

DEL MONTE PACIFIC LIMITED



# SUSTAINING OUR FUTURE

SUSTAINABILITY REPORT FY2023



## Corporate Profile

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

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

DMPL's USA subsidiary, Del Monte Foods, Inc. (DMFI) ([www.delmontefoods.com](http://www.delmontefoods.com)), owns other trademarks such as *Fruit Refreshers*, *Veggieful*, *Bubble Fruit*, *JOYBA*, *Kitchen Basics* and *Take Root Organics* while DMPL's Philippine subsidiary, Del Monte Philippines, Inc. ([www.delmontephil.com](http://www.delmontephil.com)), owns exclusive rights to trademarks such as *Del Monte*, *Today's*, *Fiesta*, *202*, *Fit 'n Right*, *Heart Smart*, *Bone Smart* and *Quick 'n Easy* in the Philippines.

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

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



The Group owns approximately 96% of a holding company that owns 50% of Del Monte Foods Private Limited ([www.delmontefoods.in](http://www.delmontefoods.in)) in India which markets Del Monte-branded packaged products in the Indian market. The Group's joint venture partner is the well-respected Bharti Enterprises, which is one of the largest conglomerates in India.

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

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

[www.delmontepacific.com](http://www.delmontepacific.com)  
[www.delmontefoods.com](http://www.delmontefoods.com)  
[www.delmontephil.com](http://www.delmontephil.com)  
[www.lifegetsbetter.ph](http://www.lifegetsbetter.ph)  
[www.delmontefoods.in](http://www.delmontefoods.in)  
[www.delmonte.com](http://www.delmonte.com)  
[www.swpremiumfood.com](http://www.swpremiumfood.com)  
[www.contadina.com](http://www.contadina.com)  
[www.collegeinn.com](http://www.collegeinn.com)  
[www.joyba.com](http://www.joyba.com)  
[www.kitchenbasics.com](http://www.kitchenbasics.com)  
[www.takerootorganics.com](http://www.takerootorganics.com)

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



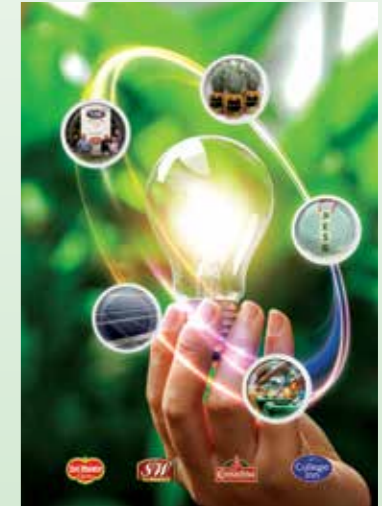
For more information, please scan QR Code to access DMPL's website

#### 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.

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## SUSTAINING OUR FUTURE

Through five key sustainability goals and their respective sustainability pillars:

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



# ABOUT THIS REPORT



This Sustainability Report of Del Monte Pacific Ltd. (DMPL) is for financial year 2023, covering the period 1 May 2022 to 30 April 2023. DMPL has been publishing its Sustainability Report since FY2018.

As prescribed by the Singapore Exchange (SGX), this Sustainability Report includes the following: material ESG factors, climate-related disclosures consistent with the Task Force on Climate-related Financial Disclosures (TCFD), ESG policies, practices and performance, ESG targets and metrics, sustainability reporting standards and framework, and board statement and associated governance structure for sustainability.

As a Company dual listed on the SGX and the Philippine Stock Exchange (PSE), DMPL also complies with the sustainability reporting requirements of the Securities and Exchange Commission (SEC) of the Philippines. The SEC requires listed companies to disclose their non-financial performance relating to their economic, environmental and social aspect.

DMPL prepared this report using the Global Reporting Initiative (GRI) 2021 standards and GRI 13 sector standard for Agriculture, Aquaculture and Fishing Sectors 2022, as cited in the GRI Content Index.

This report was also prepared with reference to the framework of the United Nations' Sustainable Development Goals (SDGs). DMPL aligned its six sustainability pillars with the SDGs, supporting the universal call to action to end poverty, promote prosperity and protect the planet. The Group also provided a summary of its contributions to the SDGs which are linked to the GRI. The 17 SDGs are represented by their icons in every relevant section of the report.

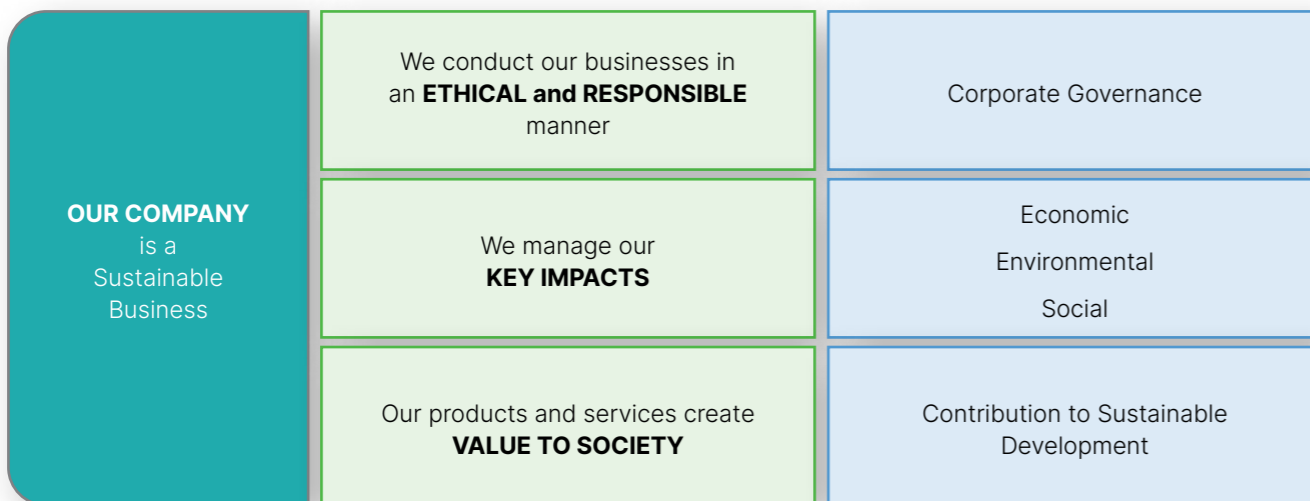
The Internal Audit teams of DMPL's subsidiaries, Del Monte Philippines, Inc. and Del Monte Foods, Inc., have internally verified this report in compliance with the Singapore Exchange mandate on internal assurance. The scope of the review included the compliance of information with SGX guidelines and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

DMPL Group affirms its commitment to transparency and accountability and provides a progress report to stakeholders with respect to the Company's sustainability pillars and goals based on material priorities.

The Group plans to assess further how climate change affects the Company. With this objective, DMPL has engaged a consultant to conduct a climate scenario analysis to assess its risks and opportunities. DMPL will continue to mitigate the Group's climate-related risks and opportunities and update its plans accordingly.

This report excludes the Group's detailed financial performance which can be found in DMPL's FY2023 Annual Report. The report excludes the operations of Del Monte Foods Private Limited in India (formerly FieldFresh Foods Private Limited) which is a joint venture with the Bharti Enterprises. DMFPL's contribution to DMPL is not deemed material to the Group.

## Sustainability Reporting Structure for Philippine Publicly Listed Companies



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



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

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# WHO WE ARE

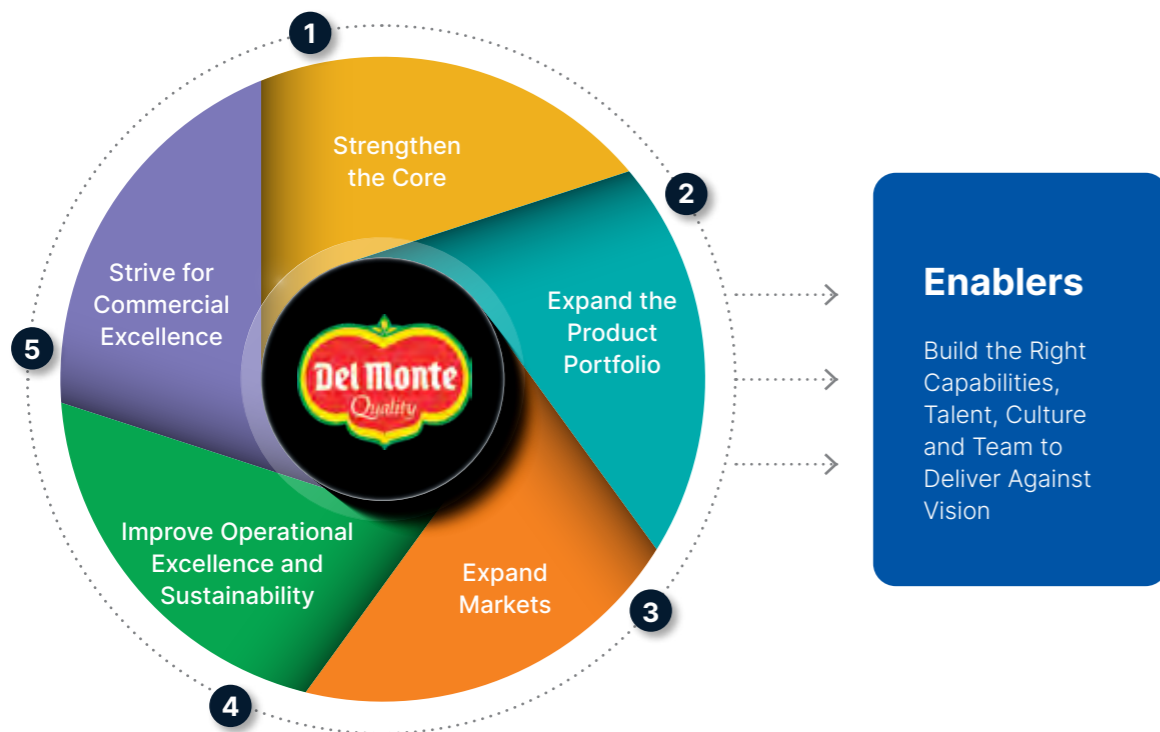
## Our Vision



**NOURISHING FAMILIES.  
ENRICHING LIVES.  
EVERY DAY.**

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

## Our Strategy



## 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 SUSTAINABILITY PILLARS



Consumers	Employees	Communities	Nature	Governance	Growth
<p>We nourish consumers with quality products that promote health, wellness and nutrition</p> <ul style="list-style-type: none"> <li>→ Plant-based products</li> <li>→ Healthy and nutritious products</li> </ul>	<p>We nurture employees by promoting diversity, equality, well-being and development</p> <ul style="list-style-type: none"> <li>→ 40% women leaders in senior management</li> <li>→ 11,000 full-time and seasonal employees</li> </ul>	<p>We develop communities through employment, livelihood, health care, education and nutrition</p> <ul style="list-style-type: none"> <li>→ 32k medical and dental consultations</li> <li>→ 200k people nourished during the year</li> </ul>	<p>We preserve nature through environmentally-friendly agricultural and manufacturing practices</p> <ul style="list-style-type: none"> <li>→ Pineapple operations certified as carbon negative</li> <li>→ 665k trees planted to date</li> </ul>	<p>We strengthen governance through principles of transparency, integrity, and accountability</p> <ul style="list-style-type: none"> <li>→ Majority of 4 Independent Directors</li> <li>→ 2022 Best Managed Board (Silver), Singapore Corporate Award</li> </ul>	<p>We generate growth based on the triple bottom line — people, planet and profit — that will sustain our future</p> <ul style="list-style-type: none"> <li>→ Market leader with iconic brands</li> <li>→ Essential food industry to address consumer needs</li> </ul>

# LETTER TO OUR STAKEHOLDERS



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

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

Dear Stakeholders,

Sustainability is core to the vision of Del Monte Pacific (DMPL) as a food company, “*Nourishing Families. Enriching Lives. Every Day.*”, and is one of DMPL’s strategic pillars, while commitment to society and environment is one of the Company’s core corporate values.

## SUSTAINABILITY PILLARS

DMPL’s sustainability framework has six pillars which address the needs of our 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 the prior fiscal year, promote these sustainability pillars:

### 1. Better Nutrition

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

### 2. ESG Ethos

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

### 3. Waste Reduction

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

### 4. Net Zero

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

### 5. Responsible Sourcing

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

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

## SUSTAINABLE DEVELOPMENT GOALS

Our sustainability goals contribute to the United Nations Sustainable Development Goals (SDG) which have become more important than ever, halfway through the 15-year timeline to the 2030 goals of the UN. Our Company has been expanding our contribution to the 17 SDGs each year.

We have updated our climate report in this Sustainability Report based on the Task Force on Climate-Related Financial Disclosures (TCFD). Following the certification last year of the British Standard Institution (BSI) of Del Monte Philippines’ pineapple operations negative carbon footprint based on ISO standards for scopes 1, 2 and limited scope 3 (for air travel and fuel used by vehicles), DMPL is now measuring scope 3 beyond pineapple and across a broader supply chain, including toll packers, top suppliers, and logistics providers.

DMPL’s subsidiary in the Philippines also obtained the Rainforest Alliance certificate for its fresh pineapple and juicing plant, recognizing that its plantation complies with standards that require long-term environmental, social, and economic sustainability.

The Company has also developed an Extended Producer Responsibility Program that is being implemented beginning this year in collaboration with a waste management company to recycle plastic waste.

## ESG POLICIES AND COMPLIANCE

The Company reinforced its governance of sustainability by updating its Food Safety Policy. In the previous fiscal year, the Company updated its Environmental Policy, issued a new Health Statement, a Responsible Marketing Policy and a Supplier Code of Conduct. Two years ago, DMPL issued a new Human Rights Policy. All these policies are in our Company’s website and have been shared with our stakeholders. Key stakeholders concerned with these areas are the policy owners that are primarily responsible to implement these. Moreover, the Company has Sustainability, Legal and Internal Audit teams that monitor compliance.

Del Monte Pacific addresses stakeholder concerns through different channels:

- **Consumers** – Company’s website contact info, social media, hotline phone number
- **Employees** – Human Resources, labor unions, Labor Management Council
- **Communities** – Del Monte Foundation, Stakeholder Relations, Legal
- **Regulators** – Legal, R&D, Company department concerned
- **Investors** – Investor Relations, Company’s website contact info

In FY2023, Del Monte Pacific did not have any significant compliance issues with respect to laws and regulations which govern the Group and was not subjected to any significant compliance-related penalty.

## ESG RECOGNITION

Del Monte Pacific was honored to receive the 2022 Singapore Corporate Governance Award from the Securities Investors Association (Singapore), its 3<sup>rd</sup> SIAS governance award in this category since 2019. This recognition included a weighting not only for Governance but also Sustainability, a recognition of their linkage and importance in an ESG context.

## SUSTAINABILITY JOURNEY

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

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

21 July 2023

# KEY SUSTAINABILITY GOALS



## Better Nutrition



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



## ESG Ethos



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



## Waste Reduction



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



## Net Zero



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



## Responsible Sourcing



- 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.



Del Monte Pacific aligned its strategy, action plans and progress towards achieving the 5 Key Sustainability Goals which were approved by the Board in the prior financial year. DMPL's subsidiaries are working to achieve their goals to become "Growers of Good" and "Nourish Families for Generations."

Goal	Strategy	Progress
 <b>Better Nutrition</b>	Annual reduction of added sugar by 7.5% and added sodium by 3.75%	<ul style="list-style-type: none"> <li>• Average reduction of sugar by 7% and sodium by 7% in certain SKUs</li> </ul>
	Increase the proportion of products that provide better nutrition to 85%	<ul style="list-style-type: none"> <li>• 80% of DMPI products based on sales volume provide better nutrition based on a global nutritional rating system</li> </ul>
	Reduce natural sugars by at least 30% for 100% Juice	<ul style="list-style-type: none"> <li>• At least 30% reduction of natural sugars based on ongoing tests, subject to external consumer testing before being commercialized</li> </ul>
	Provide nutrition education to an average of five million children and parents on healthy choices	<ul style="list-style-type: none"> <li>• Educated over 3 million children and parents through its <i>Choose Good, Do Good</i> campaign to raise awareness</li> </ul>
 <b>ESG Ethos</b>	Attract and retain the right talents via an engaging and winning culture	<ul style="list-style-type: none"> <li>• Reduced Customer Channel and Development (Sales) attrition rate to 17% in FY23 from 55% in FY22</li> <li>• Completed hiring of 15 Marketing vacancies</li> <li>• Implemented informal check-ins for new hires</li> </ul>
	Strengthen engagement and motivate performance through the CHOICE Recognition Program	<ul style="list-style-type: none"> <li>• Launched SNAPasalamat employee program to foster a culture of mutual recognition, from Q1 to Q4 FY23</li> </ul>
	Secure Great Place to Work Certification and be recognized as one of the Best Workplaces in time for DMPI's 100 <sup>th</sup> Year Anniversary in 2026	<ul style="list-style-type: none"> <li>• Conducted a survey for a baseline rating in June 2023, plan interventions and start implementation in FY24</li> </ul>
	Provide the opportunity for all team members to earn a decent wage	<ul style="list-style-type: none"> <li>• Daily wages of Mindanao hourly employees average 40% to 50% above the government's mandated minimum wage</li> </ul>
	Ensure a safe and secure workplace	<ul style="list-style-type: none"> <li>• DMPI's Occupational Safety and Health data for FY23:                             <ul style="list-style-type: none"> <li>- 141 recordable injuries</li> <li>- 8 work-related ill health cases</li> <li>- 2 fatalities among service providers</li> </ul> </li> </ul>
	Promote good governance	<ul style="list-style-type: none"> <li>• Best Managed Board (Silver) Award, Singapore Corporate Awards, 2022</li> <li>• Singapore Corporate Governance Award, Securities Investors Association (Singapore), 2022</li> <li>• ASEAN Asset Class, ASEAN Corporate Governance, 2022</li> </ul>
Generate livelihood and employment through the Del Monte Foundation	<ul style="list-style-type: none"> <li>• Del Monte Foundation initiatives in FY23:                             <ul style="list-style-type: none"> <li>- 300 scholars, with 20 university graduates passing the board licensure examinations</li> <li>- 160 TESDA graduates for 6 community-based skills training</li> <li>- 80 Indigenous People families participated in the Foundation's citronella growing project</li> </ul> </li> </ul>	

