



DEL MONTE PACIFIC LIMITED

Nourishing Goodness Nurturing Generations

SUSTAINABILITY REPORT FY2025

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 known for its premium quality, healthy products which include packaged fruit, tomato-based sauces and juices. It also sells fresh and frozen pineapples under S&W (www.swpremiumfood.com) and other brands.

The Group owns heritage brands - *Del Monte* and *S&W* – which originated in the USA more than 100 years ago. The Group has exclusive rights to use the *Del Monte* trademarks for packaged products in the Philippines, Indian subcontinent and Myanmar, while it owns *S&W* globally except for Australia and New Zealand.

DMPL's Philippine subsidiary, Del Monte Philippines, Inc. (www.delmontephil.com), has 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 Philippine subsidiary has a fully-integrated pineapple operation with its 30,000-hectare plantation in Bukidnon and Misamis Oriental, a frozen fruit processing

facility and a not from concentrate juicing plant in Bukidnon, and a fruit processing facility in Bugo about an hour away from the plantation. The Philippine subsidiary also operates a beverage plant in Laguna.

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, NutriAsia Inc., is the market leader in the liquid condiments, specialty sauces and cooking oil market in the Philippines.

Del Monte Foods Holdings Limited (DMFHL) and its subsidiaries, including Del Monte Foods Corporation II, Inc. in the U.S., have been deconsolidated from DMPL effective 1 May 2025 in accordance with IFRS 10.

www.delmontepacific.com
www.swpremiumfood.com
www.delmontephil.com
www.kitchenomics.com



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.

For more information, please scan QR Code to access DMPL's website

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Nourishing Goodness, Nurturing Generations

We create food and beverages that are delicious, naturally sourced, and thoughtfully crafted to promote good health and well-being.

We care for our consumers, communities, employees, and the environment, ensuring that the goodness we create today flourishes for tomorrow.



ABOUT THIS REPORT

This Sustainability Report of Del Monte Pacific Ltd. (DMPL) is for FY2025, covering the financial year from 1 May 2024 to 30 April 2025. This is DMPL's 8th report since FY2018.



This report describes DMPL's commitment to sustainability, its key sustainability goals, policies, and ESG metrics. This report is 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

As prescribed by the SGX, this Sustainability Report contains climate-related disclosures based on the Task Force on Climate-related Financial Disclosures (TCFD). DMPL engaged a third-party consultant that conducted a climate scenario analysis to determine the impact of climate change on the Company's operations, the risks, opportunities and plans to mitigate its impact.

Given that 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 requires listed companies to disclose their non-financial performance relating to their environmental, social, economic and climate aspects.

With respect to the Sustainability Reporting framework, DMPL prepared the report using GRI

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

OUR COMPANY

is a Sustainable Business



We conduct our businesses in an **ETHICAL and RESPONSIBLE** manner



We manage our **KEY IMPACTS**



Our products and services create **VALUE TO SOCIETY**



Corporate Governance



Economic
Environmental
Social



Contribution to Sustainable Development

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



Cannery worker sealing the can ends to the main body

2021 standards, and 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. DMPL reports the information cited with reference to these standards in the GRI Content Index.

This report excludes DMPL's detailed financial performance which can be found in its FY2025 Annual Report.

The Internal Audit team of Del Monte Philippines, Inc. has 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.

This Sustainability Report excludes Del Monte Foods Holdings Limited (DMFHL), which owns Del Monte

Foods, Inc. (DMFI), which in turn owns the operating subsidiary Del Monte Foods Corporation II, Inc. (DMFC).

Considering that a majority of the board members of DMFHL had been appointed by a special shareholder entity affiliated with certain of DMFC's term lenders and considering the voluntary Chapter 11 filing of DMFHL that includes a contemplated sale process, the DMPL Board had decided to classify the U.S. business as discontinued operations, as per IFRS 5 (Non-Current Assets Held for Sale and Discontinued Operations), as of 30 April 2025.

Moreover, DMFHL and its subsidiaries have been deconsolidated from DMPL effective 1 May 2025, the start of FY2026, as per IFRS 10 (Consolidated Financial Statements).

DMFI's sustainability initiatives can be accessed through their website at <https://sustainability.delmontefoods.com/>.

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

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



WHO WE ARE

Our Corporate Vision



We nourish lives with food and beverages that are delicious, naturally sourced, and thoughtfully crafted to promote health and well-being.

We nurture generations through our care for our consumers, communities, and the environment.

Our Values



- C** Championing Together
- H** Healthy Families
- O** Ownership with Integrity
- I** Innovation
- C** Commitment to Society and Environment
- E** Excellence in Everything We Do

Our Strategy



Our Sustainability Pillars

PEOPLE			PLANET	PERFORMANCE	
Consumers	Employees	Communities	Nature	Governance	Growth

LETTER TO OUR STAKEHOLDERS



Dear Stakeholders,

We continue to strive to improve our sustainability as one of the five strategic pillars of Del Monte Pacific Ltd. (DMPL). Moreover, our CHOICE corporate values, including commitment to society and the environment, healthy families and ownership with integrity, sustain our ESG journey.

SUSTAINABILITY PILLARS

DMPL's sustainability is guided by six pillars, each addressing 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 naturally sourced. (*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 offset by carbon sequestration. (*Preserving Nature*)

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 out 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 encompass social, environmental and economic goals or the triple bottom line.

LETTER TO OUR STAKEHOLDERS

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

We are pleased to report that the Company completed three Solar energy installations in FY2025 in the plantation facilities (4MW), Bugo manufacturing facility (2MW), and Cabuyao plant (0.6MW), significantly expanding its renewable energy footprint, which the Company first embarked on a decade earlier with its waste-to-energy facility (2.4MW), thereby reducing its carbon emissions. The benefits are not only environmental but also economic and social.

In calendar year 2024, DMPI continued to implement its Extended Producer Responsibility (EPR) program by diverting from landfills and recycling 40% of its post-consumer plastic packaging waste in collaboration with waste diverters.

ESG POLICIES AND COMPLIANCE

The Company has reinforced its governance of sustainability by issuing new policies and updating its existing policies. In previous years, the Company issued a new Food Loss and Waste Policy, Health Statement, Responsible Marketing Policy, Supplier Code of Conduct, and Human Rights Policy, and updated its Food Safety Policy and Environmental Policy. All these policies are in the Company's website and have been shared with stakeholders.

Policy owners are primarily responsible to implement these for their respective stakeholders. 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 Cooperation, labor unions
- Communities: Del Monte Foundation, Stakeholder Relations, Legal department
- Regulators: Legal, R&D, Finance and other concerned departments
- Investors: Investor Relations, Corporate Communications, Company's website

In FY2025, DMPL did not have any significant compliance issues with respect to laws and regulations which govern the Company and was not subjected to any significant compliance-related penalty.

ESG RECOGNITION

DMPI was honored to receive one of the top 5 national awards of the Employers Confederation of the Philippines (ECOP), the 2025 Kapatid Award on *Innovation for Just Transition*, for "advancing inclusive and human-centered innovation that fosters environmental sustainability and digital transformation in the agriculture sector. DMPI has demonstrated a strong commitment to reskilling and upskilling its workforce, adopting new technologies, and leading community-centered initiatives that ensure a just and equitable transition for workers, families, and surrounding communities." ECOP is a national organization whose advocacy includes responsible, inclusive and sustainable business.

CORPORATE VISION

After nearly a decade, DMPL has updated its corporate vision to *Nourishing Goodness, Nurturing Generations*, which encapsulates the following:

- We create food and beverages that are delicious, naturally sourced, and thoughtfully crafted to promote good health and well-being.
- We care for our consumers, communities, employees, and the environment, ensuring that the goodness we create today flourishes for tomorrow.

As a food company, the Company's vision is rooted in sustainability – in our brand, our people, and our land, bearing fruit for all.

SUSTAINABILITY JOURNEY

In 2026, DMPI will celebrate 100 years of ***Nourishing Goodness, Nurturing Generations*** in the Philippines. We not only commemorate our Company's long history but also plant the seeds for future generations.

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

20 August 2025

KEY SUSTAINABILITY GOALS

 Better Nutrition	 ESG Ethos	 Waste Reduction	 Net Zero	 Responsible Sourcing
				
• More nutritious products • Naturally sourced, plant-based • Product innovation and renovation with more positive nutrients • Reduced sugar and sodium • Health and wellness	• Environmental, Social, Governance corporate culture • Sustainability goals • Employee engagement, well-being • Diversity, equality, inclusion • Community development	• Reduce wastage from production to distribution • EPR plastic recycling • Plastic solution • Recycle, reuse and repurpose • Manage material usage • Lower environmental impact	• Net zero carbon emissions by 2050 • Renewable energy • Precision agriculture, digital application and data analytics • Sustainable agriculture, manufacturing and supply chain	• Supplier code of conduct adherence • Environmental and social compliance • Sustainability programs of suppliers • Sustainable ingredient and product sourcing

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



KEY SUSTAINABILITY GOALS

GOALS AND PROGRESS

Del Monte Pacific aligned its strategies and action plans towards achieving the 5 Key Sustainability Goals.* DMPL is working on achieving its goals in line with the Company's Vision: "Nourishing Goodness, Nurturing Generations."

Goal	Strategy	Progress
 Better Nutrition	Reduce added sugar by 7.5% and sodium by 3.75%	Reduced an average of 25% on added sugar and sodium for Sweet Blend Ketchup implemented September 2024
	Increase the percentage of products that provide better nutrition to 85%	86% of DMPI products achieved better nutrition rating based on a global nutritional rating system simulation
 ESG Ethos	Attract and retain the right talents via an engaging and winning culture	80% of Mindanao-based regular employees are part of labor unions - Provided 1,400 company-owned houses for plantation employees
	Ensure a safe and secure workplace	- Reduced recordable injuries by 24% - Recorded three fatalities in FY2025
	Promote good governance	- Won Best Investor Relations (Gold) in 2024 Singapore Corporate Awards - Ranked 10th in the 2024 Singapore Governance and Transparency Index
	Generate livelihood and employment through the Del Monte Foundation	- Uplifted about 700 families from extreme poverty through ZEP2030 Initiative - Trained 339 graduates of 11 community-based skills and livelihood training - Supported 300 scholars
	Enhance awareness of sustainability through a weekly corporate newsletter	Published about 150 internal newsletters weekly by email
	Reduce water use ratio (WUR) in manufacturing facilities by 3% yearly	WUR 12.2 liter/kg in DMPI facilities, in line with FY2024
	Reduce cannery defectives and line losses in the cannery to Php 91.9 million in FY2025	Cannery defectives and line loss amounted to Php 152.34 million in FY2025
	Reduce usage of PET bottles by 15%, pouches by 6%, and tin can by 2% by FY2026	Reduced 25-30MT estimated weight for Mr. Milk 80ml bottle
	Reduce obsolescence of FG, RM, PM to Php 119.7 million	Reduced obsolescence at Php 114.4 million in FY2025, 4.4% vs. target mainly due to Finished and Non-Finished Goods
	Comply with Extended Producer Responsibility (EPR) Law	- Complied with the minimum 40% diversion of post-consumer plastic waste from landfills 40.5% rigid plastics (including PET bottles) 40.8% flexible (including SUPs)

