



Sustainability Report

Campaign


2023-2024

LOS OLIVOS DE VILLACURI S.A.C.
AGRICOLA CHALLAPAMPA S.A.C.
(GRI 2-2)

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Committed to sustainability

GRI 2-22

With great satisfaction, we present our Sustainability Report for the 2023-2024 campaign, which highlights the initiatives of Vanguard Group International in the areas of environmental, social, and governance (ESG). This report reflects our firm commitment to sustainability by outlining the progress made and the actions implemented in alignment with our strategic objectives.

One of the main challenges of this period was the consolidation of Vanguard Group International, a process that began in August 2023 and was formalized at the end of November with the integration of the commercial team with the production, talent management, and finance teams. This strategic step enabled us to reach new clients, resulting in a 20% expansion, and played a key role in achieving a 33% increase in annual sales compared to the previous campaign.

It should be noted that the success of our initiatives is intrinsically linked to the commitment and dedication of our collaborators, who are the engine that drives our operations and leads the transformation necessary to achieve our organizational goals. In this sense, we focus on their personal and professional development, reaching a compliance of 96% in the Annual Training and Development Plan (P ACD), resulting in a significant increase in our team's loyalty.

During this campaign, we achieved significant sustainability achievements, installed capacitance probes as part of the Water Footprint Reduction Project, and reaffirmed our compliance with the AWS standard. In addition, we valorize 359.24 tons of waste in our

foundries and packing plant. We are also advancing in biodiversity management with the addition of 4 hectares of forested land to the existing vegetation cover, made up of approximately 1,100 huarangos plants.

Ethics is the foundation of all our actions, which is why we are committed to maintaining the highest ethical standards in every aspect of our operations. To do this, we communicate and train our entire team on our Code of Ethics, with a special focus on preventing corruption. In addition, we complement this training with training on our Anti-Bribery Policy. These initiatives reinforce our organizational culture and ensure that our operations are conducted under the strictest principles of integrity and transparency.

Our commitment to sustainability transcends our direct operations, extending through various social initiatives that positively impacted more than 1,800 beneficiaries, with an investment of over USD 135,00. Through educational programs, sports, teaching and singing workshops, and infrastructure projects, we can promote the integral development of communities.

The impact of our initiatives demonstrates that, at Vanguard Group International, we not only align with ESG principles but also work to generate long-term value for our workers, customers, and the community, meeting the expectations of our stakeholders and building a more sustainable future.

Thank you to each of you for your commitment and constant work. We reaffirm our mission to increasingly integrate sustainable practices into all our actions, with the firm purpose of building a fairer, healthier, and more opportunity-filled future.

Yours sincerely,

Manuel Yzaga Dibos

CEO

Vanguard Group International



Outcomes that transcend



Installation of capacitance probes as part of the **Water Footprint Reduction Project**.

359.24 TN

waste recovered in our foundries and packing plant.

At Fundo Los Laureles, we planted an additional **105 huarango plants on 0.50 ha**.

In Fundo Milagritos, we forested **3.73 ha with 1 036 huarango trees**



96 % compliance with the Annual Training and Development Plan (PACD).

50 % of workers participated in hazard identification and risk assessment.

7 % average increase in staff compensation following the analysis of annual salaries in the 2023-2024 marketing year.

+ 1,800 beneficiaries of social programs.



A 33% increase in our annual sales rcompared to the previous campaign.

124.35 hectares acquired with the purchase of a new farm reaching more than 1000 hectares of cultivation.

100 % of our products and our packaging plant are certified to GFSI food safety standards.

20 % opening of new customers.

Chapter

1

Our sustainability strategy



Chapter 1

Our sustainability strategy

1.1. We are Vanguard

We are an agro-export organization of grapes that began its trajectory in 2007 as Agrícola Challapampa. Since our beginnings, we have been dedicated to the cultivation of grapes and pomegranate in an area of 500 ha in Villacurí, Ica department, Peru. Our growth has been constant, driven by the transfer of shares and new investments that led us to consolidate ourselves as the flagship brand of the Vanguard Group International.



2007

Founding of Agrícola Challapampa



2023

The San Gregorio and Valenciana estates are acquired, which add up to an additional 124 hectares.



2018

Our 22,000 m2 packing plant opens. The Casuarinas and El Arenal farms are acquired, adding 370 hectares.



2016

The Challapampa, Milagritos, and Laureles farms in Ica are acquired, adding 630 hectares more.



2017

Distribution capabilities are established in North America

¹ Currently, we are dedicated to the cultivation of grapes, in addition to providing the packaging service of pomegranate and grape. (GRI 2-6).

Today, we continue to expand our growing areas, as well as adopt innovative technologies to offer high-quality products and unique flavors. In this line, as part of our vision of consolidating ourselves as an integrated business globally, we plan to merge with our sister company, Los Olivos de Villacurí, which will allow us to offer fresh products and guaranteed quality throughout the year.

Located in one of the world's leading agricultural regions, we are committed to its development through ethical business practices, employing more than 99 percent of the local population. Today, we have become a leading supplier of seedless grapes in the global market, recognized by our wide variety of brands that are synonymous with quality worldwide.



Our
brands





Purpose

Create memorable experiences that generate well-being in both our families and those around the world.



Mission

Generate well-being and progress for people through the production, packaging and distribution of fresh products of the highest quality: Constantly seek to expand our knowledge about our industry, operate as a moral and ethical member of all the communities in which we participate, and seek and incorporate beneficial technologies, to reflexively and accurately bring our products to the tables of the world, efficiently and sustainably.



Vision

To be leaders in the production and export of fresh products worldwide, achieving the highest standards of quality and sustainability, reaching all our target markets, with high precision and efficiency in our operations, offering the best working conditions to our employees, and contributing to the permanent development and well-being of our global community.

Shared values

Integrity

Harmony between our daily actions, the laws of the country, and the well-being of the people.



Perseverance

Determination to achieve our goals.



Transparency

Clear and open communication and information to build trust and credibility with all stakeholders.



Commitment

The promise to make an extra effort and show the best of ourselves.



Respect

Protect our environment for current and future generations.



Empathy

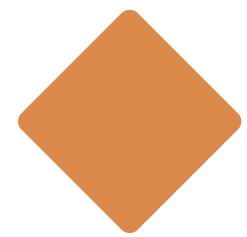
Recognize and accept the attitudes, feelings, and beliefs of others.



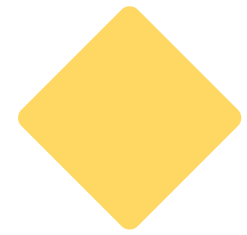
1.2. Our scope

We operate internationally from our offices strategically located in different countries, designed to meet market demand in a timely and efficient manner.

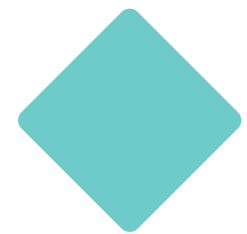
Commercial offices



Sales:
USA, Chile and China

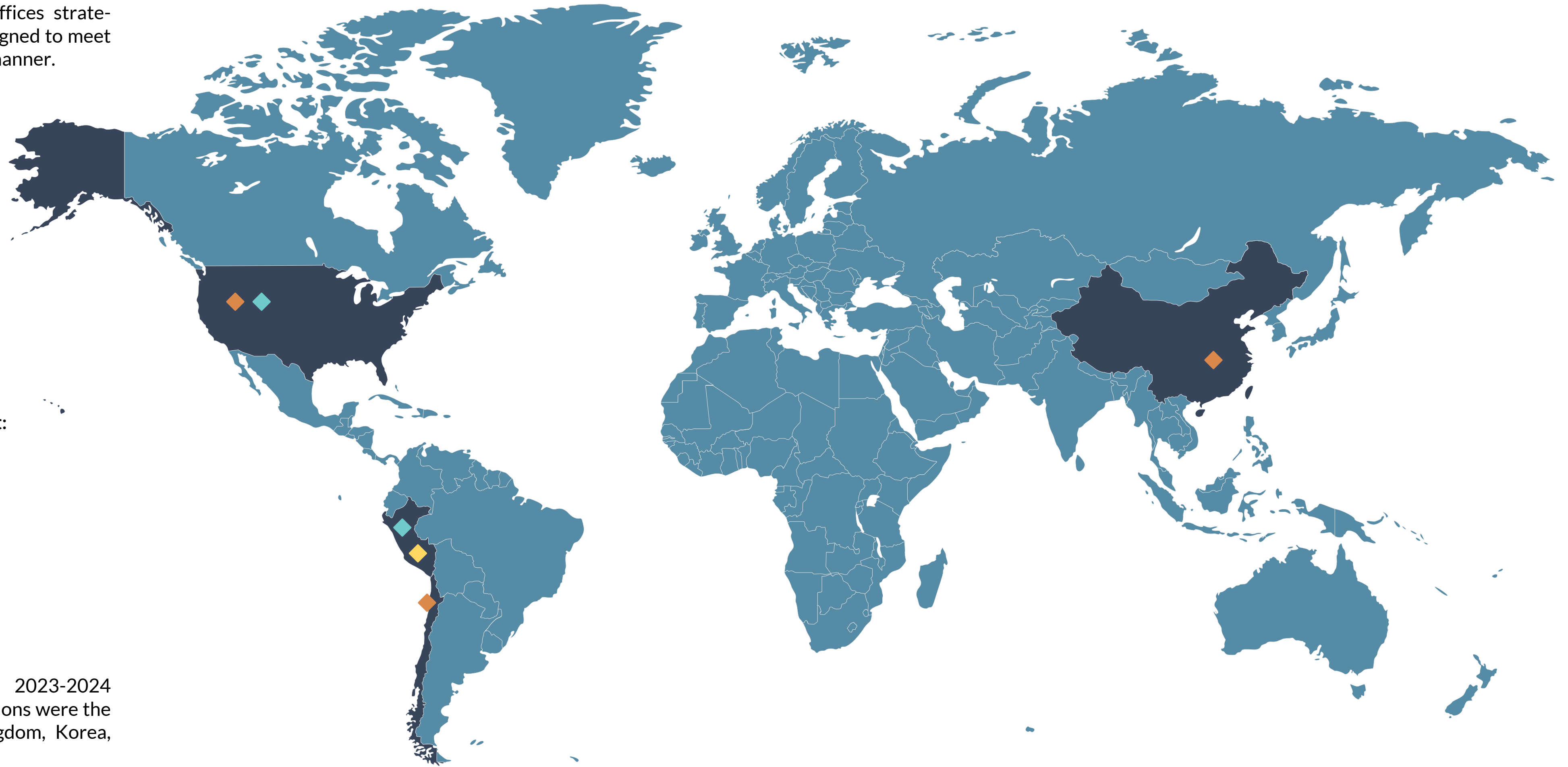


Production and export:
Peru



Export:
Peru, USA

It should be noted that during the 2023-2024 marketing year, the main export destinations were the United States, Mexico, the United Kingdom, Korea, and Taiwan



1.3. Certifications and recognition

Certifications

Our certifications and social initiatives attest to our commitment to food safety, ethics, and sustainability. Good social, agricultural, manufacturing, and traceability practices reflect our responsibility to product safety, our workers and customers, as well as our dedication to environmental protection.

For the 2023-2024 campaign, we have certifications that support our dedication to maintaining high standards in our production and supply chain by adding sustainable and reliable value. (GRI 2-28)

Global G.A.P. + Add on FSMA

Rainforest Alliance

AWS

PrimusGFS

BRCGS

BASC

SMETA

Global Chain of Custody G.A.P



Acknowledgements

Our efforts have been recognized with distinctions that support our commitment to ESG (environmental, social, and governance) criteria. These awards reflect the positive impact of our operations and working together with communities:

Recognition for our environmental and social commitment by the National Association of Journalists of Peru.

We were honored for our commitment to environmental protection, sustainable use of water resources, and our unwavering support for children and the most vulnerable communities.

AWS Water Stewardship Prize

Our CEO, Manuel Yzaga Dibos, received the prestigious AWS Water Stewardship Prize for outstanding leadership, commitment, and innovation in responsible water management. This recognition validates our compliance with the international standards of the Alliance for Water Stewardship (AWS), driving both the sustainable development of the organization and the well-being of the community and the country as a whole.

Chapter

2

**We promote
a responsible
business**



Chapter 2

We promote a responsible business

2.1. Good corporate governance

We are committed to the highest standards of corporate governance, led by an organization grounded in policies that ensure our collective success and well-being. In this sense, our Freedom of Association Policy ensures that all our workers have the freedom to associate and express themselves collectively, which fosters a respectful and collaborative work environment.

We also have the Equal Opportunity Policy, which promotes a work environment where each person has the same opportunities to progress and develop professionally, without discrimination of any kind.

Moreover, our Human Rights Policy is also central to our operations, protecting the dignity and essential rights of all our workers. In addition, our Wage Policy reflects our commitment to fairness and competitiveness by ensuring fair remuneration commensurate with the contributions of each worker.

General Management is responsible for the approval and communication of corporate policies to the entire Vanguard Group International team through internal channels that ensure their dissemination and understanding. In addition, we have rigorous mechanisms such as certifications and external audits to verify compliance, strengthening our commitment to transparency and integrity in all our actions.

“

**Our highest governing
organ participates in
workshops and training
programs to strengthen its
knowledge on the subject of
sustainable development.**

(GRI 2-17)

”



Vanguard Government

The Corporate Committee is a key pillar in our organization, responsible for aligning our actions with the interests of shareholders and other interest groups. This approach covers critical stages of our business, such as planning, execution, and control, ensuring that every decision and strategy reinforces our commitment to sustainable value creation and operational transparency.

As the highest decision-making body of Vanguard Group International, our Corporate Committee is composed of four corporate managers (GRI 2-10).

Manuel Yzaga Dibos

Position: CEO
Nationality: peruvian

CEO of Vanguard Group Int. and founder of multiple agricultural companies in Europe and Peru. He has extensive experience in the sector and has advised the financial Peruvian industry on agrarian issues and led the comprehensive management of the agricultural chain. (GRI 2-11)



Silvia Merino Bazan

Position: Chief Financial and Administrative Officer
Nationality: peruvian

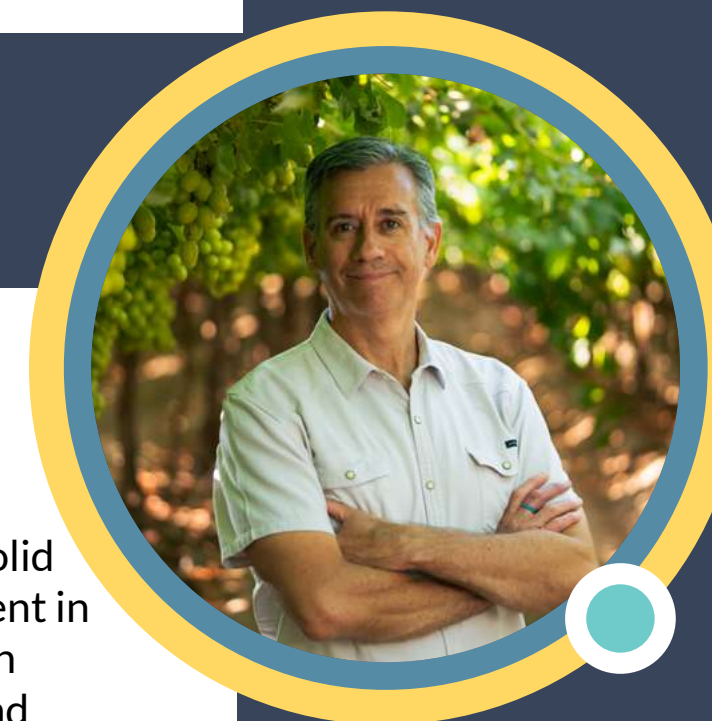
CFO, Executive MBA, with specialization in Administration and Finance, and more than 18 years of experience in corporate financial management of the industrial, agro-industrial, mining, and services sectors. He has led areas of administration and finance, financial planning, management control, and strategic procurement in transnational companies. Proactive and committed to creating value and achieving goals, she has a global vision of the business, negotiation and persuasion capacity, and the ability to identify, analyze, and solve problems, with clearly defined values and a culture of service excellence.



Carlos Castro Escobar

Position: Chief Operations and Continuous Improvement Officer
Nationality: Peruvian

Senior executive with an MBA and solid experience in Operations Management in multinational companies. Specialist in leading change, developing teams, and fostering effective communication. Focused on identifying business opportunities and integrating technology into operational processes.



Alfonso Cachay Zelada

Position: GChief Talent Management Officer
Nationality: Peruvian

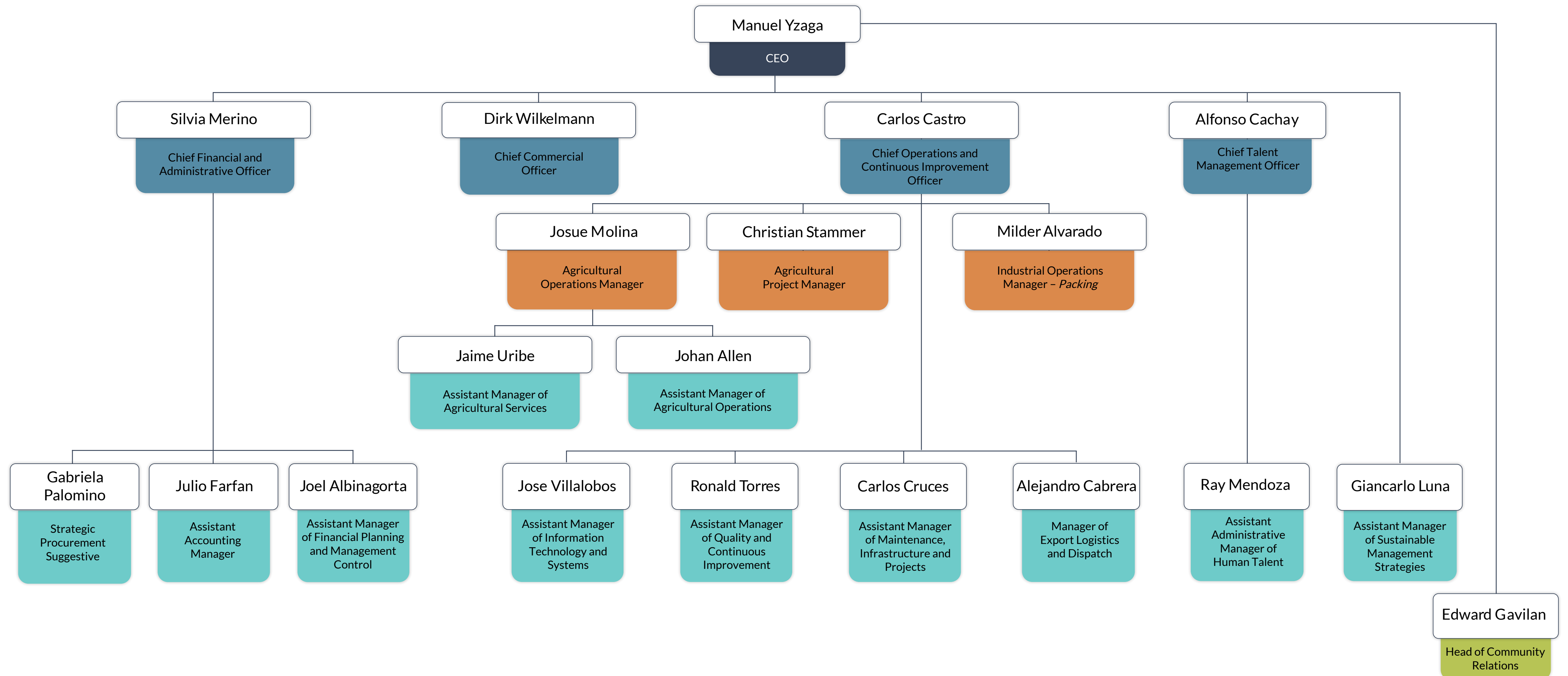
Business Manager with MBA, specialized in Human Capital Management and Occupational Safety and Health. University lecturer and internal auditor in Integrated Management Systems (ISO 9001, ISO 14001, OHSAS 18001). He has 23 years of experience in Human Resources in large national and multinational companies.



It should be noted that there are no appointment processes for the highest governing body and its committees, as their composition is defined directly by the General Management. (GRI 2-10)

Organization Chart

Below, we present the organization chart of our management structure for the 2023-2024 campaign, where the key positions within the organization (**GRI 2-9**) are highlighted:



Committees

The organization's active committees for the campaign are presented **2023–2024: (GRI 2-9)**



Management Committee

- **Members:** 18
- **Meeting period:** fortnightly.
- **Description:** Fortnightly meeting of managers and Assistant Managers to present and discuss the issues more relevant corporate actions, ensuring the alignment and strategic decision-making



Committee on Safety and Health at Work

- **Members:** 10
- **Meeting period:** monthly (regular). An extraordinary convocation is called at the request of at least two members of the committee or the chairman of the committee.
- **Description:** This committee is responsible for the management and oversight of the Occupational Safety and Health System (OSH).



Complaint Mechanism Committee

- **Members:** 17
- **Meeting period:** When filing a complaint.
- **Description:** The Social Welfare area meets with workers' representatives to address complaints or complaints related to the violation of human rights. This committee speeds up the investigation, coordinating with those involved and potential witnesses in the case.



Workers' Club Committee

- **Members:** 17
- **Meeting period:** fortnightly (during the campaign months, meetings are held once a month).
- **Description:** Employer representatives meet with workers' representatives to report and discuss working conditions and opportunities for improvement. Similarly, projects are presented following observations made to attend to improvements that, although little visible, can generate a great impact on workers. In case of any complaint or requirement, timely attention is provided, and a pending report is generated for the next meeting.

With this, we manage to improve working conditions and the working environment, providing a safe and adequate place for each worker.



Assessment and Approach Committee

- **Members:** 5
- **Meeting period:** when a case is submitted by the complaints mechanism.
- **Description:** This committee meets to assess social risks, is responsible for identifying, implementing, and supervising remediation actions in any situation that arises.



Intervention Committee against the Harassment

- **Members:** 14
- **Meeting period:** when a complaint is filed.
- **Description:** This committee meets with representatives and alternates to discuss allegations of sexual harassment and ensure appropriate protection, punishment, and prevention measures.

Remuneration policy

We manage our Remuneration Policy as an accessible document for the inspecting authority, which is updated annually through a process led by the Head of Salary Administration and the Corporate Manager of Human Talent. To carry out this process, we have the support of a certified external consultant, who performs a market study and meets with corporate managers to update positions and responsibilities. (GRI 2-19) (GRI 2-20)

In this context, during the 2023-2024 campaign, we obtained the following wage ratios (GRI 2-21):

Indicator	Ratio
Annual total compensation ratio of the highest paid person in the organization to the median annual total compensation of workers (excluding the highest paid person).	33.96
Ratio of the percentage increase in the annual total compensation of the highest paid person in the organization to the median percentage increase in the annual total compensation of all workers (excluding the highest paid person).	1.57

Note. To calculate the data, basic staff salaries for the period April 2023 to March 2024, covering both operational and administrative staff, were considered. It should be noted that the ratio is 98/2, so the median is calculated exclusively on the basic salary of the staff.

This policy ensures fair and competitive wages, reflecting our commitment to team sustainability and well-being. This document is presented to the Corporate Committee, communicated to all workers, and is even incorporated in the training aimed at new staff. In addition, it covers components such as fixed and variable remuneration, bonuses, and funny sums, but does not include refunds or retirement benefits (GRI 2-19).

For job evaluation, we apply the HAY methodology, validated by our General Management, which is based on detailed interviews that allow us to assign specific scores and degrees. The results are reviewed together with management to ensure accuracy. The factors used in this methodology are presented below:



In the 2023-2024 campaign, we conducted an analysis of the annual salaries of all staff and determined an average increase in compensation of 7 %.

2.2. Ethics and anti-corruption

We seek to strengthen our organizational culture through a firm commitment to ethics and transparency. In this sense, we have a Code of Ethics (Code 01-RH-CO-01) that establishes clear guidelines to mitigate ethical and corruption risks, highlighting the principles, rights, and duties that guide the daily activities of our team. This code is distributed to each worker upon entry and is reinforced through training in the Enterprise Resource Planning (ERP) system in Syria, ensuring a solid and uniform understanding throughout the organization. (GRI 205-2)

As part of our commitment to ethics and transparency, our Anti-Bribery Policy stands out, a fundamental pillar to consolidate a culture of honesty. Through this policy and the Code of Ethics, we encourage both our employees and our stakeholders to adopt behaviors aligned with our principles, ensuring ethical management at all levels of the organization.

As a result, in the 2023-2024 campaign, we achieved a significant expansion in our communication on these guidelines, achieving the following impact:



Workers to whom ethics and anti-corruption policies and procedures have been communicated (GRI 205-2)		
Position	Number	Percentage
Workers	Senior Management	2.40 %
	Managers	4.19 %
		0 %
	Heads of Division and Departments	22.16 %
	Administrative	71.26 %
Total		100 %

² The communication and training of our Code of Ethics includes the anti-corruption issue (GRI 205-2)

During the campaign, we guarantee the mass induction of all our workers at the time of their entry, as well as in scheduled sessions that reinforce their knowledge in ethical and anti-corruption matters. Thanks to this initiative of the responsible area, each worker acquires a deep knowledge of the policies and ethical practices of the organization. The scope of these trainings is detailed below:

Workers who have been trained in ethics and anti-corruption policies and procedures (GRI 205-2)		
Position	Number	Percentage
Workers	Senior Management	4 2.40 %
	Managers	7 4.19 %
		0 0 %
	Heads of Division and Departments	37 22.16 %
	Administrative	119 71.26 %
Total		167 100 %

Our anti-corruption approach is based on our Code of Ethics and specific training on BASC issues, aimed at our packing plant staff. In addition, we train all our field and plant workers on our Anti-Bribery Policy so that they understand the importance of acting with integrity. These sessions, through practical examples and specific cases, seek to sensitize our team on how to address potential bribery situations, promoting an ethical work environment aligned with the values of the organization. As a result, during the 2023-2024 campaign, we did not register any cases of corruption. (GRI 205-3)

It should be noted that, at the institutional level, we conduct a systematic assessment of corruption risks in all our field and plant operations. In parallel, we implement rigorous budget monitoring that includes treasury management and encourage the development of a culture oriented towards cost-efficiency management.

In line with our Code of Ethics and Conduct, we invite our employees and stakeholders to learn about, share, and adopt the organization's ethical and anti-corruption principles, thereby promoting a culture of integrity and accountability. In addition, we have a confidential communication channel through which any member of our team can report inappropriate observed behaviors. Complaints are received via email at lineaetica@vanguardfresh.pe, and failure to comply with the code is considered a violation of good faith, subject to penalties that may include termination of the contract. (GRI 2-26)

Annually, we prepare a detailed report on the degree of compliance with the Code of Ethics and Conduct, which is presented to the Board and General Management to ensure its proper supervision. We also keep a record of all inquiries received and their respective responses, which allows us to identify opportunities for improvement in our ethical policies. Based on these assessments, the Ethics Committee makes the necessary modifications to keep the Code updated and aligned with best practices.



It should be noted that, through our Code of Ethics and Conduct, We ensure the prevention and mitigation of potential conflicts of interest. As a result, during The 2023–2024 campaign, do not They recorded cases related to This is problematic. Besides, I don't know They reported critical concerns to the highest governing body.

(GRI 2–15)•(GRI 2–16)



We publish our Human Rights Policy, Freedom of Association Policy, Equal Opportunity Policy, Code of Ethics and Conduct, as well as our Anti-Bribery Policy, through banners located at strategic points of the foundries and the Packing Plant, in order to guarantee their access to the public. In addition, these policies are disseminated through murals present in each fund, which facilitates their visibility. The General Management approves these policies, which are understood through training and evaluations, both in written and digital form, with specific questions related to the content of the same. (GRI 2-23)



Our Freedom of Association Policy is aligned with the Peruvian regulations on Collective Labor Relations and their modifications, ensuring compliance with national legal provisions in this area. Concerning our policies on HIV and AIDS, we draw on the Methodological Guide of the Ministry of Labor and Employment Promotion (MTPE) and the International Labor Organization (ILO), adapting them to the organization's operations to ensure their applicability and effectiveness. Generally speaking, all our policies and normative documents are structured in accordance with the Political Constitution of Peru and applicable national laws. (GRI 2-27)

2.3. Business model

At Vanguard Group International, we structure our activities in a sustainable, responsible, and committed business model with the environment, our workers, and society in general. Sustainability, for us, is a comprehensive approach that is reflected in the adoption of guidelines and actions aligned with the Sustainable Development Goals (SDGs). This commitment extends to all aspects of our operation, ensuring that our practices not only drive economic growth but also promote social welfare and environmental protection.

In the 2023-2024 campaign, we focused on contributing to the following SDGs (GRI 2-22):



Safe and healthy working conditions:

- The company ensures safe working conditions, equitable and inclusive, compliant occupational health and safety information for your team of 20,000 workers.

Occupational health training and development:

- Risk Prevention Programs and Talks Work activities, to reduce accidents and increase staff welfare.

Community initiatives:

- Health support programs for community premises, including access to infrastructure and activities related to integral well-being.

Preventing sexual harassment:

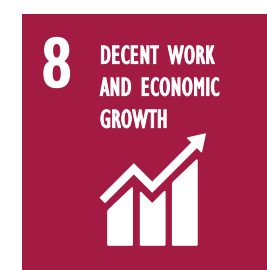
- Establishment of an Intervention **Committee for Harassment**, which meets in case of complaints of sexual harassment at work, ensuring protection, punishment, and prevention.

Support for local employment:

- Recruitment of more than 99 % of workers from local communities, contributing to the development regional economy.
- Employment for **20,702 workers**.

Sustained economic growth:

- **33% increase in annual** sales during the 2023-2024 campaign.



Gender-balanced workforce:

- 50 % of the workers of Vanguard Group International are women, demonstrating a commitment to equal employment opportunities at all levels.

Training with a focus on gender equality:

- Training programs for employees, including components on the importance of Gender equity and respect for human rights.

Female empowerment in local communities:

- Social, educational, and cultural initiatives to strengthen the role of women in the communities, with activities that promote their comprehensive development and leadership.

Educational programs for local communities:

- Direct impact on more than 1,800 beneficiaries through social and educational initiatives, with an investment of more than 135,000 USD.

Staff training:

- Compliance with 96% of the **Annual Training and Development (PACD)**, which ensures that workers acquire new skills, personal and professional.

Collaboration with educational institutions:

- The company has established synergies with institutions to promote technical learning and professional development of the communities and their workers.





Reduction of water footprint:

- Implementation of capacitance probes for optimizing the use of water in crops. East The project is part of its strategy to reduce the water impact of its agricultural operations.

Certification in the AWS standard:

- Getting certified by Alliance for Water Stewardship (AWS), which validates good practices sustainable water management practices.

Monitoring and efficient water consumption:

- Implementation of technologies to measure and optimize water consumption in all its operations, ensuring interaction responsible for this shared resource.



Solid waste management:

- Waste recovery: During the campaign 2023–2024, 359.24 tons of waste, promoting its recycling and reuse to minimize environmental impact.
- Implementation of segregation practices and internal valuation in agricultural operations and industrial.



Inclusive local procurement

- More than **99% of the workforce** comes from local communities, ensuring generation income and economic development in vulnerable rural areas.

Inclusive Community programs:

- Investing in social initiatives that impacted more than 1,800 beneficiaries, including educational and sports workshops, with a special focus on vulnerable populations.
- Community-based infrastructure to improve the health living conditions of local communities.

Anti-discrimination policies:

- Establishing a Policy on Human Rights, which protects the dignity and essential needs of all workers, with particular emphasis on avoiding cases of discrimination.



Afforestation for carbon capture:

- Afforestation with huarango plants 4 new hectares in addition to the existing ones, contributing to carbon capture and the protection of wildlife.



Reduction of greenhouse gas (GHG) emissions:

- Use of efficient technologies in the processes agricultural products to reduce the carbon footprint.
- Optimization of energy consumption in your operations, incorporating energy efficiency practices.

Adaptation to climate change:

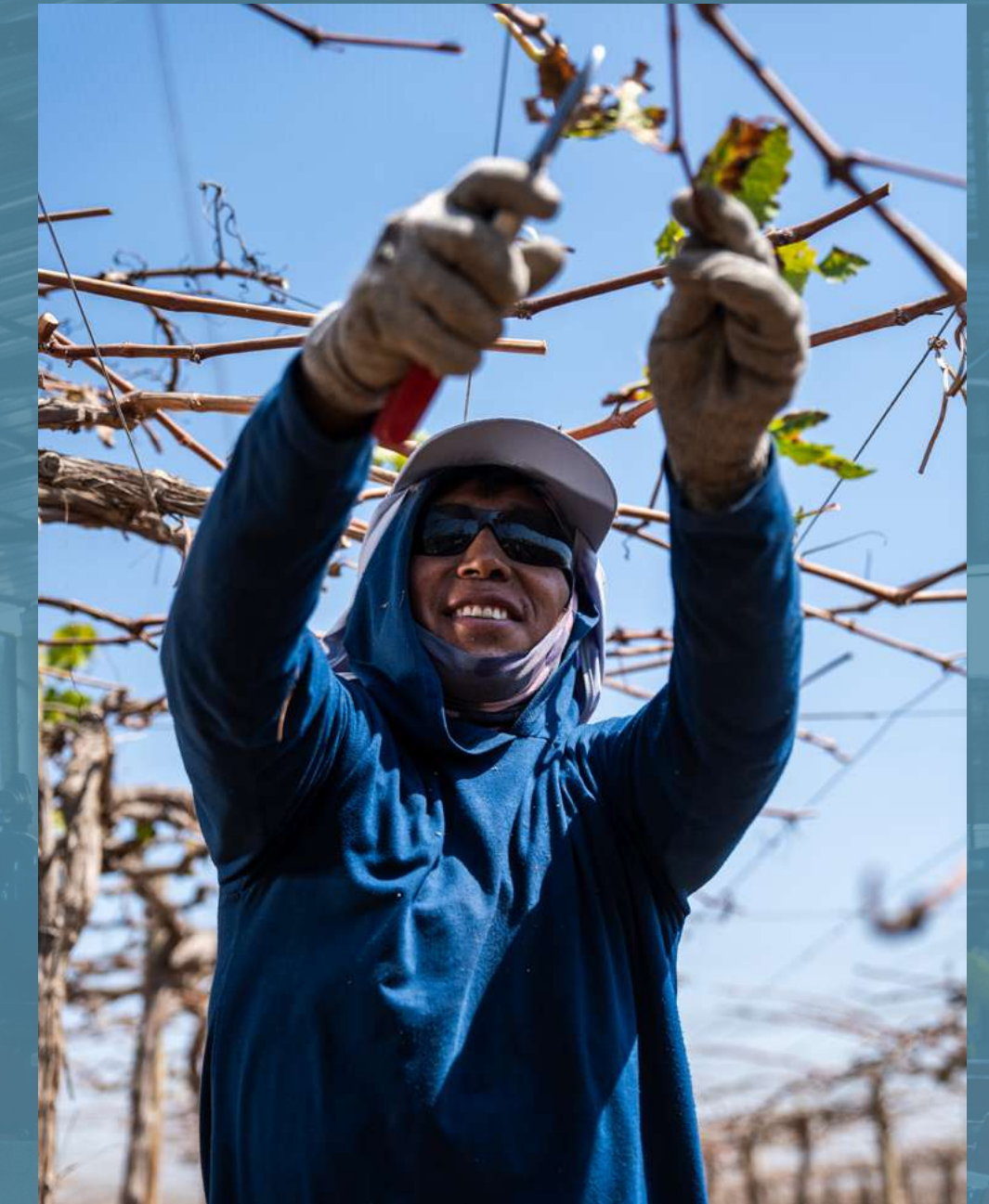
- Development of contingency plans to deal with climate events, safe and multi-risk geographical diversification of production.
- Implement strategies to mitigate the impacts of climate change on crops, such as the use of varieties adapted to extreme climates.



Strategic alliances:

- We are part of XynerglCA and the **Agricultural Producers Guilds of Peru (AGAP)**, which allows us to develop various projects.

We are dedicated to building lasting and trustworthy relationships, maintaining open communication, and continuing to work with our stakeholders. These actors are fundamental to our value chain, and their actions directly impact our activities. (GRI 2-29)



To optimize communication with our stakeholders of interest, we implement formal channels of dialogue that identify opportunities for improvement and strengthen the relationship with our stakeholders. Through these mechanisms, we detected the groups with the highest expectations in environmental, social, and economic terms, and we incorporate relevant topics into our analysis of materiality.

