



DON RICARDO
- A FRUTURA COMPANY -



SUSTAINABILITY REPORT

2025

Table of contents

Sustainability **20**
Report **25**

Our vision and commitment to a sustainable future	2
About this report	4
Our performance in figures	5



01

We are Don Ricardo

6



02

Our sustainable business model

15



03

Responsible governance and ethical culture

25



04

Cultivating quality fruits

38



05

Cultivating the best talent

56



06

Committed to community development

88



07

Our environmental management and care

99



08

Climate action and resilience

108



09

Transparency and traceability

115

Annexes	117
---------	-----

Our vision and commitment to a sustainable future

Letter from the General Manager



It is a great pride to present our third Sustainability Report 2025, which reflects our progress toward more responsible and sustainable agriculture. This document presents our main achievements in environmental, social, economic, and governance matters, as well as the challenges and lessons that continue to guide us forward. Taken as a whole, it expresses an approach focused toward continuous improvement and the generation of sustainable value.

After 30 years in business, we have consolidated our growth upon the values of excellence, commitment, respect, and integrity. This allows us to continue delivering high-quality products to international markets while safeguarding the well-being of people and the environment. Reflecting this journey, we remain a Certified B Corporation™, reaffirming our commitment to creating a positive impact.

During 2025, we received important recognitions, including the *Sello Compromiso MYPE* (MSE Commitment Seal) from Es Hoy, for our responsible supply chain; the *Reconocimiento ¡EPA!* from Es Hoy, for our *Programa CEBA* (CEBA Program) (Alternative Basic Education Center); and the *Premio R-Evoluciona* from Comintel, for our sustainable waste practices.

In economic and governance terms, we exceeded USD 148 million in sales, a 24% increase over the previous year. We operate 1,487 productive hectares and reached the dispatch of container number 2,000 in the grape season, reflecting the growth of our operations and international presence. We also renewed major certifications in food safety, fair trade, social responsibility, and environmental management.

In environmental matters, we continued implementing actions to reduce impacts and improve the efficiency of our operations. We reduced water consumption by 3.6% compared to the previous year, reflecting the efficiency achieved in water management thanks to the technologies implemented and changes in crops.

We also verified our 2025 carbon footprint, improving the traceability and reliability of our environmental information. Likewise, we made progress in circular economy, reaching a waste valorization rate of 70% through recycling and repurposing initiatives.

On the social front, we provided employment to more than 18,000 people and surpassed 32,000 training hours through technical and soft skills programs. A highlight on this front is *Cultivando Talento* (Cultivating Talent), a program aimed at professionalizing the agricultural sector, contributing to formal youth employability, and shaping the organization's future leaders. Within this program, the *Academia de Líderes y Supervisores* (Leaders and Supervisors Academy) drives the development of technical and leadership competencies through 13 editions held across our farms and plants, with more than 13,400 man-hours of training and 373 employees benefited.

The well-being of our employees is reflected in a work climate index of 89%, evidencing our commitment to safe, inclusive, and discrimination-free workplaces. We also reinforced our Ethics Line and our committees, promoting participatory, transparent practices with employee representation.

In our communities, we maintain a close relationship that allows us to direct initiatives in health, education, the environment, and strengthening families. Through these efforts, we reached more than 700 people through our *Operación Anemia Cero* (Operation Zero Anemia) project, consolidated a total of 73 farmers graduated from our *Maestros del Agro* (Agro Teachers) project, benefited more than 400 students since the creation of our project *Cultivo lo Mejor de Mí* (Cultivating the Best of Me), and raised awareness among more than 3,300 employees on family violence prevention. We also invested more than USD 140,000 in social initiatives in our areas of influence.

Finally, I wish to express my gratitude to our employees, shareholders, directors, clients, and strategic partners for their trust and support. At Don Ricardo, we remain committed to building a sustainable future based on excellence, responsibility, and the generation of shared value.

Sincerely,

Darwing Casana

General Manager of Don Ricardo



About this Report

(GRI 2-1, 2-2, 2-3, 2-4, 2-5)

In this third edition of our Sustainability Report, we share our economic, environmental, and social performance during 2025, with transparency. This report covers the main actions and results of our operations in the Ica region for the period from January 1 to December 31, reflecting our commitment to keeping our stakeholders informed.

To ensure the quality, consistency, and comparability of the information, we have prepared this report following recognized international standards, whose adoption responds to our conviction to operate with integrity and excellence.



We align with the GRI Standards 2021, including general disclosures and material topics; we incorporate sector-specific metrics under SASB (Agricultural Products); and we are advancing in the adoption of IFRS S1 and S2, strengthening the integration between sustainability and financial performance.

This report also reflects our performance under the B Corporation Standards, reaffirming our commitment to generating economic value while promoting positive social, environmental, and governance impacts.

This document has been reviewed and validated by the General Management of Don Ricardo, which assumes the role of informing the Board of Directors of annual ESG progress.



For any inquiries regarding this document, please contact: sostenibilidad@adr.com.pe



Or visit www.donricardo.com for more information.



Our performance in figures



Economic and governance performance

USD 148 million in net sales, 24% more than in 2024.

+1,400 productive hectares with fruits cultivated in our fields.

+2,000 grape containers dispatched..

We received the **Sello Compromiso MYPE** for our responsible supplier practices.

We joined the **United Nations Global Compact**.



Environmental performance

3.6% reduction in water consumption.

70% waste diversion rate.

2 km reforested with Huarango trees.

4th consecutive year receiving the **Certificado Azul** from the Autoridad Nacional del Agua (ANA).

We received the **Premio R.Evoluciona** for responsible WEE waste practices.

Verification of the 2025 carbon footprint by an independent third party.



Social performance

+18,000 hires.

0.72 accident rate.

89% work climate index.

+32,000 man hours of training.

USD 23.2 million in local purchases.

USD +140,000 invested in social initiatives in our areas of influence.

We received the **Reconocimiento ¡EPA!** for our CEBA Program.

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

We are Don Ricardo

01



1.1.

30 years cultivating the best

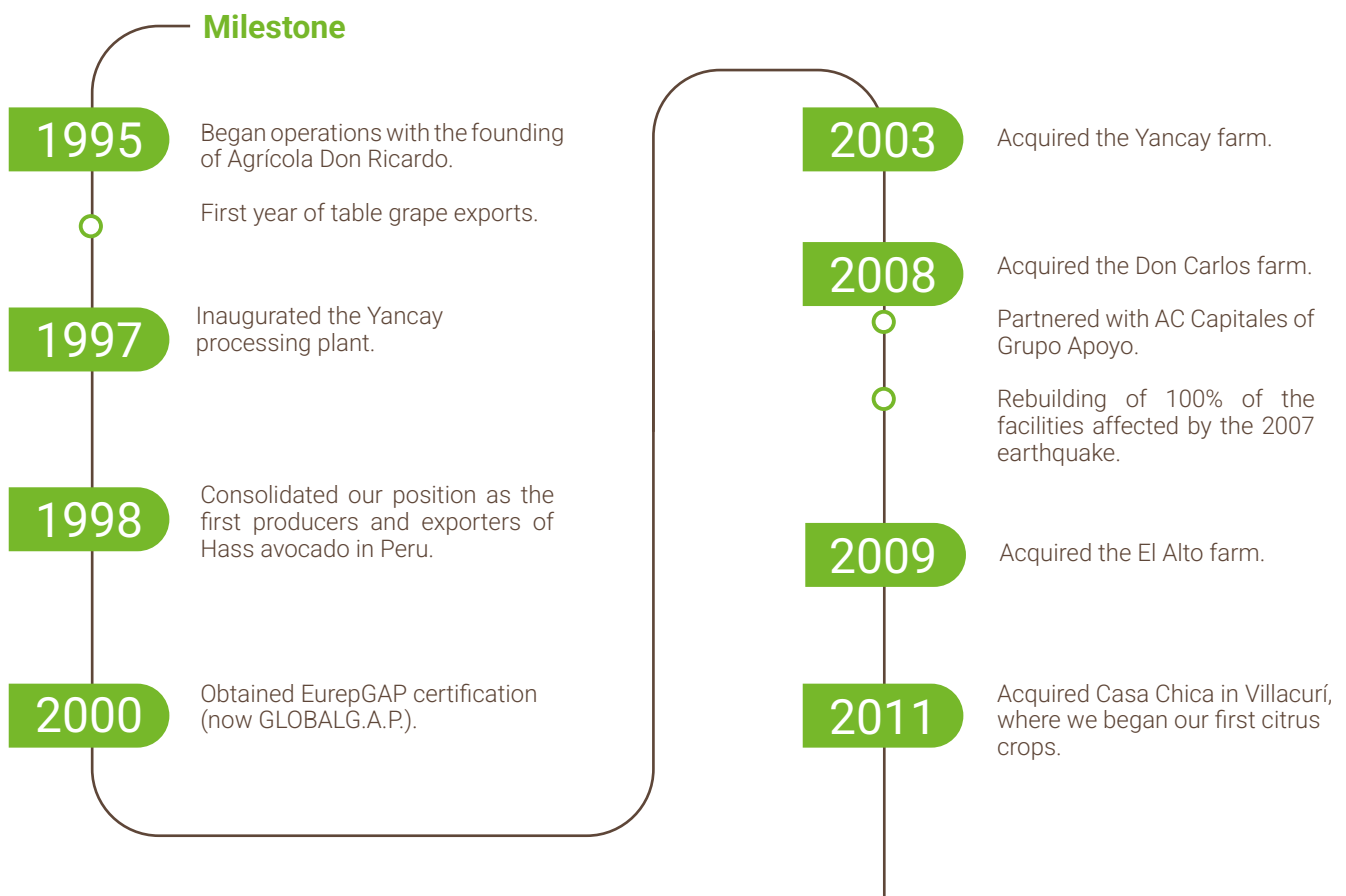
(GRI 2-1 | IFRS S1: Strategic context)

In 2025, we celebrated 30 years as a Peruvian company dedicated to the production and export of high-quality fresh fruits. Since 1995, we have led the development of more sustainable and responsible agriculture, building a solid export-oriented operation in the Ica region. Today, we produce seedless table grapes, blueberries, and mandarins under high standards of quality, innovation, and responsible practices.

We have 12 farms, 4 processing plants, and 1 nursery, which allow us to run our production chain

efficiently and ensure quality at every stage of the process. Our way of doing business is guided by the principle of "Cultivating the best," an approach that shapes our environmental, social, and governance performance, as well as our relationships with employees, communities, and other stakeholders. As part of the global Frutura holding, we continue to expand our international reach and our capacity to respond to increasingly demanding markets.

Three decades of milestones and resilience



2012

Began operations at the Don Carlos plant.

2014

Launched the blueberry project (test plot) in Santa Rosa.

2015

Acquired the La Rinconada farm, with more than 90 hectares of citrus.

2017

Carried out the first commercial blueberry planting at the La Máquina farm.

2019

Obtained the SPRING certification for efficient water use.

2020

Received the Certificado Azul, in recognition of sustainable water use.
Obtained biosecurity certification.

2021

Joined the Frutura holding, which became our majority shareholder.
Inaugurated the citrus processing plant.
Dispatched container No. 1,000.

2022

Completed the merger of Casa Chica with Don Ricardo.
Began operations at the Los Molinos plant.
Carried out the first planting of 110 hectares of blueberries at the La Vela farm.

2023

Launched the 215-hectare grape cultivation project in Villacurí.

2024

We became a Certified B Corporation™, reflecting our commitment to responsible management.



2025
Celebrated 30 years
cultivating the best.

Dispatched grape container
No. 2,000 of the 2025–2026
season.

1.2.

A sustainable value chain: from the field to the world

(GRI 2-6)

Our purpose and way of doing business take shape in an integrated value chain that links every stage of our operation under an approach of quality, efficiency, and sustainability. Through this model, we ensure that the standards set in the field are upheld throughout the entire process, until our products reach the end consumer.

We manage our value chain as a continuous system, focused on optimizing the use of resources, reinforcing traceability, and responding efficiently to the demands of international markets.



Likewise, talent development, regulatory compliance, supplier oversight, asset administration, internal control systems, innovation, and continuous improvement act as cross-cutting enablers that sharpen the performance of the entire organization.

This value flow is structured in the following phases:

I

Varietal research and development

The process begins with variety selection. We work with genetic programs to develop fruits that stand out for their quality, flavor, and adaptability to challenging climate conditions. In our nurseries, we ensure the quality of the plant material that forms the basis of our production.

II

Production and cultivation

Across our 1,487 hectares in production, we apply precision agriculture techniques, using tools such as humidity sensors, satellite monitoring, and weather stations. This approach allows us to optimize resource use, improve productivity, and contribute to soil care.



Selection and packing

We select the fruit and, in our processing plants, apply technology and international food safety standards to guarantee the final quality of our products.



Export and market

The process culminates with the arrival of our products in global markets, after being transported in containers, vessels, and aircraft. This year, we reached the dispatch of our container number 2,000 of the grape season, reflecting the strength and efficiency of our logistics chain.

1.3.

Our farms and plants

(GRI 2-1 | FB-AG-000.B | FB-AG-000.C)

Our operations are concentrated in Peru, with an office in Lima, from where we manage the company's commercial, logistical, and financial activities. Our agricultural and processing operations are carried out mainly in the Ica region, with a presence in strategic areas such as the Ica Valley and the Villacurí Pampas, whose agroclimatic conditions favor the development of our crops.

This territorial presence is complemented by an integrated infrastructure that links our farms, processing plants, and offices, allowing us to manage every stage of the value chain efficiently.



Ica Valley
1,220

productive hectares



Villacurí
266

productive hectares

Our production: crops and zones

We are a company dedicated to the cultivation, production, packing, and export of fresh fruits, focused on delivering high-quality products through efficient and sustainable processes across all our operations. In this context, production volume for the year 2025 were as follows:



We have 12 farms across the region, which allows us to operate in different microclimates and soil types, favoring the development of our crops and the stability of production.

- **Farm Casa Chica** 177 hectares
- **Farm La Máquina** 170 hectares
- **Farm Don Carlos** 154 hectares
- **Farm Yancay** 147 hectares
- **Farm El Tunal** 131 hectares
- **Farm Santa Rosa** 123 hectares
- **Farm La Vela** 122 hectares
- **Farm La Pausa** 109 hectares
- **Farm La Unión** 108 hectares
- **Farm El Alto** 98 hectares
- **Farm La Rinconada** 89 hectares
- **Farm La Quebrada** 59 hectares



To preserve the quality achieved in the field until our products reach their final destination, we operate four strategically located processing plants. At these facilities, we manage packing, temperature control, and quality assurance processes in compliance with international standards.

These plants operate with trained teams and under health and safety guidelines, allowing us to guarantee food safety, traceability, and efficiency in our operations.

- **Plant Los Molinos** 65,000 m2
- **Plant Don Carlos** 28,500 m2
- **Plant Casa Chica** 21,000 m2
- **Plant Yancay** 11,300 m2

1.4.

Certifications and recognitions that support our commitment

(GRI 2-28 | IFRS S1: Integrity and global standards)

We manage our operations under standards that guarantee integrity, quality, and sustainability at every stage of our production process.

Below, we present the main certifications that support our work:



Sustainability and corporate responsibility

In 2024, we became a Certified B Corporation™, validating our social, environmental, and governance performance under B Lab’s standards. This achievement allows us to be part of the global movement of leading companies in the agro-industrial sector that are driving an inclusive, equitable, and regenerative economy.

During 2025, we advanced in preparing for our recertification process under B Lab’s new standards, improving our internal systems and practices to continue to raise our positive impact. In addition, our adherence to the United Nations Global Compact reinforces our commitment to international principles on human rights, labor, the environment, and anti-corruption.



Food safety

We recertified international food safety standards recognized by the Global Food Safety Initiative (GFSI), as well as client-specific standards. These certifications ensure that our processes and products meet the market’s most demanding requirements, allowing us to address risks preventively and guarantee safe, high-quality food.



Social integrity and fair trade

We validate our labor practices through social audits under standards such as SMETA, GRASP, Loblaw, and Fair Trade USA. These evaluations verify compliance with decent working conditions, respect for human and labor rights, and the promotion of the holistic development of our employees, contributing to a responsible value chain.





Physical security

We maintain certifications such as BASC and OEA, which strengthen the security of our logistics chain and prevent risks associated with illicit activities. These standards allow us to ensure agile, reliable, and secure international trade, from origin to the final destination of our products.



Environmental management

Our commitment to caring for the environment is evidenced by certifications such as LEAF Marque, which recognizes our sustainable agricultural practices integrated with the surroundings, as well as the SPRING add-on of GLOBALG.A.P., among others, which back the responsible use of water and natural resources in our operations.



Global commitments and strategic affiliations

GRI 2-28

As a B Corp™, we believe in collective action as a driver of change. Beyond being part of the global community of B Corporations™, we participate in initiatives and coordination spaces that allow us to actively contribute to the development of more sustainable and resilient agriculture, such as the United Nations Global Compact and various sector associations.



United Nations Global Compact

In 2025, we joined this initiative, committing our operations to its ten universal principles on human rights, labor standards, the environment, and anti-corruption.



Sector associations

We actively participate in *PROVID*, *PROarándanos*, and *Procitrus*. We are also members of the *Asociación de Gremios Productores Agrarios del Perú* (AGAP).

Recognitions that inspire us to keep cultivating excellence

Our 30-year track record has been recognized by various institutions, reflecting the development and consolidation of our work. During 2025, we received the following distinctions:



Zero Anemia Company Recognition (Peruanos por Peruanos)

Commitment to the prevention and eradication of anemia in communities near our operations: **+2,700 people screened.**



Certificado Azul (ANA) 4th consecutive year

For responsible water management (**3.6% reduction in consumption**) and **30 farmers graduated** from the Agro Teachers project



Municipal Seal of Best Company (Municipality of San José de Los Molinos)

Social commitment and contribution to local development. **+7,000 people benefited** from our projects and social investment.



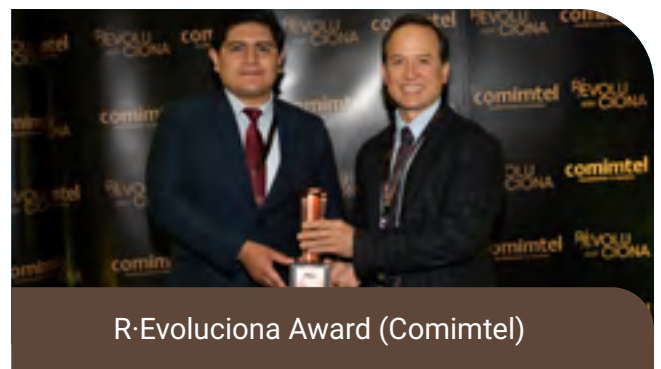
Compromiso MYPE Seal (Es Hoy)

Advanced level in the responsible handling of our relationships with micro and small enterprise (MSE) suppliers: **+30 MSE suppliers trained.**



¡EPA! Recognition – Adult Education (Es Hoy)

Development of the CEBA Program, which advances the education of our employees: **+30 completed an academic grade level.**



R-Evoluciona Award (Comimintel)

Commitment to sustainability and responsible waste practices: **4.0 tons of WEEE collected and 8.8 tons of CO2 avoided.**

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

Our sustainable business model

02



CULTIVAMOS UN FUTURO SOSTENIBLE

MUESTROS COMPROMISOS COMO EMPRESA

MUESTRO MODELO DE GESTIÓN SOSTENIBLE

"JUNTOS HACEMOS POSIBLE EL BIEN"

2.1.

Our strategic approach to sustainability

GRI 2-22

At Don Ricardo, we recognize that our resilience and growth over these three decades are the result of a business model that integrates sustainability into decision-making. This year, we reaffirmed that our economic performance is directly linked to the well-being of our employees, the development of our communities, and the care of the environment in which we operate.

Our sustainability approach is structured around five thematic pillars and one cross-cutting pillar that guide our work and help consolidate the resilience of our business model in the face of external challenges:



We manage water efficiently.



We foster the development of our communities.



We cultivate the best talent.



We care for the environment.



We act with integrity.



We innovate for excellence.



In this context, throughout 2025 we strengthened our management as a Certified B Corporation™, integrating B Lab's cross-cutting standards on social and environmental performance, transparency, and accountability into our processes. As part of our continuous improvement journey, we have been preparing for recertification under B Lab's new standards, enhancing our processes in line with their thematic areas.