# KEY SUSTAINABILITY GOALS

Goal	Strategy	Progress
	Define and measure team member engagement and achieve top quartile scores	<ul style="list-style-type: none"> <li>Del Monte Foods rolled out the first annual Team Member Survey to measure organizational health. Results were presented to team members and action plans are being developed</li> </ul>
	Establish a Diversity Leadership Council, increase diversity across leadership roles	<ul style="list-style-type: none"> <li>Established a council and 6 employee groups</li> <li>53% of senior managers and above are women or team members of color</li> </ul>
	Provide the opportunity for all team members to earn a living wage	<ul style="list-style-type: none"> <li>100% of full-time employees at DMFI manufacturing facilities earn above the living wage for their geographies</li> </ul>
	Donate an average of 5 million pounds (2,300 tons) per year to support Feeding America, food banks and various non-profit organizations	<ul style="list-style-type: none"> <li>Donated about 3 million pounds (1,373 tons) of food worth over US\$1.5 million to various food banks such as Feeding America, Conscious Alliance, Convoy of Hope, and Brackens Kitchen</li> </ul>
 <p><b>Waste Reduction</b></p>	Reduce water use ratio (WUR) in manufacturing facilities by 3% yearly	<ul style="list-style-type: none"> <li>WUR in the DMPI manufacturing facilities decreased by 12% vs. prior year</li> <li>Plantation WUR increased by 2% vs. prior year</li> </ul>
	Reduce usage of PET bottles by 15%, pouches by 6%, and tin can by 2% by FY26	<ul style="list-style-type: none"> <li>FY23 material usage reduction:                             <ul style="list-style-type: none"> <li>Rigid plastic 121MT, 9%</li> <li>Metal 482MT, 7%</li> <li>Pouches and laminates, 13MT, 4%</li> </ul> </li> </ul>
	Reduce obsolescence of FG, RPM to Php 60 million	<ul style="list-style-type: none"> <li>Obsolescence at Php 90 million</li> </ul>
	Comply with Extended Producers Responsibility (EPR) Law	<ul style="list-style-type: none"> <li>Submitted DMPI's EPR Program in February 2023 to the Environmental Management Bureau, Department of Environment and Natural Resources</li> <li>Engaged a waste diverter to recover at least 20% of plastic packaging footprint in CY22</li> <li>Started plastic waste diversion in July 2023</li> </ul>
	Use biodegradable Stand-Up Pouch (SUP) and PET bottles	<ul style="list-style-type: none"> <li>Biodegradable additives test in progress</li> <li>As of the 24<sup>th</sup> month, biodegradation rate is 68% for rigid plastics and 59% for SUPs</li> </ul>
	Include 30% recycled content in rigid plastic packaging	<ul style="list-style-type: none"> <li>Testing of recycled content ongoing</li> <li>Preform sample of 20% recycled PET and 80% virgin PET resin blend for trials</li> </ul>
	Include 25% recycled content into plastic packaging, once recycled supply is available, approved by FDA	<ul style="list-style-type: none"> <li>Approved inclusion of post-consumer recycled plastic content for beverage cups</li> <li>Testing post-consumer recycled plastics in fruit cups</li> </ul>
	Add How2Recycle® icons to 100% of our packaging	<ul style="list-style-type: none"> <li>Added How2Recycle® icons to all new product launches and all redesigned products</li> </ul>
	Upcycle food waste to ensure all food reaches its highest and best purpose	<ul style="list-style-type: none"> <li>Received five upcycle certificates for Blue Lake® Petite Cut Green Beans, Blue Lake® Farmhouse Cut Green Beans, Del Monte® Classics Cut Green Beans, Del Monte® Gut Love and Boost Me Fruit Infusions</li> <li>Upcycled ~600K pounds (270 tons) of surplus green beans, plus pineapple juice, syrup and boba product</li> </ul>

Goal	Strategy	Progress
 <p><b>Net Zero</b></p>	Replace certain pesticides and obtain Rainforest Alliance certification	<ul style="list-style-type: none"> <li>Obtained Rainforest Alliance certificate for fresh pineapple and juicing plant</li> <li>Replaced 5 pesticides and depleting inventory of 2 chemicals by FY24</li> </ul>
	Reduce carbon emissions at the cannery equivalent to 3% per year	<ul style="list-style-type: none"> <li>Cannery emissions reduced by 3% vs. prior year to 122,286 MTCO<sub>2</sub>eq</li> </ul>
	Carbon emissions measurement to include scope 3 emissions	<ul style="list-style-type: none"> <li>Conducted GHG inventory gap analysis on DMPI facilities and toll packers</li> <li>Broader Scope 3 being measured</li> <li>Trained key employees on Climate Change</li> </ul>
	Install solar power in the cannery and plantation	<ul style="list-style-type: none"> <li>Installation at Cannery to be completed by December 2023</li> <li>Estimated completion at Plantation by end of FY24</li> </ul>
	Develop a biodiversity conservation plan for the plantation	<ul style="list-style-type: none"> <li>Plantation operation to establish a Biodiversity Conservation Plan by FY24</li> </ul>
	Shift 35% of third party delivery transportation to double-decker trucks by FY24	<ul style="list-style-type: none"> <li>27% of third party delivery transport currently using double-decker trucks as of FY23</li> </ul>
	Install Global Positioning Satellite (GPS) devices on 100% of third party delivery transportation	<ul style="list-style-type: none"> <li>Installed GPS in 92% of third party trucks as of FY23</li> </ul>
	Shift transport units to electric vehicles (EV) or plug-in hybrid electric vehicles (PHEV)	<ul style="list-style-type: none"> <li>Monitoring the availability of EV and PHEV trucks in the market</li> </ul>
	Reduce carbon emissions and measure Scope 3 third-party emissions	<ul style="list-style-type: none"> <li>Achieved a 6% reduction in Scope 1 and 2 overall emissions from FY21 to FY22</li> <li>Set net zero target and committed carbon reduction targets with the Science Based Targets Initiative (SBTi)</li> </ul>
	Increase truckload efficiency in miles per gallon to 7.5 miles per gallon (mpg)	<ul style="list-style-type: none"> <li>Truckload efficiency is 7 mpg, same as prior year, but higher by 14.3% since 2017</li> </ul>
	Reduce empty miles driven in supply chain by 20%	<ul style="list-style-type: none"> <li>Increased rail miles by 45% versus prior year</li> <li>Reduced total miles by over 5.5 million</li> </ul>
	Increase cover cropping by 5% per year	<ul style="list-style-type: none"> <li>Increased the total fields with cover crops by 11%, and the number of growers adopting cover crops by 5%</li> </ul>
	 <p><b>Responsible Sourcing</b></p>	Implement the Supplier Code of Conduct
100% of top 20 suppliers to develop sustainability programs as part of their accreditation		<ul style="list-style-type: none"> <li>50% of the top 20 suppliers have sustainability programs</li> <li>Sustainability part of Supplier Quality Management Program relaunch</li> </ul>

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

Topic	Metric	Unit of Measure	Progress
<b>Greenhouse Gas (GHG) Emissions*</b>	DMFI (FY22)		
	Scope 1 Emissions	MTCO <sub>2</sub> eq	68,993
	Scope 2 Emissions		25,884
	Scope 3 Emissions		2,086,448
	Carbon Intensity – Scope 1	Per '000 Common Cases	0.93
	Carbon Intensity – Scope 2		0.35
	Carbon Intensity – Scope 3		28.18
<b>Energy Consumption</b>	Energy Consumption (includes electricity, natural gas, coal and bunker fuel)	MWH	742,921
	Energy Intensity	MWH/MT produced	0.66
<b>Water Consumption</b>	Total Consumption – Manufacturing	Liters	7,371,972,131
	Water Use Ratio – Manufacturing	Liters/Kg	6.51
	Total Consumption – Farming	Liters	756,246,241
	Water Use Ratio – Farming	Liters/Farm Hectare	3,929
<b>Waste Generation</b>	Waste Generated	MT	14,045,315
	Waste Sent to Landfills	MT	26,108
<b>Gender Diversity</b>	Male Employees	Percentage	63%
	Female Employees	Percentage	37%
	Male New Hires	Percentage	63%
	Female New Hires	Percentage	37%
	Male Turnover	Percentage	67%
	Female Turnover	Percentage	33%
<b>Age Diversity</b>	Employees Below 30 years old	Percentage	17%
	Employees 30 to 50 years old	Percentage	47%
	Employees Above 50 years old	Percentage	36%
	New Hires Below 30 years old	Percentage	43%
	New Hires 30 to 50 years old	Percentage	49%
	New Hires Above 50 years old	Percentage	8%
	Turnover Below 30 years old	Percentage	22%
	Turnover 30 to 50 years old	Percentage	46%
	Turnover Above 50 years old	Percentage	32%

Topic	Metric	Unit of Measure	Progress
<b>Employment</b>	Total Employees	Headcount	6,282
	Turnover	Headcount	600
<b>Development and Training</b>	Average Training Hours per Employee	Hours	11
	Average Training Hours – Male Employees	Hours	12
	Average Training Hours – Female Employees	Hours	10
<b>Occupational Health and Safety</b>	Recordable Injuries	Cases	215
	High-Consequence Injuries	Cases	0
	Recordable Work-Related Ill Health	Cases	8
	Fatalities	Cases	2
<b>Board Composition</b>	Independent Directors	Percentage	57% (4 out of 7)
	Women on the Board	Percentage	14%
<b>Management Diversity</b>	Women in Senior Management	Percentage	40%
<b>Ethical Behavior</b>	Anti-Corruption Disclosures	Number of Disclosures	7
	Anti-Corruption Training for Employees	Number of Employees	440
<b>Certifications</b>	Facilities with Relevant Certifications (See List in Nourishing Consumers)	Number of Facilities	14
<b>Alignment with Framework</b>	Frameworks Disclosed	Standards	GRI 2021 Standards  GRI 13 Sector Standards  TCFD
<b>Assurance</b>	Assurance of Sustainability Report		Internal Verification

\*DMPI FY22 carbon footprint emissions calculation in progress to include scope 3 emissions



# DMPL'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

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

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



## GOAL 1: NO POVERTY End poverty in all its forms everywhere

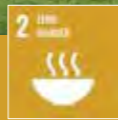
### DMPL's Position

DMPL Group strives to uplift the lives of poor families by providing employment to people in communities where we operate

### Contribution to the SDGs

- About **6,300** full-time and **4,700** seasonal employees, and **17,700** service providers in Del Monte Philippines, Inc. (DMPI) are paid the **minimum wage or above**
- In the U.S., Del Monte Foods, Inc. (DMFI) meets the **living wage** in each of our major operating areas based on the Massachusetts Institute of Technology definition

Linked to: GRI 13.21



## GOAL 2: NO HUNGER End hunger, achieve food security and improved nutrition and promote sustainable agriculture

### DMPL's Position

DMPL implements sustainable agricultural practices to increase productivity and production, help maintain ecosystems, adapt processes to combat climate change and reduce soil erosion

### Contribution to the SDGs

- DMFI works with growers and the **Stewardship Index of Specialty Crops (SISC)** to implement sustainable farming practices and ensure stable crop yields
- DMFI and its growers use **CropTrak™** software to track various data including sustainability
- DMPI manages soil health through various sustainable practices
- DMPI has a **Smart Farm Roadmap** that uses big data analytics, to harness technology in farm management

Linked to: GRI 13.9, GRI 13.10, Task Force on Climate-Related Financial Disclosure (TCFD), GlobalG.A.P.



## GOAL 3: GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages

### DMPL's Position

As a food and beverage company, DMPL is committed to **'Better Nutrition'** to promote health and well-being of people

### Contribution to the SDGs

- In FY2023, DMPI reduced sugar and sodium by an average of **8.5%** and **7.0%**, respectively
- **80%** of Del Monte products in the Philippines provide better nutrition based on a global nutrition profile system
- Over **32,200 consultations** were served by the Foundation's Mobile Clinic during the fiscal year

Linked to: GRI 13.10, GRI 13.12



## GOAL 4: QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

### DMPL's Position

DMPL ensures equal opportunity for employees to develop their skills through training courses for all women and men, and provide communities with access to proper education and skills training through the Del Monte Foundation

### Contribution to the SDGs

- Provided training to DMPL employees:
  - **12.0 average training** hours for male
  - **10.0 average training** hours for female
- The Foundation supported **300 scholars** from high school to college levels during the school year 2022-2023
- In partnership with TESDA, **160** women, out-of-school, unemployed heads of families and farmers were provided with technical skills training such as dressmaking, defensive driving, and organic farming
- **80 Indigenous People families** participated in the Citronella Growing Project of the Foundation in Talakag, Bukidnon

Linked to: GRI 13.15, GRI 13.12



## GOAL 5: GENDER EQUALITY Achieve gender equality and empower all women and girls

### DMPL's Position

The Group promotes a diverse workforce of women and men, provides equitable livelihood opportunities, and ensures women are given equal opportunities for leadership roles at all levels

### Contribution to the SDGs

- **40%** of the Group's senior management team are women
- Workforce gender ratio: **63% men, 37% women**
- DMPL provides equal opportunity for men, women, LGBTQ+ for vacant job postings
- Del Monte Foods, Inc. received a **score of 100** on the Human Rights Campaign Foundation's 2022 Corporate Equality Index annual assessment and was designated as one of the **Best Places to Work for LGBTQ+ Equality**

Linked to: GRI 13.15

# DMPL'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS



**GOAL 6: CLEAN WATER AND SANITATION**  
Ensure water availability and sustainable management of water and sanitation for all

**DMPL's Position**  
DMPL pledges to provide clean drinking water, adequate sewage disposal, and provide access to clean, safe water and sanitation

**Contribution to the SDGs**

- The Foundation implemented water system projects to provide water access and availability to **290 families** in two locations in Bukidnon
- In partnership with the local government units and a private NGO, **312 families** improved their sanitation and hygiene through the Foundation's toilet construction project

**Linked to:** GRI 13.12



**GOAL 7: AFFORDABLE AND CLEAN ENERGY**  
Ensure access to affordable, reliable, sustainable and modern energy for all

**DMPL's Position**  
The Group commits to increase usage of renewable energy, and optimize efficiency across energy sources in its operations

**Contribution to the SDGs**

- In the U.S., Del Monte's solar panels in Hanford produced **401 megawatt-hours** of electricity
- DMPL's waste-to-energy facility contributed **19% of the electricity** of the cannery contributing to its carbon emissions reduction

**Linked to:** GRI 13.1



**GOAL 8: DECENT WORK AND ECONOMIC GROWTH**  
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

**DMPL's Position**  
DMPL commits to protect labor rights, the right to freedom of association, and promote safe and secure working environments for all workers

**Contribution to the SDGs**

- 79% of DMPI Mindanao-based employees** are members of an Employee Union
- 73% of full-time and seasonal workers** in DMFI are union members
- 100% of Cabuyao-based employees** in the Bottling Plant are members of an Employees Council

**Linked to:** GRI 13.18



**GOAL 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE**  
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

**DMPL's Position**  
The Group advocates inclusive growth by providing opportunities for small and medium enterprises as part of 'Responsible Sourcing', promotes innovation, leverages technology to improve production efficiency and infrastructure

**Contribution to the SDGs**

- About **60% of DMPI suppliers** are small and medium enterprises supplying various products and services – e.g. papaya outgrowers, service providers, Nata de Coco supplier and wooden pallets supplier
- New product innovations contributed **9% of total Group sales**

**Linked to:** GRI 13.22



**GOAL 10: REDUCED INEQUALITIES**  
Reduce inequality within and among countries

**DMPL's Position**  
DMPL's Human Rights policy and Supplier Code of Conduct promote respect for human rights, and provide equal opportunity for all genders

**Contribution to the SDGs**

- DMPL has a Code of Business Ethics which serves as a guide for its close to **6,300 full time employees** in the U.S. and the Philippines, and about **4,700 seasonal workers** in DMFI
- Del Monte has Data Privacy, and a Policy and Data Relating to Health, Safety and Welfare of Employees that ensures employees are not discriminated on the grounds of nationality, ethnic group, religion, age and gender

**Linked to:** GRI 13.15, 13.20



**GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES**  
Make cities and human settlements inclusive, safe, resilient and sustainable

**DMPL's Position**  
Provide employees and communities with a safe and sustainable living environment

**Contribution to the SDGs**

- Del Monte in the Philippines provides close to **1,400 houses** and **50 dormitories** for plantation workers
- The **camp sites** around the plantation, where DMPI employees and their families reside, have schools, churches and sports facilities

**Linked to:** GRI 13.22

# DMPL'S CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS



**GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION**  
Ensure sustainable consumption and production patterns

### DMPL's Position

The Group implements 'Waste Reduction' in its operations through material reduction, recycling, reuse and repurposing, and promotion of clean emissions and effluent

### Contribution to the SDGs

- DMFI's paper-based products are **100 percent certified** by Sustainable Forestry Initiative® or Forest Stewardship Council®
- DMFI received **five Upcycled Certified™ recognition from Upcycled Food Association** by transforming surplus ingredients into new, high-quality products
- Del Monte in the U.S. re-diverted more than **25 million pounds** of food from landfills through upcycling and food donations
- DMPI reduced rigid plastic bottles and caps material usage by **9%**, tin cans by **7%** and stand-up pouches by **4%**

Linked to: GRI 13.8



**GOAL 13: CLIMATE ACTION**  
Take urgent action to combat climate change and its impacts

### DMPL's Position

DMPL commits to '**Net Zero Carbon Emissions**' by reducing its greenhouse gas emissions in its operations and implementing climate change risk mitigation including renewable energy and reforestation

### Contribution to the SDGs

- Del Monte Pacific Limited commits to achieving **net zero emissions by 2050**
- Both DMFI and DMPI are measuring their carbon emissions to include **scope 3** upstream and downstream GHG emissions
- Del Monte Foundation embarked on a multipartite agreement for **bamboo-growing** at the riverbanks and slopes of the Bubonawan watershed in Mt. Kitanglad to protect the watershed, prevent soil erosion and provide livelihood for Indigenous People

Linked to: GRI 13.1, GRI 13.2, GRI 13.4



**GOAL 14: LIFE BELOW WATER**  
Conserve and sustainably use the oceans, seas and marine resources for sustainable development

### DMPL's Position

The Group commits to protect marine and coastal ecosystems to avoid significant adverse impacts, and take action to conserve marine life by treating waste that goes to waterways