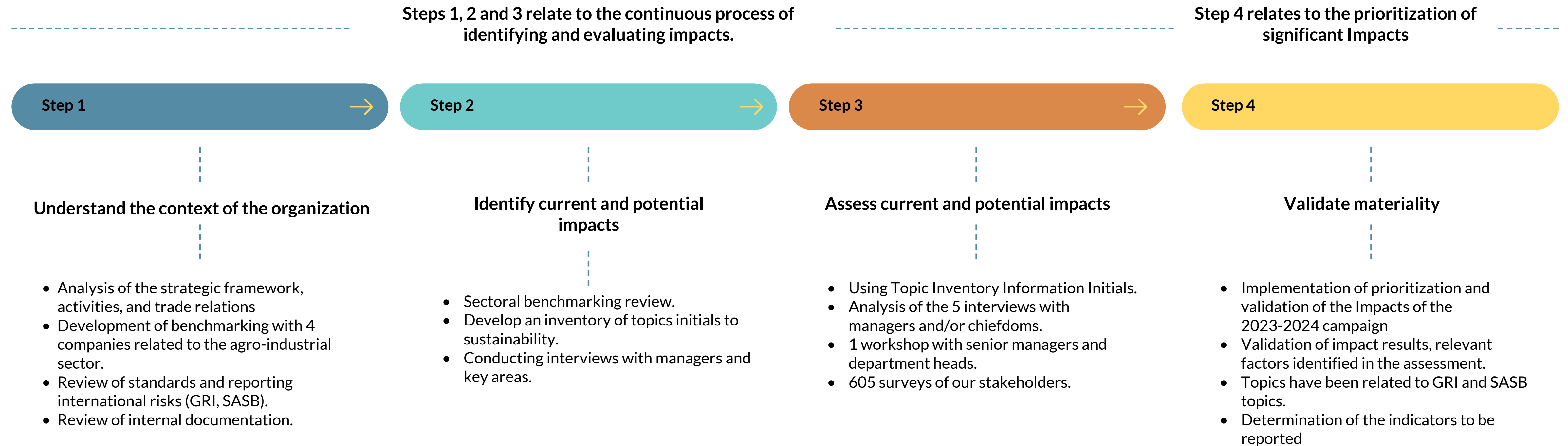
Interest group	Monitoring and review (mechanism or means of communication)	Frequency of communication
Shareholders	Working meetings	Monthly
State Entities	Virtual Parts Table	Eventual
Non-Profit Civil Organizations	Working meetings	Eventual
Rio Seco Users' Meeting	Working meetings	Eventual
Customers	Corporate website / Corporate social networks	Weekly
Vendors	Goods and services equipment	Weekly
Workers	Clubs Vanguard Peru (business meetings) Vanguard Listens to You (Ethical line) Emergency mailboxes	Monthly Permanent
Populations	Community relations	Weekly
Financial institutions or creditors	Email Virtual Meetings (Microsoft Teams)	Once a week
Companies of the Vanguard Group Int.	Email Virtual Meetings (Microsoft Teams)	Once a week



Process of materiality

During the 2023-2024 campaign, from April 1, 2023 to March 31, 2024, Vanguard Group Int. has made significant advances in its management, which are reflected in the Sustainability Report it was prepared for Los Olivos de Villacurí, which includes the offices of Fundo Los Laureles, Milagritos, El Arenal, Casuarinas and the Packing Plant, as well as for Agrícola Challapampa, at the Fundo Challapampa headquarters. It should be noted that this document has been developed following the guidelines of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB). (GRI 3-1)

Below is a graph that illustrates the steps taken in materiality analysis. (GRI 3-1)



Material Issues

The 16 material topics identified comprise 31 GRI content, 10 SASB and 6 business-specific indicators (IPN), which are described below (GRI 3-2):

N.º	Material topic	Standard – Series	Coverage
1	Economic growth	GRI 201-1 Direct economic value generated and distributed GRI 203-1 Investments in supported infrastructure and services	Internal and external
2	Ethical practices and transparency	GRI 205-2 Communication and training on anti-corruption policies and procedures GRI 205-3 Confirmed Corruption Incidents and Steps Taken	Internal
3	Development of suppliers	GRI 204-1 Proportion of expenditure on local suppliers	Internal and external
4	Food security	GRI 416-1 Evaluation of the impacts of product categories on health and safety FB-AG-250a.1 Global Food Security Initiative (GFSI) audit (1) non-compliance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformities FB-AG-250a.2 Percentage of agricultural products obtained from suppliers certified to the Global Food Safety Initiative (GFSI) recognized by the Food Safety Certification Program. FB-AG-250a.3 (1) Number of withdrawals issued and (2) total quantity of food products withdrawn FB-AG-430a.1 Percentage of agricultural products obtained that are certified to a third environmental and/or social standard, and percentages per standard. FB-AG-440a.1 Ingredient supply	Internal and external
5	Innovation and technology	IPN 1 Innovation and technology	Internal
6	Safe export	IPN 2 Safe export	External
7	Cybersecurity	IPN 3 Cybersecurity	Internal

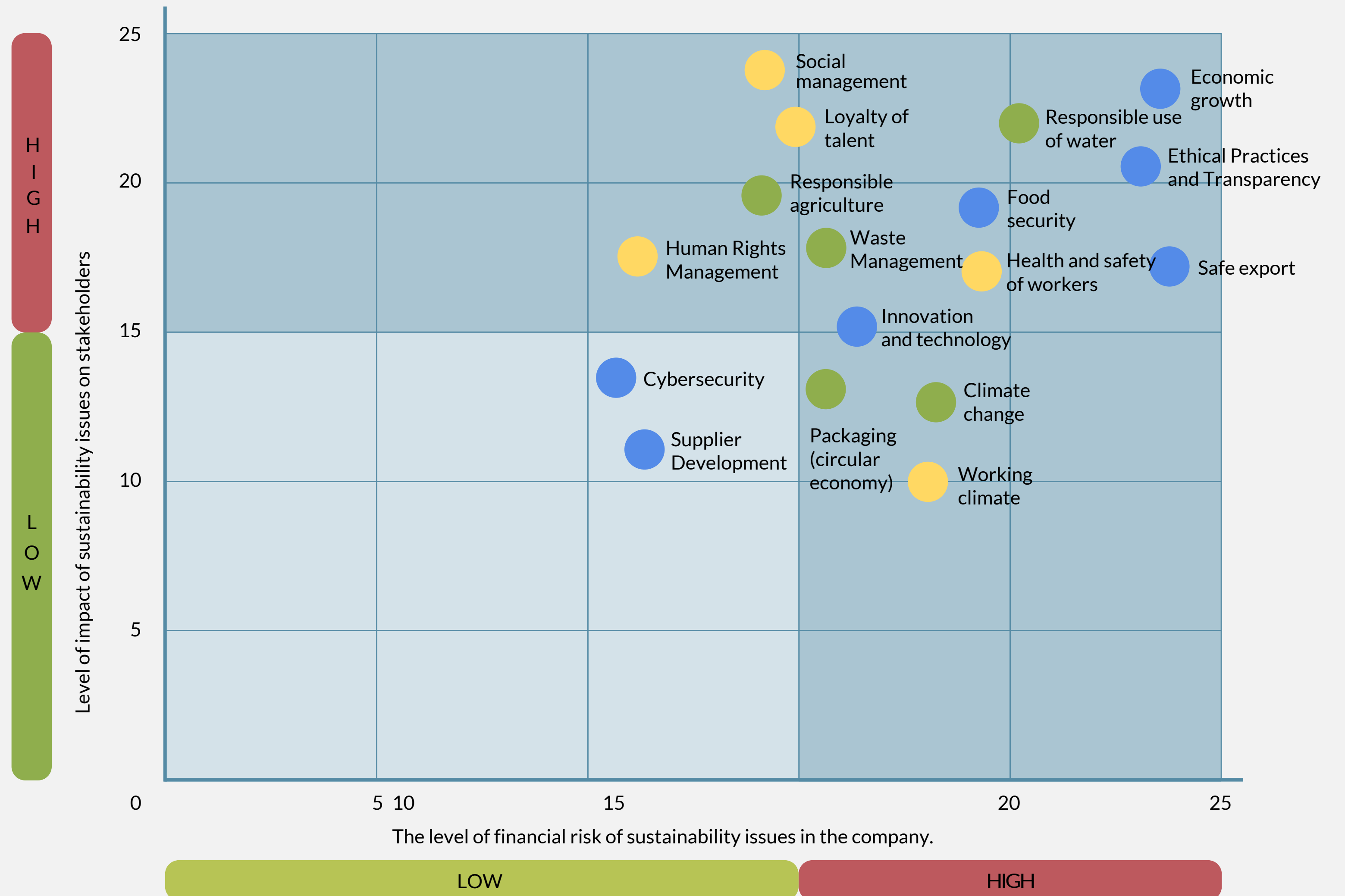
N.º	Material Issues	Standard – Series	Coverage
8	Climate change	GRI 201-2 Financial implications and opportunities arising from climate change GRI 302-1 Energy consumption within the organization GRI 302-3 Energy intensity FB-AG-110a.2 Fleet fuel consumed FB-AG-130a.1 Operating energy consumed GRI 305-1 Direct GHG Emissions (scope 1) GRI 305-2 Indirect energy-related GHG emissions (scope 2) GRI 305-3 Other indirect GHG emissions (scope 3) GRI 305-5 Reduction of GHG emissions FB-AG-110a.1 Scope 1 gross global emissions	Internal
9	Responsible use of water	GRI 303-1 Interaction with water as a shared resource GRI 303-3 Water extraction GRI 303-5 Water consumption FB-AG-140a.1 (1) Total water abstracted, (2) Total water consumed; percentage of each in regions with high water stress or extremely high. FB-AG-140a.3 Description of water management risks and discussion of strategies and practices to mitigate those risks.	Internal
10	Waste Management	GRI 306-1 Waste generation and significant impacts related to waste GRI 306-2 Management of significant impacts related to waste GRI 306-3 Waste generated GRI 306-4 Non-disposal waste GRI 306-5 Waste for disposal	Internal
11	Responsible agriculture	GRI 304-2 Significant impacts of activities, products, and services on biodiversity GRI 304-3 Protected or restored habitats IPN 4 Land and soil care	Internal

N.º	Material topic	Standard – Series	Coverage
12	Packaging	GRI 417-1 Requirements for product information and labeling IPN 5 Packaging (circular economy)	Internal y external
13	Working climate	IPN 6 Working climate	Internal
14	Management and social development	GRI 413-1 Operations with local community engagement programs, impact assessments, and development.	External
15	Loyalty of talent	GRI 401-1 Recruitment of new employees and staff turnover GRI 401-2 Benefits for full-time employees GRI 404-1 Average training hours per year per employee GRI 404-2 Employee skills development programs and transition assistance programs GRI 404-3 Percentage of employees receiving periodic performance evaluations	Internal
16	Human rights management	GRI 405-1 Diversity of governing bodies and employees GRI 406-1 Discrimination cases and corrective actions taken	Internal

It should be noted that the information contained in this report, as well as the material issues, was reviewed by our highest governing body through virtual meetings and the sending of information via email (GRI 2-14).



Graph of materiality



2.4. Economic performance

During the 2023-2024 campaign, we faced various challenges and challenges in financial management, especially due to the phenomenon of El Niño, which affected the stability of our relations with the banks. One of the main challenges was the management of credit, given that 60 % of the agricultural costs correspond to the pay. However, we managed to get bank extensions and Specific credit lines, as well as build the necessary trust for banks to support our growth project.

Thanks to the effort and commitment of our team, we maintained our position as outstanding leaders in the sector. Then, we present the economic performance of the campaign object of this Report (GRI 201-1):



Comparative Export by Area (ha) and Season	
Farm	Percentage
Challapampa	30.59%
Milagritos	15.76%
Los Laureles	14.28%
El Arenal	9.55%
Las Casuarinas	29.82%
Grand Total	100.00%

Comparative Export by Box and Season	
Farm	Percentage
Challapampa	30.56%
Milagritos	14.63%
Los Laureles	14.43%
El Arenal	10.34%
Las Casuarinas	30.04%
Grand Total	100.00%

Note. The data correspond to the financial information of the following entities: Los Olivos de Villacurí S.A.C., Agrícola Challapampa S.A.C., Vanguard Group International Peru S.A.C., and Fundo San Gregorio de Ica S.A.

In 2023-2024, as Vanguard Group Int., we took a significant step forward with the acquisition of the Fundo San Gregorio, a process that included a comprehensive due diligence evaluation. Later that year, he founded was merged with Los Olivos de Villacurí S.A.C. In 2024, we plan the take over Agrícola Challapampa to create a single export and strengthen our market position.



During the 2023-2024 campaign, we experienced a significant change impact on the structure of social capital through an increase in capital resulting from the acquisition and merger of Company Profile Fundo San Gregorio de Ica S.A. This process strengthened our market position and optimized our operations by integrating new resources and capabilities that will drive sustainable growth and greater operational efficiency in the future. The merger aligns with our strategy for expansion and consolidation, ensuring long-term value creation for all our groups of interest. (GRI 2-6)

The structuring and closing of mergers and acquisitions was a strategic priority, together with the consolidation of Vanguard Group Int. as a cohesive group. In parallel, we implement processes of standardization and internal automation in the three companies that make up the group. Faced with fertilizer shortages, we negotiated with suppliers to secure large volumes of inputs and ensure the proper nutrition of our farms.

It is important to note that Los Olivos de Villacurí S.A.C. and Agrícola Challapampa S.A.C. are covered by the Agrarian Regime. Additionally, Los Olivos de Villacurí S.A.C. has a packing plant that operates as a packing infrastructure and is responsible for providing machine and cold services to Agrícola Challapampa S.A.C. and the other Los Olivos de Villacurí, its related company. This synergy optimizes operational efficiency and shared resources within the organization. (GRI 201-1)

To ensure economic results during the campaign 2023-2024, we implement key strategic actions. We deliver strictly with the financial COVENANTS in force, and we ensure the fund covers the operating costs of the period. The export of grapes was made according to the projections, achieving an excellent price settlement plan. In the financial field, we renegotiate payments with providers to extend payment periods, improving liquidity, and we have obtained additional credit lines to increase flexibility in resource management.

Measures taken to prevent negative economic impacts included strict control of the campaign budget and creation of bi-weekly management committees, tasked with identifying possible real-time economic risks. This allowed us to make decisions and adjust operational plans as necessary. In addition, we manage credit lines with various financial entities, ensuring liquidity at key moments. Despite the economic fluctuations, strategic planning allowed us to anticipate problems and address negative impacts with corrective measures, such as operational adjustments and renegotiation of contracts with suppliers, with no significant effect on operations.

It should be noted that, to ensure the effectiveness of the measures adopted, we carry out a continuous evaluation of the key processes, establishing clear strategic objectives and constantly monitoring costs and productivity. Lessons learned were integrated into policy the organization, which has allowed us to optimize the management of policies such as the collection of export sales and financing CAPEX programs, is key to financial stability and sustained growth.

The participation of our stakeholders is essential in the economic management of the organization. Providers influence payment terms, which affect cash flows, while Customers contribute by managing advances. The relationship with the government, in particular concerning IGV recovery, is also a key factor in optimizing revenue and improving liquidity.

The financial statements of the organization, both individual and consolidated, are audited by a prestigious international firm, ensuring financial integrity. These reports are available on the OneDrive platform, accessible only to authorized personnel, to ensure controlled and secure access to information, the consolidated financial position, which reinforces the alignment between sustainability and rigorous and transparent financial management. (GRI 201-1)



Economic achievements in the 2023-2024 campaign

- Financial consolidation through the acquisition and merger of companies.
- We achieved a higher price per 8.2 kg box, which represented a significant achievement in revenue optimization by sales.
- We acquired San Gregorio and Valencia, consolidating the Miracle Fund.
- We completed the acquisition of 100% of the shares of the Fundo San Gregorio de Ica S.A., which was merged with Los Olivos de Villacuri S.A.C. This process expanded our capacity for productivity.
- Renew credit lines with major local banks, getting an additional five million in just 30 days, consolidating a revolving line (working capital) of \$35 million.
- We negotiate campaign advances with Asian clients up to \$5 million.
- We implement the historical digitization of information between campaigns, improving decision-making through business intelligence tools.
- We automate the post-harvest logistics flow (transport of raw material).
- We incorporate automation in settlement registration expenses and per diem in our Nisira ERP.
- We diversify excess investments (deposits to timelines and investments in mutual funds).
- We reduced inventory obsolescence by 57% compared to the 2022-2023 campaign.



Obstacles faced during the 2023-2024 campaign

- We faced difficulties in covering operational costs at the start of the Campaign (October – November 2023). To overcome this, they managed campaign advances with Asian customers, and additional revolving credit lines were obtained. We also renegotiate payment terms with providers, which allows us to extend payment times and improve the cash flow.
- Lack of phosphorus, potassium, and magnesium sources affected the availability of fertilizers. To mitigate the impact, we make advance purchases in November 2023 of key inputs such as phosphoric acid, potassium sulfate, and magnesium sulfate.

We recognize that extreme weather events and adaptation to environmental regulations increase costs and affect productivity. To mitigate these effects, we identify risks and opportunities to develop strategic actions to counter their effects (GRI 201-2) (FB-AG-440a.1):

Risk/ Opportunity	Type	Magnitude of impact	Probability of occurrence	Implications financial	Methods of management of the risk/opportunity	Methods of management of the risk/opportunity
Events that climate change affects fields	Physical	High	Low	Total losses or parts of the grape crops, damage to infrastructure, and interruption of the supply chain.	Multi-risk insurance, contingency plans, diversification geographical position of the production.	Premiums of insurance, insurance costs implementation of contingency plans.
New opportunities market	Economic	Medium	Medium	Increase in new crops adapted to extreme climates.	Development of new products, purchasing of varieties patented.	Contracts with houses, Genetics, and the costs of installing new varieties.
Fluctuations in the prices of the crop	Economic	High	Medium	Decreased income from exports, minor cost- effectiveness.	Long-term contracts with buyers, diversification of markets.	Transaction Costs

In the operational area, we efficiently manage the lines banking and supplier relations, focusing on strategies, key issues such as customer collection, claims resolution, and procurement planning for the 2023 campaign period - 2024. We also implement collaborative actions with our Managers and leaders to optimize operational efficiency, including working capital monitoring, debt ratio management, cash flow projection, procurement planning, inventory rotation, human resources planning, and Collection tracking.

As a result of these actions, we achieve our positive economic performance, with an increase in our annual sales, which outperforms the previous campaign by 33 %. These results reflect the successful implementation of the Vanguard Group Int. strategy.



Below, we present the results by area (ha) and box for each campaign carried out.:

Comparison of exports by area (ha) and season			
Farm	Campaign 2021-2022	Campaign 2022-2023	Campaign 2023-2024
Challapampa	287.69	287.69	287.69
Milagritos	160.8	151.8	148.2
Los Laureles	134.29	124.32	134.29
El Arenal	89.85	89.85	89.85
Casuarinas	240.77	270.36	280.39
Grand total	913.4	924.02	940.42

Comparison of exports by box (ha) and season			
Farm	Campaign 2021-2022	Campaign 2022-2023	Campaign 2023-2024
Challapampa	1,071,013	1,164,614	1,083,476
Milagritos	536,624	592,217	518,483
Los Laureles	- 565,506	605,105	511,399
El Arenal	380,761	439,855	366,731
Casuarinas	685,477	954,708	1,065,064
Grand total	3,239,381	3,756,499	3,545,154

2.5. Information security

Information security has become a pillar of strategy in a world where digital threats are at risk constantly evolving. In this context, protecting our assets, technology, and preparing our team to prevent unsafe risks is not just a priority, but a critical need to ensure stability and confidence in our operations. During the 2023-2024 campaign, we took on this challenge with a focus comprehensive solution that combines advanced technology, user training, and robust preventive measures. (NO GRI IPN-3)

Although we faced no incidents during the campaign 2023- 2024, we identified potential risks, such as the inappropriate use of credentials and phishing attacks. In response, we implemented clear end-user protocols and preventive actions that they including avoiding opening suspicious files and reporting incidents immediately. These good practices were reinforced with dynamic trainings and drills, such as the phishing exercise demonstrated high responsiveness, with more than 98% of users correctly detecting and reporting the attack, and we train our employees on the channels of attention to report such incidents. (NO GRI IPN-3)

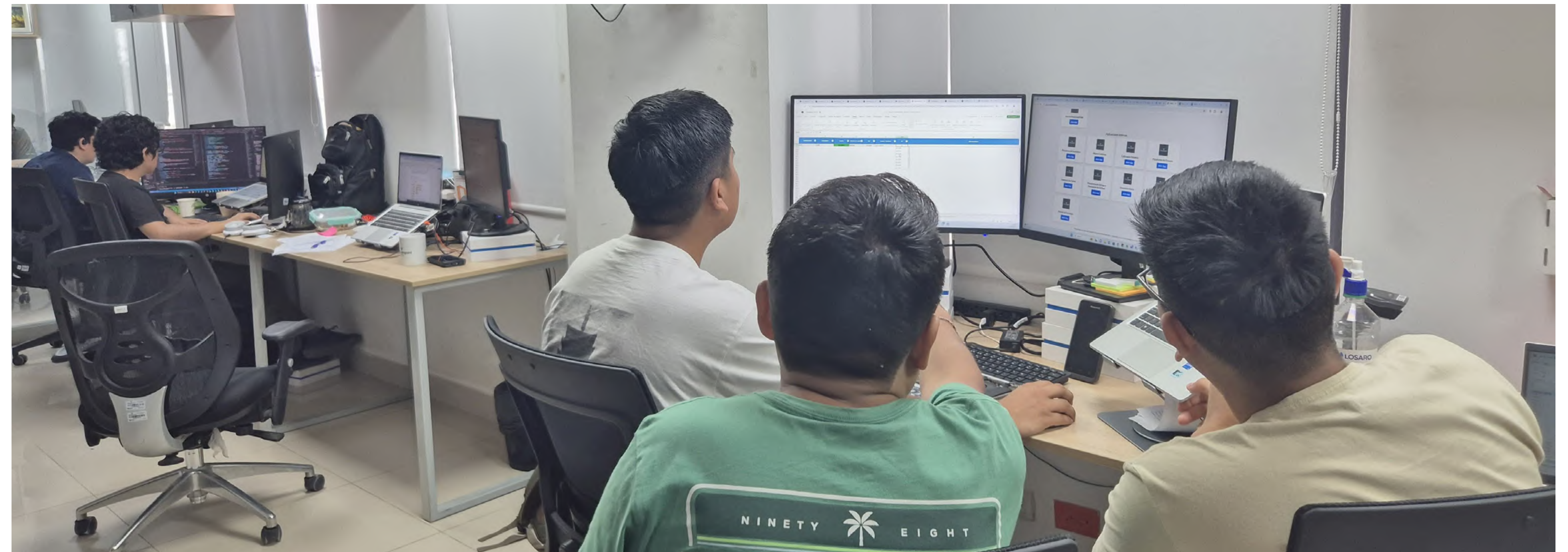
Technologically, we consolidate our security infrastructure with a corporate firewall and Sophos antivirus installed on laptops and PCs, as well as servers, ensuring a strong defense at all levels. This comprehensive approach reinforces our commitment to information security, driving both technology and how to prepare our team to successfully face the current and future digital challenges.
(NO GRI IPN-3)



We update our Cybersecurity Policy and Information Security, incorporating Controls related to information backup Criticism of the company. This policy is valid until 2025.



We focus our efforts on awareness of end-users through training and mock attacks.



Chapter

3

**Vanguard
Talent**



Chapter 3

Vanguard Talent

3.1. Employment and attraction of talent

Our team

We are convinced that the success of our organization depends on the commitment and talent of our team. We consider our personal as the most valuable asset, so we strive to create a work environment that facilitates the attraction and retention of the best talent. We foster an organizational culture based on respect, mutual support, leadership, skills development, and high performance, ensuring safe, healthy, equitable, and sustainable working conditions, inclusive of all our workers.

During the 2023-2024 campaign, our team was formed by 20,702 workers, of whom 10,352 were men and 10,350 were women, demonstrating our commitment to a workforce balanced in terms of gender. This balance shows our efforts to promote diversity and inclusion at all levels of the organization. (GRI 2-7)

To ensure comprehensive management of our workforce, we collect and analyze data according to gender, type of contract, location, and type of day. Here is a vision with detailed information on these aspects:

Workers by type of contract and region, 2023-2024 campaign (GRI 2-7) Los Olivos de Villacurí				
Type of contract	Sex	Ica	Lima	Total
Fixed	Men	436	17	453
	Women	269	15	284
Temporary	Men	6,857	20	6,877
	Women	7,085	23	7,108
Total				14,722

Workers by type of contract and region, 2023-2024 campaign (GRI 2-7) Agricola Challapampa				
Type of contract	Sex	Ica	Lima	Total
Fixed	Men	193	0	193
	Women	128	0	128
Temporary	Men	2,829	0	2,829
	Women	2,830	0	2,830
Total				5,980

Workers by type of contract and region, 2023-2024 campaign (GRI 2-7) Los Olivos de Villacuri				
Type of day	Sex	Ica	Lima	Total
Full day	Men	7,293	37	7,330
	Women	7,354	38	7,392
Half day	Men	0	0	0
	Women	0	0	0
Workers for hours not guaranteed	Men	0	0	0
	Women	0	0	0
Total				14,722
Note. (*)A worker who is not insured for a fixed or minimum number of working hours per day, week, or month, but who may have to be available to work when needed.				

Workers by type of working day and sex, 2023-2024 campaign (GRI 2-7) Agricola Challapampa				
Type of day	Sex	Lima	Ica	Total
Full day	Men	3,022	0	3,022
	Women	2,958	0	2,958
Half day	Men	0	0	0
	Women	0	0	0
Workers for not guaranteed*	Men	0	0	0
	Women	0	0	0
Total				5,980

Note. (*)A worker who is not insured for a fixed or minimum number of working hours per day, week, or month, but who may need to be available for work when needed.

The information presented comes from our Enterprise system Resource Planning (ERP), Nisira, where we keep records updated on earnings, layoffs, and worker data. Indicators related to contract type are generated fortnightly, which allows us to monitor continuously variations in our workforce.

Data on recruitment and assistance are collected directly from the starting and ending teams, thus ensuring the accuracy and reliability of the information. This approach ensures that reported figures accurately reflect the employment situation at the close of business on the 2023-2024 campaign, based on real-time records of our ERP system (GRI 2-7)

The fluctuations in the number of workers respond to the need for temporary staff for specific agricultural activities. This is directly related to the temporality of the crops, as 76% of our temporary team operates under contracts of an intermittent nature, allowing us to program activities efficiently according to the demands of each crop. (GRI 2-7)

During the 2023-2024 campaign, we added 13,851 people to our team, mostly men, mainly in the headquarters of Los Laurales and Casuarinas.



Los Olivos de Villacuri						
Rate of new recruitments of workers by gender and location						
Gender	Fundo Los Laureles	Fundo Milagritos	Fundo Casuarinas	Fundo El Arenal	Packaging Plant	Total
Men	1,021	2,014	1,495	863	868	6,261
Women	928	2,212	1,910	857	671	6,578
Total						12,839

To meet additional production, personnel, and Specific activities, we hire outsourced workers through third-party providers, who are not part of our Direct payroll. These contracts are managed by third parties who outsource key services: food, machinery repair, and security.

During the 2023-2024 campaign, we worked with three external companies: Tío Lucho, in charge of the concession of meals, “ALM”, responsible for the maintenance of machinery and light vehicles, and “CASEVIP”, responsible for security services. (GRI 2-8)



Contractors, by location (GRI 2-8)					
Farm					
Supplier company	Sex	Milagritos	Packaging Plant / Los Laureles	El Arenal/ Challapampa/ Casuarinas	Total
Tío Lucho	Men	0	10	0	10
	Women	0	7	0	7
CASEVIP	Men	11	8	15	34
	Women	0	0	0	0
Total					51

Attracting and retaining talent

Our Recruitment, Loyalty, and Retention area is responsible for designing and executing the plans and strategies to ensure the availability of appropriate workers in each campaign. This allows us to efficiently cover field and packing tasks, allowing us to maintain performance standards required by our agricultural and industrial operations, and control the increase in staff turnover.

In the 2023-2024 campaign, our team carried out activities such as pruning, mooring, pendulum, thinning, harvesting, cleaning, and packaging, carried out by people with different levels of experience, from novices to experts to teachers. This management allowed us to achieve satisfactory results on all scheduled tasks. In addition, we achieved a retention rate of 52%, reflecting our commitment to talent retention.

Below, we present the data of new hires, classified by age, sex, and region during the 2023-2024 campaign.



New hires by age, gender and region, 2023-2024 campaign (GRI 401-1) Los Olivos de Villacuri									
Age group	Number				Rate				
	Men		Women		Men		women		
	Ica	Lima	Ica	Lima	Ica	Lima	Ica	Lima	
Under 30 years of age	4,371	15	3,818	7	64 %	60 %	54 %	27 %	
Between 31 and 40 years	1,675	3	1,932	11	24 %	12 %	27 %	42 %	
Between 41 and 50 years	533	3	880	5	8 %	12 %	12 %	19 %	
Between 51 and 60 years	241	3	373	3	4 %	12 %	5 %	12 %	
Over 61 years	56	1	54	0	1 %	4 %	1 %	0 %	

New hires by age, gender, and region, 2023-2024 campaign (GRI 401-1) Agricola Challapampa										
Age group	Number					Rate				
	Men		Women			Men		Women		
	Ica	Lima	Ica	Lima		Ica	Lima	Ica	Lima	
Under 30 years of age	1,509	0	1,219	0		58 %	0 %	49 %	0 %	
Between 31 and 40 years	644	0	697	0		25 %	0 %	25 %	0 %	
Between 41 and 50 years	272	0	372	0		11 %	0 %	11 %	0 %	
Between 51 and 60 years	129	0	190	0		5 %	0 %	5 %	0 %	
Over 61 years	30	0	22	0		1 %	0 %	1 %	0 %	

Process for the entry of new staff

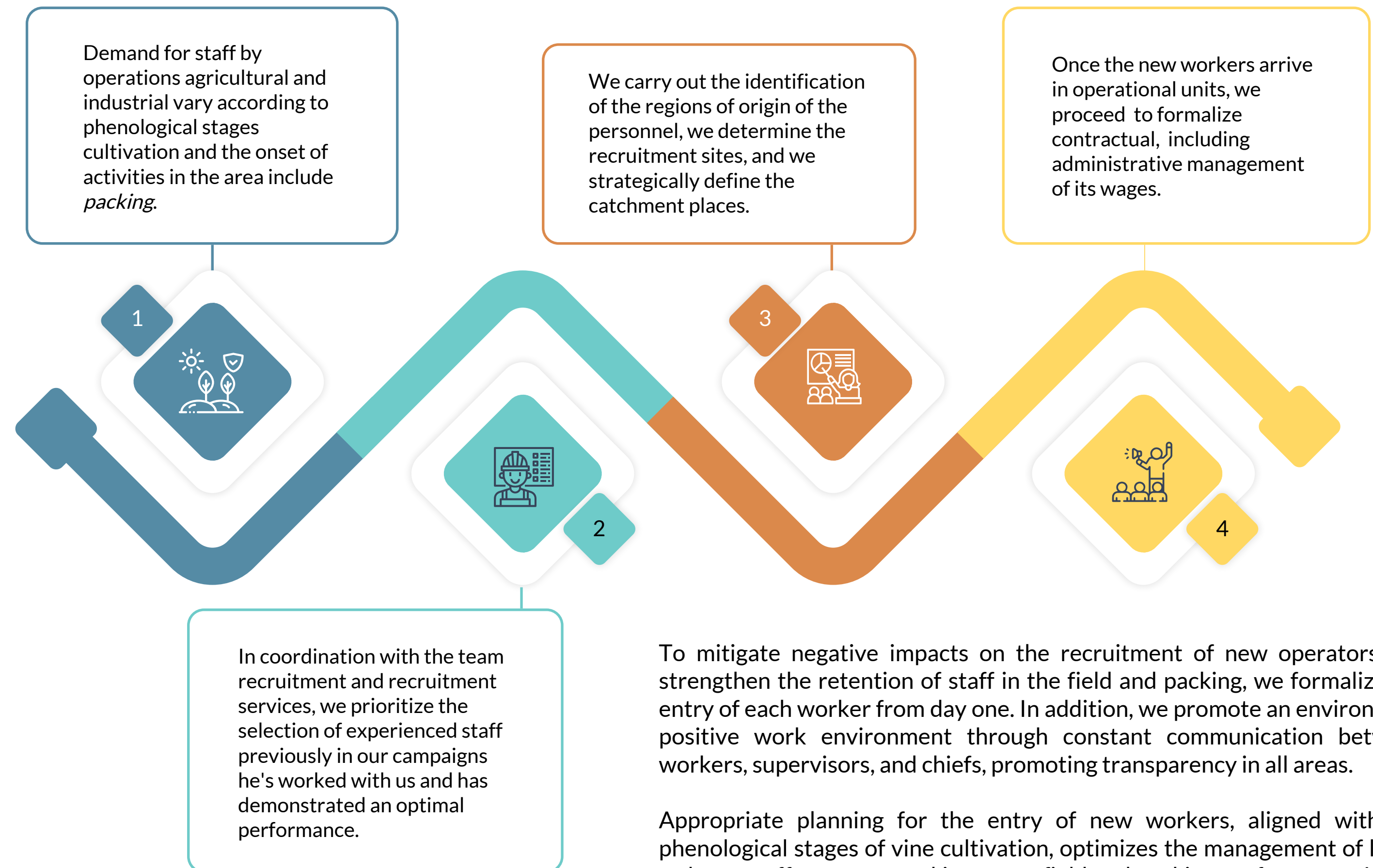
We apply a thorough selection process that allows us to ensure the incorporation of the most suitable candidate. From the first day, operational staff receive induction on regulations, signing of contracts, salary aspects, benefits, occupational safety and health, and a detailed explanation of their functions. In addition, we monitor your performance to correct possible deviations immediately. The requirements for this staff vary by activity, allowing the incorporation of workers with or without experience.

For technical and administrative roles, the onboarding process includes the same initial inductions, along with intensive follow-up for the first few weeks. The posts of chieftainship and management, in addition, they participate in meetings with key areas and receive a presentation on organizational culture within the first month. Their adaptation process is monitored during the first three months to ensure integration.

In the case of staff in the field and packing, the income is coordinated based on the labor requirements of Agricultural Operations and Industrial, prioritizing those with previous experience in the company and good performance in previous campaigns. After selection, we formalize its incorporation with a complete induction in the operational units before the start of their work.



Here is a summary of the process of bringing new staff into our organization:



To mitigate negative impacts on the recruitment of new operators and strengthen the retention of staff in the field and packing, we formalize the entry of each worker from day one. In addition, we promote an environment positive work environment through constant communication between workers, supervisors, and chiefs, promoting transparency in all areas.

Appropriate planning for the entry of new workers, aligned with the phenological stages of vine cultivation, optimizes the management of labor, reduces staff turnover, and improves field and packing performance. In this line, the Club Committee—composed of field representatives and packing—plays a critical role in collecting and addressing concerns, complaints, and suggestions, facilitating collaborative solutions, and contributing to the working environment.

Staff turnover

During the 2023-2024 campaign, we managed to maintain a constant turnover rate of 1.3%, thanks to a rigorous selection process that included competency interviews, psychosocial evaluations, and close accompaniment in onboarding. This comprehensive approach facilitated the adaptation of the team to the required tasks, contributing to low turnover. However, challenges remain related to the temporary nature of certain positions, especially administrative ones, which generate migrations to other companies in the sector. Despite this, we met the target of keeping turnover below 5%, in line with the expectations of the industry.



Rotation by age, gender, and region, 2023-2024 campaign (GRI 401-1)
Los Olivos de Villacurí

Age group	Number				Rate			
	Men		Women		Men		Women	
	Ica	Lima	Ica	Lima	Ica	Lima	Ica	Lima
Under 30 years of age	4,453	14	3,945	9	66 %	58 %	56 %	30 %
Between 31 and 40 years	1,380	4	1,631	10	21 %	17%	23 %	33 %
Between 41 and 50 years	611	2	999	8	9 %	8 %	14 %	27 %
Between 51 and 60 years	231	3	375	3	3 %	13 %	5 %	10 %
Over 61 years	47	1	55	0	1 %	4 %	1 %	0 %

Rotation by age, gender, and region, 2023-2024 campaign (GRI 401-1) Agricola Challapampa										
Age group	Number					Rate				
	Men		Women			Men		Women		
	Ica	Lima	Ica	Lima		Ica	Lima	Ica	Lima	
Under 30 years of age	1,664	0	1,422	0		58 %	0 %	50 %		0 %
Between 31 and 40 years	683	0	735	0		24 %	0 %	26 %		0 %
Between 41 and 50 years	329	0	449	0		12 %	0 %	16 %		0 %
Between 51 and 60 years	136	0	209	0		5 %	0 %	7 %		0 %
Over 61 years	42	0	32	0		1 %	0 %	1 %		0 %

During the previous campaign, the Recruitment, Loyalty, and Retention defined and implemented objectives and strategies that ensured the incorporation of suitable personnel for all field tasks and packing, meeting established performance standards for agricultural and industrial operations. Thanks to these actions, we managed to keep the rotation rate within the proposed limits, with a maximum of 30 % and a 50 % staff retention target from previous campaigns. In the 2023-2024 campaign, this effort resulted in a reduction of the rotation rate to 25 %³ which allowed achieving outstanding performance in such tasks as pruning, mooring, pendulum, thinning, harvesting, cleaning, and *packing*.

The area of Recruitment, Transportation, Loyalty, Retention, and Services Shared (SSCC) met organizational goals. This included efficient

management of the labor budget, strengthening the employer brand, reducing refunds, and ensuring labor rights and a positive working climate in all operations.

While trade relations do not directly impact the rotation, the high competitiveness of the sector, particularly during Campaigns, affects the stability of our workforce. To mitigate this effect, we guarantee the formalization of employment from the first day and a clear induction that allows workers to know their rights and responsibilities.

In compliance with Law 31110, we prioritize the hiring of Workers with experience in previous campaigns, and we evaluate we are constantly updating our policies to optimize loyalty and reduce rotation.

In addition, our collaboration with communities and respect for supervised preferential rights by the National Superintendency of Labor Control (SUNAFIL) strengthen our employer brand and ensure a sustainable cycle of recruitment and retention.

As a result of these actions, during the 2023-2024 campaign, no legal contingencies or misdemeanors were registered with SUNAFIL or the Ministry of Labor and Employment Promotion (MTPE), which shows compliance with current regulations and the effectiveness of our internal processes.

³ This rotation rate considers only voluntary rotation, not natural cessations of the campaign term.

Work Benefits

We offer a variety of benefits to all our full-time workers in compliance with current legislation. We are proud to highlight that 100% of our team in this category labor benefits from these programs, reflecting our commitment to well-being and work equity.

The following are the compulsory social benefits as volunteers, provided to our team (GRI 401-2):



Compulsory social benefits for full-time workers		Campaign 2023-2024
Social Security		Yes (both regions)
Pension Fund		Yes (both regions)
Life insurance law		Yes (both regions)
Accident Risk Insurance		Yes (staff in risk activity)
Voluntary social benefits for full-time workers		Campaign 2023-2024
Life Insurance		Yes (management)
Health insurance		Yes (optional EPS insurance, employer contributes 2.25% of remuneration)
Flexible days		Yes (according to job activity)

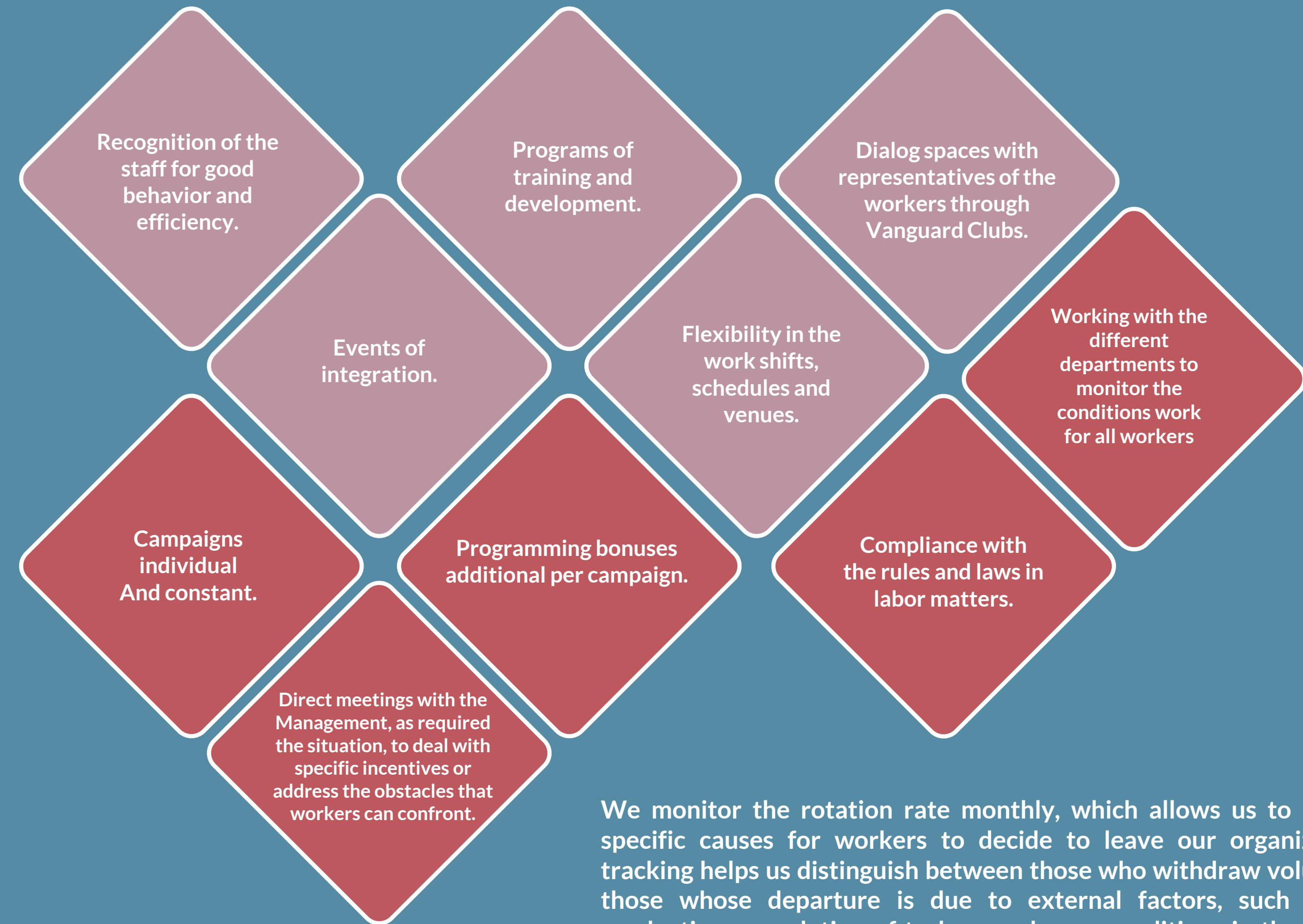
Measures taken to avoid negative impacts on staff attraction, retention and rotation

Active listening is a key pillar to drive improvements in our organization. In this sense, we have a strategy focused on constant communication and active attention, which allows us to effectively manage turnover and recruitment personnel. This approach helps us address complaints quickly and concerns of our field and plant workers, which, in turn, it facilitates the prevention of future problems and reduces desertion.

