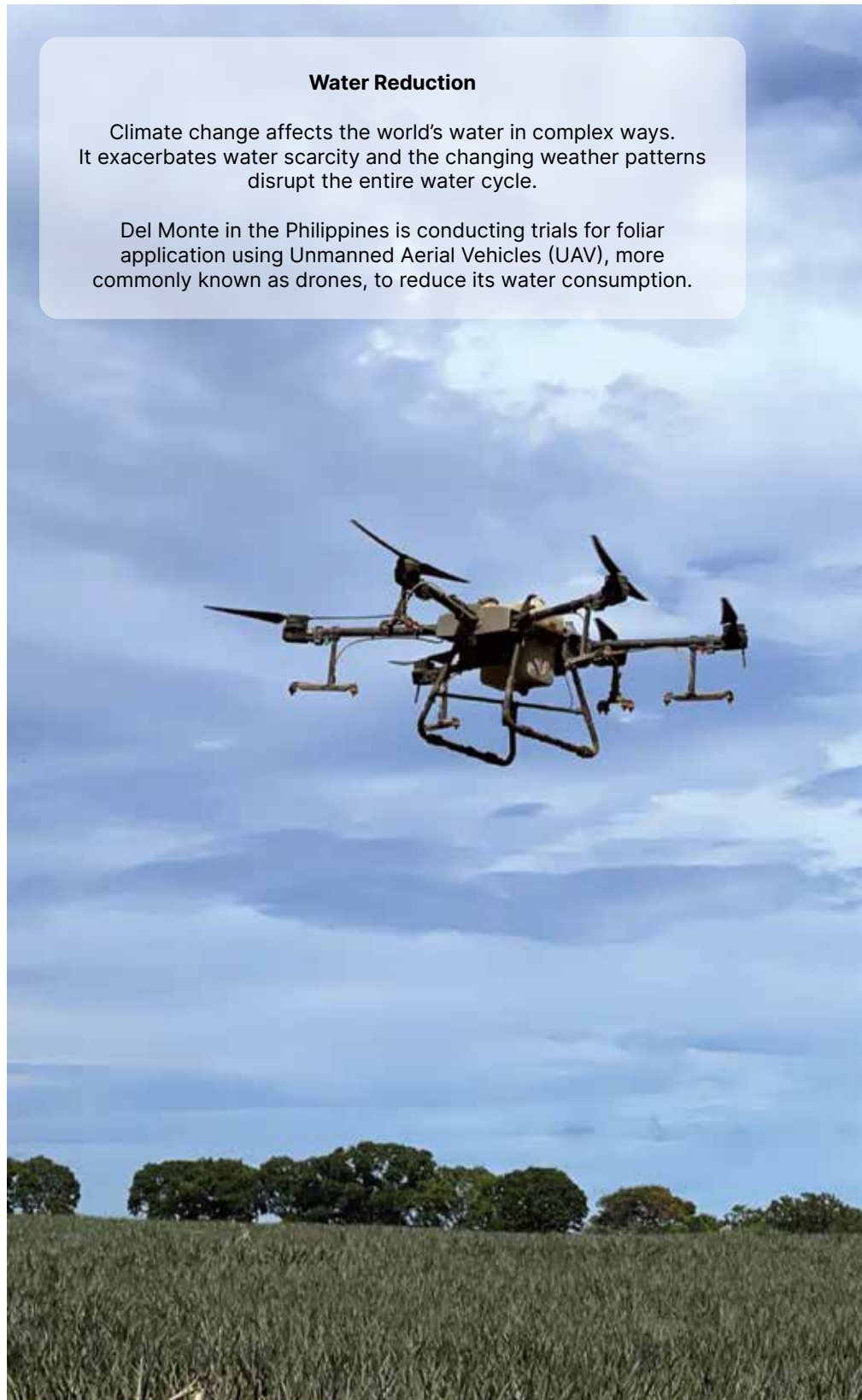


Reach less-accessible areas of the plantation and follow the terrain undulation

### Water Reduction

Climate change affects the world's water in complex ways. It exacerbates water scarcity and the changing weather patterns disrupt the entire water cycle.

Del Monte in the Philippines is conducting trials for foliar application using Unmanned Aerial Vehicles (UAV), more commonly known as drones, to reduce its water consumption.





River clean-up drive in Laguna, Philippines



### EFFLUENTS, PLASTIC AND WASTE MANAGEMENT

Del Monte Pacific aims to reduce the overall consumption of raw materials in its operation, encourage the reuse of materials, and promote responsible disposal. The Group actively seeks ways to divert food waste from landfill, including through upcycling.

1. The Company received five upcycle certificates for its Blue Lake® Petite Cut Green Beans, Blue Lake® Farmhouse Cut Green Beans, Del Monte® Classics Cut Green Beans, Del Monte® Gut Love and Boost

Me Fruit Infusions. In FY24 this diverted 764,021 kg of food from the landfill through upcycling.

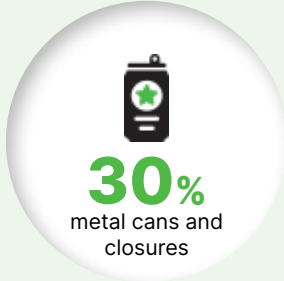
2. DMFI continuously works to reduce the footprint of its packaging by investing in new materials and redesigning existing materials. The company has a dedicated task force that reviews food waste streams monthly to find more ways to divert food from landfills through upcycling and food donations.

3. Majority of the Company's products are packed in steel cans, which have the highest recycling rate of any material. DMFI ships and protects products in corrugated carton, which contains 38 percent recycled content.



# PRESERVING NATURE

## Recycled Content in DMFI Packaging



4. As members of the Sustainable Packaging Coalition® and Consumer Brands Association, the company supports improving recycling infrastructure and exploring new packaging options that are more widely recyclable and use a higher proportion of recycled content.
5. Del Monte in the Philippines pursues packaging sustainability goals to reduce its packaging carbon footprint. In FY24, the Company optimized the weight of its 1kg sauces in stand-up pouches to 900g resulting in a 10mm SUP height reduction. This resulted in a material usage reduction of 13.3MT.
6. DMPI implements ongoing plastic packaging reduction initiatives and has set a goal to use biodegradable PET bottles and include post-consumer plastic content in its PET bottles by FY26.





Human Resources team with Ruiz G. Salazar, Chief Human Resource Officer

7. DMPI complied with the Philippine Extended Producer Responsibility Law to divert 20% of its post-consumer plastic waste from landfills. The Company engaged a third-party audit firm to verify its plastic diversion.
8. Del Monte's waste-to-energy facility converts the cannery's wastewater into renewable energy 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.
9. The Company issued a Food Loss and Waste Policy as part of its commitment to improving food security and nutrition, promoting environmental sustainability and reducing its production cost. The initial focus of DMPI is to reduce obsolescence, line losses and fruits left in the plantation field.



## FOOD LOSS & FOOD WASTE POLICY

Del Monte Philippines, Inc. commits to minimizing food loss and waste in our operations as part of our sustainability and corporate social responsibility.

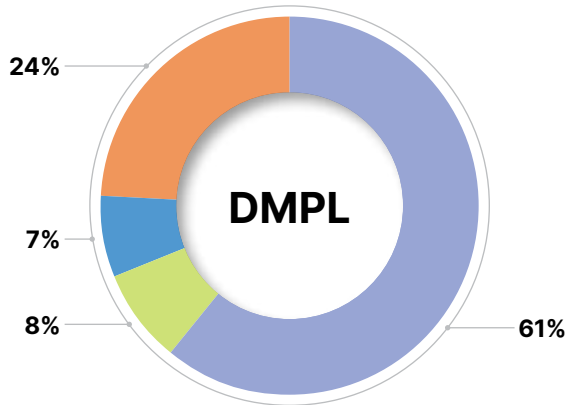
We achieve this by fostering a culture of awareness, accountability and responsibility among our employees and stakeholders. We strive to improve production processes, implement stringent quality control measures, optimize inventory management and develop waste reduction strategies to minimize food loss and waste, increase food production and improve nutrition. These are also aligned with the United Nations Sustainable Development Goals.

Waste reduction is one of the company's five Key Sustainability Goals. This is also in line with our CHOICE Values, especially Commitment to Society and the Environment.

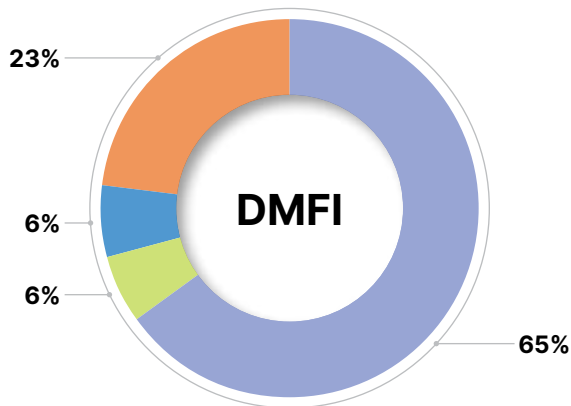
We continue to monitor and report our performance against our goals as we work towards promoting sustainability and contributing to a more responsible food system aligned with our company Vision - *Nourishing Families. Enriching Lives. Every Day.*

# PRESERVING NATURE

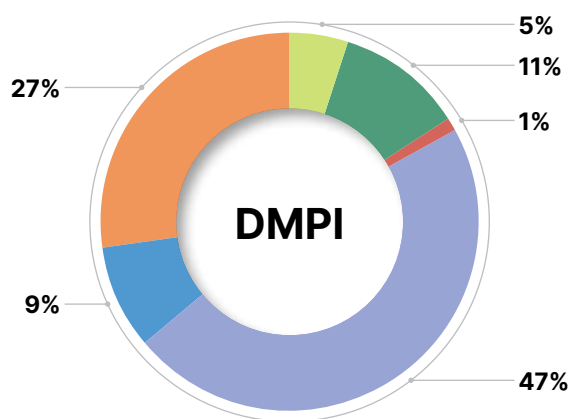
## Packaging Footprint



Packaging Type	Kilograms
Metal	80,678,774.23
Rigid and Flexible Plastic	11,194,526
Glass	8,407,489
Corrugated Cartons / Paper	31,511,119
<b>Total</b>	<b>131,791,908.38</b>



Packaging Type	Kilograms
Metal	66,934,161.50
Plastic	6,398,164.55
Glass	5,740,192.73
Paper	23,510,174.95
<b>Total</b>	<b>102,582,693.73</b>



Packaging Type	Kilograms
Rigid Plastic	1,535,093.55
Flexibles	3,261,267.63
Paper Labels	242,142.07
Metal Packaging	13,744,612.73
Glass	2,667,296.52
Corrugated Carton	7,758,802.15
<b>Total</b>	<b>29,209,214.65</b>



# CLIMATE-RELATED REPORT



Sunrise in the plantation in Bukidnon, Philippines

## INTRODUCTION

Del Monte Pacific's (DMPL) climate-related report outlines actual and potential impacts on its business, as well as opportunities and strategies to mitigate risks. DMPL adapts to the evolving climate change and adjusts its mitigation strategies accordingly.