* Approved by the Board in FY2022

Goal	Strategy	Progress
 Net Zero	Reduce soil erosion in the plantation to 10 metric tons per hectare per year	15.68 MT/hectare with an equivalent topsoil removal of 1.44 mm in pineapple fields in Malaybalay, Bukidnon
	Reduce carbon emissions at the cannery equivalent to 3% per year	FY2025 cannery emissions at 234,328 MT CO₂eq
	Install solar power in the plantation and cannery	- Installed solar panels in 3 sites in FY2025: - Plantation: 4MW solar power commissioned in July 2024 - Beverage plant: 0.6MW solar facility commissioned in August 2024 - Cannery: 2MW system completed in May 2025 - Additional 1MW for completion by 2nd quarter of FY2026
	Shift 35% of third-party delivery transportation to double-decker trucks by FY2025	Saved Php 3.4 million by using double-decker vs. 10-wheeler trucks
 Responsible Sourcing	Implement the Supplier Code of Conduct	238 (42%) out of 564 suppliers have confirmed adherence to Supplier Code of Conduct
	Accredit top 20 suppliers upon implementing sustainability programs as part of their accreditation	10 suppliers implemented sustainability programs

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) METRICS

Topic	Metric	Unit of Measure	Progress
Greenhouse Gas (GHG) Emissions	Scope 1 Emissions	MTCO ₂ eq	191,600
	Scope 2 Emissions		55,804
	Scope 3 Emissions*		385,015
	Carbon Intensity	MTCO ₂ eq/MT	2.0
Energy Consumption	Energy Consumption (includes electricity, natural gas, coal and bunker fuel)	MWH	556,244
	Energy Intensity	MWH/MT Generation	0.59
Water Consumption	Total Consumption – Manufacturing	Thousand Liters	6,799,990
	Water Use Ratio – Manufacturing	Thousand Liters/MT	12.20
	Total Consumption – Farming	Thousand Liters	603,495
	Water Use Ratio – Farming	Thousand Liters /Farm Hectare**	36,215
Waste Generation	Waste Generated	MT	2,798,746
	Waste Sent to Landfills	MT	46,120
	Food Loss and Waste	Php Million	193.4
Gender Diversity	Male Employees	Percentage	64
	Female Employees	Percentage	36
	Male New Hires	Percentage	54
	Female New Hires	Percentage	46
	Male Turnover	Percentage	66
	Female Turnover	Percentage	34
Age Diversity	Employees Below 30 years old	Percentage	9
	Employees 30 to 50 years old	Percentage	81
	Employees Above 50 years old	Percentage	10
	New Hires Below 30 years old	Percentage	37
	New Hires 30 to 50 years old	Percentage	62
	New Hires Above 50 years old	Percentage	1
	Turnover Below 30 years old	Percentage	16
	Turnover 30 to 50 years old	Percentage	52
	Turnover Above 50 years old	Percentage	32

Topic	Metric	Unit of Measure	Progress
Employment	Total Employees	Headcount	4,061
	Turnover	Headcount	293
Development and Training	Average Training Hours per Employee	Hours	16
	Average Training Hours – Male Employees	Hours	15
	Average Training Hours – Female Employees	Hours	19
Occupational Health and Safety	Recordable Injuries	Cases	94
	High-consequence Injuries	Cases	0
	Recordable Work-Related Ill Health	Cases	1,364
	Fatalities	Cases	3
Board Composition	Independent Directors	Percentage	50
	Women on the Board	Percentage	33
Management Diversity	Women in Senior Management	Percentage	48
Ethical Behavior	Anti-corruption Disclosures	Number of Disclosures	1
	Anti-corruption Training for Employees	Number of Employees	0
Certifications	Del Monte Facilities with Relevant Certifications (see list in Nourishing Consumers)	Number of Facilities	5
Alignment with Framework	Frameworks Disclosed	Standards	GRI 2021 Standards GRI 13 Sector Standards TCFD
Assurance	Assurance of Sustainability Report		Internal Assurance Verification

* DMPI Scope 3 limited to upstream carbon emissions (includes top 20 suppliers for purchase goods and services, leased assets and disposal of waste, transportation, employee commuting, business travel)

** 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



ZEP2030 initiative uplifted about **700 families** from extreme poverty



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



Smart Farm technology to increase plantation production



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



About **1,800 patients** served by the Foundation's Medical and Dental Clinic



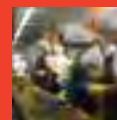
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Supported education of **300 scholars** from High School to College levels



Achieve gender equality and empower all women and girls



Workforce gender ratio: **64% men, 36% women**



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



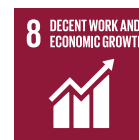
300 families have access to safe potable water through the Foundation's water system project



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



Solar energy saved about **4 MWH** of the **plantation facilities' electricity**



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



80% of full-time workers are members of labor unions



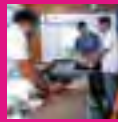
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Drones used for foliar application **reduce water consumption** by about **90%**



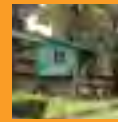
Reduce inequality within and among countries



Employee Policies promote equality for all employees



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



1,400 houses and dormitories provided for plantation workers



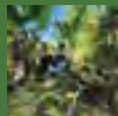
Ensure sustainable consumption and production patterns



25-30MT estimated weight reduced for Mr. Milk 80ml bottle



Take urgent action to combat climate change and its impacts



Planted **11,300 bamboo** as part of the Foundation's watershed project



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



12 liters/kg Water Use Ratio of manufacturing facilities



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



Close to 42,000 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



Supplier Code of Conduct upheld for supplier compliance



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



Engaged stakeholders – TESDA, ZEP2030, Gingoog CENRO, ECOP

NOURISHING CONSUMERS



Across generations for 100 years, Del Monte products have been part of people's meals at home, offering nutrition with our naturally sourced pineapples and other fruits, and tomato-based culinary food.



For more information about this section, please scan QR Code



NOURISHING CONSUMERS



Del Monte Philippines, Inc. (DMPI) is passionate about curating nutritious food that brings health and wellness to its consumers. With a hundred years of nourishing goodness, the Company is committed to maintaining consumer trust with its well-known brands in the market.

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

Del Monte Philippines List of Certifications

	Cannery	Beverage Plant	Freezing Plant	Juicing Plant	Pack House	Plantation	Toll Manufacturers		
							PIC Bulacan	PIC Cebu	IPIC
Brand Reputation Compliance Global Standards (BRCGS)	✓		✓	✓				✓	
FSMA	✓							✓	
FSSC 22000 v.6.0	✓	✓	✓	✓			✓		✓
GlobalGAP					✓	✓			
HACCP Codex Alimentarius								✓	
HALAL	✓	✓	✓	✓					
ISO 9001:2015		✓			✓	✓	✓	✓	
ISO 17025:2017	✓								
Kosher	✓		✓	✓					
PHILGAP						✓			
Rainforest Alliance				✓	✓	✓			
SGF	✓			✓					

NOURISHING CONSUMERS



FOOD SAFETY AND QUALITY

DMPI ensures that consumers understand its commitment to conform to food safety standards and regulatory requirements through its food safety management system. DMPI facilities obtain well-known certifications which attest to the quality and safety of products. The Company's third-party toll manufacturers likewise adhere to the same commitment.

1. Del Monte conducts extensive Risk Assessment/Hazard Analysis and incorporates procedures to assure that ingredients and products meet the highest standards prior to market launch.
2. The Company maintains a Quality Management and Food Safety System to ensure the quality and safety of products. Manufacturing programs have been implemented to mitigate hazards, with periodic assessments conducted by third-party certification agencies.
3. Del Monte's beverage plant in Cabuyao is certified with a Food Safety System Certification, FSSC 22000 version 6. Meanwhile,



Cannery QA laboratory specialist testing products to ensure conformity with the company's quality standards

- Bugo manufacturing plant is also certified with FSSC 22000 version 6 and Brand Reputation Compliance Global Standards, BRCGS Issue 9. These globally recognized standards validate the Company's unwavering commitment to excellence, risk management, and consumer trust across every step of production.
4. FSSC 22000 version 6 underscores the Company's robust food safety management system, while BRCGS Issue 9 highlights its adherence to the industry's most rigorous operational and hygiene benchmarks. Together, these

standards reinforce DMPI's leadership in quality, safety, and continuous improvement.

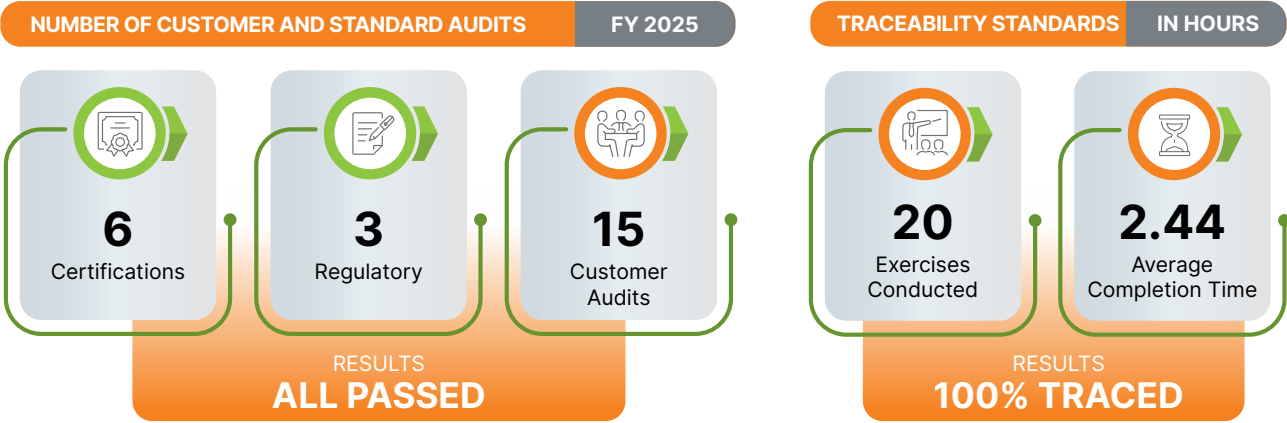
5. DMPI's Quality Risk Management Central Laboratory achieved ISO/IEC 17025:2017 accreditation, a testament to the Company's commitment to precision, technical competence, and quality. This globally recognized standard validates its ability to deliver accurate and reliable testing results, reinforcing trust of clients and partners.
6. The Del Monte cannery conducted its in-house Online/ Paperless Quality and Food Safety Culture Survey using the BRCGS standard. The survey showed a favorable result at 83% (A-) for the cannery better than the 75% industry standard. This signifies a general satisfaction of the cannery's food safety culture.
7. The beverage plant likewise conducted a survey using the internal Global Food Safety Initiative (GFSI) Food Safety Culture checklist with 93 respondents. The result showed an 83% rating which is also above industry standard.