In addition, we have established dialogue tables to offer our workers a space where they can express their ideas for improvement and improvement observations. These meetings are not just for identifying and solving problems, but also for management to generally know the achievements and impacts of the projects carried out, which reinforces our commitment to the well-being of our human capital. The agreements reached in these meetings are formalized through signed minutes, ensuring compliance and enforcement.

During the 2023-2024 campaign, we faced various challenges that put the rotation and retention of our team at risk. These obstacles required adaptive strategies to minimize their effects. Among the lessons learned, we highlight the importance of providing timely attention to complaints and claims of our workers, which helps prevent long-term problems. In addition, we identified the need to strengthen communication, promoting the use of suggestion boxes and other channels set, to maintain a constant dialogue with our staff in the field and *packing*.

Some of these are illustrated in the graph below measures taken to mitigate the negative effects on health, attracting, retaining, and rotating staff.

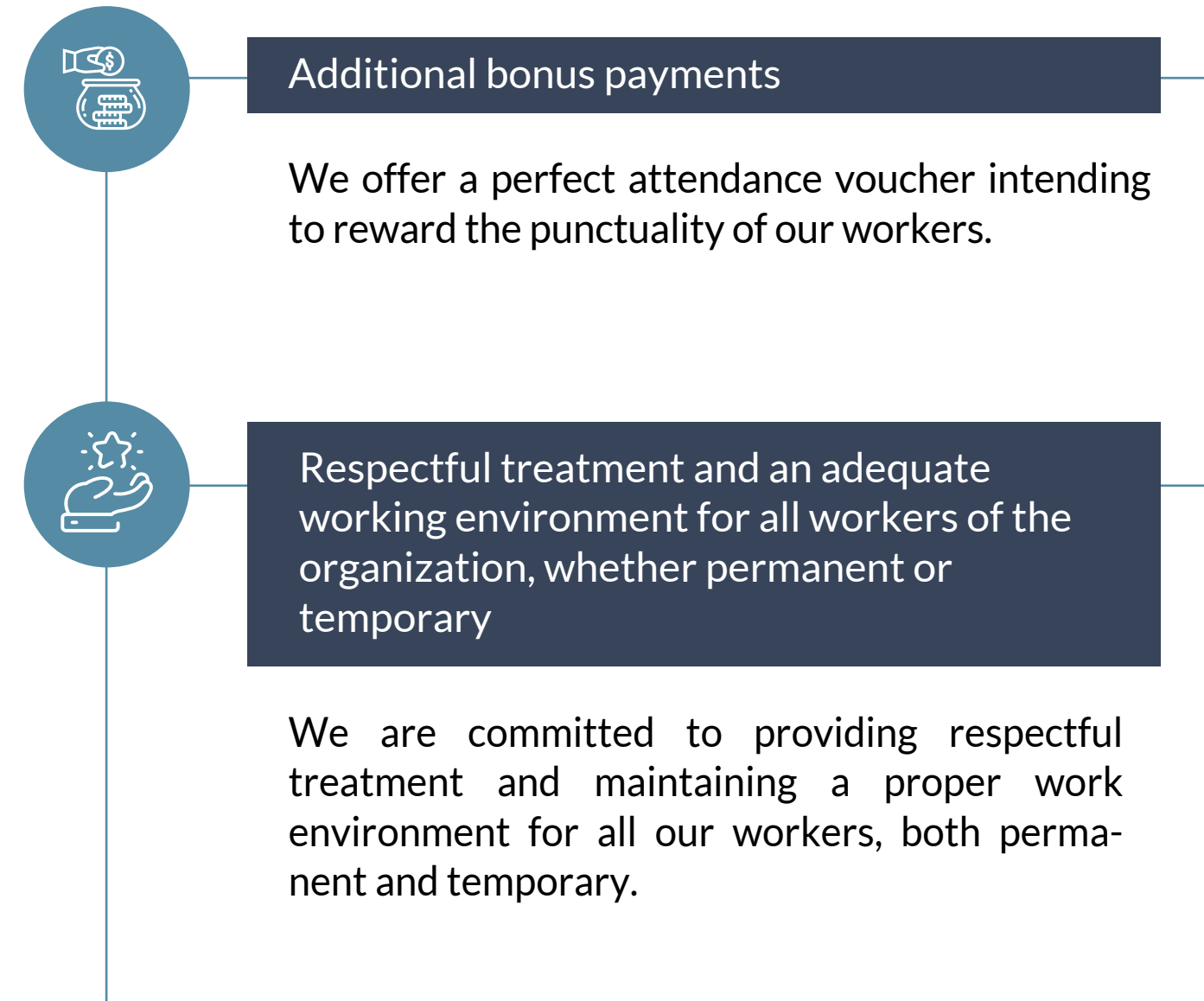
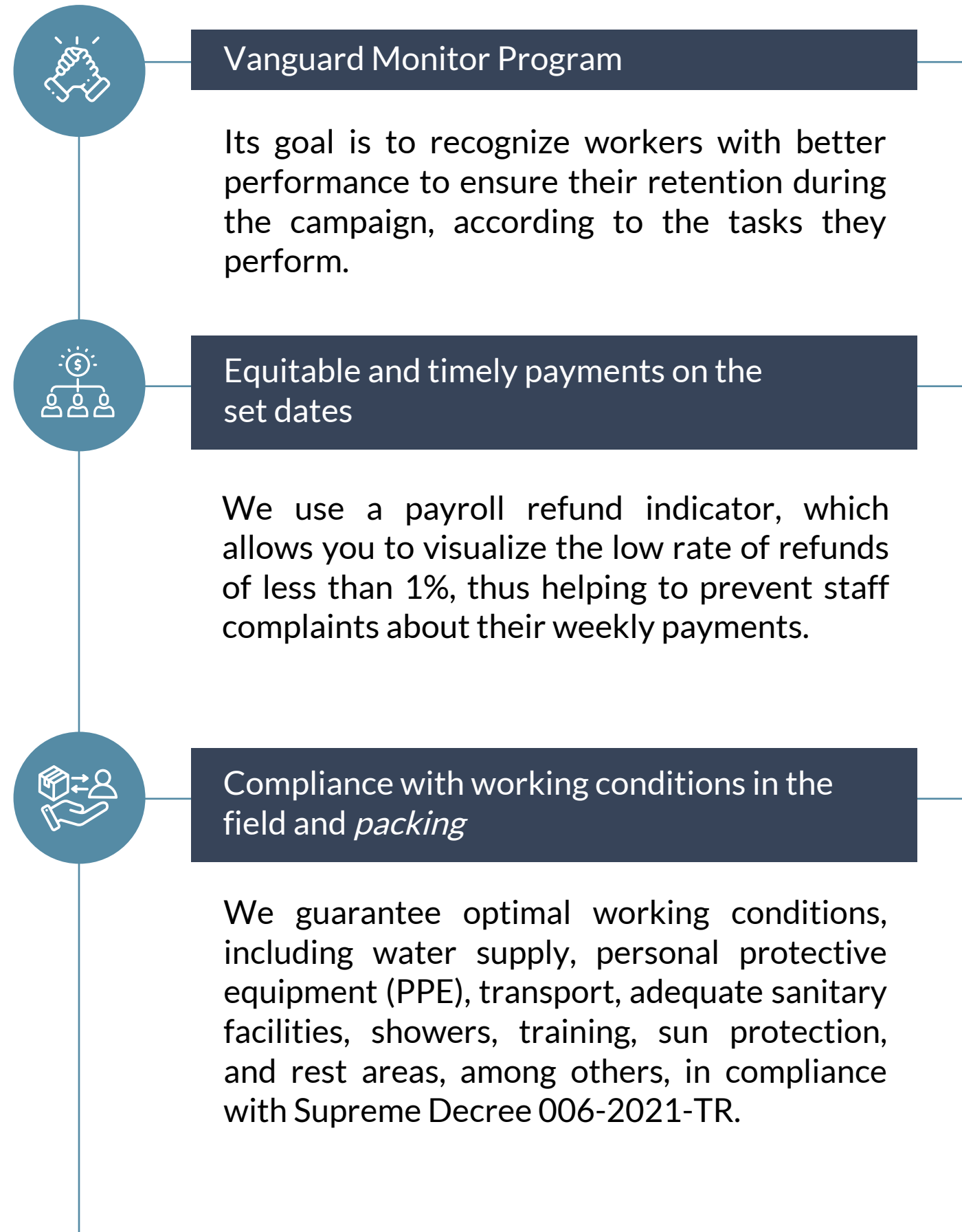


We monitor the rotation rate monthly, which allows us to identify the specific causes for workers to decide to leave our organization. This tracking helps us distinguish between those who withdraw voluntarily and those whose departure is due to external factors, such as reduced production, completion of tasks, or adverse conditions in the field. Based on this information, we analyze whether our working conditions are negatively affecting the retention of our staff.



We implement various initiatives to create an environment safe and welcoming work environment for our workers, which contributes significantly to the reduction of the index of rotation. These initiatives include our Privacy Policy, Prevention of Workplace Harassment, the procedure for use of suggestion boxes, and regular inductions on working conditions, among other actions. From this, we ensure that our workers feel valued and protected in their work environment.

In addition, loyalty strategies include programs recognition features such as “Vanguard Monitor” and “Bonus”, “Perfect Assistance”, as well as the promotion of a harmonious work environment through communication channels, such as committees and suggestion boxes. The right one recruitment planning, aligned with the phenological stages of cultivation, and continuous monitoring of rotation and retention indicators allow us to adjust our strategies in an agile and effective way.



It should be noted that we work collaboratively with our external stakeholders, such as the Ministry of Labor and Promotion Employment (MTPE), in recruitment and recruitment, organizing labor campaigns and recruitment promotions in the main districts of the city. Also, our groups of internal interests—such as clubs and committees—play a key role in representing workers and spreading messages of each action or planned activity, ensuring that all our team is well informed and aligned with our initiatives.



3.2. Human Rights Management

Our commitment to diversity and equality is reflected in our management policies, especially in the Equality of Opportunity and Human Rights Policy. These policies are fundamental and communicated to all our workers since their induction. During this initial process, we promote and explain an inclusive culture that is part of integral to our work environment.

The Equal Opportunity Policy covers critical aspects, starting with respect for human rights in all our activities. These principles are applied consistently to employees, customers, suppliers, and communities near our operations. We are committed to eliminating all forms of discrimination in the workplace—whether based on sex, race, religion, age, sexual orientation, nationality, marital status, or socioeconomic status—by fostering a safe and respectful work environment for everyone. (GRI 406-1).

In addition, we elect our representatives for Occupational Safety and Health, as well as for the Prevention and Sanction of Workplace Sexual Harassment. We ensure that all our staffing processes are free from discrimination based on gender, disability, origin, religion, political beliefs, or freedom of association. In doing so, we promote a safe and inclusive work environment for all. (GRI 406-1).

In the field of recruitment, we take a firm perspective of equity and equality, ensuring that all candidates are evaluated under the same criteria. This approach ensures a fair and transparent selection process, promoting the integration of diverse talents at all levels of our organization.

To ensure equal opportunities, we implement comprehensive policies that facilitate the inclusion of people with disabilities in our workforce. We carry out awareness programs aimed at all headquarters, emphasizing the importance of integrating staff with diverse abilities, in collaboration with the National Superintendency of



Labor Control (SUNAFIL). In addition, we establish partnerships with municipal entities such as the National Council for the Integration of Persons with Disabilities (CONADIS) and the Ministry of Labor and Employment Promotion (MTPE) to offer vacancies specifically designed for people with disabilities.

Additionally, we implement a rigorous process to identify workers with potential disabilities, who are assessed by we work with our Occupational Health Department in collaboration with EsSalud. This strategy allows us to effectively manage diversity and equal opportunities, while identifying areas that require increased awareness and offering specific training to train we support our staff with disabilities, preparing them to face challenges beyond operational functions. We also provide ongoing assessment and support, and facilitate access to the disability card through partnerships with EsSalud. This approach not only complies with legal regulations but also reinforces our commitment to an inclusive and equitable work environment, promoting the professional and personal development of all our workers.

In cases of inappropriate behavior—such as physical or psychological abuse, intimidation, or sexual harassment—we have established disciplinary measures. For deliberate violations, penalties may include written warnings. Furthermore, we strongly reject all forms of forced and child labor, ensuring that our operations remain free from such practices. In every action, we are committed to upholding and promoting our corporate values: integrity, respect, commitment, perseverance, transparency, and empathy.

Importantly, since the 2023-2024 campaign, we have adopted a rigorous due diligence process to assess risks associated with human rights in our organization. East, this approach ensures compliance with the strictest regulations and continuously improves our working practices. This process is carried out with the strong support and leadership of Senior Management, thus reinforcing our commitment to respect and promote human rights in all our operations.

These actions reflect our commitment to creating an inclusive and respectful work environment that not only respects but also promotes equal opportunities and the well-being of all our workers. These initiatives are critical to the sustainable development and continued success of our organization.

Below, we present the main achievements and challenges in managing diversity and promoting equal opportunities during the 2023–2024 campaign

Achievements



As a team, we elect our representatives to the following committees: the Occupational Safety and Health Committee, and the Committee for the Prevention and Sanction of Workplace Sexual Harassment. These committees are present at all Vanguard Group Int. headquarters. We ensure that all our staff recruitment processes are completely free from discrimination based on gender, disability, origin, religion, political beliefs, or freedom of association. In this way, we promote a safe and inclusive work environment for all. (GRI 406-1).

Challenges



All our recruitment processes are entirely free from discrimination based on gender, disability, origin, religion, political beliefs, or freedom of association (GRI 406-1).

We aim to place the right people in the right positions at the right time. During the 2023–2024 campaign, we hired 17,500 individuals, including workers, technicians, and administrative staff. However, it was equally essential to ensure the well-being of both new hires and existing employees.

The Ministry of Labor and Employment Promotion (MTPE) and the National Superintendency of Labor Inspection (SUNAFIL) play a key role in monitoring compliance with the employment quota for people with disabilities, as well as in implementing related actions within this scope. They also oversee the enforcement of human rights policies in accordance with Law No. 31110 and Legislative Decree No. 728.

Below is the scope of our actions in this area during the 2023-2024 campaign:

Management Board (GRI 405-1)				
	Men	Women	Percentage of men	Percentage of women
Over 50 years	1	0	100%	0%
Between 40 and 50 years	0	0	0%	0%
Between 30 and 40 years	0	0	0%	0%
Under 30 years of age	0	0	0%	0%
Persons Belonging to Minority Groups in Government Bodies (Regardless of Age)	0	0	0%	0%
Total	1	0	100%	0%



Workers according to labor category and age group, 2023-2024 campaign (GRI 405-1)					
		Under 30	Between 30 and 40	Between 40 and 50	Over 50
Senior Management	Men	0	0	1	2
	Women	0	1	0	0
Managers	Men	0	2	4	1
	Women	0	0	0	0
Division and Department Heads	Men	0	19	8	3
	Women	0	12	5	0
Administrative	Men	3	91	5	19
	Women	8	73	28	2
Operational	Men	58	274	38	31
	Women	26	195	49	23
Subtotal		95	667	138	81
Total		981			

3.3. Worker development and training

Our most valuable asset is our workforce, which is why investing in their professional development and well-being is essential. In line with this commitment, during the 2023–2024 campaign, we provided training to 100% of our workers—that is, 981 individuals—and delivered a total of 6,119 hours of training, thereby supporting their continuous growth and development. (GRI 404-1)

Workers whose performance and professional development are regularly assessed, broken down by professional category, 2023-2024 campaign (GRI 404-1)				
Job category	Peru			
	Men		Women	
	Number of Trained Personnel	Percentage of workers trained	Percentage of workers trained	Percentage of female workers trained
Senior Management	3	0.31 %	1	0.10 %
Managers	7	0.71 %	0	0 %
Division and Department Heads	30	3.06 %	17	1.73 %
Administrative	118	12.03 %	111	11.31 %
Operational	401	40.88 %	293	29.87 %
Total	559	56.98 %	422	43.02 %
	Hours of training	Average hours of training per worker	Hours of training	Average hours of training per worker
Senior Management	9	0.15 %	3	0.05 %
Managers	19	0.31 %	0	0 %
Division and Department Heads	593	9.69 %	484	7.91 %
Administrative	1,441.5	23.56 %	1,061	17.34 %
Operational	1,176	19.22 %	1,332	21.77 %
Total	3,238.5	52.93 %	2,880	47.07 %
Trained workers			Unit	2023-2024 Peru
Total number of trained workers			Number	981
Total number of hours spent on training			Hours	6,119
Total percentage of workers who received training			Hours	100 %

To ensure the effectiveness of our training and evaluation programs, we implemented various initiatives with clear goals and objectives, which are described below:

Action	Objective	Indicator
Annual Training and Development Plan (PACD)	Develop technical competencies and soft skills according to the specific needs of each area.	PACD compliance, training coverage, and level of satisfaction.
School of Supervisors	Strengthen leadership skills, resolution of conflict, and personnel management.	Effectiveness assessments and participant evaluations.
Cold School	Train staff trainee in refrigeration, developing internal prospects for future positions of greater responsibility.	Assessment of the effectiveness and performance of participants.
Competency Performance Assessment	Measure performance to identify gaps and propose improvement plans.	Average score in competency assessment, improvement plan compliance, and gap percentage.

To prevent and mitigate any negative impact on our training programs, we have a comprehensive approach that optimizes the skills of our workers, both in the field and in the plant. This design aims to create a harmonious working environment, minimizing any non-conformity. In addition, after each training, we carry out field monitoring to verify the correct acquisition of skills, this allows us to ensure that learning translates into tangible and positive benefits in daily performance. If gaps are identified in performance, we implement customized training and improvement plans, ensuring continued alignment with organizational expectations.

This approach is complemented by a detailed monitoring system ensuring the effectiveness of programs. Each learning session includes specific assessments to map the progress of the participants in an individualized manner. Also, progress towards the objectives is measured by performance indicators that reflect the extent to which improvement plans have been implemented. These lessons learned throughout the process are systematically integrated into the procedures and policies of the Organization, which allows us to continually adjust and enrich our practices, training, and evaluation.

It is important to note that these programs are not related to negative impacts arising from our activities or commercial relationships. Their primary objective is to foster the professional growth of our team and support career development within the organization. In doing so, we ensure that the actions undertaken have a positive and lasting impact on the professional trajectory of our workforce.

This commitment to continuous improvement aligns with our Training and Development Policy, as well as the implementation of the PACD, providing a clear framework for the design and execution of our initiatives. Performance evaluations are carried out in accordance with the Competency and Results-Based Performance Assessment Procedure, ensuring that each review is rigorous and objective.

It is also worth highlighting that the active collaboration of our stakeholders plays a key role in the success of these programs. Their participation has a direct impact on achieving training and evaluation objectives, reinforcing the effectiveness of our sustainability actions and generating shared value for the entire organization.

Training programs

We value learning in all its dimensions—both technical and holistic. Therefore, during the 2023–2024 campaign, we implemented training programs that support the growth and employability of our employees at every stage of their professional development.

It is important to note that throughout the reporting period, training programs were guided by a comprehensive diagnostic assessment of training needs across all areas of the organization. This approach led to a 96% compliance rate with the Annual Training and Development Plan (PACD), representing one of our key achievements.

Among the challenges encountered, we highlight the time constraints related to staff availability and the need to align training sessions with their day-to-day responsibilities.

The training programs developed during the 2023–2024 campaign are described below. (GRI 404-2):



Cold School

Training program for Trainer staff in refrigeration within the maintenance area. The program aims to train, advise, and supervise professionals in the field of refrigeration, with emphasis in cold operations, dispatch, and maintenance.



School of Supervisors

This program, aimed at Field Supervisors and Block Managers, seeks to strengthen leadership and management skills among key operational personnel. During the campaign, 17 team members participated in the program, actively contributing to the development of efficient, effective, and engaged field management.

School of Agricultural Operations

This program aims to strengthen knowledge related to the activities and tasks of the productive process of table grapes for export. It is a program that includes soft skills training and technical knowledge, taught by the Agricultural Operations Management.

It is important to note that these programs not only enhance the employability of our workers, but also provide a structured framework for their growth, ensuring that each individual has the necessary tools to successfully navigate future stages of their career.

Performance Assessment

We assess our team's performance by identifying competencies, evaluation levels, and rating scales, achieving 100% participation from those evaluated and full engagement across the organization.

We have performance indicators and improvement plans that enable us to monitor impact and promote continuous improvement in the behavior and performance of our teams.

Workers receiving periodic performance and professional development assessments, 2023–2024 campaign (GRI 404-3)				
Job category	Peru			
	Men		Women	
	Number of staff evaluated	Percentage of workers who received a performance evaluation analysis	Number of staff evaluated	Percentage of female workers who received a performance evaluation analysis
Senior Management	3	1.21 %	0	0.00 %
Managers	5	2.02 %	2	0.81 %
Division and Department Heads	51	20.56 %	31	12.50 %
Administrative	78	31.45 %	55	22.18 %
Operational	23	9.27 %	0	0.00 %
Total	160	64.52 %	88	35.48 %

It should be noted that we have a system of cross-cutting performance assessment, which has allowed us to measure both attitudes and skills of our workers. This tool provides valuable information for the planning of training programs and career plans, which is essential to strengthen professional development and encourage the retention of talent in the long term.

3.4. Well-being and working environment

Understanding the level of satisfaction, motivation, and well-being of our team is essential to ensuring an optimal work environment. For this reason, we conduct workplace climate assessments that help us identify opportunities for improvement in key areas such as internal communication, leadership, and workload management. These insights enable us to implement strategies that foster a healthy work environment aligned with our organizational objectives.

Below are the stages of the evaluation process:

- Awareness gathering for area leaders and “hidden leaders”.
- Work climate survey.
- Internal communication campaign.
- Focus group and creative workshop with managers.



During the 2023-2024 campaign, we achieved an average of

79 % in the working climate,

identifying the main opportunity to improve the salary aspect. Among the most outstanding results:

The Membership

dimension obtained the highest rating, with

86 %.

The diversity and inclusion index

reached

84 %.

Despite the achievements, we face challenges that we take on as opportunities to strengthen the relationship with our workers. As part of our improvement, we apply the following:

- Optimization of communication channels.
- Training in leadership skills and team management.
- Greater involvement of managers in resolving outstanding and operational issues.
- Promotion of spaces for integration between workers.

In conclusion, our workplace climate reflects that our employees feel satisfied and valued as part of Vanguard Group Int. This reaffirms our commitment to fostering a positive and motivating work environment, where each team member finds support, development, and recognition in their daily work.



3.5. Occupational Safety and Health (OSH)

Occupational Safety and Health (OSH) management is a fundamental pillar for ensuring the well-being of our workers and enhancing operational productivity and efficiency. Our commitment is reflected in the implementation of a comprehensive OSH system, aligned with current regulations, including Law No. 31110 (Agrarian Regime Law), regulated by Supreme Decree No. 006-2021-TR, and Law No. 29783 (Occupational Safety and Health Law), regulated by Supreme Decree No. 005-2012-TR.

This system applies to all workers and activities carried out across the organization's facilities, including Laureles, Milagritos, Challapampa, El Arenal, Casuarinas and the Packing plant. It also extends to contractors and third-party companies that perform or provide services within these operational area, ensuring a comprehensive and rigorous approach to protection and prevention. (GRI 403-1)

To ensure compliance with our legal obligations and strengthen our management system, we have established a baseline supported by key documents and procedures, wich are detailed in the following sections of this report. (GRI 403-1):



Our OSH (Occupational Safety and Health) team is composed of highly trained professionals, including Safety Supervisors (Engineers) and Health Managers (Registered Nurses). Their work focuses on the continuous monitoring of preventive measures, prioritizing the necessary controls to mitigate occupational risks and ensure a safe and healthy work environment.

To ensure compliance with our OSH policies and objectives, we have established a system of regular meetings—daily, weekly, and monthly—with the leaders of each agricultural and production process. These meetings are intended to monitor the implementation of the annual OSH program and to address and resolve identified observations. This preventive approach reinforces our commitment to continuous improvement in occupational safety.

Thanks to these actions, we managed to reduce the severity of accidents, which reflects the effectiveness of our security initiatives and commitment to the protection and well-being of all workers.

Hazard and Risk Identification

We have a structured process for hazard identification, risk assessment, and the implementation of control measures, with the objective of ensuring a safe and healthy work environment for all our workers and contractors. This approach includes the active participation of employees, who collaborate in the proactive detection of risks across various work environments through a dedicated reporting format designed for this purpose.

Area managers hold direct responsibility for identifying hazards within their respective areas, working in close coordination with the Occupational Safety and Health Supervisors at each site. These supervisors provide the necessary technical and operational support to ensure accurate hazard identification and risk assessment. Additionally, area managers are responsible for implementing control measures based on the established hierarchy, ensuring the elimination or effective mitigation of risks.

The risk assessment process is reviewed at least once a year and updated in response to critical situations, such as:

- Changes in working conditions or the emergence of new hazards.
- Incidents or damage to health and safety at work.
- Non-conformities detected in previous audits, followed by corrective and preventive actions.
- Third-party claims or new legal requirements that must be met.

We ensure that those involved in hazard identification and risk assessment possess the necessary competencies through ongoing OSH training. This approach guarantees accurate and effective decision-making, with outcomes that are essential for the continuous evaluation and improvement of our OSH management system.

Through the periodic analysis of identified risks and the measures implemented, we generate improvement opportunities that strengthen our safety culture and effectively reduce risks. These actions reaffirm our commitment to protecting all workers. (GRI 403-2)

We ensure the effectiveness of our management through occupational monitoring, external audits carried out by auditors certified by the Ministry of Labor and Employment Promotion (MTPE), as well as periodic OSH inspections. In addition, we adopt the following measures:



Measures adopted to prevent or mitigate potential negative impacts

- Development of an occupational safety and health procedure that establishes clear guidelines for risk prevention.
- Organization of internal and external training for workers.

Measures adopted to address potential negative impacts

- Accident investigation procedure.
- Strengthening emergency response mechanisms.
- Participation and consultation of workers and their involvement in OSH management through the Occupational Safety and Health Committee.



Measures adopted to manage actual and potential negative impacts

- Corrective measures aimed at the root causes of accidents.
- Occupational safety and health inspections.

At Vanguard Group Int., we are fully committed to occupational safety and health (OSH), prioritizing emergency prevention and the creation of a safe work environment. Our approach includes a comprehensive preventive system that covers the updating of the Contingency Plan, the formation of emergency brigades, the execution of regular drills, and the implementation of identification badges for brigade members, ensuring an efficient response to emergencies.

To minimize negative impacts, we integrate safety criteria from the design phase of expansion projects, develop specific OSH procedures, and deliver specialized training programs such as the 'Supervisors' School.' These initiatives strengthen our preventive and emergency response capabilities. Additionally, we optimize accident investigation processes and actively engage workers in safety management through the OSH Committee, applying corrective actions to address root causes and conducting ongoing safety inspections..

The effectiveness of these measures is verified through external audits certified by the Ministry of Labor and Employment Promotion (MTPE), occupational monitoring, and a structured program of periodic inspections, which enable us to proactively identify and mitigate risks. Furthermore, we conduct monthly evaluations of our OSH objectives through compliance reports and key performance indicator (KPI) analysis, providing a clear, accurate, and transparent view of our progress.

The following are the actions carried out during the 2023-2024 OSH campaign. (GRI 403-2):

Action	Description
Comprehensive training for brigadiers	We successfully trained 100% of the emergency brigade members across all farms, reaching a total of 118 trained individuals. This continuous training enhanced their skills and competencies in occupational safety and first aid.
Execution of the Annual Training Plan	We achieved 100% compliance with the topics outlined in the Annual OSH Training Plan, addressing critical areas essential for ensuring worker safety.
Implementation of a bi-monthly OSH bulletin	We launched a bimonthly bulletin focused on OSH topics, publishing a total of six issues throughout the season. This initiative helped keep all workers informed about best practices and key updates in occupational safety and health.
Active participation of workers	We ensured the participation of 50% of workers in hazard identification and risk assessment, strengthening our safety strategy through active involvement in operations.
Improvement in the external Audit	We achieved a 96% compliance rate in the external audit conducted by an MTPE-certified auditor, surpassing expectations and confirming the effectiveness of our OSH strategies.

Action	Description
Pilot project for the modification of trestle structures	We implemented a pilot project across 100% of the farms with Spanish trellises, adjusting their angles to reduce the risk of slips and falls and enhance overall safety conditions.
Transportation and health care	Transportation was provided for workers to access healthcare services, and follow-up was conducted on cases requiring further intervention.
Increase in the frequency of OSH inspections.	We increased the frequency of field and plant inspections by 15% compared to the previous campaign, ensuring more consistent and thorough supervision of safety conditions.
Communication campaign on the use of trestle structures	Launch of an informative campaign with banners, broadcast audio, and interactive activities to promote the correct use of trestles and reduce risks.
Health campaigns	We carried out general medicine, eye health, and skin cancer prevention campaigns, reaching at least 20 % of permanent workers in each initiative.

In addition to the implemented initiatives, we applied complementary measures to enhance the effectiveness of our OSH management. These included the dissemination of activities through announcements, mobile applications, text messages, and loudspeaker broadcasts in common areas. We also organized early registrations in various locations to facilitate worker participation and reinforced engagement through phone call reminders prior to each activity. These actions have been instrumental in meeting established indicators and promoting the well-being of our team. (GRI 403-2)

We incorporate lessons learned into our annual reviews to ensure that the organization's policies and procedures align with the highest standards of workplace safety. As part of this process, we conduct an annual review of OSH procedures to continuously strengthen our management system. Additionally, we perform ongoing monitoring and updates of the HIRAC (Hazard Identification, Risk Assessment, and Control) matrix, which is reviewed at least once a year—or more frequently under the following circumstances:

- Changes in work processes, including the introduction of new technologies, modifications to production methods, or adjustments to staff tasks, as well as the incorporation of new or modified equipment or machinery that may introduce occupational risks requiring evaluation and control.
- Following the occurrence of an accident or incident, to identify unforeseen risks and adjust the necessary controls to prevent future occurrences.
- Findings from safety inspections or audits that reveal new risks or deficiencies in existing controls, which may also require an update of the matrix.
- Identification of non-conformities and implementation of corrective and preventive actions.
- Changes to the legal OSH regulations, which may require matrix adjustments to ensure ongoing compliance.
- Claims and customer requirements.

Participation of our team

We have a comprehensive Communication, Participation, and Consultation Procedure that ensures the active involvement of workers in the development, implementation, and evaluation of the Occupational Health and Safety (OSH) Management System. This process encompasses the following aspects (GRI 403-4):

- Identification of the needs and expectations of stakeholders.
- Development and review of OSH Policy.
- Assignment of roles and responsibilities, especially concerning workers.
- Compliance with legal and other OSH-related requirements.
- Setting OSH objectives and planning to achieve them.
- Establishment of controls for outsourcing and management of suppliers and contractors.
- Identification of aspects that require monitoring, measurement, and evaluation.
- Planning and implementation of the audit program.
- Continuous improvement of the OSH system.
- Functioning of the Committee on Safety and Health at Work.
- Investigation of occupational accidents and incidents.
- Hazard identification, risk assessment, and control processes.



Through this approach, we ensure the effective communication of relevant OSH information, promote the active participation of workers at every stage of the process, and foster a culture of continuous improvement. (GRI 403-4)

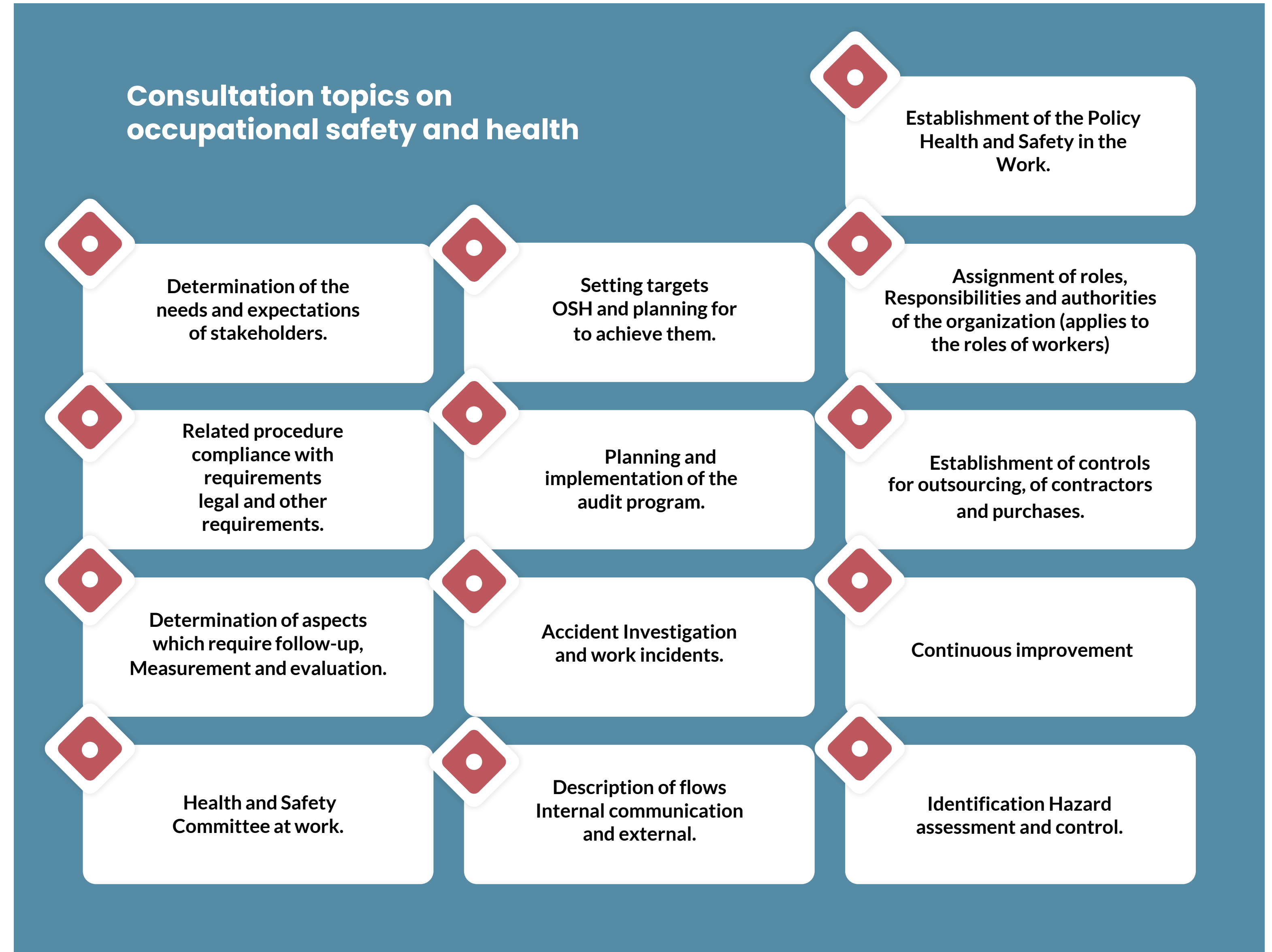


We encourage worker participation through the election of the Occupational Safety and Health Committee. To ensure a transparent electoral process in accordance with Ministerial Resolution No. 245-2021-TR, we have established a detailed procedure that governs the convening, selection, and installation of the committee. This is outlined in the document titled "Procedure for the Election of Workers' Representatives to the Occupational Safety and Health Committee and Subcommittee." The document also defines the role of the Occupational Safety and Health Supervisor in the absence of a committee or subcommittee. (GRI 403-4)

One of the functions of the OSH Committee is to ensure the active participation of workers in the process of hazard identification, risk assessment, and control measures, drawing on their direct knowledge of the tasks they perform. To support this participation, we implemented a specific format within the HIRAC (Hazard Identification, Risk Assessment, and Control) methodology. (GRI 403-4)

We recognize the importance of teamwork in our OSH management. Therefore, the Occupational Safety and Health Supervisor provides technical support to area heads or managers in the process of identifying hazards and assessing the risks associated with processes, sub-processes, stages, activities, and/or tasks. (GRI 403-4)

Continued cooperation of all workers is essential to ensure the effectiveness of the control measures implemented. For this, we have a communication, participation, and consultation procedure (code 01-SS-PR-18), in which it is indicated that workers can make consultations on the following topics (GRI 403-4):



In compliance with Chapter IV of our Internal OSH Regulations, we have established effective communication channels that require our workers to report any hazards that may compromise their physical integrity or health. Additionally, we have a Hostility Cessation Procedure in place to appropriately and promptly address and resolve such situations.

Within the framework of our Occupational Safety and Health Management System, all suppliers performing activities at our facilities must comply with the Procedure on Occupational Safety and Health Requirements for Service Provider Companies. This procedure outlines the specific workflows and requirements necessary to ensure the safety and health of all parties involved. (GRI 403-7)



Reduced severity rate

- Playful activations were carried out to address the most frequent unsafe acts, using engaging strategies such as “Cuddles” and “Clans” promotions to raise awareness among workers about risky behaviors. These actions were designed based on the three unsafe acts that caused the majority of accidents in previous campaigns.



Medical campaigns

- We carried out medical campaigns aimed at reducing the incidence of common illnesses and minimizing findings identified during occupational medical examinations.

On the other hand, in relation to occupational accidents and findings from OSH inspections, we implement specific control measures that are continuously monitored and adjusted as needed.

- Optimization of the procedure for the management of suppliers and the coordination of visits.
- Strengthening the knowledge of occupational safety and health supervisors through specialized training in this field.
- Standardization and consolidation of information through a consolidated register covering occupational accidents and incidents, inspections, sanctions, monitoring, and daily care, along with corrective measures taken. This strategy allows for more effective control of information and facilitates more precise and agile decision-making.