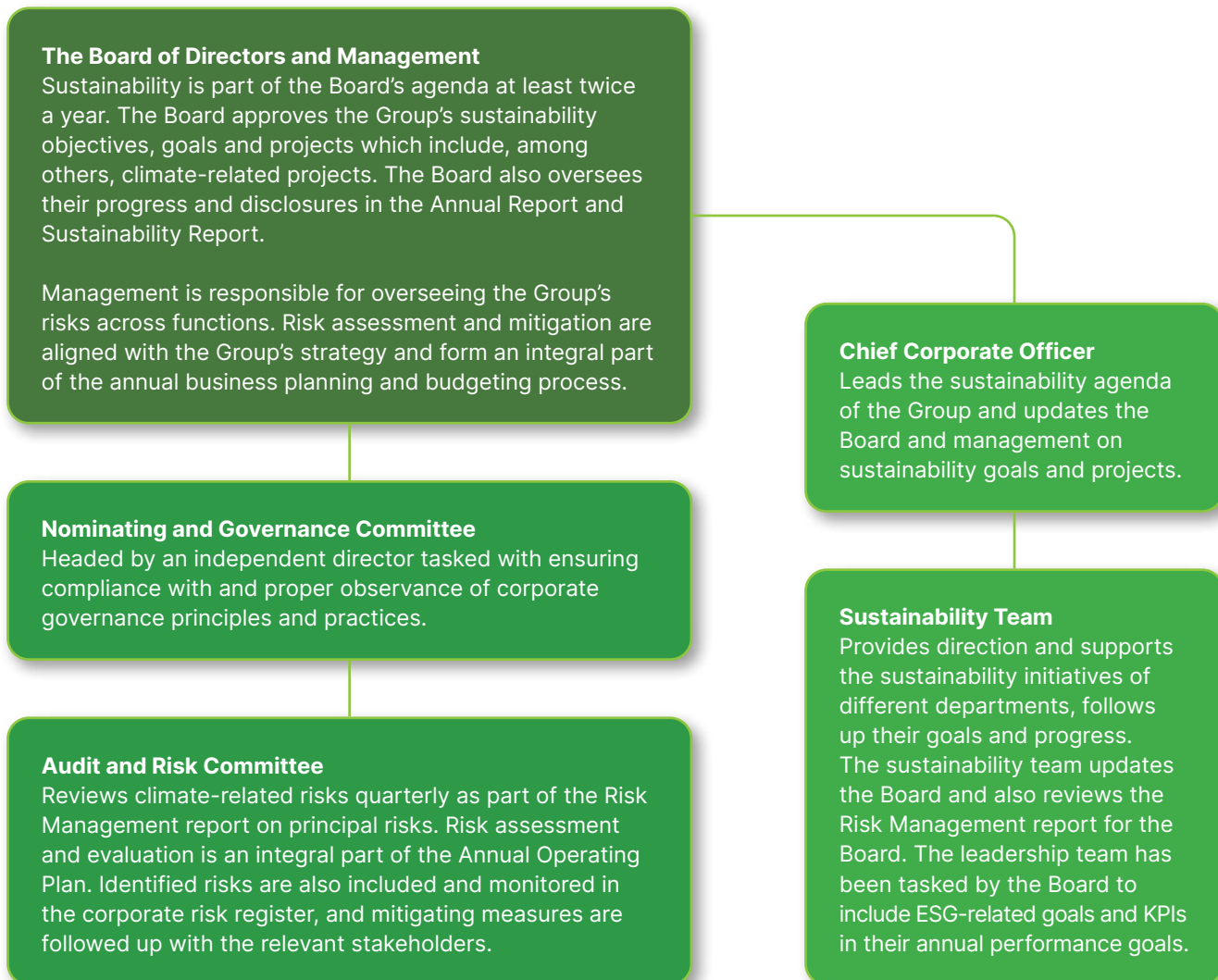
The company's operations have experienced firsthand how climate change has impacted its operations such as water stress in the U.S., as well as El Niño and La Niña in the Philippines. Del Monte Philippines, Inc. (DMPI) also experienced more frequent typhoons in recent years.

DMPL commits to net zero carbon emissions goal by 2050 by reducing scopes 1, 2 and 3 carbon emissions and supports the call to limit the rising of the global temperature. Del Monte Foods, Inc. (DMFI) has registered with the Science Based Targets Initiative (SBTi) to align 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 as aligned with SBTi criteria. DMPI expanded its scope 3 GHG emissions report to include scope 3 upstream emissions – purchased goods and services, transportation to manufacturing facilities, leased assets, operational waste, business travel, and employee commuting.

The Group will pursue opportunities to reduce its carbon emissions and 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.

DMPL developed its metrics and targets with various stakeholders based on an assessment and understanding of its climate-related risks. Under different climate scenarios, the Group 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.

# CLIMATE-RELATED REPORT



## GOVERNANCE

### Board Oversight

DMPL is committed to high standards of corporate governance and supports the principles of openness, integrity and accountability.

The DMPL Board has oversight on the Group's climate-related risks. Management is responsible for managing 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.

## STRATEGY

Task Force on Climate-Related Financial Disclosures (TCFD) requires companies to assess their risks, opportunities, and business impact as well as the resilience of the company's strategy under different external conditions.

### Climate-related Risks in the Philippines

DMPL operates a 30,000-hectare plantation in Bukidnon and Misamis Oriental, and a Processing Plant in Bugo, Cagayan de Oro City. Majority of the pineapple products from Mindanao plantation account for a large component of the Company's total production and revenue.

DMPL's business is susceptible to natural phenomena, such as weather disturbances and other natural disasters. The Philippines 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 events, respectively. DMPL's plantations are located in northern Mindanao, which is outside the typhoon belt and earthquake faults. However, there is no assurance that natural catastrophes will not materially disrupt the Company's business operations in the future.



Pineapple field in the Philippines

Climate change poses a risk to the business as weather patterns in Mindanao have changed since the Company started its operations. The occurrence of droughts, typhoons and flooding is increasing in Bukidnon and Cagayan de Oro, which may affect agricultural output and the operations of the Bugo

Processing and Production Facility. DMPI adapts its agricultural and production practices to address disruptions caused by changing weather conditions, which may result in decreased production output, higher cost of operations, and lower profitability.

DMPI engaged a third party specialist to conduct climate scenario analysis to evaluate risks posed by climate change. The engagement focused on the top three physical risks of the Bugo facility and a representative area of the plantation.

**Physical risks are significant at these time periods**

	Bugo Cannery			Manolo Fortich Plantation		
	Storm Surge**	Flooding	Water Stress***	La Niña / Heavy Rain	El Niño / Drought	Thunderstorm and Lightning
2024-2030	⊗	⊙	⊗	⊙	⊙	⊙
2031-2040	⊙	⊙	⊗	⊙	⊙	⊙
2041-2050	⊙	⊙	⊙	⊙	⊙	⊙

⊗ **NO**, risk is not expected to increase from baseline\* magnitude

⊙ **YES**, risk remains or may increase from baseline\* magnitude

\* baseline magnitude determined and discussed during the focused group discussion




\*\* due to higher wind speed during tropical cyclones

\*\*\* due to increasing water demand

Note: Assessment of increasing risks based only on associated indicators; the NO/YES is the convergence of data in various scenarios




# CLIMATE-RELATED REPORT

## Risks and Opportunities in the Plantation

	 <b>La Niña / Heavy Rain</b>	 <b>El Niño / Drought</b>	 <b>Thunderstorm and Lightning</b>
<b>Impact</b>	<ul style="list-style-type: none"> <li>• Damage to crops affecting yield and quality</li> <li>• Delay in field operations</li> <li>• Difficulties in transporting goods and workers</li> </ul>	<ul style="list-style-type: none"> <li>• Damage to crops affecting yield and quality</li> <li>• Sunburn damage</li> <li>• Increase health risks</li> </ul>	<ul style="list-style-type: none"> <li>• Injuries / casualties to field workers</li> <li>• Damage to equipment, facilities and crops</li> </ul>
<b>Financial Impact</b>	<ul style="list-style-type: none"> <li>• <b>Php 300 million</b> associated cost increase for ditches and soil amendments</li> <li>• Lower sales, higher plantation costs</li> <li>• Excess rainfall induces early ripening of fruits</li> <li>• <b>Php 500 million*</b> estimated financial impact</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Php 25 million</b> with decrease tonnage of <b>416MT</b></li> <li>• <b>Php 31 million</b> spent covering 1,434 hectares for mulching in 2016</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Php 75 thousand to Php 250 thousand</b> annual average cost for affected workers</li> <li>• Safety issue</li> </ul>
<b>Opportunities / adaptation strategies</b>	<ul style="list-style-type: none"> <li>• Improve water drainage</li> <li>• Conduct vulnerability assessment</li> <li>• Avail crop insurance</li> <li>• Diversify crops and varieties</li> <li>• Monitor and adjust crop calendar</li> <li>• Improve road safety</li> </ul>	<ul style="list-style-type: none"> <li>• Implement soil conservation practices</li> <li>• Install water storage structure</li> <li>• Implement wrapping method</li> <li>• Consider treatment application</li> <li>• Provide shelter for workers</li> <li>• Expand health monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Establish safety protocols</li> <li>• Install / improve lightning protection system</li> <li>• Invest in modern early warning system</li> </ul>

\* assuming 40% of the yield impact is due to excessive rainfall

## Risk and Opportunities in the Cannery

	 <b>Storm Surge</b>	 <b>Flooding</b>	 <b>Water Stress</b>
<b>Impact</b>	<ul style="list-style-type: none"> <li>• Damage to facilities, assets, personnel and products</li> </ul>	<ul style="list-style-type: none"> <li>• Damage to facilities, assets, personnel and products</li> </ul>	<ul style="list-style-type: none"> <li>• Delay to operations</li> <li>• Higher drilling and pumping cost due to lowering water table</li> <li>• Land subsidence</li> </ul>
<b>Financial Impact</b>	<p>Gross value of assets and inventories:</p> <ul style="list-style-type: none"> <li>• Bugo assets, <b>Php 2.3 billion</b></li> <li>• Inventories, <b>Php 2.6 billion</b></li> <li>• Deductible of <b>Php 58 million (2%)</b></li> <li>• <b>Php 23 million</b> premium, 98% of damages recoverable thru insurance coverage</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Php 33 million</b> payout in 2022 – first severe case of flooding in the cannery</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Php 33 million</b> cost upcharge of alternative water source</li> <li>• <b>Php 13 million CAPEX</b> restoration cost of one unused deep well</li> <li>• <b>Php 2 million CAPEX</b> for recycling rain water</li> </ul>
<b>Opportunities / adaptation strategies</b>	<ul style="list-style-type: none"> <li>• Improve water drainage</li> <li>• Conduct vulnerability assessment</li> <li>• Avail crop insurance</li> <li>• Diversify crops and varieties</li> <li>• Monitor and adjust crop calendar</li> <li>• Improve road safety</li> </ul>	<ul style="list-style-type: none"> <li>• Strategize vulnerable asset location from risk areas</li> <li>• Implement adaptive measures</li> <li>• Assess water drainage system / flood program with LGU</li> <li>• Enhance BCP/ Crisis Management</li> </ul>	<ul style="list-style-type: none"> <li>• Study groundwater availability</li> <li>• Explore alternative water sources and storage</li> <li>• Water conservation</li> <li>• Consider subsidence susceptibility study</li> </ul>

The next step is to assess the company's other climate-related transition risks to reduce greenhouse gas emissions.