DMPI employees evaluating various packaging materials



National Sales Conference led by Luis F. Alejandro, DMPI President and Chief Operating Officer, Eloisa D. Perez, Group Head, Customer and Channel Development, and Sharon G. Tanganco, Chief Marketing Officer



HEALTH AND NUTRITION

For a century, Del Monte has developed products focusing on nourishment. Products that deliver health and nutrition, while also

introducing wholesome ingredients and new flavors, highlight the depth of the earth's goodness. Del Monte grows and produces products applying eco-friendly and sustainable practices.

The products of DMPI are mostly plant-based. Pineapples are rich in vitamins and minerals that boost immunity, while tomato-based products contain lycopene with antioxidant properties that help prevent certain diseases.

1. To support DMPI's Better Nutrition goal, R&D is internally evaluating products using a Nutrient Profile

System simulation to determine the health level and nutrition properties of the Company's portfolio. As of FY2025, 86% of DMPI's products provide better nutrition based on such assessment. The Company achieved its goal to increase the proportion of products classified as having better nutrition.

2. DMPI anchors its nutrition platforms on immunity, heart and bone health, which gives support to the immune system and promote healthy digestion.



NOURISHING CONSUMERS

DEL MONTE 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 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



S&W Fresh team with Luis F. Alejandro, DMPL Chief Operating Officer, and Tan Chooi Khim, S&W Fine Foods General Manager



PRODUCT INNOVATION

The Del Monte brand name has been synonymous with premium quality in the Philippines since operations started in 1926. 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 more mindful of ingredients, often looking for healthy and nutritious properties. Moreover, Del Monte has recognized heightened interest in ready-made cooking ingredients as consumers double down on home meal preparation that offers health and wellness. Because of consumer mindfulness, emphasis on product sourcing and design plays a pivotal role in product innovation.

Innovation and renovation in the Philippine Market has largely focused on strengthening core categories behind relevant functional benefits. New products contributed 2% of total FY2025 sales of DMPI.



DMPI Research and Development team led by Iris P. Uy, Group Head R&D

NURTURING EMPLOYEES



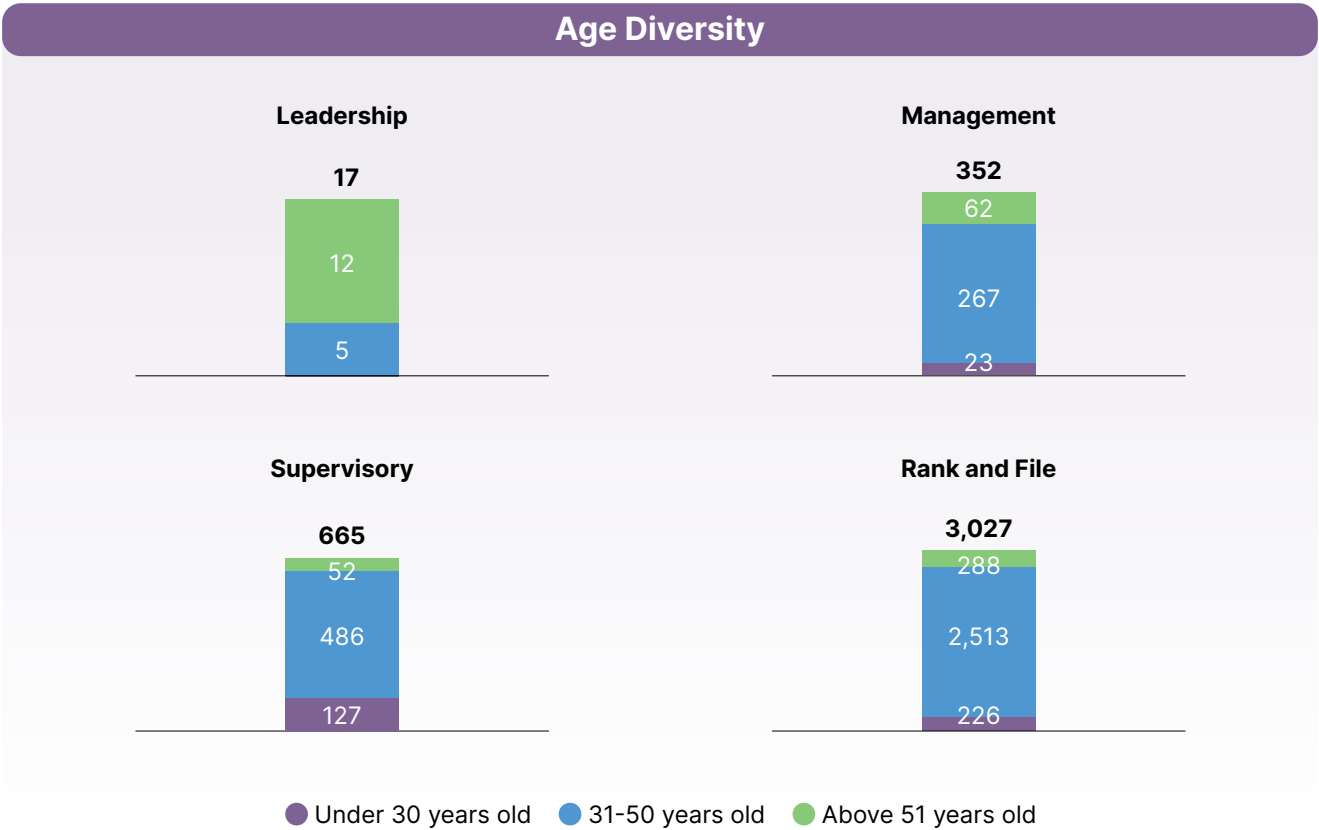
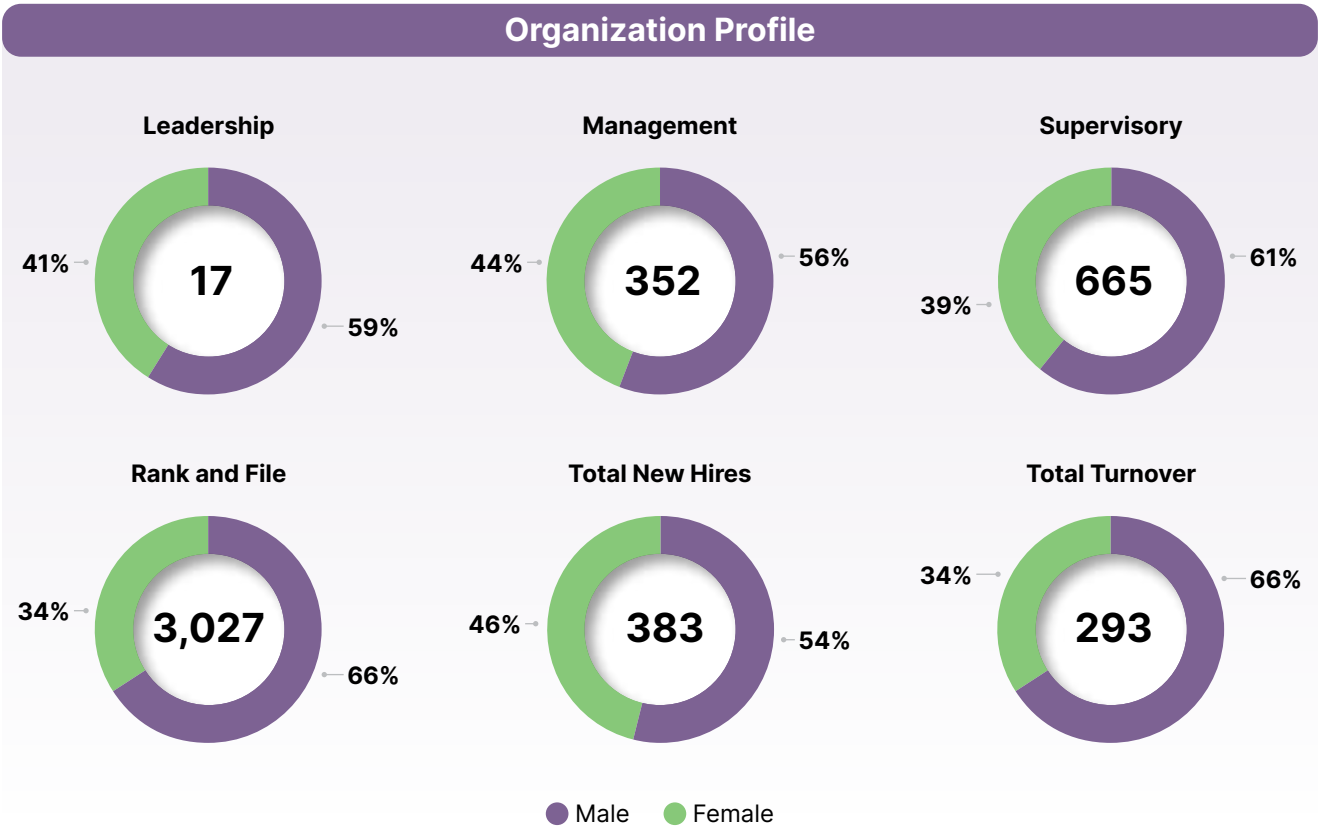
Del Monte has been a people-driven organization, committed to health, well-being and safety of workers across generations over the past century.



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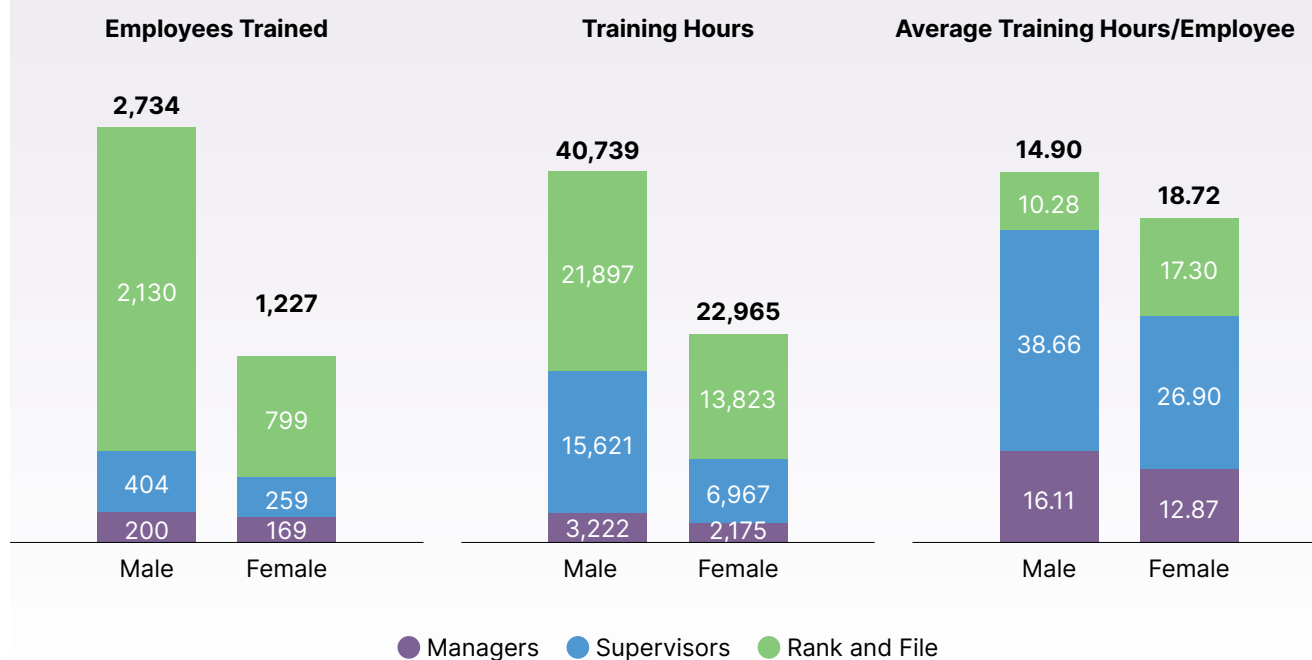