We are also building our company's purpose together with our employees, with the goal of having a guide that orients our strategy, decision-making, and the definition of long-term objectives.

2.2.

Our commitment to the SDGs and global frameworks

(GRI 2-23, 2-28 | IFRS S1: Integrity and international standards)

Our commitment to sustainable development is embedded in the way we do business. We seek to align our operations with international standards that strengthen transparency and continuous improvement.

In 2025, we adhered to the United Nations Global Compact, incorporating its ten principles into our management approach. This commitment, together with our Certified B Corporation™ status, reinforces our contribution to the 2030 Agenda.



Based on the identification of our impacts, we have determined that our actions directly contribute to 13 **Sustainable Development Goals (SDGs)**, through initiatives that integrate social, environmental, and economic criteria.





Strategic alignment with the SDGs and 2025 management focus



Production of high-quality fruit under global food safety standards; contribution to reducing anemia in our areas of influence.



Comprehensive occupational health and safety (OHS) practices that safeguard the physical and mental well-being of our employees, plus community investment projects focused on anemia.



Continuous training programs and an Alternative Basic Education Center (CEBA) for our employees, plus social investment projects in the community.



Promotion of equity and diversity, awareness-raising, and representation through our committee.



Constant innovation for efficient water management and contribution to aquifer recharge.



Measurement, decarbonization plans, and implementation of renewable energy projects.



Generation of formal employment, contributing to the region's economic growth.



Investment in R&D and the digitalization of processes.



Stimulation of the local economy and social investment in infrastructure and social projects in our areas of influence.



International certifications, responsible practices throughout our value chain, and sound waste handling.



Carbon footprint measurement, biodiversity actions, and proactive adoption of IFRS S2.



Strengthened transparency and corruption prevention through training, policies, and a dedicated committee.



Adherence to the Global Compact and collective action with sector associations and other actors for social development.



2.3.

Dialogue with our stakeholders

(GRI 2-29 | IFRS S1: Identification of impacts, risks, and opportunities)







At Don Ricardo, we understand that sustainability is built on active listening, dialogue, and engagement with our stakeholders.

This process allows us to identify and address our main impacts, risks, and opportunities through spaces where we capture expectations and perceptions that we incorporate into our planning and decision-making. During 2025, we sustained two-way communication channels with our stakeholders, which allowed us to deepen our materiality analysis and align our actions with their priorities.



Comprehensive stakeholder map and dialogue mechanisms

Stakeholder	Engagement and dialogue mechanisms	Priority topics
Shareholders and Board of Directors 	Board committees, quarterly reports, and management committees.	ESG strategy, financial resilience, and corporate ethics.
Investors 	Sustainability reports prepared in accordance with international standards and financial statements.	Risks and opportunities.
Employees 	Welfare Committee, OHS Committee, Workplace Sexual Harassment Intervention Committee, Diversity and Inclusion Committee; Don Ricardo App, email, work climate survey, and complaints box.	Health and safety at work, well-being, work climate, and human development.

Stakeholder	Engagement and dialogue mechanisms	Priority topics
Community 	Dialogue workshops, social media, and social investment projects.	Local employment and social projects focused on anemia, health, and education, among others.
Clients 	Email, business meetings, international trade fairs, and audits.	Food safety, traceability, and compliance with ethical standards and product requirements.
Suppliers 	Email, surveys, and the supplier portal.	Timely payment, ESG standards, and logistics efficiency.
Government 	Inspection visits, official letters, and institutional agreements.	Regulatory compliance, water licenses, and labor standards.
Financial institutions 	Performance reports, email, and meetings with the areas involved.	Financial solvency, climate risk practices, and transparency.
Associations 	AGAP sustainability committee and participation in dialogue spaces.	Sector competitiveness and export regulations.



In addition to the dialogue mechanisms described, our **website, Ethics Line, and social media** serve as channels for outreach and listening with all our stakeholders.

2.4.

Materiality analysis

(GRI 3-1, 3-2 | IFRS S1: Impact and financial materiality)

Materiality analysis is a tool that helps us focus our efforts on the topics that matter most, both for our business and for our stakeholders. In 2025 we incorporated the double materiality approach, which allows us to assess, on the one hand, our main impacts on the environment and, on the other, the risks and opportunities that may influence our performance.



Our listening and prioritization methodology

To ensure that this report adequately reflects our work and the expectations of our stakeholders, in 2025 we implemented a structured analysis process based on four phases:



Phase 1. Identification and context (benchmarking)

We began by reviewing trends and standards relevant to the sector, including GRI, SASB, and the guidelines of our parent company, Frutura. From this analysis, we identified an initial set of topics related to environmental, social, and governance matters.



Phase 2. Consultation and strategic dialogue

We gathered our stakeholders' perspectives through surveys, interviews, and dialogue spaces. This process included more than 40 people consulted — clients, financial institutions, local communities, and employees, among others — allowing us to identify the most relevant topics from their point of view.



Phase 3. Double materiality assessment

We analyzed each topic along two dimensions:

① **Impact materiality:** how our operations generate effects on the economic, social, and environmental landscape.

② **Financial materiality (outside-in)** how external factors may represent risks or opportunities for our performance.



Phase 4. Validation and prioritization

Finally, the results were reviewed by Senior Management and the Board of Directors, ensuring their alignment with our strategy and our capacity to act on them.

Results of our 2025 materiality

As a result of this analysis and dialogue process, we identified 7 topics that are central to our work. Based on their evaluation – considering both the magnitude of our impacts and their relevance to the company – we prioritized these material topics, which guide our sustainability strategy in 2025.

Within this set, we defined a group of very high priority topics: those where our operations have the greatest impacts on the environment and which, at the same time, represent significant risks or opportunities for our performance.



Comprehensive water management

We prioritize the sustainable use of water resources as the basis for the long-term continuity of our operations.



Climate change and emissions:

We build on our capacity to adapt to climate events and address our impacts to ensure production stability.



Human rights:

We promote respect for human rights in our operations.



Human capital development:

The well-being and growth of our people is the engine behind every fruit we export.



Corporate governance, ethics, and integrity:

We operate the company under principles of transparency, ethics, and compliance, which guide our decision-making.



Innovation, technology, and analytics

We incorporate technological tools to optimize resource use and improve the efficiency of our operations.



Food quality and safety:

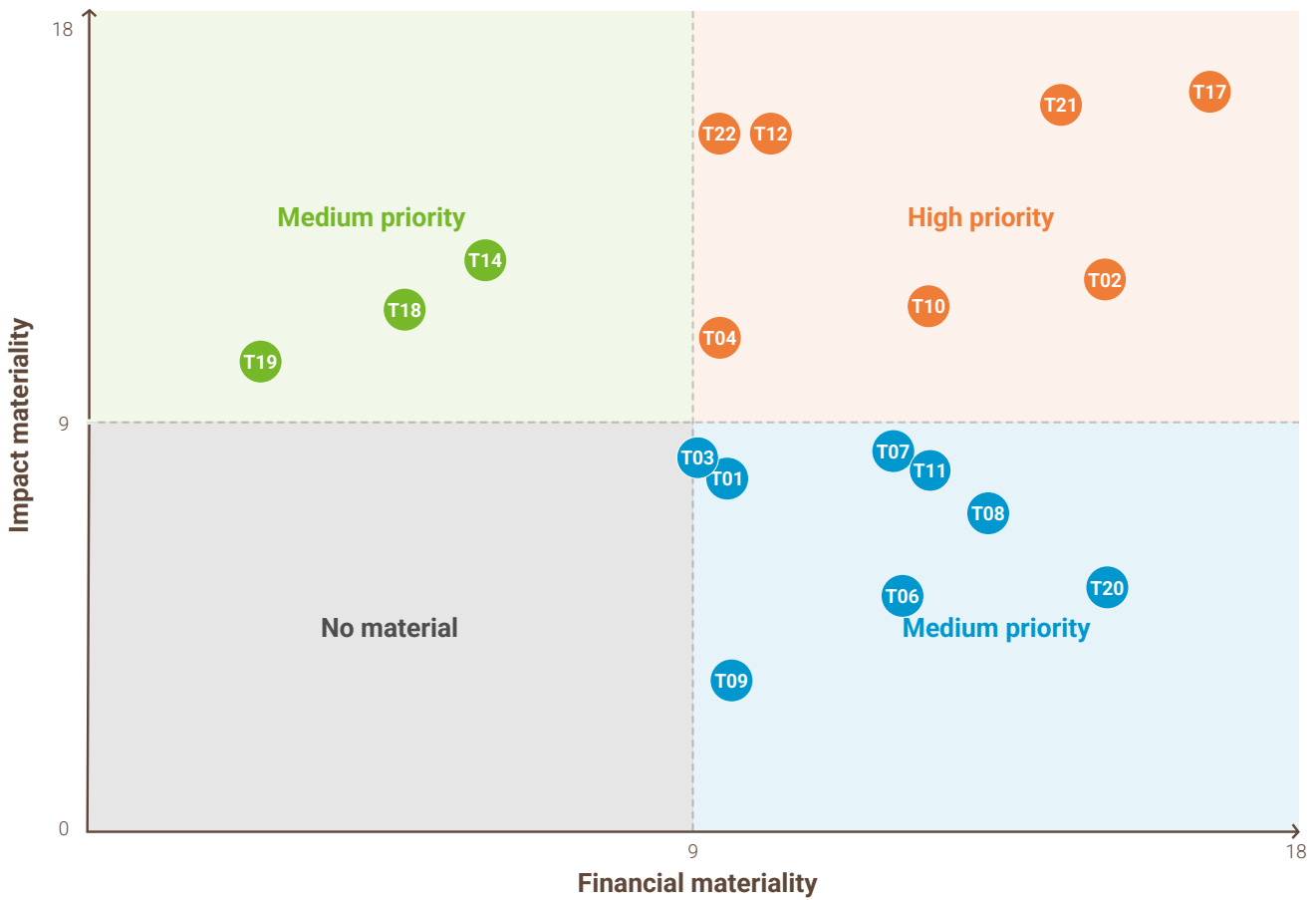
We ensure the quality and safety of exported products throughout the entire value chain, including traceability, operational controls, regulatory compliance, health alert handling, and response mechanisms for incidents or product recalls.

Complementary strategic topics:

Beyond the highest-priority topics, we also address other relevant matters such as soil health and biodiversity, waste, occupational health and safety, and social investment in our communities. Accordingly, the topics identified as material have tracking indicators, which allows us to work in a structured manner and give traceability to our sustainability performance.

To visualize our materiality analysis, we consolidated the results in the materiality matrix, which reflects the balance between our impacts on the environment and the factors that may influence business performance. This exercise allows us to identify with greater clarity the priorities that guide our decision-making.

Double materiality matrix



HIGH PRIORITY — HIGH IMPACT + HIGH FINANCIAL RELEVANCE

- T17** Comprehensive water management
- T21** Climate change and emissions
- T22** Human rights
- T12** Human capital development
- T02** Food quality and safety
- T10** Innovation, technology, and analytics
- T04** Corporate governance, ethics, and anti-corruption

MEDIUM PRIORITY — LOWER IMPACT + HIGH FINANCIAL RELEVANCE

- T20** Efficient use of natural resources
- T08** Risk and operational resilience
- T11** Health and safety at work
- T07** Economic growth and business continuity
- T06** Compliance and certifications
- T01** Phytosanitary practices
- T09** Cybersecurity, privacy, and digital continuity
- T03** Client relations and satisfaction

MEDIUM PRIORITY — HIGH IMPACT + LOW FINANCIAL RELEVANCE

- T14** Development of local communities and social license
- T18** Waste and circular economy
- T19** Biodiversity and ecosystem services

Guided by our materiality analysis, we set objectives for those material topics not covered by the B Lab Standards. These objectives follow SMART criteria – that is, they are specific, measurable, achievable, relevant, and time-bound – are integrated into our business strategy, have assigned owners, and have been approved by the Board of Directors. Through this report, we make these commitments publicly available and will report annually on their progress.



Human capital development:

Have a talent map covering 100% of employees, identifying and classifying their potential level (high, medium, and low) by May 2027, in order to identify critical positions, succession plans, and internal talent development.



Food quality and safety:

Reduce client incident reports classified as red and moderate to no more than 20%, of which red must be below 4%, by the close of the 2028–2029 season, through actions aimed at reducing fruit quality and condition defects.



Innovation, technology, and analytics:

Increase the organization's digital maturity level by the close of the 2028–2029 season through the implementation of software solutions, data analytics, artificial intelligence, and/or emerging technologies, automating at least 50% of critical processes in order to improve operational efficiency and strengthen data-driven decision-making.

Key 2025 achievements

- ✓ We formally adhered to the United Nations Global Compact, aligning our strategy with its ten universal principles.
- ✓ We implemented the Double Materiality, approach for the first time, prioritizing 7 topics for our financial and impact resilience.

Goals and upcoming projects for 2026

- ✓ Achieve recertification as a Certified B Corporation™ under B Lab's new standards (version 2.2).
- ✓ Foster a culture of sustainability aligned with international standards and B Corp™.

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

Responsible governance and ethical culture

03



3.1.

Corporate governance

(GRI 2-9 a 2-18 | IFRS S1 and S2: Governance)

At Don Ricardo, we understand governance as a central pillar of business sustainability. Through it, we ensure that our decisions are made with criteria of transparency, ethics, and efficiency, aligned with long-term value creation.

During 2025, we strengthened our corporate governance model, consolidating structures and practices that allow us to address our risks and opportunities responsibly. This approach reinforces the soundness of our organization and our capacity to adapt in an increasingly demanding environment.



Corporate governance structure and Board of Directors



Our highest governing body is the Board of Directors, composed of five members, whose primary function is to define the company's general policies and strategic objectives. It also approves and oversees compliance with our sustainability commitments, the company's purpose, the materiality process, and other matters involving the strategic direction of Don Ricardo, in coordination with the General Management, to which it delegates operational execution and the leadership of the company.

The directors are appointed by the shareholders, in accordance with the number of members established in the company's bylaws. Each shareholder proposes the directors corresponding to them, who are then ratified by the General Shareholders' Meeting. It is important to note that the Chairman of the Board does not serve as an executive of Don Ricardo, which helps prevent potential conflicts of interest in decision-making.

The Board is composed of professionals with international experience, who represent Frutura's strategic vision and ensure Don Ricardo's alignment with the holding's global standards. During 2025, the Board met 12 times, with 100% attendance, reflecting active oversight of the company's performance and main strategic decisions. The company does not currently have independent directors.



Board of Directors

Name	Position	Nacionality	Tenure in position	Independence
Ricardo Briceño Villena	Chairman of the Board	Peruvian	30 years	No
David Krause	Vice Chairman of the Board	American	5 years	No
Luis Felipe Pinillos	Director	American	1 year	No
Jennifer Adams	Director	American	1 year	No
Ramiro Jaramillo	Director	Ecuadorian	1 year	No

To ensure proper coordination between the Board of Directors and the company's day-to-day management, the Executive Director and the General Manager are responsible for conveying the Board's information, decisions, and concerns to the relevant management teams. Likewise, the Vice Presidencies and first-line management areas address requests related to their respective scopes and, when necessary, communicate directly with Board members or shareholders. Information is shared through in-person or virtual meetings, as well as formal communications by email.

Accordingly, matters critical to the company – including those related to sustainability, risks, and impacts on stakeholders – are brought before the Board through periodic sessions and executive reports, contributing to timely and informed decision-making.

In turn, risk oversight is carried out under a decentralized, functional model, through which specialized areas handle the risks associated with their respective domains, including Occupational Health and Safety, Environment, Occupational Health, Ethics, and Human Rights, among others. To this end, the company has designated owners within its management and supervisory teams, responsible for identifying, monitoring, and addressing operational and sustainability risks, in accordance with the roles and responsibilities established in internal documents.



Organizational structure and management team

Our organizational structure is designed to ensure agile and efficient leadership across the entire operation. The Executive Director leads the proposal and execution of business plans in coordination with the Board of Directors, while the General Manager is in charge of the company’s day-to-day operations, including the execution of Board resolutions, the administration of resources, and the presentation of results linked to the organization’s economic, social, and environmental performance.



Organizational structure



Ricardo Briceño

Chairman of the Board

Industrial Engineer with a master’s degree in Economics and Finance. Founded Don Ricardo in 1995 with the goal of cultivating the best at every level.



Rafael Iburguren

Executive Director

Agronomist and founding partner. Expert in seedless table grape production in the Ica Valley. A pioneer in the export of seedless grapes and Hass avocado in Peru.



Darwing Casana

General Manager

Systems Engineer with a master’s degree in Business Administration. Part of our team since 2012, he assumed the General Management in 2023, standing out for his leadership and commitment.



Javier Escobedo

VP of Administration and Finance

Economist with an MBA from Wharton School. Joined the company in 2021 and has led the Vice Presidency of Administration and Finance since 2023, promoting excellence in financial decision-making.



Carlos Ferrari

VP of Agricultural Management

Agronomist with a master’s degree in Business Administration. Began his professional career at Don Ricardo and currently ensures results across the agricultural processes of all our crops.



Gabriel Noboa

VP of Commercial Management

Food Engineer with a master’s degree in Business Administration. Joined the company in 2022 to lead the commercial strategy and strengthen relationships with our clients.



Emilio Rojas

Plants Manager

Industrial Engineer with extensive experience in team leadership and process improvement. Part of our team since 2009, focused on productivity and quality standards at our plants.



Richard Chávez

Human Resources Manager

Human resources professional with more than 15 years of experience in people leadership. He leads the development and well-being strategy for our employees.



Manuel Tueros

Quality Manager

Industrial Engineer with a master's degree in Engineering Management and a specialization in digital transformation. Since 2025, he has led quality, certification, and environmental processes.



Roxana Nolte

Commercial Logistics Manager

Bachelor's degree in International Business. She has built her career across various areas of the company since its founding and currently leads logistics under international standards.



Edgardo Yllú

High Zone Agricultural Manager

Agronomist. Part of our family since 2002. He leads the High Zone farms, the nursery, and the laboratory, with a focus on shared learning.



Delia Crispin

Agricultural Manager, Blueberry Crop

Agronomist with a master's degree in Business Administration. Joined the team in 2008 and now consolidates our expertise in blueberry cultivation after leading the Zona Baja farms.



Henry Espilco

Low Zone Agricultural Manager

Agronomist with a master's degree in Agribusiness Administration. Part of the team since 2006, leading the grape farms in the Low Zone with respect and commitment.



Our leadership structure promotes agile, coordinated decision-making aligned with the strategic objectives of the company.

Our committees

(GRI 2-13 | IFRS S1: Risk and opportunity oversight mechanisms)

We have working committees made up of Board members and the management team, which improve the oversight of critical matters, support objective decision-making, and contribute to risk control. Their creation and composition are approved by the Board of Directors.



Committees

Committee Name	Members	Meeting frequency	Description
Executive Committee	Chairman of the Board	Once a month	A governing body of the company acting by delegation from the Board. Its function is to analyze and evaluate proposals from the General Management that must be submitted to the Board, such as the Business Plan, financial statements, new investments, the Commercial Plan, the budget, the Salary Policy, and social responsibility projects, among others.
	Member 1 appointed by the Board		
	Member 2 appointed by the Board		
	Executive Director		
Operations Committee	Executive Director	Once a week	An operational body that supports the General Management and the Executive Direction. It suggests and recommends actions to be implemented by the vice presidents, the General Manager, or the Executive Director, and ensures the execution of decisions made by the Board and the Executive Committee.
	General Manager		
	VP of Administration and Finance		
	VP of Commercial Management		
Ethics and Anti-Corruption Committee	Executive Director	As needed	Body responsible for approving the code of ethics, the corruption prevention system, the risk matrix, and related policies and procedures. It also oversees compliance with the code of ethics and the application of sanctions, as well as the administration of the corruption prevention system.
	General Manager		
	VP of Administration and Finance		
	Human Resources Manager		
Remuneration Committee	Executive Director	At least twice a year	Its function is to ensure compliance with the company's Salary Policy, review the periodic company-wide evaluations of employees, and approve proposed salary increases.
	General Manager		
	VP of Administration and Finance		

3.2.