DMPI currently has a 2.8MW waste-to-energy facility in Cannery. In June 2024, DMPI started commissioning a solar power system beside its manufacturing facilities in Manolo Fortich, with a capacity of about 4.0MW based on commissioning results. This is part of the DMPI's initiative to transition using renewable energy to reduce greenhouse gas emissions, ensure stable power supply and save on electricity costs. By 2025, the Company will have an additional 2.0MW solar power supply in its cannery facility.



Solar energy facility located in Manolo Fortich, Bukidnon, close to manufacturing facilities



Pear Orchard in the U.S.

### Climate-related Risks in the U.S.

Del Monte Foods, Inc. (DMFI), operates four manufacturing facilities in the U.S. and two in Mexico which primarily process vegetables or fruits. Vegetable plants are located in Washington and Wisconsin, while

fruit plants are located in California, Washington, and Mexico, and one tomato plant is in California.

DMFI has a seasonal production cycle that generally runs between the months of June and October for 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 harvest as there is only one main season per year when it is able to source its raw materials.

# CLIMATE-RELATED REPORT

Climate change poses risks 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 certain areas. One major concern of the Company is water stress particularly in its manufacturing facility in California,

USA. Below is DMFI's water stress risk assessment.

DMFI works with its growers to address potential disruptions caused by changing weather conditions, which may result in decreased production output, higher cost of operations, and lower profitability. Measures include optimizing irrigation practices of growers, issuing monthly

crop report on the weather condition and disturbance during planting and harvesting, and working on greenhouse gas emission reduction and water conservation initiatives.

While DMFI implements these measures, the Company is not able to eliminate the risks relating to the exposure of the agricultural sector to fluctuations in weather conditions.

Title	Latitude	Longitude	Overall Water Risk
Hanford, CA Plant	36.2562045	-119.6452907	4 High (3-4)
Markesan, WI Plant	43.70349315	-88.9739737	3 Medium - High (2-3)
Modesto, CA Plant	37.63715573	-120.9171246	3 Medium - High (2-3)
Montemorelos Distribution Facility	25.19889732	-99.8078362	3 Medium - High (2-3)
Plover, WI Plant	44.45650358	-89.50969152	3 Medium - High (2-3)
Puebla Distribution Facility	19.84073159	-97.48405115	2 Low - Medium (1-2)
Toppenish, WA Plant	46.37119562	-120.3039049	1 Low (0-1)
Yakima, WA Plant	46.59880109	-120.5079002	1 Low (0-1)

## RISK MANAGEMENT

		Probability		
		Low	Medium	High
Impact	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 the Company's 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. Its 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 risks and embrace a mindset of resilience. The Group identifies and manages climate-related risks to reduce the uncertainty associated with executing its business strategies and to maximize opportunities that may arise. Climate risks can take various forms and can have material adverse impact on its 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 its business strategies. As more data, studies and insights become available, the Group will continue to refine its risk assessment framework.

## 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 and focuses on safeguarding the environment by mitigating the risk of climate change, managing water use and reducing waste. The Group measures and discloses these three focus areas, and other metrics and targets in its 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 for countries to limit global temperature rise to 2.0°C.

The Group will continue to enhance its metrics and targets and develop a roadmap to its 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 its produce. Part of this responsibility is to ensure the Company reduces its net carbon emissions. Del Monte continues to invest in the present to sustain its future.

	UM	DMFI	DMPI
<b>Carbon Emissions</b>			
Scope 1	MT CO <sub>2</sub> eq	55,237	114,913
Scope 2	MT CO <sub>2</sub> eq	26,914	53,230
Scope 3	MT CO <sub>2</sub> eq	1,803,335	886,248
Carbon sequestration	MT CO <sub>2</sub> eq	1.85	2.08
<b>Water Consumption</b>			
Water used for operations	'000 liters	2,850,893	9,212,917
Water use ratio	L/Kg produced	3.07	18.17
<b>Waste</b>			
Waste directed to landfills	MT	43,086	79,271

\* DMFI scopes 1, 2 and 3 emissions in FY2023

\*\* DMPI scopes 1, 2 and 3 emissions in FY2024; DMPI Scope 3 limited to upstream carbon emissions (includes transportation, employee commuting, business travel, top 20 suppliers for purchased goods and services, leased assets and disposal of waste)



DMPI Chief Sustainability Officer, Ignacio C.O. Sison, with DMFI Sustainability Director, Molly Laverty, and the Corporate Affairs and Sustainability team



# STRENGTHENING GOVERNANCE

DMPL commits to the highest standards of corporate governance and supports the principles of openness, integrity, and accountability.



For more information about this section, please scan QR Code





# STRENGTHENING GOVERNANCE

DMPL's corporate governance structure ensures that the Board and management are accountable to shareholders while operating in an ethical manner. Its 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 governance principles, please refer to FY2024 Annual Report at [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).



## DMPL BOARD OF DIRECTORS

Seated from left: Joselito D. Campos, Jr., Rolando C. Gapud, Yvonne Goh  
 Standing from left: Benedict Kwek Gim Song, Godfrey E. Scotchbrook, Edgardo M. Cruz, Jr. and Emil Q. Javier

## Our Recognition



**SINGAPORE CORPORATE AWARDS**

**17 Awards**

**Best Managed Board**  
 Gold 2010 | 2015 | 2023  
 Silver 2022

**Best Chief Financial Officer**  
 2010 | 2023

**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 8**

**Highest Ranked Mid-Cap Company**  
 2020 | 2022 | 2023

**Top 1.7% among 474 Singapore-Listed Companies**

**SECURITIES INVESTORS ASSOCIATION (SINGAPORE)**



**9 Awards**

**Corporate Governance Award**  
 2014 | 2019 | 2021 | 2022

**Transparency Company**  
 2001 | 2013 | 2017

**Shareholders Communications Excellence**  
 2018 | 2019

**ASEAN CORPORATE GOVERNANCE**



**ASEAN Asset Class**

**High score in ACGS 2021**  
 2022

**Ranked 23 among Top 100 Singapore-Listed Companies**  
 2017

**INVESTOR RELATIONS PROFESSIONALS ASSOCIATION (SINGAPORE)**



**Best IR Website**

**Among 700 Singapore-Listed Companies Evaluated**  
 2017

# STRENGTHENING GOVERNANCE



## BOARD GOVERNANCE



At the Singapore Corporate Awards 2023,  
**Del Monte Pacific Ltd**  
 is once again honoured to be recognised among the best.

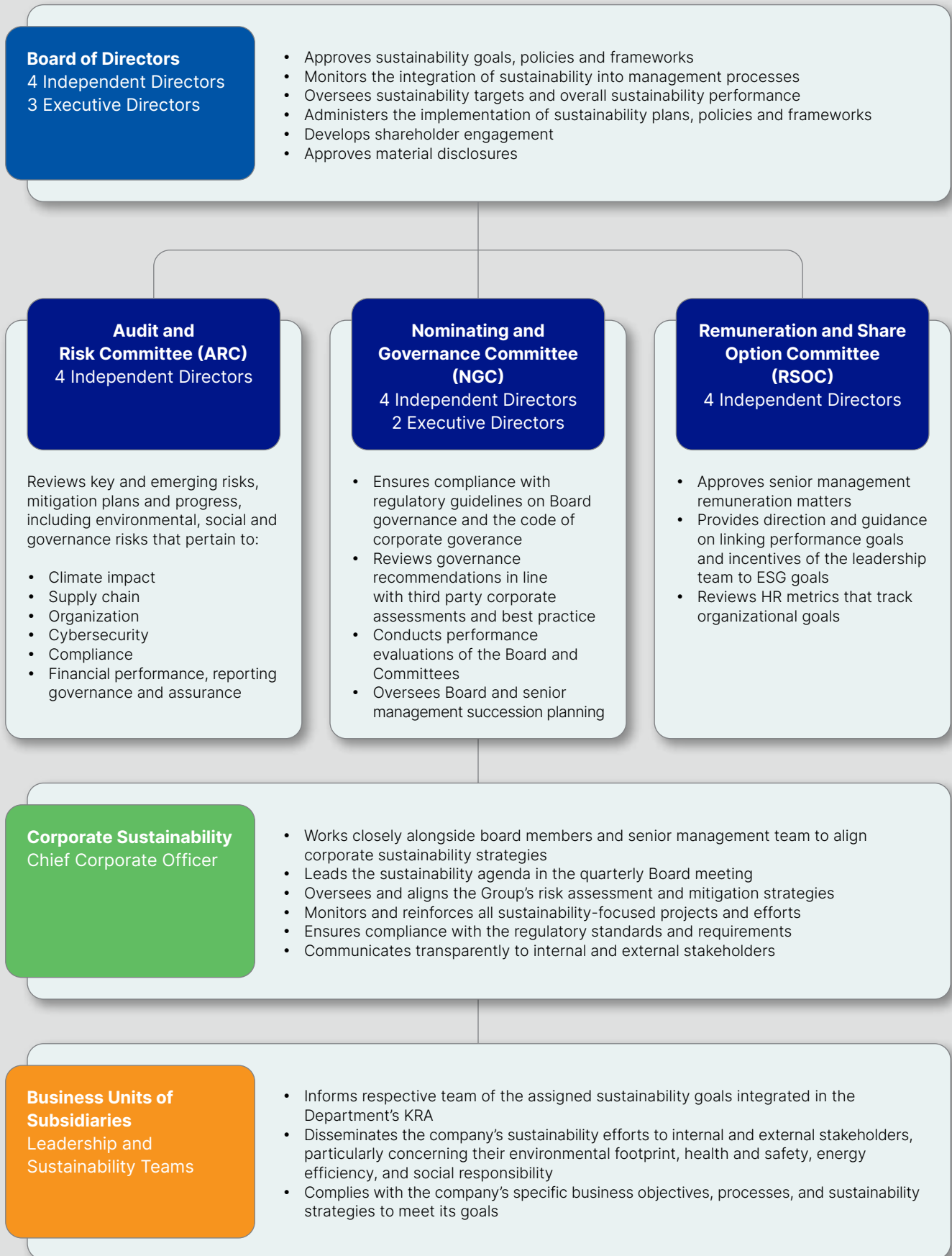
**Best Managed Board (Gold)**  
**Best Chief Financial Officer**

Market Capitalisation of S\$300 million to less than S\$1 billion

*Nourishing families. Enriching lives. Every day.*



## Sustainability Governance Structure of DMPL Group



# STRENGTHENING GOVERNANCE

## Del Monte Pacific Ltd. Board and Board Committee roles in Sustainability Governance

1. DMPL maintains corporate governance principles. Four out of seven members of the Board are independent directors. Three 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.
3. The NGC, on an annual basis, determines whether or not a Director is independent, taking into account the 2018 Code's definition. On 11 January 2023, the SGX announced that it would limit the tenure of Independent Directors to nine years and would remove with immediate effect, the two-tier voting mechanism to retain long tenured Independent Directors. Companies listed on the SGX were given until their annual general meeting (AGM) for the financial year ending on or after 31 December 2023 to comply with this new regulation. Hence the Company endeavours to have new Independent Directors nominated to the Board as soon as possible.