### Contribution to the SDGs

- Through the wastewater-to-energy facility, DMPI cleansed its Bugo facility water discharge at Macajalar Bay which has Biochemical Oxygen Demand levels better than government mandated **100mg /liter**
- 2% reduction** in the Group's Water Use Ratio in FY23 vs. FY22

Linked to: GRI 13.7



**GOAL 15: LIFE ON LAND**  
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

### DMPL's Position

DMPL commits to protect biodiversity through sustainable agricultural practices and reforestation, and promote environmental stewardship of natural resources

### Contribution to the SDGs

- 35,000 trees** were collectively planted by the Foundation and its partners for reforestation and soil conservation purposes
- The Foundation continues its **10-hectare agro forestry project** in Mt. Kitanglad with the indigenous community that grows coffee and bamboo for livelihood in order to protect the forest from denudation
- Del Monte Foundation and the Department of Environment and Natural Resources local office in Misamis Oriental collaborated to rehabilitate the mangroves in coastal areas through a **Mangrove Tree Growing Project**

Linked to: GHG 13.1, GHG 13.3, GHG 13.13



**GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS**  
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

### DMPL's Position

Part of DMPL's '**ESG Ethos**' is to uphold good governance, eliminate corruption and bribery in all its forms and promote industrial peace

### Contribution to the SDGs

- DMFI provides **anti-corruption training** biennially to management and certain personnel that interact with government officials
- DMPI has a stringent **policy against fraud and corruption** through the Code of Business Ethics, supplemented by the Employee Code of Conduct and Supplier Code of Conduct, which help employees and business partners to have harmonious business relationships
- DMPL's employees, suppliers and contractors should adhere to its **Human Rights policy and Supplier Code of Conduct**

Linked to: GRI 13.15, GRI 13.16, GRI 13.17



**GOAL 17: PARTNERSHIPS FOR THE GOALS**  
Strengthen the means of implementation and revitalize the Global Partnerships for Sustainable Development

### DMPL's Position

Del Monte Pacific pursues global partnerships with stakeholders for sustainable development

### Contribution to the SDGs

- The Group **engages stakeholders** such as Feeding America, Upcycled Food Coalition, SBTi, Rise Against Hunger, Packaging Institute of the Philippines and the Philippine Chamber of Food Manufacturers, Inc. as partners in the Group's sustainability goals

Linked to: GRI 13.9



# NOURISHING CONSUMERS

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



## NOURISHING CONSUMERS

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



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

Certifications of Del Monte Foods, Inc.	Hanford Facility	Toppenish Facility	Markesan Facility	Modesto Facility	Plover Facility	Yakima Facility	Puebla Facility	Rochelle Distribution Center
Non-Good Manufacturing Practices Project	✓	✓	✓	✓				
Organic	✓	✓		✓				✓
HALAL Certification	✓	✓			✓	✓		
Kosher	✓	✓	✓	✓	✓	✓	✓	
British Retail Consortium - Global Food Safety Initiative	✓	✓	✓	✓	✓	✓	✓	✓
Hazards Analysis and Critical Control Point Codex Alimentarius	✓	✓	✓	✓	✓	✓	✓	✓
Food Safety Plans	✓	✓	✓	✓	✓	✓	✓	
Good Manufacturing Practices	✓	✓	✓	✓	✓	✓	✓	✓
Food Safety Modernization Act - Preventive Controls Qualified Individuals	✓	✓	✓	✓	✓	✓	✓	

Certifications of Del Monte Philippines, Inc.	Bugo Cannery	Plantation	Freezing Plant	Juicing Plant	Cabuyao Beverage Plant	Toll Manufacturing Operations
Brand Reputation Compliance Global Standards (BRCGS)	✓		✓	✓		
Food Safety Modernization Act (FSMA)	✓					
Food Safety System Certification 22000 Ver. 5.1 (FSSC)	✓		✓	✓	✓	
GlobalGAP (IFA v5.2)		✓				
Good Manufacturing Practices (GMP)	✓				✓	
HALAL Certification	✓		✓	✓	✓	
HACCP	✓				✓	
ISO 17025 (Chemical Testing Lab)	✓					
Kosher Certification	✓		✓	✓		
Phil FDA LTO	✓		✓	✓		
PhilGap (Outgrowership)		✓				
PhilGap (Plantation)		✓				
Quality Management System (QMS ISO 9001:2015)	✓	✓				✓
Rainforest Alliance Sustainable Agriculture Standard		✓		✓		
US FDA LTO	✓		✓	✓		
Voluntary Control Systems of SGF International	✓			✓		



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# NOURISHING CONSUMERS



## PRODUCT SAFETY AND QUALITY

The Group ensures that consumers understand our commitment to conform to food safety standards and regulatory requirements through our food safety management system.

DMPL facilities have quality certifications which attest to the quality and safety of our products. Manufacturing programs have been established to mitigate hazards including periodic assessments facilitated by third-party certification agencies.

Del Monte conducts extensive Risk Assessment/Hazard Analysis and incorporates its actions to assure that the products and ingredients meet the highest standards prior to market launch.

Our toll manufacturers likewise adhere to the same commitment.



Workers in the Del Monte Freezing plant in Bukidnon

1. Del Monte Foods, Inc. (DMFI) products, from farm to consumer, are assessed for their nutrient profile, ingredient safety and packaging integrity.
2. DMFI designed and deployed a multi-layered quality system protocol to each of its facilities that begins with its executive leadership providing proper guidance and direction. This is further supported by manufacturing site procedures.
3. In FY23, DMFI facilities received an A or AA rating from the Global Food Safety Initiative.
4. Del Monte Philippines, Inc. (DMPI) is committed to Total Customer Satisfaction in providing food products that meet the highest global standards in food safety, quality, hygiene and service. The Company has a Food Safety and Quality Management System in place that ensures the safety and quality of our products.

### FY23 Audits on Plant Sites



Customer and Channel Development, Marketing and Commercial Joint Venture Operations teams with Philip G. Macahilig, Group Head of Philippine Market Commercial Operations, Sharon G. Tanganco, Chief Marketing Officer, and Eileen M. Asuncion, Group Head, Commercial Joint Venture Operations



## DEL MONTE FOOD SAFETY POLICY

Del Monte is committed to provide authentic food products that conform to food safety standards, to customers' specifications, and to statutory and regulatory requirements. The company is also committed to continual improvement of its Food Safety Management System and to nurturing a positive food safety and quality culture throughout the business.

We achieve this by maintaining a food safety management system throughout the food chain following a full hazard analysis of all food-related operations, by communicating the requirements of the Food Safety Management System to interested parties, and by ensuring that our people are trained to perform their duties well. We practice the company Vision and CHOICE Values as way of life.



## HEALTH AND NUTRITION

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

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



Del Monte products in the U.S. meet the Food and Drug Administration guidelines for fruit and vegetable servings, and our unique process, processing crops not far from the field, means that our products retain more nutrients than our competitors. Majority of our products are no-sugar-added/low-fat fruit products, and no-salt-added/reduced-sodium vegetable products compared to branded players.

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

To support DMPI's goal of Better Nutrition, R&D is evaluating a nutrient profile system to determine the health level and nutrition properties of the Company's products. Around 80% of DMPI's products provide better nutrition based on such evaluation. The Company's goal is to increase the proportion of products that provide better nutrition to 85%.

# NOURISHING CONSUMERS

## DMPI NUTRITION FACTS

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

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

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

### Del Monte products address micronutrient deficiency

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

### Plant-based functional ingredients' health benefits



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

### Del Monte Nutrition Facts

Del Monte products are within RENI range in terms of public health sensitive nutritional factors, such as total energy, total fat, saturated and trans fats, added sugars and sodium.

- a. Calorie level ranges 1 - 8%, a good contribution in a 2,490-calorie daily requirement
- b. Del Monte products are not sources of saturated or trans fats
- c. A significant number of products across all categories are good sources of dietary fiber, ranging 5 - 20%
- d. 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
- e. Thrust on "no added sugar" controls sugar levels of most beverage products within acceptable levels

Del Monte products address micronutrient deficiency in the diet:

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

Plant-based functional ingredients have health benefits:

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



International Commercial Operations with Tan Chooi Khim, Group Head



### PRODUCT INNOVATION

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

As a market leader that seeks to cater to consumer preferences, we understand that consumers are becoming increasingly mindful of the ingredients in their food and are often looking for positive health properties such as low-sugar, low-sodium or low-fat. Moreover, Del Monte have seen heightened interest in ready-made cooking ingredients as consumers double down on home meal preparation, health and wellness. This emphasis on health benefits has ongoing implications for product design and sourcing.

About 33% of DMFI's R&D spending is allocated to innovation. New products accounted for 9% of total sales in USA in FY2023 .



Innovation and renovation in the Philippine Market has largely focused on strengthening our core categories behind relevant functional benefits. New products contributed 8.5% of total FY23 sales of DMPI.

Del Monte Gut Love and Boost Me Fruit Cup Snacks with Infusions have been recognized as the Overall Snack Products of the Year by the 2023 Mindful Awards.



# NOURISHING CONSUMERS



DMFI R&D Team



DMPI Research and Development team with Iris P. Uy, Group Head

The Mindful Awards highlight conscious companies and products in the Consumer Packaged Goods (CPG) industry that stand up for what's right and take action to make a positive impact on people and the planet. This recognition speaks to Del Monte Foods' purpose as Growers of Good® to nourish people and the planet by making nutritious foods more accessible to all.

**Del Monte New Products in the U.S.**

**Del Monte New Products in the Philippines**



## TRACEABILITY

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

The Group's traceability program is frequently tested and results are used to drive continuous process improvements. Del Monte also maintains records that allow the Company to determine the source of the ingredients used in its products.



QA checking the pineapple products

**Del Monte Foods, Inc.**

**56**  
Total Exercises Conducted

100% traced

**Del Monte Philippines, Inc.**

**25**  
Total Exercises Conducted

100% traced



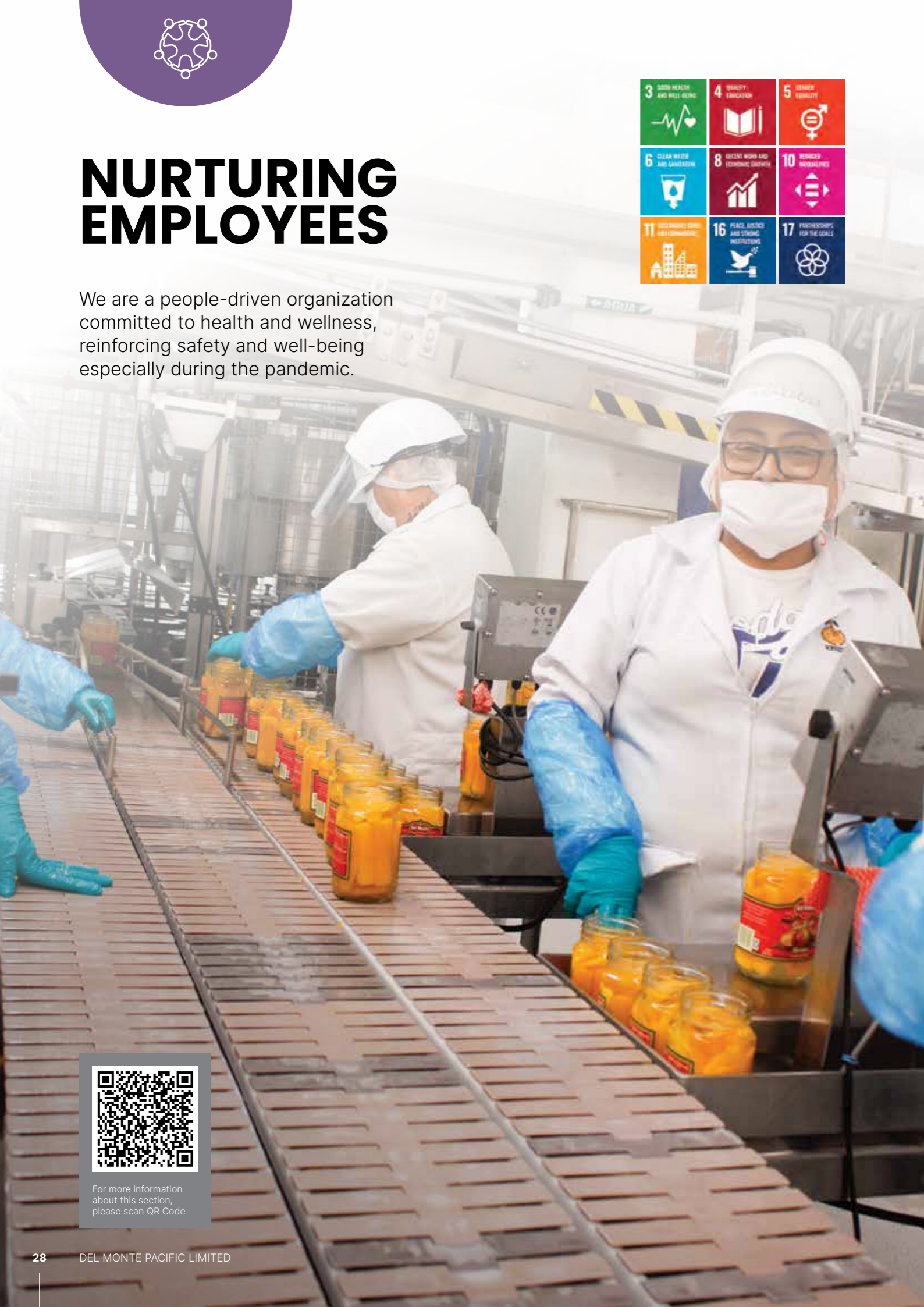
Marketing team with Sharon G. Tanganco, Chief Marketing Officer



# NURTURING EMPLOYEES



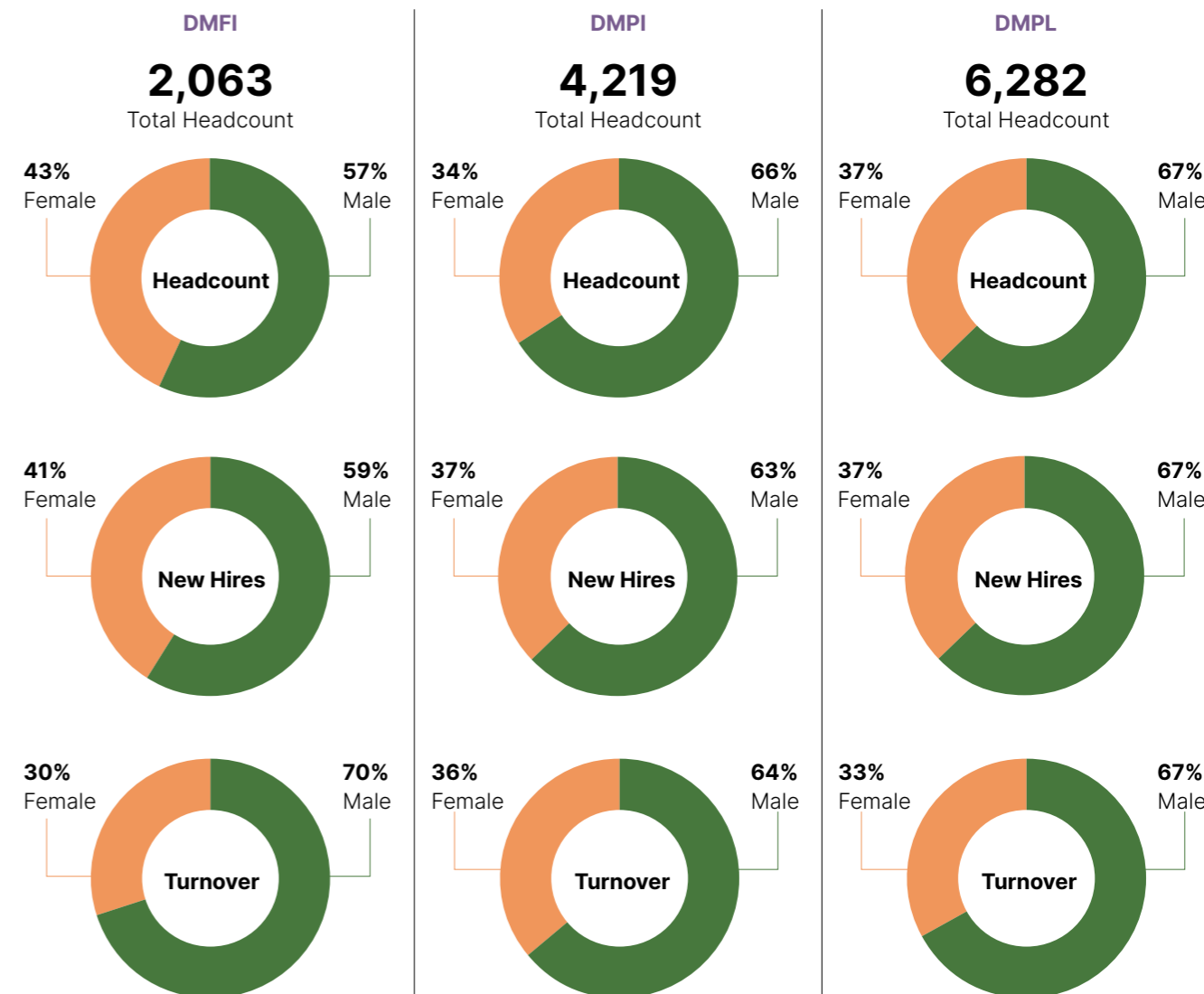
We are a people-driven organization committed to health and wellness, reinforcing safety and well-being especially during the pandemic.