Ethics, integrity, and anti-corruption

(GRI 2-25, 3-3, 205-1, 205-2, 205-3 | IFRS S1: Integrity)

At Don Ricardo, ethics and integrity are principles that guide everything we do. We promote an organizational culture based on transparency, compliance, and respect, understanding that these elements are essential to sustaining relationships of trust with our various stakeholders. To this end, we have mechanisms that not only seek to prevent misconduct, but also to nurture the ethical culture across the entire organization.



Complaint and grievance mechanisms

We have mechanisms that allow our stakeholders to raise questions, report irregularities, or file complaints related to our operations or potential negative impacts. These channels have been designed to guarantee accessibility, confidentiality, and effective handling:



Ethics Line



Suggestion box



Don Ricardo App



Periodic meetings with stakeholders

At Don Ricardo, we conduct our activities under principles of transparency, integrity, and compliance with applicable regulations. We do not engage in direct lobbying, nor do we make contributions to political campaigns. Likewise, our participation in industry associations is carried out transparently and consistent with our standards of ethical business conduct, corruption prevention, and conflict-of-interest handling.

Ethics Line



At Don Ricardo, we have an Ethics Line as a confidential, accessible, and secure communication channel, available to all our stakeholders. This mechanism allows the reporting of potential breaches of our principles or internal policies, or situations contrary to our standards of conduct.

In addition, we conduct periodic reviews of the channel's operation and promote awareness-raising actions on ethics and responsible conduct, to reinforce our stakeholders' trust and to foster a culture of integrity and respect.

This year, we also we updated our Anti-Corruption Policy and trained our leaders on its content and on good practices in ethics and transparency. Throughout the year, we also continued to refine the channel's visibility and awareness, promoting its use as a valuable tool for the early identification of risks and the timely handling of alerts.

During 2025, 5 reports were received, related mainly to labor and administrative matters. All cases were evaluated and handled in accordance with the established internal procedure, upholding criteria of confidentiality, impartiality, and due diligence. No reports linked to acts of corruption were registered.



We maintain an open approach to the handling of reports: all matters received from stakeholders are registered, addressed, and classified according to their nature. Accordingly, all reports are accepted and undergo an investigation process, so none is rejected. Furthermore, the cases received were addressed and closed within the timeframes defined by the organization, with follow-up actions carried out where applicable.

Key 2025 achievements

At the close of 2025, we registered no incidents, reports, or cases related to corruption.

3.3.

Sustainable economic value generation

(GRI 3-3, 201-1| IFRS S1: Financial performance)



Our approach centers on sustainable economic growth that creates long-term value, both for the company and for our stakeholders. To this end, we have a strategy based on productive expansion, operational efficiency, and sound financial discipline, which allows us to make forward-looking decisions and preserve a robust structure, maintaining a balance between business growth and our social and environmental commitments.

During 2025, we highlight the following practices:

✓ We constantly evaluate new investment projects, as well as the replacement of fruit varieties.

✓ We apply financial mechanisms that allow us to reduce the impact of exchange rate fluctuations.

✓ We make short-term investments that optimize the use of our resources and improve profitability.

✓ We keep rigorous control and oversight of our budgets and financial results for timely decision-making.

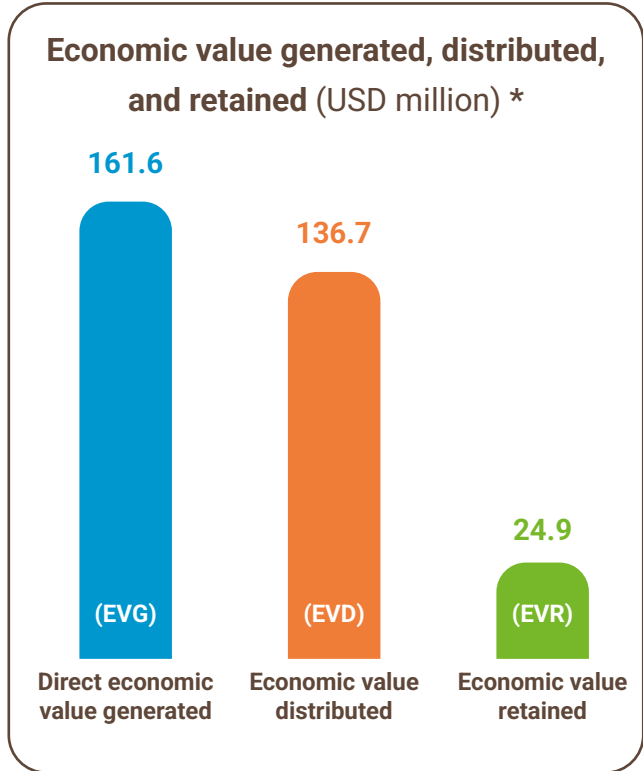
✓ We strengthened our financial model, projecting results month by month, both by calendar year and by agricultural season, which keeps shareholders and the executive team informed.

✓ We monitor our main financial indicators on a monthly basis: solvency, liquidity, profitability, and leverage.

At the close of 2025, we achieved 24% sales growth over the previous season, reaching USD 148 million (vs. USD 119 million), driven mainly by our grape and blueberry exports. In the latter crop, invoiced volume doubled, reaching 7,583 tons. Our total assets also grew by 15%, mainly due to investments in biological assets and productive infrastructure, developing our operational capacity further.

In addition, the Debt/EBITDA ratio stood at 2.19x, remaining below the 3.5x limit established by financial institutions, reflecting an adequate leverage position.

Below, we present the 2025 results in terms of economic value generated and distributed:



Key 2025 achievements



We doubled the invoiced volume of blueberries compared to 2024 (7,583 tons vs. 3,380 tons).



We implemented the blueberry packing project, increasing installed capacity and automating the operation.



We expanded the capacity of one of our grape packing facilities to meet greater operational demand.

Goals and upcoming projects for 2026



Continue the 50-hectare grape cultivation expansion project and varietal replacement.



Execute the Phase III investment of the blueberry packing facility.

(*) EVG corresponds to the income generated by the company; EVD, to the costs and payments made to operate the company; and EVR, to the value retained for reinvestment and the organization's future sustainability

3.4.

Information security and digital continuity

(SASB: Digital continuity | IFRS S1: ICT resilience)

At Don Ricardo, we recognize that technology is a critical enabler for the continuity of our operations. For this reason, we have controls and mechanisms designed to protect the confidentiality, integrity, and availability of information, as well as to tighten the resilience of the systems that support critical business processes.

During 2025, we reinforced our cybersecurity and digital continuity capabilities through the following initiatives:

Advanced protection of devices and systems: We implemented a new threat detection and response solution to reinforce the security of corporate devices.

- ✓ This improves prevention, detection, and response capabilities against cybersecurity incidents.

Strengthened access controls: We incorporated additional validation mechanisms for access to corporate systems and remote connections.

- ✓ This reduces the risk of unauthorized access and protects the organization's critical information.

Vulnerability and technology infrastructure assessment: We performed security evaluations and strengthened the configuration of critical technology components.

- ✓ This reduces vulnerabilities and reinforces the resilience of technology services

Cybersecurity culture: We carried out phishing simulations and training sessions to improve employee awareness.

- ✓ This improves the identification of digital risks and promotes a preventive information security culture.



Notably, at the close of 2025 no claims related to breaches of personal data or client privacy were registered.

3.5.

Innovation and technology for the agriculture of the future

(Non-GRI: R&D | IFRS S1 and S2: Innovation)

At Don Ricardo, we champion innovation and digital transformation as important tools to strengthen operational efficiency, traceability, and decision-making in our operations.

During 2025, we implemented several initiatives to optimize processes, digitalize activities, and improve information handling across different areas of the organization.



Nisira – Intermediate Product Module: We implemented the Intermediate Product module in the Nisira ERP to improve detailed control of plant processes and production traceability.



We improved the traceability of raw materials, intermediate products, and finished products, optimizing resource use, reducing losses, and enhancing operational control.



Relaunch of the Eduka platform: We relaunched the Eduka platform to digitalize internal and external training, facilitating attendance records, evidence tracking, and access to reports.



We reduced administrative time, facilitated access to information for audits, and eliminated physical records, contributing to more efficient training administration.



Supplier Web Portal: We implemented a digital portal to handle the invoice payment process for purchases and contracted services.



We increased the traceability and transparency of the payment process, improved document handling, and reduced operating times across the areas involved.



Automation of personnel requests for high-volume recruitment: We implemented a system that centralizes and standardizes personnel requirements for field and plant operations.



We streamlined hiring processes, improved workforce planning, and reinforcing the tracking and control of labor needs.

Key 2025 achievements

✔ We implemented the Intermediate Product module in Nisira to tighten traceability and control of production processes.

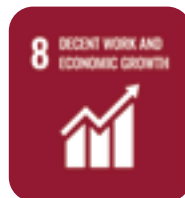
✔ We digitalized core processes through the Supplier Web Portal, the Eduka platform, and the automation of personnel requests.

Goals and upcoming projects for 2026

✔ Implement a data governance model to enhance information quality and management.

✔ Develop artificial intelligence agents to optimize service for workers and users.

SDGs involved



01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability



Cultivating quality fruits

04

4.1.

Products with value and purpose

(GRI 2-6 | SASB FB-AG-000.B | IFRS S1: Business model)

At Don Ricardo, our way of producing combines quality, efficiency, and the responsible use of resources. Each crop reflects the work in the field, the use of technology, and the good practices we apply every day to ensure consistent results.



Our production is organized into three main lines:

Grapes



Blueberries



Citrus



Learn more about our product varieties at:

<https://donricardo.com/es/productos/uva/>



Taken together, we grow these crops under an approach that prioritizes the responsible use of water, soil care, and the optimization of inputs as the basis for sustainable production, **bringing them to more than 25 countries across North America, Latin America, Europe, and Asia.**

4.2.

Comprehensive and sustainable water management

(GRI 303-1, 303-2, 303-3 | IFRS S2: Water resilience | FB-AG-140a.1)

Water is a vital resource for our operations, and its efficient use is our first sustainability pillar. During 2025 we continued to refine our approach to water management, focused on the efficient use of the resource and the long-term sustainability of our operations.

We have a Water Management Plan that promotes the efficient, responsible, and sustainable use of water, in compliance with national regulations and the licenses granted by the National Water Authority (ANA). Our sustainable water practices are also backed by various certifications, such as the Blue Certificate, GLOBALG.A.P. SPRING, and LEAF Marque, which endorse our commitment to the responsible and efficient use of water resources.



We operate in the Ica region, an area classified as water-stressed, which requires rigorous and sustainable handling of the resource. Our strategy considers diverse water sources, efficient distribution mechanisms, and permanent controls to guarantee responsible use.

We rely on two main water sources:

1 Groundwater

Drawn from the aquifer of the Ica Valley and the Villacurí plains through tube wells; this is our main water source.

2 Surface water

Sourced from the Ica River and the La Achirana canal, which we use especially during the rainy seasons.



All extracted water is distributed to the crops through a technified, automated irrigation system that applies it precisely to the root zone of the plants, thereby improving irrigation efficiency. This system includes water intake, transfer reservoirs, pumping and filtration systems, conveyance through closed ducts (piping), valves, and emitters installed according to the shape of the terrain. This way, we avoid excessive use of the resource and prevent damage such as soil erosion.



Water intake



Pumping systems



Piping



Installed emitters



Transfer reservoirs



Filtration systems



Valves

Our 2025 results

Total water withdrawal

14,045.05 megaliters



+0.9%

Compared to 2024 (13,917.69 megaliters)

This volume was recorded using direct measurement methodologies, supported by documentation submitted to the National Water Authority (ANA).

Total water consumption

13,045.70 megaliters



-3.6%

Compared to 2024 (13,529.88 megaliters)

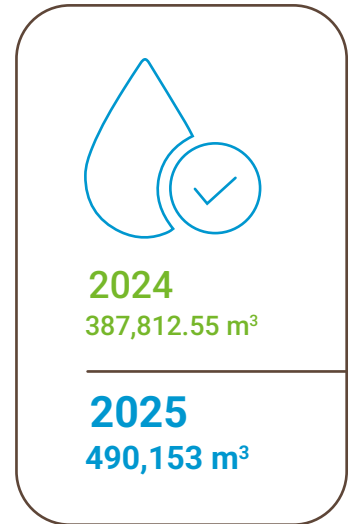
This volume reflects the efficiency achieved in water use thanks to the technologies implemented, as well as crop changes toward varieties that require less water.

Recharging the Ica Valley aquifer

To support the sustainability of water resources, we implement actions with the aim of recharging the Ica Valley aquifer. To this end, we combine the use of surface water and groundwater, prioritizing surface water during periods of water surplus, which reduces extraction from the aquifer.

During 2025, we operated three surface water intake zones, reaching a volume of more than 500,000 m³, with projected increases over the long term. We also maintain recharge zones such as La Máquina, La Pausa, and El Tunal, which promote the infiltration of water into the subsoil, contributing to the natural regeneration of the aquifer.

These actions help maintain a balance between extraction and replenishment of the resource, helping to reduce the risk of aquifer overexploitation – one of the main water-related risks in the region.



Water efficiency through high technology

Our water strategy focuses on guaranteeing sustainable water use through investment in advanced technologies and the adoption of good agricultural practices. To achieve efficient irrigation, we implement solutions that optimize water consumption at every stage of the crop cycle, contributing to the sustainability of our resources and the responsible performance of our operations.

Our main actions include:



A water management platform, that integrates real-time field information to monitor water use and ensure efficient distribution, in compliance with the licenses granted.



An automated irrigation system, that adjusts the volume of water applied according to crop needs.



Monitoring through satellite imagery, to identify areas under water stress.



A high-precision drip irrigation system, regulated with soil moisture sensors.

During 2025, we continued expanding the use of porometers in crops such as grapevines and blueberries – a tool that measures the stomatal conductance of plants. This allows us to identify optimal vapor pressure deficit (VPD) ranges and correlate them with drainage percentages, fine-tuning irrigation according to climate conditions.

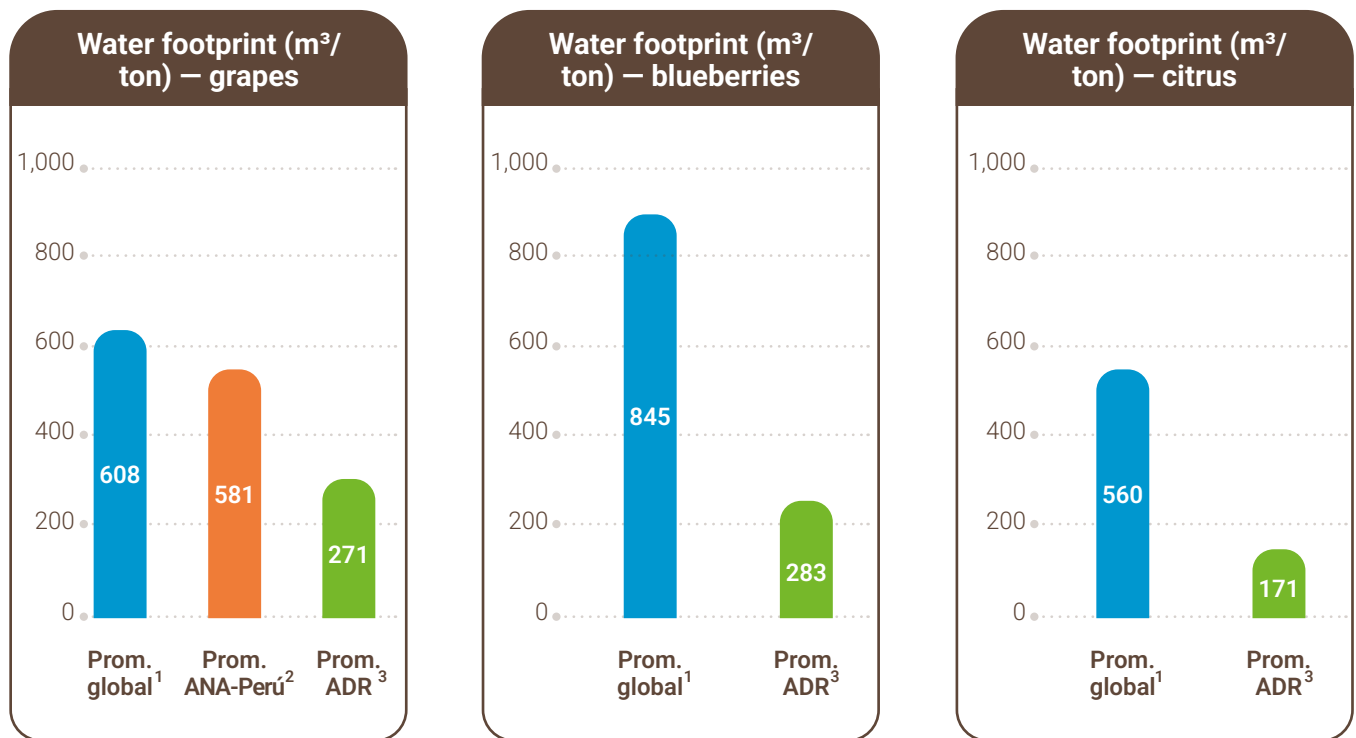


Thanks to this technology, we continue advancing toward more efficient irrigation, optimizing the use of water and fertilizers, and contributing to better crop quality and productivity.

Measuring the water footprint by crop type

During 2025, we calculated our water footprint under the guidelines of the international ISO 14046 standard. This exercise allows us to monitor our water performance, identify opportunities for improvement, and strengthen the sustainable use of water resources. We also continue improving our measurement and verification processes to reinforce the comparability and traceability of the information over time.

As a result, the average water footprint of our harvested fruits (grapes, blueberries, and citrus) reached 242 m³ per ton produced. By crop, the water footprint was 271 m³/ton for grapes, 283 m³/ton for blueberries, and 171 m³/ton for citrus.



¹Mekonnen, M. M., & Hoekstra, A. Y. (2011). The green, blue and grey water footprint of crops and derived crop products (Value of Water Research Report Series No. 47). UNESCO-IHE Institute for Water Education: waterfootprint.org/media/downloads/Report47-WaterFootprintCrops-Vol1.pdf

²The National Water Authority (ANA) has only reported official figures specifically for grapes.

³Calendar year.

These results reflect the progress made in our efficient use of water, driven by the implementation of precision technologies, real-time monitoring systems, and agricultural practices that help optimize water use throughout the various stages of production. Our indicators also remain below the national and global averages for these crops, evidencing the strides made in efficient water management.

SDGs involved



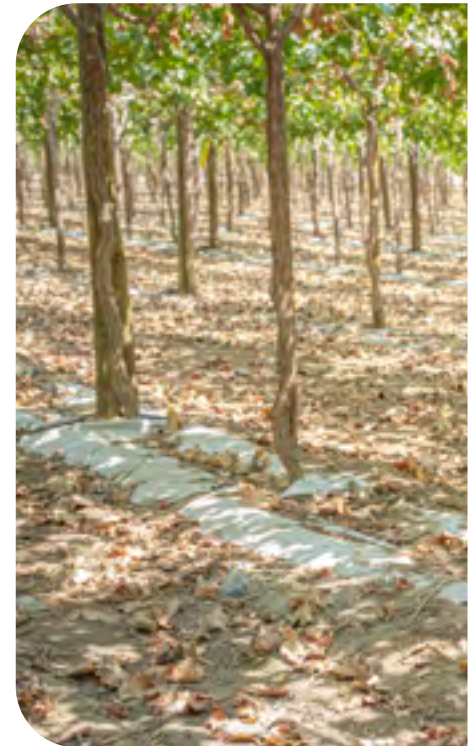
4.3.

Soil health and regeneration

(GRI 13.5.1 | IFRS S1: Biological assets)

Soil is an essential resource for the sustainability of our agricultural operations. At Don Ricardo, we have a Soil Management Plan that guides our actions to preserve the soil’s physical, chemical, and biological properties, thereby ensuring its long-term fertility and productivity.

This plan includes specific agronomic practices according to crop type and production zone, such as subsoiling to prevent compaction, the incorporation of organic matter, annual microbial flora assessments at our phytosanitary laboratory, and soil characterization analyses every two years at certified laboratories. We also use fertilizers with heavy metal levels below the limits established by European Union regulations and constantly monitor soil fertility through nutritional analyses. All of this allows us to prevent negative impacts, improve soil life, and ensure the responsible use of resources.