NURTURING EMPLOYEES

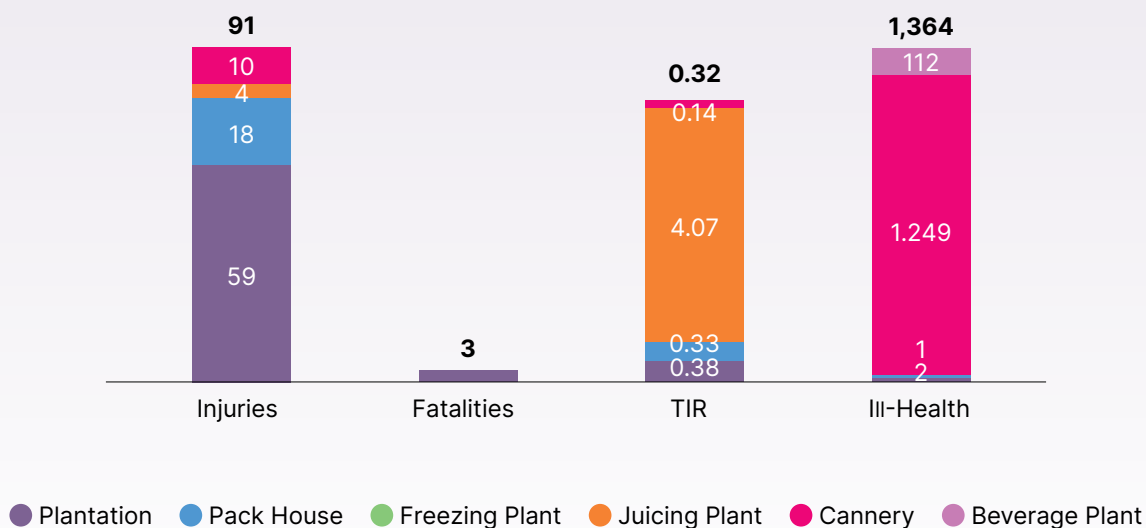


NURTURING EMPLOYEES

Training and Development



Occupational Health and Safety





Plantation harvesters in Bukidnon, Philippines

For 100 years, Del Monte Philippines, Inc. (DMPI) has placed the health and well-being of its employees at the forefront. The organization ensures a culture of care and safety in its operations. It has around 4,000 regular full-time staff throughout Asia, with a significant presence in the Philippines. DMPI prides itself in its people's loyalty and long-term commitment. Some employees have established lasting careers in the organization and the company employs multiple members from the same family.

The Employers Confederation of the Philippines (ECOP) Kapatid sa Industriya conferred to DMPI the Award on Innovation for Just Transition for advancing inclusive and human-centered innovation that foster environmental sustainability and digital transformation in the agricultural sector. Furthermore, ECOP cited DMPI for its strong commitment to reskilling and upskilling its workforce, adopting new technologies, and leading community-centered initiatives that ensure a just and equitable transition for workers, families, and surrounding communities.



DMPI representatives with Ruiz G. Salazar, Chief Human Resource Officer, and Ignacio C.O. Sison, Chief Sustainability Officer, and Labor Union Presidents, Eric P. Parlucha and Rollen L. Rocha, receive the Kapatid sa Industriya Award from ECOP



OCCUPATIONAL HEALTH AND SAFETY

The Group gives importance to 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 comply with the Group's safety management standards and provide guidance on improving the overall occupational health and safety work conditions and performance of employees. These standards cover all operations in the field, manufacturing facilities and offices in the Philippines.

NURTURING EMPLOYEES



Bugo Manufacturing Operations, led by its Head, Lesley Ann P. de Venecia, receives its first Safety Milestone Award from the Department of Labor and Employment



1. Del Monte Philippines, Inc. is a member of the Supplier Ethical Data Exchange (Sedex). The DMPI cannery undergoes SMETA (Sedex Members Ethical Trade Audit) four-pillar audits on labor standards, health and safety, business ethics and environment.
2. Del Monte's manufacturing Total Incidence Rate (TIR) is below that of the Philippine Statistics Authority (2015) TIR of 4.25 for the manufacturing sector.
3. The cannery received its first Gold Award for Safety from the Department of Labor and Employment (DOLE), a biennial recognition for outstanding achievements in occupational safety and health (OSH). The award acknowledges entities and individuals who demonstrate exceptional commitment to workplace safety and health.
4. The DOLE Region 10 and Occupational Safety and Health Center-10 in coordination with OSHNet-10 has awarded DMPI Plantation the Outstanding Commitment to Occupational Safety and Health last January 25, 2025 at Cagayan de Oro City.
5. 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.
6. The company 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
7. 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.
8. Del Monte Philippines' 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.



The Company provides its workers with proper personal protective equipment (PPEs) to effectively carry out their responsibilities



DMPI Non-Mindanao Logistics (left) and Mindanao Logistics team (right) with Jonathan C. Bischocho, Director



HUMAN RIGHTS AND LABOR PRACTICES

Del Monte commits to the highest standards of human rights and labor practices. The Company has a Human Rights policy 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>.

DMPI adheres to the Philippine Labor Code and maintains a Code of Conduct and a Code of Business

Ethics for employees in dealing with suppliers, the government and other stakeholders.

Del Monte ranked 23rd in the Philippines' Best Employer 2024 recognized by Philippine Daily Inquirer and Statista. The Company was also included in the Top 50 Most Attractive Employers in the Philippines in 2023 from Universum, a global employer branding leader.

1. DMPI provides fair wages and benefits better than the minimum prescribed by DOLE.
2. Del Monte complements government-mandated privileges for all full-time employees and qualified dependents with a broad range of benefits such as vacation and sick leaves, health care benefits, life insurance coverage and a comprehensive retirement package.
3. Farm and production facilities employ people from surrounding communities. They undergo physical examination annually. Plantation employees live with their families in about 1,460 Company-owned houses and dormitories.
4. Children of plantation and cannery employees enjoy free year-round weekend tutorials in sports such as basketball, tennis, swimming, martial arts, and



Del Monte Manila and Mindanao employees celebrating the company's anniversary and countdown to its 100th year milestone

NURTURING EMPLOYEES

creative skills like photography and theater arts. Employee-organized cooperatives provide workers with services that enhance economic benefits for their families such as annual dividends.

5. DMPI gives 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 Company prohibits the practice of forced labor, child labor (under 18 years of age) and other forms of exploitation of workers as stated in Del Monte's Code of Business Ethics and the Philippine Labor Code.
7. A provision in Del Monte's Human Rights Policy states that the Company needs to engage in meaningful consultation with potentially affected stakeholders, to respect the right of indigenous peoples to persevere and



One of the 1,400 housing facilities for plantation employees and their families in Bukidnon

- the right to participation of communities where the company operates.
8. 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 80% of regular employees are part of labor unions and are covered by collective bargaining agreements.
9. Del Monte Philippines established Labor Management Cooperation (LMC) to prepare the groundwork for negotiations

between union and Management. DMPI has not experienced a labor strike in over 50 years, a testament of its collaborative efforts towards a lasting and enduring harmony in the workplace.

10. DMPI Mindanao LMC has won the Most Outstanding Labor Management Cooperation for Industrial Peace Award in the National Level given by the National Conciliation and Mediation Board (NCMB) in partnership with Philippine League of Labor-Management Cooperation Practitioners (PHILAMCOP) three times – a consolidated Mindanao LMC for the plantation and cannery in 2023, the cannery in 2005 and the plantation in 2007. The DMPI Plantation LMC has been a National Finalist in 2009, 2013, 2015 and 2017.



Cannery employees manning the Tetra Pak juice line in Cagayan de Oro, Mindanao

11. Del Monte Philippines Inc. received two (2) Tripartite Partnership Awards for Manufacturing Industry and Northern Mindanao Federation of Family Welfare Committees for strengthened labor-management partnership presented during the 122nd Labor Day celebration, given by the Department of Labor and Employment.



DMPI receives two Tripartite Partnership Awards for Manufacturing Industry and Northern Mindanao Federation of Family Welfare Committees for harmonious and strong labor-management relationship



Pack house workers in Bukidnon, Mindanao



DMPI Manila-based employees dress up for Corporate Mondays

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. 41% of the DMPL's Leadership are women and 36% of the Company's full-time employees are women.

15. DMPI 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.

16. 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 Supplier Code of Conduct.

17. 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.

DEVELOPING COMMUNITIES



In the past hundred years, Del Monte has nurtured the health and wellness, livelihood and development of communities it has partnered with for its operations.



For more information about this section, please scan QR Code



DEVELOPING COMMUNITIES



Del Monte Foundation Board led by Directors Joselito D. Campos, Jr., Edgardo M. Cruz, Jr., and Luis F. Alejandro; other Trustees: Olivia M. Campos, Cynthia C. Alejandro, Lourdes R. Reyes. (Not in photo: Rolando C. Gapud, Genaro D. Reyes, Reynaldo C. Doria)

Even before the Foundation was established in 1994, DMPI already had a rich history of promoting community welfare. Since 1926, the company's social outreach has continually evolved, reflecting the company's commitment to enrich the lives of the communities surrounding its operations.

The early initiatives in Bukidnon and Misamis Oriental laid the groundwork for the Barrio Assistance Program (BAP) in the 1960s. By the 1980s, the program expanded its reach to about 100 communities in Bukidnon, Misamis Oriental, and Cagayan de Oro. It was renamed HEART (Humanitarian and Economic Assistance for Rural Transformation) in 1987 and was integrated into DMPI's Human Resource and Corporate Affairs Division. In 1994, these efforts were formalized under the Del Monte Foundation, Inc., upholding the guiding philosophy of "helping communities help themselves."

The Foundation spearheads the Company's 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.

In FY2025, the Foundation continued to mobilize resources and grow 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.
- 2. Technical Skills Training and Livelihood Development** – to provide community-based skills training for 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 Ma. Bella Victoria G. Quimpo, Executive Director

DEVELOPING COMMUNITIES



Del Monte Foundation Initiatives

Community Health and Home Care Education



1,769

Patients benefitted from free medical and dental mission



895

Residents attended educational sessions on the first 1000 days of a child



301

Families provided access to safe potable water



230

Families benefitted from toilet construction project



166

Community nutrition scholars and midwives completed courses in malnutrition prevention

Scholarships and Youth Development



300

Scholars supported for school year 2024-2025



460

Kiddie chairs produced from plastic wastes and donated to schools



115

Tables produced from plastic wastes and donated to schools



600

Plastic armchairs produced from plastic wastes and donated to various schools

Environmental Conservation



41,650

Trees planted and donated this year



50,000

Mangrove tree seedlings propagated with our partner community



20

Metric Tons of plastic waste were recycled into school chairs

Technical Skills Training and Livelihood Development



205

Senior high school students completed trainings on massage therapy, house wiring, small engine servicing and theoretical driving



339

Graduates completed courses on plumbing, driving, raising organic hogs, electrical installation and maintenance, beauty care, housekeeping, cookery and massage therapy

Community Health and Home Care Education



DEVELOPING COMMUNITIES

Scholarships and Youth Development



Technical Skills Training and Livelihood Development



DEVELOPING COMMUNITIES

Environmental Conservation



Community Assistance



PRESERVING NATURE



With a history of cultivation and production spanning 100 years, DMPI exemplifies the Company's responsible care for the environment.