Development approach

In our ongoing commitment to fostering a safe and healthy work environment, we are programming specific training initiatives for the 2023-2024 campaign. These annual OSH training programs are designed to strengthen the skills of our workers, ensuring their protection and well-being. Through these sessions, we seek not only to comply with current regulations but also to promote a safety culture that is reflected in all aspects of our daily operations. (GRI 403-5)



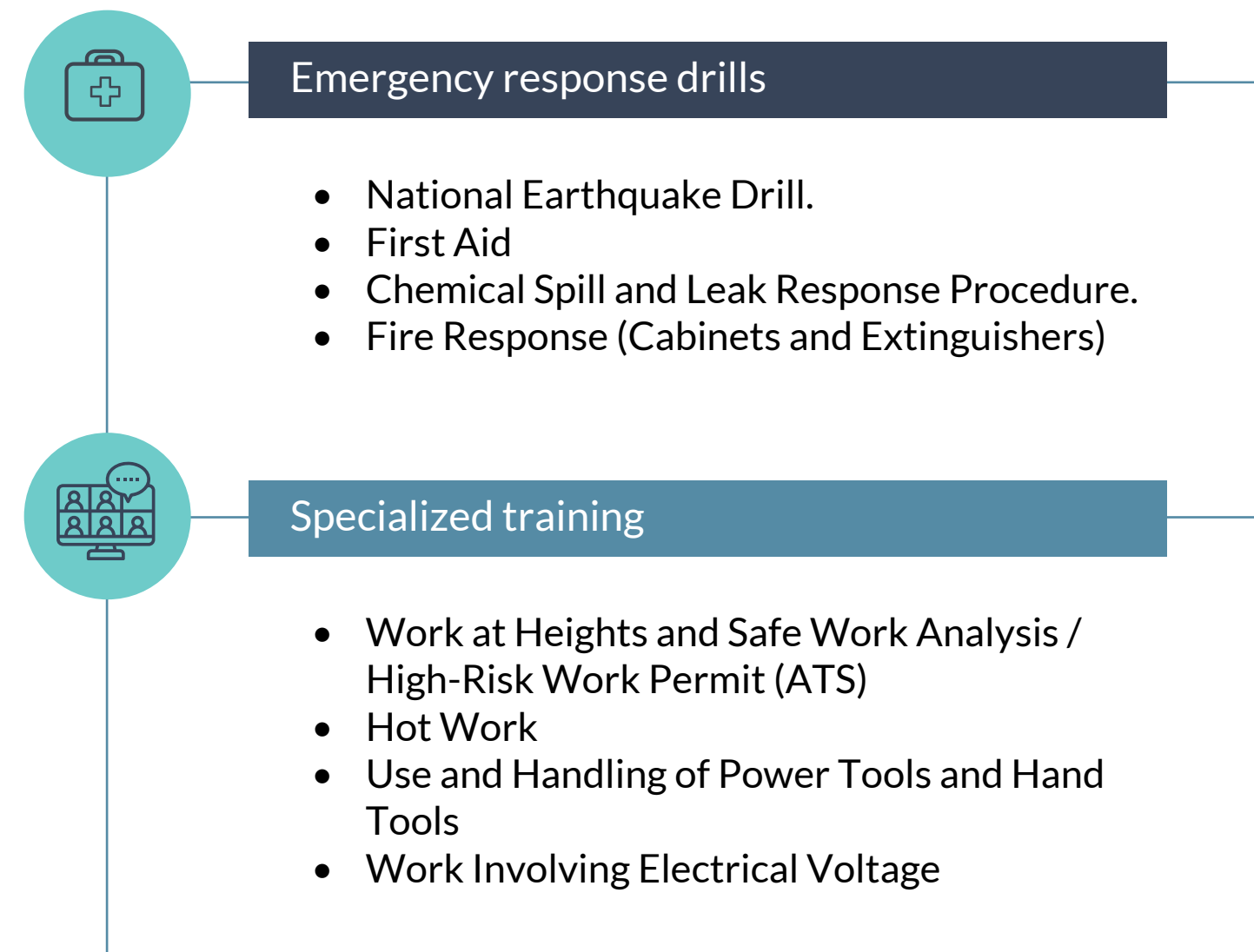
Induction and start-of-day talks

- Induction of new staff.
- Start of the day talks.



Training for operational staff

- Hazard Identification and Risk Assessment.
- COVID prevention measures in the workplace, community, and at home.
- Correct use of personal protective equipment.
- Work standards in field work (use of trestles, use of carts, use of scissors, among others).
- Dysergonomic risks, control measures, and manual handling of loads.
- Safe handling of hazardous chemicals and respiratory protection.
- Handling of mobile units (forklifts, electric stackers, stockpiles, and/or agricultural machinery).
- Physical hazards and risks (heat stress, UV exposure).



As an opportunity for improvement, during the 2023-2024 campaign, we identified the need to increase the frequency of training sessions, especially for field supervisors and newly hired staff, due to the high turnover of staff in the sector.

Health Services

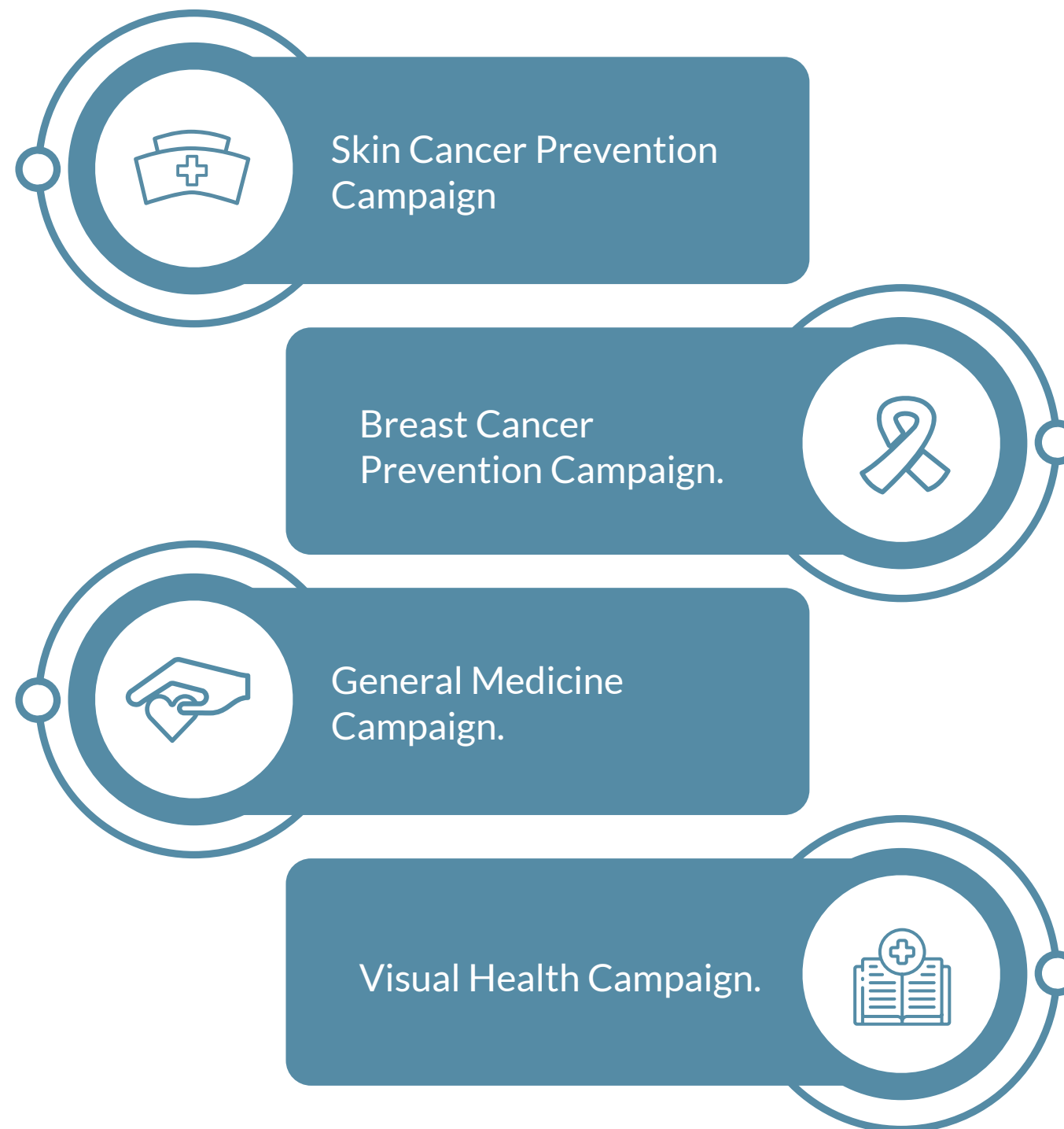
In our organization, occupational health services play a fundamental role in identifying and eliminating hazards, as well as minimizing risks related to occupational health. Through prevention programs and health campaigns, we ensure that our workers have adequate access to health and medical services, in alignment with our safety and well-being management strategy. (GRI 403-3)

We provide all our workers with access to non-occupational medical services and health care from their first day of employment, through registration with the EsSalud Social Health Insurance. This coverage is explained to workers when they sign their employment contract, informing them of their right to seek medical care for non-work-related conditions at EsSalud. If medical attention is required during the workday, a Health Exit Authorization is issued to facilitate access to these services.

Among the main actions implemented, we have programs focused on the prevention of chronic diseases, such as (GRI 403-3) (GRI 403-6):



These initiatives are essential to reducing the risk of chronic diseases that could impact both the productivity and well-being of our workers. Additionally, we carried out several health campaigns focused on the prevention and early detection of specific conditions. (GRI 403-3) (GRI 403-6):



Through these campaigns, we provided care to 212 workers. To strengthen this initiative, we have an occupational health team composed of an occupational physician, an occupational health coordinator, and a clinic manager, who provide continuous support and follow-up. During the harvest season, additional personnel, such as nurses and health technicians, were incorporated to ensure adequate care during peak work periods.

One of the biggest challenges we faced in carrying out these campaigns was the lack of time for workers, who prioritized their productive tasks due to economic rewards. To ensure their participation, health workers held calls through text messages, flyers, and communiqués, as well as distributed information related to each campaign.

In the case of the Visual Health Campaign—carried out in collaboration with a local optician—we offered our workers corrective lenses at affordable prices, with discounts and the option of payment in installments, which were deducted directly from the payroll. This management was coordinated with the areas of Supply, Salary Administration, and Accounting. The excellent response of the workers has motivated the programming of a second activity for the 2024-2025 campaign. (GRI 403-3) (GRI 403-6)

The OSH management of the 2023-2024 campaign has been a comprehensive effort, supported by several key areas, facilitating coordination of services and ensuring efficient management. This collaborative approach has generated an excellent response from workers, reflected in their active participation in our health campaigns. (GRI 403-3)

Occupational Medical Program

We reiterate our commitment to the prevention of occupational accidents and diseases through a structured process that includes the planning, organization, execution, supervision, and evaluation of all activities related to the work environment. In this context, we have an Occupational Medical Program, a comprehensive program designed to optimize working conditions, protect the health of our workers, and prevent disease. This program ensures that all our team members have easy and to essential health services for all employees.

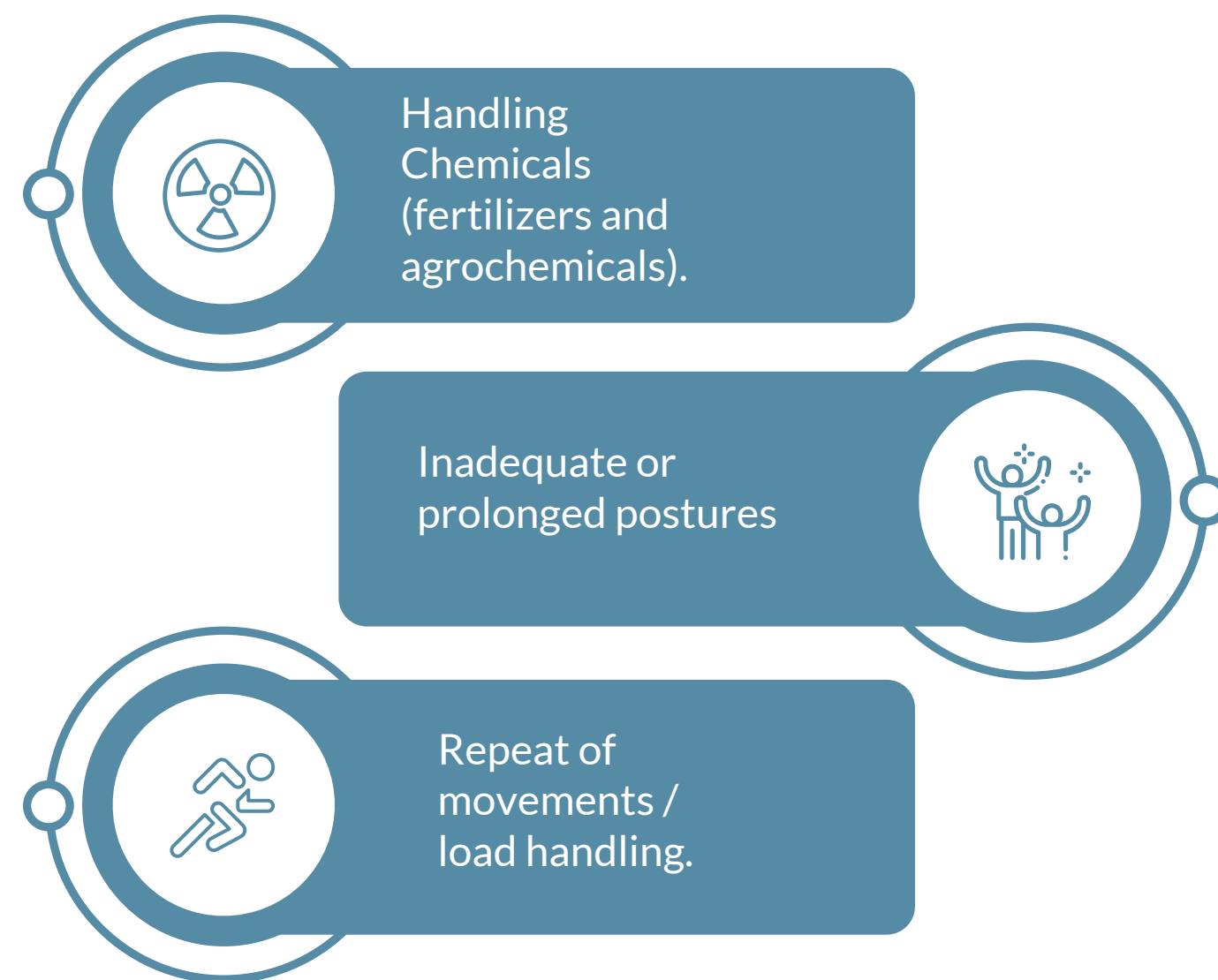
We remain committed to preventing occupational accidents and diseases through a structured approach encompassing planning, execution, supervision, and evaluation of work environment activities. Our Occupational Medical Program plays a key role in this effort by optimizing working conditions and ensuring timely access to essential health services for all employees.



Work-related injuries, accidents, and illnesses

We carry out a rigorous management of all workplace incidents and accidents through a clear and structured procedure for addressing and investigating incidents, occupational accidents and work-related illnesses. This procedure sets out the actions to be taken in the event of both minor and serious accidents, as well as steps for investigating any incident or hazardous situation. It also details the post-care health control provided by the health team.

Thanks to this process, we manage risks efficiently. During the 2023-2024 campaign, we identified the following risks:



Within the framework of our accident management, we established a categorization according to the level of severity:

- A disabling accident is defined as an event that, following medical evaluation, results in an injury requiring rest, justifying absence from work, and necessitating treatment.
- A minor accident is an event in which, following medical evaluation, the injury allows for a short rest period and the worker is able to return to their regular duties the following day.
- An incident is an event that occurs during or in connection with work, in which the person involved does not sustain bodily injury or requires only first-aid treatment.

During the 2023–2024 campaign, the most common types of occupational injuries among our workers in Challapampa included contusions, dislocations, sprains, tendinitis, and ear inflammation. In Los Olivos de Villacurí, reported cases included contusions, wounds, sprains, foreign bodies in the conjunctiva, insect bites or stings, fractures, and poisonings. (GRI 403-9)

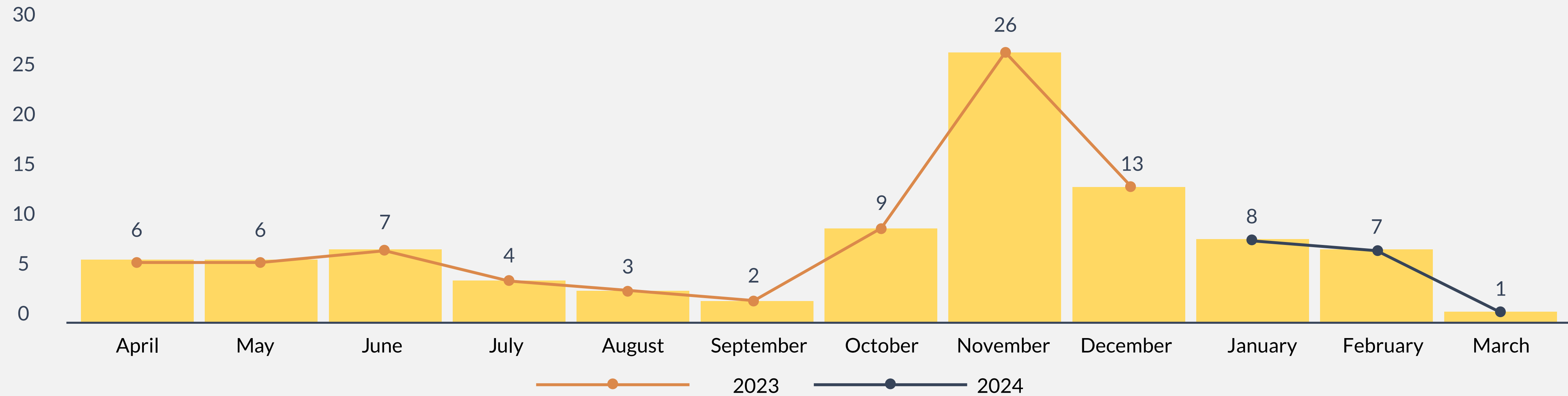
These records allow us to generate accurate statistics to analyze the frequency and severity of workplace accidents and incidents. During the 2023-2024 campaign, we obtained the following results:

Workers' Accident Injuries, 2023-2024 Campaign (GRI 403-9)				
	Los Olivos de Villacurí		Agricola Challapampa	
	Men	Women	Men	Women
Number of fatalities resulting from work-related injuries	0	0	0	0
Fatality rate resulting from work-related injuries	0	0	0	0
Number of work-related injuries with serious consequences (excluding fatalities)	1	0	0	0
Rate of serious work-related injuries (excluding fatalities)	0.17	0.00	0.00	0.00
Number of recordable work-related injuries	49	43	15	17
Recordable work-related injury rate	8.57	7.52	9.29	10.52
Number of incidents	237	260	82	120
Near-miss incident rate (*)	41.44	45.47	50.77	74.29
Number of hours worked	5,718,605.00		1,615,209.57	

Note. (*) The occupational incident in which no injuries or deterioration of health occur, but which has the potential to cause them. Calculated rate per 1,000,000 hours worked.

TOTAL NUMBER OF EVENTS PER MONTH AND YEAR

Registerable work accident



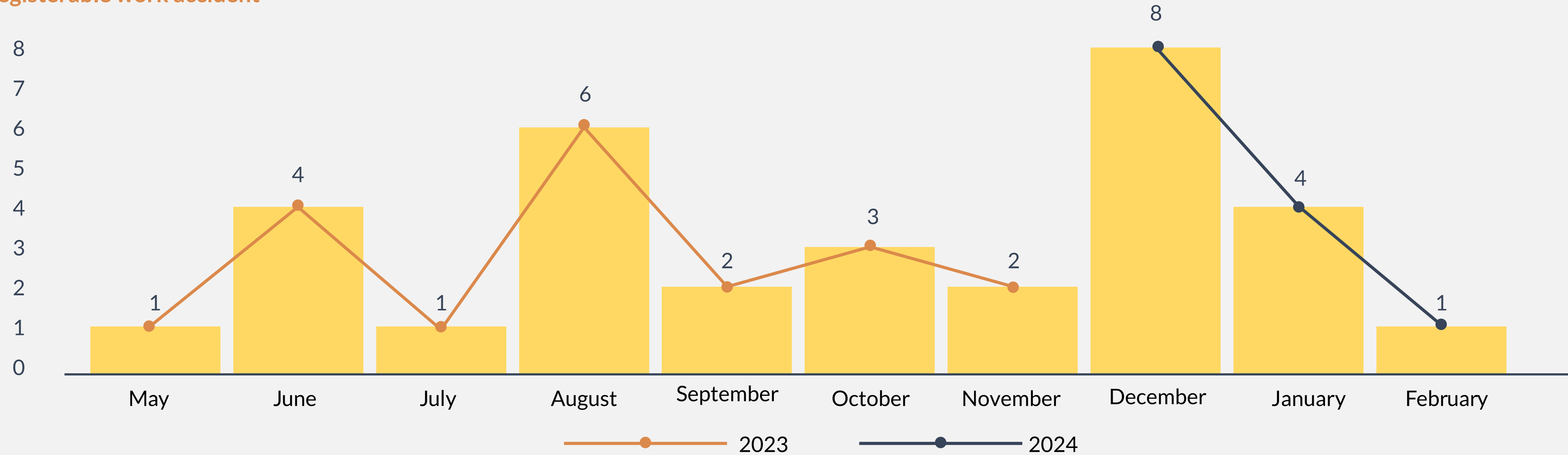
Los Olivos de Villacuri

EVENTS BY SOCIAL REASON



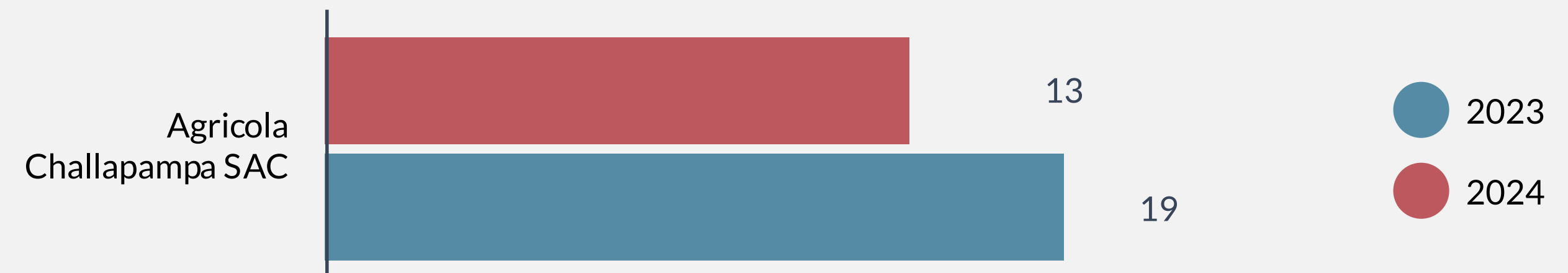
TOTAL NUMBER OF EVENTS PER MONTH AND YEAR

Registerable work accident



Agricola Challapampa

EVENTS BY SOCIAL REASON



It should be noted that the scope of our SGSST also covers external workers (contractors) who perform activities within our operations. In this sense, during the 2023-2024 campaign, in the facilities. In this group of collaborators, no injuries or illnesses were registered in Los Olivos de Villacuri and Agricola Challapampa, as detailed below:

Work-related injuries among contractors, 2023-2024 campaign (GRI 403-9)				
	Fundo Los Olivos de Villacuri		Fundo Challapampa	
	Men	Women	Men	Women
Number of fatalities resulting from work-related injuries	0	0	0	0
Work-related injury fatality rate	0	0	0	0
Number of work-related injuries with serious consequences (excluding fatalities)	0	0	0	0
Rate of work-related injuries with serious consequences (excluding fatalities)	0.00	0.00	0.00	0.00
Number of recordable work-related injuries	1	0	0	0
Rate of Recordable Work-Related Injuries	27.03	0.00	0.00%	0.00%
Number of incidents (*)	0	0	0	0
Near-Miss Frequency Rate	0	0	0.00%	0.00%
Number of hours worked	37,002		0.00	

Note. (*) The occupational incident in which no injuries or deterioration of health occur, but which has the potential to cause them. Calculated rate per 1,000,000 hours worked.

In Los Olivos de Villacurí, an accident was registered; while in Agrícola Challapampa, no incidents related to third-party companies (GRI 403-9) were reported.

Accident and injury data were collected through detailed records of occupational incidents, enabling the consolidation of periodic statistics to assess risk trends and the effectiveness of implemented measures. This information is aligned with industry safety standards and internal procedures, ensuring a rigorous and systematic approach to occupational safety management.

During the evaluated period, we carried out a comprehensive assessment of occupational hazards assessment using the IPERC matrix, for which both previous accidents and their frequency and severity are considered. This analysis allowed for the identification of hazards with a high risk of causing serious injuries, especially in critical activities such as equipment handling and thinning, harvesting, and cleaning, which represented the main causes of accidents with significant consequences.

To mitigate these risks, we implement control measures based on the control hierarchy, prioritizing engineering solutions and administrative controls. Among the actions taken, the following stand out:

- Adjustment of trellis profiles to enhance safety in the handling of tools and equipment.
- Recreational activities to strengthen safety awareness among workers.
- Award system that recognizes the safe performance in thinning, harvesting, cleaning, and packaging production, encouraging good safety practices.
- Continuous training for supervisors, ensuring the understanding and correct application of safety procedures.

It is important to highlight that all workers actively participated in these safety measures, including training and awareness activities, without exception. This demonstrates our commitment to fostering an inclusive and effective safety culture focused on protecting the health and well-being of every worker.

Occupational diseases and illnesses

We have the procedure 01-SS-PR-15 for Hazard Identification, Risk Assessment, and Control, which guarantees the active participation of all our workers in the identification and management of occupational risks. During the 2023-2024 campaign, the most relevant hazards that generated ailments or diseases included the handling of chemicals, inappropriate or prolonged postures, and the repetition of movements or handling of loads. (GRI 403-10)

To mitigate these risks, we implemented the following control measures: a medical surveillance program, prevention campaigns, training on the proper use of chemicals and ergonomic postures, and improvements in operational processes to reduce repetitive movements and ensure the safe handling of loads. As a result of these efforts, no occupational diseases were reported among our workers in Los Olivos de Villacurí during the reporting period. (GRI 403-10)

Data on ailments and diseases is collected through regular inspections and risk assessments, based on safety standards and continuous observation of unsafe acts and conditions. This approach enables us to consistently adjust and strengthen preventive measures, ensuring a safe and healthy working environment. (GRI 403-10)



OSH achievements

- Significant reduction in the rate of accidents at work and the severity of such accidents.
- We earned an “Excellent” rating on the MTPE audit, which supports our commitment to occupational safety and health.
- We modify the trestles in all cases to improve the contact surface, reducing the risk of slip accidents.

Chapter

4

Sustainable
Agriculture

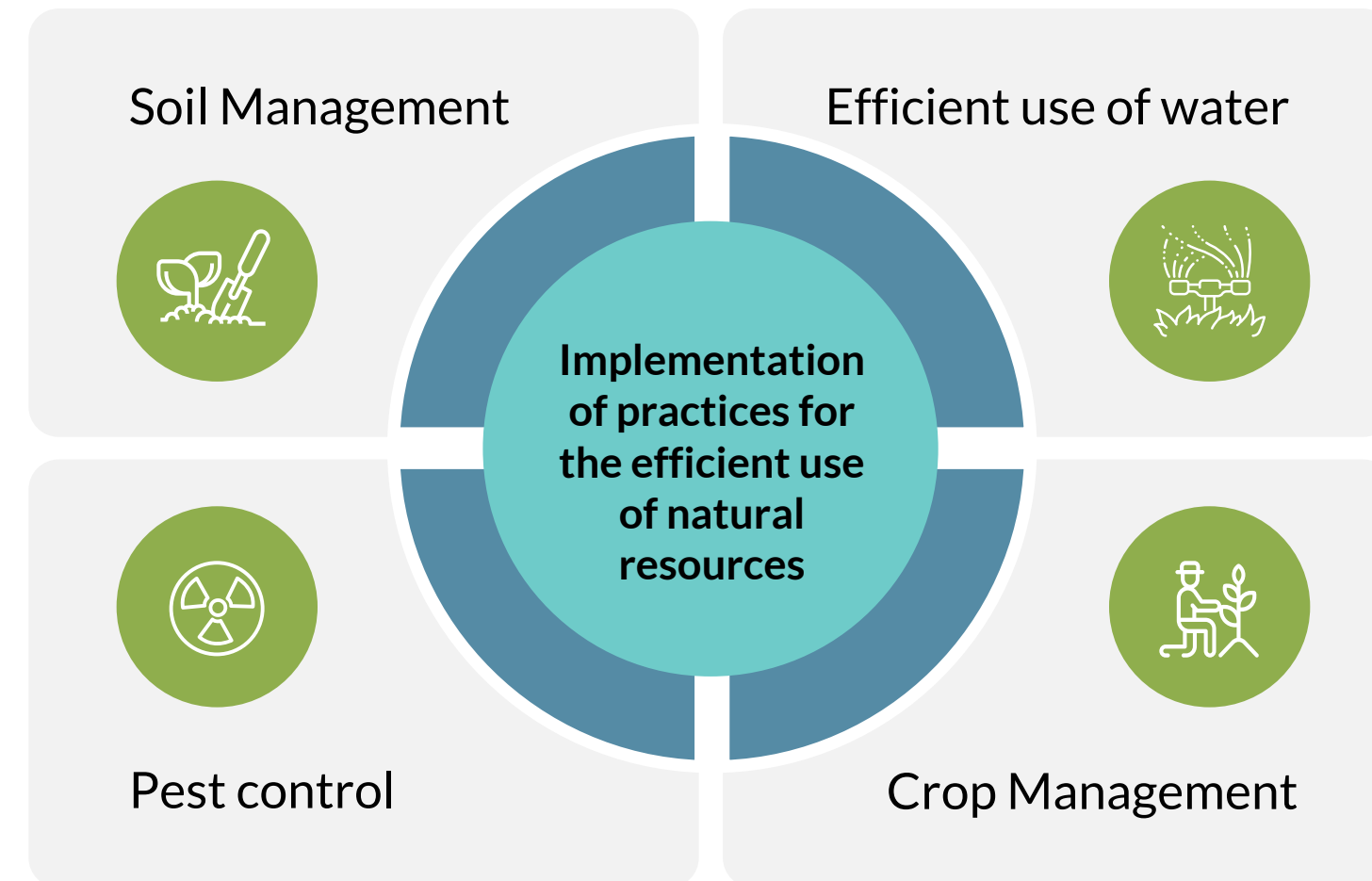


Chapter 4

Sustainable Agriculture

4.1. Management of agriculture

We are committed to sustainable agriculture that guarantees food safety for our consumers. To achieve this, we ensure that our entire value chain upholds responsible resource management through the following actions:



We have trained, committed, and aware staff who carry out their activities with a sustainable approach, which allows us to deliver a quality and responsible product within the deadlines agreed with our customers.

“White March” at Vanguard Group International

Before the harvest, we carry out a comprehensive test that covers the entire production process, from harvesting to exporting the fruit. This assessment allows us to identify and implement improvements to ensure the quality of our products.

This work is carried out jointly by three teams: Agricultural Operations (GOA), Post-Harvest Logistics, and Industrial Operations Packing (GOI). During the 2023-2024 season, we started the harvest in November.



4.2. Excellence in each cluster

On the south-central coast of the Ica Valley, we grow premium-quality grapes that consistently stand out for their flavor, texture, and adherence to high production standards. The region's ideal climatic and geographical conditions enable us to offer a diverse portfolio of table grape varieties, cultivated through processes that reflect our commitment to excellence.

Sweet
Globe



Jack's
Salute



Sweet
Celebration



Adora
Seedless



Sweet
Favors



Autumn
Crisp



Ivory



Allison



The Ica Valley, with its dry and sunny climate, offers exceptional conditions for the cultivation of grapes, thanks to its low rainfall and a large number of clear days. This climate favors a uniform ripening, achieving optimal levels of flavor and sweetness. In addition, temperature variations between day and night allow the accumulation of sugars in the fruit, intensifying its quality.

For this reason, our cultivation areas are strategically located in Los Olivos de Villacurí and Agrícola Challapampa, near the Panamericana Sur highway, between kilometers 278.5 and 284, within the district of Salas Guadalupe,

In Ica, the essential water resource for our plantations is sourced from the Villacurí Aquifer, located in the interbasin of the Río Seco, ensuring reliable and sustainable irrigation.

Over the past year, we experienced significant growth, reaching 1,000 hectares of cultivated land. Additionally, we took a strategic step by acquiring a new farm in mid-2023, expanding our planting capacity by an additional 124.35 hectares.

Below, we detail our production sites:

Farm	Total Area (ha)	Productive Area (%)
Casuarinas	280.39	24.9 %
El Arenal	89.85	8.0 %
Los Laureles	134.29	11.9 %
Milagritos	332.7	29.6 %
Challapampa	287.69	25.6 %



Harvest of clusters

We have a structured grape harvesting process designed to ensure the collection of ripe, high-quality clusters that meet the standards required for commercial distribution. This process is carried out at the El Arenal, Casuarinas, Milagritos, Los Laureles, and Challapampa farms, under the supervision of the Agricultural Operations Management (GOA) team.

Harvest planning is conducted annually, based on grape varieties and their phenological cycles. Ripeness is assessed using a maturity index, calculated as the ratio of Brix to acidity, which must be at least 20:1.

The Project Manager oversees the planning and monitoring phases, while Labor Supervisors are responsible for ensuring quality control and monitoring worker performance during the harvest. Throughout the process, Quality Inspectors verify the ripeness of the grapes and ensure compliance with established quality standards. If any cluster does not meet these standards, a non-conformity report is issued for corrective action.

Workers are evaluated daily. At the end of each day, they submit reports on their performance and payment.

To safeguard the health and safety of our workers, the harvest process is carried out in accordance with occupational health and safety regulations, including Law No. 29783, as well as Global GAP 5.3 standards. This ensures that the harvest is conducted in a safe and sustainable environment, delivering high-quality results with a strong commitment to social and labor responsibility.

Preconditioning of grapes

The table grape preconditioning process aims to ensure that each harvest meets the highest quality standards while optimizing resources and avoiding bottlenecks, ensuring that the harvested table grape arrives in optimal conditions for marketing. This process includes various stages, beginning with the harvesting of the fruit and its initial sorting. The grape is then subjected to a selection process, where damaged or low-quality bunches are removed. Afterwards, a careful cleaning is performed to remove any impurities or pesticide residue before moving to the packaging stage.

Throughout the process, strict quality controls are applied to ensure that the fruit meets international standards for freshness, appearance, and flavor—delivering a high-quality final product to the consumer.



Each week, the Agricultural Operations Manager reviews and adjusts the harvest projections, ensuring that the amount of fruit to be harvested is aligned with the available work capacity. This planning is essential to avoid saturation in the process and ensure an efficient workflow.



As the harvest is prepared, the Head of Preconditioning coordinates the recruitment of the necessary personnel and the allocation of machinery to ensure that each work area is properly resourced. Additionally, fruit quality is continuously monitored throughout the process, with constant inspections carried out by the staff to ensure compliance with the established quality standards.



Cost reports and performance indicators are compiled by the Information Manager, who is responsible for monitoring progress and making adjustments in real time. Any variation is communicated to the corresponding headquarters. Continuous monitoring of the working time and the efficiency of the operators ensures the proper rhythm and avoids inefficiencies that can delay the process.

This approach not only ensures compliance with the high-quality standards demanded by the markets but also optimizes the use of resources, reducing costs and minimizing waste. In addition, the reuse of materials, such as jabs, contributes to a more sustainable and environmentally friendly process, reflecting the organization's commitment to optimizing its operations and sustainability throughout the production chain.

4.3. Our variety of grapes

We are committed to maintaining the excellence and sustainability of our products, even under adverse conditions, by implementing quality assurance measures at every stage of the grape production process. This enables us to consistently deliver high-quality fruit.

All grapes are processed in our Packaging Plant, ensuring both volume and premium quality in the final product. Currently, we have 1,124.92 hectares under active grape production.

Dedicated to the highest standards, we specialize in cultivating a wide variety of grapes, each grown under strict protocols of excellence that reinforce our position as a market leader.



Sweet Celebration

Genetics: IFC
Station: Intermediate
Phenological period: 180 days
Color: No



Sweet Celebration is a seedless red grape variety that is distinguished by its extremely sweet taste (17 to 18 Brix), with round berries between 24 to 25 mm in diameter, firm and crisp. This variety is of high vigor and fertility, reaching a fertility rate above 70%, which makes it a high-yield option. The phenological cycle, from pruning to harvest, is 180 days, although this period can vary depending on the date of pruning: early pruning can extend it to 200 days, while late pruning reduces it to 170 days.

Sweet Celebration clusters are usually well-shaped, with two clusters per shoot, featuring pronounced shoulders and a vigorous but flexible rachis. An ideal bunch contains between 65 and 75 berries after thinning, with an average weight of 10 to 11 grams per berry. This variety has a characteristic red hue, with a darker hue in early pruning and a lighter hue in late pruning.

Sweet Favor

Genetics: IFC
Station: Intermediate
Phenological period: 180 days
Color: Black
Seed: No



Sweet Favors is a seedless black variety, noted for its oval berries from 23 to 24 mm, firm and fleshy, with a sweet flavor that varies between 17 and 18 Brix. This variety is characterized by its high vigor and a fertility of more than 70%. The phenological cycle from pruning to harvest lasts 180 days, although this can vary depending on the date of pruning: early pruning extends the cycle to 200 days, while late pruning reduces it to 170 days.

Normally, this variety has two clusters per shoot, with an excellent conformation, well-defined shoulders, and a vigorous but flexible rachis. After thinning, the ideal bunch contains between 65 and 75 berries, with an average weight of between 9 and 10 grams per berry.

Jack's Salute

Genetics: IFC
Season: Late
Phenological period: 200 days
Color: Red
Seed: No



Jack's Salute is a seedless red grape variety, recognized for its oval berry, from 24 to 25 mm, firm and crunchy, with a sweet flavor ranging from 17 to 18 Brix. This variety stands out for its high vigor and an average fertility of more than 50%. The phenological cycle, from pruning to harvest, is 200 days, although it can vary depending on the date of pruning. In our case, we prefer to perform early pruning to optimize the color taking, taking advantage of the temperature differential between spring and summer.

Jack's Salute clusters are usually well-shaped, with two clusters per shoot, defined shoulders, and a vigorous but flexible rachis. After thinning, an ideal bunch contains between 70 and 80 berries, with an average weight of 10 to 11 grams per berry. This variety has a light red hue, with a distinctive halo at the pedicel-berry junction.