Below, we present some of our good practices:

1
Soil quality monitoring




We conduct periodic nutritional analyses and use FullStop devices and probes to detect nutrient leaching and prevent aquifer contamination.

2
Organic fertilizer production



We produce compost, humus, and biol (liquid biofertilizer) from pruning and food waste, which helps recover degraded soils and advance toward more sustainable fertilization.

3
Soil and water laboratory



We have a specialized laboratory that evaluates the physical-chemical properties of soil and water, optimizing the use of fertilizers and water.

4

Erosion protection



We use technified drip irrigation, soil cover plastics, and organic mulch to prevent water and wind erosion.

5

Soil compaction



We carry out subsoiling and tillage with specialized equipment. We also use agricultural machinery fitted with high-traction tires, which helps preserve soil structure and facilitates water and air infiltration.

6

Use of heavy metal-free fertilizers



We use fertilizers with heavy metal levels below the limits established by European Union regulations, to protect soil quality and prevent contamination.

Innovation projects implemented

Following our commitment to efficient and sustainable agriculture, we incorporate technological solutions that allow us to monitor water use and soil conditions. These digital tools help us make timely decisions, optimize irrigation, and protect soil health across our agricultural operations.

The main projects implemented include:

Flow gauging report



Evaluates irrigation uniformity at different points in the field, centralizing information on a digital platform that facilitates problem detection and improves efficiency, preventing water erosion of the soil and waterlogged areas.

Drainage report – blueberries



Automatically records how much water filters through the pots in blueberry crops. With this information, irrigation can be adjusted in time, preventing soil contamination from nutrient leaching, such as nitrogen.

Tensiometer and fullstop report



Monitors soil moisture and potential nutrient leaching. The data is displayed on a digital platform, enabling more precise decisions on how much and when to irrigate.

4.4.

Use of pesticides

(GRI 13.6.1)

We are committed to the progressive reduction of pesticide use, prioritizing biological alternatives that contribute to safer and more sustainable agriculture. Under this commitment, we adhere to the Prohibited Chemicals Policy defined by the Fair Trade USA certification. We also classify the pesticides we use according to their hazard level, in keeping with the recommendations of the World Health Organization (WHO).

To implement these guidelines, we have a Pesticide Reduction Plan with the following objectives:

- 1 Gradually reduce the use of chemical products included in the prohibited products list under Fair Trade USA standards.
- 2 Ensure the care of the environment by replacing chemical products with less toxic biological alternatives.

During 2025, we continued to build on this work by implementing practices and tools to promote biological alternatives and optimize the responsible use of plant protection products:

- ✓ Production of biological organisms for integrated pest control.
- ✓ Monitoring of biological control agents and beneficial organisms.
- ✓ Continuous staff training in the safe and efficient use of pesticides.
- ✓ Use of digital technology to organize and monitor applications with precision.
- ✓ Coordination with suppliers and laboratories to guarantee the responsible use of phytosanitary inputs.
- ✓ Conservation of biological corridors to encourage the presence of beneficial organisms.

We reaffirm our commitment to responsible phytosanitary practices that protect people's health and promote a sustainable agricultural environment.

Key 2025 achievements

- ✓ We increased the application of biological products in our crops, particularly those produced in our phytosanitary laboratory, such as *Beauveria bassiana*, *Trichoderma* spp., and *Paecilomyces lilacinus*.

4.5.

Food quality and safety

(GRI 3-3, 13.6.2 | IFRS S1/S2: Input management | FB-AG-250a.2)

We have a commitment to ensure that every fruit we produce and export meets the highest standards of food quality and safety, protecting the health of our consumers and meeting the demands of international markets. To this end, we implement a food quality and safety system that applies across our entire value chain.

This system is backed by internationally recognized certifications, such as GLOBALG.A.P. v.6 and BRCS v.9, as well as their add-ons (FSMA, Nurture Module, Albert Heijn, Costco), which validate our agricultural practices, risk controls, and quality standards. We also have a Food Quality and Safety Policy and an Allergen Management Policy, aligned with national and international regulatory requirements and those of our clients.



Our system is based on the following pillars:



Regulatory compliance: Alignment with national and international food safety regulations; document verification at the start of each season and input control through valid certifications.



Continuous training: An inspection system before, during, and after the production process, including microbiological and physical-chemical analyses.



Quality controls and monitoring: Ongoing instruction in good agricultural practices (GAP) and good manufacturing practices (GMP), reinforcing our food safety culture.



Verification and continuous improvement: Scheduled internal and external audits, inspections, and the implementation of corrective actions.

Control and certification of raw materials and inputs



Before the start of each season, we verify that our raw material suppliers hold Production Lot Certificates (CLP), food safety certificates, and social certifications, among others, ensuring compliance with the standards required by the company. They also hold GLOBALG.A.P. certification, guaranteeing traceability and compliance across the supply chain.



Notably, 100% of our fruits meet the highest food safety standards, with certifications such as GLOBALG.A.P. and add-ons including Albert Heijn, Nurture Module, Costco, and FSMA; and, in support of sustainable agriculture, Fair Trade USA.



Our input suppliers, in turn, undergo a homologation, evaluation, and approval process before entering our farm operations –including packaging suppliers in the case of our plants – in compliance mainly with BRCGS and GLOBALG.A.P. requirements.

Audit and certification results

In 2025, we assessed the risk level of 100% of our products in core areas such as food safety, quality, and food defense, among others. Furthermore, 100% of our products comply with the quality standards and maximum residue limits (MRLs) required by destination markets, and 100% of our production is considered of high nutritional value. This result reflects the strength of our systems and our commitment to quality and to the well-being of those who trust our products.

Building on this performance, during 2025 we continued to refine our system through audits under standards recognized by the Global Food Safety Initiative (GFSI):



GLOBALG.A.P. v. 6

12 field operating units and 4 plants audited with satisfactory results.



BRCGS v.9

3 plants audited with results conforming to the standard.

Strengthening our food safety culture

During 2025, we consolidated our preventive approach through a food safety culture program that included:

- Distribution of audiovisual materials on GAP (good agricultural practices) and GMP (good manufacturing practices).
- Training in the field and at the plants.
- Food safety culture surveys.
- Awareness activities, such as the celebration of Food Safety Day.
- Hygiene campaigns, such as handwashing.

These initiatives have increased staff commitment and the adoption of good practices across the entire organization.

Key 2025 achievements

- ✓ We successfully renewed the new versions of the GLOBALG.A.P. certification + Add-ons (FSMA, Nurture Module, and Albert Heijn), with 0 non-conformities.
- ✓ We achieved recertification of the BRCGS v.9 standard with the highest rating at our three plants, obtaining AA+ and AA scores.
- ✓ We obtained positive results in the inspection by CFIA Canada.
- ✓ We consolidated our food safety culture program through internal training and campaigns.
- ✓ 0 market recalls for food safety reasons.

Goals and upcoming projects for 2026

- ✓ Continue promoting food safety culture (campaigns, training, and Food Safety Day).
- ✓ Improving hygiene practices in the field and at the plants (handwashing campaigns).
- ✓ Reinforce continuous training in GAP and GMP.
- ✓ Improve the records system to make traceability more efficient.

SDGs involved



4.6.

A close relationship with our clients

(GRI 3-3, 13.6.2, Non-GRI: Customer Management and Satisfaction | IFRS S1/S2: Input Management)

At Don Ricardo, we focus on building sustainable business relationships based on trust, transparency, and continuous improvement. We are committed to long-term bonds with our clients, anticipating their needs, resolving operational challenges quickly, and adapting to changes in the environment.

To this end, we maintain various communication channels with clients that allow us to sustain a continuous, close, and efficient dialogue. These include:



- Periodic virtual meetings and calls
- Reports on the status of commercial programs
- Business visits to our clients' facilities
- Participation in international trade fairs
- Client visits to our facilities

Similarly, we have implemented a specific protocol for handling client complaints and claims related to our products. This protocol is designed to guarantee the resolution of each case within one month of its filing, ensuring transparent and efficient handling through our established communication channels.

Additionally, we track client satisfaction through a structured survey applied annually. It evaluates aspects such as willingness to recommend the service, product quality, level of service, and focus on continuous improvement. This process helps align our standards with client expectations and foster long-term relationships.

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

During this year, together with our clients, we aligned expectations on core aspects such as quality, packaging formats, timing, and logistics efficiency. This was possible thanks to company-wide commitment, which has allowed us to respond with greater agility and raise the standard of our service.

Closeness, active listening, and collaboration have been fundamental in consolidating commercial relationships that support our long-term focus.

Key 2025 achievements



We exceeded the targets set across the four pillars of our client satisfaction evaluation, reaching an average score of 9.0 out of 10.



We achieved sustained and consistent commercial growth in recent years, driven by a strategic, long-term approach.



We expanded our international presence by opening and consolidating new markets, working toward a healthy global diversification strategy.

Goals and upcoming projects for 2026

1

Continue advancing the development of commercial programs with clients who share a sustainable vision of the company, building long-term value relationships.

2

Maintain organic and consistent growth alongside strategic clients, aligned with the company's objectives and value proposition.

3

Consolidate client loyalty by building on the Don Ricardo project, fostering lasting bonds of trust.



4.7.

Responsible supply chain

(GRI 3-3, 308-1, 414-1 | IFRS S1: Supplier oversight)

We have enhanced our supplier model under a strategic approach to promote a responsible, transparent, and inclusive supply chain. Our approach considers not only criteria of quality, operational continuity, and efficiency, but also aspects related to local economic development, ethics, capacity building, and the sustainability of our business partners.

To this end, we rely on instruments and mechanisms that allow us to establish long-term relationships based on trust, compliance, and continuous improvement:



Local Purchasing Policy

Prioritizes the contracting of suppliers located within 80 km of our operating units, which helps energize the regional economy and reduce our carbon footprint.



Established payment policy

Establishes the importance of timely payment to our goods and services suppliers.



Payment procedure

Incorporates specific guidelines for micro and small enterprise (MSE) suppliers, promoting adequate payment conditions and supporting their financial sustainability.



Supplier Code of Conduct

Establishes guidelines on human rights, working conditions, the environment, and business ethics.

During the period we implemented actions to tighten supplier oversight and monitoring:



Consolidation of a supplier tracking dashboard

With segmentation by status (active/inactive), strategic level, and company type (including MSE), optimizing monitoring, control, and decision-making.



Implementation of the supplier portal

Streamlining registration, document validation, and payment processes.

In 2025, we obtained the **Compromiso MYPE seal from Es Hoy at the “Advanced” level**, following an evaluation process in which the company substantiated, through evidence and documentation, its practices with micro and small enterprise suppliers.

During this evaluation, the company demonstrated mechanisms to segment and characterize suppliers by size, criticality, risk, activity, and origin, as well as formal service and follow-up channels that support orderly and transparent communication with its MSE suppliers.

We also promote practices to strengthen the economic and operational sustainability of our suppliers, including short-term payment policies, the promotion of financial tools such as factoring and negotiable invoices, and control mechanisms to monitor payment compliance. The evaluation also demonstrated the implementation of satisfaction surveys, meetings, and feedback spaces to identify improvement opportunities in critical processes such as invoicing and payments, driving a culture of continuous improvement.



As a result of this work, we obtained a final score of 93 out of 100, reflecting the progress made in our supplier development practices and our commitment to a more responsible, inclusive, and sustainable supply chain.

Local purchasing

(GRI 204-1)

In 2025, total purchases amounted to **USD 73.3 million**, up from the USD 71.9 million recorded in 2024. Of the total contracted, **USD 23.2 million** corresponded to local suppliers, representing **32%** of purchases made during the period.

Although the share of local purchases varied slightly from 2024 (34%), a significant level of local contracting was maintained, far exceeding the established institutional indicator.

This result reflects our commitment to continue supporting the economic development of the regions where we operate, promoting opportunities for local suppliers and building a closer, more resilient, and more sustainable supply chain.



4.8.

World-class logistics and suppliers



We recognize and value our suppliers who share our B vision. In 2025, we tightened the vetting of critical partners, ensuring that our supply chain is as secure, ethical, and efficient as our own operations. Logistics is not just about moving fruit; it is about ensuring that ADR's promise arrives intact at any port in the world.



We have a network of specialized logistics operators that guarantee the efficient and secure transfer of our products from our facilities to the points of export. These partners provide comprehensive logistics services, including customs handling, ground transportation, and storage, playing a central role in the final stage of our supply chain.



For the past 2 years, we have worked with logistics operators previously selected through a formal evaluation process covering criteria such as experience, documentary compliance, operational capacity, and the availability of their own and third-party fleets. This process also considers alignment with relevant security certifications, such as BASC and OEA. In addition, we work with shipping and airline carriers for the export of our products, which operate under international standards and hold recognized certifications.

Below, we highlight our good practices:

Digital container monitoring



We have a platform that enables real-time tracking of containers in maritime transit. The tool provides essential information on product arrival, pick-up at destination, and container return, improving traceability and the quality of client service.

Automation of logistics data



We automated the recording of data related to logistics operations, contributing to improved operational efficiency.

Internal control via videoscope



We use a videoscope to inspect the refrigeration zone inside the container. This measure reinforces security controls over cargo to be exported.

Key 2025 achievements

- ✓ We obtained the Compromiso MYPE seal, in recognition of the actions implemented to expand the participation and development of micro and small enterprises within our supply chain.
- ✓ In 2025, 32% of purchases were local, generating a positive economic impact in the region.
- ✓ We implemented the supplier portal, optimizing registration, document validation, and payment processes.
- ✓ We delivered training for MSE suppliers on Occupational Health and Safety, the Environment, and certifications.

Goals and upcoming projects for 2026

- ✓ Expand the MSE supplier development program through new training sessions and technical support spaces
- ✓ Promote greater participation opportunities for local suppliers, building a more inclusive and sustainable supply chain.
- ✓ Implement environmental and social performance indicators to reinforce sustainability monitoring across the supply chain.
- ✓ Incorporate the homologation of packaging suppliers through a specialized firm.

SDGs involved



01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

Cultivating the best talent

05



5.1.

Our Team

(GRI 2-7, 2-8, 401-1 | IFRS S1: Human capital)

At Don Ricardo, we are convinced that our team is an essential pillar of the company’s success. For this reason, we cultivate the best talent, promoting respect, leadership, professional development, and safe and healthy working conditions.

Our operations take place mainly in the Ica region, where our farms and processing plants are located, in addition to administrative offices in Ica and Lima. As of December 31, 2025, our team comprised a total of 6,661 employees – 53% women and 47% men – who contribute to the development of our operations in the field, at the plants, and in administrative offices.



Of the total workforce, 6,305 are operational staff, representing approximately 95% of our team. This group plays a fundamental role in the execution of agricultural and processing activities, taking part in the various stages of the production cycle through to the packing of our products, ensuring the continuity and efficiency of operations.

In turn, 356 employees are administrative staff, representing approximately 5% of the total. This group plays a central role in the planning, coordination, and support of operations, contributing to the company’s growth and to decision-making.

Below, we present the distribution of our employees by gender and contract type.

Distribution by gender

Gender	Number	Percentage
Men	3,139	47%
Women	3,522	53%

Distribution by contract type

Contract type	Gender	As 31 of Dec, 2025
Permanent	Men	975
	Women	533
Temporary	Men	2,164
	Women	2,989
Total		6,661

Distribution by working schedule

Schedule type	Gender	As 31 of Dec, 2025
Jornada completa	Hombres	3,139
	Mujeres	3,522
Media jornada	Hombres	0
	Mujeres	0
Colaborador por horas no garantizadas	Hombres	0
	Mujeres	0
Total		6,661

Talent attraction



During 2025, we handled a significant volume of incoming employees, mainly associated with the operational dynamics of the sector. In this context, we hired more than 18,000 people throughout the year, including operational and administrative staff, of whom 51% were women and 49% were men. This job creation was made possible by our recruitment and selection processes, which are conducted under principles of objectivity, equity, and transparency, respecting human rights and guaranteeing equal opportunities for everyone.

Indicator	2023	2024	2025
Number of hires	11,334	17,830	18,435
Variation		+57.3%	+3.4%

Between 2023 and 2025, we increased hires by 62.7%, reflecting the growth in our talent attraction capacity.



Administrative staff selection

This year, we improved our recruitment and selection processes for administrative staff by updating procedures and incorporating tools that ensure a more objective and transparent evaluation of applicants. This process included the use of structured evaluation forms, allowing for a standardized assessment of candidates and a better fit with the profiles required across the organization’s various areas.

We also expanded our talent attraction sources through participation in job fairs, the expanded use of job boards, and the establishment of partnerships with 13 universities, which helped attract diverse talent and generate employability opportunities. As a complement, we tracked indicators such as vacancy coverage time and the identification of internal talent, to improve the efficiency of the process and to promote development opportunities within the organization.





Operational staff recruitment

This year, **18,435 operational staff hires** were recorded, reflecting the need to cover agricultural tasks across the various stages of the production process. During the period, we expanded our field recruitment strategies through the implementation of a communications plan, which expanded the reach of our calls for applications to various sectors and incorporated new areas. This initiative facilitated access to formal employment and improved talent recruitment.

Under our talent attraction and loyalty strategy, we developed programs to deepen the bond with our employees. Through our Guerreros ADR (ADR Warriors) program, we reward our outstanding employees. Likewise, through the Talent that Progress program, we recognized employees for their performance and attendance, boosting the motivation and retention of talent that is critical to the operation.

These initiatives contributed to achieving 100% coverage of personnel requirements and an 80% return rate among workers previously identified as key talent for the season.



Labor benefits

Our commitment to the well-being of our employees is reflected in a comprehensive benefits package. We comply with all social benefits established by current legislation and complement them with additional benefits to improve quality of life, reinforce job security, and promote commitment to the organization.



Formality and security

- ✓ On the payroll from day one.
- ✓ Health coverage, pension fund, and Insurance Vida Ley.
- ✓ Personal protective equipment, according to the duties performed.

Economic

- ✓ Productivity bonuses.
- ✓ Social benefits as required by law: CTS, statutory bonuses (gratificaciones), BETA bonus, and vacations.

Working conditions

- ✓ Free round-trip transportation.
- ✓ Meals covered at 100% for specific tasks and according to schedule.
- ✓ Family allowance for employees with children under 18, and up to age 24 in the case of uninterrupted higher education.

Meal service

We provide a meal service aligned with the dynamics of our workforce. During the year, we upgraded the service through the implementation of an application for the recording and control of requirements, allowing us to handle more than 783 thousand meal services.

Transportation service

We have a transportation control system designed to guarantee the safe and timely transfer of employees to our farms and plants. During the year, we operated a fleet of more than 200 buses, conducted inspections, and trained drivers in defensive driving and road safety.



Compensation

We administer our employees’ compensation under principles of equity, competitiveness, and transparency, recognizing its impact on the team’s well-being and commitment.

We have a Salary Policy that establishes guidelines for defining salary bands, ensuring internal equity and alignment with the labor market. Its review is led by the Human Resources Management, which proposes adjustments based on the needs of the company and the environment. These adjustments are evaluated and approved by the Remuneration Committee – composed of the Executive Director, the General Manager, the VP of Administration and Finance, and the Human Resources Manager – and subsequently implemented and monitored by the Personnel Administration area.

We also conducted a comprehensive review of 100% of our positions against the labor market, ensuring a competitive, equitable compensation proposal aligned with sector dynamics.

Parental leave

We recognize the importance of the family environment to our employees’ well-being. We therefore guarantee compliance with current legal provisions on maternity and paternity leave, promoting a healthy balance between work and personal life.

Below is the detail of leave granted during 2025, as well as the return and retention indicators following its use:

Parental leave	Men	Women
Employees who took maternity or paternity leave	91	23
Employees who returned to work after completing maternity or paternity leave	89	18
Employees who returned to work after completing their leave and were still employed 12 months after their return	45	11
Return-to-work rate (employees who took leave and maintained their employment relationship)	98%	78%
Employee retention rate.	49%	48%

5.2.

Talent Management

(GRI 404-1, 404-2, 404-3 | IFRS S1: Capability development)

We promote a holistic approach to talent, focused on capability development, leadership development, the identification of high-potential talent, performance evaluation, and the creation of professional growth opportunities within the organization.

During 2025, our actions focused on continuous education and training, the implementation of talent development programs, the strengthening of the work climate and the employee experience, performance evaluation, and internal promotion. Through these initiatives, we seek to strengthen our culture and our teams' capabilities, ensure continuity in key positions, and contribute to the sustainable growth of the company.