For more information about this section, please scan QR Code



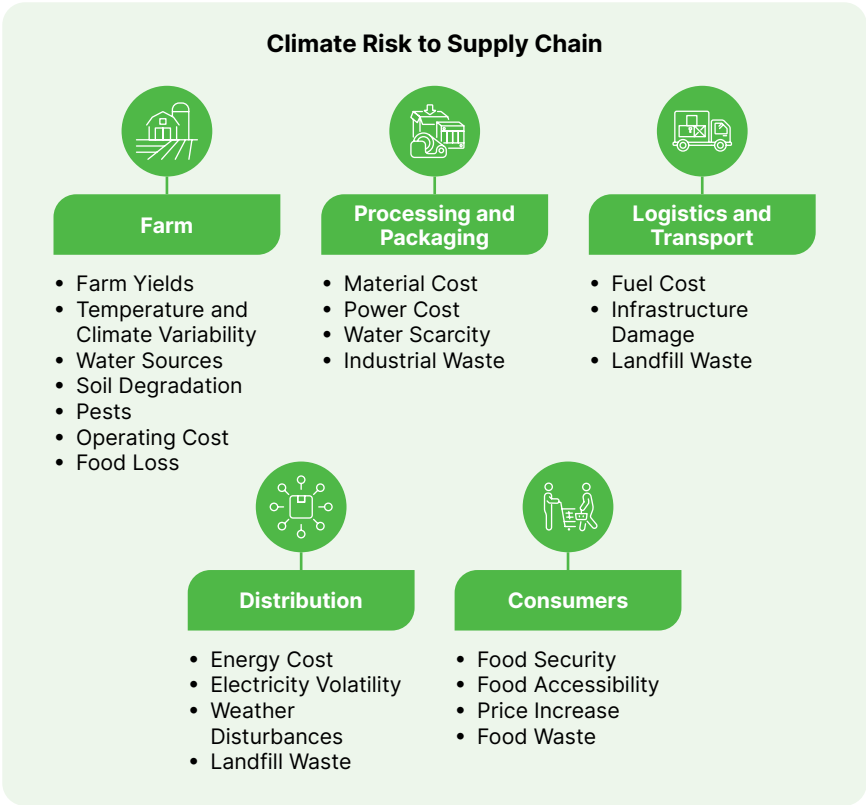
PRESERVING NATURE



A plantation worker harvests fresh pineapples for processing

Del Monte's century of growing and manufacturing in the Philippines attest to how the Company has sustained its operations. The Company continuously improves its agricultural practices and care for the environment to sustain its future.

As climate change shifts environmental patterns, the Company makes its business more resilient through investment in sustainable agriculture. This is the basis of Del Monte's Environmental Policy which the Company communicates to its stakeholders.



PRESERVING NATURE



CLIMATE CHANGE MITIGATION AND ADAPTATION

Climate change can threaten the company's business by disrupting its supply chain and operations. It can impact the growing season of crops and hinder logistics and transportation schedules because of frequent and extreme weather events.

Del Monte is working to reduce carbon emissions by using more efficient energy sources, improving energy conservation in its facilities, and reducing waste from its processes.

1. The Company takes a holistic approach to managing and mitigating risks posed by climate change by working across its value chain to measure climate impacts and implement adaptation initiatives.
2. Del Monte's waste-to-energy (WTE) facility converts the cannery's wastewater into renewable energy. The facility generates 2.4 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.

The waste-to-energy facility produced about 18.5% of the cannery's power requirement in FY2025.



The cannery's Waste-to-Energy facility in Bugo, Cagayan de Oro City

3. DMPI implemented several renewable energy projects in its facilities, in line with its commitment to Net Zero emissions by 2050. These are:
 - a. 2MW roof-mounted solar power in the cannery commissioned in May 2025, which, combined with the WTE facility, will increase the cannery's electricity sourced from renewable energy to 59% of its power requirement
 - b. Phase 2 of the cannery solar project will provide it an additional 1MW power with a target completion in the 2nd quarter of FY2026, bringing the total electricity generated by renewable energy to 62% of the cannery's electricity requirement
 - c. 4MW solar farm that supplies the pack house, freezing and juicing plants in Manolo Fortich, Bukidnon, saving Php 16.8 million in electricity cost vs. the grid in FY2025
 - d. 0.6MW solar power facility in the beverage plant in Cabuyao, Laguna that generated about Php 1.6 million savings in FY2025
4. The cannery initiated several energy conservation activities, as follows:
 - a. Replacement of conventional aircon units (ACU) to inverter type ACUs
 - b. Replacement of conventional lighting to LEDs
 - c. Correction of steam leaks
 - d. Setting the temperature to 24°C in offices
 - e. Cleaning of air filters, condenser, evaporator coil, and fins
5. Voluntary load shedding in four camps in the plantation yielded savings of 117,260 kwh.

DMPL's climate-related report provides more information on climate change risk and mitigation. Please refer to pages 47 to 51 of this report.



Land preparation for planting pineapples in Bukidnon, Philippines



LAND AND RESOURCE MANAGEMENT

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

Natural and ecological land use is the foundation of Del Monte's sustainable agricultural practices which started in 1926. As efficient management of soil directly impacts long-term productivity, Del Monte focuses on regenerating topsoil and improving biodiversity.

Del Monte Philippines obtained several certifications such as GLOBALG.A.P. and PhilGAP. The certifications include 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.

The Company is also Rainforest Alliance certified for its fresh pineapple and juicing plant, recognizing that Del Monte's 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 its facilities.

Certification audits, including environmental audits, are conducted on a periodic basis to ensure that 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 tracking 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.



Agri-Research staff checks the quality of the soil for planting

PRESERVING NATURE



Building a check dam to reduce soil erosion in one of Del Monte's pineapple fields

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. The company conducts due diligence in securing additional lands.

3. Part of the Company's due diligence involves validating ownership by cross-checking with the DENR, Department of Agrarian Reform and Land Registration Authority before contracting.

4. Most of the land 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, adjacent farms and populated areas.

5. When acquiring 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.

6. DMPI works on soil conservation initiatives to mitigate topsoil loss, prevent soil erosion, reduce loss of soil nutrients, and maintain

land productivity. One of its initiatives is to plant cover crops as ground covers to prevent erosion after heavy rains.

7. Plantation operations established a 20-meter water easement allowance in water bodies that traverse or are adjacent to pineapple fields and installed soil erosion control structures using planted bamboos in newly planted pineapple fields.

8. DMPI grows shrubs, trees and bamboos in fields and water easement areas as buffer plants for erosion control and spray drift.

9. The Company'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.

The drone images are used by the Crop Growing Units for field design dredging ditches, auxiliary canals and silting basins, and setting the river easement near pineapple fields for planting to prevent soil erosion.



Planration Compliance Department with Maria Sheila Guiret, Manager



Agri-Research Head Dr. Analiza G. Tagle checking the health of the pineapple plant

10. The Company employs the principles of Integrated Pest Management (IPM), including crop rotation and insect-resistant seed selection, to reduce pesticide use which can affect non-harmful insects.

11. Del Monte implemented IPM for its pineapple plantation and discontinued seven pesticides to comply with a requirement of the Rainforest Alliance certification.

12. The IPM has detailed requirements on good agricultural practices, including:

- Properly identifying the pest
- In-field monitoring and assessing the pest issues
- Preventing and controlling the pests and
- Assessing the efficacy of pest management measures including use of drones and verification through ground truthing.

13. DMPI maintains a Farm Management System database to allow rapid sharing of



Undergoing training on proper planting and care including the principles of IPM

information on all production practices and crop production history and records.

14. To enhance biological control of pests, DMPI has installed 14,000 organic traps and 400 light traps across its plantation. The traps are set-up and data capture is done manually. The information gathered is digitalized to continuously record data of pests collected from these traps. These records notify the operations team accordingly on a weekly basis. This allows early pest identification, application of biocontrol methods, and strengthening of

timely and focused application of Chlorpyrifos, as needed. DMPI's IPM staff and technician are certified by the Fertilizer and Pesticide Authority.

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

16. All plantation employees have received training and education on IPM through the Del Monte University. DMPI helps outgrowers apply the principles of IPM to minimize use of pesticide.

PRESERVING NATURE



Boom spray operations in Bukidnon, Philippines



WATER MANAGEMENT

Water plays a pivotal role in Del Monte's growing and packing processes, but it faces threats due to climate change. To address this, the Company adopts the most water-efficient cultivation practices. Del Monte Philippines, Inc. also enforces strict guidelines on groundwater extraction and the discharge of water used in its manufacturing operations.

1. The Company proactively manages water use through various conservation measures, such as recycling water for washing fruits, calibration of instruments and metering devices, and installation of flow meters for circulating water system.
2. DMPI's manufacturing facilities monitor their Water Use Ratio (WUR), i.e. liters of water used per kilogram. The facilities WUR is in line with prior year while



Using recycled water in washing pineapples

- the plantation operations WUR increased by 3% in liters per farm hectare.
3. The cannery implemented a progressive repair of leaks and pipes.
4. The fresh fruit pack house inside JMC compound in Manolo Fortich practices water recycling of treated water.
5. The beverage plant in Cabuyao, Laguna recovers the Clean-in-Place (CIP) final rinse which is stored in drums. This is used as cleaning water and for detection of steam leaks in its facility.
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 by 90% 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 is conducting trials for foliar application using Unmanned Aerial Vehicles (UAV), more commonly known as drones, to reduce its water consumption.



A nurse truck carries water to the boom sprayer

PRESERVING NATURE



Coastal cleanup of Macajalar Bay in collaboration with the local government unit and various stakeholders



EFFLUENTS, PLASTIC AND WASTE MANAGEMENT

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

1. Majority of the Company's products are packed in steel cans, which have the highest recycling rate of any material.
2. Del Monte Philippines pursues packaging sustainability goals to reduce its packaging carbon footprint.

In FY2025, the Company optimized the bottle weight of its 80ml Mr. Milk drink which will yield an estimated 25MT to 30MT material usage savings.

3. DMPI complied with the Extended Producer Responsibility Law to divert 40% of its post-consumer plastic waste from landfills in CY2024. The Company engaged a third-party audit firm to verify its plastic diversion.
4. 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.