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 and performs the following duties –
  - a. Steers the leadership and ensures the effectiveness of the Board in all aspects
  - b. Leads its relationships with stakeholders
  - c. Sets the course for the Company to reach greater heights
  - d. Sets the tone of Board meetings
  - e. Pilots acquisitions, joint ventures and strategic alliances of the Company
6. The Board is required to undergo training relevant to the effective discharge of their responsibilities.

7. Five directors have completed the Sustainability E-Training for Directors as required by the SGX.
8. Sustainability, compliance and risk matters are reported regularly to the Board.
9. DMPL 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 in compliance with the Security Dealings Policy.
10. The Group implements a Whistleblower Policy 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.



## RISK MANAGEMENT

The Del Monte Pacific Group (DMPL) has an established enterprise-wide risk management framework that sets out the governance structure to proactively manage risks, including financial, operational, information technology, compliance and sustainability risks in all levels of the organization, and mitigate the potential impact on people, the environment, corporate governance and performance.



Directors visiting Modesto Plant in California with Management



### Del Monte Pacific Policies



The framework provides the following considerations for the Board with respect to its risk oversight responsibilities: strategy and goal setting, performance and value creation, governance and policies, culture and practices, communication and reporting.

1. The Board, with the assistance of the Audit and Risk Committee (ARC), is responsible for the risk governance of the Group. The Board reviews the adequacy and effectiveness of the Group's risk management and internal controls system to safeguard shareholders' interests and the Group's assets.
2. The Board reviews the principal risks as well as emerging risks. Based on their potential impact and probability, the top risks are mapped and categorized as critical, urgent, or pre-emptive, and are reviewed accordingly.

3. Risk assessment and mitigation are aligned with strategy and form an integral part of the annual planning and budgeting process. Risks are identified and managed to reduce the uncertainty associated with executing business strategies and to maximize opportunities that may arise.



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

4. The assessment of risks includes actions taken to date and further steps to mitigate the risks based on objectives, goals, strategies and measures, management concerned, timeline, an estimate of the potential impact, and an evaluation of whether the risks are rising or declining.
5. The Group maintains an effective system of risk management and internal controls addressing financial, operational, compliance and information technology (IT) controls, and risk management policies and systems established by Management.
6. These controls are designed to provide reasonable assurance as to the adequacy, effectiveness and efficiency of operations, reliability of financial reporting, and compliance with applicable laws and regulations.
7. The adequacy and effectiveness of these controls are subject to a periodic review by the Group's Internal Audit department and monitored by the ARC.
8. DMPI engaged a third party specialist to conduct a climate scenario analysis to evaluate risks posed by climate change. The engagement focused on the top three physical risks of the Bugo facility and a representative area of the plantation.

# STRENGTHENING GOVERNANCE



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

- 9. DMPI's Internal Audit department implements a risk-based approach in identifying auditable areas. Fraud risks are considered. The auditable areas are periodically assessed to take into consideration changes in business conditions and priorities.
- 10. The Group's external auditors also review the effectiveness of the Group's key internal controls as part of their audit for the year with respect to financial reporting. The Internal Audit department also coordinates with the External Auditor.
- 11. Significant non-compliance in internal controls, if any, together with recommendations for improvement, is reported to the ARC. A copy of this report is also issued to the relevant department for follow-up action.
- 12. The risk appetite framework ensures that the Group's risk profile remains within tolerable boundaries as it maximizes opportunities. The risk appetite sets out the nature and extent of risks the Group is willing to take and capable to manage as it seeks to achieve its strategic and business objectives.

- 13. Each facility has its 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 to verify if the Company's program is working as part of its crisis management procedure.

For more information regarding risk management, please refer to FY2024 Annual Report at [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).



## RESPONSIBLE SOURCING

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.

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

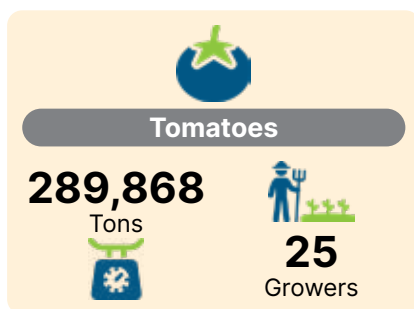
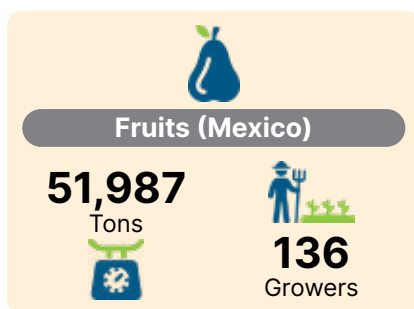
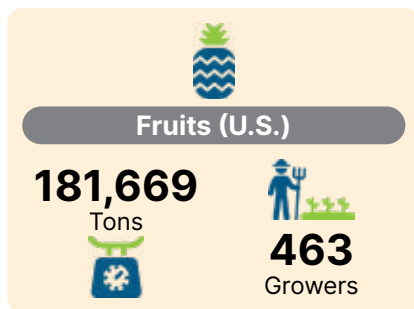
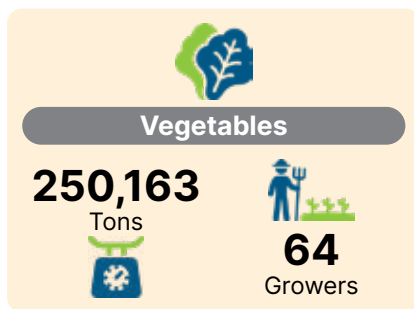


Procurement team with Angel V. Gatchalian, Jr., Group Head

3. 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 690 growers across the U.S. and Mexico, which supply close to 774,000 tons of produce.



Filling machine of Tropical Fruit Asia Corporation, one of DMPI's toll packers



4. DMFI has a Supplier Diversity Program that enables small and diverse businesses to be considered fairly as subcontractors and suppliers.
5. Close to 60% of DMPI's suppliers are considered small and medium enterprises. These suppliers undergo the supplier accreditation process of the Company and are evaluated based on performance - quality, delivery, and competitiveness.
6. In selecting suppliers, DMPI applies its Supplier Quality Management Program (SQMP) to assess the quality and delivery performance, feedback, and continuous improvement programs for all material suppliers and toll manufacturers.
7. In FY24, DMPI relaunched the SQMP to align its expectations on food safety and quality with its suppliers. The event was attended by more than 200 suppliers. During the event, the Company distributed the DM Suppliers Manual that includes criteria on supplier qualifications and risk-based matrices on supplier audits. The SQMP also includes the suppliers' sustainability goals and programs as one of its criteria.
8. During the SQMP relaunch, the DMPI team rolled-out the SAFEFOOD 360 portal to integrate food safety, supplier quality and compliance management of suppliers in one cloud-based platform. The portal improved several of the Company's QA processes in supplier management such as self-audit questionnaires, corrective actions submission as well as storage of supplier mandatory documents.
9. 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. The Company's Toll Pack team strives to reduce consumer complaints by involving toll manufacturers in the resolution of issues and improvement of processes.
10. 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. Toll manufacturers are required to hold FSSC 22000, BRC, and HACCP certifications.



# SUSTAINING GROWTH

As a global branded food company, DMPL brings to life, health, wellness and nutrition, and sustains the triple bottom line – people, planet and performance.



For more information about this section, please scan QR Code





# SUSTAINING GROWTH



Del Monte Philippines Corporate Office in Metro Manila, Philippines

Del Monte Pacific Ltd. (DMPL) believes that its operations have 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 their employees and families.

that have produced for Del Monte for over 70 years. The Company's growth has had a positive benefit on farms across the U.S.

DMPI's pineapple plantations in southern Philippines encompass 3 cities and 26 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, maintenance crews and other service providers.



## ECONOMIC IMPACT

Del Monte has about 4,700 regular employees in the U.S., and about 2,200 employees in Mexico. In the Philippines, Del Monte employs close to 4,000 regular employees and about 23,700 service providers who work in different areas of operations.

Vegetables, fruits and tomatoes are contractually grown on farms in the U.S. DMPI's relationships with independent farmers extend to more than three generations. Some fruit growers include farm families



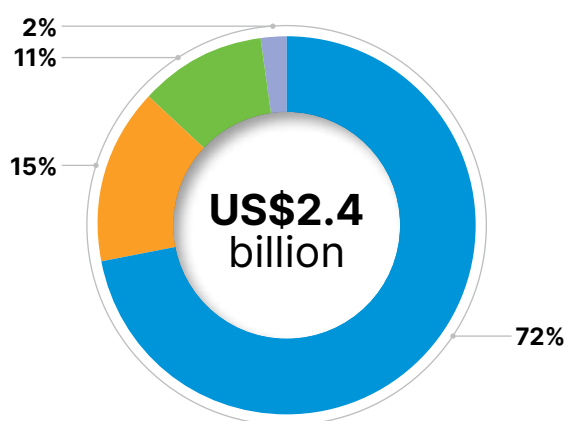
S&W Deluxe Fresh Pineapples

# SUSTAINING GROWTH

## Economic Value Added

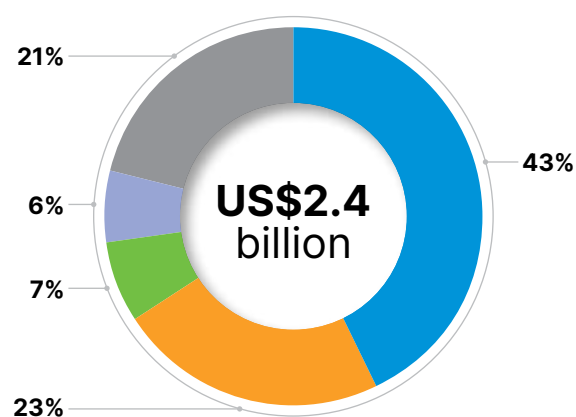
In USD ('000)			
	FY22	FY23	FY24
<b>Direct economic value generated</b>	<b>2,342,086</b>	<b>2,421,313</b>	<b>2,427,730</b>
Revenue	2,342,086	2,421,313	2,427,730
<b>Economic value distributed</b>	<b>2,068,236</b>	<b>2,143,971</b>	<b>2,248,533</b>
Operating costs	1,965,986	2,077,917	2,229,667
COGS	1,719,429	1,814,320	2,005,516
<i>Distribution &amp; Selling</i>	187,478	194,648	146,146
<i>G&amp;A and Others</i>	59,079	68,950	78,005
Employee wages & benefits	108,013	97,250	149,887
Payments to providers of capital	62,670	48,887	4,826
Payments to government	39,666	17,283	14,193
Community investments	710	432	367
<b>Economic value retained</b>	<b>273,850</b>	<b>277,342</b>	<b>179,197</b>