## NURTURING EMPLOYEES

### Organization Profile

#### GENDER DIVERSITY



	DMFI	DMPI	TOTAL	%
<b>Headcount</b>				
Managers up	251	371	622	10%
Supervisors	467	679	1,146	18%
Staff/Rank and File	1,345	3,169	4,514	72%
New Hires	78	342	420	
Turnover	304	296	600	

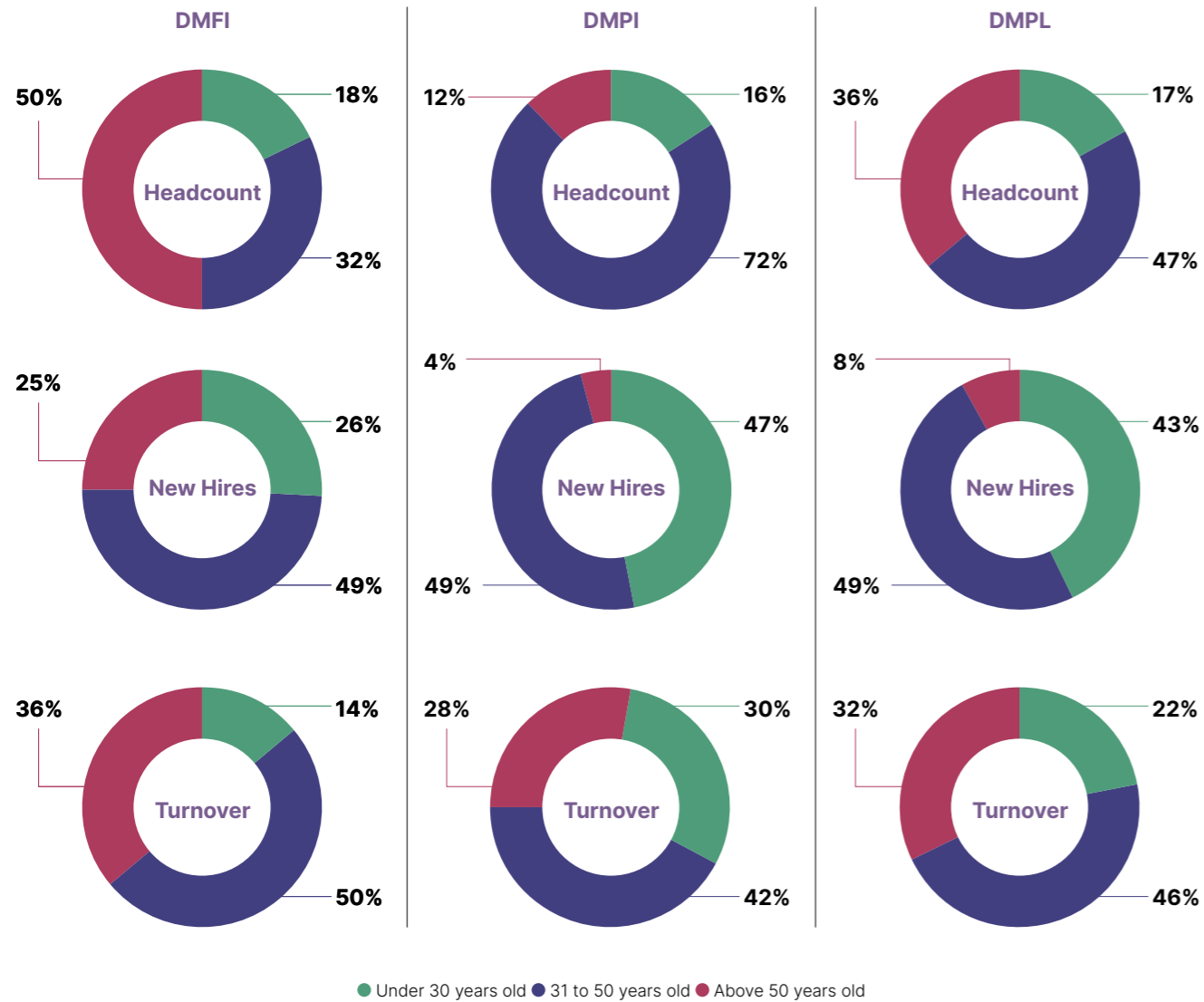


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# NURTURING EMPLOYEES

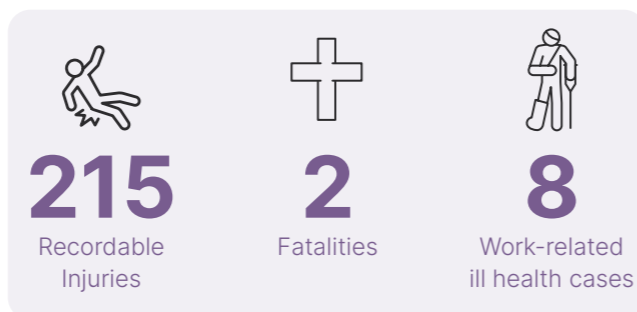
## AGE DIVERSITY



## TRAINING & DEVELOPMENT

	DMFI	DMPI	DMPL
Average Training Hours	8	16	11
Average Training Hours by Gender			
Male	9	16	12
Female	6	15	10

## INJURIES



DMPI JYCC employees with Luis F. Alejandro, DMPI President and Chief Operating Officer

Del Monte Pacific Limited (DMPL) is an organization committed to health and wellness, reinforcing employee safety and well-being especially during the pandemic. About 6,300 full-time regular employees and 4,700 seasonal employees of the Group work at our plantation, manufacturing facilities, administrative and marketing offices across locations. Close to 4,200 are based in Asia, mostly in the Philippines, while about 2,100 work full time in the United States and Mexico plus 4,700 seasonal employees that work during the packing season mostly in the U.S.

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



DMFI employees with Gregory Longstreet, DMFI President and CEO

# NURTURING EMPLOYEES



## FAIR WAGES AND BENEFITS

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

1. DMFI designs employee benefits that allow employees to select a package of coverage that meets their and their dependents' unique needs.

2. Del Monte in the U.S. offers Paid Parental Leave Benefits to eligible employees for bonding purposes under the Company's Family Medical and Leave Act (or state law equivalent) policy and offers six weeks of Paid Parental Leave following the birth, adoption, or foster placement of a child.

3. The Company offers additional benefits that help employees improve their quality of life, including an adoption assistance program, community service day allocation (one volunteer day time-off per year), product donations, and floating holidays (at designated locations).

4. In the Philippines, the Company pays workers above minimum wage and average industry rates and informs them about employment terms and conditions prior to their appointment. Memorandums of agreement with labor unions in the Philippines stipulate annual wage increases and enhancements in benefits for farm and factory workers.

5. DMPI provides benefits better than the minimum prescribed by the Department of Labor and Employment (DOLE). This includes health care benefits, leave benefits, life insurance coverage and retirement plan.



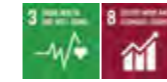
Bugo cannery workers in Cagayan de Oro, Mindanao



Del Monte employees in the Modesto facility in California, USA



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



## OCCUPATIONAL HEALTH AND SAFETY

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

Trained safety officers ensure workers follow the Group's safety management standards, identify risks, unsafe acts and conditions, provide guidance on improving the overall occupational health and safety performance and work conditions. These standards cover all our operations in the field, offices and manufacturing facilities in the US and the Philippines.

1. DMPL's U.S. and Philippine facilities have emergency response teams that plan for crises. They conduct regular Emergency Preparedness Drills to prepare employees against emergencies and natural disasters.

2. Del Monte Foods, Inc. (DMFI) Total Incidence Rate (TIR) is lower by 4% compared to prior year. This is lower than the standard of the Bureau of Labor Statistics (2015) 5.2 TIR for the fruit and vegetable canning industry. The company achieved this by focusing on increased training for our employees and standardizing our Standard Operating Procedures (SOPs).

3. DMPI Manufacturing TIR is also below that of the Philippine Statistics Authority (2015) TIR of 4.25 for the manufacturing sector, and complies with Article 168 of the Philippine Labor Code, further reinforced by Republic Act



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



Phillips Memorial Hospital run by DMPI

No. 11058 to ensure a safe and healthy work environment for employees.

4. 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.

5. In the Philippines, the Company's Phillips Memorial Hospital attends to the health care needs

of employees, their qualified dependents, and third party workers.

6. Del Monte provides medical staff in the manufacturing facilities and offices of the company to attend to medical emergencies as required by law.

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.

# NURTURING EMPLOYEES



DMPI Non-Mindanao QA team with Jonathan Biscocho, Director, Non-Mindanao Manufacturing and QA



## HUMAN RIGHTS AND LABOR STANDARDS

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

1. Del Monte's Human Rights policy is in line with the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights and the International Labor Organization Core Convention on Fundamental Principles and Rights at Work. Refer to the following link for more details. <https://www.delmontepacific.com/corporate-governance/ch-manual-1>
2. One provision of the Company's Human Rights Policy is to engage in meaningful consultation with potentially affected stakeholders, to respect the right of indigenous peoples to self-determination and the right to participation of communities where we operate.
3. 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 73% of Del Monte employees in the U.S. and 79% in the Philippines are part of labor unions and covered by collective bargaining agreements.
4. All labor must be voluntary. The Group prohibits the practice of forced labor, child labor (under 18 years of age) and other forms of exploitation of workers as stated in the DMPL Code of Business Ethics and the Philippine Labor Code.



Del Monte employees in the Yakima facility, Washington, in the U.S.

DMPI established an Employee Council in Cabuyao Bottling Plant for labor management concerns and a healthy work environment.

The Group's suppliers have to adhere to the Company's Supplier Code of Conduct which includes respect for human rights and compliance with labor practices. Suppliers are forbidden from using forced, bonded, prison, or indentured labor of any kind. The use of child labor as defined by local laws is strictly prohibited.



Growing our network of Employee Resource Groups (ERGs)

5. The Group's Code of Business Ethics denounces discrimination on any grounds. The Group has a Standard Against Discrimination which commits to promote a culture of equality in the workplace.

DMPL and its subsidiaries give equal opportunity to all applicants, treat them fairly and with respect, 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.



Del Monte Foods Asian American Workers Network, one of six Employee Resource Groups, with DMFI CEO Gregory Longstreet and Jeanette Naughton, VP Strategic Planning

6. Six Employee Resource Groups (ERGs) were established to support minority workers. These include affinity groups for women employees, LGBTQ+ employees, Black employees, Hispanic employees, and Asian American and Pacific Islander employees.
7. DMFI received a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index (CEI).

Equality Index (CEI). The CEI is the nation's foremost benchmarking survey for measuring corporate policies and practices related to LGBTQ+ workplace equality. Del Monte's efforts in satisfying all the CEI's criteria earned DMFI a top score and designation as one of the "Best Places to Work for LGBTQ+ Equality."



DMPI Supply Chain teams with Arnold C. Alvarez, Chief Supply Chain Officer



# DEVELOPING COMMUNITIES

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



## DEVELOPING COMMUNITIES



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

The Del Monte Pacific Group strives to improve the quality of life of communities where we operate. Del Monte Foods' Corporate Giving Program supports local and national organizations that make a difference.

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

The Foundation enables the Company to support over 100 communities in the provinces of Bukidnon and Misamis Oriental in Mindanao, southern Philippines. In FY23, the Foundation continued to mobilize resources and increase partnerships with stakeholders. The main focus areas of the Foundation are:

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

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

**3. Scholarships and Youth Development** – qualified children are given grants and benefit from quality education from elementary school to university through our academic, grants-in-aid, and sports scholarships.

**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 in the Philippines and United States.



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



For more information about this section, please scan QR Code

# DEVELOPING COMMUNITIES



## Community Health and Home Care Education

<p><b>30,700</b> <b>MOBILE CLINIC</b> consultations in 62 communities</p>	<p><b>1,540</b> <b>PATIENTS</b> served during medical and dental services</p>	<p><b>310</b> <b>FAMILIES</b> provided with toilet system in collaboration with Local Government Unit and Rotary Club</p>	<p><b>290</b> <b>FAMILIES</b> accessed the improved water system projects</p>
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## Technical Skills Training and Livelihood Development

<p><b>160</b> <b>GRADUATED</b> from 6 TESDA community- based skills training</p>	<p><b>130</b> <b>FAMILIES</b> provided with hogs to raise and breed for livelihood</p>
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## Education and Youth Development

<p><b>600</b> <b>SCHOOL CHAIRS</b> and 12 teacher's tables and chairs donated through Share-a-Chair program</p>	<p><b>300</b> <b>SCHOLARS</b> supported and 20 recently passed the licensure exam</p>
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**80**  
**IP FAMILIES**  
participated in Citronella growing initiated  
by the Foundation

**34**  
**SCHOOLS**  
provided with financial  
assistance

**22**  
**DAY CARE CENTERS**  
supplied with learning  
materials and toddler furniture

## Environment Conservation

**35,000**  
**TREES PLANTED**  
by the Foundation and  
partners

**25**  
**HECTARES OF BAMBOOS**  
planted in partnership with  
IP community

## Community Assistance

**560**  
**FAMILIES**  
received vegetable seed  
packs and fertilizers for  
home gardening

**6**  
**COMMUNITIES**  
in Sumilao provided with  
sports equipment

## SOME OF OUR PARTNERS IN COMMUNITY BUILDING



# DEVELOPING COMMUNITIES

## Youth Development



## Environmental Conservation



## Community Health



# DEVELOPING COMMUNITIES

## Livelihood Programs



## Community Assistance





# PRESERVING NATURE

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



## PRESERVING NATURE



Tomato harvest in the U.S.

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

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



**DEL MONTE PHILIPPINES, INC.**

### Environmental Policy

Del Monte Philippines, Inc. is committed to conduct business in a manner which protects the environment and all stakeholders through sustainable practices.

As one of the leaders in the food and beverage industry, we take an active role to conserve our natural resources, including land, water and air, and preserve the flora and fauna in our environment.

We commit to do the following:

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

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



For more information about this section, please scan QR Code



# PRESERVING NATURE



## FOOD SECURITY

Access to adequate food is part of human rights and should be available for everyone to enjoy. Del Monte commits to provide consumers sustainable, safe and nutritious food products across a wide variety of price points and value. The Group recognizes the importance of implementing sustainable agricultural and manufacturing practices to ensure the adequacy of food supply.

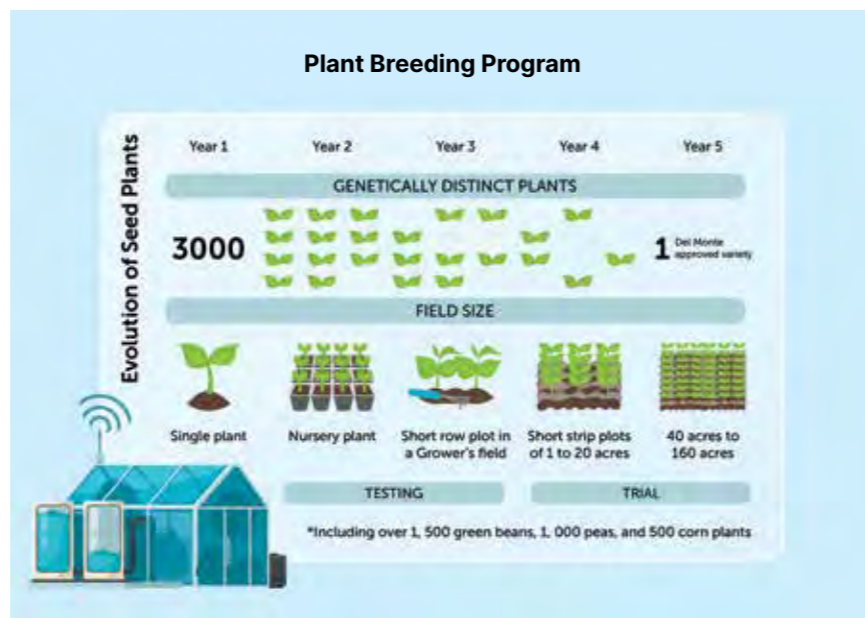
Food security has become a global issue. This has been exacerbated by challenges in farming such as climate change, production inefficiencies, harvest activities, supply chain and distribution, among others. If not mitigated, these challenges will result in decreased farm yields, increased food loss, and higher prices for food products.

The Group implements measures to mitigate risks and challenges and ensures availability and accessibility of nutritious food.

1. Del Monte Foods, Inc.'s (DMFI) Research and Development team develops new seed varieties that improve yields, reduce water usage and reliance on fertilizer and pesticides.
2. 90% of green beans and 30% of corn come from seeds developed by DMFI through its seed breeding program.



DMPL Chief Operating Officer, Luis F. Alejandro, visits a grapefruit orchard



3. New seed breeding lines are tested every year on pilot plots for product quality, yield, nutrient content, machine harvestability, drought, pests and disease resistance. Approved varieties are added to the Del Monte Foods Approved Variety List for use by any of its growers.
4. Del Monte in the U.S. works with growers and the Stewardship Index of Specialty Crops (SISC) to implement sustainable farming practices and ensure stable crop yields.

5. DMFI is also an Executive Board Member of the Canned Food Alliance which promotes many benefits of canned foods, including nutrition, convenience, affordability, year-round availability, and sustainability.
6. Del Monte Philippines' land use practices have been focused on improving plantation yield through ecologically friendly land preparation, use of sustainable planting materials, plant nutrient application, water source and plant disease management.
7. Del Monte in the Philippines obtained the Rainforest Alliance certificate for its fresh pineapple and juicing plant, recognizing that its plantation complies with standards and demonstrates the company's commitment to responsible stewardship of the environment, occupational health, safety and work conditions of employees, and development of communities near the plantation and facilities.
8. DMPI is certified GLOBALG.A.P., PhilGAP-Plantation and PhilGAP - Outgrowership. The certification includes Environment Management System (Site Management,



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

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.

9. 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.

Certification audits, including environmental audits, are conducted on a periodic basis to ensure the Company complies with certification standards.

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



Corn harvest in the U.S.

# PRESERVING NATURE

## LAND RESOURCE MANAGEMENT

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

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

Due diligence is conducted.

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



Pineapple field in Bukidnon, Philippines

4. Most of the lands the Company leases are either grasslands or planted agricultural lands. During the development of the area, non-arable lands serve as the habitat for flora and fauna.  
  
The Company also implements tree planting activities using a variety of trees and shrubs on some areas across the Plantation. Buffer zones are also observed from water bodies, populated areas and adjacent farms.
5. A team from the Company conducts a project presentation to the communities of the target expansion areas and identifies any concerns which Del Monte addresses accordingly.

6. When engaging suitable lands of Indigenous Peoples (IP) or Ancestral Domain lands for pineapple production, Del Monte secures a Free Prior and Informed Consent of the IP community to contract the ancestral land under the regulatory process of the National Commission of Indigenous Peoples (NCIP).  
  
Through consultations with the IP community and the guidance of the NCIP, Memorandum of Agreements are made, which outlines the roles, responsibilities and accountabilities of the Company, the IP community, and NCIP.



Tomato field ready for planting in the U.S.



Pineapple planting in Bukidnon, Philippines



## SOIL MANAGEMENT

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

1. DMFI proactively works closely with growers on sustainability initiatives and encourages farmers to work with qualified agronomists to innovate farm practices and technologies to boost crop yields, control pests and weeds, and protect the environment.
2. DMFI growers regenerate topsoil by rotating crops, using cover crops and applying organic

compost. Growing cover crops in the off-season reduces soil erosion and retains soil nutrients.

