

2025

Sustainability Report

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Message from the Chairman of the Board

We present Camposol's 2025 Sustainability Report with the conviction that the way we do business is as important as the value we generate. At Grupo DC, this commitment has been part of the way we do business since our origins: building profitable and competitive companies capable of creating value for people, communities, and the markets where we operate.

Over the years, this vision has been strengthened through a corporate sustainability strategy and a common governance framework that guide all Group companies under international standards and a long-term vision. At Camposol, this is reflected in management that is increasingly integrated into the business, risk management, and decision-making.

During 2025, we consolidated important progress, including the incorporation of double materiality analysis, ISO 37001 certification, and the structuring of the Environmental and Social Action Plan (ESAP) within the framework of our international financing. In this same line, we will continue strengthening our management by defining clear and increasingly ambitious goals, developing indicators that allow us to

objectively measure our performance, and implementing monitoring mechanisms that ensure compliance with our commitments and promote continuous improvement.

This progress was accompanied by solid business performance. We reached revenues of USD 658.9 million, representing a 14.7% increase compared to the previous year, and production of 155,998 tons, consolidating our global leadership in blueberries and our presence in more than 40 international markets. These results demonstrate that responsible management and a long-term vision strengthen the Company's competitiveness.

From the Board of Directors, we will continue promoting strong governance, sound risk management, and responsible capital allocation to ensure the Company's sustainable growth and build trust among our stakeholders.

I would like to express my recognition to Ricardo Naranjo and the entire management team for their leadership during this year, as well as my gratitude to our more than 21 thousand employees, whose commitment makes these results possible. I also extend my thanks to our customers, investors, suppliers, and communities for the trust they place in Camposol.

“We have achieved progress that enables us to address future challenges with confidence and **continue strengthening our position in the industry**”



Samuel Dyer Coriat
Chairman of the
Board of Directors of
Camposol

Letter from the CEO

(GRI 2-22)

Agriculture is entering a new stage.

For decades, competitiveness was mainly determined by the ability to produce more and access new markets. Today, this challenge is much more complex. Climate change, pressure on natural resources, evolving consumer preferences, technological progress, and a growing demand for transparency are redefining the way food is produced and commercialized around the world.

I am convinced that the companies that will lead this new stage will not necessarily be the largest, but rather those capable of adapting more quickly, innovating continuously, and developing the capabilities needed to respond to an increasingly dynamic environment.

At Camposol, we embrace this challenge with a long-term vision. Our purpose, "We work the land to improve lives," guides our decisions and reminds us that the Company's growth

must always be accompanied by a positive contribution to people, communities, and the environment in which we operate.

During 2025, we took an important step by defining our Sustainability Strategy. More than a new work plan, it represents a way to integrate environmental, social, and governance aspects into our daily management, strengthening our ability to anticipate risks, build trust, and create value sustainably.

At the same time, we continued strengthening capabilities that we consider essential for the future of our Company.

We continue to invest in research and development, genetic improvement, innovation, digitalization, and new technologies, convinced that knowledge will be one of the main differentiating factors in agriculture in the coming years.

“ Our purpose guides our strategy and our decisions. Thus, we began a process that responds to **the need to strengthen our comprehensive management** ”



**Ricardo Naranjo
Fernández**
CEO Camposol



We have also made progress in increasingly efficient management of our natural resources. The responsible use of water, the reduction of our environmental footprint, the protection of biodiversity, and the strengthening of the resilience of our operations are part of an integrated vision aimed at ensuring the sustainability of our business and of the territories where we are present.

None of this would be possible without the people who are part of Camposol. The commitment, capabilities, and dedication of thousands of employees across the different countries where we operate are our greatest strength. For this reason, we continue to promote a culture based on safety, talent development, inclusion, ethics, and collaborative work.

Likewise, we continue to strengthen our governance and management based on transparency and integrity, convinced that trust is built through consistent decisions and

long-term relationships with our shareholders, customers, suppliers, employees, and communities.