Talent development programs

Capability development is a fundamental component of our talent strategy. We seek to strengthen our employees' technical, leadership, and managerial competencies to meet the challenges of an increasingly specialized agricultural operation, while promoting opportunities for professional growth and career development.

During 2025, we recorded more than 32,000 training hours across the organization and more than 4,400 hours of specialized external instruction, delivered together with more than 25 providers. These actions contributed to developing technical knowledge, leadership skills, and core competencies for the performance of our operations.

In order to secure business sustainability, safeguard operational continuity, and prepare the leaders of the future, these efforts are channeled mainly through two strategic programs: Cultivating Talent () and Impulsa Talento.



+32,000
training hours



+4,400
man-hours of training delivered with more than 25 specialized providers

Cultivating Talent Program



As part of our strategy to identify, develop, and retain the talent that will lead the future of our operations, during 2025 we consolidated Cultivating Talent, an initiative that brings together our main education and development actions within the organization.

The program responds to business challenges marked by intense competition to fill critical positions in the field and at the plants, as well as the need to strengthen the leadership profile across our operations. Against this backdrop, we defined developing talent from the ground up as a strategic priority, betting on the formation of a new generation of leaders with technical and managerial competencies aligned with our operating standards and organizational values.

Through Cultivating Talent, we aim to position ourselves as a benchmark in talent formation in the agricultural sector, promoting the professionalization of agriculture, formal youth employability, and the construction of a solid succession base for the organization's future leaders.

During 2025, the program received more than 1,700 applications, of which 144 participants were selected. They come from 22 professional fields and 13 universities in the regions of Ica, Lima, and Arequipa, with profiles from a range of disciplines beyond agronomy. Some participants also moved into permanent positions within the organization, building our internal capabilities and contributing to business continuity.

Beyond its contribution to talent development, the program generated positive impacts on the operation. During the blueberry season, direct savings exceeded USD 161 thousand. In addition, more than USD 2.17 million in savings were recorded in connection with productivity improvements and reduced staff turnover. These results show how reinforcing our internal capabilities and leadership contributes to operational performance and business sustainability.



Cultivating Talent is carried out through two main initiatives:

I. Leaders and Supervisors Academy



As one of the program's main components, the Leaders and Supervisors Academy is designed to develop technical, regulatory, and leadership competencies, aligned with our values and operating standards.



The program combines training sessions with field-based support and applied learning, integrating three main modules:

The first concentrates 47% of the topics (8 topics) and covers operations and processes, through sessions led by internal leaders on quality standards, harvest coordination, operating processes, and the use of technological tools.

The second represents 18% (3 topics) and focuses on people skills, developed with an external coach, covering content on leadership, effective communication, teamwork, emotional self-regulation, motivation, and staff retention.



Finally, the third module concentrates 35% (6 topics) and reinforces regulatory knowledge related to internal procedures, organizational culture, and safety standards.

During 2025, we held 13 editions of the Academy across different farms and plants, nearly doubling the 7 editions held in 2024 and accumulating more than 13,400 hours of training. The process involved 20 internal speakers, who shared specialized knowledge and experience related to agricultural and plant operations.

As a result, 373 employees strengthened their technical and leadership competencies, a 118% increase over the 171 participants in 2024. Furthermore, 100% of participants successfully completed the program, and a satisfaction level of 92% was achieved. These actions help improve leadership practices, strengthen team coordination, and promote greater productivity across operations.



During 2025, we held 13 editions of the program across different farms and plants achieving more than 13,400 hours of training.



373 employees

strengthened their technical competencies and leadership.



II. Trainee Program

Through the Trainee Program, we promote the development of young professionals, providing them with a comprehensive formative experience that combines hands-on learning, mentoring, and active participation in improvement projects.

During 2025, 31 trainees took part in the program, developing their professional capabilities and gaining a rounded view of the company. During this experience, each trainee developed a proposal through our Harvesting Ideas (Cosechando Ideas) program, a continuous improvement tool led by the Operational Excellence area that promotes the generation of improvement and innovation initiatives across the organization, identifying opportunities in their work areas.

A total of 29 initiatives were submitted and evaluated by the Operational Excellence area. As a result, 11 continuous improvement projects were implemented across different areas of the organization, and three winning proposals were recognized, contributing both to the participants' development and to value creation for the company.

The program also continues to generate opportunities for employment and professional development within the organization. To date, more than 10 participants from this edition continue working at Don Ricardo, performing across various areas and contributing to building the capabilities required by the organization.



31 trainees
had a comprehensive formative experience

Impulsa Talento Program

During 2025, we implemented Impulsa Talento, an initiative designed to identify, develop, and prepare key talent to take on future strategic positions within the organization.

The program promotes career continuity for our administrative staff through the identification of potential, structured talent assessment, and the preparation of Individual Development Plans (IDPs), building the capabilities required to take on new professional challenges.

To this end, we implemented a process that begins with the identification of business-critical positions and people, continues with potential assessments through group interviews and assessment centers, incorporates the calibration of results through the 9-Box talent matrix, and culminates in the definition of development actions to build competencies and leadership.



During 2025, the Impulsa Talento program reached 62 employees.



Internal promotion

We promote internal mobility as a mechanism to recognize performance, develop capabilities, and generate professional growth opportunities within the organization.

During 2025, we carried out 79 internal promotions across different areas of the company. Of the total, 76% corresponded to moves between administrative positions and 24% to promotions of operational staff into administrative positions, contributing to career development and broadening opportunities within the organization.

These results reflect our commitment to developing talent from within, improving knowledge retention, employee engagement, and business sustainability.

Work climate and employee experience

We promote a positive work environment based on actively listening to our employees and implementing actions to improve their experience within the organization. To this end, we have a formal procedure that establishes guidelines for measurement, results analysis, and the follow-up of action plans, ensuring a systematic approach to the organizational climate.

The work climate evaluation is conducted annually to monitor our employees' experience, identify strengths and improvement opportunities, and guide decision-making related to the work environment and people leadership.



89.6%
Result of the work climate survey

We conducted a work climate measurement aligned with the organization's operating cycle (June 2025 to May 2026). As a result, we reached a work climate index of 89.6%, a 7.6-percentage-point improvement over the previous measurement. This progress was reflected both among administrative staff, whose score rose from 70% to 87%, and operational staff, whose score increased from 81% to 90%.

The results showed strengths in the employee experience, highlighting high levels of autonomy at work (93%), pride in belonging (93%), and the perception of an environment of respect and inclusion regardless of race, gender, origin, or sexual orientation (93%).

As a complement, we ran the "Get to Know Don Ricardo" (Conoce Don Ricardo) program, which offers a hands-on experience of our field and plant processes, fostering collaborative work and a sense of belonging. During 2025, two tours were held with the participation of administrative staff from different areas of the company.

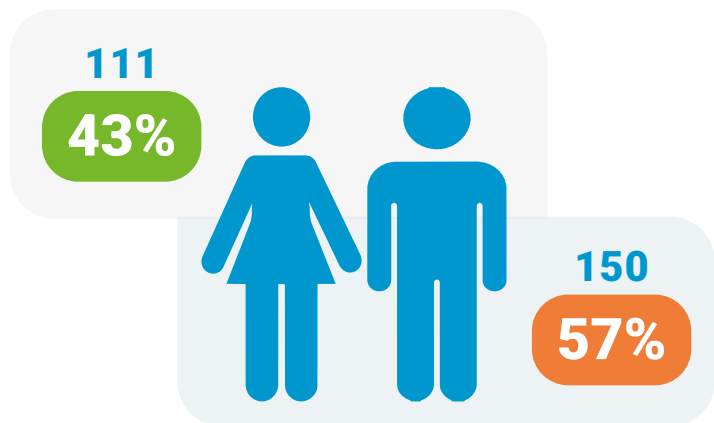


Performance evaluation

We assess performance through periodic evaluation processes that enrich feedback, align individual contributions with the organization's objectives, and identify opportunities for our employees' growth.

During 2025, we consolidated these processes by incorporating digital tools that facilitate performance tracking, improve the traceability of information, and support talent development. We also updated the evaluation methodology to promote more effective feedback conversations and generating more relevant information for decision-making.

Through this process, we evaluated the performance of 261 administrative employees (100% of those eligible for evaluation), providing us with relevant information for decision-making on talent development. Of the total employees evaluated, 43% were women (111) and 57% men (150). The evaluation reached an overall result of 82.1%, placing it in the Sustained Progress category, which reflects favorable and consistent performance against the expectations defined by the organization.



The results obtained allowed us to identify strengths and improvement opportunities at the individual and organizational levels, serving as input for defining training actions, leadership development, and internal promotion. As a complement, we continued developing our leaders' capabilities to enhance the coordination, motivation, and performance of their teams.

Key 2025 achievements

- ✓ We consolidated the Cultivating Talent program, attracting more than 1,700 applicants and bringing 144 young talents into our organization.
- ✓ We launched the first edition of Impulsa Talento, advancing the professional development of 62 employees.
- ✓ We strengthened the technical and leadership competencies of 373 employees through 13 editions of the Leaders and Supervisors Academy, achieving 100% completion and 92% satisfaction.
- ✓ We reached a work climate index of 89.6%, improving by 7.6 percentage points over the previous year.
- ✓ We implemented the Trainee Program with 31 participants, achieving the implementation of 11 continuous improvement initiatives together with the Operational Excellence area.
- ✓ We expanded internal mobility through 79 promotions, of which 24% corresponded to operational staff moving into administrative positions.

Goals and upcoming projects for 2026

- ✓ Enhance the Leaders and Supervisors Academy, improving participants' learning experience and satisfaction.
- ✓ Spur growth and internal mobility by strengthening internal calls for applications and promotions.
- ✓ Implement and follow up on Individual Development Plans (IDPs) for 100% of identified talent.

SDGs involved



5.3.

Commitment to health and safety at work

(GRI 403-1 a 403-10 | IFRS S1: Occupational health and well-being | FB-AG-320a.1)

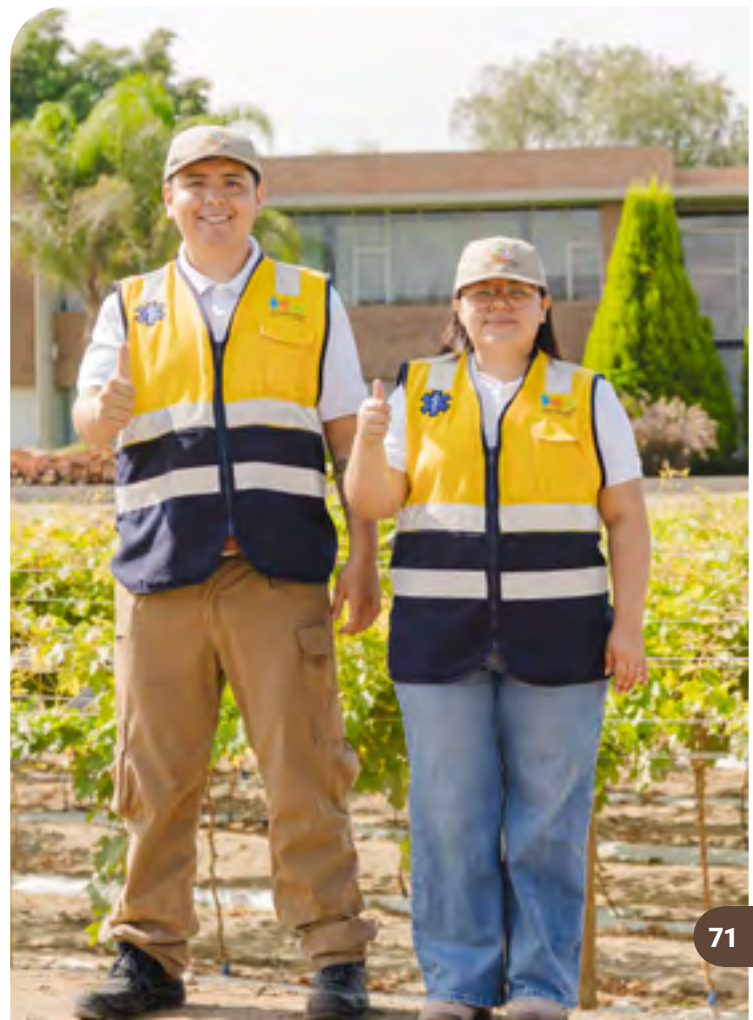
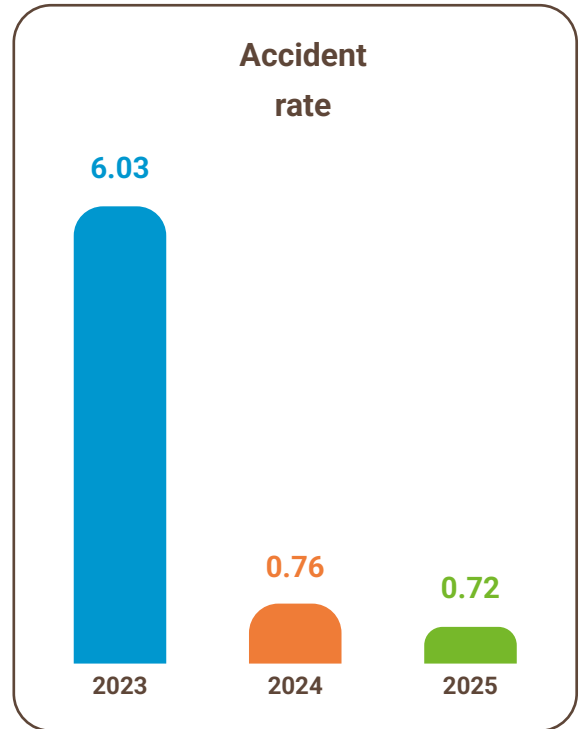
At Don Ricardo, we promote a preventive culture in occupational health and safety, in order to protect the physical integrity and health of our employees and other stakeholders. We work constantly to reinforce our safety culture, reduce the occurrence of accidents, and provide continuous training, ensuring safe working conditions for all.

Our Occupational Health and Safety Management System (OHSMS), aligned with Law No. 29783,



its regulations under Supreme Decree No. 005-2012-TR, and other applicable regulations, is applied across all our operating units and covers employees

as well as contractors and visitors. This system is put into practice through an annual plan comprising training, campaigns, inspections, and programs, among other activities to prevent occupational risks.



As a result of implementing the annual occupational health and safety plan and program, this year we reduced our **accident rate from 0.76 to 0.72** compared to 2024.

Prevention and risk control

Internal and external audits cover 100% of our field and plant operations, validating the effectiveness of our OHSMS, compliance with legal requirements, and proper risk management across all areas under the company’s control. For the identification and evaluation of occupational risks, we use tools such as the IPERC matrix, which allows us to establish preventive measures and appropriate controls according to the level of risk identified. These actions strengthen our preventive approach and contribute to continuously improving safety conditions across operations.

To complement this, we implement control measures to eliminate or to minimize risks by applying the hierarchy of controls. These measures include the elimination or substitution of hazards, engineering controls, administrative controls, and the use of personal protective equipment (PPE).



We also have immediate response protocols for workplace incidents and accidents, activating the Contingency and Emergency Plan and conducting investigations to establish corrective and preventive actions.

As part of our preventive approach, all employees have the responsibility to report unsafe acts or conditions in accordance with the Internal Occupational Health and Safety Regulations (RISST).

To this end, we have various communication mechanisms that channel these reports in an accessible and confidential manner, including:

- ✓ *Physical and digital suggestion boxes*
- ✓ *Corporate email*
- ✓ *Corporate phone lines of the Occupational Health and Safety area*
- ✓ *Direct communication with one’s immediate supervisor or the Occupational Health and Safety area*
- ✓ *The Occupational Health and Safety Committee and Subcommittee*

These channels reinforce our commitment to active listening, transparency, and continuous improvement.

Our Occupational Health and Safety Policy establishes the protection of workers’ life and health as a priority above any operational activity. Accordingly, any employee has the right to stop work and withdraw from an at-risk area, immediately reporting the situation for its assessment and control. This principle strengthens prevention and reaffirms our commitment to the holistic care of people.

We also ensure that contractors and third parties operating in our fields, plants, and other facilities comply with the same OHS standards applicable to our direct employees. To this end, we assess them through a Management System Requirements Matrix for Third Parties and Visitors. We also conduct ongoing supervision, training, and audits. All incidents or unsafe conditions reported by contractors are recorded, investigated, and used to tighten controls and prevent the recurrence of risks in our operations.



Occupational Health and Safety Committee

We foster the active and constant participation of all employees in occupational health and safety. To this end, we have an Occupational Health and Safety Committee and Subcommittee, which ensure representation across all our sites. These bodies are made up of employer representatives – trusted personnel appointed by Senior Management – and employee representatives, chosen by vote. The committees meet monthly and, when the situation requires, convene extraordinary sessions for exceptional cases. Their term of office is two years.

Their functions include:

- ✓ Identifying and evaluating occupational risks
- ✓ Reviewing workplace incidents and accidents
- ✓ Approving the Internal Occupational Health and Safety Regulations (RISST)
- ✓ Approving the Annual OHS Plan and Program
- ✓ Approving the Annual OHS Training Program
- ✓ Participating in the homologation of personal protective equipment (PPE)
- ✓ Among others

Both committees have the authority to propose corrective and preventive actions, reinforcing worker participation and the continuous improvement of the system. In 2025, 100% of the recommendations issued by the OHS Committee and Subcommittee were implemented and funded by the company, reflecting Senior Management’s commitment to occupational health and safety.



Occupational health and safety training

We have an annual occupational health and safety training plan for all employees. Its objective is to strengthen the competencies needed to act safely and prevent workplace accidents and incidents, covering all levels of the organization.

The plan covers:



Internal regulations and the OHS policy.



Identification of hazards, risks, and unsafe conditions.



Preventive health and safety recommendations and PPE use.



Contingency and Emergency Plan.



Procedures for high-risk work.



We also provide specialized instruction for high-risk activities, including heavy machinery operation, agrochemical use, work at height, and the handling of hazardous substances, among others. These trainings include theoretical instruction, supervised practice, and specific safety protocols, ensuring that workers develop the capabilities needed to perform their duties safely. As a complement, we assess the effectiveness of trainings through written exams, comprehension questionnaires, and observations in the field and at the plants, verifying the correct application of the procedures learned and strengthening the prevention of unsafe acts and conditions.



To further strengthen the preventive culture, we run specialized programs such as Safe Hands (Manos Seguras), in order to promote safe practices in the use of manual and power tools; Guardians of Safety (Guardianes de la Seguridad), directed at leaders to sharpen risk identification and control; and Cultivating Our Safety (Cultivando Nuestra Seguridad), focused on reinforcing self-care and compliance with OHS rules among employees. These initiatives benefited more than 2,400 employees and leaders across different areas of the organization.



We also executed 95% of the annual OHS training program, trained 313 personnel transport drivers in traffic regulations and defensive driving, and conducted 126 drills, bolstering preparedness and response capacity for emergency situations.

Occupational health

At Don Ricardo, we maintain a firm commitment to our employees' well-being. We therefore promote a culture of prevention and health care that includes access to medical services and psychological support for all employees. We approach occupational health from two complementary angles:

Healthcare management

Oriented toward providing medical attention for common ailments and emergency response:

- ✓ We provide direct medical care through first-aid stations strategically located across our sites, where common ailments are treated during the workday.
- ✓ We have a Level II ambulance to respond to medical emergencies or common illnesses.
- ✓ We channel referrals to specialists or medical centers when necessary, including coordination with ESSALUD or clinics for cases requiring more complex care.

Occupational health management

Focused on medical monitoring, including occupational medical exams, field supervision, and preventive health training:

- ✓ We carry out continuous medical surveillance actions, including pre-employment, periodic, and exit exams (upon the employee's request), to detect work-related conditions in a timely manner.
- ✓ We conduct field supervision, active breaks, guidance on non-communicable diseases, and training across all areas to encourage healthy habits and reduce occupational risks.



Notably, we closed the year with **0 fatalities and 0 occupational illnesses**. This is the result of constant medical surveillance and a comprehensive, people-centered approach.

Psychological care service

We have a psychological care office providing in-person, free, voluntary care during working hours, as part of our efforts to look after our employees’ emotional and mental well-being. This service aims to reduce the prevalence of psychological disorders and psychosocial problems.