More than 50% of our growers use cover crops.

3. In the Philippines, DMPI is working on a soil conservation project to maintain land productivity, mitigate topsoil loss, prevent soil erosion and reduce loss of soil nutrients.
4. The Company plants cover crops as ground covers along main road shoulders before the boundary canal and maintains the grass levels on side slopes of permanent waterways to prevent erosion after heavy rains.
5. The Crop Growing Units use drone images to dredge ditches, install auxiliary canals and silting

basins for each field, and plants along river easement near pineapple fields to prevent soil erosion.

DMPI's Drone Program displays the land topography and monitors the pineapple field in Bukidnon and Misamis Oriental. Drone sensors produce a complete image of a field when planting is completed. Seeds take root and show growth within 2-3 months after planting.

6. The Company has a soil map used by our Agricultural Research Laboratory to regularly analyze soil nutrients except nitrogen and organic matter.
7. DMPI uses Meteoblue high-resolution weather data to measure the five-day and fourteen-day rainfall on location-specific, daily and hourly resolution forecast in each field.



Sunrise in pineapple plantation



Fresh Fruit Operations with Frank T. Molas, Group Head, Mindanao Operations



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



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

# PRESERVING NATURE



Bean field irrigation in the U.S.



## WATER MANAGEMENT

Water is one of Del Monte's impact areas with respect to growing and packing operations but access to it is threatened by climate change.

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

1. The Company proactively manages water use through efficiency measures, including selecting drought-resistant seeds, promoting drip irrigation and recycling water used in production in our cooling towers. We discharge used and treated water into spray fields, where it can re-enter and recharge groundwater stores and local streams.
2. All DMFI growers in central Washington State use center pivot irrigation so they are able to control their water use using only as much or as little as needed to grow their crops with no waste.
3. Three manufacturing facilities of DMFI operate in areas where the baseline water stress is 80% which is considered extremely high. These are our Hanford and Modesto facilities in California and Puebla plant in Mexico.
4. Over 98% of the Company's tomato growers in California utilize drip irrigation to manage water resources more efficiently, especially in drought-prone areas in the western United States.
5. At one of our sites in Yakima, Washington, DMFI installed a water recycling system that reuses the water that conveys its pears, resulting in water usage reduction of about 3,800 liters (1,000 gallons) per day.
6. To conserve freshwater usage and avoid water treatment costs, DMPI uses water from steam and pineapple juice of our evaporators, and from mill juice from our Reverse Osmosis (RO) system for Ultrafiltration System Clean-in-place (CIP) and Ion Exchange Plants regeneration.
7. The cannery and bottling plant operations in the Philippines monitor the Water Use Ratio (WUR), i.e. liters of water used per common case. DMPI's facilities WUR is 12% lower compared to the previous year, while the plantation operations WUR increased by 2% in liters per farm hectare due to more growing fields.
8. 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.



Using recycled water in washing pineapples



## 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 Philippines, in its effort to ensure water supply, started using commercial unmanned aerial vehicles (UAV) more commonly known as drones in its operations.



Reduce water usage versus the current Boom Spray practice



Eliminate workers' health exposure from manual spraying



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

# PRESERVING NATURE



## FERTILIZER AND PESTICIDE USE

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

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

1. In the U.S., CropTrak™ monitors cover crops, which help increase organic matter, reduce wind and soil erosion, sequester carbon, filter water, control weeds, and manage nutrients.
2. DMFI optimizes fertilizer use to ensure crops receive only as much fertilizer as is needed to produce healthy yields.
3. The Company employs the principles of IPM, including crop rotation and insect-resistant seed selection, to greatly reduce pesticide use, which can affect non-harmful insects.



Boom spray operations in Bukidnon, Philippines

4. DMFI bans pesticide application when pollinators, such as bees, are present.
5. The Company has reduced its pesticide use in green beans by 96% since 1980.
6. In the Philippines, Del Monte obtained the Rainforest Alliance certification. The Company implemented an IPM for its pineapple plantation. It has discontinued five pesticides and is depleting the stock of two other pesticides.
7. DMPI installed manure and black light traps as a natural method to prevent white grub infestation. It also installed a Grubs Alert System which targets chemical control against grubs more precisely.



## WASTE MANAGEMENT

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

1. DMFI is the industry's first canned vegetable manufacturer to be Upcycled Certified™. The Company received five upcycle certificates for its Blue Lake® Petite Cut Green Beans, Blue Lake® Farmhouse Cut Green Beans, Del Monte® Classics Cut Green Beans, Del Monte® Gut Love and Boost Me Fruit Infusions.



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

The majority of the Company's products come in steel cans, which have the highest recycling rate of any material. DMFI ships and protects products in corrugate, which contains 33% recycled content.

4. The paper-based products used by DMFI are 100% Sustainable Forestry Initiative® or Forest Stewardship Council® certified.
5. As members of the Sustainable Packaging Coalition® and Consumer Brands Association, we support improving recycling infrastructure and exploring new packaging options that are more widely recyclable and use a higher proportion of recycled content.

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



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

## DMPI's Weight Reduction and Optimization Program

Rigid Plastic	Tin Cans	Flexible Laminates	Corrugated Cartons
121 MT	482 MT	13 MT	12 MT
9%	7%	4%	4%

6. Del Monte in the Philippines pursues packaging sustainability goals to reduce its packaging carbon footprint.
7. DMPI implements ongoing plastic packaging reduction initiatives and has set a goal to use biodegradable PET bottles by FY2026.
8. To comply with the Extended Producer Responsibility Law, Del Monte in the Philippines submitted its waste diversion program to the DENR and targets to divert at least 20% of its CY22 plastic footprint in 2023.



River clean-up drive in Laguna, Philippines

## Recycled Content in DMFI Packaging



Del Monte employee checking the fresh tomatoes' quality

# PRESERVING NATURE



## CLIMATE CHANGE ADAPTATION AND ENERGY EFFICIENCY

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



Solar panels in Hanford facility in California

1. The Group takes a holistic approach to managing and mitigating risks posed by climate change by working across our value chain to measure climate impacts and implement adaptation initiatives.
2. About 90% of DMFI's vegetables, fruits and tomatoes are grown in the United States. The Company mitigates greenhouse gas (GHG)

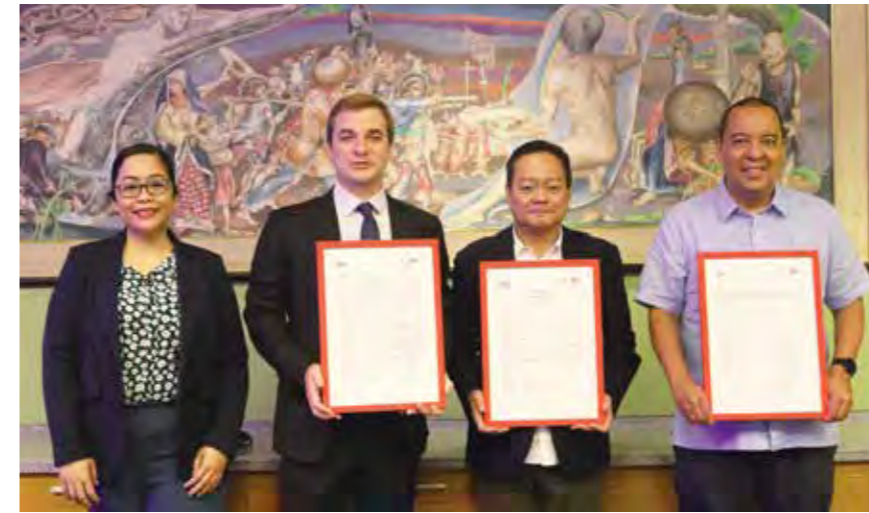
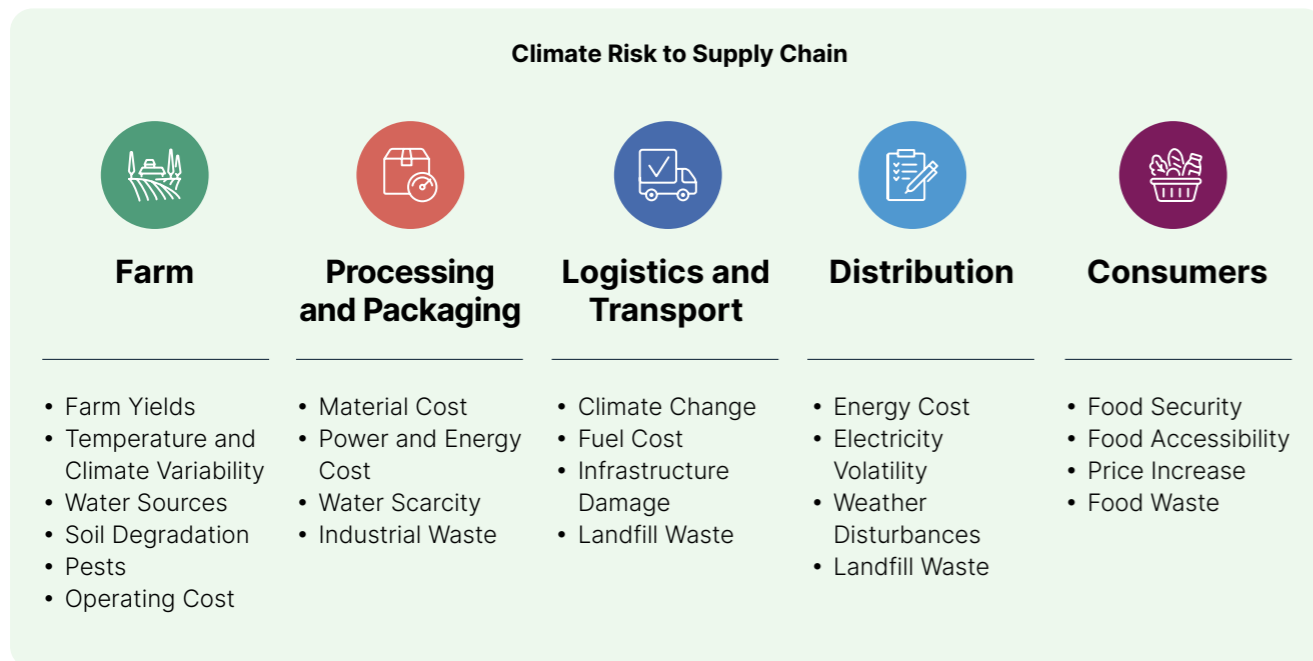
emissions by locating processing plants near our growers, on average, less than 100 miles apart, resulting in lower fuel use and fresher products.

3. The Company installed a new refrigerant system in its Yakima facility that replaced chlorofluorocarbons and hydrochlorofluorocarbons with ammonia, an alternative system

that does not use refrigerant gasses which have a global warming potential. The system has resulted in electricity savings and lower operating costs.

4. In the U.S., the Company increased shipments by rail by over 2.3 million miles, an increase of 45%, which eliminated 8,086 MTCO<sub>2</sub>Eq or the equivalent of 133,703 seedlings grown for one year.

### Climate Risk to Supply Chain

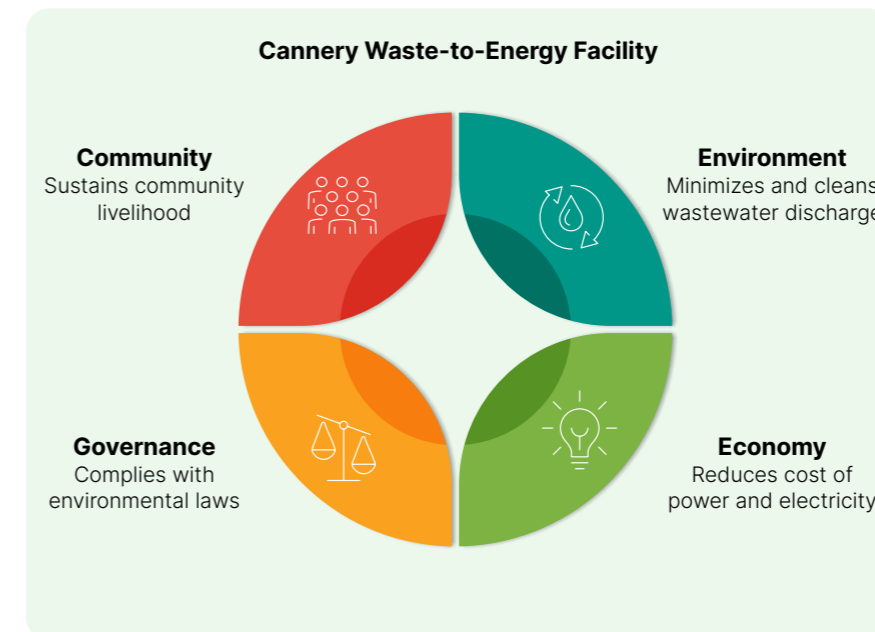


Luis F. Alejandro, DMPI President and COO, and Ignacio C.O. Sison, DMPI Chief Sustainability Officer, receive the negative Carbon Footprint verification report from representatives of BSI

5. The Group started monitoring its carbon emissions for scopes 1, 2 and 3 with FY22 as its base year. Del Monte in the U.S. and in the Philippines included its upstream and downstream activities.
6. DMPI's carbon sequestration through its vast 28,000-hectare plantation and around 665,000 trees planted to increase the forest cover around its plantation more than offsets DMPI's carbon emissions.

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

The waste-to-energy facility produced about 19% of the cannery's power requirement in FY23.



The Cawayanon Arboretum in Manolo Fortich, Bukidnon, Philippines



## ENVIRONMENT

1. The Del Monte Foundation pursued tree-growing efforts by partnering with schools and organizations in the plantation vicinity to gather tree-planting volunteers.
2. Our tree planting program in Mindanao, Philippines, uses mostly endemic tree species sourced from nurseries sustained by local indigenous people.

The Company has planted around 665,000 indigenous and commercial trees to date, including about 35,000 planted in FY23 in different areas of Bukidnon by the Del Monte Foundation, Plantation Operations, DEARBC cooperative, Xavier Science Foundation and Local Government Units for reforestation and soil conservation.

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

## PRESERVING NATURE



Philippine Hawk-Cuckoo (Cuculus pectoralis)



Chlorocyphidae Damselflies (Rhinocypha colorata)

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

5. Some of the tree species in our arboretum are Alagao, Dao Seriales, Molave, Sagimsiman,

Tuai and White Lauaan. Certain trees have grown over 17 meters (50 feet) high. The forest cover of DMPI is part of its pineapple operations' negative carbon footprint.

6. The Company has a risk management plan and corporate compliance report that includes potential risks and issues raised by stakeholders concerning

people, communities, and the environment.

7. We encourage our stakeholders to inform the Company of any environmental, regulatory and social issues. Issues brought to the attention of management are addressed accordingly.



Mindanao Finance plantation and cannery teams with Parag Sachdeva, CFO

## CLIMATE-RELATED REPORT



### INTRODUCTION

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

The company's operations have experienced first-hand how climate change has impacted its operations such as water stress in the U.S., drought caused by El Niño, and heavy rainfall due to La Niña in the Philippines. Del Monte in the Philippines also experienced more frequent typhoons in recent years.

DMPL commits to net zero carbon emissions goals by 2050. The goal is to reduce scopes 1, 2 and 3 carbon emissions and support the call to limit the rising of the global temperature. Del Monte Foods, Inc. (DMFI) has registered with the Science Based Targets Initiative (SBTi) to align with its net zero standards and define a measurable path not only to the net zero emissions goal, but also to

drive near-term, consistent progress for reducing emissions across the supply chain versus specific 2030 emissions reduction targets as aligned with SBTi criteria. Del Monte Philippines, Inc. (DMPI) expanded its scope 3 GHG emissions report to include emissions of our toll packers, top suppliers, transportation and logistics service providers.

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

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

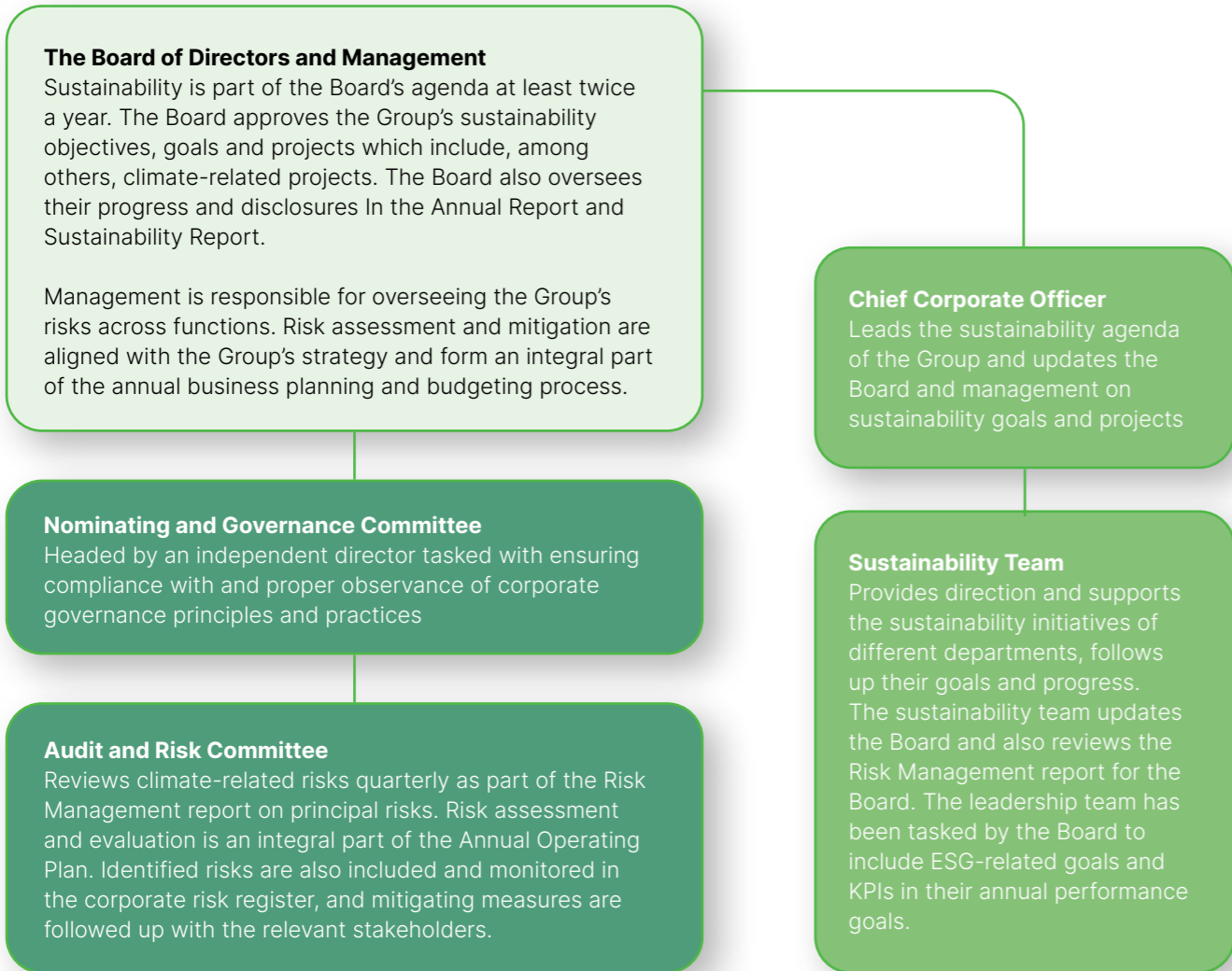
### GOVERNANCE

#### Board Oversight

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

DMPL's governance on climate change is evolving. Management is responsible for overseeing the Group's risks across functions. Risk assessment and mitigation are aligned with the Group's strategy and form an integral part of the annual business planning and budgeting process. Climate-related risks and its impact on DMPL's business have been part of the Company's risk assessment.