Sweet Globe

Genetics: IFC
Station: Intermediate
Phenological period: 180 days
Color: Green
Seed: No

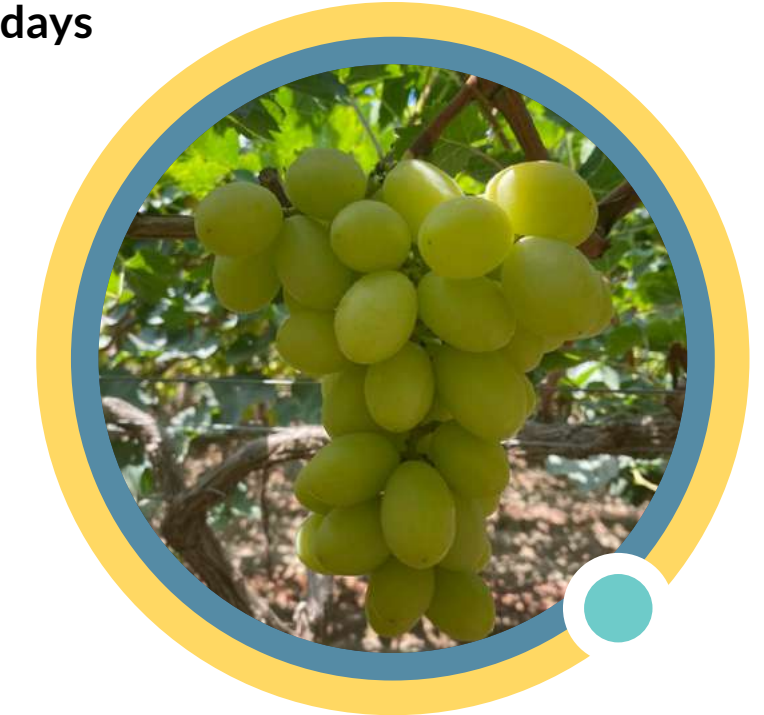


Sweet Globe is a seedless green variety, characterized by its round-oval berries from 24 to 25 mm, very firm and crisp, with a sweet flavor ranging from 17 to 18 Brix. This variety stands out for its high vigor and a fertility of more than 80%. The phenological cycle, from pruning to harvest, lasts 180 days, although it can vary depending on the date of pruning: early pruning extends the cycle to 200 days, while late pruning reduces it to 175 days. It is important to note that early pruning can generate conditions of higher relative humidity during flowering, which increases the risk of calyptra sticking and, in turn, can cause the berries to crack during their growth, which leads to an increased risk of near-harvest rots due to increased sugar.

This variety usually has two clusters per shoot, with a good conformation, well-defined shoulders, and an intermediate but flexible rachis. After thinning, an ideal bunch usually contains between 65 and 75 berries, with an average weight of between 10 and 11 grams per berry.

Ivory

Genetics: SNFL
Season: Early
Phenological period: 160 days
Color: Green
Seed: No



Ivory is a seedless green variety that stands out for its round-oval berries, between 23 and 24 mm, firm, fleshy, and with a sweet flavor ranging from 17 to 18 Brix. This variety has an intermediate vigor and fertility of more than 60 %. The phenological cycle, from pruning to harvest, lasts 160 days, although this varies depending on the date of pruning: early pruning extends the cycle to 170 days, while late pruning reduces it to 150 days.

This variety usually produces two clusters per shoot, with excellent shaping, well-defined shoulders, and a medium but flexible spine. After thinning, the ideal bunch contains between 70 and 80 berries, with an average weight of between 8 and 9 grams per berry.

Adora

Genetics: Sun World
Station: Intermediate
Phenological period: 180 days
Color: Black
Seed: No



Adora is a seedless black variety, known for its oval berries measuring between 28 and 30 mm. These berries are firm and fleshy, with a sweet flavor that ranges between 17 and 18 Brix. It is characterized by high vigor and average fertility (above 60 %), with a phenological cycle of 180 days from pruning to harvest, although this varies according to the time of pruning.

As for its formation, Adora typically produces two clusters per shoot, which have an intermediate conformation and are medium to small in size. After a thinning process, an ideal bunch can contain between 30 and 40 berries, with an average weight of between 12 and 14 grams per berry.

It is important to note that, for the cultivation of our grape varieties – except the Adora Seedless – we use the Salt Creek pattern, selected for its vigor and resistance to salinity, characteristics that make it ideal to adapt to the conditions of the Pampa de Villacuri. This area is distinguished by its sandy soils, with low concentration of organic matter and high saline content, conditions that, although challenging, are optimal to ensure the robustness of our plants.

Allison

Genetics: SNFL
Season: Late
Phenological period: 210 days
Color: Red
Seed: No



Allison is a seedless red variety recognized for its oval berries between 24 and 25 mm, firm, fleshy, with a sweet flavor reaching between 17 and 18 Brix. With a high vigor and a fertility of more than 70%, it has a phenological cycle that covers 210 days from pruning to harvest, although this period varies according to the date of pruning.

This variety normally produces two clusters per shoot, with a good conformation, defined shoulders, and an intermediate, but flexible, rachis. After thinning, the ideal bunch contains between 65 and 75 berries, with an average weight of 9 to 10 grams per berry. Allison is an easy-to-color red variety, with a light hue that develops quickly.

Autumn Crisp

Genetics: Sun World
Station: Intermediate
Phenological period: 180 days
Color: Green
Seed: No



Autumn Crisp is a seedless green variety, characterized by round-oval berries ranging from 27 to 30 mm, with a firm, crunchy texture and a sweet flavor, reaching between 17 and 18 Brix. This variety, of high vigor and intermediate fertility (over 60 %), has a phenological cycle of 180 days from pruning to harvest, although this period may vary depending on the pruning time: 200 days for early pruning and 175 days for late pruning.

This variety is highly sensitive to physical handling, as it should not be touched once the berries begin to soften, as this can lead to damage. It is also susceptible to stains caused by rubbing with the leaves. As for its formation, Autumn Crisp generates two clusters per shoot with a good conformation, defined shoulders, and an intermediate but flexible rachis. After a thinning process, an ideal bunch can contain between 60 and 65 berries, with an average weight of between 12 and 14 grams per berry.



Our production

For each campaign, we conduct a detailed analysis of grape production and distribution, tailored to the specific characteristics of each variety. This approach enables us to respond to market trends and consumer preferences, while optimizing processes to improve efficiency and reduce costs.

Below is a table detailing the production and distribution of the 2023–2024 campaign, with the Autumn Crisp variety leading in volume, followed by Sweet Celebration and Sweet Globe. This analysis is key to maintaining the highest quality standards, ensuring food safety, and achieving customer satisfaction. Each bunch of grapes not only meets expectations for freshness and flavor, but also arrives at our markets in optimal condition—strengthening both our brand reputation and consumer loyalty.

Total Cultivated Area in Active Production – 2023–2024 Campaign				
Variety	Los Olivos de Villacuri		Agricola Challapampa	
	Production (boxes)	Distribution (%)	Production (boxes)	Distribution (%)
Sweet Globe	395,209	16 %	323,657	30 %
Sweet Celebration	216,877	9 %	673,946	62 %
Jack’s Salute	120,907	5 %	85,873	8 %
Ivory	408,066	17 %	-	-
Sweet Favors	99,784	4 %	-	-
Autumn Crisp	1,020,818	41 %	-	-
Allison	112,235	5 %	-	-
Adora Seedless	87,783	4 %	-	-
Total (t)	2,461,678	100 %	1,083,476	100 %

Our main strategic priority was to ensure the continuity of exports, considering the strict timelines required by maritime shipping routes. To achieve this, we implemented rigorous dispatch protocols, detailed transport tracking, and efficient truck inventory management. Additionally, we prioritized quality control upon fruit arrival. In 2023, we launched a unified platform to standardize inspection criteria and guarantee the optimal condition of the fruit upon delivery. This system involved two suppliers to ensure process consistency and a specialized company for claims management, aimed at improving the handling and resolution of quality-related incidents.

One of the most outstanding achievements was the improvement in the quality of the fruit, which enabled us to achieve a better price in the market. Despite the drop in volume, productivity fell by only 10% compared to the previous year — a positive outcome given the context of the campaign. The joint work of all the areas of the organization allowed us to achieve these achievements, consolidating a successful performance during the 2023-2024 campaign.

However, we faced major challenges during the 2023-2024 campaign, such as reaching planned productivity, due to a more competitive global supply, which resulted in a fall in expected volume. However, we offset this decline with a better quality offer to mitigate the impact. In the industrial area, we focus on maintaining productivity while enhancing selection quality, aiming to meet higher standards.

Another significant challenge was export operations. High staff turnover and the onboarding of new workers required considerable effort in training and adaptation, resulting in a gap between the pace of personnel integration and the effective flow of operational information. This transitional phase was one of the main obstacles faced during the campaign.

Among the standout projects in the Industrial area, we implemented refile labels, which helped eliminate manual errors and maintain accurate inventory control. Additionally, we strengthened the Corporate Information area, which gathers key data from various operational sectors such as climate, soil fertility, and crop yields. This information is essential for daily decision-making, as it enables full traceability of the production process, facilitates the identification of the origin of any claim, and supports operational optimization.

4.4. Food security

Our main objective is to provide high-quality grapes that are safe and beneficial to our customers' health. To achieve this, our institutional commitment is guided by the following policies⁴:

- Food Safety Policy
- Allergen Policy
- Glass and Brittle Plastics Policy
- Occupational Safety and Health Policy



⁴ The Food Safety Policy, Allergen Policy, and Glass and Brittle Plastics Policy are particularly applicable to the packing plant.

To ensure effective outcomes in managing the safety and health of our clients, we have established the following goals and objectives, supported by key performance indicators (KPIs) to continuously monitor our progress.

N.º	Objective	Targets	Indicator	Performance, 2023-2024 campaign
1	Ensure safety, legality and the safety of our fresh products intended for human consumption.	0 % of incidents of safety.	Report Percentage and/or health alerts by regular entities and/or clients.	We did not receive any penalties, fines, or warnings from authorities, nor did we face any health-related claims or legal actions from consumers or customers.
2	Audit, review, and improve the Plan of Culture of Safety and Quality of Food.	0 % non-conformities in the audits and inspections.	Percentage of compliance with the Certifications of food security (Global GAP, PrimusGFS, BRCGS).	We successfully renewed the Global GAP GFSI certification with the FSMA addendum for all our farms and the packing plant. Additionally, we recertified under PrimusGFS and achieved a new milestone by obtaining BRCGS certification for the first time.

To meet our commitments, we implement rigorous monitoring throughout our entire value chain – from planting to delivery of the final product to the consumer – following a detailed protocol at each stage. Despite challenges, such as tight deadlines and a lack of skilled labor, we perform the following essential actions (GRI 416-1):

- Create and foster a safety culture through the continuous and effective training of all our workers.

- Engage active involvement from all areas of the organization to guarantee compliance with established safety standards.
- Ensure strict compliance with maximum residue limits (MRLs) through detailed and regular sampling of the fruit.
- Check all products applied directly to the fruit to prevent cross-contamination, including disinfectant solutions used for sanitizing tools.

- Systematically maintain the superior quality of the fruit through the implementation of a detailed, organized, and effective work plan.
- Promote good agricultural practices through activities aligned with established standards and a detailed work plan.
- Effectively obtain all the necessary resources to ensure compliance with the standards required in the certifications.
- Continuously monitor water quality through accredited laboratories to ensure compliance with parameters for drinking water, irrigation, and tool disinfection.
- Regularly verify compliance with standards through internal and external audits.
- Enhance staff knowledge and skills through training programs outlined in the Training Plan.
- Perform microbiological analyses on the finished product to detect pathogens such as Salmonella and Listeria, under the supervision of the Certifications area.
- Conduct visual and document-based inspections to verify the cleanliness of finished product containers.
- Continuously track our customers' feedback on waste limits and other safety indicators, ensuring that our products meet the highest safety standards.



Currently, we have certifications of international prestige that validate our commitment to excellence:

SMETA

This initiative supports our understanding of labor, health, and safety standards, environmental performance, and ethics in our industrial operation.

Chain of Custody GLOBAL G.A.P

It allows us to demonstrate a management system that protects the segregation, identification, and traceability of products originating in production processes certified by GLOBAL G.A.P.

Rainforest Alliance

It meets specific environmental, social, and economic sustainability criteria. This program promotes biodiversity conservation and ensures the implementation of sustainable practices in agricultural and forestry activities.

Global G.A.P. + Add on FSMA

This Good Agricultural Practices certification promotes food safety and security, environmental sustainability, and worker well-being. It includes a specialized supplement addressing compliance with the Food Safety Modernization Act (FSMA).

PrimusGFS

This standard is used by fruit and vegetable producers and processors to verify their agricultural and manufacturing practices, ensuring they meet international food safety standards. It should be noted that PrimusGFS applies to our packing plant.

BRCGS

An international standard that ensures food safety and product quality by focusing on good manufacturing practices, safety protocols, and traceability, with the ultimate goal of protecting consumers.

BASC

Business Alliance for Secure Commerce is an international business alliance that promotes secure commerce where effective controls are applied against the risks that can affect organizational processes throughout the supply chain. Its objective is to prevent smuggling, drug trafficking, and terrorism.



In the 2023-2024 campaign, the operating units (foundries and packing plants) were certified by certifying houses, verifying that they meet the requirements established in our social, environmental, and food safety standards. To do this, verifications are carried out throughout the production and packaging chain process:

- Internal audits
- Sampling program for water, fruit, and compost analysis with accredited laboratories,
- Water quality monitoring.
- Induction of regulations.
- Evaluation of our business partners.
- Verification and information process of the requirements of the different regulations that the organization has.

As a result of these actions, we managed to obtain the following results, both in Los Olivos de Villacurí and in the Agrícola Challapampa:

Rate of Non-Conformities Identified During the Global Food Safety Initiative (GFSI) Audit (FB-AG-250a.1)				
Los Olivos de Villacuri			Agricola Challapampa	
Non-conformance rate	5 %		5 %	
Corrective Action Completion Rate	5 %		5 %	
Rate of Non-Conformities Identified During the Global Food Safety Initiative (GFSI) Audit– GFSI (FB-AG-250a.1)				
Los Olivos de Villacuri			Agricola Challapampa	
	Major conformances	Minor conformances	Major conformances	Minor conformances
Non-conformance rate	0 %	1 %	0 %	0 %
Corrective Action Rate for Occupational Accidents	0 %	1 %	0 %	0 %

During the 2023–2024 campaign, we reached a major milestone: 100% of our products and our packing plant were certified under the Global Food Safety Initiative (GFSI) food safety standards (FB-AG-250a.2). Additionally, 80% of the clients using our maquila and cooling services at the packing facility are Global GAP certified, further reinforcing our commitment to quality and food safety. Aligned with this commitment, 100% of our operations are also certified under safety and social responsibility standards. To ensure the continuous improvement and consistency of our processes, we undergo additional audits requested by specific clients, as well as unannounced audits, to verify compliance with the highest international regulations and standards.

However, we face several challenges, including climate variability, uncertainty from natural events, and political instability in the country. These factors have required us to maintain an agile and resilient response. In this context, we have implemented measures to adapt to evolving international regulations, which introduce additional risks—particularly in maintaining the cold chain, ensuring product quality, and meeting heightened sanitary controls in destination markets.

In this framework, and to ensure the health and safety of our customers, we optimize our incident management system through the following measures:



Our customers are fundamental to our operation. Their confidence in the quality of our products drives us to explore new markets and consolidate our reputation. We maintain constant and effective communication through digital platforms, providing valuable recommendations and clear and transparent information. Our website (<https://www.vanguardteam.com/en/production/>) is a key channel to ensure access to this information.

We continuously strengthen our HACCP Food Safety Plan and Food Defense strategies to effectively mitigate contamination risks. We prioritize hazards with the greatest potential impact, establish robust controls, monitor each stage of the process, and implement corrective actions as needed. This risk-based approach—focused on prevention and consumer protection—is regularly reviewed and validated to ensure its effectiveness, fostering a culture of safety through shared

values, strong leadership, clear communication, and collective accountability. In addition, we manage incidents related to the quality or legality of the product, such as discrepancies in net weight, missing packaging, or labeling errors, ensuring high standards in each delivery.

In addition, we have a rigorous Finished Product Labeling procedure that ensures that all our products are labeled according to each customer's technical specifications. This process is consistently implemented at Fundo and Packing Los Olivos de Villacuri, and also at Agrícola Challapampa, ensuring quality at each stage of production. This comprehensive approach reinforces our vision of sustainability and allows us to offer high-quality products, generating trust and satisfaction in our customers and consumers.

4.5. Innovation and technology

During the 2023–2024 campaign, we implemented advanced technologies to enhance efficiency and sustainability in grape cultivation. One of the most significant innovations was the integration of tools such as Dream 2.0 and fertigation probes, which enabled more efficient water resource management through accurate, real-time monitoring of water and nutrient application. These tools supported more informed decision-making and minimized waste, ensuring the optimal distribution of resources. (NO GRI IPN 1)

We consider process automation as a fundamental aspect in improving harvest and post-harvest management, since it allows us to obtain real-time information on the performance of employees, which allows us to make timely and accurate decisions. Establishing the exact amount of jabas to be harvested, accurately estimating the harvest completion time and cleaning, and efficiently coordinating the arrival of the fruit to the packing, allowed us to optimize our post-harvest handling chain, making it more fluid and efficient. (NO GRI IPN 1)

Regarding genetics, advances in this field were essential to improve the nutritional and organoleptic quality of the grapes, with the following scopes. (NO GRI IPN 1):

- Innovative flavor profiles, adapted to market preferences.
- Improved textures, offering more juicy and crispy berries, which improves the consumer experience.
- Increased resistance to diseases, ensuring sustainable and high-quality production.
- Increased fertility, ensuring consistent yields and optimizing productivity.

It should be noted that genetics played an essential role in adapting our grapes to climatic and soil conditions, allowing the following improvements. (NO GRI IPN 1):

- Increased tolerance to salinity through the selection of resistant patterns, adapted to soils with high salt concentration.
- Efficiency in nitrogen assimilation, optimizing the use of nutrients, and improving plant quality.
- Increased vegetative vigor, favoring a more robust and healthy growth.
- Reduction of alternation in production, achieving greater stability in yields year after year.

Despite the climate challenges, genetic manipulation allowed us to reach an average production of 3,857 boxes/ha in the 2023-2024 campaign. (NO GRI IPN 1)



Production in plants per season (boxes/ha)		
Campaign 2021-2022	Campaign 2022-2023	Campaign 2023-2024
3,567	4,109	3,854

Although there was a slight decrease of 8% compared to the previous campaign, attributed to the impact of the El Niño phenomenon, the result was 8% higher compared to the 2021-2022 campaign. It should be noted that the varieties that were most affected were Ivory, Sweet Celebration, Sweet Favors, and Sweet Globe. (NO GRI IPN 1)

4.6. Responsible agriculture with land

As part of our commitment to agricultural sustainability and soil conservation, we implement a series of practices aimed at improving land quality and preventing long-term degradation. During the 2023–2024 campaign, we carried out comprehensive actions including the application of compost, the use of advanced technologies, and the rehabilitation of degraded soils. These efforts are designed to preserve soil health and productivity, optimize resource use, and reduce reliance on chemical inputs.

As a first step, we apply compost—a fundamental practice for retaining moisture and providing essential nutrients to the soil. Later, during the pruning stage, we crush plant residues and layer them over the compost on the surface. This *mulch*—formed by both compost and shredded plant material—helps retain soil moisture, prevents erosion, and contributes to long-term soil conservation. (NO GRI IPN-4)

It should be noted that, before each application, we carry out detailed compost analyses, as well as representative soil sampling by variety and by background. This characterization allows us to adjust the applications accurately and efficiently, ensuring that the proper use of these inputs is achieved. Indeed, compost application improves soil quality and reduces the need to apply high levels of nitrogen, reducing the environmental impact associated with excessive use of chemical fertilizers. To complement these actions, we use advanced technologies such as capacitance probes and portable moisture meters. This equipment allows us to accurately monitor soil moisture levels, which optimizes water use and improves irrigation practices, ensuring that the resource is used efficiently. (NO GRI IPN-4)

In addition, in areas where compaction issues were identified, subsoiling was carried out using a D8 tracked tractor. This intervention improved soil structure, promoted healthier root development, and supported the recovery of degraded soils. These actions aim not only to increase crop productivity, but also to ensure the rehabilitation and long-term preservation of soils, laying the groundwork for future sustainability and productivity. (NO GRI IPN-4)



Chapter

5

we offer high-
quality,
sustainable
products



Chapter 5

we offer high-quality, sustainable products

5.1. Guaranteed export

During the 2023–2024 campaign, we implemented various improvements to our production and logistics infrastructure to optimize the quality and efficiency of grape exports. These enhancements enabled us to maintain high standards throughout the process—from packaging to the final delivery of the grapes.

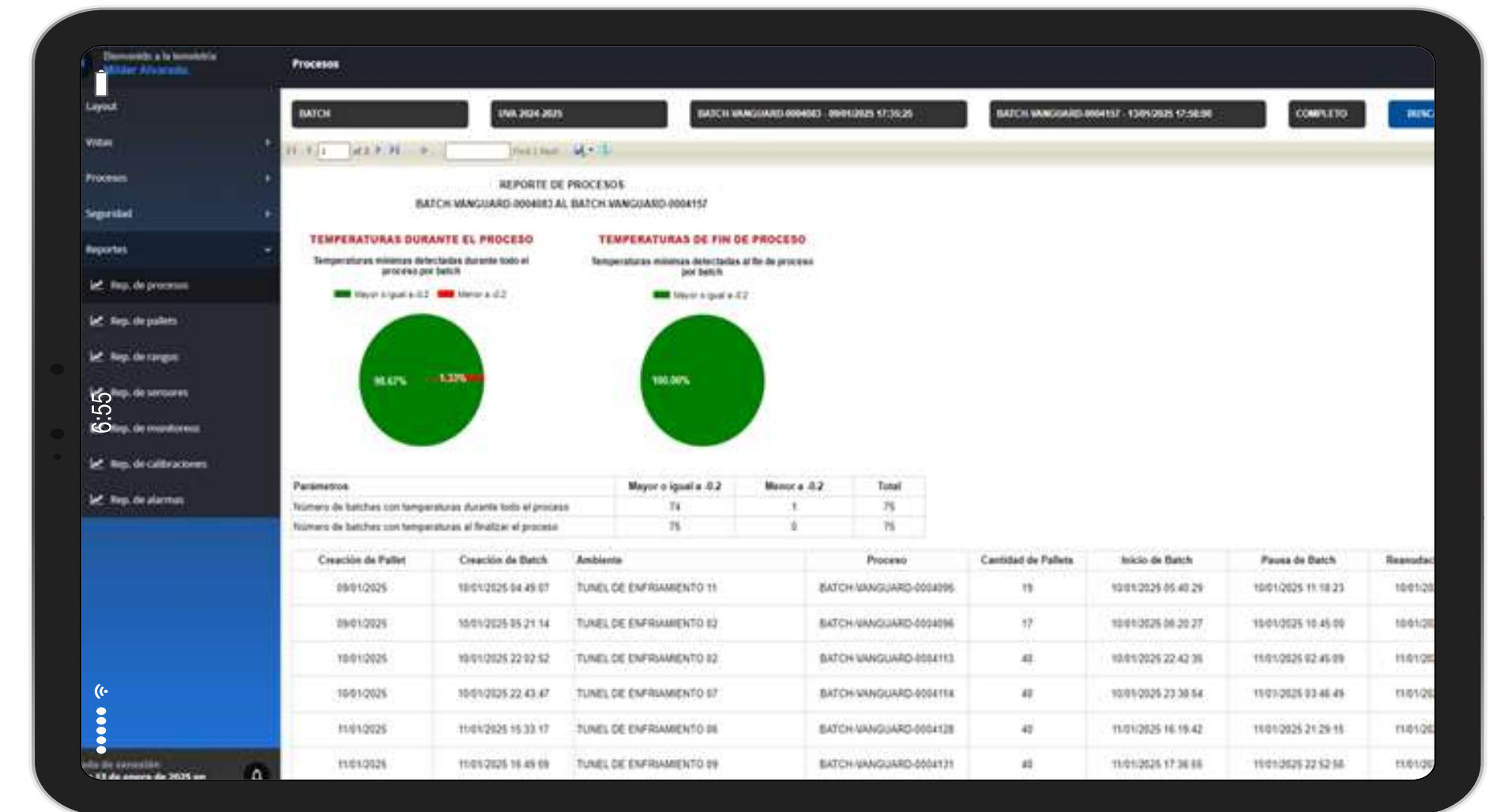


Infrastructure

We improved the packaging tables within the processing room to streamline the packing process, which enabled a 5% increase in the volume of grapes packed within the same timeframe. Regarding cold storage facilities, preventive maintenance was performed to ensure continuous operation throughout the campaign, and the cooling capacity of equipment was enhanced. Additionally, we acquired supplementary machinery that significantly reduced cooling times, allowing us to process between 1,000 and 1,200 chilled pallets within a 24-hour period. (NO GRI IPN 2)

We ensure the quality and consistency of the exported grapes through the use of advanced technologies. In this sense, we recorded online information regarding the selection parameters applied, such as the color, diameter, and shape of the grapes, which allowed us to monitor in real time the performance of the selectors. In addition, we placed people to record the weights of the boxes to verify that these were within the established ranges.

Finally, we upgraded the telemetry system (MAMUT) to enhance the control of cooling temperatures in the tunnels used to lower the temperature of the grapes. (NO GRI IPN 2)



Logistics

In terms of logistical challenges, the high demand for containers and the early harvest volume caused by the El Niño phenomenon complicated the export process. To address this situation, one-on-one meetings were held with logistics operators and freight negotiators to select suppliers based on both operational and business criteria, including BASC, OAS, and ISO certifications. It is important to note that beyond economic considerations, we also evaluated suppliers based on their reputation, quality of deliverables, past experience, and track record of satisfactory service. (NO GRI IPN 2)

Regarding the traceability of shipments, we implement monitoring tools such as the TMS system for land transport, which keeps a detailed track of the arrivals and departures of containers, both from and to packing and to the port, respectively, guaranteeing the control of the movements of the carriers. For maritime tracking, we use Cargo Produce, a platform that allows us to monitor in real time the route of ships from Peru to their final destination. These tools gave us a clear view of the status of shipments and allowed us to monitor compliance with transit times set by shipping lines. (NO GRI IPN 2)

Furthermore, to optimize transport routes and reduce both logistics costs and maritime transit times, we began operations through the Port of Paracas–Pisco in the Ica region. This initiative proved to be an effective strategy, offering lower land transport costs and faster maritime transit times due to the direct services provided by the shipping lines operating from this port. (NO GRI IPN 2)

Coordination and planning

Coordination between different actors in the supply chain was essential to ensure efficient export. In this regard, constant communication with logistics operators and logistics agents for maritime cargo allowed any situation to be resolved promptly. In addition, the use of the Cargo Produce platform allowed us to optimize logistics planning and management, which contributed to greater efficiency in operations. (NO GRI IPN 2)

Finally, we developed contingency plans to address potential supply chain disruptions. These plans include escalating any situation to the

Corporate Committee to support better decision-making, ensuring an agile and effective response to any issue.

With these actions, we improved both operational efficiency and the quality of the export process, ensuring that our grapes reached their destination in optimal condition, on time, and at a competitive cost. (NO GRI IPN 2)



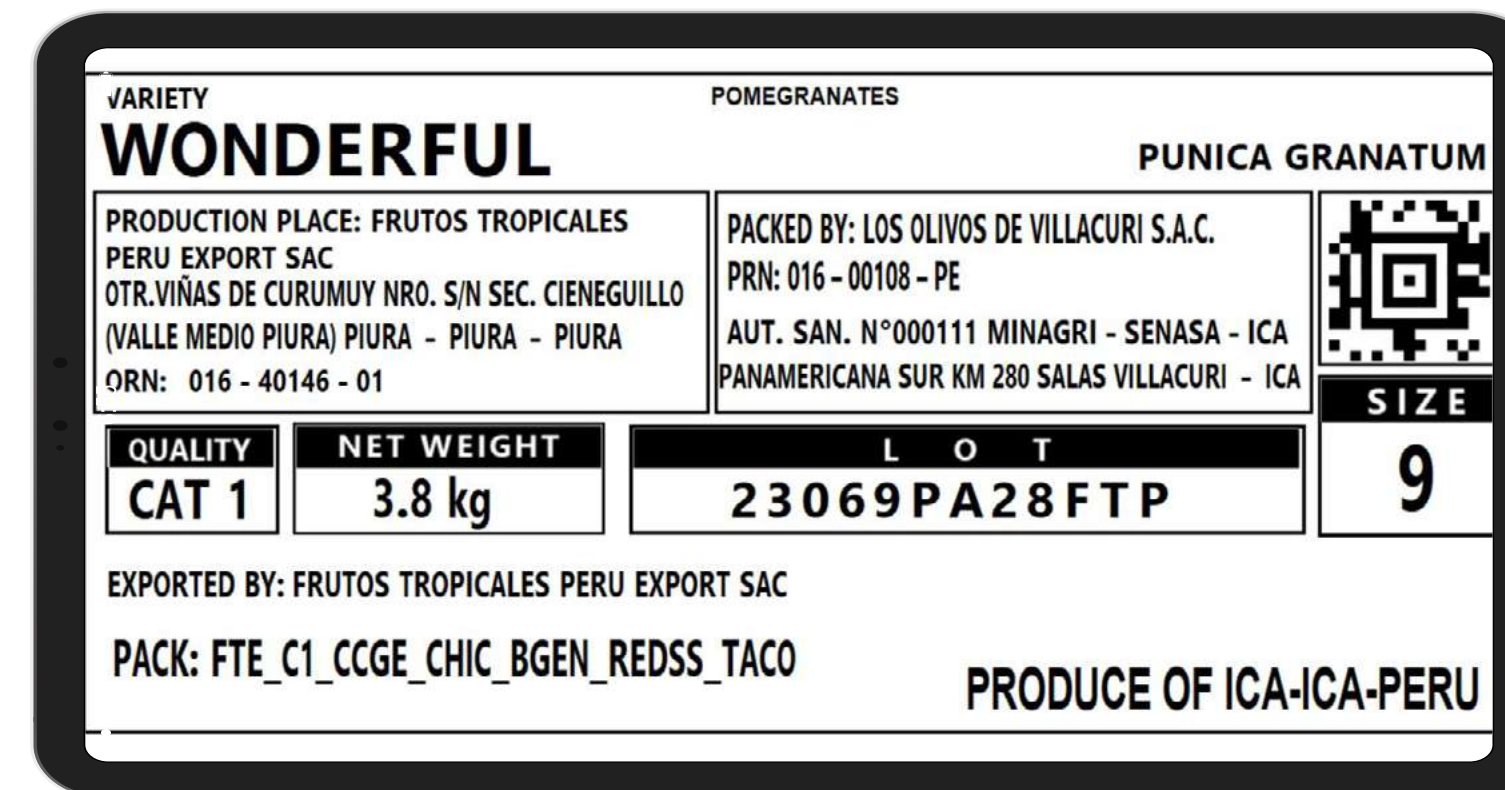
5.2. Traceability and labeling

Responsible labeling and marketing of our products are essential, as they promote transparency and foster trust in our brand. Compliance with applicable regulations is also mandatory. Accordingly, we adhere to the regulatory framework established by Supreme Decree No. 004-2011-AG, which governs Agri-Food Safety, and Supreme Decree No. 006-2022-MIDAGRI, which amends Article 27 of the same regulation.

As part of our internal procedures, we recognize the importance of providing accurate and reliable information through product labeling, thereby contributing to the protection of our customers' and end consumers' health. Below, we outline the information included on our product labels and related documentation⁵

- Origin of the components of the product and service: on each label, we include the code of the place of production, allowing the traceability of the product.
- Content, especially concerning substances that could have an environmental or social impact: the statement on the use of SO₂ as a fungicide in the product is indicated, providing relevant information for consumers, as it is also considered an allergen product.
- Product Disposal: Packaging materials are properly marked with corresponding recycling icons according to their characteristics, promoting responsible practices.
- Environmental or social impacts: both the bags and the container boxes include recycling icons, according to the material used, reinforcing our commitment to environmental stewardship.
- Other relevant data: In addition to standard information, labels include exporter data, GGN⁶ code (where applicable) and FDA code, product name and variety, net weight (kg), caliber (if applicable), traceability code, packing plant code (for Peru), country of origin, and manufacturer name and address.

Between April 1, 2023, and March 31, 2024, we implemented significant improvements in the management of marketing and labeling of our products to optimize processes, reduce environmental impact, and ensure compliance with current regulations. Initially, the grenade was labeled with a 4" x 2" label following SENASA guidelines.



POMEGRANATE LABEL

We subsequently redesigned the label to a 3" x 2" format and replaced the plastic material with paper. This change, approved by our customers, not only reduced plastic use but also improved operational efficiency and promoted greater environmental sustainability.

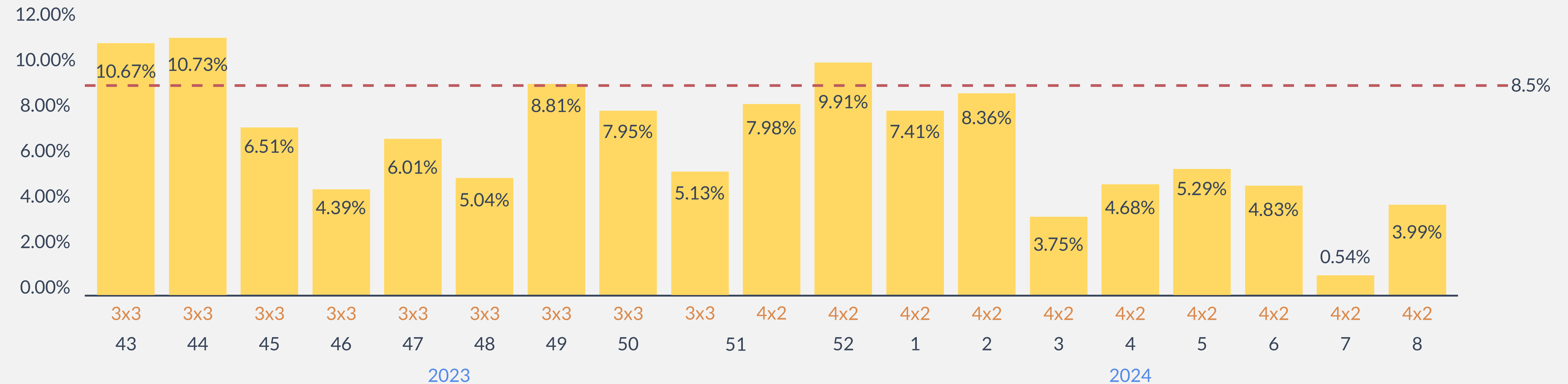


GRAPE LABEL

⁵ For more information, please visit our website: <https://www.vanguardteam.com/en/produce/>.
⁶ Global GAP Number (GGN).

To ensure that the results were as expected, we set a goal of reducing the number of unused tags by 15 % at the end of the campaign. However, we achieved significant progress with an optimization of 6.42 % on average, thanks to adjustments in processes, such as the reduction of label templates and the approval of information according to the destination of the products. (GRI 417-1)

% DEPLETION + WEEKLY DEPLETION 23-34



Throughout the campaign, we also manage the negative impacts derived from the activity, such as the generation of non-useable labels. To do this, we implement measures such as separation, labeling, and proper arrangement of these labels in a specific area, ensuring effective control and management of the waste generated.

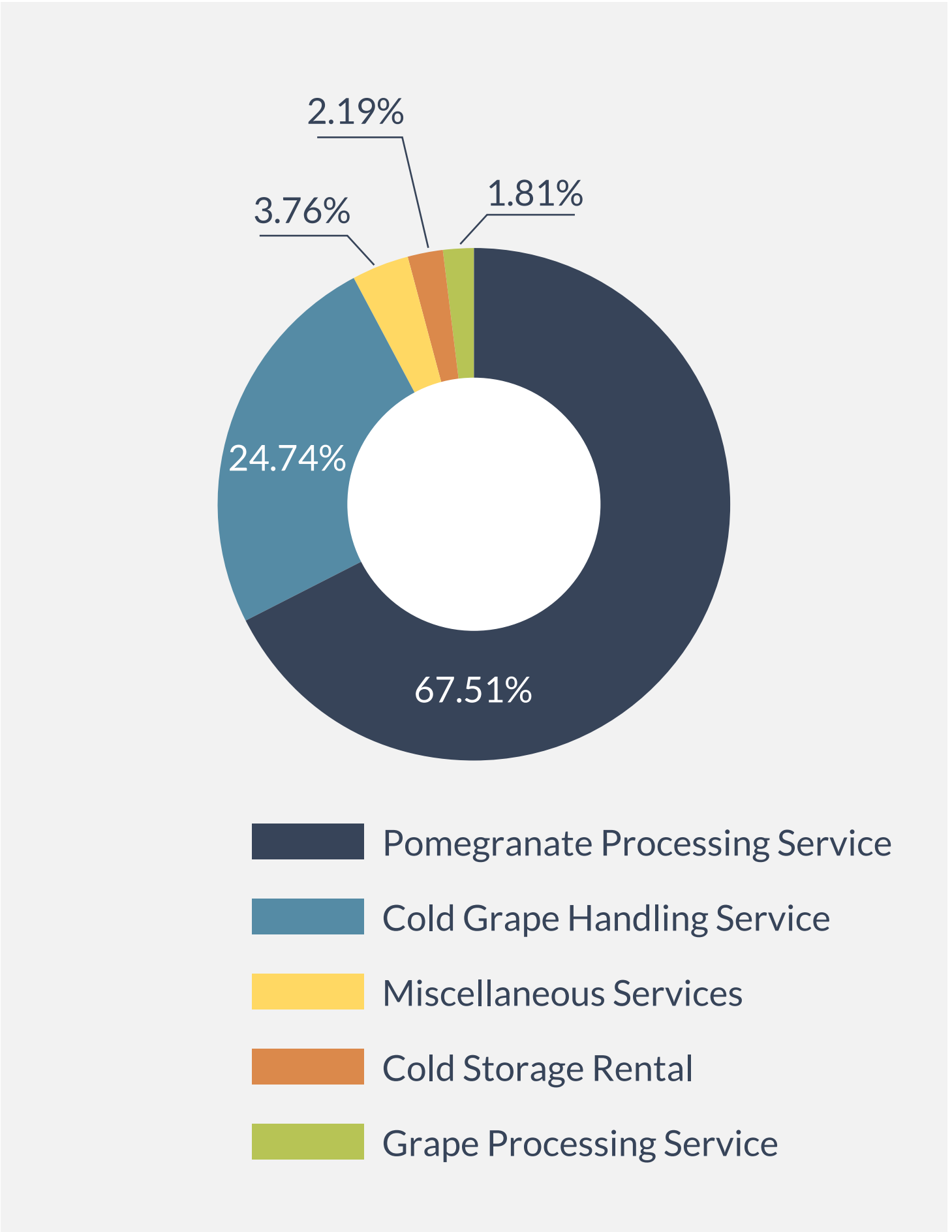
The effectiveness of the measures taken is monitored weekly by tracking key indicators, such as the label balance, which compares the weight of the labels delivered with the losses and damages.

This ongoing measurement has enabled us to adjust our strategies, optimizing processes and improving efficiency in labeling management. In terms of safety and quality, we remain firmly committed to ensuring the safety of our products.

Through our Safety and Quality Policy, we conduct annual evaluations to verify compliance with international standards such as Global GAP, PrimusGFS, and BRCGS, ensuring that our products consistently meet the highest food safety requirements.