The service is available for individuals, couples, or parents, and addresses topics such as emotion management, stress, interpersonal relationships, family conflicts, healthy parenting styles, and personal growth. Through this space, we promote emotional well-being and work-life balance.

During 2025, we provided more than 2,500 sessions, reflecting the importance of this service to our employees’ well-being.

These integrated actions enrich our organizational culture and reinforce a safer, more responsible operation centered on the well-being of our employees.

Key 2025 achievements

- ✓ The accident rate fell from 0.76 to 0.72 compared to the previous year.
- ✓ 100% of employees received an occupational health and safety induction.
- ✓ 100% compliance with the annual occupational health and safety program.
- ✓ 0 occupational illnesses reported during the year.
- ✓ 100% of occupational health and safety campaigns implemented.

Goals and upcoming projects for 2026

- ✓ Reinforce occupational health and safety training.
- ✓ Reduce the accident rate relative to 2025.

SDGs involved



5.4.

Cultivating holistic well-being, diversity, and inclusion

(GRI 401-2, 401-3 | IFRS S1: Inclusion and climate)

At Don Ricardo, we promote a work environment where holistic well-being, diversity, and inclusion are part of our organizational culture. Guided by our JEDI commitment (Justice, Equity, Diversity, and Inclusion), established in our Policy for the Promotion of Diversity, Equity, and Inclusion, we promote actions to guarantee respect, equal opportunities, and the development of all people.

As a certified B Corp™, we understand that our role goes beyond generating economic value. We therefore work to ensure that every employee finds in the organization a safe, respectful space conducive to their personal and professional growth, recognizing that diversity strengthens our capabilities and enriches our culture.



To this end, we promote a healthy and respectful work experience through various initiatives, channeled through committees, social benefit programs, and integration activities, to foster a collaborative, participatory, and discrimination-free environment.

Welfare Committee

This committee represents operational staff and acts as a direct communication channel with the company, gathering concerns and improvement proposals related to working conditions and well-being. Its members are democratically elected by field and plant workers, ensuring representative and close participation.

During 2025, the committee made periodic visits to the company's farms and operating areas, achieving coverage of over 90% and handling more than 50 cases related mainly to sanitary facilities, transportation, meals, personal protective equipment, and the work climate. These actions reinforced the company's response capacity and improved follow-up on the needs identified in the field.

The committee also administers a fund allocated by the company for the implementation of social initiatives. Through this mechanism, employees themselves identify and prioritize the actions to be funded, ensuring that they respond to their needs and those of their communities. This approach promotes active participation and fosters their sense of belonging.

During 2025, this fund contributed to 3 educational institutions through the donation of school furniture, the outfitting of spaces such as a kitchen and dining area, and the donation of biomechanical equipment to OMAPED.



Workplace Sexual Harassment Intervention Committee

We have a specialized committee in charge of preventing, addressing, and following up on cases of workplace sexual harassment, in compliance with current regulations and our internal guidelines.



This committee acts under principles of confidentiality, impartiality, and respect, guaranteeing timely and appropriate attention to each reported case. Its functions include receiving and evaluating reports, providing support during the investigation process, and recommending corrective or disciplinary measures, as appropriate.

As a complement, we promote preventive actions to raise employee awareness about the importance of workplace relationships based on respect, thus contributing to a safe, violence-free work environment.



Diversity and Inclusion Committee

During 2025, the Diversity, Equity, and Inclusion Committee – made up of five members (three women and two men), democratically elected from among the operational staff – led initiatives to build strengthening an organizational culture based on respect, equity, and good treatment.



We designed the structure of the 2026 diversity and inclusion work plan, covering training, awareness-raising, and actions to improve the work climate, with an emphasis on gender equity and non-discrimination.

Its main functions include:

- ✓ Promoting inclusive practices
- ✓ Raising team awareness
- ✓ Contributing to the creation of spaces where all people feel valued and can develop fully



CEBA Program

To support the holistic development of our employees and create new opportunities, in 2025 we launched the CEBA Program for the first time – an initiative that provides free access to secondary education for operational staff who were unable to complete their schooling. The program incorporates flexible learning modalities – asynchronous, virtual, and in-person classes – as well as educational materials, tutoring, academic reinforcement, and continuous support, allowing participants to resume their studies and expand their opportunities for personal, family, and professional growth.

In its first year of implementation, 35 employees successfully completed an academic grade level, including blueberry crop workers and supervisors, reflecting the participants' commitment and the positive impact of this initiative on their life paths and those of their families. This progress was supported by a continuous assistance model that included academic reinforcement, tutoring, and close follow-up to facilitate persistence in the educational process.



Among the year's main milestones is Jacqueline, our first program graduate, whose achievement represents a significant step forward in promoting education as a tool for personal and social transformation. As a reflection of our commitment, in 2025 we were recognized with the ¡EPA! – Adult Education distinction, awarded by Es Hoy, in recognition of the company's sustained work to expand educational opportunities and contribute to the comprehensive development of its employees.



Promoting safe, violence-free environments

We are convinced that our employees' well-being is also linked to their family and social environment. We therefore develop initiatives that promote relationships based on respect and peaceful coexistence.

In partnership with the Women's Emergency Center (CEM) of La Tinguiña, we held awareness sessions on family violence prevention, reaching more than 3,300 people during 2025.



Through these actions, we seek to raise awareness and contribute to building a culture of peace, both inside and outside the organization. In this way, we reaffirm our role as an agent of change in our areas of influence, promoting safe environments that support our employees' well-being and development.

Spaces for integration and well-being

During 2025, we continued promoting spaces for integration and well-being to reinforce a sense of belonging, coexistence, and organizational values among our employees and their families. Through recreational, sports, and family activities, we seek to create environments of participation and integration that contribute to emotional well-being and to nurture a close, participatory organizational culture.

We also held a new edition of the Friendship Tournament, which brought together employees from different areas and operating zones in disciplines such as soccer, mixed volleyball, cycling, marathon, and chess. These activities encouraged teamwork, healthy living, and integration between field and plant workers, while also promoting spaces for connection outside the work environment.



We also held family and community initiatives such as the family blueberry harvest, an activity that allowed employees and their relatives to see our agricultural operations up close and take part in experiences linked to the production process. This day deepened the bond between families and the company, promoting recognition of the work done in the field and integration among participants.

Likewise, during holidays and year-end campaigns, we organized special lunches, recreational days, and team-building activities for our employees. During these celebrations, we distributed gift baskets, panettones, toys, candy packs, and other gifts to both operational and administrative staff, helping create a positive, close work environment that recognizes the effort made throughout the agricultural season.

Celebrating our 30th anniversary

In the context of our 30th anniversary, we held a series of activities to promote integration, corporate identity, and employee participation across the organization's operating zones and areas, over a full week of celebration. The activities included recreational sessions, contests, artistic performances, and team-building dynamics, with the active participation of more than 4,000 employees.

Cultural and dance contests were held between teams representing different farms, encouraging teamwork, cultural expression, and integration among employees — accompanied by live music, raffles, and refreshments, reinforcing their sense of belonging and the organizational culture.



These initiatives were part of our well-being and recognition strategy, allowing us to celebrate three decades of shared growth and development together with our employees, reaffirming our commitment to an organizational culture based on closeness, integration, and teamwork.

Key 2025 achievement

- ✓ We received the ¡EPA! Recognition for our CEBA Program, which advances our employees' education, opening paths for growth and self-improvement.

Goal and upcoming projects for 2026

- ✓ Implement a CEBA ambassadors program to improve student performance and persistence through academic and motivational support.

SDGs involved



5.5.

Human Rights

(GRI 3-3, 408-1, 409 -1 | IFRS S1: Due diligence | FB-AG-430a.1)

At Don Ricardo, we are committed to respecting, protecting, and promoting human rights across all our operations and business relationships. This commitment is enshrined in our Human Rights Policy, which is aligned with international instruments such as the principles of the Global Compact, among others.



Our commitments include

- ✓ Respecting the human rights of our employees and other stakeholders.
- ✓ Guaranteeing a safe, inclusive work environment free of discrimination, harassment, or inhumane treatment.
- ✓ Rejecting all forms of forced, child, or juvenile labor in our operations and those of our suppliers.
- ✓ Upholding decent working conditions, including reasonable working hours, fair remuneration, and freedom of association.
- ✓ Requiring compliance with these standards in our contracts, supplier selection processes, and business practices.
- ✓ Training employees in human rights to reinforce the organizational culture.

To ensure compliance with these commitments, we have due diligence tools such as the Human Rights Risk Matrix, external audits, and internal training programs. These mechanisms allow us to identify risks and improvement opportunities, follow up on action plans, and implement corrective measures where appropriate.

During 2025, we carried out 34 projects in order to prevent and mitigate human rights risks in our operations. We also provided more than 1,100 man-hours of training to employees, deepening their knowledge and capabilities to promote a culture of respect, inclusion, and responsible conduct.

In addition, anyone can report human rights violations through our Ethics Line, a confidential, secure channel operated by an independent third party (NAVEX), which guarantees whistleblower protection and the transparency of the process.

Critical human rights matters

We reaffirm our commitment to promoting responsible practices and respect for human rights across all our operations and throughout our value chain. Below, we explain the actions taken on the following critical matters:

Eradication of child and forced labor

We are committed to eradicating child and juvenile labor across all our operations and supply chain. This commitment is reflected in actions directed towards preventing any form of labor exploitation.



Hiring policy and ETI Code: Explicit prohibition of child and juvenile labor at all stages of the production process, and a guarantee that employment is voluntary and without the withholding of documents.

Age verification: Mandatory document review at the time of hiring to ensure compliance with the legal minimum age.

Supplier assessment: A sustainability questionnaire that includes criteria on labor rights and the prohibition of child labor.

Accessible reporting channels: We have an Ethics Line through which anyone can report potential situations of coercion or rights violations.

Awareness campaigns: Ongoing instruction for employees and suppliers on respect for labor rights and the protection of children.



Thanks to these actions, we continue fostering a culture of respect for labor freedom and children’s rights, ensuring safe, responsible work environments free of all forms of exploitation.

Key 2025 achievements

- ✓ Building internal capabilities through more than 1,100 man-hours of human rights training delivered to employees.

Goals and upcoming projects for 2026

- ✓ Continue enhancing our human rights due diligence system, expanding the scope of assessment and monitoring across the supply chain.
- ✓ Increase human rights training and awareness actions for employees and strategic suppliers.
- ✓ Develop our company purpose in alignment with our employees.

SDGs involved



01 We are Don Ricardo

02 Our sustainable business model

03 Responsible governance and ethical culture

04 Cultivating quality fruits

05 Cultivating the best talent

06 Committed to community development

07 Our environmental management and care

08 Climate action and resilience

09 Transparency and traceability

Committed to community development



06

6.1.

Our social development

(GRI 3-3, 413-1, 413-2 | IFRS S1: Resilience and social license)

At Don Ricardo, we reaffirm our commitment to the sustainable development of the communities around us, recognizing that we are part of the same environment and that our growth is directly linked to the well-being of those who live near our operations.

In 2025, our social work evolved toward a more strategic approach. We addressed impacts and generated opportunities through continuous, preventive dialogue with our stakeholders, which allowed us to anticipate the territory's needs and build trust with our communities.



Among the main advances, we strengthened our social intervention approach, complementing the results of our social needs assessment with specific diagnostics around our pillars. This allows us to understand current needs and design interventions that respond to them, according to local realities. As a result of these efforts, in 2025 we received the Municipal Seal of Best Company, awarded by the Municipality of San José de los Molinos, for our social commitment and contribution to the local development of our area of influence.

Our initiatives and projects are aligned with our 4 pillars:



Health



Education



Environment



Family Strengthening

This year, we also updated our Social Responsibility Policy and our social responsibility plan, and created procedures designed to provide a documented foundation for our main processes:

- ✓ Community relations
- ✓ Donations
- ✓ Corporate volunteering
- ✓ Social investment projects

We also advanced in the design of our Community Engagement Plan and our Social Risk Matrix – tools that reinforce prevention, improve decision-making, and allow the timely identification of potential social impacts.

6.2.

Our impact on health

(GRI 203-1, 413-1 | IFRS S2: Preventive social impact)

For us, the health of our communities is a priority, and one of the region's most pressing problems is anemia. National reports show that Ica is among the three regions with the greatest increase in anemia prevalence between 2023 and 2024 – a fact that, combined with its consequences for children's cognitive development, compels us to join forces in this fight.



Operation Zero Anemia

With the goal of achieving zero anemia in the district of San José de Los Molinos, in 2025 we launched our Operation Zero Anemia project.

We implemented the project under a multisectoral approach that integrates preventive health services, nutritional education, screenings, pediatric check-ups, monitoring of anemia cases, and behavior-change strategies for parents and teachers, delivered across 30 workshops. These actions were complemented by awareness-raising communication strategies and the execution of community medical campaigns.

Key results

+700 people benefited by the project in 10 months of execution.

Children's healthy lunchboxes were increased by **77%**.

63% of cases diagnosed with anemia overcame it, and 52% of children at risk of developing it were no longer at risk.

More than **270** residents benefited from anemia-focused medical campaigns.

These results were made possible by joint work with our client Albert Heijn, who joined the fight against anemia and helped generate impact for more than 300 children, 200 parents and teachers, and 270 residents of the district. The Regional Health Directorate and the Regional Education Directorate of Ica also played a crucial role in the project's development, enabling us to align with the national anemia strategy and count on specialized professionals throughout its implementation.

Alliance against anemia

Consistent with our goal of eradicating anemia in our areas of influence, in 2025 we renewed our alliance with the non-profit association Peruanos por Peruanos.

Through this collaboration, we took part in prevention and nutritional guidance campaigns in the region, contributing to the screening of more than 2,700 people and the training of more than 2,000 families.

As a result of this alliance, we were recognized as an Zero Anemia Company for the second consecutive year.



Medical campaigns

As a complement to our anemia interventions, we held two community medical campaigns, bringing specialized services in pediatrics, obstetrics, dentistry, nutrition, and psychology, among others, benefiting more than 600 people.



Donations and social investment



In 2025, we donated three portable digital ultrasound scanners to health facilities in our areas of influence, facilitating the early detection of diseases and improving the monitoring of pregnant women.

As in previous years, we joined dengue prevention efforts by donating supplies to prevent its spread. In addition, among the donations administered by our Welfare Committee, we delivered biomechanical equipment to the Municipal Office for Persons with Disabilities (OMAPED), contributing to the social inclusion of its beneficiaries.

Finally, we continue sharing our fruits with the community through the donation of more than 90 tons of mandarins in our neighboring areas.

6.3.

Our impact on education

(GRI 203-1 | IFRS S1: Social and human capital development)



In the education pillar, we recognize that capacity building and access to quality learning opportunities are decisive for the community’s sustainable development. We therefore direct our work toward closing educational gaps, improving conditions in the school environment, and promoting skills development in children, adolescents, and young people.



Cultivating the Best of Me

This year, we reinforced our commitment to community education by implementing our project “Cultivating the Best of Me” (Cultivo lo Mejor de Mí) for the fourth consecutive year.

Our diagnostic work in the education pillar identified gaps in the Ica region that affect both school performance and persistence – including a 12.8% dropout rate at the secondary level and difficulties in socio-emotional skills affecting 57% of students at an educational institution in the district of La Tinguiña, where we decided to intervene in 2025. This context, compounded by widespread academic demotivation, especially in the final years of schooling, led us to replicate this project – created in 2022 – at this institution.

The objective of Cultivating the Best of Me is to accompany adolescents and provide tools to students in the final years of secondary school, through formative workshops, to help develop their socio-emotional skills and enable them to design their study plans and life projects upon finishing school – by building self-esteem and self-care, academic motivation, socio-emotional skills, and decision-making.

Over 6 months, across 85 workshops divided into three formative modules, we benefited 117 students and rewarded outstanding students with laptops and university admission exams, consolidating more than 400 beneficiaries since the project’s creation.

Key results



+2,800

man-hours of intervention.



117

beneficiaries in 2025.



50%

increase in students with an excellent level of communication and decision-making skills.



23%

increase in students with an excellent level of emotional skills.

Donations and social investment

At Don Ricardo, we understand that education is one of the main foundations of community development. In 2025, we invested more than USD 30 thousand, helping improve conditions for the development of the educational community.

Through our Welfare Committee, in 2025 we arranged donations of school furniture and kitchen and dining facilities for preschool and primary educational institutions.



6.4.

Supporting local farmers

(GRI 13.22.1 | IFRS S1: Economic inclusion and phytosanitary resilience)



Agro Teachers (Maestros del Agro)

Family farming in Ica is characterized by crops such as potato, corn, avocado, and pecan, which play a fundamental role in food security and the generation of local income. However, according to official sources, farmers face constraints such as water scarcity in Ica – where the predominant use of low-efficiency traditional irrigation systems increases vulnerability to water stress – limited access to technical assistance, and deficiencies in integrated pest and disease control, which put the productivity and sustainability of their farming systems at risk.

In this context, in 2024 we set the goal of reaching 120 farmers by 2027 with training delivered across the three formative modules that make up the Agro Teachers project: soil care and conservation, integrated pest and disease control, and efficient water use.





In 2025, we launched our second edition in the district of La Tinguiña, one of our direct areas of influence, adding 30 graduated farmers, whom we accompanied through 12 workshops – many of them held on their own plots – building their capabilities and technical knowledge through theoretical-practical field sessions to improve soil care, optimize water use, and enhance integrated pest and disease control.

Thanks to our partners The Nature Conservancy (TNC), SENASA Perú, SENAMHI Perú, ANA, and JUASVI, we were able to count on experts in the various topics covered across the three modules and to carry out soil and water analyses certified by laboratories.

Key results



73

farmers have graduated to date.



81%

report intermediate-to-advanced learning levels.



91%

of participants express the intention to apply the technical knowledge acquired.



During the follow-up stage, we observed progress in the adoption of sustainable practices on their own plots.

6.5.

Social interventions

(GRI 203-1, 413-1 | IFRS S1: Response capacity and institutional resilience)



In alignment with our education pillar, we operate the Conoce Don Ricardo program, an initiative focused on knowledge exchange and technical learning about our agricultural operations. During 2025, we hosted 70 producers from the Tambo Valley in Arequipa, and 38 students from the Universidad Nacional Agraria La Molina. Through this initiative, we support the technical-professional development of students, associations, and producers, contributing to the formation of new generations committed to sustainable agriculture.



Get to Know Don Ricardo (Conoce Don Ricardo)

In alignment with our education pillar, we operate the Conoce Don Ricardo program, an initiative focused on knowledge exchange and technical learning about our agricultural operations. During 2025, we hosted 70 producers from the Tambo Valley in Arequipa, and 38 students from the Universidad Nacional Agraria La Molina. Through this initiative, we support the technical-professional development of students, associations, and producers, contributing to the formation of new generations committed to sustainable agriculture.





Corporate volunteering

Through our Don Ricardo volunteering program, we reaffirm our commitment to community development through the active participation of our employees in solidarity initiatives. These actions focus mainly on the areas of health, education, and the environment, and are designed to generate a positive, sustainable impact in our direct areas of influence, promoting social well-being and civic engagement.



Emergency and disaster response

To support the territory's resilience and emergency response capacity, in 2025 we provided support to communities and local entities in the face of climate events and contingencies affecting the region. The main actions included the delivery of protective plastic sheeting for homes affected by heavy rains and other climate events, helping more than 5,000 beneficiaries reduce their families' exposure to vulnerable conditions and meet immediate needs for temporary protection.

We also supported the local Fire Department by outfitting its emergency trucks, which allowed them to optimize water distribution during incident response, increase operational efficiency, and reduce emergency response times, contributing to a stronger care and protection capacity for the city of Ica.



Key 2025 achievements

- ✓ We allocated more than USD 100,000 in social investment to health, education, and community resilience projects.
- ✓ We intervened in the nutrition of more than 300 children through our Operation Zero Anemia project.
- ✓ We consolidated 73 graduated farmers through our Agro Teachers project.

Goals and upcoming projects for 2026

- ✓ Advance toward our goal of achieving zero anemia in neighboring areas.
- ✓ Strengthen the development and empowerment of women in the community.

SDGs involved



01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

Our environmental management and care

07

7.1.