# CLIMATE-RELATED REPORT



## Next Steps

We have engaged an independent third party firm to conduct a materiality assessment of the company's material topics, including climate change. DMPL will continue to benchmark with the best practices of leading organizations, engage experts on climate change, and include climate-related challenges in decision making on strategy and performance objectives.

## STRATEGY AND RISK MANAGEMENT

### Scenario Analysis

Part of strategy development is to use scenario analysis of possible outcomes brought about by climate change. Scenario analysis can aid companies as a tool for strategic planning and risk management. The Company engaged an external firm to conduct a climate scenario analysis of our operations in Mindanao, Philippines. The results will form part of the Group's climate-related risks and opportunities which we will report on next fiscal year.

Task Force on Climate-Related Financial Disclosures (TCFD) requires companies to assess

their resilience under different external conditions. Companies can use the Intergovernmental Panel on Climate Change (IPCC) and the Representative Concentration Pathway (RCP) on greenhouse gas emissions using climate model simulations to project their consequences. The information published by the IPCC



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

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

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

Pear Orchard Bloom in the U.S. Del Monte Foods, Inc. (DMFI), a subsidiary of DMPL, operates eight manufacturing facilities in North America focused on the canning of vegetables and fruits. Vegetable plants are located in Washington and Wisconsin, while fruit plants are located in California, Washington, and Mexico, and one tomato plant is located in California.

DMFI has a seasonal production cycle that generally runs between the months of June and October. This seasonal production primarily relates to the majority of processed vegetable, fruit and tomato products. The seasonal nature of DMFI's fresh harvest leaves the company vulnerable to extreme weather events that could affect crop development or crop harvest as there is only one main season per year that we are able to source our raw materials.

Climate change poses a risk to the business as weather patterns across the United States and Mexico have changed since the company started



Pear Orchard Bloom in the U.S.

its operations in its growing areas. Wind storms, droughts, extreme heat, and extreme rainfall are increasing in these areas, which may affect agricultural output and the operations of production facilities.

DMFI has been adapting its agricultural procurement practices to address potential disruptions caused by changing weather conditions, which may result in higher cost of operations, decreased production

output and profitability. The Company has implemented various measures to protect itself from the business impacts of climate change.

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

## DMFI Mitigating Measures against Climate Change

Breed seeds for peas, beans, corn, and spinach to exhibit beneficial characteristics such as high yield, hardiness, and pest-resistance which increases their resilience to chronic climate-related events and changing climatic zones, such as drought and increasing pest pressures.

Issue monthly crop reports monthly during planting and harvesting seasons detailing how weather events affect the quality and recovery of contracted crops, and to manage raw product inventory.

Source raw materials from a number of regions instead of a single region and have back-up procurement on hand.

Embark on an irrigation optimization project with growers, other food processors, and the California Tomato Growers Association to optimize water use while maintaining crop productivity, thus lessening the strain of drought.

Install a combined heat and power system, selective catalytic reduction unit, condensing economizer, and backpressure turbine generator in the boiler system of its Modesto, California facility that cut natural gas use by 20%.

Implement lighting, compressed air, and other electric efficiency upgrades that reduced energy use by 12%.

Purchase a previously leased solar power generation installation in Hanford, California to reduce our energy bills and emissions.

Work with growers to mitigate their GHG emissions and manage their water use.

# CLIMATE-RELATED REPORT



Pineapple field in the Philippines

## Climate-related Risks in the Philippines

DMPI, a subsidiary of Del Monte Pacific Limited, operates a 28,000-hectare pineapple plantation in Bukidnon and Misamis Oriental, Philippines and a Processing Plant in Bugo, Cagayan de Oro City. Pineapple-related products account for a large component of the Company's total production and revenue, and pineapples comprise the Company's main crop. About 66% of DMPI's total revenue is from the sale of pineapple-related products sourced from its Mindanao plantation.

DMPI's business is susceptible to natural phenomena, such as weather disturbances and other natural disasters. The Philippines, which is located along the Pacific Ring of Fire and a typhoon belt, experienced a number of major natural catastrophes over the past years, including typhoons, volcanic eruptions, earthquakes, tsunamis, mudslides, fires, droughts and floods related to El Niño and La Niña weather events, respectively. DMPI's plantations are located in northern Mindanao, which is outside the typhoon belt and earthquake faults. The plantations are located on a high elevation which minimizes the risk of flooding. However, there is no assurance that natural catastrophes

will not materially disrupt the Company's business operations in the future.

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

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

DMPI Mitigating Measures against Climate Change
Enforce land and preparation activities, soil management practices and reinforcing root health, among others.
Implement Seed-to-Mouth program and strictly comply with good agricultural and manufacturing practices.
Manage the potential impact from drought or heavy rainfall and floods by planting crops on various locations over a large area to minimize tonnage loss.
Use backhoes and wheel tractors as towing gnits for continuity of harvest during wet conditions.
Implement the Business Continuity and Disaster Recovery Plans to mitigate the effects of environmental incidents such as El Niño and La Niña.
Use Unmanned Aerial Vehicles (drones) to monitor crop health and enhance field design.
Employ proactive cost management across the plantation operations to reduce higher pineapple cost resulting from climate-related risks.
Insure potential damage and economic loss resulting from climate-related catastrophes through a business interruption insurance.

## RISK MANAGEMENT

		Probability		
		Low	Medium	High
Impact	High	Urgent	Critical	Critical
	Medium	Pre-emptive	Urgent	Critical
	Low	Pre-emptive	Pre-emptive	Urgent

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

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

The Board believes that risk management provides the framework for management to assess climate-related risks and embrace a mindset of resilience. The Group identifies and manages climate-related risks to reduce the uncertainty associated with executing our business strategies and to maximize opportunities that may arise. Climate risks can take various forms and can have material adverse impact on our operations, human resources and financial performance. Mitigating measures are implemented to address these risks.

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

## METRICS AND TARGETS

Del Monte Pacific Limited has set environmental, social and governance goals for the Company. The Group strives toward its ambition to reduce its environmental impact. Our focus is on safeguarding the environment by mitigating 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 our operations.

DMPL commits to net zero emissions goals by 2050. The goal is to reduce scopes 1, 2 and 3 carbon emissions

and supports the call for countries to limit global temperature rise to 2°C.

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

The targets are included in the Goals and Progress section on page 11, and the metrics are found in the "DMPL's Environmental, Social and Governance (ESG) Metrics" section on page 12 of this report.

DMPL is committed to setting climate goals for a healthier planet, healthier produce and healthier people. The Group's business depends on responsible stewardship of nature, the source of our produce. Part of this responsibility is to ensure we reduce our net carbon emissions. Del Monte continues to invest in the present to sustain our future.



DMPL Sustainability Team with Ignacio C.O. Sison, Chief Corporate Officer, and Molly Laverty, DMPI Director, Environmental, Social and Governance (ESG)





# STRENGTHENING GOVERNANCE

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



## STRENGTHENING GOVERNANCE

DMPL's corporate governance structure ensures that the Board and management are accountable to shareholders while operating in an ethical manner. Its Board of Directors directs the long-term strategy of the Group, evaluates

the performance of the Board and Management, reviews material issues, and provides guidance on matters relating to governance.

The Group has implemented a set of environmental, social and governance (ESG) related key performance indicators based

on the recommendation of the Singapore Exchange.

For more information regarding our governance principles, please refer to our FY2023 Annual Report at [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).



Lead Independent Director Benedict Kwek Gim Song receiving the Best Managed Board Award



Independent Directors Benedict Kwek Gim Song and Yvonne Goh with the Best Managed Board Award

### Our Recognitions

#### SINGAPORE CORPORATE AWARDS



15 Awards

##### Best Managed Board

Gold 2010 | 2015  
Silver 2022

##### Best Chief Financial Officer

2010

##### Best Investor Relations

Gold 2011 | 2017  
Bronze 2014

##### Best Annual Report

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

#### SINGAPORE GOVERNANCE AND TRANSPARENCY INDEX



Ranked 12

Highest Ranked Mid-Cap Company  
2020 | 2022

Top 2.5% among 489  
Singapore-Listed Companies

#### SECURITIES INVESTORS ASSOCIATION (SINGAPORE)



9 Awards

Corporate Governance Award  
2014 | 2019 | 2021 | 2022

Transparency Company  
2001 | 2013 | 2017

Shareholders Communications  
Excellence  
2018 | 2019

#### ASEAN CORPORATE GOVERNANCE



ASEAN Asset Class

High score in ACGS 2021  
2022

Ranked 23 among Top 100  
Singapore-Listed Companies  
2017

#### INVESTOR RELATIONS PROFESSIONALS ASSOCIATION (SINGAPORE)



Best IR Website

Among 700  
Singapore-Listed  
Companies Evaluated  
2017



For more information about this section, please scan QR Code

# STRENGTHENING GOVERNANCE



## BOARD GOVERNANCE



### DMPL BOARD OF DIRECTORS

Seated from left:

Joselito D. Campos, Jr., Rolando C. Gapud, Yvonne Goh

Standing from left:

Benedict Kwek Gim Song, Godfrey E. Scotchbrook, Edgardo M. Cruz, Jr. and Emil Q. Javier

## SUSTAINABILITY GOVERNANCE STRUCTURE OF DMPL

### Board of Directors

4 Independent Directors  
3 Executive Directors

- Approves sustainability goals, policies and frameworks
- Monitors the integration of sustainability into management processes
- Oversees sustainability targets and overall sustainability performance
- Administers the implementation of sustainability plans, policies and frameworks
- Develops shareholder engagement
- Approves material disclosures

### Audit and Risk Committee (ARC)

4 Independent Directors

Reviews key and emerging risks, mitigation plans and progress, including environmental, social and governance risks that pertain to:

- Climate impact
- Supply chain
- Organization
- Cybersecurity
- Compliance
- Reviews financial performance, reporting governance and assurance

### Nominating and Governance Committee (NGC)

4 Independent Directors  
2 Executive Directors

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

### Remuneration and Share Option Committee (RSOC)

4 Independent Directors

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

### Corporate Sustainability Chief Corporate Officer

- Works closely alongside board members and senior management team to align corporate sustainability strategies
- Leads the sustainability agenda in the quarterly Board meeting
- Oversees and aligns the Group's risk assessment and mitigation strategies
- Monitors and reinforces all sustainability-focused projects and efforts
- Ensures compliance with the regulatory standards and requirements
- Communicates transparently to internal and external stakeholders

### Business Units of Subsidiaries Leadership and Sustainability Teams

- Informs respective team of the assigned sustainability goals integrated in the Department's KRA
- Disseminates the company's sustainability efforts to internal and external stakeholders, particularly concerning their environmental footprint, health and safety, energy efficiency, and social responsibility
- Complies with the company's specific business objectives, processes, and sustainability strategies to meet its goals

# STRENGTHENING GOVERNANCE

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

1. DMPL maintains corporate governance principles. Four out of seven members of the Board are independent directors. Three chairpersons and all members of two Board committees (Audit and Risk, and Remuneration and Share Option) are independent directors. The Company's Board is accountable to the shareholders.
2. Four out of six members of the Nominating and Governance Committee (NGC) are independent directors. The NGC has formalized procedures for the selection, appointment and re-appointment of Directors. Letters of appointment are issued to new Directors setting out their duties, obligations, and terms of appointment, as appropriate.

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. Independence is taken to mean that Directors are independent in conduct, character and judgement, and have no relationship with the Company, or its related corporations, its substantial shareholders or its officers that could interfere, or be reasonably perceived to interfere, with the exercise of the Director's independent business judgment in the best interest of the Company.

Disclosures of Directors' interests and their interest in transactions are standing agenda items in all Board meetings, and such

disclosures would be circulated and tabled for Board members' information, as appropriate.

4. The Board has adopted a Board Diversity Policy which recognizes the importance of diversity. The Board firmly believes that its effectiveness and decision-making will be enhanced as it harnesses the variety of skills, industry and business experiences, gender, age, ethnicity and culture, geographical background and nationalities, tenure of service, and other distinguishing qualities of its own diverse Board. The NGC is responsible for administering this policy and for evaluating it annually.
5. The Group's Board is headed by the Executive Chairman and performs the following duties –
  - a. Steers the leadership and ensures the effectiveness of the Board in all aspects,
  - b. Leads its relationships with stakeholders
  - c. Sets the course for the Company to reach greater heights
  - d. Sets the tone of Board meetings
  - e. Pilots acquisitions, joint ventures and strategic alliances of the Company



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

6. The Board is required to undergo annual training relevant to the effective discharge of their responsibilities.
7. Five directors have completed the Sustainability E-Training for Directors in 2022, as required by the SGX.
8. Sustainability, compliance and risk matters are reported regularly to the Board.
9. DMPL prohibits designated people within the Group, including Directors and key management personnel, to deal with the Company's securities during closed window periods or while in possession of unpublished material or price-sensitive information, or to provide such information to others in compliance with the Security Dealings Policy.
10. The Group implements a Whistleblower Policy to deter and uncover any corrupt and unethical act detrimental to its interests that may be committed by officers and employees, as well as third parties or any other persons such as suppliers and contractors.



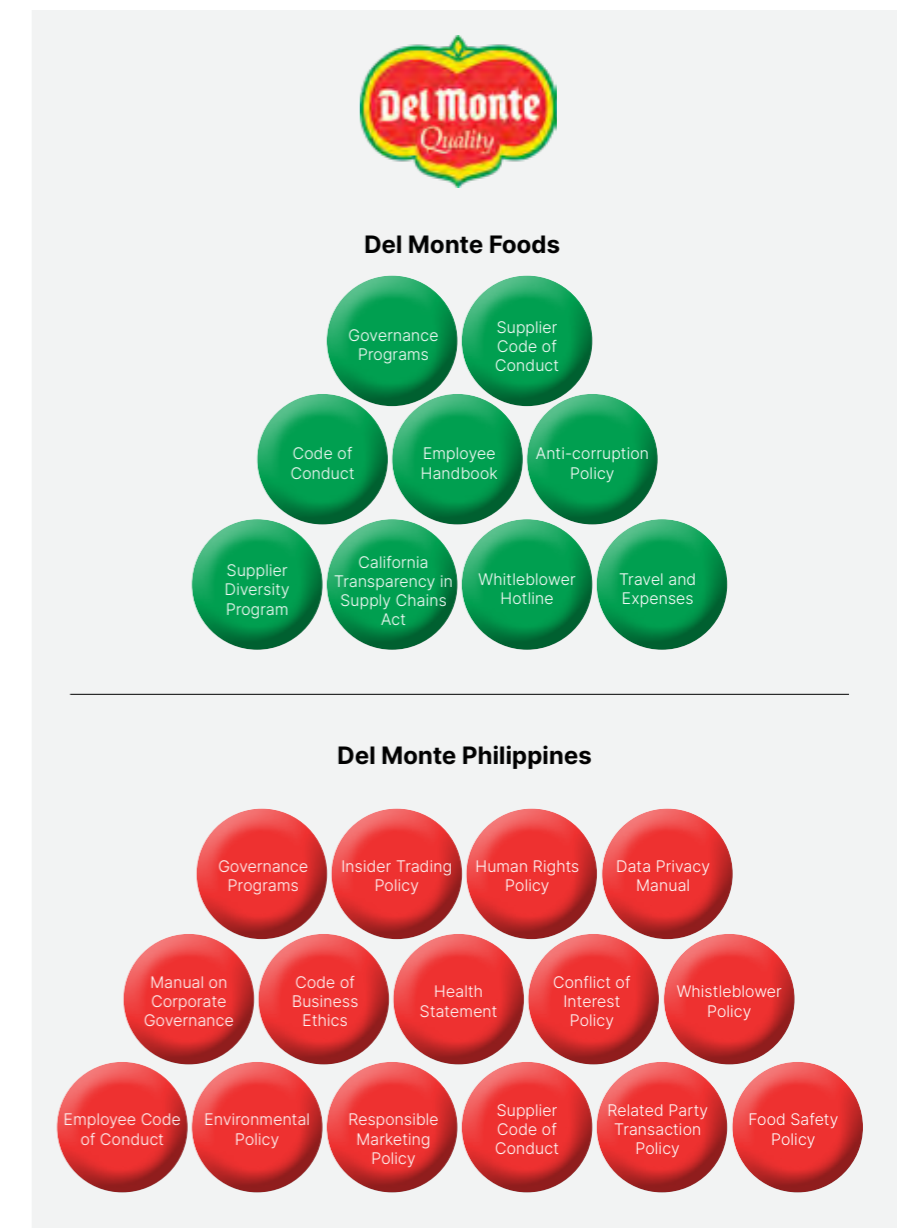
## ETHICS AND INTEGRITY

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

1. Del Monte Foods, Inc.'s (DMFI) Code of Conduct, prohibits employees, contractors and consultants from engaging in any bribery, payments, and improper influence, directly or indirectly that induces government employees, employees of government-controlled businesses, political parties or candidates.
2. DMFI adopted the International Anti-Corruption Policy to establish the specific standards and procedures to be followed by employees, consultants and business partners to prevent official corruption and improper payments in the conduct of Del Monte's business worldwide.
3. Anti-corruption training is provided to management and certain personnel that may potentially interact with government officials, including personnel from Legal, Accounting, HR, Procurement, Internal Audit, Operations and Accounting in foreign subsidiaries. The training is provided to this group biennially and training is tracked and followed up by HR to ensure its completion.