DMPL FY2024 Sales  
(by geography)



● Americas
 ● Philippines  
● Asia ex-Philippines
 ● Europe

DMPL FY2024 Sales  
(by product)



● Meals and Meal Enhancers
 ● Snacking and Desserts  
● Premium Fresh Fruit
 ● Beverage
 ● Others



Take Root Organics

1. For the year ended FY2024, the Group generated US\$2.4 billion sales, up 6.4% versus prior year, driven by higher sales in the U.S. and higher exports of fresh pineapples to China and South Korea. Sales from the Philippines were in line with prior year.
2. The Group generated an EBITDA of US\$133.2 million, lower than prior year's US\$329.7 million, driven by unfavorable operating results from both DMFI and DMPI. The Group incurred a net loss of US\$127.3 million versus the prior year period's net profit of US\$16.9 million.
3. DMFI generated US\$1.74 billion of sales or about 72% of Group sales. DMFI's revenues were slightly up versus prior year sales.
4. Philippine market sales of US\$360 million were in line with prior year sales.
5. Exports of S&W branded fresh pineapples and packaged pineapples and other products increased by 20% due to higher sales of premium fresh pineapples in China, South Korea and Singapore, and higher exports of packaged pineapples and other products to North and Southeast Asia, Middle East and Africa and the Indian subcontinent.

For more information on DMPL's performance, please refer to the Operating and Financial Review on pages 37-46 of the FY2024 Annual Report.



DMPI Finance team with Parag Sachdeva, DMPL Chief Financial Officer, and Thomas Teo, DMPI Head of Finance and Treasury

# SUSTAINING GROWTH



Information Technology teams with Catherine Rose L. Esguerra, Director, IT Operations



## TECHNOLOGY AND DIGITAL TRANSFORMATION

As one of the industry leaders in food and beverage, the Group aspires to revolutionize its agricultural and manufacturing operations through expansion of its capabilities in imaging, satellite data integration and digital mapping solutions.

DMFI and DMPI, subsidiaries of DMPL, have IT Steering Committees that align and approve the governance of various technology projects, direct the implementation of IT policies and controls, and identify, manage and mitigate technology, cybersecurity and data privacy risks.

1. DMPI adopted precision farming using technology in enabling farm management from planting to harvest, and analytics to

observe the individual needs of crops. Relevant data are used for descriptive, predictive and prescriptive analytics.

2. The Company uses geospatial technologies such as satellites, Unmanned Aerial Vehicles (UAV), Global Positioning Systems (GPS), Geographic Information Systems (GIS), SAS, and SAP data systems for data acquisition. Strategies can be



Unmanned Aerial Vehicles (drones) used in the plantation for foliar spray application and data gathering



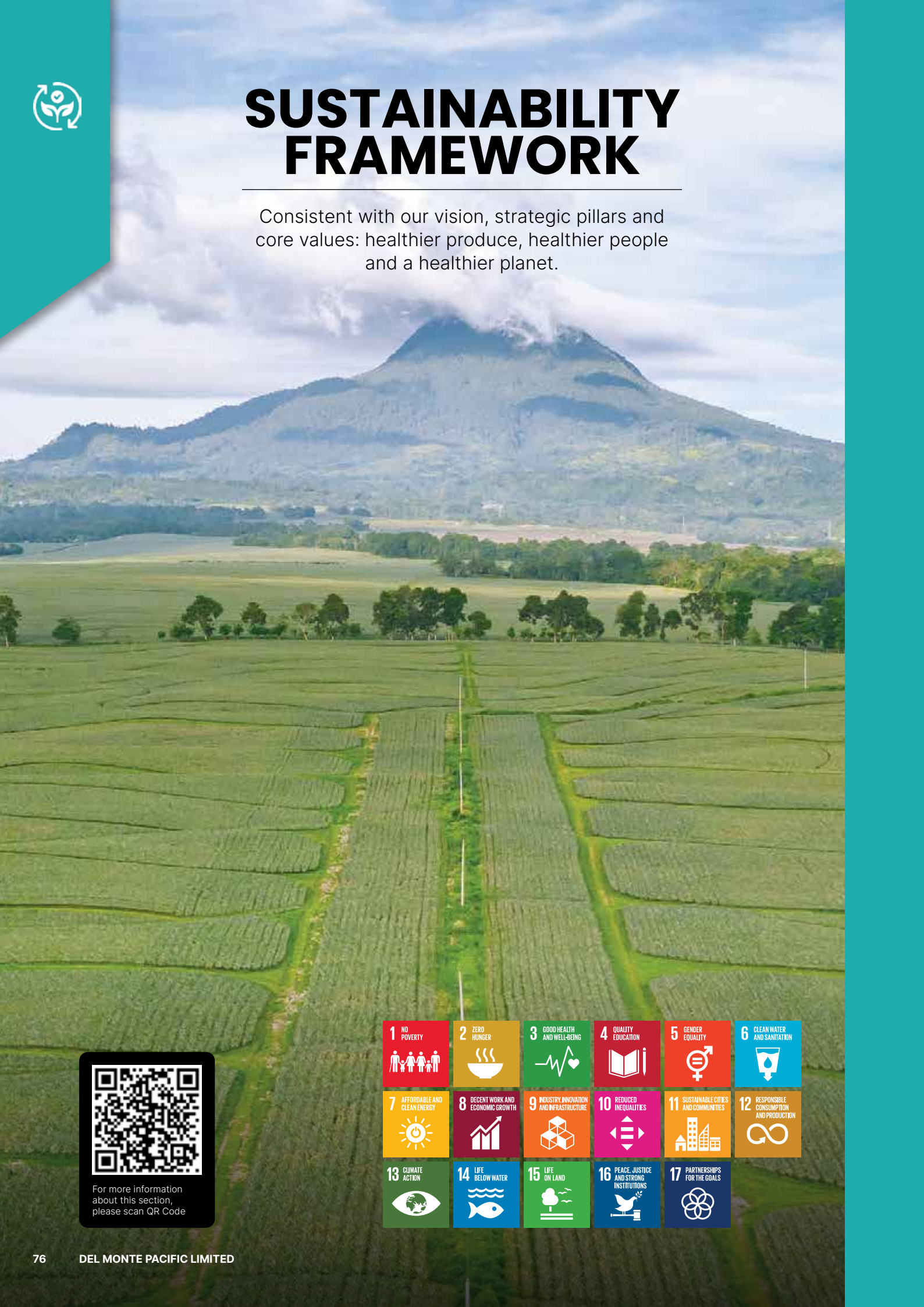
Plantation Geomatics team uses GPS to monitor transport vehicles

- targeted as crop problem areas can be located using GIS or spatial analytics.
3. DMPI developed its Smart Farming Roadmap to use big data analytics, captured from Internet of Things (IOT), Machine Learning (ML), Artificial Intelligence (AI), cloud and onsite servers, sensors and other data automation from field-to-fork.
  4. Farm operations can learn from the data and provide analytical insights that can be used. Decision tools are data-driven and can be created to automatically diagnose challenges, provide recommendations and action plans tailor-fit to the situation.
  5. DMPI has a Plantation Decision Support System (PDSS) that is designed to enable management to make better decisions using data. The system showcases integration of information from raw form to report automation, operational metrics and generation of estimates.
  6. With the advent of analytics technologies and precision farming, the PDSS harmonizes data from the ground (technical surveys), geospatial technologies and business analytics (SAS, UAV, GIS). This system showcases map-based insights which enable the operations team to determine not only the potential problems but also the locational insights.
  7. DMPI is conducting trials for foliar application, which reduces the water consumption as much as 96% vs. use of boom trucks for spraying.
  8. Digitized field maps, topographic and terrain maps, soil displacement maps, hazard maps, plant health and disease maps, and other data derived from drones are used by DMPI plantation operations for field evaluation. The Company uses drones and utilizes open-source satellite imagery to create relevant maps for land suitability especially in areas that are challenging to reach.
  9. DMPI has a drone system capacity of 25 flights per field section, for C74 growing fields. It is based on the drone foliar application trials, covering 10,000 to 12,000 hectares per year.
  10. DMPI uses Meteoblue high-resolution weather data to measure the five-day and fourteen-day location-specific rainfall, daily and hourly resolution forecast in each field.



# SUSTAINABILITY FRAMEWORK

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



For more information about this section, please scan QR Code



# SUSTAINABILITY FRAMEWORK



Pineapple field in the Philippines

Guided by our vision and values, improving sustainability is one of DMPL's strategic pillars. Our Board of Directors oversees Del Monte's sustainability strategy. Sustainability goals are developed together with functional leaders and teams, addressing priorities and implementing projects to achieve them. Conducting business goes beyond generating profit to ensure the well-being of our people, stewardship of the planet, and the long-term resilience of our business.

DMPL advanced its corporate sustainability commitment and efforts to focus on its most significant material priority. Its subsidiary units have identified material sustainability issues by location which may differ given the business model employed by the business units. To illustrate,

the Philippine company directly cultivates its fruits, while the U.S. subsidiary uses contract growers to source its produce.

Del Monte adheres to the highest governance standards in doing business. For more information on governance principles, refer to pages 74 to 97 of DMPL's FY2024 Annual Report or the website [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).

## **MATERIALITY ASSESSMENT PROCESS**

In FY2024, Del Monte Philippines, Inc. (DMPI) updated its material ESG topics based on the new definition of materiality of the GRI 2021 standards with the assistance of a global sustainability specialist firm. Del Monte Foods, Inc. (DMFI)

in the U.S. is updating in FY2025 its material topics which were assessed in FY2021. This will be based on the IFRS double materiality assessment.

The assessment process includes identifying and prioritizing material factors and key stakeholders, deriving insight from changes to priority topics, focusing on sustainability vision, and ensuring resources are applied to the priority areas.