Pineapple pulp is used as cattle feed

5. The cannery implemented a dewatering process to reduce the weight of the pollution pulp tonnage from 3.4% to 1.6%. Dewatering is a process where excess water from the pollution pulp is removed, therefore less weight for the pollution pulp to be hauled. The water removed goes into the wastewater treatment facility and treated prior to discharge to comply with DENR regulation.
6. Part of DMPI's initiative to reduce waste sent to landfills is to use pineapple pulp as cattle feed. Part of the pineapple pulp is sold to cattle growers in Bukidnon.
7. 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.
8. For FY2025, DMPI's total food loss and waste is 20% higher than target. Per facility, the cannery's food loss and waste is 20% higher, due to higher line loss and defectives. The beverage plant's waste is 19% higher vs. target due mainly to line losses in its PET line.

Cannery Food Loss and Waste

	FY2025 Target	FY2025 Actual	Difference	
in Php million Defectives	25.71	45.69	19.98	78%
Line Loss	66.20	106.65	40.45	61%
Obsolescence	73.52	46.43	27.09	-37%
Total	165.44	198.77	33.34	20%

Beverage Plant Food Loss and Waste

in Php million	FY2025 Target	FY2025 Actual	Difference	
Tetra	4.81	4.78	0.03	-1%
PET Line	1.66	2.95	1.29	78%
Total	6.47	7.73	1.26	19%
Total DMPI	171.91	206.50	34.60	20%



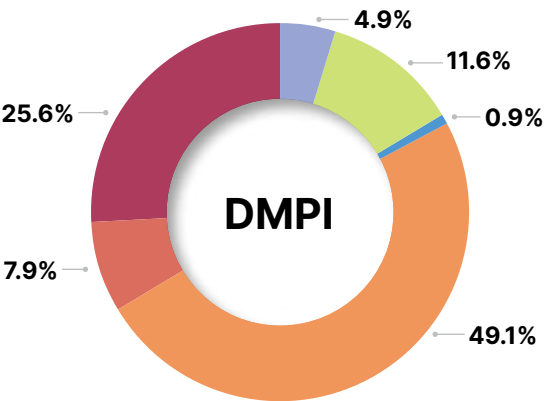
Plantation employees participate in the National Cleanup Drive initiated by the Bukidnon local government unit

PRESERVING NATURE



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

Packaging Footprint



Packaging Type	Kilograms
Rigid Plastics	1,511,936.55
Flexibles	3,563,276.57
Paper Labels	274,702.45
Metal Packaging	15,067,753.86
Glass	2,413,743.81
Corrugated Carton	7,869,674.09
Total	30,701,087.33

CLIMATE-RELATED REPORT



Planting operations in one of DMPI's fields in Bukidnon, Philippines

INTRODUCTION

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

DMPI commits to a net zero carbon emission goal by 2050 by reducing scopes 1, 2 and 3 carbon emissions and supports the Company's plans to expand 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 Company is pursuing opportunities to reduce its carbon emissions and work with its value chain, namely, suppliers, third party manufacturers and customers, to develop a smooth transition to net zero emissions and report on progress vis-a-vis these goals.

CLIMATE-RELATED REPORT

GOVERNANCE

Board Oversight

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

The DMPL Board has ultimate oversight of the Group's climate-related risks. Management is responsible for handling 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 their 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.

DMPL implemented several renewable energy projects in its facilities in line with its commitment to Net Zero emissions by 2050. Around the end of FY2025, DMPL completed phase 1 of its Bugo cannery solar power which has a capacity of 2MW of electricity. Phase 2 added 1MW capacity in July 2025. The solar installation complements Bugo's existing 2.4MW waste-to-energy (WTE) facility which has been in operation since 2015. Combined, the solar and WTE installations will provide a total capacity of 5.4MW or 62% of the cannery's power requirement, significantly reducing its reliance on the grid.

The Board of Directors and Management

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

Management is responsible for overseeing the Group's risks across functions. Risk assessment and mitigation are aligned with the Group's strategy and form an integral part of the annual business planning and budgeting process.

Nominating and Governance Committee

Headed by an independent director tasked with ensuring compliance with and proper observance of corporate governance principles and practices.

Audit and Risk Committee

Reviews climate-related risks quarterly as part of the Risk Management report on principal risks. Risk assessment and evaluation is an integral part of the Annual Operating Plan. Identified risks are also included and monitored in the corporate risk register, and mitigating measures are followed up with the relevant stakeholders.

Chief Corporate Officer

Leads the sustainability agenda of the Group and updates the Board and management on sustainability goals and projects.

Sustainability Team

Provides direction and supports the sustainability initiatives of different departments, follows up their goals and progress. The sustainability team updates the Board and also reviews the Risk Management report for the Board. The leadership team has been tasked by the Board to include ESG-related goals and KPIs in their annual performance goals.

Bugo's solar energy facility follows the operation of the solar energy system with a capacity of 4MW in the plantation and another 0.6MW in the

Cabuyao beverage plant in FY2025, the same financial year, signifying the Company's commitment to reduce carbon emissions by implementing

renewable energy initiatives. The plantation and beverage plant facilities solar power system generated savings of Php 18.4 million in FY2025.



The cannery's Waste-to-Energy facility and Solar installation in Bugo, Cagayan de Oro City



Solar farm located in Manolo Fortich, Bukidnon, close to processing facilities, and the rooftop Solar installation in the beverage plant in Cabuyao, Laguna

Climate-related Risks in the Philippines

DMPI 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.

DMPI's business is susceptible to weather disturbances and natural disasters notwithstanding that DMPI's

plantations are located in northern Mindanao which is outside the typhoon belt and earthquake faults. There is no assurance that natural catastrophes will not materially disrupt the Company's business operations in the future.

CLIMATE-RELATED REPORT

Climate change poses a risk to the business as weather patterns in Mindanao have changed since the Company started its operations. The more frequent occurrence of droughts, typhoons and flooding

in Bukidnon and Cagayan de Oro may affect agricultural output and the operations of the Bugo processing and production facility. DMPI modifies 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.

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			2024-2030		
2031-2040			2031-2040		
2041-2050			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

Risks and Opportunities in the Plantation

	La Niña / Heavy Rain	El Niño / Drought	Thunderstorm and Lightning
Impact	- Damage to crops affecting yield and quality - Delay in field operations - Difficulties in transporting goods and workers	- Damage to crops affecting yield and quality - Sunburn damage - Increase health risks	- Injuries / casualties to field workers - Damage to equipment, facilities and crops
Financial Impact	Php 300 million associated cost increase for ditches and soil amendments - Lower sales, higher plantation costs - Excess rainfall induces early ripening of fruits Php 500 million* estimated financial impact	Php 25 million with decrease tonnage of 416MT Php 31 million spent covering 1,434 hectares for mulching in 2016	Php 75 thousand to Php 250 thousand annual average cost for affected workers
Opportunities / adaptation strategies	- Improve water drainage - Conduct vulnerability assessment - Avail crop insurance - Diversify crops and varieties - Monitor and adjust crop calendar - Improve road safety	- Implement soil conservation practices - Install water storage structures - Implement wrapping method - Consider treatment application - Provide shelter for workers - Expand health monitoring	- Establish safety protocols - Install / improve lightning protection system - Invest in modern early warning system

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

Risk and Opportunities in the Cannery

	 Storm Surge	 Flooding	 Water Stress
Impact	Damage to facilities, assets, personnel and products	Damage to facilities, assets, personnel and products	- Delay to operations - Higher drilling and pumping cost due to lowering water table - Land subsidence
Financial Impact	Gross value of assets and inventories: - Bugo assets, Php 4.8 billion - Inventories, Php 1.6 billion - Insurance claim, assuming 1% damage of Bugo assets, would result in a net favorable payout of Php 63.6 million	Php 33 million payout in 2022 – first severe case of flooding in the cannery	Php 33 million cost upcharge of alternative water source Php 13 million CAPEX restoration cost of one unused deep well
Opportunities / adaptation strategies	- Establish storm surge gates, drainage and containment system - Enhance workers' safety by improving the company's evacuation plan - Establish natural barriers – mangrove forest, in strategic coastal intertidal zones	- Strategize vulnerable asset location from risk areas - Implement adaptive measures - Assess water drainage system / flood program with LGU - Enhance BCP/ Crisis Management	- Study groundwater availability - Explore alternative water sources and storage - Water conservation - Consider subsidence susceptibility study

Risk Management

Risk Management is a fundamental component 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 serves as a guide 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 a material adverse impact on its

operations, human resources and financial performance. Precautionary 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 targets 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.

Please refer to the ESG metrics found on pages 10-11.

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.

STRENGTHENING GOVERNANCE



Throughout our centennial history, Del Monte commits to the high standards of corporate governance and supports the principles of openness, integrity, and accountability.



Environmental



Social



Governance



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.

DMPL has implemented a set of environmental, social and governance (ESG) related key performance indicators based on the metrics of the Singapore Exchange.

For more information regarding our governance principles, please refer to our FY2025 Annual Report at www.delmontepacific.com/corporate-governance.

Our Recognition

 Singapore Corporate Awards 18 Awards Best Managed Board Gold 2010, 2015 and 2023 Silver 2022 Best Chief Financial Officer 2010 and 2023 Best Investor Relations Gold 2011, 2017 and 2024 Bronze 2014 Best Annual Report Gold 2019 Silver 2013 and 2018 Bronze 2010, 2012, 2014, 2016 and 2017	 Singapore Governance and Transparency Index Ranked 10 Highest Ranked Mid-Cap Company 2020, 2022 and 2023 Highest Ranked Small-Cap Company 2024 Top 2% among 477 Singapore-Listed Companies	 Securities Investors Association (Singapore) 9 Awards Corporate Governance Award 2014, 2019, 2021 and 2022 Transparency Company 2001, 2013 and 2017 Shareholders Communications Excellence 2018 and 2019	 Asean Corporate Governance ASEAN Asset Class High score in ACGS 2021 and 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
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STRENGTHENING GOVERNANCE



BOARD GOVERNANCE

Sustainability Governance Structure of DMPL





Del Monte Philippines Leadership team led by Luis F. Alejandro, President and Chief Operating Officer

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

1. DMPL maintains corporate governance principles. Three out of six 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. Three out of five members of the Nominating and Governance Committee (NGC) are independent directors. The NGC has formalized procedures for the selection, appointment and re-appointment of Directors. Letters of appointment are issued to new Directors setting out their duties, obligations, and terms of appointment, as appropriate.

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

3. The NGC, on an annual basis, determines whether or not a Director is independent, taking into account the 2018 Code's definition. 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, in 2024, the Company elected three new Independent Directors and will nominate one more independent director as soon as possible.

Independence is taken to mean that Directors are independent in conduct, character and judgment, 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. Coordinates leadership efforts and ensures the effectiveness of the Board in all aspects
- b. Manages relationships with stakeholders
- c. Determines strategies for the Company to reach greater heights
- d. Sets the tone of Board meetings
- e. Spearhead acquisitions, joint ventures and strategic alliances of the Company

STRENGTHENING GOVERNANCE



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

6. The Board is required to undergo annual training relevant to the effective discharge of their responsibilities.
7. Three independent 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 illegal 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 Board, with the assistance of the Audit and Risk Committee (ARC), is responsible for the risk governance of the Del Monte Pacific Group (DMPL). 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.

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.