The progress presented in this report reflects years of work and learning. Above all, it shows how we continue building the capabilities that will allow us to face future challenges with a more resilient and innovative organization, prepared to respond to the needs of a rapidly changing world.

I would like to thank everyone who makes this journey possible: our employees for their daily commitment; our customers, suppliers, and strategic partners for their trust; and the communities where we operate for accompanying us in the development of an agriculture that seeks to generate shared value.

We will continue working with the conviction that producing food responsibly, innovating continuously, and acting with a long-term perspective not only strengthens our Company, but also contributes to building a more sustainable agriculture for future generations.

Key results 2025

155,998

tons of products sold during 2025, with blueberries as our main product.

658.9

million of dollars in group-level revenue (+14.7% compared to 2024).

21,967

direct employees across all Camposol operations of which **46% are women**.

100%

of our products come from fields certified by the **Global Food Safety Initiative (GFSI)**.

100%

of our operations have social certifications such as **SMETA o GRASP**.

100%

LED lighting at the fresh avocado plant in Peru.

During 2025, the blueberry facility reached 90% LED lighting. This progress is part of Camposol's gradual energy efficiency process, which will continue to prioritize the replacement of lighting fixtures in pending areas, including the external part of the facility.

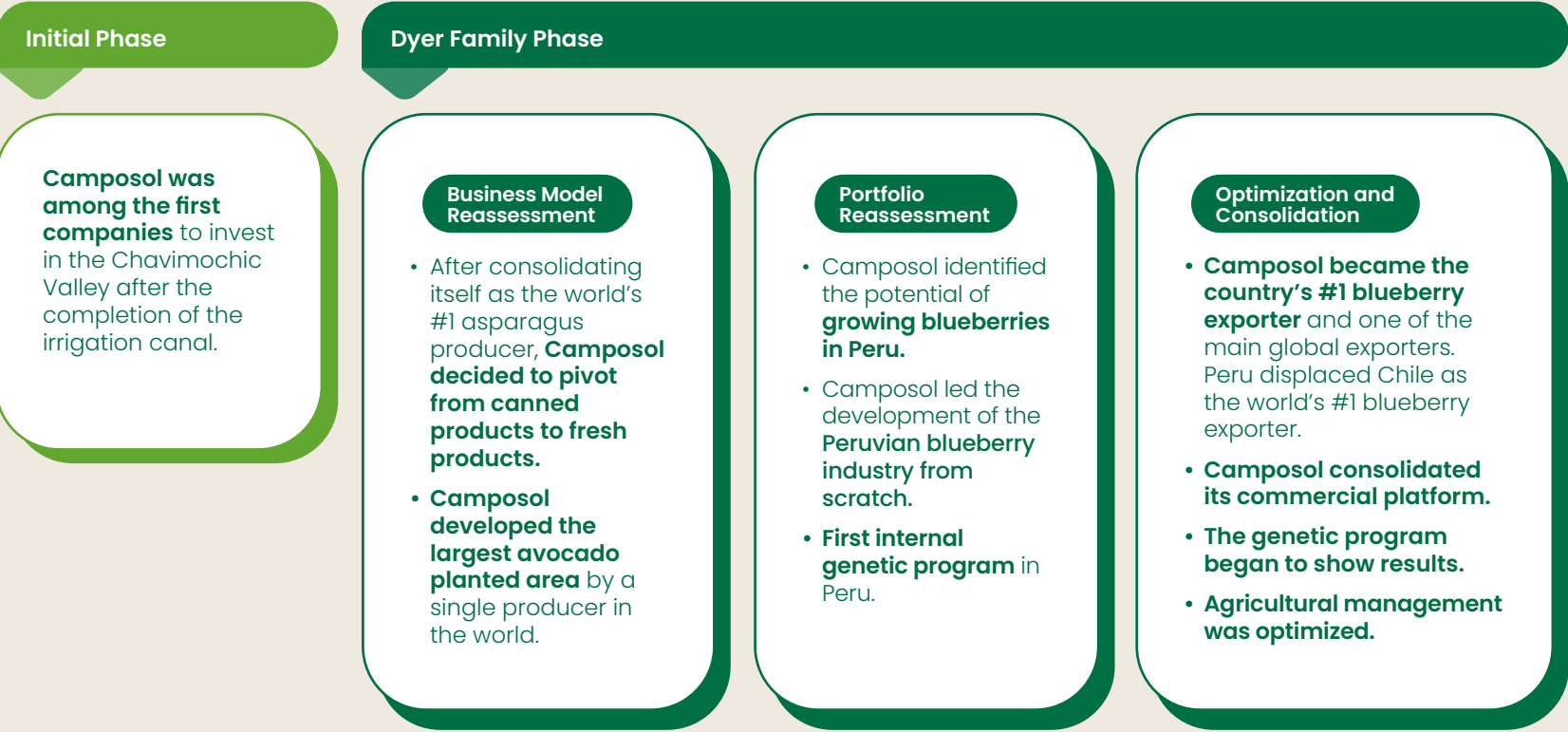


01

We are Camposol

Our story

Camposol entered a new phase of expansion following its acquisition by the Dyer family in 2007, expanding into multiple countries and accelerating its revenue growth, with a clear path toward more than USD 1.4 bn.



1997



Start of operations with 3,000 ha in La Libertad.

2002



Avocado sales begin.

2003



Mango sales begin.

2007



The Dyer Family acquires Camposol.

2009



Grape and tangerine sales begin.

2010



The European commercial office opens.

2010-11



The first official shipments were completed, and access to the U.S. market for fresh Peruvian avocados was successfully established.

2011



Fresh food sales exceed canned food sales.

2012



First international bond issuance by an agribusiness company.

2013



Blueberry sales begin and the commercial office in the U.S. opens.



Delisting from the Oslo Stock Exchange (Norway).

2014