A comprehensive environmental approach

(GRI 3-3, 2-27 | IFRS S2: Mitigation and compliance strategy)

At Don Ricardo, environmental management is part of our daily operations. We work to ensure that the company develops responsibly, caring for natural resources and complying with current regulations. This approach is grounded in continuous improvement and in the application of practices aimed at preventing, reducing, and mitigating the impacts of our operations, both in the field and at the plants.

To this end, we have instruments that guide and organize our actions:



Environmental Policy: Establishes the principles and commitments that guide our performance in the face of environmental challenges.



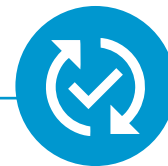
Environmental Management Plan: Translates these commitments into concrete prevention, monitoring, and control actions at each operating unit.



During 2025, we maintained a preventive approach based on constant monitoring and the development of our internal capabilities.



As a result, we recorded no fines or sanctions for non-compliance with environmental regulations, reflecting the consistent application of our controls.



We also renewed our LEAF Marque certification, which backs the implementation of good agricultural practices focused on environmental sustainability, biodiversity protection, and the efficient use of resources.

7.2.

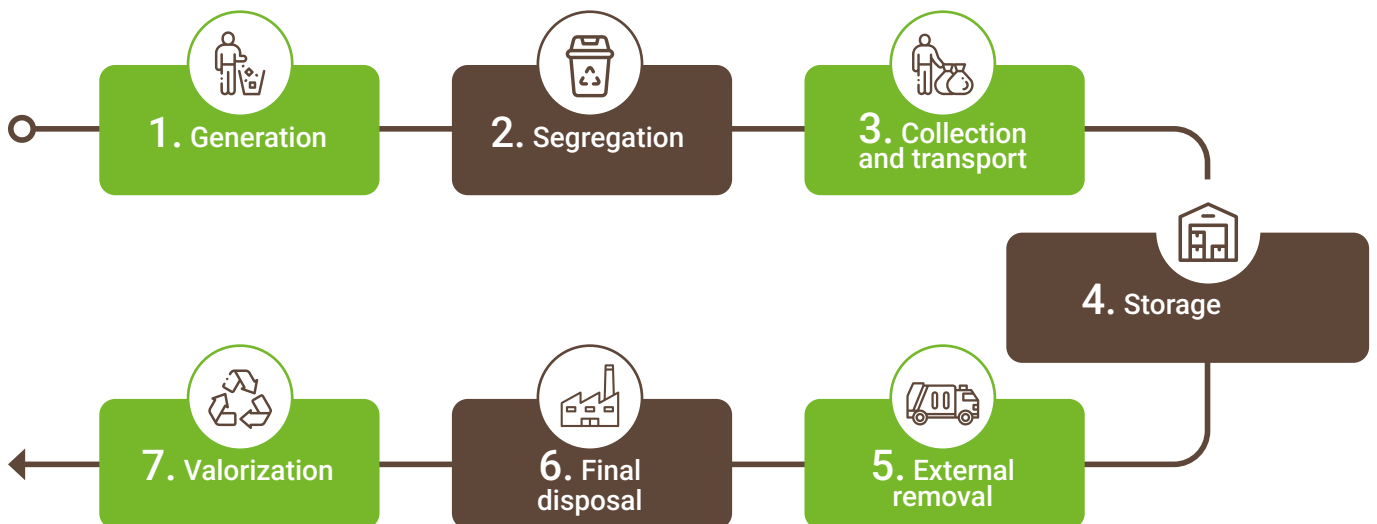
Circular economy and solid waste management

(GRI 306-1 a 306-5 || IFRS S1: Resource efficiency and operational optimization)

At Don Ricardo, we handle waste under a preventive, circular economy approach, focused on reducing its generation, maximizing its recovery, and minimizing final disposal. We seek to progressively increase waste recovery through reuse, recycling, and valorization practices, advancing toward a Zero Waste model.

These operations are implemented through guidelines and plans that allow end-to-end control of waste across all our operations – from generation to final disposal – improving traceability, segregation, and valorization.

Below is the flow diagram summarizing the waste process in our operations:



Waste generation



During 2025, we generated a total of 945 tons (t) of solid waste, an increase associated mainly with the higher volume of fruit production and the expansion of a processing plant.

We also enhanced waste monitoring and control through Power BI, evolving from monthly to weekly tracking, which provided more timely information for decision-making and the identification of improvement opportunities.

The distribution of waste generated by type is presented below:

Waste classification	Unit	2024	2025
Non-hazardous waste	Tons (t)	817	906
Recoverable	Tons (t)	557	656
No-Recoverable	Tons (t)	259	250
Hazardous waste	Tons (t)	14	39
Recoverable	Tons (t)	7	9
No-Recoverable	Tons (t)	7	30
Total non-hazardous and hazardous waste	Tons (t)	830	945

Of the total waste generated during 2025, 665 tons (70%) were recoverable, while 280 tons (30%) were classified as non-recoverable – reflecting an approach focused on maximizing valorization opportunities and minimizing final disposal.

This performance is especially significant considering the increase in fruit volume produced and the expansion of operations during the year, evidencing efficiency gains in waste handling in step with operational growth..

Segregation at source

We continued improving the segregation of waste at its origin, differentiating hazardous from non-hazardous waste to ensure proper handling at every stage of the process.

To this end, we implemented container location maps for each operating unit, ensuring their accessibility, correct signage, and identification according to waste type.



We also reinforced staff training on segregation at source, hazardous waste handling, and waste valorization, promoting a stronger environmental culture across our operations.

Waste valorization

During 2025, we valorized 664 tons of waste, reaching a valorization rate of 70% – a result associated with the improvements in our segregation and repurposing practices. This result reflects progress toward progressively increasing the diversion of waste from final disposal, consistent with a Zero Waste model, which takes as its reference the recovery of at least 90% of waste through reuse, recycling, or other forms of valorization.

Through these actions, we increased the valorization of plastic waste by 30% and of organic waste by 89%, promoting the recycling and repurposing of materials such as plastics, cardboard, and metals, as well as the valorization of organic waste, including boxes, pallets, wood scraps, and skids.

We also expanded the composting area and launched a pilot project for the production of compost, humus, and biol, by recovering organic waste from dining halls, the laboratory, pruning, and harvests. Through a new formulation based on champa-type guano and waste segregated at source, we obtained compost suitable for agro-export use, promoting the repurposing of organic waste and advancing our circular economy approach.



Waste recovery methods by waste classification are detailed below:

Non-hazardous waste	Unit	2025
Reuse	Tons	16
Recycling	Tons	639
Total	Tons	655

Hazardous waste	Unit	2025
Reuse	Tons	0
Recycling	Tons	9
Total	Tons	9

All waste is handled through Solid Waste Operating Companies (EO-RS) authorized by the Ministry of Environment, guaranteeing safe, traceable handling in compliance with current regulations. Building on our efforts to reduce non-recoverable waste – which fell by 4% compared to 2024 – we optimized the handling of sludge from biodigesters and septic tanks, prioritizing its specialized treatment and valorization through these companies, rather than final disposal in sanitary landfills.

We also optimized the waste collection and transport system, reducing the number of removal trips by approximately 8% compared to 2024, despite the increase in production and the expansion of operations. This improvement allowed us to optimize routes and reduce unnecessary trips, also contributing to lower transport-related emissions.

Environmental culture and awareness

During 2025, we continued building our environmental culture through awareness campaigns and employee training on waste reduction, segregation at source, and the responsible handling of materials.

We also continued our TRAE TU RAEE (BRING YOUR WEEE) campaign, an initiative for the voluntary collection of waste electrical and electronic equipment (WEEE) not generated by the operation, promoting its proper disposal and valorization. As a result, during 2025 we collected 3.96 tons of WEEE, which were handled through an authorized operator, avoiding the emission of 6.12 tons of CO₂.



In recognition of the results achieved in the 2024 edition of the TRAE TU RAEE campaign, we obtained a **first place recognition in the Agroindustry category at the R-Evoluciona 2025 Awards**, organized by Comimtel, highlighting our commitment to the circular economy and the responsible valorization of waste.

Key 2025 achievements

- ✓ We reached a waste valorization rate of 70%.
- ✓ We reduced the generation of non-recoverable, non-hazardous waste by 4% compared to 2024.
- ✓ We increased the valorization of plastic and organic waste by 30% and 89%, respectively.
- ✓ We reduced waste removal trips by approximately 8%.
- ✓ We won first place in the Agroindustry category at the R-Evoluciona 2025 Awards, in recognition of our commitment to sustainability and responsible waste practices.

Goals and upcoming projects for 2026

- ✓ Implement the third edition of the TRAE TU RAEE campaign.
- ✓ Enhance waste traceability and monitoring through digital tools.
- ✓ Increase the repurposing of organic waste through composting.
- ✓ Maintain a 70% diversion of waste from final disposal through 2028.

SDGs involved



7.3.

Efficient packaging

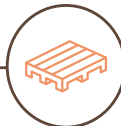
(GRI 301-1, 301-2 | IFRS S2: Transition risk mitigation)

Our packaging plays an essential role in the protection and preservation of perishable products, maintaining their quality and food safety conditions throughout the logistics chain and to their final destination.

Given the nature of our products and the demands of international markets, we promote the efficient use of packaging, seeking alternatives that contribute to better use of materials without compromising the performance required for transport, storage, and commercialization. To this end, we consider aspects related to product preservation, client requirements, operational viability, and logistics efficiency.

We also promote initiatives focused on continuously improving packaging material performance, considering criteria of operational efficiency, productivity, and the reduction of environmental impact across the logistics chain.

Main actions



Increased kilograms transported per container through the incorporation of interlocking pallets (pallet candado), optimizing load capacity and contributing to greater logistics efficiency.



Use of modified atmosphere (MA) bags and SmartPac-type bags, replacing various traditionally used elements and reducing material use.



Increased recycled content incorporated into packaging: 2.06 thousand tons out of a total of 4.93 thousand tons of packaging, reflecting our commitment to reducing our carbon footprint.



Increased ventilation area through a redesign of the wooden box, reducing cooling times from 8 to 7 hours and increasing the availability of the cooling tunnels.

These initiatives help optimize material use, boost logistics efficiency, improve operational performance, and advance the reduction of the carbon footprint associated with our operations and packaging.

7.4.

Biodiversity protection

(GRI 3-3, 304-1, 304-2 | IFRS S2: Ecosystem resilience)

At Don Ricardo, we are committed to protecting the ecosystems and species present in our operating areas, promoting responsible agricultural practices and measures which seek to prevent, reduce and mitigate the environmental impacts of our activities.

Our work is guided by the Environmental Policy and the Biodiversity and Environmental Plan, which establish guidelines for the protection of natural habitats, pollinators, and sensitive species, as well as for the monitoring and control of environmental impacts.

We also continue conducting flora and fauna monitoring to improve the identification and protection of sensitive species and fragile ecosystems, such as huarango forests, coastal deserts, and riparian vegetation.

As part of our ecological restoration actions, we reforested 1 linear kilometer with huarango trees (*Prosopis pallida*) at the Casa Chica farm in Villacurí, using brine water from the osmosis plant.

We also promote the presence of pollinators and beneficial fauna through the conservation of areas with native vegetation, gardens, living fences, and water reservoirs within our operations.



Throughout 2025, we maintained as conservation areas **38.65** hectares of natural habitats and green spaces on our properties and **96.29** hectares in adjacent areas.

To minimize impacts on biodiversity, we implement measures such as:

- ✓ Integrated pest control and the use of biological or low-toxicity products.
- ✓ Monitoring of agrochemical drift; protection of active nests and bird monitoring.
- ✓ Installation of bee watering stations; authorized falconry programs for the ethical control of pest birds.
- ✓ Signage and demarcation of sensitive habitats.

We also reinforced staff training in flora and fauna conservation, pollinator care, and the protection of natural habitats. In addition, we implemented educational materials and environmental signage across all our farms to strengthen the identification and protection of endemic species and sensitive ecosystems.

These actions help sustain core ecosystem services, such as pollination, biological pest control, microclimate regulation, and soil conservation.

Key 2025 achievements

- ✓ We reforested 1 linear kilometer with huarango trees (*Prosopis pallida*) at the Casa Chica farm, as part of our ecological restoration strategy.
- ✓ We expanded flora and fauna monitoring for the identification and protection of sensitive species and fragile ecosystems.
- ✓ We implemented educational materials and environmental signage across all our farms to reinforce the protection of natural habitats and endemic species.

Goals and upcoming projects for 2026

- ✓ Continue reforestation with native species, reaching a total of 3 linear kilometers of huarango trees by 2026.
- ✓ Develop an application for the real-time recording and monitoring of wildlife on the farms.
- ✓ Strengthen sustainable methods for controlling pest birds in grape and blueberry crops.

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability



Climate action and resilience

08

8.1.

Climate governance and commitment

(GRI 3-3, 201-2 | SASB FB-AG-110a.2 | FB-AG-440a.1 | IFRS S2: Governance | Physical and transition risks)

At Don Ricardo, we recognize that climate change is a relevant issue for the sustainability and continuity of our agricultural operations, given their dependence on climate factors and the availability of natural resources. In this context, we are progressively integrating climate criteria into our operations, under a preventive, continuous improvement approach. Oversight of climate-related matters is carried out through Frutura's Climate Change Committee, which includes the corporate level and its business units, and tracks environmental and climate aspects relevant to the operation. Under this commitment, we contribute to Frutura's corporate target of reducing the intensity of Scope 1 and 2 greenhouse gas (GHG) emissions by 10% by 2028, through initiatives to improve operational efficiency and emissions performance.

We recognize that climate change can affect our agricultural operations. We therefore identify physical and transition risks associated with our activity, promoting measures designed to reinforce operational resilience and the efficient use of resources.



Climate variability, rising extreme temperatures, and events associated with the El Niño Phenomenon can affect water availability, crop yields, and field operating conditions. In response, we implement measures to increase the resilience of our operations, such as the use of geomembrane-lined reservoirs, technified irrigation systems, fertigation automation, and agronomic monitoring, allowing us to optimize water use and strengthen our response capacity in adverse climate scenarios.



The tightening of environmental regulations and the growing sustainability demands of international markets pose challenges for the agro-export sector. We therefore pursue initiatives to improve our operational efficiency, measuring our carbon footprint, and strengthening our practices, helping us remain competitive and respond to the expectations of clients and other stakeholders.

8.2.

Emissions and carbon footprint

(GRI 3-3, 302-1, 305-1, 305-2, 305-3 | SASB FB-AG-110a.1, 130a.1)

We are aware that climate change directly impacts agriculture. For this reason, we continue strengthening our environmental performance through the measurement and monitoring of our greenhouse gas (GHG) emissions. This process allows us to better understand our impacts, identify improvement opportunities, and advance toward an increasingly efficient and resilient operation.

Carbon footprint

(GRI 305-1 | 305-2 | 305-3)

Our emissions measurement process is structured and aligned with the guidelines of **the GHG Protocol (GHG Protocol Corporate Standard)**, the reference methodology that ensures the comparability, consistency, and completeness of the data reported. This process included the use of standardized templates that allow us to organize information by activity type and emissions category.

Our measurement covers direct emissions (Scope 1), such as fuel use in the field and our own transportation; indirect emissions from electricity consumption (Scope 2), using the emission factor from the International Energy Agency (IEA), based on the location-based method; and value chain emissions (Scope 3), which include the transport of inputs and products, subcontracted services, business travel, waste treatment, and water consumption, among others. The calculation is performed by gas type, including biogenic emissions resulting from biofuel combustion.

Thanks to this more rigorous approach, we consolidated a solid baseline that will serve as a reference for the management of our emissions in the coming years.



It also allows us to identify improvement opportunities and advance toward progressive reduction targets. This GHG inventory is publicly available in this report and will be updated continuously in each subsequent fiscal year.

GHG Emissions Inventory (tCO₂e) – 2025

Measurement scope	2025 (tCO ₂ e)
Scope 1 – Gross direct emissions	7,716
Scope 2 – Location-based method	3,506
Scope 2 – Market-based method	3,506
Scope 3 – Value chain (relevant categories)	41,024
Total carbon footprint (location-based method)	52,246
Total carbon footprint (market-based method)	52,246



The carbon footprint for 2025 was verified by an independent third party, reinforcing the reliability, traceability, and transparency of the information reported, in keeping with international good practices in climate management.

Categories included

GHG Protocol category	Description	2025 (tCO ₂ e)
Category 1	Purchased goods and services (agrochemical inputs and fertilizers)	18,925
Category 2	Capital goods	329
Category 3	Fuel- and energy-related activities	2,177
Category 4	Upstream transportation and distribution	159
Category 5	Waste generated in operations	140
Category 6	Business travel	189
Category 7	Employee commuting	3,081
Category 9	Downstream transportation and distribution	9,035
Category 12	End-of-life treatment of sold products	6,988
Scope Total 3		41,024

Categories excluded

Categoría GHG Protocol	Justification
Category 8: Upstream leased assets	Not applicable – the company does not rent or lease assets from third parties.
Category 10: Processing of sold products	Not applicable – the company does not sell products that require additional processing by other companies before end use.
Category 11: Use of sold products	Not applicable – the sold product generates no emissions during use.
Category 13: Downstream leased assets	Not applicable – the company does not lease assets to third parties.
Category 14: Franchises	Not applicable – the company does not operate through franchises nor acts as a franchisor.
Categoría 15: Investments	Not applicable – the company does not hold financial investments reportable under this category.



Scope 3 emissions represent the largest share of our footprint, which is why we pay special attention to which categories we include in the inventory and which we exclude, with the corresponding justification.



Efficient use of energy

(GRI 302-1, 302-4)



At Don Ricardo, we promote the efficient use of energy within our continuous improvement and operational sustainability efforts. During 2025, we enhanced the monitoring and control of energy performance across our agricultural and plant operations, within the framework of the Energy Efficiency Plan, to optimize resource consumption and reduce operational inefficiencies.

To this end, we conducted quarterly tracking of electricity and fuel consumption by cost center, allowing us to consolidate an energy baseline and identify high-demand processes, mainly associated with refrigeration, pumping, substations, and irrigation systems. We also continued recording Scope 1 and 2 greenhouse gas (GHG) emissions, supporting decision-making focused on a more efficient operation.

During the year, we drove several energy efficiency initiatives, including:

- ✓ The progressive replacement of conventional lighting with LED technology at plants and field areas.
- ✓ Energy monitoring of wells through BACSOFT software, identifying inefficiencies and prioritizing maintenance actions.
- ✓ Energy efficiency audits of critical equipment.
- ✓ Pilot tests of electrical network analysis at the Don Carlos Plant, in order to optimize the performance of motors, refrigeration systems, lighting, and substations.
- ✓ The evaluation of improvement opportunities through variable frequency drives (VFDs), capacitor banks, and the optimization of electric motors and pumping systems.

In 2025, total energy consumption reached 26,665,442 kWh, while energy intensity stood at 648.32 kWh per ton processed. As a result of the efficiency measures implemented, energy consumption from the vehicle fleet (gasoline and diesel) decreased from 9,201,434 kWh to 7,603,807 kWh compared to 2024, equivalent to a reduction of 17.4%. Likewise, energy consumption from stationary sources associated with LPG use fell by 33.1% compared to 2024, from 240,327 kWh to 160,799 kWh. These reductions were driven mainly by the renewal of the tractor fleet with TIER 3 technology equipment, operational improvements, gains in equipment efficiency, and tighter monitoring and control of energy consumption.

Key 2025 achievements

- ✓ We reduced energy consumption from the vehicle fleet (gasoline and diesel) by 17.4%, driven mainly by the renewal of the tractor fleet with TIER 3 technology equipment.
- ✓ We reduced energy consumption from stationary sources (LPG) by 33.1%, through optimized equipment use, operational improvements, and tighter energy monitoring and control at the plants.
- ✓ We enhanced energy monitoring in the field and at the plants through the use of BACSOFT in wells and pilot electrical network analyses at the Don Carlos Plant.

Goals and upcoming projects for 2026

- ✓ Reduce refrigerant consumption through improvements to maintenance plans and facilities, with the aim of preventing leaks and evaluating alternatives with lower global warming potential.
- ✓ Evaluate new energy efficiency opportunities in pumping, refrigeration, and lighting systems.
- ✓ Continue expanding the use of photovoltaic solar energy.