The Board assesses the effectiveness of the Group's risk management and internal control systems to protect shareholder interests and assets. Risks are evaluated based on their potential impact and likelihood, then

categorized as critical, urgent, or pre-emptive. Each risk includes a review of current actions, mitigation plans, responsible teams, timelines, and whether the risk is increasing or decreasing. This process ensures holistic approach to risk oversight.

Risk management is integrated into the Group's strategy, annual planning, and budgeting processes. It helps reduce uncertainty, assists in the implementation of business strategies, and enables the organization to seize opportunities. The Board believes this framework strengthens decision-making and builds resilience. Ultimately, it creates a culture of risk awareness and continuous improvement.

1. The Group maintains an effective system of risk management and internal controls by addressing financial, operational, compliance, and information technology (IT) controls, and risk management policies and systems established by Management.

These controls are designed to provide reasonable, but not absolute, assurance as to the soundness, effectiveness, and efficiency of operations, reliability of financial reporting, and compliance with applicable laws and regulations.

2. The soundness and effectiveness of these controls are subject to a periodic review by the Group's Internal Audit department and monitored by the ARC. 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.

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.

3. The Board has adopted a set of internal guidelines specifying matters requiring Board approval, including approval of annual budgets and major investment proposals. Management is also given clear directions on matters, including set thresholds for certain operational matters relating to subsidiaries, that require the Board's approval.

4. Certain material corporate actions or material transactions that require the Board's approval include major transactions and investments exceeding certain thresholds and capital expenditure exceeding certain material limits, among others.

5. 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.

6. 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.

7. 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.



Del Monte Pacific Policies



Legal team with Katherine Joy F. de Jesus-Lagazo, DMPi Corporate Legal and Compliance, and Corporate Secretary, and Ramon M. Velez of Stakeholder Relations

STRENGTHENING GOVERNANCE



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

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 our FY2025 Annual Report at www.delmontepacific.com/corporate-governance.



RESPONSIBLE SOURCING

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

8. The Company has a Whistleblower Policy in place that allows employees to freely communicate their concerns about illegal or unethical practices without fear of retaliation or reprisal, and has designated the ARC to oversee whistleblowing reports that are investigated by Internal Audit and other relevant departments.

The policy aims to promote the highest standards of business and personal ethics in the conduct of the Group's affairs. As representatives of the Group, officers and employees must uphold honesty and integrity, and strictly comply with all applicable laws, rules and regulations.
9. The Board, together with the ARC Chairman, has appointed the Group CFO as the Protection Officer and the Head of Internal Audit as the Investigations Officer to administer the Company's Whistleblower program.
10. 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.
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. Each facility has its own Business Continuity Plans (BCPs) and Emergency Response teams and procedures to ensure they

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>.



Del Monte Mindanao management team led by Luis F. Alejandro, President and Chief Operating Officer, and Reynaldo C. Doria, Chief Supply Chain Officer, Mindanao Operations

3. 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.
4. 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.
5. DMPI 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.



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

SUSTAINING GROWTH



A century hence, Del Monte continues to bring health, wellness and nutrition to life, and sustains people, planet and performance – the triple bottom line.



For more information about this section, please scan QR Code



SUSTAINING GROWTH



Del Monte Philippines' pack house, freezing and juicing plants in Manolo Fortich, Bukidnon

Del Monte Philippines, Inc. (DMPI) believes its 100 years of operation has contributed to national and regional economic growth, creating a multiplier effect on the local economy by fueling businesses which support the Company, and serving the day-to-day needs of their employees, their families and the community.



ECONOMIC IMPACT

Economic Value Added

In USD ('000)	FY2024	FY2025
Direct economic value generated	710,808	789,455
Revenue	710,808	789,455
Economic value distributed	624,428	682,548
Operating costs	605,562	649,905
Employee wages & benefits	33,475	33,320
Payments to providers of capital	4,826	18,416
Payments to government	14,193	14,355
Community investments	367	251

SUSTAINING GROWTH



Monitoring the Tetra Pak line in the cannery

Del Monte directly employs about 4,000 regular employees and indirectly employs close to 20,000 service provider personnel who work in different areas of operations.

DMPI's pineapple plantations in southern Philippines encompass 2 cities and 18 municipalities in

Bukidnon and Misamis Oriental, Mindanao. Around 20,000 families or approximately 100,000 individuals directly or indirectly depend on the Company's operations including fruit growers, harvesters, truckers, maintenance crews and other service providers.

1. DMPL's net sales for FY2025 grew 11% to US\$789.5 million.
2. Recurring net profit was US\$8.0 million, reversing a net loss of US\$24.9 million in FY2024.



DMPI Finance Team with Parag Sachdeva, DMPL Chief Financial Officer

3. DMPL generated US\$346.8 million in operating cash flow vs. US\$153.8 million prior year, supported by improved results and working capital management.
4. Fresh Pineapple Leadership: Double-digit growth for premium S&W Deluxe Pineapple in China and Japan. S&W commands a record 53% market share for exported pineapples in North Asia, undisputed leader in China.
5. Successful events such as the S&W-Goodfarmer Deluxe Pineapple Spring Festival in Shanghai and impactful in-store campaigns with Shinsegae in Korea sustained momentum.



The Del Monte beverage plant in Cabuyao, Laguna



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 Company aspires to revolutionize its agricultural and manufacturing operations through expansion of its capabilities in imaging, satellite data integration and digital mapping solutions.

DMPI has an IT Steering Committee that aligns and approves the governance of various technology projects, directs the implementation of IT policies and controls, and identifies, manages and mitigates 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) or drones, Global Positioning Systems (GPS), Geographic Information Systems (GIS), SAS, and SAP data systems for data management. Strategies can be targeted as crop problem areas can be located using GIS or spatial analytics.

SUSTAINING GROWTH



Plantation Operations under Luis Adrian R. Matamoros, Director, incorporates technology in their farm operations

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.



Plantation Geomatics team uses GPS to monitor transport vehicles

7. DMPI uses drones for foliar application, thereby reducing water consumption by as much as 90% 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 open-source satellite imagery to create relevant maps for land suitability especially in areas that are challenging to reach.
9. 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.



Plantation Geomatics team using geospatial technologies and business analytics in its farm practices

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 fields in the province of Bukidnon

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 beyond profit ensures the well-being of our people, stewardship of the planet, and the long-term resilience of our business.

Del Monte adheres to governance standards in doing business. For more information on governance

principles, refer to the website www.delmontephil.com/corporate-governance.

MATERIALITY ASSESSMENT PROCESS

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. 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 DMPI's list of material topics, peer company material priorities, industry guidance and disclosure requirements of relevant frameworks.

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

SUSTAINABILITY FRAMEWORK

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.

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

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

		Summary of Mapping			
		Frameworks	Peers	DMPI'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		✓	✓	
 Communities	Employee engagement, training and development		✓	✓	
	Food security and accessibility	✓			
	Community engagement		✓	✓	
 Nature	Rights of indigenous peoples	✓			
	Climate change mitigation and adaptation	✓	✓	✓	
	GHG emissions and energy management	✓	✓	✓	
	Waste management	✓	✓	✓	✓
	Water management	✓	✓	✓	✓
 Governance	Biodiversity and ecological impacts	✓		✓	
	Soil management	✓		✓	
	Business ethics and compliance			✓	✓
	Food safety and quality	✓	✓	✓	✓
	Responsible sourcing	✓	✓	✓	
 Growth	Data privacy and cybersecurity			✓	
	Risk management	✓		✓	
	Land resource management			✓	
	Digital transformation			✓	
	Economic performance	✓		✓	

* Note: DMPI's priorities in 2017 that are still priorities in the 2023 materiality assessment

MATERIAL TOPICS AND PRIORITIES

Based on the materiality assessment, DMPI listed 12 material priorities.

Vision	Nourishing Goodness, Nurturing Generations					
Sustainability Pillars	Consumers	Employees	Communities	Governance	Environment	Growth
Key Sustainability Goals	 Better Nutrition	 ESG Ethos			 Waste Management	 Responsible Sourcing
					 Net Zero	
UN SDGs						
DMPI Material Topics	(1) Food Safety and Quality (2) Health, Nutrition and Product Innovation	(3) Occupational Health and Safety (5) Human Rights and Labor Practices	(7) Community Engagement	(10) Risk Management (11) Responsible Sourcing	(4) Climate Change Mitigation and Adaptation (6) Land Resource and Soil Management (8) Water Management (9) Plastic and Waste Management	(12) Technology and Digital Transformation



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

SUSTAINABILITY FRAMEWORK



VALUE CHAIN

POST-CONSUMER

Plastic Waste Diversion and Recycling - 40% of calendar year 2023 plastic footprint

- Rigid plastic: **660MT**
- Flexibles: **990MT**



CONSUMPTION

- **US\$ 789.5 million** revenue in FY2025
- New products about **2%** of DMPL's total sales in FY2025



DISTRIBUTION

- Sold in about **70** countries



MANUFACTURING FACILITIES

- Production Facilities: **5**
- Full-time Regular Employees: **4,061**
- Service Provider Workers in the Philippines: **19,823**



AGRICULTURAL SOURCING

- Plantation area in the Philippines: About **30,000 ha.**



STAKEHOLDER ENGAGEMENT

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

Collaborating 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, insight and support to stakeholders to integrate sustainability practices in the 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 in the organization.

Stakeholders	Why we engage	How we engage	What we engage
Consumers	To understand consumer needs to maximize opportunities and explore new categories and sustainable products	• Consumer insight • Corporate websites • Del Monte Kitchenomics • Social Media • Brand engagement • Marketing activities and communication • Corporate communication Newsletter	• Health, wellness and nutrition • Food safety and quality • Packaging information • Sustainability practices • Healthy food preparation • Truthful, accurate and transparent communication
Employees	To harness relationships through health and safety procedures, employee engagement and talent management	• Town hall meetings • Leadership teams • Email communication • Internal publication (Tidbits) • Surveys • 24-hour hotline (anti-corruption practice) • Technical working groups • Employee engagement activities • Webinars • Online store platforms	• Occupational health and safety • Freedom of Association • Diversity and Inclusion • Employee recognition • Talent management • Work-life balance • Sustainability practices • Community engagement • Business and individual performance • Compensation and benefits
Local Communities	To sustain social license to operate through community development and environmental stewardship	• Corporate donations • Del Monte Foundation activities • Stakeholder relations • Partnerships (TESDA, ZEP2030) • Surveys (Materiality) • Employee involvement	• Health, wellness and nutrition • Community development • Education, scholarship and employment • Livelihood projects • Disaster relief • Environmental initiatives • Various partnership programs
Suppliers, Toll Manufacturers and Service Providers	To collaborate through sustainable agricultural practices and procurement of quality materials and services	• Supplier Code of Conduct • Supplier Quality Management Program • Face-to-face meetings • Supplier Surveys • Supplier assessment and audits • Supplier partnership	• Product quality and safety • Human rights • Responsible sourcing • Sustainable agriculture • Risk management and mitigation • Business continuity plans • Cost savings initiatives • Sustainability initiatives • Traceability
Shareholders and Investors	To ensure investors and shareholders are updated on the company's business goals, strategies and business performance, and sustainability initiatives	• Investor meetings and discussions • Ratings, rankings and other indices • Quarterly business performance • Annual and Sustainability reports-update websites • Investor briefing and calls • Annual general meetings • MD&A presentations • Forums, webinars and conferences • Email alerts to investors • Roadshows	• Goals, strategies, vision and values • Business performance • Governance • ESG indices • Sustainability initiatives • Ethical business practices • Human rights • Health, wellness and nutrition
Government and Regulators	To establish strategic partnerships and compliance with legislation	• LGU and regulatory engagement • In-person meetings • Plantation tours • Trade associations/memberships • Partnerships	• New rules and regulations • Audit and compliance • Food safety and quality • Product labelling • Responsible marketing • Sustainability initiatives • Health, wellness and nutrition