Launch of the Genetic Improvement Program - Origen.

2015



Exit from the canned food and asparagus businesses.

2018-19



Operations in Uruguay, Colombia, and Chile. Commercial office in China.

2022-23



Pitahaya and cherry sales begin.

2024



First commercial trials under the blueberry genetic program.

2025



Inauguration of the genetics laboratory.

Our business model

At Camposol, we develop an integrated business model that encompasses the production, processing, and commercialization of high-value agricultural products such as avocados, blueberries, grapes, mangoes, and tangerines, among others. Our operations are characterized by compliance with strict standards of quality, traceability, and logistical efficiency, allowing us to respond promptly to the demands of international markets.

This comprehensive approach reflects our commitment to sustainable management, aimed at generating economic, social, and environmental value throughout the entire value chain.

We have production operations in Peru, Colombia, Uruguay, and Chile, complemented by a network of commercial offices strategically located in the United States, Spain, Switzerland, the Netherlands, Cyprus, and China. This global presence enables us to build long-term relationships with the world's leading supermarkets and retailers, ensuring a continuous supply of our products to customers in more than 40 countries.

Mission

To provide healthy food to our customers around the world through **operational excellence, innovation, and sustainable practices**, generating a positive and lasting impact on the well-being of the communities where we operate and creating sustainable value for our shareholders.

Vision

To be the **leading and cutting-edge supplier of healthy and fresh food** for families around the world.

Purpose

We work the land to **improve lives**.



Our culture

At Camposol, our organizational culture is a central pillar of our sustainability strategy and of the way we generate value throughout the supply chain. Our policies and guidelines are applied across the board to employees, strategic partners, and other stakeholders, ensuring consistent standards across all our operations.

This culture is lived in every country where we operate and is embedded in our processes, decisions, and relationships. Through our cultural pillars, we promote behaviors aligned with our corporate values, strengthening responsible, ethical, and sustainability-oriented management.

Integrity



We act with honesty, responsibility, and transparency in all our actions.