In our commitment to quality and transparency, we closely monitor our main product and service categories, ensuring compliance with established labeling and marketing procedures. The percentage of categories assessed under these procedures (GRI 416-1) is presented below:

Table grape packaging					Total percentage of products evaluated by category
Percentage of product types evaluated according to marketing and labeling procedures (GRI 417-1)					100 %
Cold table grape service	Table grape packaging service	Pomegranate Packaging Service	Cold room rental	Miscellaneous Services (crate rental, crate washing, transportation, among others)	Total percentage of services assessed by category
25 %	2 %	68 %	2 %	4 %	100 %
Percentage of services evaluated according to marketing and labeling procedures (GRI 417-1)					



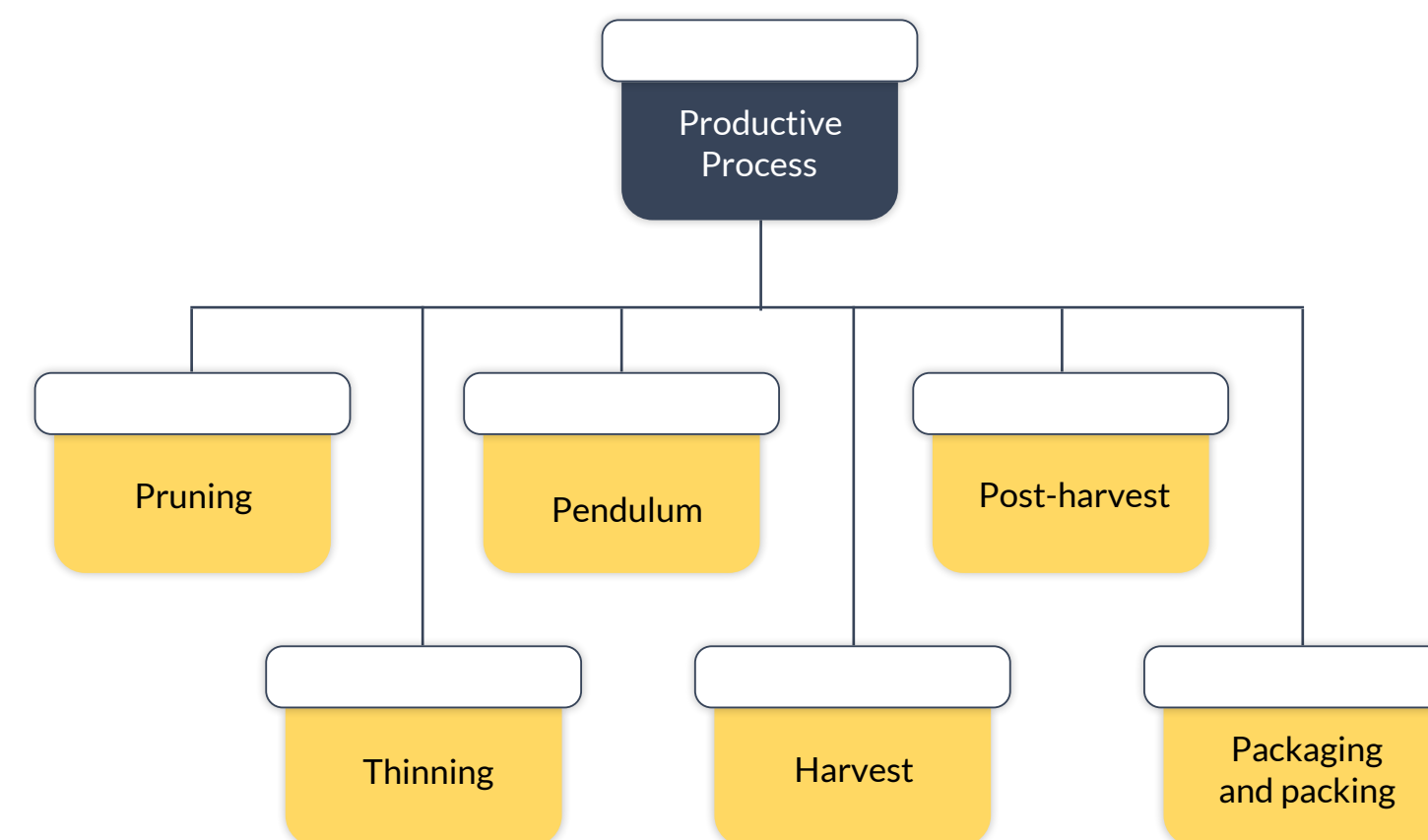
Regarding the evaluation of our products and services, we cover a high percentage of categories related to marketing and labeling procedures. In this regard, 100% of our products—particularly table grape packaging—have been evaluated in accordance with established protocols. Additionally, all our associated services, including cold handling, table grape and pomegranate packaging, cold room rental, and other services such as transportation and crate rental, have also been assessed in line with our internal regulations.

The active involvement of stakeholders has been essential to this process. Internally, departments such as Production, Dispatch, and Commercial have played a key role in ensuring that all products meet labeling requirements, thus preventing rejections or financial losses. The Plant Quality team, in turn, thoroughly inspects labeling before dispatch. Externally, the National Agricultural Health Service of Peru (SENASA) defines labeling requirements based on the destination market of each product. In cases of non-compliance, products are rejected and/or returned to eliminate any potential risk.

This comprehensive approach reflects our commitment to continuous improvement, sustainability, and customer satisfaction, ensuring that our labeling practices are not only efficient but also environmentally responsible and aligned with the highest standards of quality and safety.

5.3. Supplier management

The contracting of suppliers is carried out through a detailed analysis of our value chain, which considers the specific demand and operational needs of our production process.

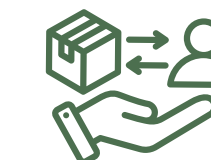


We establish strategic and robust business relationships with each of our suppliers, grounded in mutual respect and continuous collaboration. These relationships are structured based on the nature of each agreement. For suppliers engaged in larger projects—whether short, medium, or long-term—we formalize specific contracts that outline the commitments and conditions of each initiative. For recurring suppliers, we maintain long-term agreements and continuous approvals. Regarding suppliers of specific products, we generate commercial purchase and sale agreements, formalized through purchase orders issued by our organization. This strategic approach enables us to select suppliers that meet the strict requirements and quality standards we uphold, ensuring the efficient integration of external inputs and services. This, in turn, helps optimize our productivity and maintain excellence throughout every stage of our operations.

To ensure success in this management, we implement various actions. First, we initiated a process of supplier approval through a certifying body (SGS) for packaging suppliers, intending to extend this practice to other purchasing areas. In addition, we set expansion goals by hiring international suppliers, who provide specific products that benefit our production.

Another important approach was the optimization of our supply chain, categorizing suppliers by category to achieve a specialized approach that optimizes the contracting processes.

Through our Approval Process, we verify that our business partners align with our organizational principles and commitments, thus consolidating a responsible and sustainable collaboration.



As for packaging, we require that all materials ensure product safety and integrity, supporting both the efficiency of the packing process and the preservation of our fresh, high-quality fruit.



For our fertilizer and agrochemical suppliers, we carry out rigorous bidding processes to verify compliance with essential requirements, such as compliance with current regulations, possession of certifications, and respect for environmental standards, to ensure safe and high-quality products.

The results of these actions are measured through key performance indicators, such as the savings generated, prices compared to the previous campaign, and prices against market studies. Progress is documented in reports submitted to management. This enables a thorough assessment of accomplishments and helps identify areas for improvement.

We have a classification system for our suppliers, which allows us to efficiently manage our business relationships and ensure that each supplier meets the standards of quality, sustainability, and social responsibility that we demand.

Provision of services



- Comprehensive logistics service
- Electric Power Service
- Customs agency service
- Royalty Service
- Consultancies
- Advisory services
- Construction service of civil works, metallic
- Meal service
- Transportation service
- Equipment rental services
- Security service, maintenance service of equipment and vehicles, among others.

Manufacturing



- Manufacture of plastic and wood grilles
- Manufacture of metal structures
- Manufacture of electrical boards
- Manufacturing of containers and packaging, among others.

Suppliers



- Agrochemicals
- Fertilizers
- Non-agricultural chemicals

In addition, the procurement of goods and services is organized into categories which, during the 2023-2024 marketing year, were classified as manufacturers, consultants, primary products, distributors, contractors, and franchisors. Additional services include the following:

- Sea Freight
- External operations service
- Personal mobility service
- Electrical power
- Food service
- Transport and freight service
- Maintenance and repair services for goods

During the 2023-2024 campaign, we worked with a total of 311 supply and service providers. In addition, we managed to reduce costs in the acquisition of goods and services, including fertilizers, agrochemicals, plastic packaging, and Personal Protective Equipment (PPE).

At our sites with significant operations⁷, the percentage of contracting from local suppliers⁸ reached 94 % of total purchases. Of these suppliers, 90 % have a high impact on our operations, while 3 % have a medium or low impact, however, the latter is also essential for the functioning of our activities. As for local service providers at these sites, the recruitment rate was 93 %, with 89% of high-impact providers and 4 % of medium or low-impact providers, both of which are equally relevant to our operations. This local approach translates into a direct benefit for the Peruvian economy, since 94 % of our total purchases went to national suppliers, which are subdivided into 60% for purchases and 40% for services. . (GRI 204-1)

⁷ . “Significant operating sites” are defined as those that play a key role in the production process. This includes our Los Olivos de Villacurí packing plant, where the products that arrive from production are processed to be packaged and packaged for export, as well as our production headquarters: Challapampa, Casuarinas, El Arenal, Milagritos, and Los Laureles. These sites have significant operations, with a particular focus on obtaining the final product and its quality, an aspect that is both crucial and complementary to the organization's success.

⁸ “Local” is defined as any good or service purchased within the Peruvian national territory.

Vendor	Type	Percentage of payment made (%)
Shopping	Nationals	94 %
	Foreign nationals	6 %
Services	Nationals	100%

During the 2023-2024 campaign, the total amount of our local purchases amounted to 19,542,166 USD, managed as follows. (GRI 204-1):

Suppliers	Type	Payment made (thousands of USD)	Percentage of payment made
Purchase	Nationals	18,369,637	94 %
	Foreign	1,172,529	6 %
Total		14,542,166	100%
Service	Nationals	10,570,505	100%
Total		10,570,505	100%

To consolidate business relationships with our local suppliers and improve their training, we report on various indicators of the area, such as the performance of workers. These documents are delivered and evaluated by management. In short, we place greater value on purchases made domestically compared to our network of international suppliers, located in China, Germany, Spain, the United States, the United Kingdom, and the Netherlands.

As for the negative impacts arising from supplier management, no significant adverse effects have been identified during the 2023-2024 marketing year. This is due to the measures implemented,

such as the approval of suppliers through a certifying body, which ensures that the selection and contracting processes are transparent, effective, and aligned with the ethical and operational standards of the organization.

Monitoring of these measures is essential to ensure their long-term effectiveness. Through the periodic evaluation of performance indicators and the constant monitoring of progress towards the established goals and objectives, we can verify that the strategies implemented generate the expected results. Internal reports provide key insights into purchasing performance, savings, and efficiency,

facilitating strategic decision-making and fostering continuous improvement. Lessons learned during this process are integrated into the organization's policies and procedures, strengthening our ability to more efficiently manage our suppliers and optimize available resources.

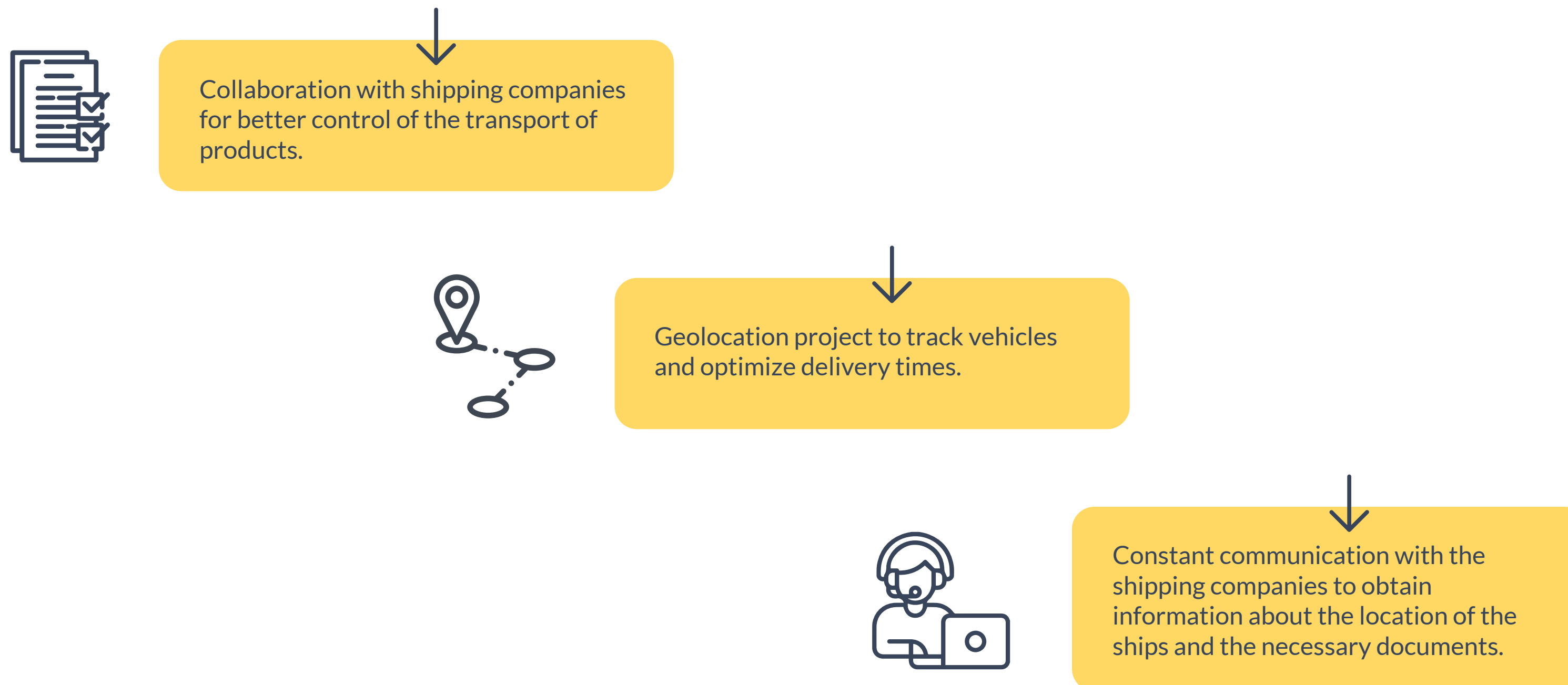
Our Purchasing Policy regulates the supplier selection and contracting process, ensuring that decisions are guided by sustainability principles, transparency, and social responsibility. The active participation of stakeholders has been key in this process, as their collaboration in planning and technical validation has ensured that our purchases are effective, aligned with the needs of the organization, and contribute significantly to the achievement of strategic objectives.



5.4. Customer satisfaction

At Vanguard Group International, we regard customers as the core of our operation, and it is their trust and loyalty that drive our continued success. Therefore, we have a Claims Procedure that seeks to strengthen our relationship with them through a complete understanding of their expectations and needs. The process begins in our Export area, where each claim is received and properly channeled to the corresponding department. In parallel, our Quality area is responsible for keeping customers informed about the progress of their claims, committing to resolving each case efficiently and transparently.

Our main goal is to ensure the quality of the product. To achieve this, we focus on minimizing the time that products remain in warehouses, limiting it to a maximum of three days. This action responds to two essential needs: to reduce the cost overruns associated with the shipping of origin and to ensure the timely delivery of the products. However, we face challenges in shipping and social conflicts at the Packing Plant. To mitigate these external risks, we implement the following measures to improve the quality of our service:



During the 2023-2024 campaign, we also achieved the following:

Average product life in a four-day chamber.

99.6%

of containers shipped without claims.

20%

opening of new customers.

Chapter

6

Environmental Performance



Chapter 6

Environmental Performance

6.1. Environmental management and climate change

Our environmental management is grounded in compliance with both legal obligations and voluntary commitments outlined in our Environmental Management Instruments, which are approved and implemented across all our farms and the packing facility. Additionally, we have an Environmental Management Policy and an Environmental Aspects and Impacts Identification Matrix—key documents for identifying and managing environmental risks throughout our operations.

These tools allow us to adopt effective measures for the responsible and efficient management of natural resources, as well as for the correct management of solid waste, electricity, and water. In addition, they facilitate the reduction of our emissions and contribute to the preservation of biodiversity in the areas where we operate.

It is important to highlight that the Environment area, which is part of the Submanagement of Sustainable Management Strategies, maintains strict control and oversight to ensure compliance with Vanguard Group Int.'s environmental commitments and legal obligations.

Our dedication to the environment goes beyond simple regulatory

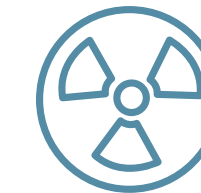
compliance. Our environmental management is aligned with the Sustainable Development Goals (SDGs), focusing on caring for the planet and minimizing the adverse effects of our operations on the environment. In addition, we have specific guidelines to mitigate climate change, a factor that significantly impacts our activities, which align with the following environmental commitments and obligations:



Sustainable water management



Efficient Energy Use



Emissions Management and Reduction



Solid Waste Management



Conservation of biodiversity

We recognize our stakeholders as key allies in addressing the risks associated with climate change. In line with this commitment, the Environment team implemented the *Environmental Scouts* training program at Fe y Alegria School No. 70. This initiative launched during the 2023-2024 campaign, by the Environment área, focused on the shared value of water.

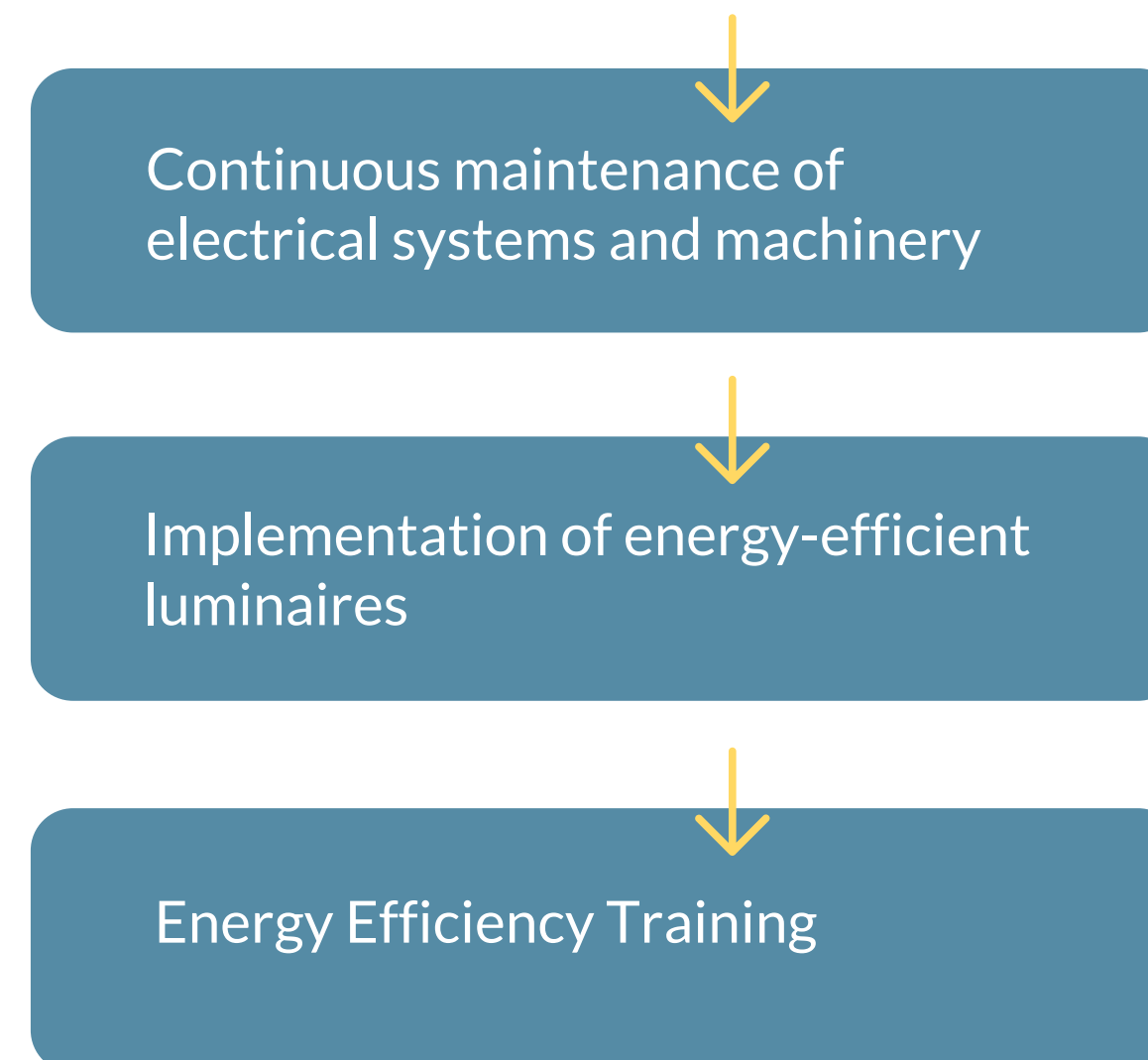
Below are our key environmental achievements during this campaign:

- Approval of Environmental Management Instruments: ITS for Fundo Casuarinas, ITS for Fundo El Arenal, MDAAC for the Packing Plant, MDAAC for Fundo Challapampa, and fulfillment of the environmental commitments assumed across the various funds.
- AWS Water Stewardship Prize recognition: through our CEO, Manuel Yzaga Dibos, who received the AWS Water Stewardship Prize for his leadership, commitment, and innovation in the responsible use of water, complying with the standards of the Alliance for Water Stewardship (AWS) and allowing the sustainable development of the organization and the community.
- Recognition from the National Association of Journalists of Peru, a subsidiary of Ica Vanguard Group Int., for its ongoing concern in the defense of the environment, the sustainable use of water resources, and the constant support for children and the most vulnerable populations.

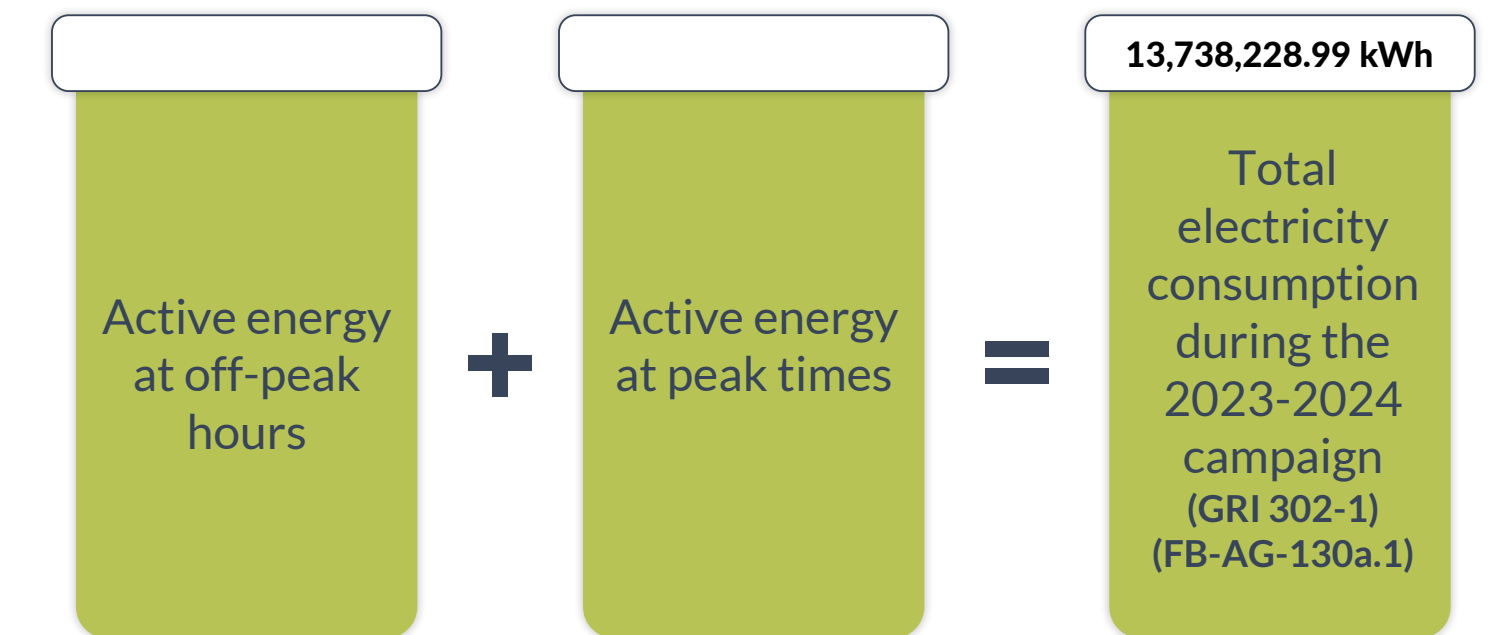
6.2. Energy consumption

We recognize that efficient energy management is critical to reducing operating costs, achieving our sustainability goals, and maintaining our market competitiveness. That's why we focus on maximizing resource efficiency, lowering production costs, and minimizing our environmental impact.

These actions are fully aligned with our Environmental Management Policy, which promotes the preservation of the environment and the prevention of pollution through responsible and sustainable processes. In this framework, we implement the following initiatives to optimize the consumption of energy resources:



As a result, during this campaign, we recorded the following electricity consumption:



⁹ Modification of the Environmental Declaration of Ongoing Activities (MDAAC).

Below, we detail our energy consumption by headquarters during the 2023-2024 campaign:

Energy intensity, 2023-2024 campaign (GRI 302-4) (GRI 302-3)				
Headquarters				
Type of Energy Used	Unit	Los Olivos de Villacuri	Agricola Challapampa	Total
Electric Power	kWh	10,210,583.17	3,527,645.82	13,738,228.99

Note. (*) Conversion factor: kW-hr.: KW-hr.

We also measured the energy intensity based on the consumption recorded by headquarters during the 2023-2024 campaign:

Energy intensity, 2023-2024 campaign (GRI 302-3)	
Headquarters	Energy intensity (ratio)
Los Olivos de Villacuri	2.8956 kWh/Box
Agricola Challapampa	1.0004 kWh/Box

To calculate the energy intensity ratio¹⁰ of Los Olivos de Villacuri and Agrícola Challapampa during the 2023-2024 marketing year, the total number of boxes produced (3,526,291 units) was used as the denominator. The total recorded energy consumption was 10,210,583.17 kWh and 3,527,645.82 kWh for Los Olivos de Villacuri and Agrícola Challapampa respectively, which allowed us to determine the average energy consumption per box produced and facilitate the analysis of energy efficiency, as well as the monitoring of improvements in productive operations.

We are committed to maximizing resource efficiency by prioritizing the adoption of sustainable technologies that reduce energy consumption, operating costs, and environmental impact. It should be noted that energy consumption is fundamental in our operations; however, we face challenges related to the quality of the energy supplied by the dealer, which can cause failures and breakdowns that affect the continuity of production. In response, we continuously work on measures that strengthen energy management and minimize these impacts, aligning ourselves with our commitment to sustainability.

Below, we describe the actions carried out during the 2023-2024 campaign:

- Continuous monitoring of electrical parameters in major consumers, such as groundwater wells and pumping stations, along with ongoing recording of consumption from the electric utility provider. This action helps reduce the likelihood of failures and ensure system efficiency.
- Preventive and corrective maintenance on medium voltage elements, such as conductors and transformers, as well as on low voltage equipment, including electric motors and starter boards.
- Progressive replacement of star-triangle starter boards with variable speed drive systems.
- Update of current, voltage, and energy consumption variations.
- Installation of multifunctional meters that facilitate the registration and monitoring of electrical parameters in real time.
- Circuit independence and improved wiring to optimize distribution and power consumption.

We conducted energy consumption tests to compare the efficiency of two types of pump starting systems with similar operating characteristics. At Fundo Milagritos, network analyzers were installed in Well 02 IRHS 1222 (variable speed drive start) and Well 04 IRHS 104 (star-delta start). The results showed that reactive energy in the variable speed system did not exceed 30% of active energy, while in the star-delta system it reached approximately 50%. This analysis highlights the greater energy efficiency of the variable speed drive system and its potential to optimize consumption and reduce energy losses.

¹⁰ The ratio is consumption within the organization.

We also count on the support of our internal stakeholders to optimize energy management, which translates into significant operational benefits. Technical staff benefit from fewer system failures, allowing them to focus on other maintenance tasks and enhance overall system performance. Production personnel benefit from operational stability, as the reduction in power outages ensures continuous operation in work areas, positively impacting production levels.

Additionally, internal users—whose work depends on operational continuity—experience improved productivity due to minimal disruptions, thereby strengthening the organization’s overall efficiency. In this way, energy management not only optimizes resource use but also fosters team collaboration and improves operational outcomes.



6.3. Reducing emissions

We are committed to sustainability and reducing our environmental footprint, with a particular focus on reducing emissions. To ensure responsible practices aligned with established standards, we integrate regulations applicable at national, regional, and industrial levels, which support our strategic actions and reinforce our firm commitment. Below are the regulations that guide our approach:

- General Environmental Law
- Supreme Decree No. 019-2012-AG, which approves the Regulation of Environmental Management of the Agricultural Sector.
- Supreme Decree 003-2017 MINAM approving the Environmental Quality Standard (ECA) for Air
- Environmental Management Policy.

In compliance with the environmental commitments made in the Environmental Declaration of Ongoing Activities (DAAC), we carry out various measures for air quality monitoring. This process is carried out annually in all our headquarters. It should be noted that the results obtained during the 2023-2024 campaign remain below the RCTs for air, which represents an important achievement in our environmental management.

Proper emissions management is integrated into our Environmental Management Policy, which establishes a commitment to preserve the environment and prevent pollution by implementing processes designed to reduce or control adverse environmental impacts within our area of influence.



Carbon Footprint

During the 2023-2024 campaign, we took a second step for the management of Greenhouse Gas (GHG) emissions: we carried out the Vanguard Group International's carbon footprint measurement for the 2023 period. This action will provide us with a solid basis for planning strategies aimed at the management and reduction of greenhouse gas (GHG) emissions.

The measurement is carried out under the operational control approach of the Greenhouse Gas Protocol (GHG Protocol) and the guidelines of the Intergovernmental Panel on Climate Change (IPCC). For this analysis, the main GHGs were considered: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), and sulfur hexafluoride (SF₆). This ensures a comprehensive view of our emissions across all operational activities.

The methodology used uses data and emission factors from recognized sources, such as the Department for Environment, Food and Rural Affairs (DEFRA, United Kingdom, 2021) and the IPCC, in addition to the Peru-specific electricity emissions factor, provided by the Peru Carbon Footprint Platform. The measurement covers the three main scopes¹¹

¹¹The results of the Carbon Footprint measurement correspond to the year starting on January 1, 2023, to December 31, 2023.

Scope 1

Direct emissions (Category 1)

Total: 1,071.64 tCO₂e (7.02% of the total) **(GRI 305-1)**
(FB-AG-110a.1)

Scope 2

Indirect emissions by electricity consumption (Category 2)

Total: 2,869.89 tCO₂e (18.79% of the total) **(GRI 305-2)**

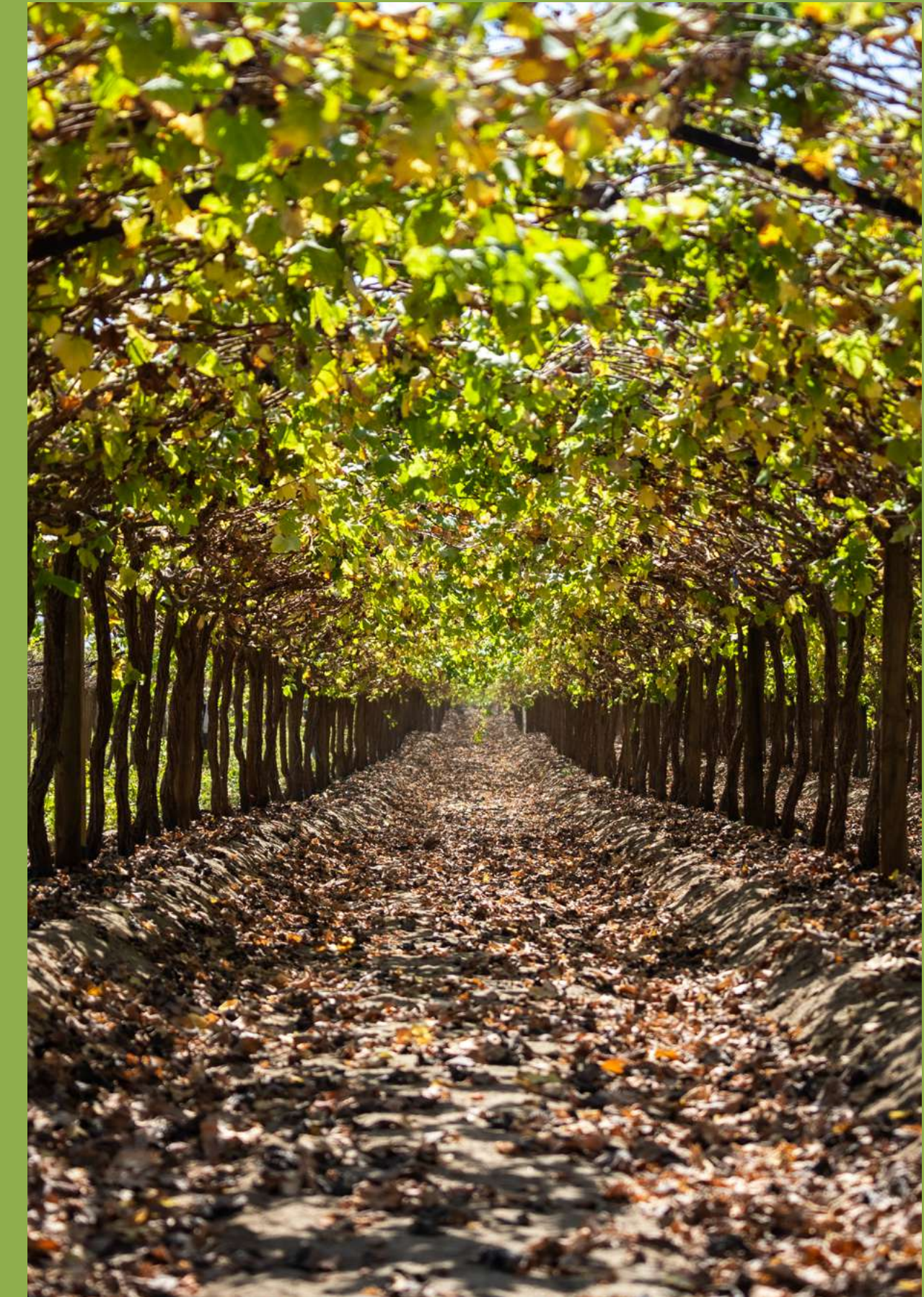
Scope 3

Other indirect emissions(Category 3 y 4)

Total: 11,331.59 tCO₂e (74.19% of the total)

Category 3: Indirect emissions from transportation
(7,824.50 tCO₂e / 51.23%)

Category 4: Indirect emissions from the use of
purchased products (3,507.09 tCO₂e / 22.96%) **(GRI 305-3)**



Results of the Carbon Footprint Assessment

As part of our scope 1 reduction strategies, we promote the use of bicycles in our operating units to facilitate efficient and sustainable transportation between work areas. This initiative directly contributes to reducing greenhouse gas (GHG), emissions, fosters clean mobility, and enhances the well-being of our workers.

In our operational units, we maintain a rigorous monitoring of the commitments established in the Declaration of Environmental Adequacy and Compliance (DAAC), which includes environmental monitoring of air quality and the execution of preventive and corrective maintenance of vehicle units. These processes allow for to evaluation of the effectiveness of the measures implemented, measure progress by specific indicators, and adjust strategies based on historical records. Lessons learned are also incorporated into our policies and procedures, strengthening our preventive approach and continuous improvement in emissions management.

The active participation of our stakeholders, especially the field workers, is key to the success of these measures. Through environmental trainings, we foster understanding and commitment to our strategies, highlighting the positive impact of environmental monitoring within and outside the organization.



6.4. Water management and water footprint

Water is an essential resource for our agricultural operations, therefore, we have an Environmental Policy where we establish our firm commitment to its responsible and efficient management. This policy reflects our commitment to water efficiency, preventing negative impacts, and promoting responsible resource management, which is essential for the development of our operations and the well-being of the communities that depend on this resource. (GRI 303-1)

Our strategy involves detailed analysis of the risks associated with water use, followed by constant monitoring of the quality of our discharges. To ensure a positive impact, we have adopted the Alliance for Water Stewardship (AWS) standard, which is based on five essential pillars: water governance, sustainable water balance, water quality, identification of key water-related areas, and promotion of WASH (drinking water, sanitation, and hygiene) practices.

In collaboration with our Fertigation and Plant Nutrition team, we optimize the use of underground water sources authorized by the National Water Authority (ANA). Water extracted from these wells¹² is directed to a reservoir, from which it is efficiently distributed to cultivation fields—serving as an essential resource for both agricultural and auxiliary activities. As part of this process, domestic wastewater is managed through septic tank systems and percolating wells, ensuring appropriate treatment. Additionally, we implement and maintain biobeds for the responsible management of pesticide effluents, minimizing environmental impacts and promoting the sustainable use of water resources.

¹²We have authorized and monitored wells in all our locations: IRHS 78 in Challapampa, IRHS 900 in Arenal, IRHS 95, 1409, and 814 in Los Laureles, IRHS 1048 in Casuarinas, IRHS 1217, 1215, and 1222 in Milagritos, and IRHS 95 in our Packing Plant.