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	Organization and its reporting practices					
	2-1	Organizational details	Corporate Profile Inside front cover About this Report page 2			
	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	Restated DMPL Report excluding Del Monte Foods Holdings Limited which DMPL classified as Discontinued Operations in FY2025 Corporate Profile Inside Front Cover About this Report page 3			
	2-5	External Assurance	Internal Audit Verification Statement page 3			
	Activities and workers					
	2-6	Activities, value chain and other business relationships	Value Chain page 70			
	2-7	Employees	Organization Profile pages 21-22			
	2-8	Workers who are not employees	Value Chain page 70			
	Governance					
	2-9	Governance structure and composition	Board Governance page 54			
	2-10	Nomination and selection of the highest governance body	Board Governance page 55			
	2-11	Chair of the highest governance body	Board Governance page 54			
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Governance page 55			
	2-13	Delegation of responsibility for managing impacts	Board Governance page 56			
	2-14	Role of the highest governance body in sustainability reporting	Board Governance page 54			
	2-15	Conflicts of interest	Risk Management page 56			
	2-16	Communication of critical concerns	Board Governance page 58			

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	Governance					
	2-17	Collective knowledge of the highest governance body	Board Governance page 56			
	2-18	Evaluation of the performance of the highest governance body	Board Governance page 54			
	2-19	Remuneration policies	Board Governance page 54			
	2-20	Process to determine remuneration	Board Governance page 54			
	2-21	Annual total compensation ratio		Compensation data	Confidentiality constraint	Intense competition for talent in the food and beverage industry
	Strategy, policies and practices					
	2-22	Statement on sustainable development strategies	Letter to our Stakeholders page 5			
	2-23	Policy commitments	Letter to our Stakeholders page 6			
	2-24	Embedding policy commitments	Letter to our Stakeholders page 6			
	2-25	Process to remediate negative impacts	Risk Management page 56			
	2-26	Mechanism for seeking advice and raising concerns	Board Governance page 56			
	2-27	Compliance with laws and regulations	Letter to our Stakeholders page 6			
	2-28	Membership associations	DMPL's Contribution to the UN Sustainable Development Goals page 13			
	Stakeholder engagement					
	2-29	Approach to stakeholder engagement	Stakeholder Engagement page 6			
	2-30	Collective bargaining agreements	Human Rights and Labor Practices page 26			
GRI 3: Material Topics	3-1	Process to determine material topics	Materiality Assessment Process page 67			
	3-2	List of material topics	Materiality Topics and Priorities page 69			

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 3: Material Topics	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 material	Not material to DMPI's operations
				Public Policy	Not applicable	The group does not engage in lobbying nor contributes to political parties
GRI 13.1: Emissions	13.1.2	Direct (Scope 1) GHG emissions	ESG Metrics page 10			
	13.1.3	Energy indirect (Scope 2) GHG emissions	ESG Metrics page 10			
	13.1.4	Other indirect (Scope 3) GHG emissions	ESG Metrics page 10			
	13.1.6	Reduction of GHG emissions	Climate-related Report pages 48-49			
GRI 13.2: Climate Adaptation and Resilience	13.2.2	Financial implications and other risks and opportunities due to climate change	Climate-related Report pages 50-51			
GRI 13.5: Soil Health	13.5.1	Management of material topics	Land Resource Management pages 39-40			
GRI 13.6: Pesticide Use	13.6.1	Pest management plan, actions, initiatives to switch to less hazardous pesticides and actions taken to optimize pest control practices	Land Resource Management page 41			
GRI 13.7: Water and Effluents	13.7.2	Interactions with water as a shared resource	Water Management page 42			
	13.7.3	Management of water discharge-related impacts	Effluents, Plastic and Waste Management pages 44-45			
	13.7.6	Water consumption	ESG Metrics page 10			
GRI 13.8: Waste	13.8.2	Waste generation and significant waste-related impacts	Effluents, Plastic and Waste Management pages 44-45			
	13.8.3	Management of significant waste-related impacts	Effluents, Plastic and Waste Management pages 44-45			
	13.8.5	Waste diverted from disposal	Effluents, Plastic and Waste Management pages 44-45			
	13.8.6	Waste directed to disposal	ESG Metrics page 10			

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 13.9: Food Security	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 Management pages 39-40			
	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.	ESG Metrics page 10 Effluents, Plastic and Waste Management page 45			
GRI 13.10: Food Safety	13.10.2	Assessment of health and safety impacts of product and service categories	Product Safety and Quality page 16 Health and Nutrition pages 17-18			
GRI 13.12: Local Communities	13.12.2	Operations with local community engagement, impact assessments, and development programs	Community Engagement page 30			
GRI 13.13: Land and Resource Rights	13.13.2	Locations of operations, where land and natural resource rights may be affected by the organization's operations	Land Resource Management pages 39-40			
GRI 13.14 Rights of Indigenous Peoples	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 Management pages 39-40			
GRI 13.15: Non-discrimination and Equal Opportunity	13.15.2	Diversity of governance bodies and employees	Board Governance page 55			
	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
GRI 13.16: Forced or Compulsory Labor	13.16.2	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor Practices page 26			
GRI 13.17: Child labor	13.17.2	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Practices page 26			

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure		Location	Omissions	
				Requirement(s) Omitted	Reason Explanation
GRI 13.18: Freedom of Association and Collective Bargaining	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 26		
GRI 13.19: Occupational Health and Safety	13.19.2	Occupational health and safety management system	Occupational Health and Safety pages 23-24		
	13.19.6	Worker training on occupational health and safety	Occupational Health and Safety page 24		
	13.19.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety pages 23-24		
	13.19.9	Workers covered by an occupational health and safety management system	Occupational Health and Safety pages 23-24		
GRI 13.19: Occupational Health and Safety	13.19.10	Work-related injuries	ESG Metrics page 10 Organization Profile page 22		
	13.19.11	Work –related ill health	ESG Metrics page 10 Organization Profile page 22		
GRI 13.20: Employment Practices	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 26		
GRI 13.21: Living Income and Living Wage	13.21.1	Describe commitments related to providing a living income or paying a living wage	Human Rights and Labor Practices page 26		
GRI 13.22: Economic Inclusion	13.22.2	Direct economic value generated and distributed	Economic Impact page 61		
GRI 13.23: Supply Chain Traceability	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 pages 58-59 Goals and Progress page 9		
GRI 13.25: Anti-competitive Behavior	13.25.2	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions		
GRI 13.26: Anti-corruption	13.26.3	Communication and training about anti-corruption policies and procedures	No incidence of corruption		

CORPORATE INFORMATION

DEL MONTE PACIFIC LIMITED

BOARD OF DIRECTORS

Mr. Rolando C. Gapud

Executive Chairman

Mr. Joselito D. Campos, Jr.

Executive Director

Mr. Edgardo M. Cruz, Jr.

Executive Director

Ms. Lee Kia Jong Elaine

(Mrs. Elaine Lim)

Lead Independent Director

Dr. Eufemio T. Rasco, Jr.

Independent Director

Mrs. Joanne de Asis Benitez

Independent Director

Mrs. Jeanette Beatrice C. Naughton

Alternate Director to Mr. Campos

EXECUTIVE OFFICERS

Mr. Joselito D. Campos, Jr.

*Managing Director and
Chief Executive Officer*

Mr. Luis F. Alejandro

Chief Operating Officer

Mr. Ignacio C. O. Sison

Chief Corporate Officer

Mr. Parag Sachdeva

Chief Financial Officer

Mr. Antonio E. S. Ungson

*Chief Legal Counsel,
Chief Compliance Officer and
Company Secretary*

Mr. Ruiz G. Salazar

Chief Human Resource Officer

COMPANY SECRETARY

Mr. Antonio E. S. Ungson

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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
Stock Exchange (PSE)

DEL MONTE PHILIPPINES, INC.

Mr. Joselito D. Campos, Jr.

Chief Executive Officer

Mr. Luis F. Alejandro

President and Chief Operating Officer

Mr. Parag Sachdeva

Chief Financial Officer

Mr. Ignacio C.O. Sison

Chief Sustainability Officer

Mr. Ruiz G. Salazar

Chief Human Resource Officer

Ms. Katherine Joy F. De Jesus-Lagazo

*Group Head, Corporate Legal &
Compliance, and Corporate Secretary*

Ms. Tan Chooi Khim

*Group Head, International Commercial
Operations*

Ms. Sharon G. Tanganco

Chief Marketing Officer

Ms. Eloisa D. Perez

*Group Head, Customer and Channel
Development*

Ms. Eileen Michele M. Asuncion

*Group Head, Integrated
Business Planning*

Ms. Iris P. Uy

Group Head, Research and Development

Mr. Angel V. Gatchalian, Jr.

Group Head, Corporate Procurement

Mr. Jonathan C. Biscocho

Director, Non-Mindanao Supply Chain

Mr. Reynaldo C. Doria

*Chief Supply Chain Officer, Mindanao
Operations*

Mr. Luis Adrian R. Matamoros

Director, Plantation Operations

Ms. Lesley Ann P. De Venecia

Head, Bugo Manufacturing Operations

SUSTAINABILITY REPORT TEAM

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Chief Corporate Officer

Mr. Raulito R. Rodil

Corporate Sustainability

Ms. Jennifer Y. Luy

Senior Manager, Investor Relations

Ms. Ma. Irma E. Rivera

Executive Assistant

S&W FINE FOODS INTERNATIONAL LTD.

Ms. Tan Chooi Khim

General Manager

Mr. Marco Deo B. Verdeflor

Director, Fresh Commercial Operations

Ms. Sharin A. Rebolledo

*Commercial Senior Manager, China,
Korea, Hong Kong and Taiwan (Packaged
and Beyond Fresh)*

Mr. Richard Lin

*Commercial Manager, China
(Fresh and Packaged)*

Mr. Fritz Matti

*Commercial Manager, Japan
(Fresh and Packaged)*

Mr. Takahiro Nakagawa

*Business Development Manager,
North Asia*

Mr. Sumarleki Amjah

*Head, ASEAN, MENA, and Indian
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Ms. Warunee Karnasuta

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*Commercial Manager, Europe,
Middle East, and Africa (Packaged)*

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*Fresh Senior Commercial Manager
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Ms. Rhodora Gumapac-Negrado

*Senior Manager, Supply Chain,
Product Sourcing and Customer Service*

Mr. Kristofer Vincent San Miguel

Plantation Controller

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