The assessment process considered the Company's business model and value chain, internal and external perceptions, the competitor and industry landscape. It also considered DMPL's list of material topics, peer company material priorities, industry guidance and disclosure requirements of relevant frameworks.

# SUSTAINABILITY FRAMEWORK

## DEL MONTE FOODS, INC.

DMFI's internal and external stakeholders ranked **key sustainability issues** through an online survey and interviews.

### DMFI Materiality Approach

#### ONLINE SURVEY

Internal and external stakeholders participated in an online survey and submitted their responses on 31 topics

##### Internal stakeholders

Board of Directors  
Senior Executives  
Non-Executive Employees

##### External stakeholders

Customers  
Peers  
Community Members

#### TOPIC ASSESSMENT

Topics were assessed from three perspectives:

- 1. Impact OF Del Monte Foods**  
– How significant is the impact
- 2. Impact ON Del Monte Foods**  
– How significantly do the topic impact Del Monte Foods
- 3. Personal View** – How important it is to the stakeholders for Del Monte Foods to address the issues

#### INTERVIEWS

Conducted interviews to dive deeper into responses

- Considered the insights from these discussions
- Insights used for the proposed recommendations and next steps



### DMFI Topics Assessed



#### SOCIAL RESPONSIBILITY

1. Employment (Wellbeing)
2. Labor Relations Management
3. Occupational Health and Safety
4. Training and Education
5. Non-Discrimination, Diversity and Equal Opportunity
6. Freedom of Association and Collective Bargaining
7. Forced or Compulsory Labor
8. Rights of Indigenous People
9. Human Rights Assessment
10. Local Communities
11. Supplier Social Assessment
12. Public Policy
13. Product Safety and Quality
14. Marketing and Labeling
15. Customer Privacy
16. Socioeconomic Compliance
17. Civic Engagement and Giving



#### ENVIRONMENTAL INTEGRITY

1. Materials
2. Energy
3. Water Stress
4. Biodiversity
5. Emissions
6. Effluents and Waste
7. Environmental Compliance
8. Supplier Environmental Assessment
9. Land Management



#### ECONOMIC RESILIENCE

1. Economic Performance
2. Market Presence (Local Communities)
3. Indirect Economic Impacts
4. Procurement Practices
5. Anti-Corruption and Anti-Competitive Behavior

### TOP IMPACT AREAS

Product Safety and Quality

Employment  
(Employee Wellbeing)

Occupational Health and Safety

Land Management

Effluents and Waste

Environmental Compliance

Procurement Practices

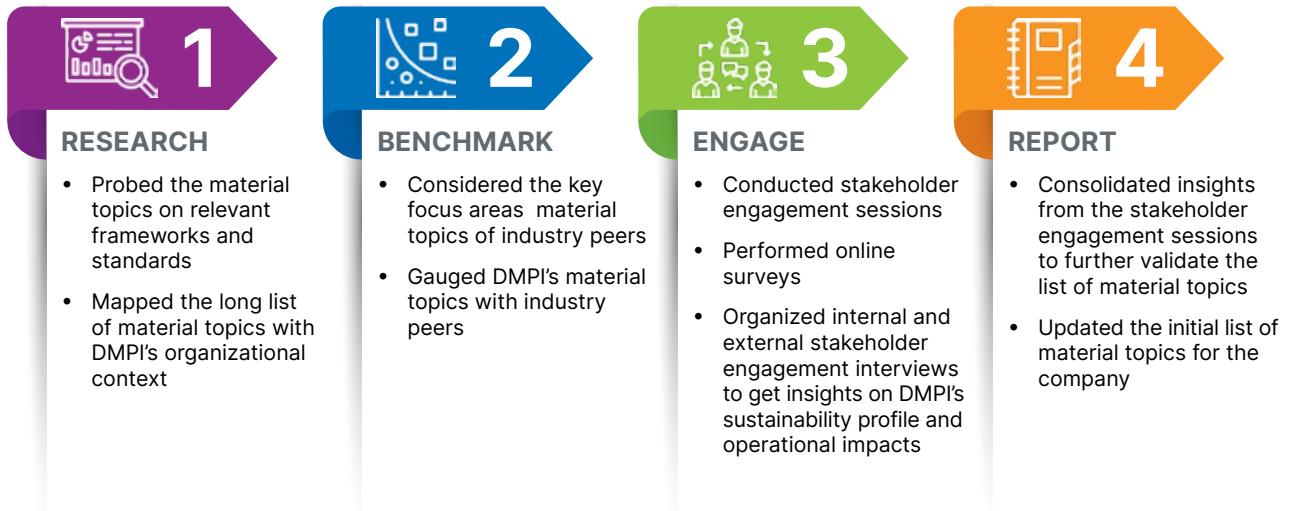
Market Presence  
(Local Communities)

Economic Performance



DMPI's approach considered the significant **sustainability impacts** contributed by the organization's operations.

**DMPI Materiality Approach**



**DMPI Material Priorities**

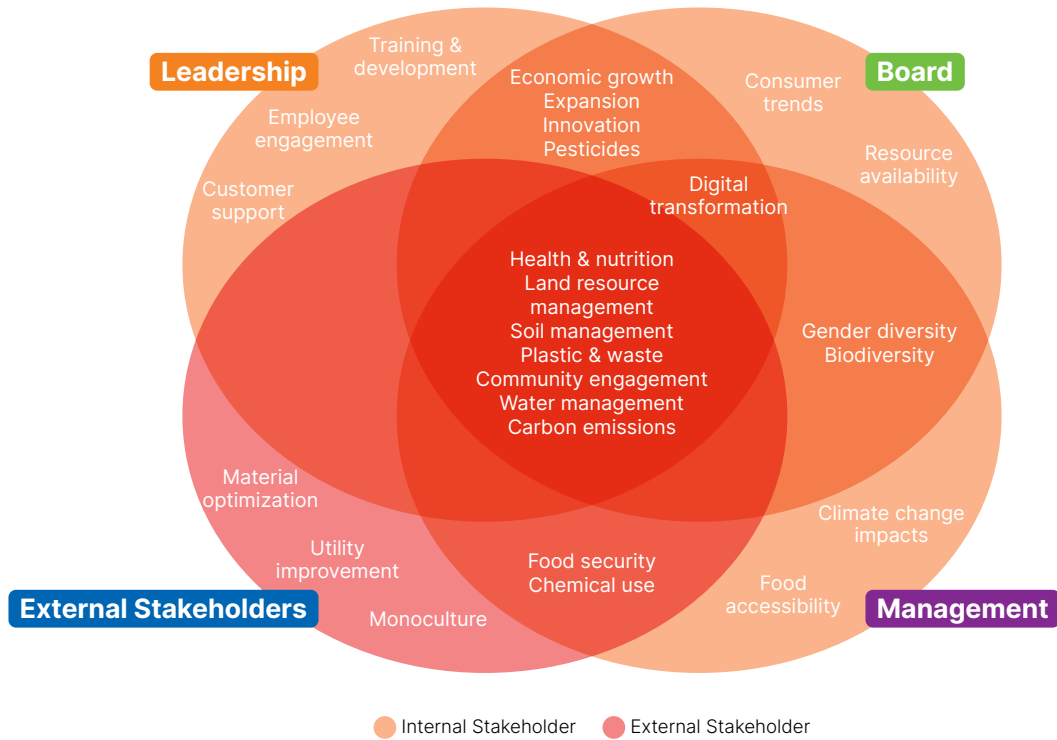


DMPI's stakeholder engagement sessions identified common material topics in the areas of environment, community, consumers and growth. Select Board, Leadership and Management members, with representatives across DMPI's operations, numbering about

50 people in total, shared valuable insights through a survey and series of interview sessions. Some of DMPI's external stakeholders – lending institutions, suppliers, trade partners, also provided key inputs through an online survey.

The engagement sessions covered a wide range of roles and business units. Key external stakeholders also shared insights on DMPI's sustainability profile and operational impacts.

# SUSTAINABILITY FRAMEWORK



The majority of the material topics from the initial list were validated during the stakeholder engagement sessions.

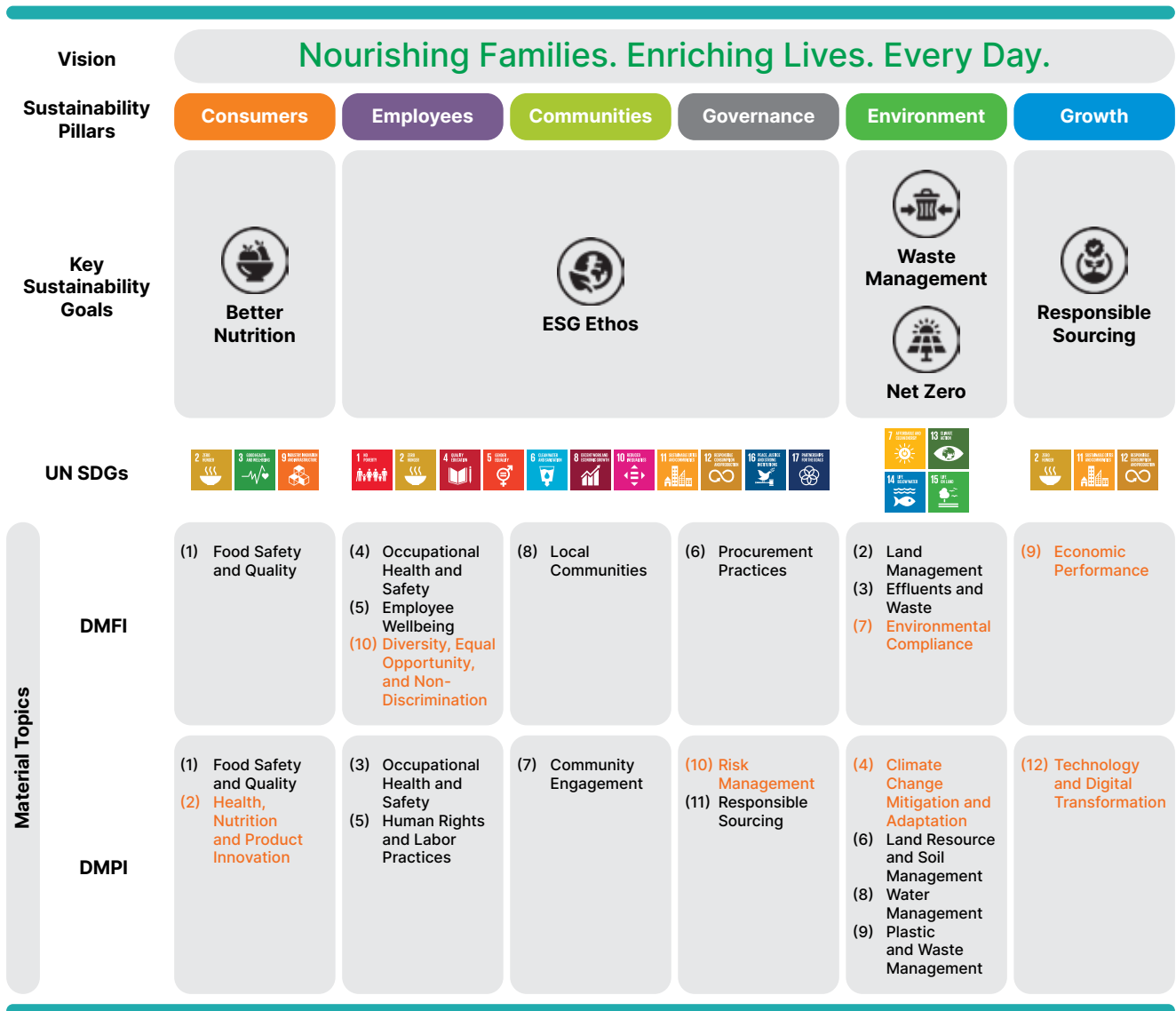
		Summary of mapping			
		Frameworks	Peers	DMPL's long list	DMPI's priority*
Consumers	Health and nutrition	☑	☑	☑	
	Product innovation		☑	☑	☑
	Selling practices and product labelling	☑		☑	
Employees	Human rights and labor practices	☑	☑	☑	☑
	Occupational health and safety	☑	☑	☑	☑
	Diversity, equity and inclusion		☑	☑	
	Employee engagement, training and development		☑	☑	
Communities	Food security and accessibility	☑			
	Community engagement		☑	☑	
	Rights of indigenous peoples	☑			
Nature	Climate change mitigation and adaptation	☑	☑	☑	
	GHG emissions and energy management	☑	☑	☑	
	Waste management	☑	☑	☑	☑
	Water management	☑	☑	☑	☑
	Biodiversity and ecological impacts	☑		☑	
	Soil management	☑		☑	
Governance	Business ethics and compliance			☑	☑
	Food safety and quality	☑	☑	☑	☑
	Responsible sourcing	☑	☑	☑	
	Data privacy and cybersecurity			☑	
	Risk management	☑		☑	
Growth	Land resource management			☑	
	Digital transformation			☑	
	Economic performance	☑		☑	