Collaboration and teamwork



We achieve great results together, sharing a common vision through collaboration, respect and valuing diversity.

Passion



We are one, we are passionate about what we do, which motivates us to take care of what we have built and to adapt when necessary.

Innovation and continuous improvement



We reinvent ourselves and improve constantly, leading with innovation, learning, and continuous evolution.

Testimonial



“Being part of a company with a clear purpose gives special meaning to our daily work”

Paola Lozada Vásquez
Supply Chain Manager

Being part of Camposol represents a constant challenge that has allowed me to grow both professionally and personally.

Being part of a company with a clear purpose, which creates opportunities for thousands of families, gives special meaning to our daily work. From the Supply Chain, leading my team with integrity and passion to deliver concrete results and a positive impact is what makes every challenge worthwhile.

Our main policies and standards of conduct

(GRI 2-23, 2-24)

At Camposol, we have a framework of policies and standards of conduct aligned with our corporate mission, vision, and purpose, which guides the behavior of our employees and supports our commitment to ethical, responsible, and sustainable management.

The definition and updating of these policies are led by the corresponding corporate areas, ensuring their consistency with the business strategy and with applicable international standards. Their implementation is transversal and integrated into the company's daily operations, guiding decision-making and the execution of our activities in the field, plants, and offices.

Likewise, we promote their adoption throughout the value chain, encouraging suppliers, contractors, and business partners to act in accordance with ethical, social, and environmental standards. To this end, we have communication and training mechanisms aimed at our stakeholders.



We make our policies available to the public through **our corporate website**.

Below, we present a selection of our main policies, considered among Camposol's 27 current policies due to their relevance to our ethical, responsible, and sustainable management:



Code of Ethics and Conduct

Guides internal behavior and relationships with stakeholders, promoting ethical management, respect for human and labor rights, environmental protection, fair competition, and institutional transparency.



Corporate Social Responsibility Policy

Guides our commitment to sustainable development through shared social, environmental, and value pillars, aligned with international standards and human rights.



Human Rights Policy

Camposol promotes and respects human rights in its operations and value chain, in alignment with international standards, through ethical management, safe working conditions, non-discrimination, freedom of association, prevention of corruption, supported by training, continuous improvement, and regulatory compliance.



Occupational Health and Safety Policy

Establishes guidelines to protect employees' physical and mental integrity, promoting safe and healthy working conditions, as well as the prevention of occupational accidents and illnesses



Integrated Management System Policy

Guides our commitment to safety and health, product quality and safety, the prevention of impacts on fair trade and ethical trade, in alignment with the UN Global Compact, the SDGs, legal compliance, and continuous improvement.



Environmental Policy

Establishes principles for environmental protection, promoting the responsible use of resources, the prevention of environmental impacts, and compliance with applicable regulations.

Main Corporate Policies

At Camposol, we have several corporate policies that guide our management and ensure compliance with ethical, social, and environmental standards across all our operations.



You can review them at the **following link**

Our products

(GRI 2-6)

Today, protecting the environment, safeguarding our health, and maintaining a balanced diet are essential aspects. At Camposol, we embrace this commitment through sustainable practices that ensure the freshness and high quality of our fruits. We offer a broad portfolio of fresh products, including blueberries, avocados, mangoes, tangerines, grapes, cherries, and dragon fruit. We also provide a range of frozen fruit options, such as mango, avocado, and blueberries.

Avocados

Mainly composed of monounsaturated oils, avocados help reduce LDL cholesterol and maintain healthy HDL levels. They are rich in vitamins C and E, potassium, and fiber, contributing to the prevention of cardiovascular diseases, obesity, diabetes, and prostate cancer.



Tangerines

Provide vitamins A, B, and C, as well as essential minerals such as potassium, calcium, magnesium, and phosphorus. Their high citric acid content promotes fat burning and contributes to weight loss.



Blueberries

Low in calories, fat, and sodium, cholesterol-free, and rich in fiber and minerals, especially vitamin C. They stand out for their high antioxidant content.