Directors visiting Modesto Plant in California with Management



## STRENGTHENING GOVERNANCE

4. DMFI's goal is to incorporate anti-corruption provisions into third party contracts and purchase order terms and conditions. Its Supplier Code of Conduct was provided to new suppliers and is available at: <http://www.delmontefoods.com/sites/default/files/Del-Monte-Foods-Supplier-Code-of-Conduct.pdf>
5. Del Monte in the U.S. has a Lighthouse whistleblower hotline in all U.S. locations and subsidiaries, which offers web access, international numbers, and multilingual agents 24/7. This is aligned with the prescribed Anti-Corruption program of the U.S. Department of Justice.
6. Del Monte Philippines, Inc. (DMPI) has a manual on Corporate Governance that embodies the Company's governance framework. The Company's Board has approved DMPI's related party transactions and interested party transactions policies.
7. The Company has a Code of Business Ethics which directors, management, and all employees adhere to. All employees are required to disclose related party transactions and conflicts of interest.
8. DMPI has a stringent policy against fraud and corruption. The Code of Business Ethics is supplemented by the Employee Code of Conduct and Supplier Code of Conduct to guide employees and suppliers in making decisions every day.
9. Training on the Code of Business Ethics, Employee Code of Conduct and Supplier Code of Conduct is part of the onboarding of new employees which includes related party transactions, conflict of interest, anti-corruption and fraud.
10. The Company's whistleblower hotline is accessible to employees, suppliers, customers and other third parties, translated in different dialects.
11. DMPI updates its Business Continuity Plan (BCP) annually to prevent threats and disruptions. The pandemic did not create a substantial disruption to the Company since its BCP was in full gear.
12. Del Monte performs periodic internal audits to assess corporate, facility, and subsidiary processes and ensure compliance with policies to mitigate risk of breaches, fraud, and both financial and reputational damage.
13. 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. The Internal Audit department also coordinates with the External Auditor.
14. DMPL strengthens governance through data protection, privacy, and cybersecurity. IT assets are vital to support tactical business functions. In line with this, the Group is revisiting the process of its Information Security Policy at least annually, to set forth high-level controls for protecting information and assessing compliance.
15. The Group is likewise committed to protecting its confidential business data and privacy of individuals. DMPL complies with cybersecurity laws and regulations.



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



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



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



# SUSTAINING GROWTH

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



## SUSTAINING GROWTH



Del Monte Philippines Beverage plant in Laguna, Philippines

Del Monte Pacific Ltd. (DMPL) believes that its operations have contributed to regional economic growth, creating a multiplier effect on the local economy by fueling businesses which support the Group, and serving the day-to-day needs of our employees and their families.



### ECONOMIC IMPACT

DMPL has 6,300 regular employees in the Group, close to 4,700 seasonal employees in the U.S. and about 17,700 service providers who work in different areas of our operations in the Philippines.

DMPL's relationships with farmers extend to more than three generations. Vegetables, fruits and tomatoes are contractually grown on farms. Some Del Monte fruit growers include farm families that have produced for Del Monte for over



S&W Deluxe Fresh Pineapples

70 years. Our Company's growth has a positive benefit on farms across the U.S.

Our pineapple plantations in southern Philippines encompass 3 cities and 25 municipalities in

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



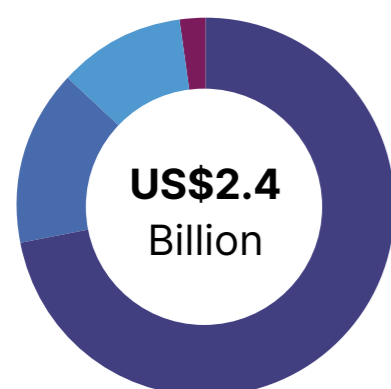
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# SUSTAINING GROWTH

## ECONOMIC VALUE ADDED

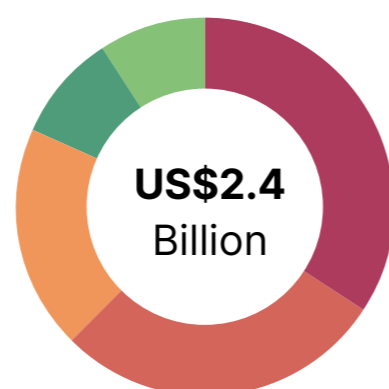
	FY23	FY22	FY21
<b>Direct economic value generated</b>	<b>2,421,313</b>	<b>2,342,086</b>	<b>2,162,709</b>
Revenue	2,421,313	2,342,086	2,162,709
<b>Economic value distributed</b>	<b>2,143,971</b>	<b>2,068,236</b>	<b>1,929,210</b>
Operating costs	2,077,917	1,965,986	1,839,267
COGS	1,814,320	1,719,429	1,606,746
Distribution & Selling	194,648	187,478	169,339
G&A and Others	68,950	59,079	63,182
Employee wages & benefits	97,250	108,013	111,096
Payments to providers of capital	48,887	62,670	62,670
Payments to government	17,283	39,666	27,346
Community investments	432	710	423
<b>Economic value retained</b>	<b>277,342</b>	<b>273,850</b>	<b>233,499</b>

## DMPL FY2023 SALES



### By Geography

Americas	72%
Philippines	15%
Asia ex-Philippines	11%
Europe	2%



### By Product

Packaged Fruit	34%
Packaged Vegetable	28%
Culinary	19%
Fresh Fruit and Others	9%
Beverage	9%

- Del Monte Pacific grew sales by 3% to US\$2.4 billion on higher U.S. and international sales.
- Gross profit and EBITDA were down by 2.5% and 6.2% to US\$607 million and US\$329.7 million, respectively, on higher costs.
- DMFI generated US\$1.73 billion of sales or about 72% of Group sales, higher by 5%, driven by sustained growth across almost all categories, attributed to pricing adjustments, distribution gains for vegetable and JOYBA bubble tea, increased sales of fruit cups, as well as incremental sales of US\$35.1 million from Kitchen Basics.
- Philippine market sales were up 7% in peso terms, but down 4% in US dollar terms, on higher culinary, beverage and new product sales, while the international business delivered 11.5% higher sales on increased fresh and packaged product sales.
- Net income declined to US\$16.9 million from US\$100 million due to one-off costs of US\$55.2 million (post tax and non-controlling interest), of which US\$50.2 million was booked in the first quarter as DMFI redeemed its Notes and refinanced it with a



Del Monte 100% Pineapple Juice Fiber-Enriched



Kitchen Basics broth



Take Root Organics tomato products

long-term credit facility that has lower interest rates.

Without these one-off costs, DMPL EBITDA and net income would have been US\$337.2 million and US\$72.2 million, lower by 4% and 28%, respectively.

For more information on our performance, please refer to the Operating and Financial Review on pages 37 to 44 of Del Monte Pacific's FY2023 Annual Report.

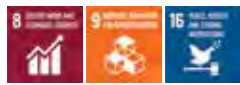


DMPI Mindanao Finance Team with Ma. Marieta F. Brugada, Finance Head, Mindanao Operations and Accounting

# SUSTAINING GROWTH



Wysocki Produce Farms, one of Del Monte's growers



## RESPONSIBLE SOURCING PRACTICES

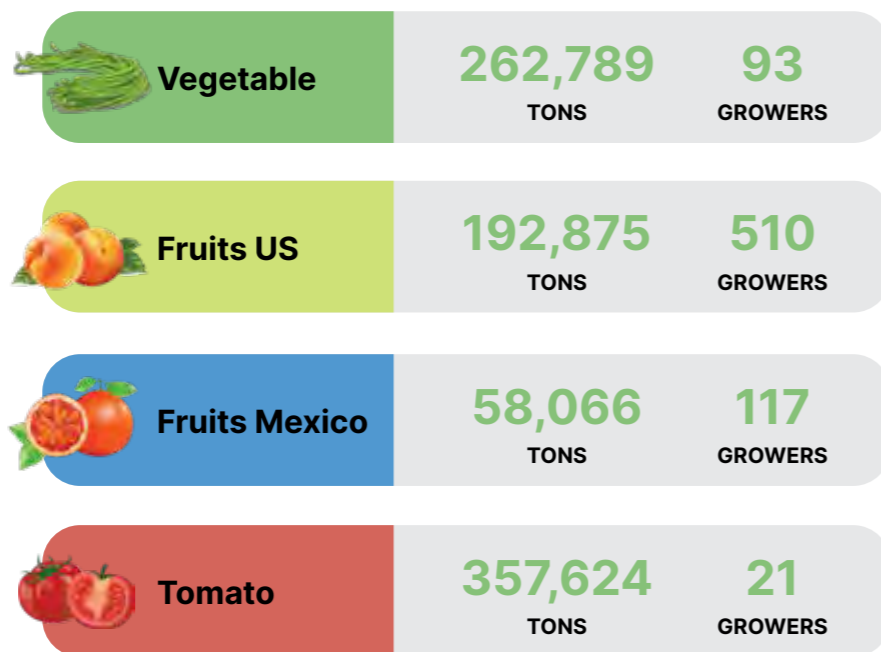
The Group recognizes the importance of building a strong partnership with its suppliers. DMPL conducts business with its customers conforming to integrity, mutual interest, and fairness.

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>

3. Del Monte Foods, Inc. (DMFI) is one of the largest producers, distributors, and marketers of premium quality, branded vegetables, fruits and tomatoes for the U.S. retail market. DMFI contracts with about 740 growers across the U.S. and Mexico, which supply about 870,000 tons of produce.



6. Del Monte in the U.S. has a Supplier Diversity Program that enables small and diverse businesses to be considered fairly as subcontractors and suppliers.
7. Close to 60% of DMPI's suppliers are considered small and medium enterprises. These suppliers undergo the supplier accreditation process of the Company and are evaluated based on performance - quality, delivery, and competitiveness.
8. In selecting suppliers, DMPI applies its Supplier Quality Management Program to assess the quality and delivery performance, feedback, and continuous improvement programs for all material suppliers and toll manufacturers.



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



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



# SUSTAINABILITY FRAMEWORK

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



## SUSTAINABILITY FRAMEWORK



Pineapple field in the Philippines

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

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

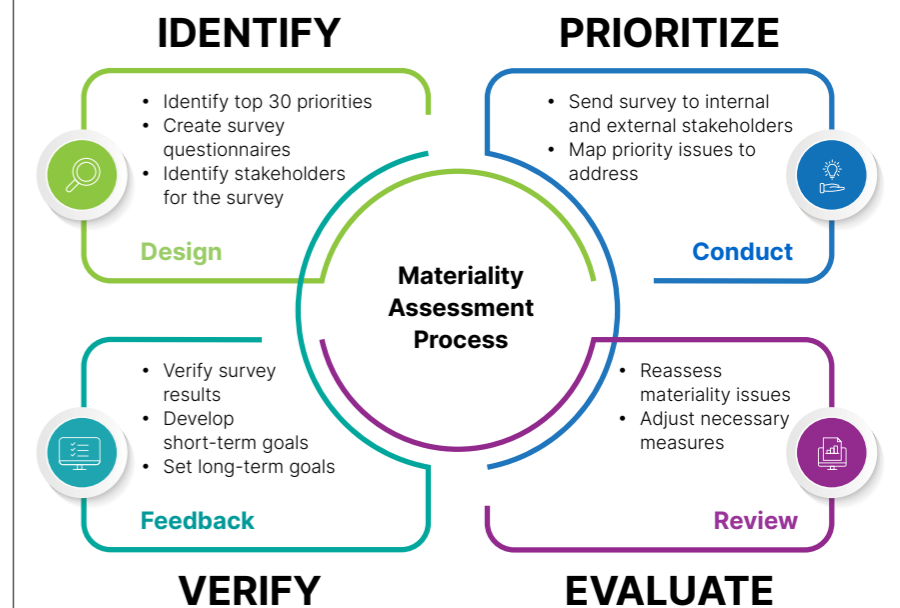
We strive to ensure that Del Monte adheres to the highest governance standards in doing business. For more information on our governance principles, refer to pages 77 to 101 of our FY2023 Annual Report or visit our website at [www.delmontepacific.com/corporate-governance](http://www.delmontepacific.com/corporate-governance).

### MATERIALITY AND OUR PRIORITIES

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

The objective of the materiality assessment is to identify the sustainability priorities, drawing from internal and external stakeholders to compile a list of issues specific to the food industry.

Below is DMPL's materiality assessment process:



For more information about this section, please scan QR Code

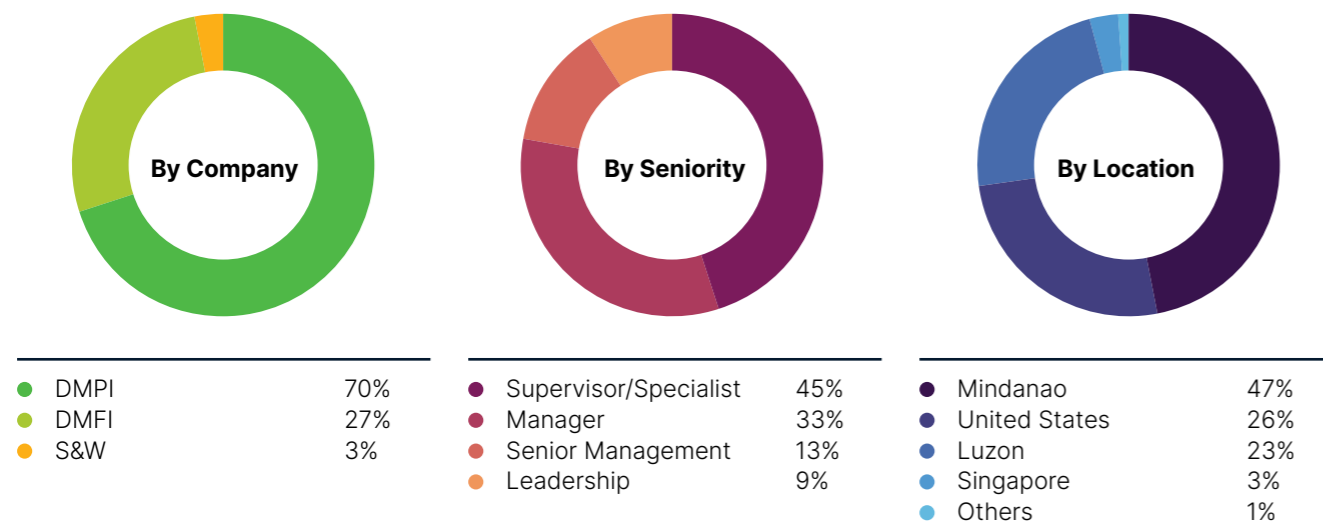


# SUSTAINABILITY FRAMEWORK

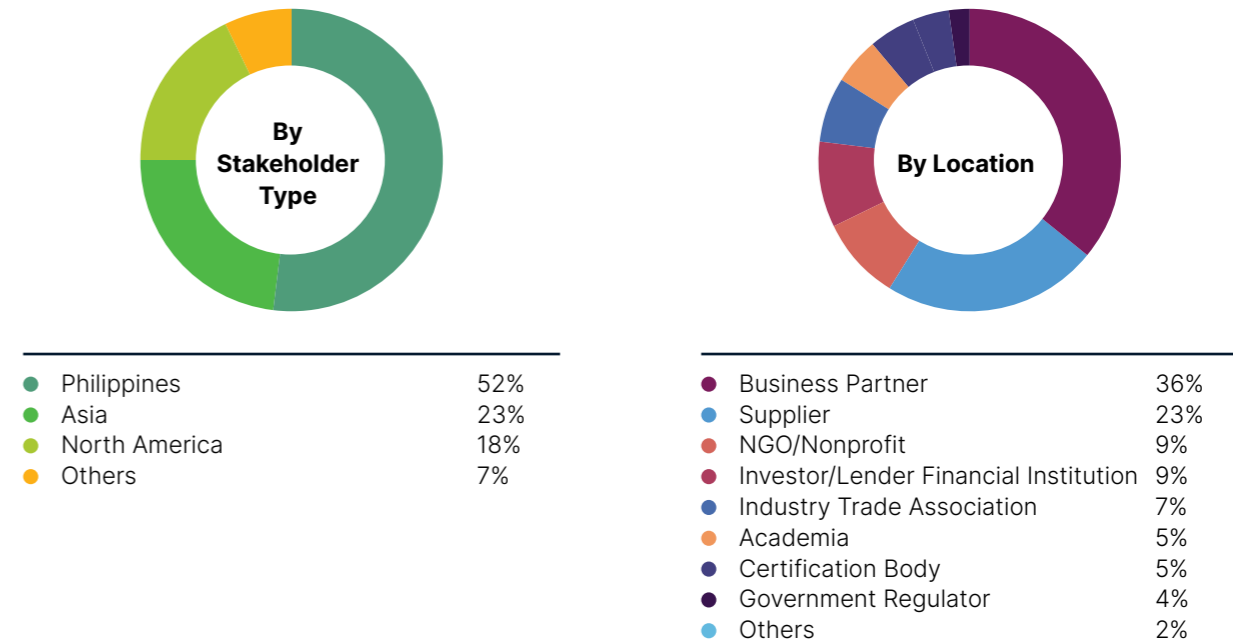
## DMPL'S TOP 30 SUSTAINABILITY PRIORITIES



## INTERNAL SURVEY DEMOGRAPHIC



## EXTERNAL SURVEY DEMOGRAPHIC



## DMPL MATERIALITY MATRIX



# SUSTAINABILITY FRAMEWORK

## DMPL'S TOP 10 MATERIAL PRIORITIES

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



Consumers



Employees



Communities



Nature



Governance



Growth

Aside from determining our top 10 priorities, we also identified emerging issues – soil management, talent management, data privacy, and cybersecurity. Moreover, the Group provided a section on climate change adaptation, energy efficiency, and corporate social responsibility. These are included in each pillar of the sustainability

section of the DMPL website at <https://www.delmontepacific.com/sustainability-1>.

DMPL has engaged an independent third-party firm to update and identify our material topics and priorities based on the requirement of GRI 2021 standards. This will be published in the FY2024 sustainability report.