\* Note: DMPI's priority refers to the priority topics which resulted from the previous materiality assessment done in 2017

The survey result was cascaded to the stakeholders and additional respondents to rank the shortlisted material topics.

## Material Topics and Priorities

Based on the materiality assessment, DMFI identified 10 material topics while DMPI listed 12 material priorities. Seven material topics/priorities are common to both DMFI and DMPI.



Note: Orange colored font denotes exclusive topics of DMFI and DMPI

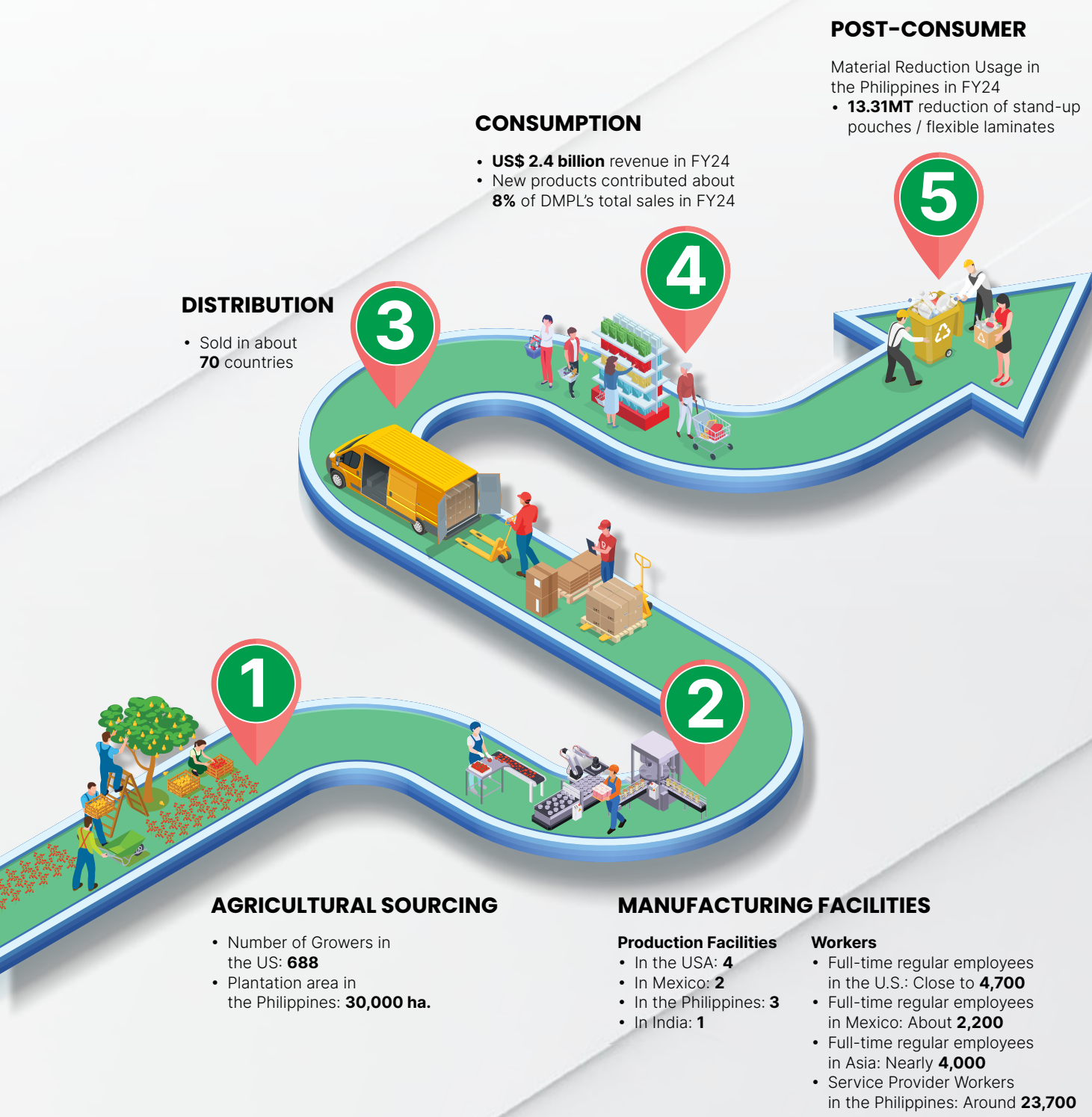
Note: DMFI's effluents and waste are equivalent to DMPI's water management and plastic and waste management

Aside from DMFI's top 10 priorities, four emerging topics were identified – grower empowerment, biodiversity, sustainable agricultural practices and inclusive work environment. DMFI is updating its materiality topics in FY2025.

# SUSTAINABILITY FRAMEWORK



## VALUE CHAIN



### DISTRIBUTION

- Sold in about **70** countries

### CONSUMPTION

- **US\$ 2.4 billion** revenue in FY24
- New products contributed about **8%** of DMPL's total sales in FY24

### POST-CONSUMER

Material Reduction Usage in the Philippines in FY24

- **13.31MT** reduction of stand-up pouches / flexible laminates

### AGRICULTURAL SOURCING

- Number of Growers in the US: **688**
- Plantation area in the Philippines: **30,000 ha.**

### MANUFACTURING FACILITIES

#### Production Facilities

- In the USA: **4**
- In Mexico: **2**
- In the Philippines: **3**
- In India: **1**

#### Workers

- Full-time regular employees in the U.S.: Close to **4,700**
- Full-time regular employees in Mexico: About **2,200**
- Full-time regular employees in Asia: Nearly **4,000**
- Service Provider Workers in the Philippines: Around **23,700**

## STAKEHOLDER ENGAGEMENT

Our sustainability journey began 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,

government units, non-government organizations and civil society can drive collective action, build shared opportunities and achieve success. The Corporate Sustainability team provides guidance and support to stakeholders to integrate sustainability practices to daily operations of the organization applying the principles of

truthfulness, transparency accountability and inclusiveness to build mutual trust and create a meaningful partnership.

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

Stakeholders	Why we engage	How we engage	What we engage
<b>Consumers</b>	To understand consumer needs to maximize opportunities and explore new categories and sustainable products	<ul style="list-style-type: none"> <li>• Consumer insight</li> <li>• Corporate websites</li> <li>• Del Monte Kitchenomics</li> <li>• Social Media</li> <li>• Brand engagement</li> <li>• Marketing activities and communication</li> <li>• Corporate communication Newsletter</li> </ul>	<ul style="list-style-type: none"> <li>• Health, wellness and nutrition</li> <li>• Food safety and quality</li> <li>• Packaging information</li> <li>• Sustainability practices</li> <li>• Healthy food preparation</li> <li>• Truthful, accurate and transparent communication</li> </ul>
<b>Employees</b>	To harness relationships through health and safety procedures, employee engagement and talent management	<ul style="list-style-type: none"> <li>• Town hall meetings</li> <li>• Leadership teams</li> <li>• Email communication</li> <li>• Internal publication (Tidbits)</li> <li>• Surveys</li> <li>• 24-hour hotline (anti-corruption practice)</li> <li>• Technical working groups</li> <li>• Employee engagement activities</li> <li>• Webinars</li> <li>• Online store platforms</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational health and safety</li> <li>• Freedom of Association</li> <li>• Diversity and Inclusion</li> <li>• Employee recognition</li> <li>• Talent management</li> <li>• Work-life balance</li> <li>• Sustainability practices</li> <li>• Community engagement</li> <li>• Business and individual performance</li> <li>• Compensation and benefits</li> </ul>
<b>Local Communities</b>	To sustain social license to operate through community development and environmental stewardship	<ul style="list-style-type: none"> <li>• Corporate donations</li> <li>• Del Monte Foundation activities</li> <li>• Stakeholder relations</li> <li>• Partnerships (TESDA, Brigada Eskwela)</li> <li>• Surveys (Materiality)</li> <li>• Employee involvement</li> </ul>	<ul style="list-style-type: none"> <li>• Health, wellness and nutrition</li> <li>• Community development</li> <li>• Education, scholarship and employment</li> <li>• Livelihood projects</li> <li>• Disaster relief</li> <li>• Environmental initiatives</li> <li>• Various partnership programs</li> </ul>
<b>Growers and Suppliers</b>	To collaborate through sustainable agricultural practices and procurement of quality materials and services	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct</li> <li>• Supplier Quality Management Program</li> <li>• Face-to-face meetings</li> <li>• Supplier Surveys</li> <li>• Supplier assessment and audits</li> <li>• Supplier partnership</li> <li>• Supplier Diversity (DMFI)</li> </ul>	<ul style="list-style-type: none"> <li>• Product quality and safety</li> <li>• Human rights</li> <li>• Responsible sourcing</li> <li>• Sustainable agriculture</li> <li>• Risk management and mitigation</li> <li>• Business continuity plans</li> <li>• Cost savings initiatives</li> <li>• Sustainability initiatives</li> <li>• Traceability</li> </ul>
<b>Shareholders and Investors</b>	To ensure investors and shareholders are updated on the company's business goals, strategies and business performance, and sustainability initiatives	<ul style="list-style-type: none"> <li>• Investor meetings and discussions</li> <li>• Ratings, rankings and other indices</li> <li>• Quarterly business performance</li> <li>• Annual and Sustainability reports-update websites</li> <li>• Investor briefing and calls</li> <li>• Annual general meetings</li> <li>• MD&amp;A presentations</li> <li>• Forums, webinars and conferences</li> <li>• Email alerts to investors</li> <li>• Roadshows</li> </ul>	<ul style="list-style-type: none"> <li>• Goals, strategies, vision and values</li> <li>• Business performance</li> <li>• Governance</li> <li>• ESG indices</li> <li>• Sustainability initiatives</li> <li>• Ethical business practices</li> <li>• Human rights</li> <li>• Health, wellness and nutrition</li> </ul>
<b>Government and Regulators</b>	To establish strategic partnerships and compliance with legislation	<ul style="list-style-type: none"> <li>• LGU and regulatory engagement</li> <li>• In-person meetings</li> <li>• Plantation tours</li> <li>• Trade associations/memberships</li> <li>• Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• New rules and regulations</li> <li>• Audit and compliance</li> <li>• Food safety and quality</li> <li>• Product labelling</li> <li>• Responsible marketing</li> <li>• Sustainability initiatives</li> <li>• Health, wellness and nutrition</li> </ul>