Availability



Grapes

A natural source of vitamins C and B6, potassium, copper, iron, and phosphorus. Their glucose and fructose content provides energy in a healthy way and contributes to hydration.

Availability



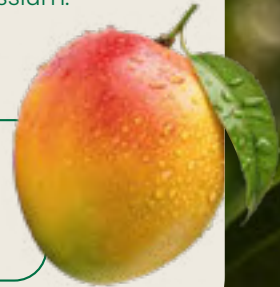
We seek to guarantee a continuous offer throughout the **12 months of the year.**

Our value proposition focuses on maintaining the availability of our products throughout the year. To achieve this, we have developed a production model supported by geographic "windows," expanding our operations to countries such as Colombia, Uruguay, and Chile, in addition to Peru. This regional presence allows us to provide a consistent supply 12 months a year and strengthen our leadership in the premium fresh produce market.

Mangoes

Contain a wide variety of nutrients, vitamins, and antioxidants. They also have an enzyme with digestive properties. A medium-sized mango provides approximately 40% of the recommended daily intake of fiber and is an excellent source of potassium.

Availability



Cherries

Notable for their richness in vitamins A and C, as well as minerals such as potassium, calcium, and iron. They are a natural source of anthocyanins, pigments with high antioxidant power.

Availability



Dragon Fruit

An exotic fruit with a high content of vitamin C and B2, as well as natural antioxidants such as flavonoids and betacyanins. It is also a source of iron, calcium, and magnesium, supporting the immune system, cardiovascular health, and skin care.

Availability



Our operations

(SASB FB-AG-000.A, FB-AG-000.B, FB-AG-000.C, FB-AG-000.D)

Camposol operates under an integrated model with a presence across four strategic production platforms in Peru, Colombia, Uruguay, and Chile, from which we produce and process food for the main international markets. Our operations are supported by a network of commercial offices that enables us to serve global customers, ensuring the supply of products with high standards of quality, traceability, and nutritional value. This presence has allowed us to establish long-term business relationships in more than 40 countries across the Americas, Europe, and Asia, serving around 350 clients, including international supermarket chains.