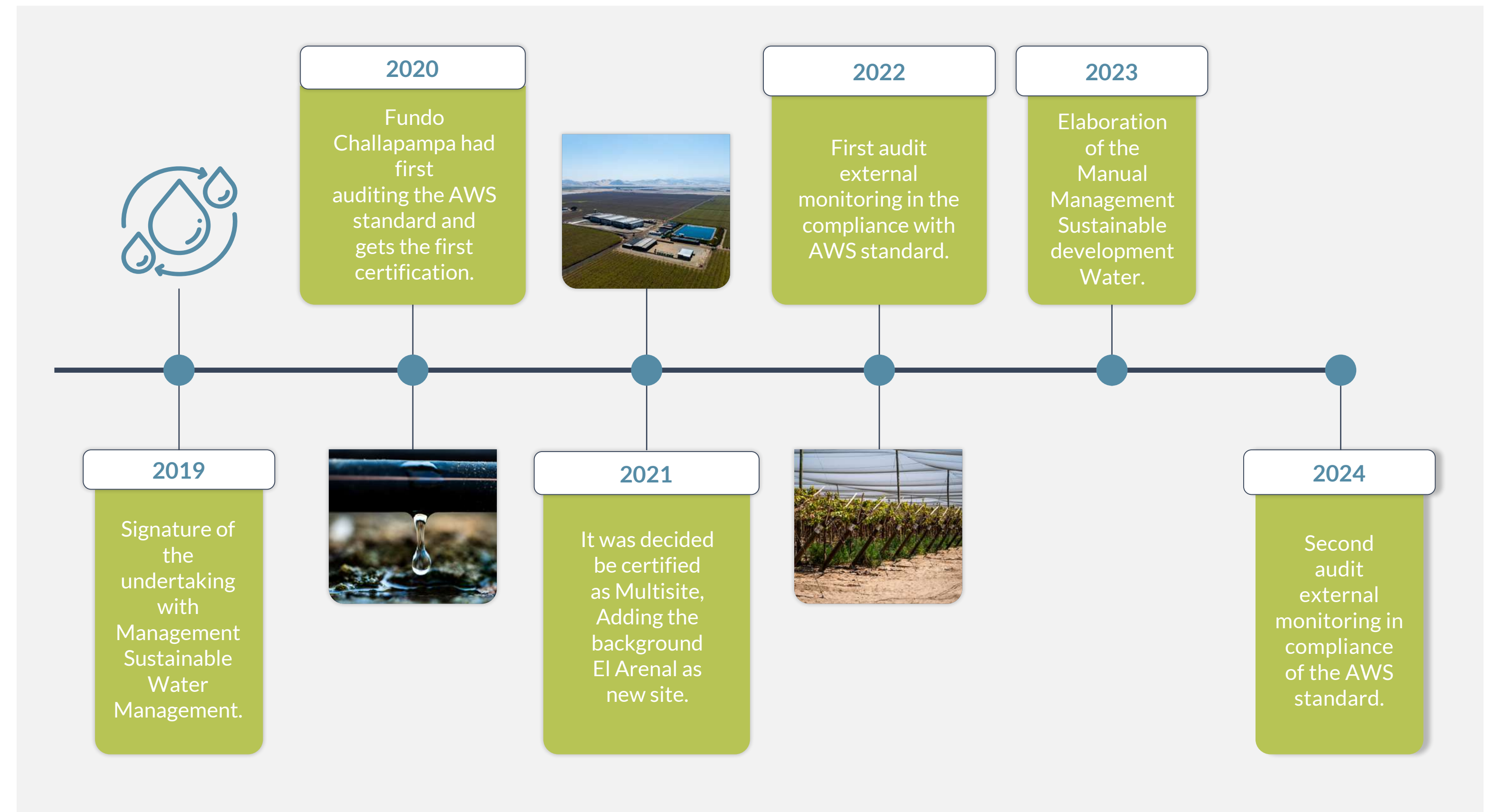
To identify water impacts, we adopt a preventive approach focused on the control of water quality parameters. This includes weekly assessment of water characteristics, such as pH and Electrical Conductivity (EC), in wells, and daily measurement in the reservoir. In case of noticeable variations in these parameters, immediate corrective actions are taken. We use specialized tools, such as the pH meter and the digital conductivity meter, to measure these parameters in pumping stations and reservoirs. In addition, we have automated systems that improve irrigation efficiency, optimizing water resource use and minimizing waste. (GRI 303-1)

In addition, we optimize water treatment processes by reverse osmosis, guaranteeing their purity and quality, while measurement systems such as flow meters allow us to accurately control consumption. The water is then distributed through drinking fountains strategically located at our foundries and the packing plant, ensuring that workers have a continuous supply of fresh, high-quality water. This methodical approach is further supported by a Water Footprint Analysis following ISO 14046:2014, reinforcing the transparency and sustainability of our operations. (FB-AG-140a.3)

Our water management extends beyond the internal operation, as it involves close collaboration with our stakeholders, including users of the Villacurí basin and Lanchas. To coordinate water use responsibly, we program well maintenance and irrigation systems, making sure we don't affect agricultural production during the season at critical stages of the cycle. In addition, we hold working tables with representatives of these users to ensure sustainable and equitable water management. In February 2024, we conducted the second external audit to verify our sustainable water management, with a strong emphasis on AWS compliance (Alliance for Sustainable Water Management) standard. As a result, we implemented a sustainable water management plan that integrates responsible and collaborative practices. (GRI 303-1)

Setting water-related goals and objectives is a key process for our organization, aligned with public policies and the local context of water-stressed areas. We have a preventive maintenance program, which allows us to monitor each pumping station and respond promptly when intervention is required. Such monitoring is essential to ensure a constant supply of water during the agricultural season, ensuring that production is not affected and contributing to an efficient and sustainable management of the water resource. (GRI 303-1)

Our efforts are supported by key pillars that ensure the effectiveness of our actions. In this regard, we have a Water Management Manual that outlines responsible practices across all our processes. Additionally, our Sustainable Water Management Plan sets out strategies to maximize resource efficiency and protect water catchment sources. Our certification by the Alliance for Water Stewardship (AWS) further reinforces our commitment to sustainability, recognizing our initiatives in the Ica Valley, Peru.



Additionally, we optimize the treatment of water by reverse osmosis, guaranteeing the purity and quality of the drinking water supplied in the organization. Also, with the installation of the measuring systems as flow meters allow we have an accurate control of consumption. The water is then distributed through drinking fountains strategically located at our foundries and the packing plant, ensuring that workers have a continuous supply of fresh, high-quality water.

During the 2023-2024 campaign, our system efficiently supplied 9,774.23 megalitres of water at all sites. Consumption showed stability in storage, which optimizes the use of the water resource. (FB-AG-140a.1)

Water consumption, 2023-2024 campaign (GRI 303-5)		
Total water consumption (in megaliters)	Los Olivos de Villacuri	6,109.43
	Challapampa	3,664.80
Total		9,774.23

Water consumption and extraction data are measured at our pumping stations, which are equipped with flowmeters that record volumes at both the start and end of each operation. To calculate consumption, we record the flowmeter readings along with the operating time of each well, allowing us to determine water usage in cubic meters per day and per hour. (GRI 303-3) (GRI 303-5)

Water extraction, 2023-2024 campaign (GRI 303-3)		
Type of font	Headquarters	Total Water Volume by Zone (in megaliters)
Total water consumption (in megaliters)	Los Olivos de Villacuri	6,109.43
	Challapampa	3,664.80
Total		9,774.23

In our constant search for sustainability and respect for the environment, we implement a responsible management of water discharges. For this, we take concrete actions that allow us to efficiently use this resource. We began by obtaining health authorizations for all our offices, following Supreme Decree No. 033-2020-SA. This allowed us to ensure that our wastewater treatment and final disposal systems met the highest health and safety standards. Subsequently, we prepared a technical file to obtain the corresponding authorizations for the treatment systems of domestic effluents, aligned with the current regulations of the Ministry of the Environment (MINAM). This step was essential to ensure compliance with environmental regulations and take a firm step towards sustainability in our operation.



In addition, a domestic wastewater treatment plant (PTARD) is planned to be installed for the treatment of domestic effluents at the packing plant.

During the 2023-2024 campaign, we implement a series of strategic measures to ensure efficient and sustainable water management. One of our main achievements has been the installation of capacitance probes as part of the Water Footprint Reduction Project, which has allowed a more precise programming of irrigation, adjusting the amount of water applied according to the moisture levels in the soil. This project, which aims to reduce the consumption of irrigation water, has been fundamental in our strategy to optimize the use of this resource.



To ensure the effectiveness of our water management, we implemented several concrete actions throughout the period, which were continuously monitored and evaluated. One of the most significant measures was the use of a drip irrigation system, enabling the precise application of water and fertilizers directly to the crop's root zone, thereby minimizing waste. We also carry out rigorous monitoring of wells to verify their proper operation and ensure compliance with the extraction licenses granted by the National Water Authority (ANA). Annual maintenance of irrigation systems—including pumps, filters, and hoses—along with the use of mulch in grape plantations to retain soil moisture, has significantly contributed to water use efficiency. Furthermore, we have taken important steps toward obtaining Blue Certification through the Water Value Sharing Project, which includes training environmental scouts in local communities—reinforcing our commitment to sustainability and environmental education—and implementing capacitance probes for the efficient use of irrigation water.

We implement various measures to mitigate the impacts on the environment. First, we ensure that water consumption remains within the volumes authorized by the ANA, constantly monitoring the levels and flows of wells to prevent overexploitation. In addition, we adopt practices for the proper treatment of domestic wastewater and the control of agricultural effluents through biocams, which allows us to manage responsibly the environmental impacts associated with water.

We verify the effectiveness of our measurements through a system of continuous records of hydraulic parameters, which allows us to quickly detect any signs of overexploitation of the wells. In addition, the measurement of water consumption according to the volumes allowed by the ANA is carried out systematically to evaluate the fulfillment of our objectives. Lessons learned, such as improving the timing of preventive maintenance and selecting efficient suppliers, have been incorporated into our policies and procedures, ensuring continuity of operations and optimization of flow control systems.

Our commitment to water quality is constant, and for this, we carry out permanent monitoring of water quality, following the standards established by Supreme Decree No. 004-2017-MINAM. These controls allow us to meet the National Environmental Quality Standards (ECAs) for water, which ensures that our operations not only comply with regulations but also protect the health of the population and the environment. This effort would not be possible without collaboration with competent authorities, which regularly verify our environmental commitments. In this way, we ensure that our water management practices are always transparent and accountable, and that they continue to improve year after year.

Sustainable water management is not only a priority within our organization, but it is also a global challenge that requires collaboration between different actors. Through our Sustainable Water Management Plan, we have established strategic alliances with public and private actors, as well as with nearby communities, to ensure good water management and access to the minimum vital for all. It should be noted that communication and transparency are key elements in our strategy; therefore, we keep all stakeholders informed through our digital platforms, and apply feedback sheets to ensure that communities, including children and young people trained in nearby schools, are aware of our initiatives and can actively participate. (F B-AG-140a.1)

6.5. Waste management

We are committed to managing waste responsibly and sustainably, aimed at protecting the environment and safeguarding the health of our workers. For this, we have an Environmental Management Policy that includes fundamental commitments, such as the preservation of the environment, the prevention of pollution, and the reduction of the adverse environmental impacts of our operations, based on the following objectives:



- Reduce waste generation.
- Implement comprehensive waste management.
- Protect the environment.

According to our Environmental Management Instrument (IGA) Impact Identification and Assessment Matrix, the waste generated by our activities has minor or insignificant impacts. To mitigate these impacts, specific measures were implemented within the Solid Waste Minimization and Management Plan, which is integrated into the approved IGA. These measures include placing containers throughout the operational area, timely collection of waste, and moving and storing it in suitable environments that meet the requirements of a Solid Waste warehouse, as stipulated by environmental regulations. In addition, waste management is carried out through disposal, recovery, and marketing with EO-RS authorized by MINAM.



It should be noted that significant impacts related to waste are directly linked to the inputs and activities necessary for the production of table grapes. Inputs used include fertilizers, agrochemicals, chemicals, and fuel. These substances are essential for carrying out various operational activities, which in turn involve the generation of waste. (GRI 306-1) (FB-AG-110a.2)

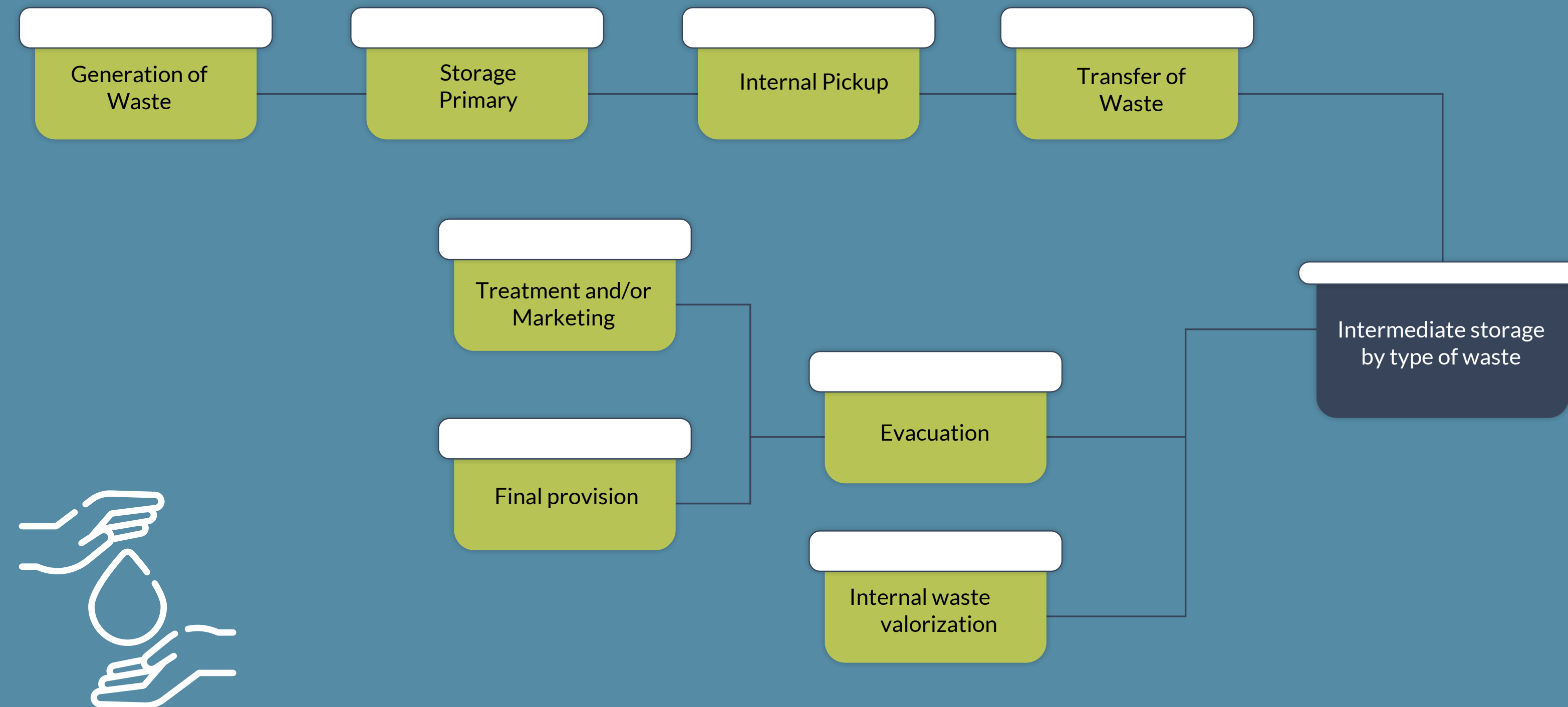
Solid waste resulting from these activities is classified into two main groups: hazardous and non-hazardous. The former include packaging of contaminated agrochemicals and plastics, while non-hazardous waste includes cardboard, paper, plastics, metals and other waste, such as waste electrical and electronic equipment (WEEE) and out-of-use tires (NFU), as far as construction waste is concerned, it will be located taking into account its physicochemical characteristics and may be both hazardous and non-hazardous. The largest generation of solid waste occurs during the campaign, which takes place between October and March, both at the farms and at the packing plant. (GRI 306-1)

To address these impacts and minimize environmental effects, we implemented a comprehensive solid waste management system. This system emphasizes waste valorization by promoting the commercialization of reusable materials through Solid Waste Operating Companies (EO-RS) authorized by the Ministry of the Environment (MINAM). We also promote internal valorization processes, which help reduce the volume of waste requiring final disposal. Non-recoverable waste is managed by authorized EO-RS, ensuring its safe and compliant disposal in accordance with current environmental regulations. (GRI 306-1)

This proactive approach to waste management reflects our commitment to sustainability, to reduce the environmental impact of our operations, and to promote more responsible and efficient practices throughout our value chain.



We have a Waste Minimization and Management Plan that outlines the practices and actions we follow to ensure proper segregation, handling, and disposal of the waste generated. This document also details the flow and procedures for the organization's comprehensive solid waste management, as illustrated below:

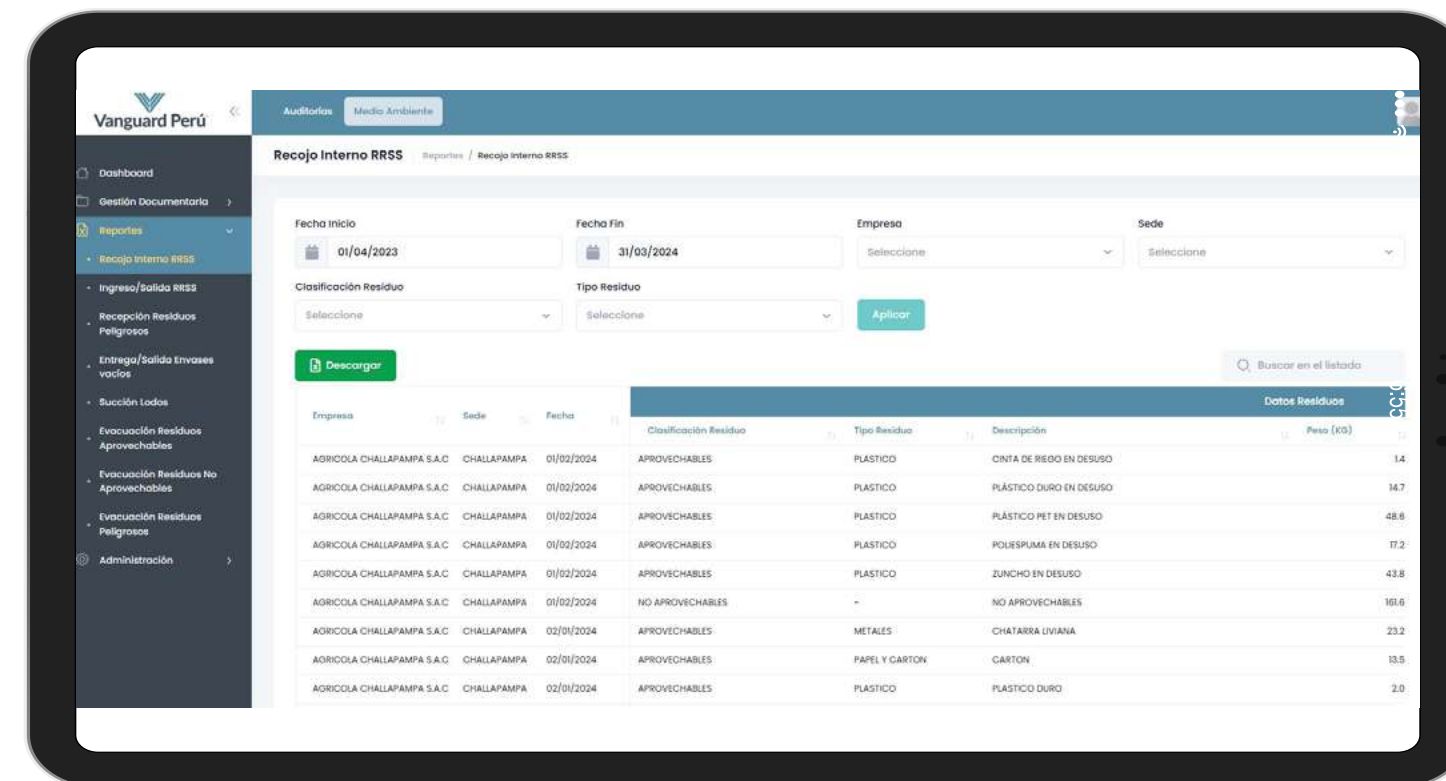
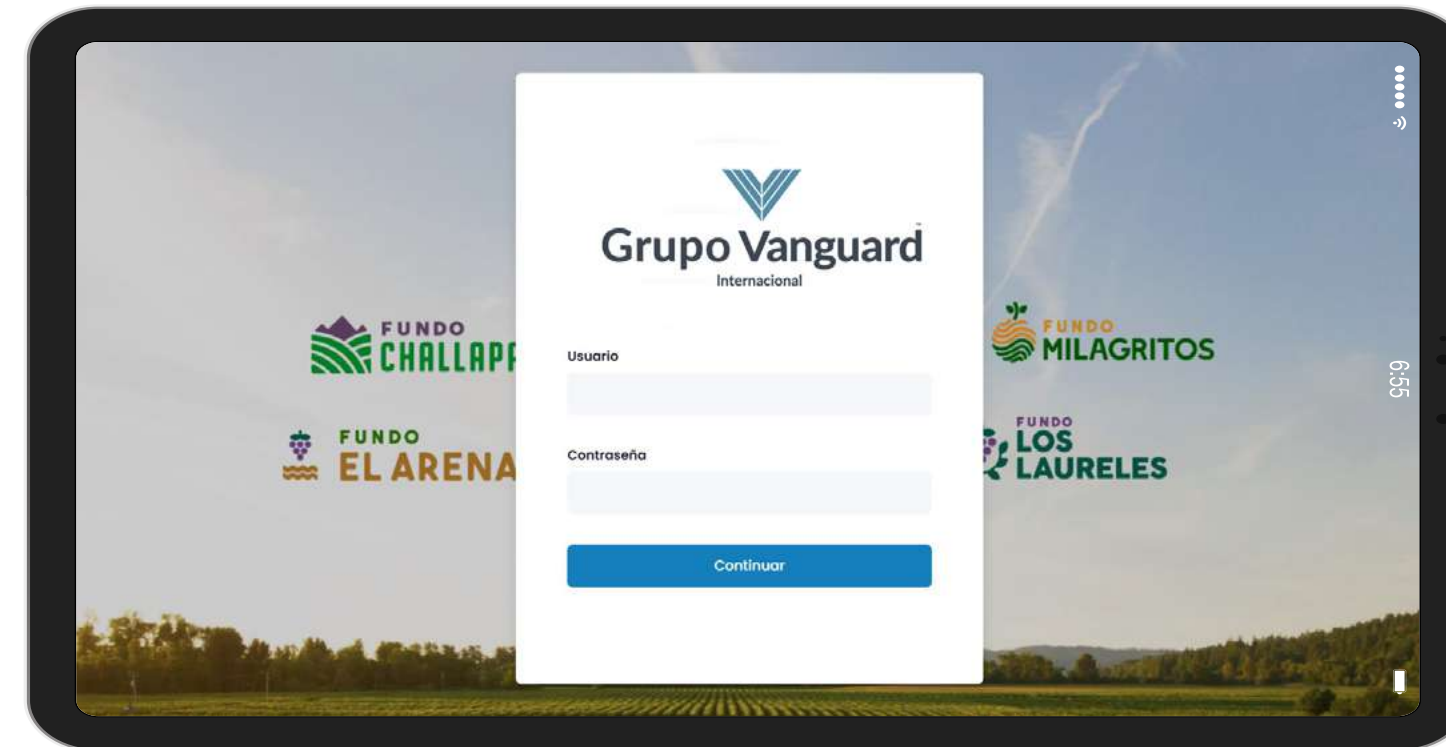
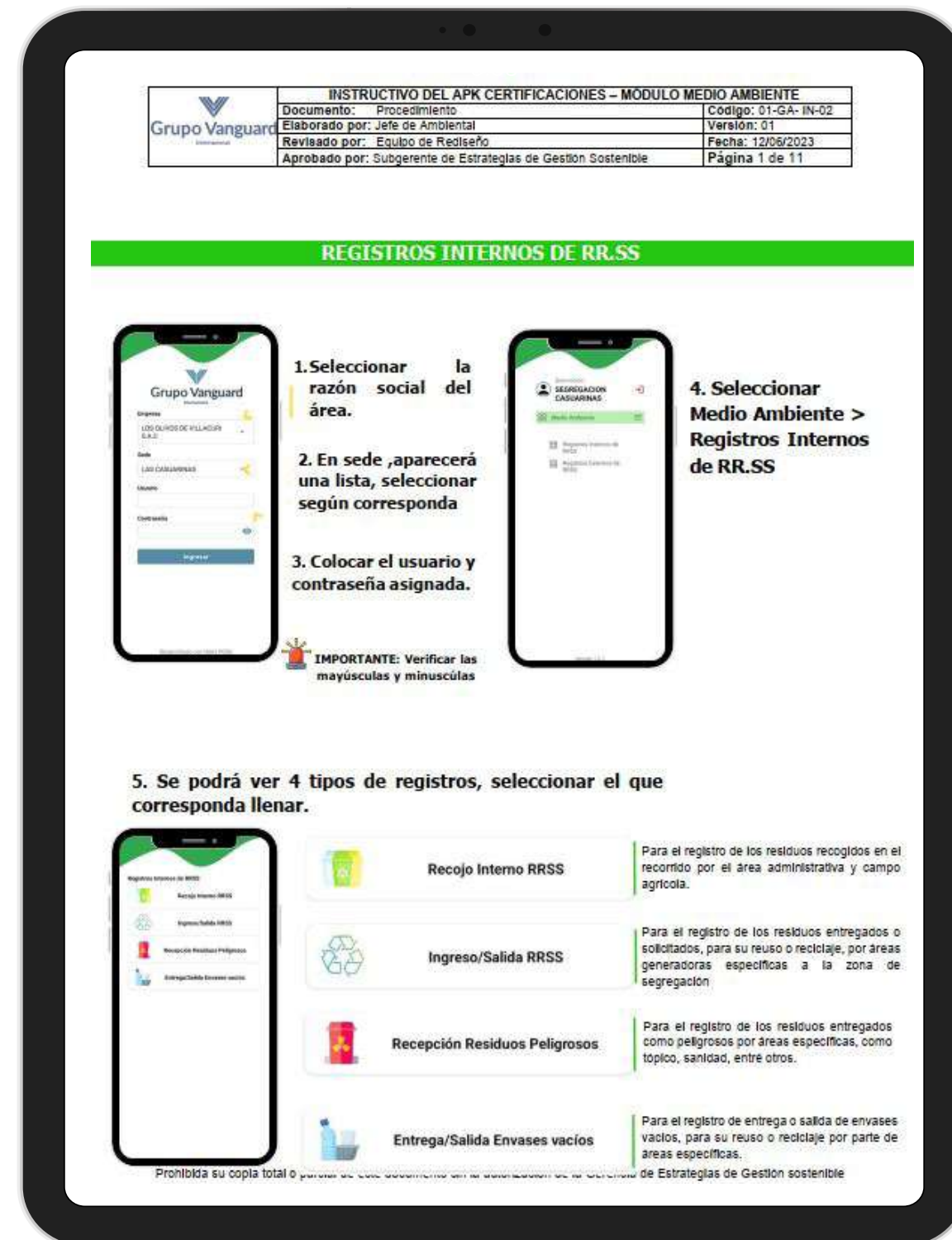


We promote circular economy practices in all our operating units, focusing on the recovery and reuse of waste instead of opting for its final disposal. One of our main actions is the commercialization of usable waste. In addition, we carried out an internal valorization, in which the staff of the solid waste warehouse reuses disused wood to create furniture, such as chairs, tables, and mailboxes, as well as signage and other useful objects. This initiative not only reduces waste but also contributes to the creation of new products without the need to purchase additional materials. (GRI 306-2)

In the agricultural field, we take advantage of organic waste, such as brush, incorporating it into the soil to improve its quality and fertility. In this way, we close the cycle of resources, giving a new value to the waste generated in our operations. (GRI 306-2)

To minimize the impact of waste that we cannot reuse, we work with authorized Solid Waste Operators (EO-RS), who are responsible for the collection, transfer, and final disposal of hazardous and non-hazardous waste. This waste is managed in certified facilities, which ensures that the process meets the necessary safety conditions and contributes to a responsible and sustainable management of the waste generated by the organization.. (GRI 306-2)

To efficiently manage and monitor waste-related information, environmental operators manually record data using the Waste Generation Registration Format. This information is subsequently digitized into the mobile application (APK), which enables real time tracking of the volume of waste generated at each operational unit. To ensure proper use of the application, a detailed user guide has been developed. (GRI 306-2)



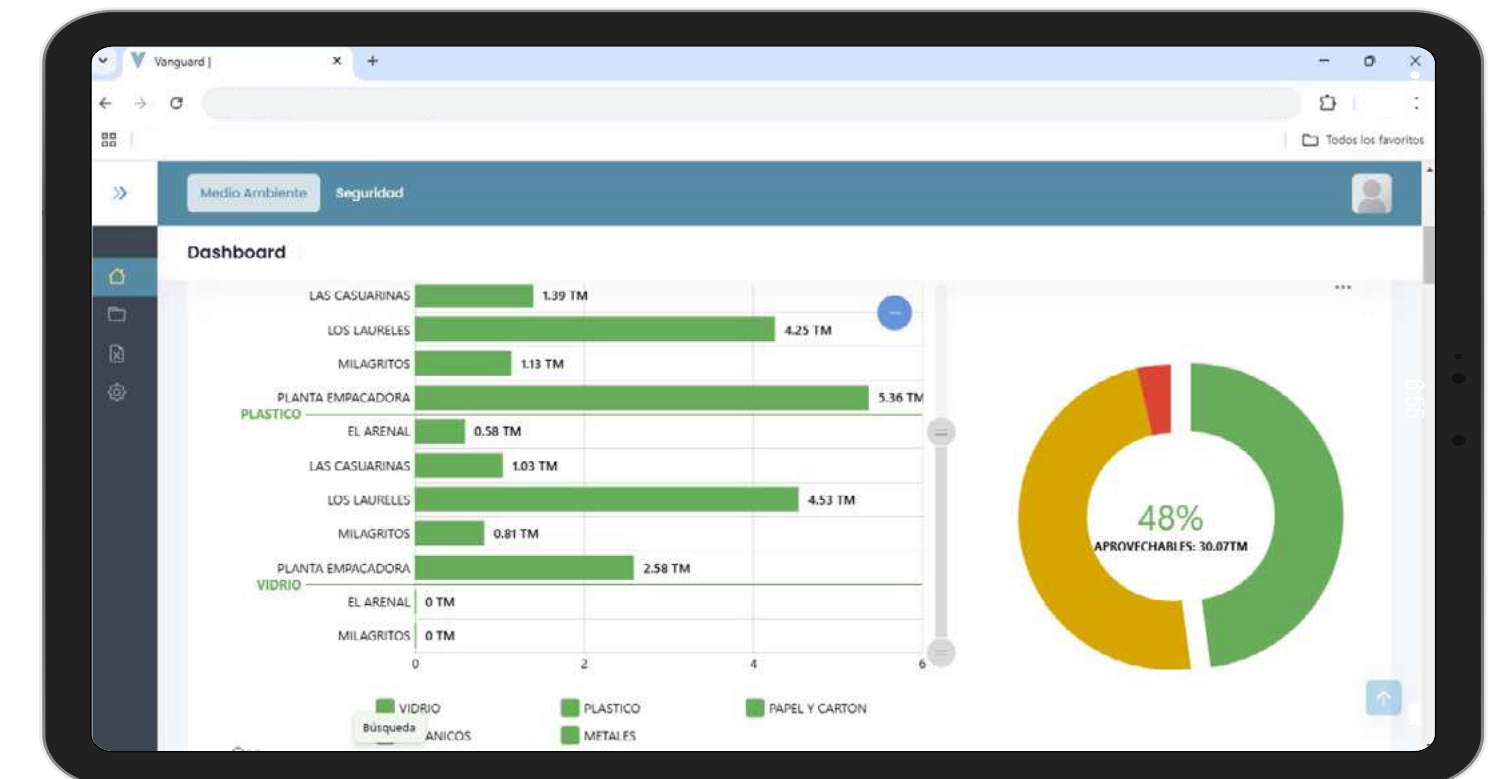
The application has several modules that facilitate the internal and external recording of waste generated. Below are the internal modules (GRI 306-2):

- Internal collection of solid waste (RRSS).
- Entry and exit of solid waste.
- Reception of hazardous waste.
- Delivery and return of empty containers.

On the other hand, the external modules include the records provided by the EO RS authorized by MINAM, such as. (GRI 306-2):

- Sludge suction register.
- Record of disposal of usable waste.
- Record of disposal of non-usable waste.
- Record of hazardous waste disposal.

In addition, the application includes a dashboard that provides a clear and updated view of the waste generated. Below is an image showing part of the APK interface used for registration. (GRI 306-2)



Below, we detail the amount of waste generated in the 2023-2024 campaign:

Waste generated, 2023-2024 campaign (GRI 306-3)		
Type of waste	Weight (t)	
Non-hazardous waste	Los Olivos de Villacuri	Agricola Challapampa
Paper and cardboard	122.68	8.23
Plastics	140.79	7.64
Metals	55.69	42.62
Wood	23.38	22.85
Not usable	133.85	32.55
Other	-	-
Hazardous waste	Los Olivos de Villacuri	Agricola Challapampa
Containers with agrochemical residues	7.65	2.36
Empty bags and sacks of agrochemicals	0.63	0.30
Barbecues contaminated with agrochemicals	0.10	1.44
Waste oil used	0.50	1.37
PPE contaminated with agrochemicals	1.49	0.85
Plastic film contaminated with agrochemicals	1.14	0.76
Fly traps	0.57	0.71
Oil Filters	0.10	0.47
Cardboard contaminated with agrochemicals	0.02	0.45
Biocontaminated	0.05	0.01
Other	34.21	5.75
Total	522.84	128.36

During the 2023-2024 campaign, waste management at the organization began with internal collection by environmental operators. They transfer the waste to the warehouses, where it is weighed, recorded, and stored according to its characteristics.

In our organization, waste data collection and management are conducted through both physical and digital registration using an application (APK) that contains two modules: internal registers and external registers. The internal records module stores information about waste generation, which is manually recorded by environmental operators, who are responsible for weighing and recording the waste generated. Once the waste is manually recorded, the supervisor digitizes the information in the APK for monitoring and control. (GRI 306-3)

On the other hand, the External Records Module is managed by environmental supervisors and focuses on external waste management, which includes both commercialization and final disposal. It is important to highlight that all solid waste management carried out outside the organization is conducted through Solid Waste Operating Companies (EO-RS) authorized by the Ministry of the Environment (MINAM). (GRI 306-3)

The actions implemented for the management of waste are aligned with the environmental commitments established in our DAAC, which follow the environmental legal framework, including Legislative Decree 1278, which approves the Law on Integral Management of Solid Waste, as well as Supreme Decree No. 014-2017-MINAM, which regulates said law. The measures adopted include the implementation of color-coded containers, the provision of adequate infrastructure for the storage of solid waste, and working together with EORS authorized by MINAM for the final disposal, recovery, and/or marketing of waste.

In terms of training actions, we provide ongoing instruction on the proper segregation of solid waste, while also supervising and supporting the operating personnel responsible for waste collection, transfer, and storage. Additionally, we promote the reuse of materials and ensure detailed recordkeeping of the waste generated. The evacuation of both hazardous and non-hazardous waste is carried out in coordination with EO-RS operators authorized.

In addition, during the reporting campaign, we valorize the waste generated according to each type of waste, according to the following details:

Valuation methods, 2023-2024 campaign (GRI 304-4)		
Type of waste	Generated waste (t)	
Non-Hazardous Waste	Los Olivos de Villacuri	Agricola Challapampa
Reuse	8.29	0.76
Recycling	0	0
Composting	0	0
Marketing	294.34	55.85
Category 5	0	0
Subtotal 1	302.63	56.61
Hazardous waste	Los Olivos de Villacuri	Agricola Challapampa
Reuse	0	0
Recycling	0	0
Marketing	0	0
Subtotal 2	0	0
Total	302.63	56.61

We value waste both inside and outside the facilities. (GRI 306-4):

- Within the facilities, we carry out reuse and internal valuation activities, achieving the recovery of approximately 8.29 tons of waste by Los Olivos and 0.76 tons by Agrícola Challapampa. This waste includes materials such as wood and plastics, which are repaired, re-used, or recovered for new use in the organization.
- Waste that cannot be recovered internally is managed through commercialization with EO-RS authorized by MINAM. These companies are responsible for the recovery of non-hazardous waste. Additionally, we obtain valuation certificates or supporting documentation that validate the recovery process. Our priority is always to reduce the generation of waste and promote sustainable practices at every stage of our operation, contributing to the protection of the environment and the development of a circular economy.

In addition, we promote a circular economy approach within our operations. For this, we focus on the repair, reuse, and internal valuation of various materials. An example of this is the reuse of wood from grills, which is transformed into furniture such as chairs and tables, used in installations or community projects. In addition, discarded bottles are reused for the distribution of liquid soap in the sinks of the facilities. (GRI 306-4)

During the 2023-2024 campaign, thanks to the recovery of waste, we helped to avoid the emission of 197.39 tnCO2e.

As for the management of waste destined for disposal, we manage this waste through authorized EO-RS, which are responsible for the collection, transfer, and final disposal of both hazardous and non-hazardous waste. This waste is transferred for final disposal in suitable facilities: non-hazardous waste is disposed of in an authorized landfill, while hazardous waste is sent to an authorized safety landfill, ensuring compliance with environmental regulations. One of the main suppliers for the final disposal of waste is the EO-RS Tower and tower, which guarantees the proper management of waste in compliance with the standards established by MINAM. (GRI 306-5)

Elimination method, 2023-2024 campaign (GRI 306-5)		
Type of waste	Waste Arranged (t)	
Non-hazardous waste	Los Olivos de Villacuri	Agricola Challapampa
Incineration (with energy recovery)	0	0
Incineration (no energy recovery)	0	0
Landfill	0	0
Sanitary filler	152.49	28.05
Other	-	-
Subtotal 1	152.49	28.05
Non-hazardous waste	Los Olivos de Villacuri	Agricola Challapampa
Incineration (with energy recovery)	0	0
Incineration (no energy recovery)	0	0
Landfill	0	0
Security Fill	33.01	15.33
Other	-	-
Subtotal 2	33.01	15.33
Total	185.5	43.38

We promote the active participation of all members for continuous improvement. To this end, we train and sensitize both our employees and our strategic partners. In addition, we implement constant monitoring to verify compliance with the actions established in the Plan of Minimization and Management of Solid Waste of the DAAC.

The proper management of waste depends to a large extent on the direct participation of the collaborators, who are responsible for carrying out the management practices. Therefore, they are provided with training on proper waste segregation, the use of color coding, and good practices at source. This ensures that each team member is committed to effective waste management in all areas of the organization.



6.6. Biodiversity

Biodiversity is an important component of human activities and is the basis for a wide variety of environmental goods and services that contribute to social well-being; in addition to providing the following ecological services related to ecosystem functions: Climate regulation. Fixation of CO₂ and Recovery of Soil Fertility. It provides a key contribution to maintaining the variety of crop genetic resources.