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability



Transparency and traceability

09

9.1.

Glossary and methodological notes

To facilitate the technical reading of this report, we define the main terms that underpin our narrative:



Biological asset: Refers to our living plants (grapevines, blueberries, and citrus), which are the basis of our production.



ESG (environmental, social, and governance): The English acronym equivalent to the Spanish term ASG.



Double materiality: An approach that analyzes both ADR's impact on its surroundings (impact) and the impact of external factors on ADR's financial value (financial).



B Corporation™ (B Corp™): A certification validating that ADR meets high standards of social and environmental performance, transparency, and legal accountability.



Pack-out: An efficiency indicator measuring the percentage of harvested fruit that meets the standards required to be packed and exported.



Traceability: The ability to trace a product (from the farm lot to the container) through all stages of production and distribution.

Methodological note. Monetary figures are presented in U.S. dollars (USD) unless otherwise indicated. For social and environmental impact calculations, the official conversion factors of the Ministry of Environment (MINAM) and international GRI guidelines have been used.

ANNEXES

Table of Environmental Indicators

Energy consumption within the organization GRI 302-1

	Unit	2025
Energy consumption from non-renewable sources	kWh	7,764,606
LPG	kWh	160,799
Gasoline	kWh	634,984
Diesel	kWh	6,968,823
Energy consumption from renewable sources	kWh	8,173
Photovoltaic	kWh	8,173
Purchased energy consumption	kWh	18,892,663
Energy purchased from the grid	kWh	18,892,663
Total	kWh	26,665,442

Water withdrawal GRI 303-3

	Unit	Volume from all zones	Volume from all water-stressed zones
Surface water	Megaliters	1,119.29	1,119.29
Groundwater	Megaliters	12,925.76	12,925.76
Seawater	Megaliters	0	0
Produced water	Megaliters	0	0
Third-party water	Megaliters	0	0
Total	Megaliters	14,045.05	14,045.05
Freshwater (total dissolved solids ≤ 1,000 mg/L)	Megaliters	10,662.38	10,662.38
Other water (total dissolved solids > 1,000 mg/L)	Megaliters	3,382.66	3,382.66
Total	Megaliters	14,045.05	14,045.05

Water consumption **GRI 303-5**

Detail	Unit	2025
Total water consumption	Megaliters	13,045.70
Total water consumption in water-stressed zones	Megaliters	13,045.70
Total		13,045.70

Our operations are carried out in the Ica region; an area of Peru considered a waterstressed area.

Total GHG emissions (tCO₂e) **GRI 305-1 | GRI 305-2 | GRI 305-3**

Carbon footprint	Unit	2025
Scope 1 emissions	tCO ₂ e	7,716
Scope 2 emissions	tCO ₂ e	3,506
Scope 3 emissions	tCO ₂ e	41,024
Total Scope 1, 2, and 3 emissions	tCO ₂ e	52,246

Waste generated **GRI 306-3**

Waste category	Type	Unit	2025
Plastic	Non-hazardous	Metric tons	266.08
Paper and cardboard	Non-hazardous	Metric tons	211.08
Metals	Non-hazardous	Metric tons	57.34
Organic	Non-hazardous	Metric tons	121.28
Non-recoverable	Non-hazardous	Metric tons	249.78
Total non-hazardous waste generated		Metric tons	905.60

Waste generated

GRI 306-3

Waste category	Type	Unit	2025
Containers, bags, and sacks contaminated with agrochemicals	Hazardous	Metric tons	0.28
Industrial effluents	Hazardous	Metric tons	15.53
Used batteries	Hazardous	Metric tons	1.00
Used fluorescent lamps	Hazardous	Metric tons	0.60
PPE and application materials	Hazardous	Metric tons	2.49
Cans, brushes, and rags with paint	Hazardous	Metric tons	5.68
Materials with oil, grease, and hydrocarbons	Hazardous	Metric tons	5.93
Used oil	Hazardous	Metric tons	7.60
Total hazardous waste generated		Metric tons	39.11
Total non-hazardous and hazardous waste generated		Metric tons	944.71

Waste diverted from disposal

GRI 306-4

Valorization method	Unit	2025
Non-hazardous waste		
Reuse	Metric tons	16.08
Recycling	Metric tons	639.74
Subtotal 1	Metric tons	655.82
Hazardous waste		
Reuse	Metric tons	0
Recycling	Metric tons	8.6
Subtotal 2	Metric tons	8.6
Total	Metric tons	664.419

Waste directed to disposal

GRI 306-5

Disposal method	Unit	2025
Non-hazardous waste		
Incineration (with energy recovery)	Metric tons	0
Incineration (without energy recovery)	Metric tons	0
Landfill	Metric tons	249.78
Subtotal 1	Metric tons	249.78
Hazardous waste		
Incineration (with energy recovery)	Metric tons	0
Incineration (without energy recovery)	Metric tons	0
Vertedero	Metric tons	30.51
Landfill	Metric tons	30.51
Total	Metric tons	280.29

Table of Economic Indicators

Direct economic value generated and distributed

	USD 2025
Economic value generated (EVG)	161,684,150
Total income: net sales + income from financial investments + asset sales	155,750,644
Other income	5,933,506
Economic value distributed (EVD)	-136,737,125
Remuneration and other social benefits	-56,202,486
Suppliers of goods and services	-79,172,806
Financial expenses	-6,877,645
Taxes	-10,991,125
Social responsibility	-15,158
Other	16,522,096
Economic value retained (EVR)	24,947,026

Tables of Social Indicators

GRI 2-7 | GRI 2-8

Ethics Line report

Ethics Line report	
Number of reports	5
Types	Threat or physical violence
	Abuse of authority
	Discrimination, abuse, or workplace harassment
	Others
Requests rejected	0
Cases completed	5
Average process duration	14 days
Satisfaction level	Survey under development

Employees by schedule type of contract and gender

Employees by schedule type of contract and gender		
Schedule type	Gender	As of December 2025
Full-time	Men	3,139
	Women	3,522
Part-time	Men	0
	Women	0
Non-guaranteed-hours employees**	Men	0
	Women	0
Total		6,661

Hires and terminations by age and gender

GRI 401-1

Contrataciones	Hires 2025			
	Number		Percentage	
	Men	Women	Men	Women
Age group				
Under 30	5,489	4,576	56%	44%
31-40	1,823	2,285	44%	56%
41-50	848	1,699	33%	67%
51-60	560	811	31%	69%
Over 61	80	104	43%	57%

Turnover	Turnover 2025			
	Number		Percentage	
	Men	Women	Men	Women
Age group				
Under 30	2,292	1,557	16%	16%
31-40	1,207	1,103	14%	14%
41-50	929	1,098	13%	14%
51-60	534	574	13%	14%
Over 61	243	109	13%	15%

JEDI Action Plan 2026–2029

We advance our approach to Justice, Equity, Diversity, and Inclusion (JEDI) through a roadmap that guides the implementation and monitoring of initiatives designed to promote an organizational culture that is inclusive, respectful, and aligned with our values.

Below, we present the prioritized actions and defined timelines for their execution.

Indicator	JEDI Action	Specific Activities	Implementation Timeline
In this company, we communicate and treat one another with respect, regardless of race, gender, origin, or sexual orientation.	Public commitment to JEDI principles.	Issue a public commitment to JEDI principles.	2026
My manager treats me with respect and shows genuine interest in my physical and emotional well-being.	Build leaders' JEDI knowledge and capabilities.	Implement a JEDI training program for leaders.	2026
In this company, everyone is treated fairly and respectfully.	Apply inclusive hiring practices.	Incorporate inclusive language and equity criteria into recruitment and selection processes.	2026
In this company, everyone is treated fairly and respectfully.	Embed JEDI principles into internal policies.	Review and update Human Resources policies with a JEDI lens.	2029
In this company, we communicate and treat one another with respect, regardless of race, gender, origin, or sexual orientation.	Implement inclusive communication guidelines.	Develop an inclusive communication guide for external communications.	2029
I have the opportunity to learn new skills and/or grow professionally at work.	Expand mentoring and development opportunities.	Implement a mentoring program for employees.	2029

GRI CONTENT INDEX

Statement of use

Agrícola Don Ricardo S.A.C. has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, in accordance with the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

Standard	Disclosure	Chapter	Page	SDGs	Omission		
					Requirement omitted	Reason	Explanation
General disclosures							
	2-1 Organizational details		4, 7, 10				
	2-2 Entities included in the organization's sustainability reporting		4				Agrícola Don Ricardo S.A.C
	2-3 Reporting period, frequency and contact point		4				January 1, 2025, to December 31, 2025.
	2-4 Restatements of information		4				
	2-5 External assurance		4				No external assurance was performed for this report
	2-6 Activities, value chain and other business relationships		9, 39				
GRI 2: General Disclosures 2021	2-7 Employees		57, 121				
	2-8 Workers who are not employees		57, 121				
	2-9 Governance structure and composition		26				
	2-10 Nomination and selection of the highest governance body		26				
	2-11 Chair of the highest governance body		26				
	2-12 Role of the highest governance body in overseeing the management of impacts		26				
	2-13 Delegation of responsibility for managing impacts		26, 30				
	2-14 Role of the highest governance body in sustainability reporting		26				
	2-15 Conflicts of interest		26				
	2-16 Communication of critical concerns		26				
	2-17 Collective knowledge of the highest governance body		26				

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

Standard	Disclosure	Chapter	Page	SDGs	Requirement omitted	Omission	
						Reason	Explanation
General disclosures							
GRI 2: Contenidos generales 2021	2-18	18	Evaluation of the performance of the highest governance body	26			
	2-19		Remuneration policies	-			
	2-20		Process to determine remuneration	-			
	2-21		Ratio de compensación total anual	-	2-21	Confidentiality constraints	This is sensitive information for the competitive position of our industry. The application of standards to estimate competitive compensation is guaranteed.
	2-22		Statement on sustainable development strategy	16			
	2-23		Policy commitments	17			
	2-24		Embedding policy commitments	-			
	2-25		Processes to remediate negative impacts	31	16		
	2-26		Mechanisms for seeking advice and raising concerns	-			
	2-27		Compliance with laws and regulations	100			No significant non-compliance issues were reported in 2025.
	2-28		Membership associations	12, 13, 17			
	2-29		Approach to stakeholder engagement	19			
	2-30		Collective bargaining agreements	-		Not applicable	There is no labor union
Material topics							
GRI 3: Material Topics 2021	3-1		Process to determine material topics	21			
	3-2		List of material topics	21			
Sustainable economic and financial growth							
GRI 3: Material Topics 2021	3-3		Management of material topics	Chapter 3: Responsible Governance and Ethical Culture	33, 109	9, 16	
	201-1		Direct economic value generated and distributed	33			

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

Standard	Disclosure	Chapter	Page	SDGs	Omission		
					Requirement omitted	Reason	Explanation
Sustainable economic and financial growth							
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Chapter 8	109				
	203-1 Infrastructure investments and services supported	Chapter 6	90, 92, 96	9			
Governance, ethics, and anti-corruption							
GRI 3: Material Topics 2021	3-3 Management of material topics		31	16			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Chapter 3: Responsible Governance and Ethical Culture	31	16			
	205-2 Communication and training about anti-corruption policies and procedures		31	16			
	205-3 Confirmed incidents of corruption and actions taken		31	16			
Food quality and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics		47	12			
Non-GRI (no specific GRI Standard associated)	NO GRI Food quality and safety	Chapter 4: Cultivating Quality Fruits	47	12			
Supply chain							
GRI 3: Material Topics 2021	3-3 Management of material topics		52	12			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers		53	12			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Chapter 4: Cultivating Quality Fruits	52	12			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria		52	12			

Standard	Disclosure	Chapter	Page	SDGs	Omission		
					Requirement omitted	Reason	Explanation
Innovation and technology							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3: Responsible Governance and Ethical Culture	36				
Non-GRI (no specific GRI Standard associated)	No GRI Innovation and technology		36	9			
Client relations and satisfaction							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4: Cultivating Quality Fruits	50	12			
Non-GRI (no specific GRI Standard associated)	No GRI Client relations and satisfaction		50	12			
Water access and management							
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4: Cultivating Quality Fruits	40	6			
GRI 303 Agua y efluentes 2018	303-1 Interactions with water as a shared resource		40	6			
	303-2 Management of water discharge-related impacts		40	6			
	303-3 Water withdrawal		40, 117	6			
	303-5 Water consumption		40, 118	6			
Climate change and emissions							
GRI 305 Emissions 2016	3-3 Management of material topics	Chapter 8: Climate Action and Resilience	100, 110	7, 13			
	302-1 Energy consumption within the organization		110, 112, 117	7			
	302-4 Reduction of energy consumption		112	7			
	305-1 Direct (Scope 1) GHG emissions		110, 118	7			
	305-2 Energy indirect (Scope 2) GHG emissions		110, 118	7			
	305-3 Other indirect (Scope 3) GHG emissions		110, 118	7			

01
We are
Don Ricardo

02
Our sustainable
business model

03
Responsible
governance
and ethical
culture

04
Cultivating
quality
fruits

05
Cultivating
the best
talent

06
Committed to
community
development

07
Our
environmental
management
and care

08
Climate
action and
resilience

09
Transparency
and
traceability

Standard	Disclosure	Chapter	Page	SDGs	Omission		
					Requirement omitted	Reason	Explanation
Biodiversity, soil care, pesticides, and fertilizers							
GRI 3: Material Topics 2021	3-3 Management of material topics		106	15			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Chapter 7: Our Environmental Management and Care	106	15			
	304-2 Significant impacts of activities, products and services on biodiversity		106	15			
Own indicator			106				
Health and safety at work							
GRI 3: Material Topics 2021	3-3 Management of material topics		68				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		71	3, 8			
	403-2 Hazard identification, risk assessment, and incident investigation		71	8			
	403-3 Occupational health services		71	8			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Chapter 5: Cultivating the Best Talent	71	8			
	403-5 Worker training on occupational health and safety		71	8			
	403-6 Promotion of worker health		71	3			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		71	8			
	403-8 Workers covered by an occupational health and safety management system		71	8			

Standard	Disclosure	Chapter	Page	SDGs	Omission		
					Requirement omitted	Reason	Explanation
Health and safety at work							
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Chapter 5: Cultivating the Best Talent	71	3, 8			
	403-10 Work-related ill health		71	3, 8			
Human capital development and employability							
GRI 3: Material Topics 2021	3-3 Management of material topics		57				
	401-1 New employee hires and employee turnover		57, 77, 121	5, 8, 10			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		74, 77	3, 5, 8, 10			
	401-3 Parental leave	Chapter 5: Cultivating the Best Talent	74, 77	5, 8, 10			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		62	4, 8			
	404-2 Programs for upgrading employee skills and transition assistance programs		62	4, 8			
	404-3 404-3 Percentage of employees receiving regular performance and career development reviews		62	5, 8, 10			
Own indicator			62				
Human rights							
GRI 3: Material Topics 2021	3-3 Management of material topics		85	8, 10, 16			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Chapter 5: Cultivating the Best Talent	85	8, 10, 16			
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		85	8, 10, 16			

Standard	Disclosure	Chapter	Page	SDGs	Omission		
					Requirement omitted	Reason	Explanation
Community development							
GRI 3: Material Topics 2021	3-3 Management of material topics		89				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Chapter 6: Committed to Community Development	89, 90, 96	2, 3, 4, 10, 17			
	413-2 Operations with significant actual and potential negative impacts on local communities		89	2, 3, 4, 10, 17			
Waste management and circular economy							
GRI 3: Material Topics 2021	3-3 Management of material topics		101	12			
GRI 306: Waste 2020	306-1 Wastegeneration and significant waste-related impacts		101	12			
	306-2 Management of significant waste-related impacts	Chapter 7: Our Environmental Management and Care	101	12			
	306-3 Waste generated		101, 118, 119	12			
	306-4 Waste not intended for disposal		101, 119	12			
	306-5 Waste destined for disposal		101, 120	12			
Efficient packaging							
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Chapter 7: Our Environmental Management and Care	105	12			
	301-2 Recycled input materials used		105	12			

IFRS INDEX

IFRS S1 content index. This index is based on the IFRS S1 General Requirements of the International Sustainability Standards Board (ISSB) for the disclosure of sustainability-related financial information.

Component	IFRS S1 requirement	Chapter
Governance	Information on the governance processes, controls, and procedures the entity uses to oversee and manage sustainability-related financial risks and opportunities.	Chapter 3: Responsible Governance and Ethical Culture
Risk management	Processes through which the entity identifies, assesses, prioritizes, and monitors sustainability-related risks and opportunities within its overall risk framework.	Chapter 2.4: Materiality Analysis
Metrics and targets	Key performance indicators and specific targets used to measure the entity's progress on its material sustainability risks and opportunities.	Chapter 9: Transparency and Traceability

IFRS S2 content index. This index is based on the IFRS S2 General Requirements of the International Sustainability Standards Board (ISSB) for the disclosure of financial information related to the capacity to adapt to climate variability.

Component	IFRS S2 requirement	Chapter
Governance	Oversight by the Board of Directors and Management of climate-related risks and opportunities.	Chapter 3: Responsible Governance and Ethical Culture
Strategy	Effects of physical climate risks (e.g., the El Niño phenomenon) and transition risks (e.g., carbon regulations) on the business model.	Chapter 8: Climate risks and opportunities
Risk management	Processes to identify, assess, and prioritize climate risks integrated into overall risk management.	Chapter 8: Climate risks and opportunities
Metrics and targets	Carbon footprint performance, water intensity, and climate mitigation or adaptation targets.	Chapter 8: Emissions and Carbon Footprint

SASB CONTENT INDEX

The disclosure standards of the Sustainability Accounting Standards Board (SASB) identify sustainability-related risks and opportunities that may impact financial statements. These standards provide sector-specific guidance on the material topics to be disclosed, offering useful information for decision-making by various stakeholders. In the case of Agrícola Don Ricardo, the SASB guidelines applicable to our operations correspond to the Agricultural Products sector (FB-AG), in accordance with the Sustainable Industry Classification System® (SICS®), under the oversight of the International Sustainability Standards Board (ISSB), code FB-AG. The following index presents environmental, social, and governance (ESG) information for calendar year 2025, in alignment with the 2023-12 version of the SASB standards.

Topic	SASB code	Description	Response
Greenhouse Gas (GHG) Emissions	FB-AG-110a.1	Gross global Scope 1 GHG emissions.	Consolidated carbon footprint report (Scopes 1, 2, and 3).
	FB-AG-110a.2	Discussion of long- and short-term strategy or plan to manage emissions, and emissions targets.	Roadmap toward Net Zero (adoption of the IFRS S2 standard).
Water Management	FB-AG-140a.1	(1) Total freshwater withdrawn and (2) percentage in regions with high or extremely high baseline water stress.	Monitoring of 100% of withdrawal from the Ica aquifers.
	FB-AG-140a.2	Description of water-related risks and practices to mitigate them.	Implementation of telemetry on critical farms and optimization of m³/t produced.
Chemicals Management and Food Safety	FB-AG-250a.1	Overall strategy to manage the environmental and health impacts of agrochemical use.	Integrated pest control programs, biopesticides, and compliance with pre-harvest intervals.
	FB-AG-250a.2	Percentage of agricultural production certified under third-party food safety standards.	100% of fresh fruit certified under GLOBALG.A.P. v6 and BRCGS (plants rated AA+/AA).
Occupational Health and Safety	FB-AG-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for direct and seasonal employees.	Monitoring of the OHS Management System (reduction of the accident rate to 0.72).
Human Rights and Labor Practices	FB-AG-430a.1	Percentage of agricultural operations subject to third-party human rights or labor condition audits.	Full coverage of international social audits: SMETA, GRASP, and Fair For Life.
Environmental Impacts in the Supply Chain	FB-AG-440a.1	Strategy to manage environmental and social risks in the agricultural raw materials supply chain.	Supplier homologation and digitalization through the new Supplier Portal.

**Contac**

Agrícola Don Ricardo S.A.C. (GRI 2-1)

Head office address: Mz. A Lote 77, Cas. Sta. Rosa, Ica, Peru.

Telephone: (056) 238-500 / +51 1 372 9300

Website: www.donricardo.com

Sustainability contact: sostenibilidad@adr.com.pe (GRI 2-3)

Preparation, design, and layout:

Modo Sostenible: www.modosostenible.com