Presence in more than

40
countries



39
farms



**21 packing
plants***



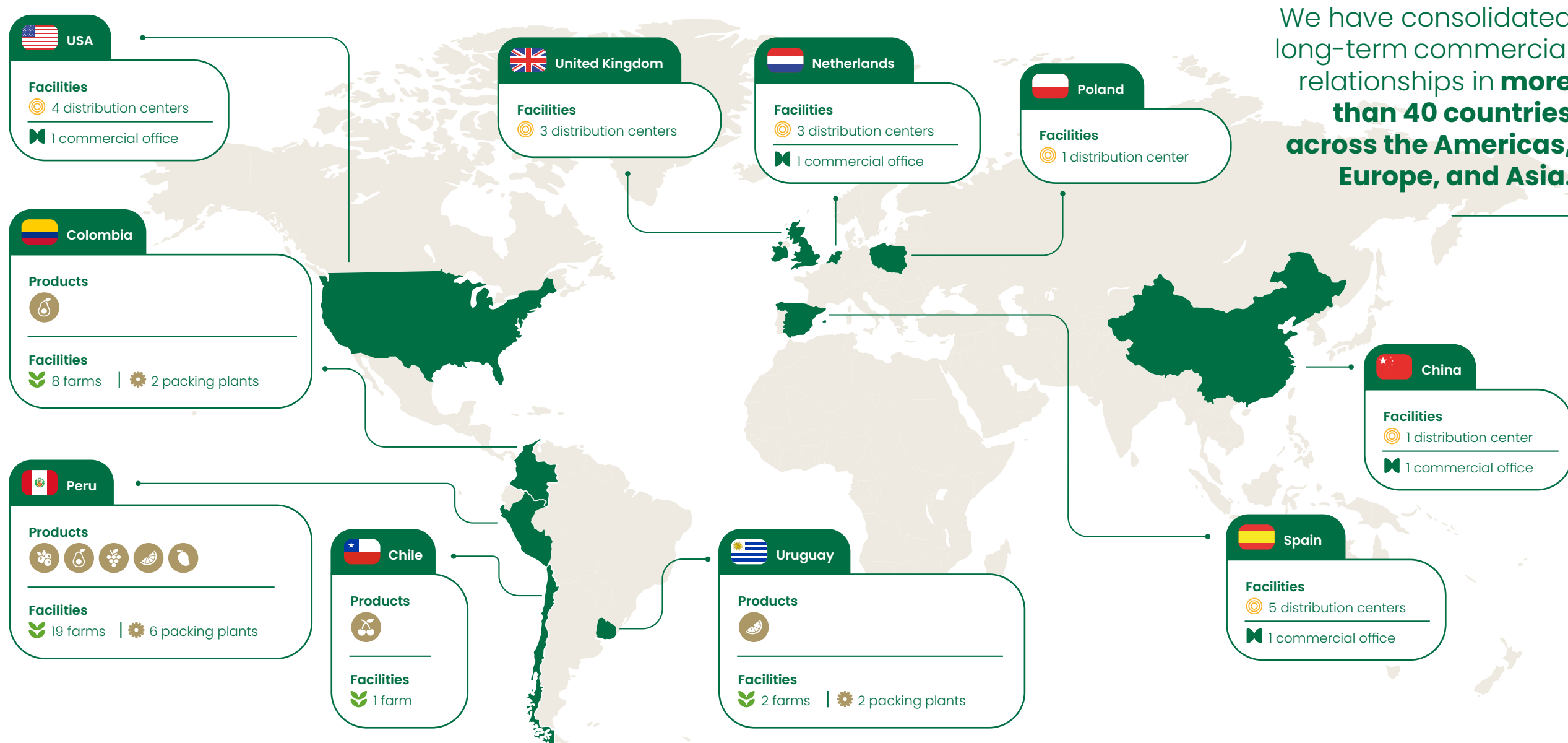
**6 distribution
centers****



**4 commercial
offices**

*One is owned, while the other 20 belong to third parties.

** One is owned, while the other five belong to third parties.



Testimonial



“ I highlight the culture of **respect, safety, and closeness** with the community”

Elidia Tandaypán Guevara
Camposol employee

At Camposol, my experience has been shaped by an environment that promotes professional development and the well-being of employees through training, education programs, and benefits that improve quality of life. I also highlight the company's commitment to environmental management, reflected in efficient water use and proper waste segregation in the field. These practices contribute to the sustainability of operations. Finally, I value the culture of respect, safety, and closeness to the community through prevention initiatives, health campaigns, and local job creation, consolidating a positive impact both inside and outside the organization

Production

During 2025, an increase in the production of various crops was recorded across our different operations, demonstrating a positive trend in harvest volumes. This growth was reflected in crops such as avocados, blueberries, pitahaya, and grapes in Peru; cherries in Chile; and avocados in Colombia.

Overall, total harvest volume showed an upward trend as a result of the optimization of our agricultural practices, improved operational management, and our ability to adapt to climatic conditions.

Table 1. Production area (ha) and production by main crop (tons)¹

Origin	Product	Active production area			Harvest volume		
		2023	2024	2025	2023	2024	2025
	Blueberries	2,767	2,705	2,806	38,281	52,486	56,518
	Avocados	2,583	2,667	2,518	35,429	25,229	39,603
	Mangoes	726	638	629	20,985	17,691	14,431
	Tangerines	440	440	440	6,196	8,857	7,249
	Grapes	560	561	561	7,361	17,277	21,127
	Dragon Fruit	-	-	30	-	355	629
	Cherries	139	149	149	118	579	1,380
	Avocados	2,058	1,351	1,354	2,831	6,754	6,853
	Tangerines	870	870	870	12,775	13,881	8,208
Total		10,143	9,381	9,083	123,976	143,109	155,998

¹ Operations in Mexico were discontinued in 2024 by strategic decision of the company. Data from 2022 and 2023 has been retained to maintain historical continuity; therefore, figures for 2024 are not included.