### VALUE CHAIN

#### 1 Agricultural Sourcing

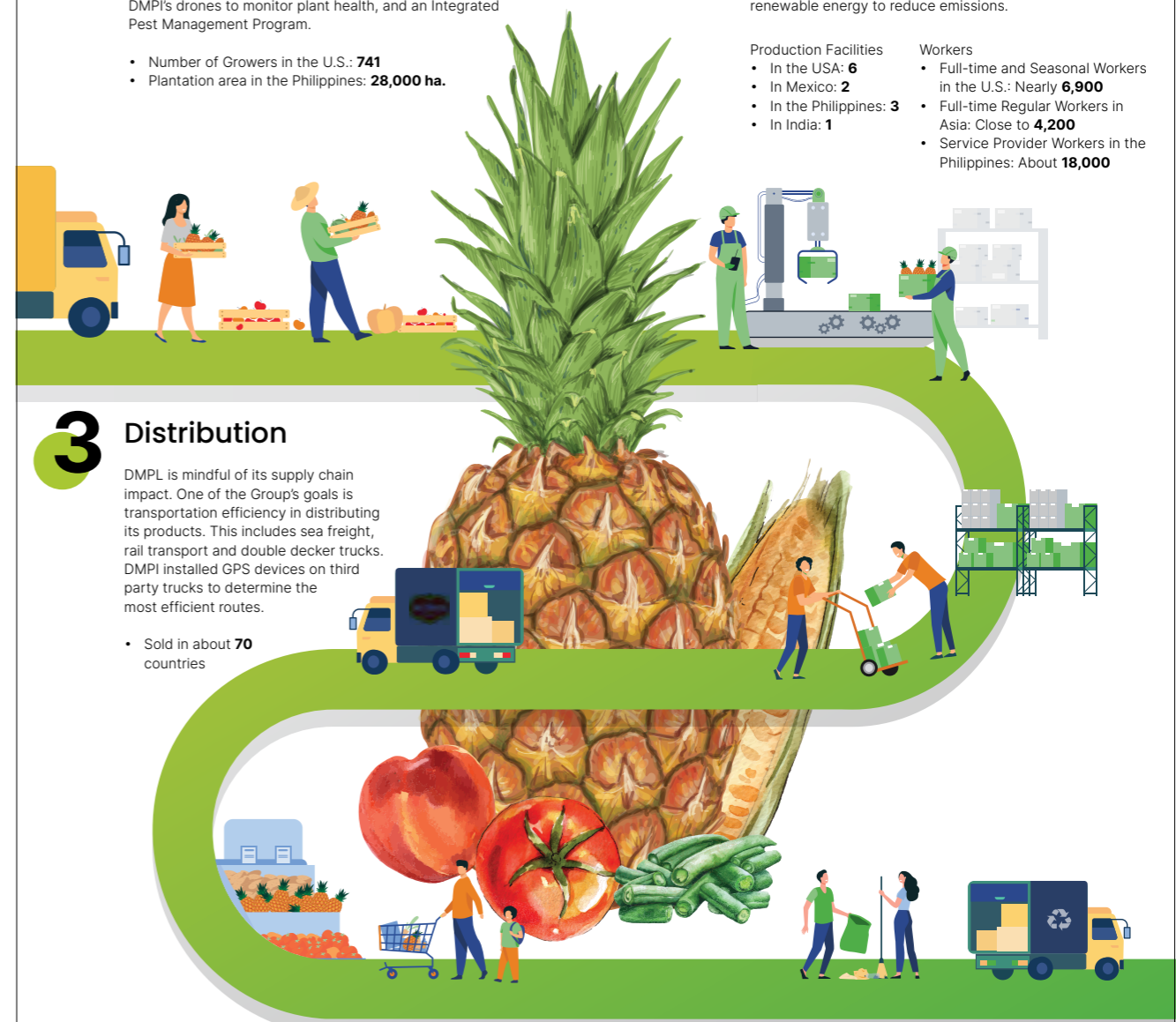
Del Monte Pacific has instituted sustainability practices throughout the agricultural supply chain to ensure the quality of its produce. These include DMF's plant breeding program, DMPI's drones to monitor plant health, and an Integrated Pest Management Program.

- Number of Growers in the U.S.: **741**
- Plantation area in the Philippines: **28,000 ha.**

#### 2 Manufacturing Facilities

DMPL's manufacturing facilities focus on carbon emission reduction, efficient use of water and waste reduction. The Group plans to expand its use of renewable energy to reduce emissions.

- |                                |  |
|--------------------------------|--|
| <b>Production Facilities</b>   | <b>Workers</b>   |
| • In the USA: <b>6</b>         | • Full-time and Seasonal Workers in the U.S.: Nearly <b>6,900</b>  |
| • In Mexico: <b>2</b>          | • Full-time Regular Workers in Asia: Close to <b>4,200</b>         |
| • In the Philippines: <b>3</b> | • Service Provider Workers in the Philippines: About <b>18,000</b> |
| • In India: <b>1</b>           |  |



#### 3 Distribution

DMPL is mindful of its supply chain impact. One of the Group's goals is transportation efficiency in distributing its products. This includes sea freight, rail transport and double decker trucks. DMPI installed GPS devices on third party trucks to determine the most efficient routes.

- Sold in about **70** countries

#### 4 Consumption

Del Monte Pacific's brands have been trusted by consumers for generations. This trust is the result of maintaining quality products that are nutritious and delicious. Mindful of consumers' evolving preference, the Group expanded its product line in new categories - frozen fruits, organic canned products, dairy, bubble tea drink and biscuits.

- **US\$ 2.4 billion** revenue in FY23
- New products contributed about **9%** of DMPL's total sales in FY23

#### 5 Post-Consumer

The Group is developing biodegradable and compostable plastic packaging, and targeting to include 30% post-consumer recycled plastic content in its plastic packaging. In the Philippines, the Company will divert 20% of its post-consumer plastics from landfills in 2023 in compliance with the Extended Producer Responsibility Law. Implementing various material reduction initiatives is part of the Group's initiative to reduce its waste.

- Material Reduction Usage in the Philippines in FY23
- **121MT** for rigid plastic bottle and caps
  - **12.5MT** for stand-up pouches / flexible laminates

# SUSTAINABILITY FRAMEWORK



Some of DMFI's corn growers in the U.S.

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

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

The Corporate Sustainability team leads efforts to increase sustainability advocacy among stakeholders. Key leaders are kept abreast of sustainability goals and targets. We demonstrate

our commitment which requires collective action with others.

We apply the principles of truthfulness, transparency, inclusiveness and accountability to build mutual trust and create a meaningful partnership with our stakeholders.

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

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

## STAKEHOLDER ENGAGEMENT

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

# SUSTAINABILITY FRAMEWORK

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



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

# GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	<b>Organization and its reporting practices</b>				
	2-1	Organizational details	Corporate Profile Inside front cover		
			About this Report pages 2-3		
	2-2	Entities included in the organization's sustainability reporting	About this Report page 3		
	2-3	Reporting period, frequency and contact point	About this Report page 2		
	2-4	Restatements of information	No restatement		
	2-5	External Assurance	Internal Audit Verification Statement page 3		
	<b>Activities and workers</b>				
	2-6	Activities, value chain and other relationships	Value Chain page 81		
	2-7	Employees	Organization Profile Pages 29-30		
	2-8	Workers who are not employees	Sustaining Growth page 71		
	<b>Governance</b>				
	2-9	Governance structure and composition	Board Governance page 65		
2-10	Nomination and selection of the highest governance body	Board Governance pages 65-66			
2-11	Chair of the highest governance body	Board Governance page 66			
2-12	Role of the highest governance body in overseeing the management of impacts	Board Governance page 65			
2-13	Delegation of responsibility for managing impacts	Board Governance page 65			

# GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
	2-14	Role of the highest governance body in sustainability reporting	Board Governance page 65		
	2-15	Conflicts of Interest	Ethics and Integrity pages 67-68		
	2-16	Communication of critical concerns	Board Governance pages 66		
	2-17	Collective knowledge of the highest governance body	Board Governance page 66		
	2-18	Evaluation of the performance of the highest governance body	Board Governance page 66		
	2-19	Remuneration policies	Board Governance page 65		
	2-20	Process to determine remuneration	Board Governance page 65		
	2-21	Annual total compensation ratio		Compensation data	Confidentiality constraint Intense competition for talent in the food and beverage industry
<b>Strategy, policies and practices</b>					
	2-22	Statement on sustainable development strategies	Letter to our Stakeholders pages 6-7		
	2-23	Policy commitments	Letter to our Stakeholders pages 6-7		
	2-24	Embedding policy commitments	Letter to our Stakeholders pages 6-7		
	2-25	Process to remediate negative impacts	Ethics and Integrity pages 67-68		
	2-26	Mechanism for seeking advice and raising concerns	Ethics and Integrity pages 67-68		
	2-27	Compliance with laws and regulations	Letter to our Stakeholders pages 6-7		
	2-28	Membership associations	DMPL's Contribution to the UN Sustainable Development Goals pages 14-19		

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
	<b>Stakeholder engagement</b>				
	2-29	Approach to stakeholder engagement	Stakeholder Engagement page 83		
	2-30	Collective bargaining agreements	Human Rights and Labor Standards page 34		
<b>GRI 3: Material Topics</b>	3-1	Process to determine material topics	Materiality and our Priorities page 77		
	3-2	List of material topics	Materiality and our Priorities page 78		
	3-3	Management of material topics		Material Topics	Information incomplete Material topics for completion in FY24
<b>GRI 13.1: Emissions</b>	13.1.2	Direct (Scope 1) GHG emissions	ESG Metrics page 12		
	13.1.3	Direct (Scope 2) GHG emissions	ESG Metrics page 12		
	13.1.4	Other indirect (Scope 3) GHG emissions	ESG Metrics page 12		
	13.1.6	Reduction of GHG emissions	Climate Change Adaptation and Energy Efficiency pages 54-55		
	13.1.7	Emissions of ozone-depleting substances (ODS)	Climate Change Adaptation and Energy Efficiency pages 54-55		
<b>GRI 13.2: Climate Adaptation and Resilience</b>	13.2.2	Financial implications and other risk and opportunities due to climate change	Climate-Related Report pages 59-61		
<b>GRI 13.3: Biodiversity</b>	13.3.4	Habitats protected or restored	Environment page 55		
<b>GRI 13.4: Natural Ecosystem Conversion</b>	13.4.4	Size in hectares, location and type of natural ecosystem converted on land managed by the organization	Environment page 55		
<b>GRI 13.5: Soil Health</b>	13.5.1	Soil management plan, soil management practices used and approach to input optimization	Soil Management page 49		

# GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location	Requirement(s) Omitted	Omissions	
				Reason	Explanation
<b>GRI 13.6: Pesticide Use</b>	13.6.1	Pest management plan, actions, initiatives to switch to less hazardous pesticides and actions taken to optimize pest control practices	Fertilizer and Pesticide Use page 52		
<b>GRI 13.7: Water and Effluents</b>	13.7.2	Interactions with water as a shared resource	Management pages 50-51		
	13.7.3	Management of water discharge-related impacts	Climate Change Adaptation and Energy Efficiency page 55		
	13.7.6	Water consumption	ESG Metrics page 12		
<b>GRI 13.8: Waste</b>	13.8.2	Waste generation and significant waste-related impacts	Waste Management pages 52-53		
	13.8.3	Management of significant waste-related impacts	Waste Management pages 52-53		
	13.8.5	Waste diverted from disposal	Waste Management pages 52-53		
	13.8.6	Waste directed to disposal	ESG Metrics page 12		
<b>GRI 13.9: Food Security</b>	13.9.1	Effectiveness of actions and programs on food security at local, regional, national, or global levels	Food Security pages 46-47		
		Partnerships which the organization is part of that address food security, including engagement with governments			
<b>GRI 13.10: Food Safety</b>	13.10.2	Assessment of health and safety impacts of product and service categories	Product Safety and Quality page 22  Health and Nutrition pages 23-25		

GRI Standard/ Other Source	Disclosure	Location	Requirement(s) Omitted	Omissions		
				Reason	Explanation	
<b>GRI 13.12: Local Communities</b>	13.12.2	Operations with local community engagement, impact assessments, and development programs	Developing Communities pages 37-43			
<b>GRI 13.13: Land and Resource Rights</b>	13.13.2	Locations of operations, where land and natural resource rights may be affected by the organization's operations	Land Resource Management page 48			
<b>GRI 13.14 Rights of Indigenous Peoples</b>	13.14.4	Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities	Land Resource Management page 48			
<b>GRI 13.15: Non-discrimination and Equal Opportunity</b>	13.15.2	Diversity of governance bodies and employees	Board Governance page 66			
	13.15.3	Ratio of basic salary and remuneration of women to men	Compensation data	Confidentiality constraint	Intense competition for talent in the food and beverage industry	
<b>GRI 13.16: Forced or Compulsory Labor</b>	13.16.2	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor Standards pages 34-35			
<b>GRI 13.17: Child labor</b>	13.17.2	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Standards pages 34-35			

# GRI CONTENT INDEX

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 13.18: Freedom of Association and Collective Bargaining</b>	13.18.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Standards pages 34-35		
<b>GRI 13.19: Occupational Health and Safety</b>	13.19.2	Occupational health and safety management system	Occupational Health and Safety page 33		
	13.19.6	Worker training on occupational health and safety	Occupational Health and Safety page 33		
	13.19.7	Promotion of worker health	Occupational Health and Safety page 33		
	13.19.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety page 33		
	13.19.9	Workers covered by an occupational health and safety management system	Occupational Health and Safety page 33		
	13.19.10	Work-related injuries	ESG Metrics page 13		
			Organization Profile page 30		
	13.19.11	Work-related ill health	ESG Metrics page 13		
			Organization Profile page 30		
<b>GRI 13.20: Employment Practices</b>	13.20.1	Describe policies or commitments regarding recruitment of workers, whether the organization has an ethical recruitment policy	Human Rights and Labor Standards page 35		
<b>GRI 13.21: Living Income and Living Wage</b>	13.21.1	Describe commitments related to providing a living income or paying a living wage	Fair Wages and Benefits page 32		

GRI Standard/ Other Source	Disclosure	Location	Omissions		
			Requirement(s) Omitted	Reason	Explanation
<b>GRI 13.22: Economic Inclusion</b>	13.22.2	Direct economic value generated and distributed	Economic Impact page 72		
<b>GRI 13.23: Supply Chain Traceability</b>	13.23.2	Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin	Traceability page 27		
<b>GRI 13.25: Anti- competitive Behavior</b>	13.25.2	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions		
<b>GRI 13.26: Anti- corruption</b>	13.26.3	Communication and training about anti-corruption policies and procedures	Ethics and Integrity page 67-68		
			Confirmed incidents of corruption and actions taken	No incidence of corruption	

# Corporate Information

## DEL MONTE PACIFIC LIMITED

### BOARD OF DIRECTORS

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

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

**Mr. Edgardo M. Cruz, Jr.**  
*Executive Director*

**Mr. Benedict Kwek Gim Song**  
*Lead Independent Director*

**Mr. Godfrey E. Scotchbrook**  
*Independent Director*

**Dr. Emil Q. Javier**  
*Independent Director*

**Mrs. Yvonne Goh**  
*Independent Director*

### EXECUTIVE OFFICERS

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

**Mr. Luis F. Alejandro**  
*Chief Operating Officer*

**Mr. Ignacio C. O. Sison**  
*Chief Corporate Officer*

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

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

**Mr. Ruiz G. Salazar**  
*Chief Human Resource Officer*

## DEL MONTE FOODS, INC.

**Mr. Gregory Longstreet**  
*President and Chief Executive Officer*

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

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

**Ms. Bibie Wu**  
*Chief Marketing Officer*

**Mr. James Caltabiano**  
*Chief Financial Officer*

**Mr. Paul Matthew Beliveau**  
*Chief Human Resource Officer*

**Mr. Ashish Mallick**  
*Chief Supply Chain Officer*

**Mr. David Stis**  
*Chief Customer Officer*

**Ms. Jeanette C. Naughton**  
*Vice President, Strategic Planning*

**Mr. Todd Stillwell**  
*Vice President, Logistics, Planning and Customer Supply Chain*

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

**Mr. Ruiz G. Salazar**  
*Chief Human Resource Officer*

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

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

**Ms. Sharon G. Tanganco**  
*Chief Marketing Officer*

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

**Mr. Francisco T. Molas**  
*Group Head, Mindanao Operations*

**Mr. Arnold C. Alvarez**  
*Chief Supply Chain Officer*

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

**Ms. Iris P. Uy**  
*Group Head, Research and Development*

## S&W FINE FOODS INTERNATIONAL LTD.

**Ms. Tan Chooi Khim**  
*General Manager*

**Mr. Marco Deo B. Verdeflor**  
*Director, Fresh Commercial Operations*

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

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

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

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

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

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

**Ms. Maria Odette Lagunilla**  
*Fresh Senior Commercial Manager and Deluxe Lead*

**Ms. Rhodora Gumapac-Negrado**  
*Senior Manager, Product Sourcing and Supply Chain, Customer Service for Non-Affiliates, Consolidator Total International Processed*

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

**Mr. Kristofer Vincent San Miguel**  
*Senior Manager, International Markets Finance*

## SUSTAINABILITY REPORT TEAM

**Mr. Ignacio C. O. Sison**  
*Chief Corporate Officer*

**Mr. Raulito R. Rodil**  
*Corporate Sustainability*

**Ms. Molly Laverty**  
*Director, Environmental, Social and Governance (ESG)*

**Mr. Hector Garcia**  
*Director, Environmental Engineering and Sustainability*

**Ms. Jennifer Y. Luy**  
*Senior Manager, Investor Relations*

**Ms. Ma. Irma E. Rivera**  
*Executive Assistant*

## COMPANY SECRETARY

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

## LISTING

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

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

## FOR FURTHER INQUIRIES PLEASE CONTACT:

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



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

## NOTE ABOUT PRINTING:

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

## ABOUT THE FOREST STEWARDSHIP COUNCIL:

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

For more information, please visit FSC's website at [www.fsc.org](http://www.fsc.org).

Source: FSC website and standards



This is an FSC-certified publication.





**LEAVE  
NO ONE  
BEHIND**

**DEL MONTE PACIFIC LIMITED**

c/o 17 Bukit Pasoh Road, Singapore 089831

Tel +65 6324 6822 | Email: rrodil@delmontepacific.com

**[www.delmontepacific.com](http://www.delmontepacific.com)**