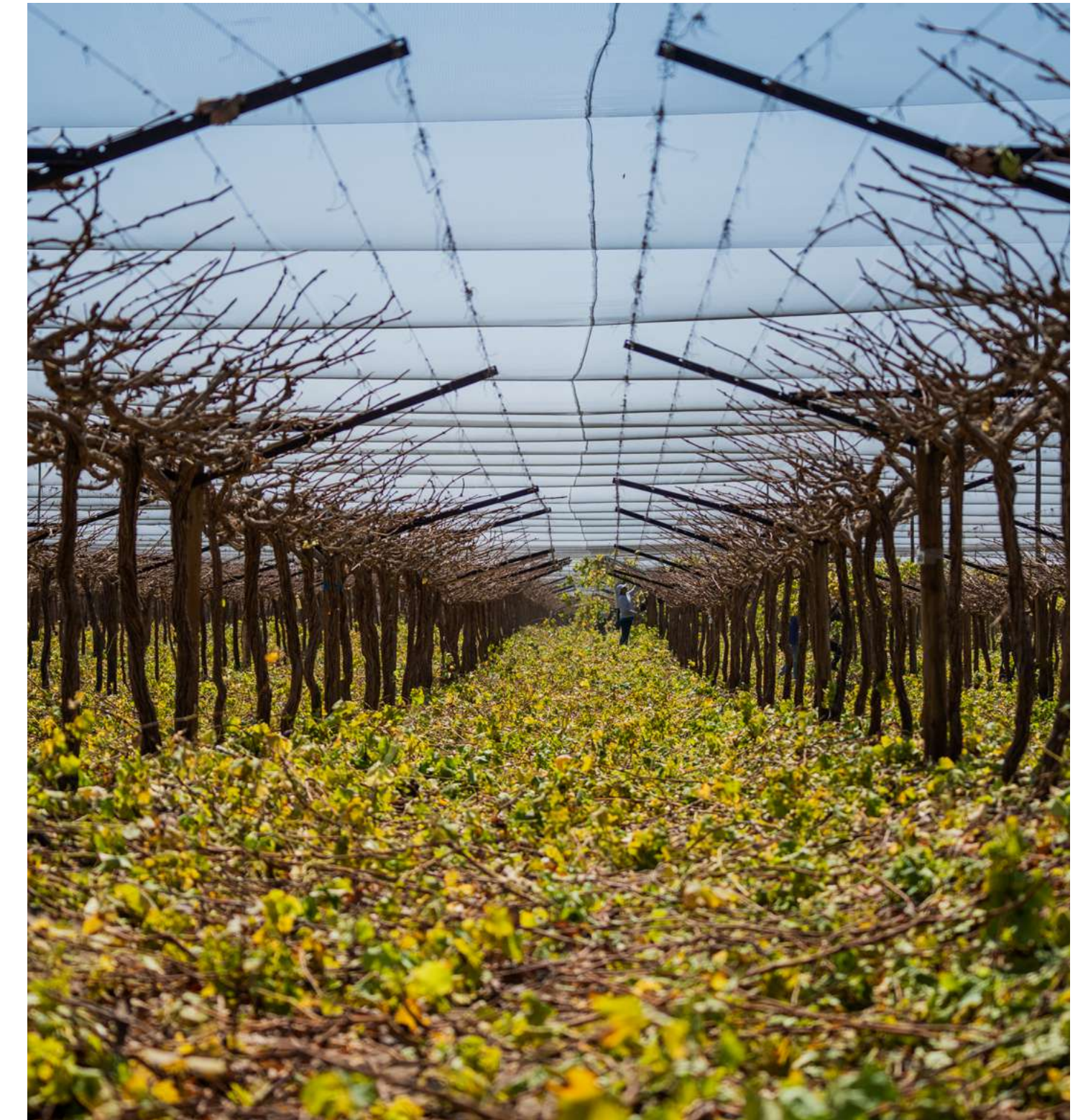
We recognize that biodiversity is essential to social well-being and environmental balance, which is why we are firmly committed to its responsible and sustainable management across our agricultural operations. Our mission includes preventing and mitigating impacts, conserving biodiversity in surrounding areas, efficiently protecting natural resources, and safeguarding the ecosystems and environmental services they provide. This approach is aligned with our Environmental Management Policy, which promotes environmental preservation, sustainable resource use, and ongoing monitoring of key elements such as air, water, soil, flora, and fauna. Additionally, we implement sustainable agricultural practices that minimize adverse impacts and foster harmony with the natural environment.

In this line, we have environmental programs aimed at identifying and mitigating the impacts derived from our agricultural activities, following a rigorous approach based on the environmental impact assessment matrix included in the annexes of the Environmental Declaration of Ongoing Activities (DAAC). (GRI 304-2).

To address these impacts, we implement annual biological monitoring that consists of systematic traverses in defined transects to record the presence of flora and fauna, evaluating species such as mammals, reptiles, birds, and insects. These monitors allow us to detect changes in biodiversity, adjust conservation strategies, implement effective corrective measures, and evaluate the status of endemic species in the intervened areas, and are reported on a mandatory basis to the Environmental Assessment and Control Agency (OEFA). It should be noted that the methodology applied considers clear criteria for the assessment of impacts, guaranteeing a comprehensive and preventive approach that minimizes the effects of our operations on the natural environment. (GRI 304-2)

Although the activities we carry out do not generate significant negative impacts on biodiversity, we implement prevention, control, and mitigation measures in our headquarters, which include foundries and the packing plant, to ensure a sustainable management of the natural environment. In this line, we carry out the following actions to strengthen biodiversity preservation:

- Afforestation projects with native species.
- Biological monitoring.
- Training on biodiversity preservation.
- Information signage for the preservation of species.



Projects Forests of Huarangos

In March 2024, we carried out afforestation activities at the Los Laureles and Milagritos farms as part of the Bosque de Huarangos project, designed to establish an ecosystem that favors the endemic species of the region and reinforces our commitment to the conservation of biodiversity. These plantations, irrigated with rejected water generated in the reverse osmosis process, reflect our focus on the sustainable use of water resources. To ensure its proper development, in December 2023, we implemented a monthly inspection registry, aimed at continuously monitoring the environmental and structural management of the Huarangos forest.

Fundo Los Laureles



We planted 105 new huarangos in 0.50 ha. The ground was prepared in previous campaigns, so it included wooden sticks to guide plant growth and grooves designed for efficient gravity irrigation. (GRI 304-3)

Fundo Milagritos



We planted 3.73 ha with 1,036 huarangos in just three days. Subsequently, in June, a Evaluation showed that 30% of the plants, equivalent to 314 huarangos, did not thrive, leaving 70%, or 722 plants, in development. The plantations were carried out with a spacing of 8 m between each huarango to ensure optimal conditions for its growth. (GRI 304-3)



Protecting biodiversity

The main interaction with biodiversity occurs through the field collaborators, who have direct and constant contact with the species within our facilities. In this framework, according to the measures stipulated in the DAAC, we manage this link through the following actions:

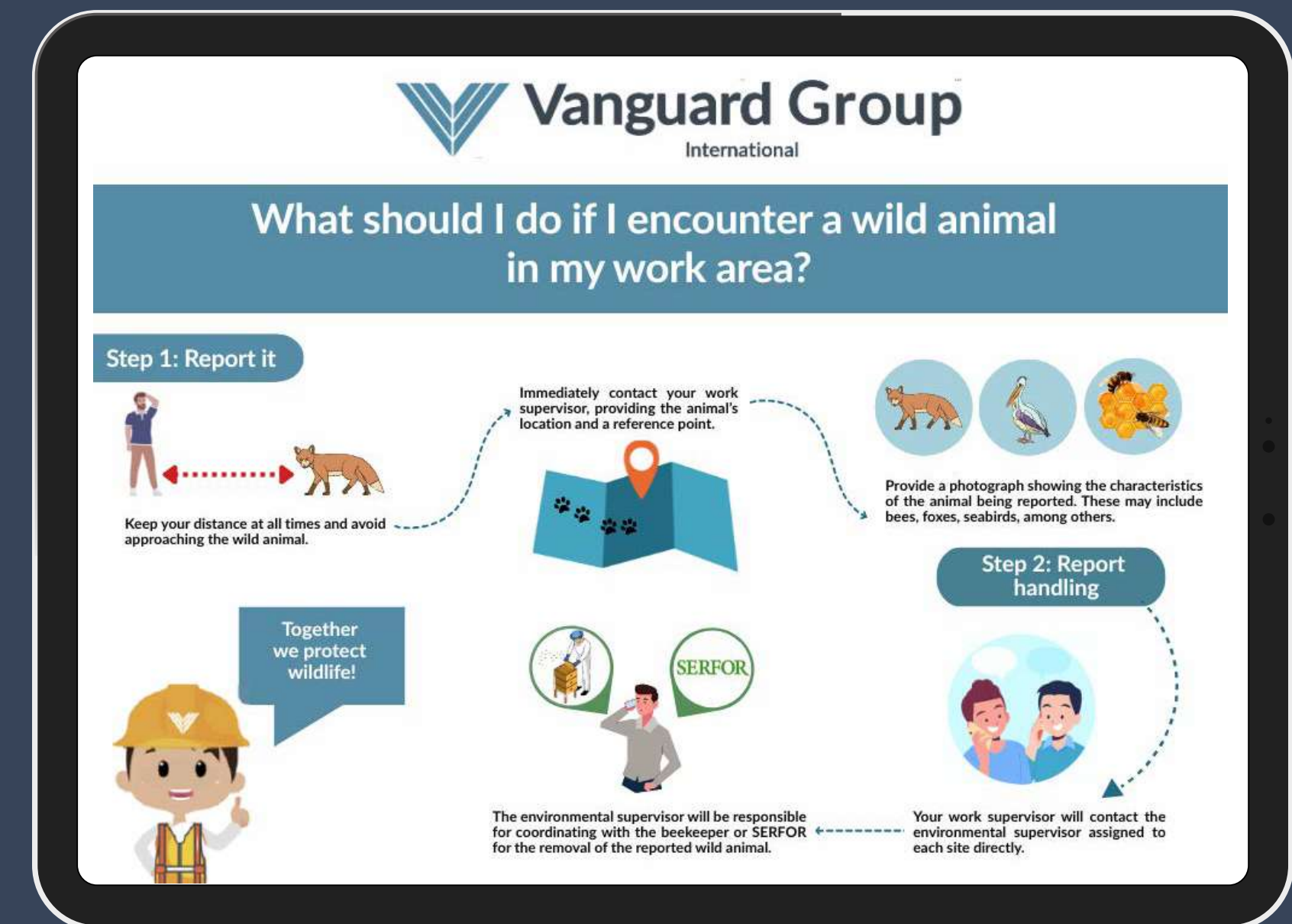
- Information signage on the protection of wild species.
- Hunting ban.
- Environmental training for collaborators, focused on the proper management of wildlife.
- Annual biological monitoring to assess the state of biodiversity in the areas of operation.

In wildlife management, we collaborate with specialists to ensure proper and responsible practices. One example is our partnership with local beekeepers to manage bee populations, which supports the growth of their businesses and generates income for the community. In cases where species cannot be returned to their natural habitat, we work alongside the National Forest and Wildlife Service (SERFOR), which conducts assessments, transfers, and reinsertions to ensure the well-being and conservation of the fauna involved. Furthermore, we are members of XynerglCA, a civil association that promotes sustainable development in the Ica region through initiatives such as aquifer recharge and the construction of infiltration ditches. (GRI 304-2)

We also carry out biological monitoring to evaluate the behavior of the flora and fauna present in our operational headquarters. This process is carried out in situ, where specialists travel through specific monitoring points (transects) to identify species or evidence of their presence, such as footprints, feces, remains, or nests. As for wild flora, every species found within the transects established in the monitoring program is recorded. Regarding the fauna, the minor mammals, reptiles, birds, and insects observed during the tour are evaluated. This monitoring contributes to a comprehensive analysis of the species present, reaffirming our commitment to the conservation of biodiversity.

To ensure the effectiveness of the measures adopted in biodiversity management, we have the support of a specialized consultancy that leads the biological monitoring and prepares the final report for presentation to OEFA. The effectiveness of these actions is evaluated through the reports issued by OEFA, which reflect compliance with the prevention, control, and mitigation measures implemented to safeguard flora and fauna.

Among the lessons learned, it highlights the importance of simplifying the instructions for field collaborators regarding their actions against wildlife. This improvement has allowed us to optimize procedures and strengthen biodiversity management in our operations. (GRI 304-2)



Chapter

7

Social Performance



Capítulo 7

Social Performance

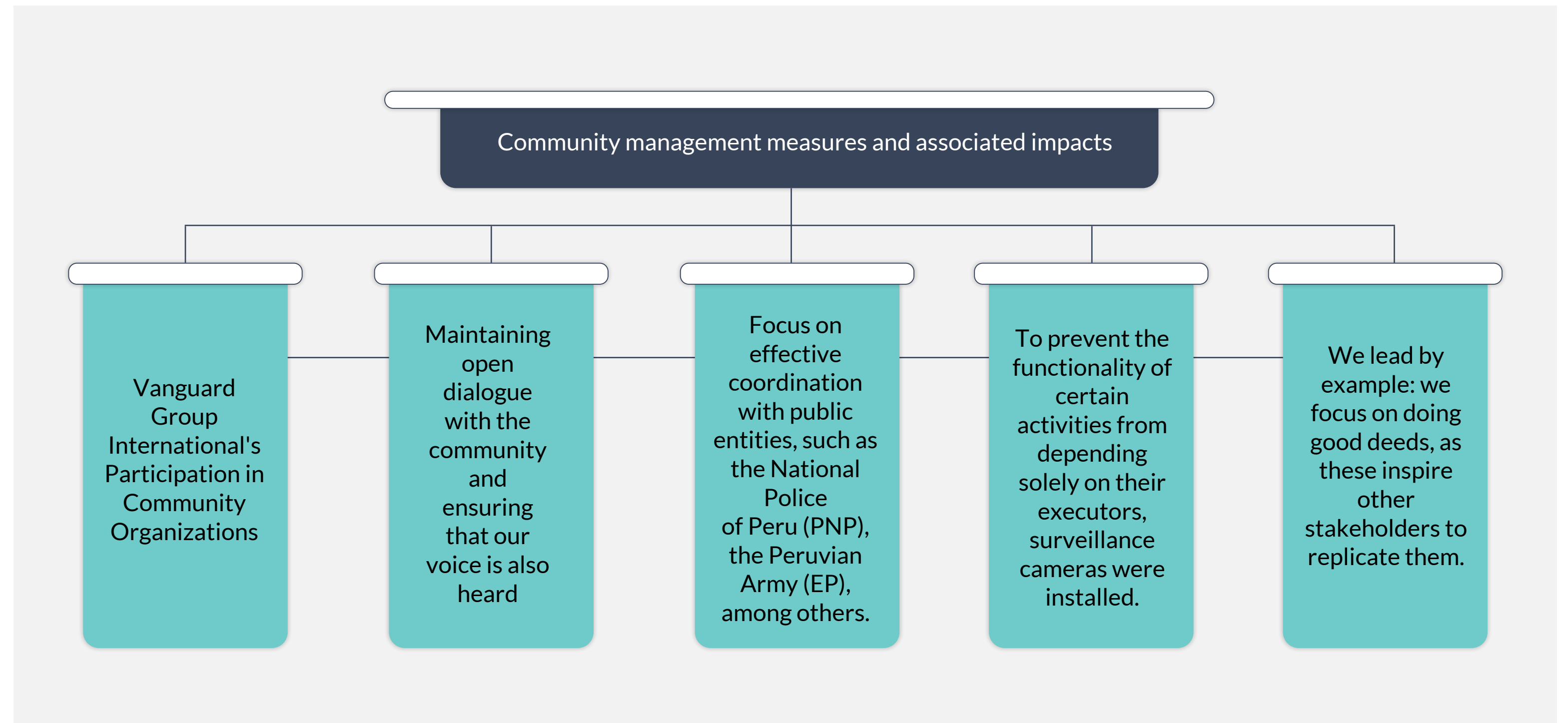
7.1. Social management

At Vanguard Group International, we understand that a good relationship with the community is essential to achieving our strategic objectives, since a weak connection directly impacts our productivity. Therefore, we focus on building close links and actively contributing to the well-being and quality of life of the communities where we operate.

During the 2023-2024 campaign, one of the main challenges in the management of Social Responsibility of the Vanguard Group Int. was a persistent social conflict. Although a partial reduction was achieved, this factor continued to pose a challenge to the continuity of our operations. In response, the organization stepped up its efforts to strengthen community ties, addressing unmet social demands in critical areas such as access to water, electricity, and education, where state supply is limited.

A prominent example was the development of their projects to fill the gaps in schooling, through their projects, as well as the implementation of initiatives focused on adolescents and children, a need increasingly demanded by the community. However, we face the additional difficulty of managing particular interests that do not always serve the common good.

In this context, the following measures were carried out to strengthen community management and mitigate the associated impacts:

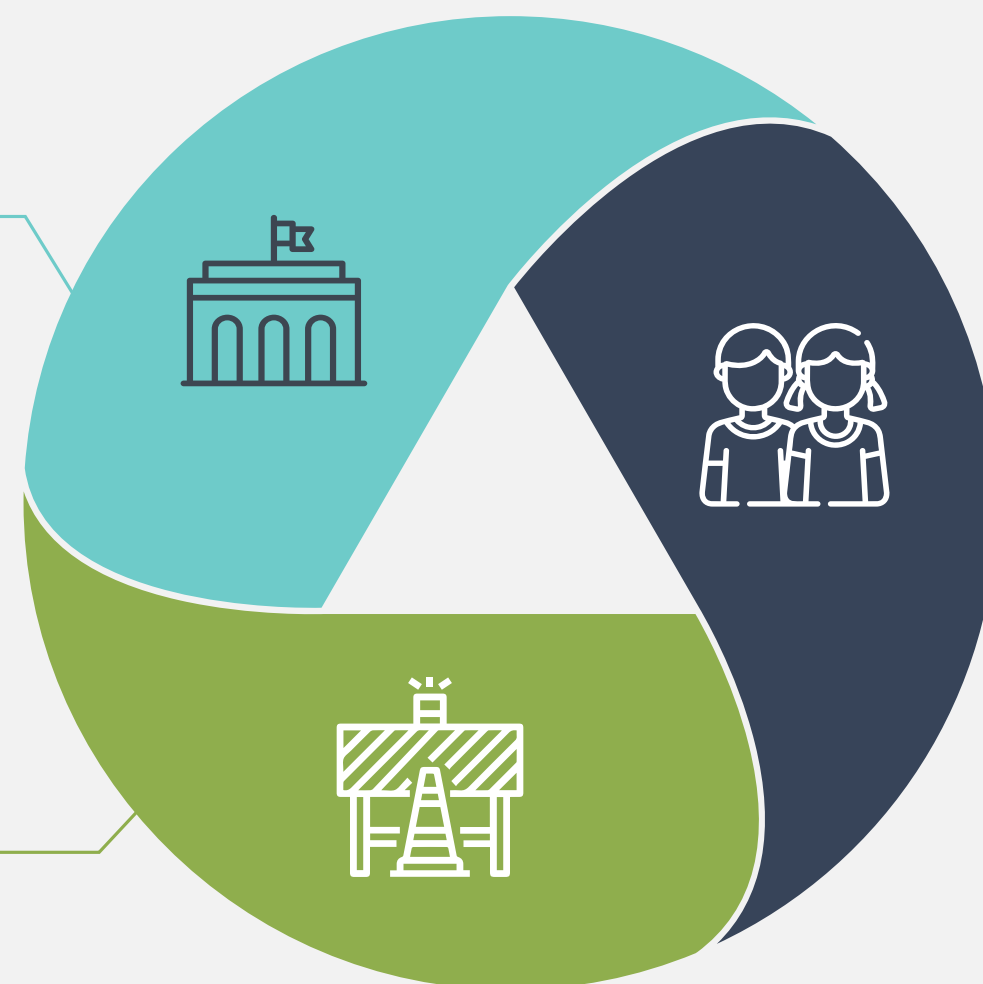


We are committed to implementing all the measures mentioned above in order to ensure community management based on concrete actions that strengthen our relationship with the community. We understand that a strong, trusted connection is key to mutual success, so we focus our efforts on initiatives that deliver real and lasting benefits.

Each action we undertake aims to improve our presence in the community and actively contribute to its well-being and development, with a focus on the following aspects.

**Presence and
Accessibility of the
Vanguard Group Int.
in social organizations,
government and
within the community**

**Reduction of
blockages in
the roads.**



**Active community
participation in our
activities, with special
emphasis on the inclusion
of children, girls, and
adolescents.**

7.2. Community relations

Our commitment to people’s well-being and sustainable progress guides each of our actions. We work to improve quality of life in our communities by creating opportunities in key areas such as education, sports, culture, entrepreneurship, health, and the environment. Through these initiatives, we promote inclusive development, strengthen local capacities, and generate lasting positive impacts.

During the 2023–2024 period, we allocated resources to support services that foster education, sports, and culture in our communities. While we do not directly execute infrastructure projects, we coordinate efforts to address critical needs.

In Santa Cruz de Villacurí, we identified a concerning educational gap: over 1,200 children and adolescents were not enrolled in school. Following a detailed mapping of the area, we collaborated with the Regional Government of Ica (GORE Ica) and the Regional Directorate of Education of Ica (DREI) to enable the construction of three emergency modular schools. We reinforced this initiative through our “Godparents for Education” program, which funds the hiring of teachers to ensure the immediate and continued operation of these institutions. (GRI 203-1)

The results were significant:

- Students' schooling and academic performance increased.
- The family environment and self-esteem of children and adolescents were strengthened.

The 2023–2024 campaign brought both successes and challenges. These experiences left us with valuable lessons, such as the importance of coordinated work with the community and public and private entities; the need to create access to education and culture for populations lacking such opportunities; and the value of fostering a culture of recycling and environmental stewardship. (GRI 203-1)

Achievements



Growth of projects of human development:

- Opening of new offices for the project “Education and Sport” and “Echoes in the Sand”.
- Expansion of the Choral Symphony, with a greater number of Participants and Acquisition of sports equipment and musical instruments.
- Increased volunteer involvement, with direct support provided to the implementation of these projects.
- Achievement in educational coverage through joint efforts between companies, authorities, and NGOs, resulting in improved infrastructure and teaching quality.

Achievements



Consolidation of projects Educational and sports:

- Qualitative growth of project participants educational and sporting activities, with Outstanding results in school and education Formation of an elite group within the Choral Symphony.

Development of the Peru Best Partnership:

- Creating a platform Collaborative work that Encourage participation active involvement of various actors, promoting the local problems through the consensus and collaboration

Challenges



- Logistical coordination and operational for the expansion of programs to new sites.
- The complexity of interactions among various stakeholders—organizations, companies, and authorities—posed challenges to the timely implementation of social solutions.

The management of the Community Relations area is aligned with the organization’s purpose of creating memorable experiences that promote well-being for both the families of our employees and those in the surrounding communities. Our actions were grounded in corporate values and carried out in accordance with the principles of SDG 17: “Partnerships for the Goals,” fostering collaboration with various stakeholders to implement sustainable solutions.

Our focus on teamwork and the consolidation of corporate synergies remains essential to overcoming challenges and achieving our goals. We will continue moving forward with the same conviction, fully aware that each action transforms lives and contributes to building a sustainable future.

7.3. Human development projects

Our human development projects are designed to generate a positive and lasting impact on the communities we work with. With a firm commitment to social development, we identify the priorities of each community through:

- Spaces of dialogue in the field, which allow us to get to know local realities.
- We maintain constant interaction with our stakeholders—including workers, local authorities, and representative associations—which facilitates a deep understanding of community needs and strengthens our capacity to respond effectively.

Thanks to this participatory approach, during the 2023-2024 campaign, we invested USD 135,000 in social programs, allowing us to implement projects, programs, and activities adapted to the demands and characteristics of local communities. Below, we describe the social responsibility programs carried out during this period. (GRI 413-1):

Education and Sport

During the 2023-2024 period, the Education and Sports Project benefited 400 children and adolescents between the ages of 6 and 16 by providing football workshops that promote recreation, psychomotor development, self-esteem, and values such as respect and responsibility. We continued operations at our Villacurí headquarters and the School of Goalkeepers in Ica, and expanded with new locations in Tierra Prometida and Nueva Esperanza – Villa Rotary, with active support from parents. In addition, we provided training for teaching staff through highly qualified professionals.

The Tierra Prometida team managed to win the Silver Cup in the 2023 Fuerza Cristal Tournament, standing out among teams from all over the country.



Choral Symphony

This program reached 100 children and adolescents, offering singing workshops and musical instruments to support their musical development and vocal skills. Through this initiative, we also worked to reinforce values such as self-esteem, responsibility, empathy, respect, and discipline. During the 2023-2024 campaign, the children of the project made their first public presentation in the atrium of the Parish Nuestra Señora de Guadalupe, where they demonstrated their advances in flute, violin, and singing. In addition, new wind, string, and percussion instruments were acquired, allowing a broader development of their skills and a sustained growth of the project.



Echoes in the Sand

This project was launched in April 2023 with workshops focused on theater, communications, and culinary skills (MiniChef), benefiting 75 children and adolescents. Its main objective was to foster self-confidence, responsibility, autonomy, and an entrepreneurial spirit among participants. In its first phase, the theater workshop was conducted at two locations: Casa Hogar Nuestra Señora de Guadalupe and the municipal auditorium of Salas Guadalupe, which was later relocated to the Cerro Prieto sports complex. In January 2024, participants delivered a remarkable theatrical performance attended by employees of Vanguard Group Int. and members of the general public.



Throughout the year, this project expanded its activities with the incorporation of the communications workshop, followed by the creation of the Minichief workshop in October 2023. In this workshop, the children were trained to make healthy foods, promoting independence and support for their parents. In addition, in the summer of 2024, a second workshop headquarters was opened in the Villacurí police station, allowing more children to participate in this enriching program. This second headquarters was later established in the area of the settlement of Nueva Esperanza, 4th. Stage.



Environmental *Scouts*

This project began in June 2023 at I.E. Fe y Alegría No. 70, located in the Nueva Esperanza – Villa Rotary sector, benefiting 87 students. This training program was aimed at raising awareness and educating environmental brigadiers on key issues such as eco-efficiency, climate change, biodiversity protection, care, and the efficient use of water. Through workshops taught by the environmental team of Grupo Vanguard Int., students acquired knowledge that they then shared with their peers. The project culminated with a visit to the organization's facilities, where we provided participants with a hands-on experience in which they were able to apply what they learned.



Godparents for Education Program

This temporary program sought to provide support for teaching staff during the implementation of the three emergency modular schools installed in Villacurí and Nueva Esperanza – Villa Rotary. Efforts were made between the state and private companies, and 1,200 children who did not have a vacancy in the area could be offered an educational opportunity. This initiative solved the urgency of providing access to education for registered minors, allowing them to develop their academic and personal potential, and contributing to the well-being and progress of the community.



Interventions in the community

Interventions in the community	
Multisectoral Civic Campaign	In coordination with the Joint Command of the Armed Forces and the Municipality of Salas Guadalupe, two important civic campaigns were carried out in Santa Cruz de Villacurí and Nuestra Señora de Guadalupe. These activities offered medical care in specialties such as general medicine, nutrition, dental health, and vaccination, among others. In addition, public programs such as Beca 18, Juntos, Pension 65, Reniec, among others, were involved, which had the logistical support of Vanguard Group International.
Children’s Drawing and Painting Contest Awards	In collaboration with the Ica Chamber of Commerce, a children's drawing and painting contest was held in the Señor de Luren Human Settlement, where prizes and presents were given to all participants.
Donation to Arvidal	Mattresses were donated to the Arvidal Association to support improved living conditions for animals rescued from the streets.
Delivery of goods to the February 3rd Human Settlement	Together with the Peru Mejor association, we provided two industrial kitchens and additional appliances to the villagers of Villacurí, intending to support community activities and improve the local food quality.

Interventions in the community	
ValorArte Fair	Together with the Municipality of Salas and the Parish of Guadalupe, an exhibition and sales module was built so that older adults, artisans, and young entrepreneurs can market their craft products and generate their income.
IPD Sports Festival	In coordination with the Peruvian Institute of Sport (IPD), we organized a sports festival in Villacurí to promote lesser-known disciplines such as boxing, taekwondo, and weightlifting. The event was attended by carefully selected local and national athletes.
Inauguration of the Cerro Prieto Wi-Fi antenna	We installed a Wi-Fi antenna in the Cerro Prieto sports complex, which provided internet access to students in the area, supporting their academic development.
Motivational Talks	In collaboration with Inveo Peru, we organize conferences aimed at children and parents, aimed at improving personal trust and promoting the achievement of goals.
Reopening of the Regional Museum of Ica	We participated in the reopening of the Regional Museum of Ica, contributing to the modernization of the rooms and the supply of exhibition materials, in collaboration with public and private organizations.

Data collection for the above-mentioned programs was done through the project officers in each headquarters, who recorded the information of the participants. This process was complemented by the collaboration of the Peru Mejor Association and local municipalities, which ensured proper monitoring and control of activities. (GRI 413-1)

It should be noted that, during the 2023-2024 campaign we carried out various actions to ensure results in community management, focusing on the opening of new headquarters, the acquisition of necessary implements, and collaboration with various institutions. This allowed a comprehensive and collaborative approach in the development of social projects. Next, the new headquarters will open in priority geographical areas, according to each program:

- Headquarters of “Education and Sport” in Nueva Esperanza.
- Headquarters of “Ecos en la Arena – Communications” in Cerro Prieto.
- Headquarters of “Ecos en la Arena – Minichief” in Ana Jara, Villacurí.

The actions undertaken were aligned with clear goals and objectives, oriented to the quantitative and qualitative growth of the projects, as well as to the improvement of the educational and cultural infrastructure. The monitoring of these targets was carried out through performance indicators focused on the number of participants, the opening of new headquarters, and the social impact of the initiatives.

It should be noted that during the 2023-2024 marketing year, there were no negative impacts from project activities or trade relations. Community management was developed without adverse effects, and commercial relations focused on strengthening social actions and the well-being of communities. In addition, measures were taken to mitigate potential negative impacts through direct and horizontal dialogue with local populations and their leaders. The coordination with local and regional authorities allowed quick and effective solutions to the problems identified.

Constant communication with grassroots social organizations, authorities, and public officials facilitated the attention of urgent demands, while coordinated actions with various public and private institutions helped mitigate local problems.

The effectiveness of the measures adopted was continuously evaluated by General Management through periodic reports, which indicated successful outcomes—evidenced by the absence of work stoppages or demonstrations during the period. The social peace achieved served as a key indicator of the effectiveness of the actions implemented. Furthermore, the results obtained from these evaluations were used to make adjustments and improvements to projects, ensuring their long-term effectiveness.

Achievements



Growth of human development projects:

- Opening of new offices for the projects “Education and Sport” and “Echoes in the Arena”.
- Expansion of the Choral Symphony with a greater number of participants and the acquisition of sports implements and musical instruments.
- Increased involvement of volunteers who directly supported these projects.
- Achievement in educational coverage through the joint effort between companies, authorities, and NGOs, improving infrastructure and teaching quality.

Achievements



Consolidation of educational and sports projects:

- Qualitative growth of participants in educational and sports projects, with remarkable results in school studies and the formation of an elite group within the Choral Symphony.

Development of the Peru Mejor Association:

- Creation of a collaborative work platform that encourages the active participation of various actors, promoting the solution of local problems through consensus and collaboration.

Challenges



- Logistical and operational coordination for the expansion of the programs to the new headquarters.
- The complexity of interactions between different actors (organizations, companies, and authorities) to ensure the timely implementation of social solutions.



Despite these challenges, the assessment of progress and achievements focused on tangible impact: growth in project participation, advances in educational infrastructure, outstanding results in sporting and cultural events, and strengthening key partnerships with the community and external actors. Finally, interest groups played an essential role in community management, providing continuous feedback on the actions and projects implemented.

Finally, interest groups played an essential role in community management, providing continuous feedback on the actions and projects implemented. Their active and committed participation was fundamental to ensure the continuity and sustainability of the initiatives, demonstrating that their involvement is crucial for the

success of the projects. In this sense, we implement participation plans with key stakeholders in all our operations, adopting a collaborative and committed approach.

This included establishing close relationships with local leaders, identifying needs, and promoting their active participation in the management of initiatives. With the authorities, we work to propose and support social and economic development programs, while with the population, we encourage their commitment through human development projects, ensuring clear dialogue and constant support. These plans ensure the sustainability and positive impact of our initiatives on communities.



GRI Content Index



GRI Content Index

Statement of Use

Vanguard Group International has presented the information cited in this GRI content index for the period from April 1, 2023, to March 31, 2024, using the GRI Standards as a reference.

GRI 1: Used

GRI: Fundamentals 2021

(GRI 2-3)

GRIStandard	Content	Detail	ODS
GRI 2: General Contents	2-1 Organizational details	p. 2	--
	2-2 Entities included in sustainability reporting	Los Olivos de Villacuri S.A.C. Agrícola Challapampa S.A.C.	--
	2-3 Reporting period, frequency, and point of contact	01 April 2022 to 31 March 2023	--
	2-4 External verification	No external verification	--
	2-5 Update of information	No updates have been made	--
	2-6 Activities, value chain, and other business relationships	p. 31	--
	2-7 Employees	p. 37	--
	2-8 Non-employed workers	p. 39	--
	2-9 Governance structure and composition	p. 16	--
	2-11 Chairman of the highest governing body	p. 14	--
	2-15 Conflicts of interest	p. 20	--
	2-16 Communication of critical concerns	p. 20	--

GRI Standard	Content	Detail	ODS
GRI 2: General Contents	2-19. Remuneration policy	p. 17	--
	2-20. Process for determining remuneration	p. 17	--
	2-21. Total annual compensation ratio	p. 17	--
	2-22. Declaration on the Sustainable Development Strategy	p. 4	--
	2-23. Commitments and policies	p. 20	--
	2-26. Mechanisms for Seeking Guidance and Raising Concerns	p. 26	--
	2-27. Compliance with legislation and regulations	p. 20	--
	2-28. Affiliation with associations	p. 11	--
	2-29. Approach to stakeholder engagement	pp. 23-24	--
GRI 3: Material Topics	3-1 Process for determining material issues	p. 25	--
	3-2 List of material topics	p. 26 and pp. 28-29	--
GRI 201: Performance Economic 2016	3-3 Management approach	p. 30	--
	201-1 Direct economic value generated and distributed	pp. 30-31	8 and 9
	201-2 Financial implications and other risks and opportunities Derivatives of climate change	p. 33	--
GRI 203: Impacts Indirect economic 2016	3-3 Management approach	p. 119	
	203-1 Investments in infrastructure and supported services	pp. 119-120	
GRI 204: 2016 Procurement Practices	3-3 Management approach	p. 95	--
	204-1 Proportion of expenditure on local suppliers	pp. 95-96	8

GRI Standard	Content	Detail	ODS
GRI 205: Anti-corruption 2016	3-3 Management approach	p. 18	--
	205-2 Communication and training on policies and procedures	pp. 18-19	16
	205-3 Confirmed corruption incidents and actions taken	p. 19	16
GRI 302: Energy 2016	3-3 Management approach	p. 100	--
	302-1 Energy consumption within the company	p. 100	7, 8, 12 and 13
	302-3 Energy intensity	p. 101	7, 8, 12 and 13
GRI 303: Water and effluents 2018	3-3 Management approach	p. 104	--
	303-1 Interaction with water as a shared resource	pp. 104-105	6
	303-3 Water extraction	p. 106	6
	303-5 Water consumption	p. 106	--
GRI 304: Biodiversity 2016	3-3 Management approach	p. 114	--
	304-2 Significant impacts of activities, products, and services on biodiversity	pp. 114-116	6, 14 and 15
	304-3 Protected or restored habitats	p. 115	6, 14 and 15
GRI 305: Emissions 2016	3-3 Management approach	p. 103	--
	305-1 Direct GHG emissions (scope 1)	p. 103	3, 12, 14 and 15
	305-2 Indirect energy-related GHG emissions (scope 2)	p. 103	3, 12, 14 and 15
	305-3 Other indirect GHG emissions (scope 3)	p. 103	3, 12, 14 and 15
	305-5 Reduction of GHG emissions	There was no reduction of GHG emissions in the period 2023 vs. 2022	--

GRI Standard	Content	Detail	ODS
GRI 306: Waste 2020	3-3 Management approach	p. 108	--
	306-1 Waste Generation and Significant Impacts Related to Waste	p. 108	12
	306-2 Management of significant impacts related to waste	pp. 109-110	12
	306-3 Waste generated	p. 111	12 and 13
	306-4 Waste not intended for disposal	p. 112	12
	306-5 Waste for disposal	p. 113	12
GRI 401: Employment 2016	3-3 Management approach	p. 40 and pp. 46-47	--
	401-1 New recruitments and staff turnover	p. 45	8
	401-2 Benefits for full-time employees who are not They give to part-time or temporary employees	p. 40	8
GRI 403: Health and Security in the Work 2018	3-3 Management approach	p. 58	--
	403-1 Occupational health and safety management system	p. 58	3 and 8
	403-2 Hazard identification, risk assessment, and incident investigation	pp. 59-61	3 and 8
	403-3 Occupational health services	pp. 64-65	3 and 8
	403-4 Worker participation, consultation, and communication on occupational health and safety	pp. 61-62	3 and 8
	403-5 Occupational health and safety training for workers	p. 63	3 and 8
	403-6 Promoting workers' health	pp. 64-65	3 and 8
	403-7 Preventing and mitigating impacts on health and safety at work directly linked through business relationships	p. 63	3 and 8

GRI Standard	Content	Detail	ODS
GRI 403: Health and Security in the Work 2018	403-9 Work Accident Injuries	p. 67 and pp. 70-71	3 and 8
	403-10 Occupational Illnesses and Illnesses	p. 71	3 and 8
GRI 404: FTraining and Education 2016	3-3 Management approach	p. 53	--
	404-1 Average training hours per year per employee	p. 53	4 and 8
	404-2 Programas para desarrollar las competencias de los empleados y programas de ayuda a la transición	p. 55	4 and 8
	404-3 Porcentaje de empleados que r eciben evaluaciones periódicas de su desempeño y del desarrollo de su carr era	p. 56	4 and 8
GRI 405: Diversity and equality of Opportunities 2016	3-3 Management approach	pp. 49-50	--
	405-1 Diversity of governing bodies and employees	pp. 51-52	5
GRI 406: No Discrimination 2016	3-3 Management approach	pp- 49-50	--
	406-1 Discrimination cases and corrective actions taken	pp- 49-50	10 and 16
GRI 413: Local communities 2016	3-3 Management approach	pp. 118-120	--
	413-1 Operations involving the local community, impact assessments, and development programs	p. 121 and p. 126	3 and 4
GRI 416: Health and safety of Customers 2016	3-3 Management approach	p. 82	--
	416-1 Evaluation of the impacts of product categories and Health and safety services	p. 82	12
GRI 417: Marketing and labeling 2016	3-3 Management approach	pp. 91-92	--
	417-1 Requirements for Product and Service Information and Labeling	p. 93	12

Non-GRI Indicators: Business-Specific Indicators		Detalle	ODS
NO GRI: IPN-1	Innovation and technology	p. 86	9
NO GRI: IPN-2	Safe export	pp. 89-90	16
NO GRI: IPN-3	Cybersecurity	p. 35	--
NO GRI: IPN-4	Land and Soil Care	p. 87	15
NO GRI: IPN-5	Packaging (Circular Economy)	p. 91	--
NO GRI: IPN-6	Working climate	p. 57	--

SASB Content Index

SASB Standard	Content	Detail
FB-AG-250: Safety Food	FB-AG-250a.1: Global Food Security Initiative (GFSI) audit (1) non-compliance rate and (2) associated corrective action rate for (a) higher and (b) minor non-conformities.	p. 84
	FB-AG-250a.2: Percentage of agricultural products sourced from suppliers certified under a Global Food Safety Initiative (GFSI)-recognized Food Safety Certification Program.	p. 84
	FB-AG-250a.3: (1) Number of product withdrawal notices issued and (2) total quantity of food products withdrawn.	p. 85
FB-AG-320: Impacts environmental and Social network of supplies of ingredients	FB-AG-430a.1: Percentage of agricultural products obtained that are certified to a third environmental and/or social standard, and percentages per standard.	p. 84

SASB Standard	Content	Detail
FB-AG-130: Management Power supply	FB-AG-110a.1: Scope 1 gross global emissions	p. 103
	FB-AG-110a.2: Fleet fuel consumed	p. 108
	FB-AG-130a.1: (1) Operational energy consumed, (2) percentage of grid electricity, and (3) percentage renewable.	p. 100
FB-AG-140: Water Management	FB-AG-140a.1: (1) Total water extracted, (2) Total water consumed; percentage of each in regions with high or extremely high reference water stress.	pp. 106-107
	FB-AG-140a.3: Description of water management risks and discussion of strategies and practices to mitigate those risks.	pp. 104-105
FB-AG-440: Supply of ingredients	FB-AG-440a.1: Identification of the main crops and description of the risks and opportunities presented by climate change.	p. 33



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