# SUSTAINABILITY FRAMEWORK



“Del Monte has been nourishing consumers, communities and the environment for generations, nurturing healthier produce, healthier people and a healthier planet.”



Corporate Affairs and Sustainability team led by Ignacio C. O. Sison, Chief Corporate Officer

# GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	<b>Organization and its reporting practices</b>				
	2-1	Organizational details	Corporate Profile Inside front cover  About this Report pages 2-3		
	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 2		
	2-4	Restatements of information	No restatement		
	2-5	External Assurance	None Report reviewed by Internal Audit page 3		
	<b>Activities and workers</b>				
	2-6	Activities, value chain and other relationships	Value Chain page 82		
	2-7	Employees	Organization Profile page 23		
	2-8	Workers who are not employees	Sustaining Growth page 71		
	<b>Governance</b>				
	2-9	Governance structure and composition	Board Governance page 66		
	2-10	Nomination and selection of the highest governance body	Board Governance page 66		
	2-11	Chair of the highest governance body	Board Governance page 66		
2-12	Role of the highest governance body in overseeing the management of impacts	Board Governance page 66			
2-13	Delegation of responsibility for managing impacts	Board Governance page 66			
2-14	Role of the highest governance body in sustainability reporting	Board Governance page 66			

# GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location	Omissions			
			Requirement(s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	<b>Governance</b>					
	2-15	Conflicts of Interest	Board Governance page 66  Risk Management page 67			
	2-16	Communication of critical concerns	Board Governance page 66			
	2-17	Collective knowledge of the highest governance body	Board Governance page 66			
	2-18	Evaluation of the performance of the highest governance body	Board Governance page 66			
	2-19	Remuneration policies	Board Governance page 66			
	2-20	Process to determine remuneration	Board Governance page 66			
	2-21	Annual total compensation ratio		Compensation data	Confidentiality constraint	Intense competition for talent in the food and beverage industry
	<b>Strategy, policies and practices</b>					
	2-22	Statement on sustainable development strategies	Letter to our Stakeholders pages 6-7			
	2-23	Policy commitments	Letter to our Stakeholders pages 6-7			
	2-24	Embedding policy commitments	Letter to our Stakeholders pages 6-7			
	2-25	Process to remediate negative impacts	Risk Management page 67			
	2-26	Mechanism for seeking advice and raising concerns	Board Governance page 66			
2-27	Compliance with laws and regulations	Letter to our Stakeholders pages 6-7				
2-28	Membership associations	UN SDG 1 page 14  UN SDG 17 page 15  Effluents, Plastic and Waste Management page 52				



GRI Standard/ Other Source	Disclosure	Location	Omissions			
			Requirement(s) Omitted	Reason	Explanation	
<b>GRI 2: General Disclosures 2021</b>	<b>Stakeholder engagement</b>					
	2-29	Approach to stakeholder engagement	Stakeholder Engagement page 83			
	2-30	Collective bargaining agreements	Human Rights and Labor Practices page 28			
<b>GRI 3: Material Topics</b>	3-1	Process to determine material topics	Materiality Assessment Process pages 77-80			
	3-2	List of material topics	Materiality Topics and Priorities page 81			
	3-3	Management of material topics		Biodiversity	Low materiality	DMPI has several initiatives to manage biodiversity from reforestation to mangrove planting
				Natural Ecosystem Conversion	Not applicable	As mentioned in Land and Resource Management, Del Monte did not clear forests to establish pineapple fields
				Animal Health and Welfare	Not applicable	Not part of DMPI's product portfolio
				Public Policy	Not applicable	The group does not engage in lobbying nor contributes to political parties
	<b>GRI 13.1: Emissions</b>	13.1.2	Direct (Scope 1) GHG emissions	ESG Metrics page 12		
13.1.3		Direct (Scope 2) GHG emissions	ESG Metrics page 12			
13.1.4		Other indirect (Scope 3) GHG emissions	ESG Metrics page 12			

# GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 13.1: Emissions</b>	13.1.6	Reduction of GHG emissions	Climate Change Mitigation and Adaptation page 44  Climate-related Report pages 58-61		
	<b>GRI 13.2: Climate Adaptation and Resilience</b>	13.2.2	Financial implications and other risk and opportunities due to climate change	Climate-related Report page 58	
<b>GRI 13.5: Soil Health</b>	13.5.1	Soil management plan, soil management practices used and approach to input optimization	Land Resource and Soil Management pages 45-48		
<b>GRI 13.6: Pesticide Use</b>	13.6.1	Pest management plan, actions, initiatives to switch to less hazardous pesticides and actions taken to optimize pest control practices	Land Resource and Soil Management page 48		
<b>GRI 13.7: Water and Effluents</b>	13.7.2	Interactions with water as a shared resource	Water Management pages 49-50		
	13.7.3	Management of water discharge-related impacts	Effluents, Plastic and Waste Management page 53		
	13.7.6	Water consumption	ESG Metrics page 12		
<b>GRI 13.8: Waste</b>	13.8.2	Waste generation and significant waste-related impacts	Effluents, Plastic and Waste Management pages 51-53		
	13.8.3	Management of significant waste-related impacts	Effluents, Plastic and Waste Management pages 51-53		
	13.8.5	Waste diverted from disposal	Effluents, Plastic and Waste Management pages 51-53		
	13.8.6	Waste directed to disposal	ESG Metrics page 12		

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 13.9: Food Security</b>	13.9.1	Effectiveness of actions and programs on food security at local, regional, national, or global levels  Partnerships which the organization is part of that address food security, including engagement with governments	Land Resource and Soil Management pages 45-48		
	13.9.2	Total weight of food loss in metric tons and the food loss percentage, by the organization's main products or product category, and describe the methodology used for this calculation.	Goals and Progress page 11  Effluents, Plastic and Waste Management page 53		
<b>GRI 13.10: Food Safety</b>	13.10.2	Assessment of health and safety impacts of product and service categories	Food Safety and Quality pages 18-19  Health and Nutrition pages 19-20		
<b>GRI 13.12: Local Communities</b>	13.12.2	Operations with local community engagement, impact assessments, and development programs	Developing Communities pages 31-42		
<b>GRI 13.13: Land and Resource Rights</b>	13.13.2	Locations of operations, where land and natural resource rights may be affected by the organization's operations	Land Resource and Soil Management pages 45-46		
<b>GRI 13.14: Rights of Indigenous Peoples</b>	13.14.4	Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities	Land Resource and Soil Management pages 45-46		

# GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 13.15: Non-discrimination and Equal Opportunity</b>	13.15.2	Diversity of governance bodies and employees	Board Governance page 66		
	13.15.3	Ratio of basic salary and remuneration of women to men		Compensation data	Confidentiality constraint  Intense competition for talent in the food and beverage industry
<b>GRI 13.16: Forced or Compulsory Labor</b>	13.16.2	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor Practices page 28		
<b>GRI 13.17: Child labor</b>	13.17.2	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Practices page 28		
<b>GRI 13.18: Freedom of Association and Collective Bargaining</b>	13.18.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Practices page 28		
<b>GRI 13.19: Occupational Health and Safety</b>	13.19.2	Occupational health and safety management system	Occupational Health and Safety pages 26-27		
	13.19.6	Worker training on occupational health and safety	Occupational Health and Safety page 26		
	13.19.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety pages 26-27		
	13.19.9	Workers covered by an occupational health and safety management system	Occupational Health and Safety page 26		
	13.19.10	Work-related injuries	ESG Metrics page 13  Organization Profile page 24		
	13.19.11	Work –related ill health	ESG Metrics page 13  Organization Profile page 24		

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 13.20: Employment Practices</b>	13.20.1 Describe policies or commitments regarding recruitment of workers, whether the organization has an ethical recruitment policy	Human Rights and Labor Practices page 28			
<b>GRI 13.21: Living Income and Living Wage</b>	13.21.1 Describe commitments related to providing a living income or paying a living wage	Human Rights and Labor Practices page 27			
<b>GRI 13.22: Economic Inclusion</b>	13.22.2 Direct economic value generated and distributed	Economic Impact page 72			
<b>GRI 13.23: Supply Chain Traceability</b>	13.23.4 Projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified	Responsible Sourcing page 69 Goals and Progress page 11			
<b>GRI 13.25: Anti-competitive Behavior</b>	13.25.2 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions			
<b>GRI 13.26: Anti-corruption</b>	13.26.3 Communication and training about anti-corruption policies and procedures	Board Governance page 66			
	Confirmed incidents of corruption and actions taken	No incidence of corruption			

**NOTE ABOUT PRINTING:**

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**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.

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Source: FSC website and standards



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## DEL MONTE PACIFIC LIMITED

### BOARD OF DIRECTORS

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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**  
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**Mrs. Yvonne Goh**  
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Managing Director and  
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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**  
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Chief Compliance Officer, Secretary

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President and Chief Operating Officer

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Chief Sustainability Officer

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## LISTING & TRADING SYMBOLS

Listed on 2 August 1999 on the  
Singapore Exchange (SGX)

Listed on 10 June 2013 on the Philippine  
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**LEAVE  
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