For tangerines, the hectares related to the harvested kilograms correspond to 440 ha. However, after the harvest, 300 ha of tangerines were converted to blueberries.

Commercialization

In 2025, total fruit sales increased. The commercialization volume of all crops grew during the period.

Table 2. Total volume of products sold (metric tons)*

Product	2023	2024	2025
Blueberries	36,965.9	46,343	63,663
Avocados	36,492.5	28,692	40,663
Mangoes	22,892.3	14,253	18,072
Tangerines	13,047.8	12,096	14,319
Grapes	9,023.6	10,639	14,283
Others	854.8	541	1,512
Total	119,276.9	112,564	152,512

During 2025, Camposol did not purchase products from third parties, as supply for its operations was fully sourced from its own production, in line with its integrated business model.

* The total volume corresponds to finished products (including fresh and frozen products).

Testimonial



“ I highlight the support provided both in the field and in the office, together with the good treatment among personnel”

Emeida Chuquicahua Vásquez
Camposol employee

I value the positive work environment and the commitment of the Camposol team, as well as the benefits provided by the company and the efficiency in addressing staff needs, which facilitates the development of our daily tasks. I also highlight the economic opportunities and the support provided across different roles, both in the field and in the office, along with the good treatment among employees. This is complemented by a culture of support and trust, where employees feel accompanied and supported in any situation, contributing to a safe and satisfying work environment.

Our Economic Performance

(GRI 3-3) (GRI 201-1, 201-3, 201-4) (GRI 13.22)

During 2025, Camposol continued to strengthen its financial performance, generating direct economic value of USD 658,945 thousand, exceeding the figure recorded in 2024 (USD 550,697 thousand), reflecting improved operations as well as production and commercial efficiency.

The economic value distributed amounted to USD 526,826 thousand, benefiting key stakeholders. Of this amount, USD 335,882 thousand corresponded to operating costs, USD 169,003 thousand to salaries and benefits for employees, and USD 21,941 thousand to payments to the government. The economic value retained totaled USD 132,119 thousand, aimed at strengthening the financial structure and supporting future investments in growth, innovation, and sustainability.

Regarding pension funds, we comply with the requirements established by the regulations of each country where we operate. In 2025, the total amount of our contributions was: Peru: USD 11,337,967; Colombia: USD 322,692; and Uruguay: USD 524,288. Additionally, it is important to highlight that during this year we did not receive financial assistance from any government organization.

Table 3. Direct Economic value generated and distributed (USD thousands)²

Component	2023	2024	2025
Direct Economic value generated	496,974	574,697	658,945
Revenue	496,974	574,697	658,945
Economic value distributed ³	364,958	399,230	526,826
Operating costs ⁴	231,538	279,121	335,882
Employee wages and benefits	124,900	111,222	169,003
Payments to government ⁵	8,297	6,419	21,941
Community investments ⁶	223	2,468	68,091.60
Retained economic value	132,639	175,467	132,119

² Table note: The values correspond to the four Camposol operations (Peru, Colombia, Uruguay and Chile)

³ Payments to capital providers are not included, as these are financed through medium-term debt.

⁴ Corresponds only to spending on suppliers

⁵ Corresponds to total tax payments.

⁶ Covers only Operations in Peru, Colombia and Uruguay, for which information is available.



Testimonial



“Our support for Camposol promotes the generation of **formal employment in rural areas**”

Carlos Narváez

Director in charge of Corporates for Andean Countries – IDB Invest

From IDB Invest, this financing to Camposol represents a significant milestone in strengthening sustainable agribusiness in Peru. The transaction supports the expansion of a leading player in the agro-export sector in key crops such as blueberries and avocados, contributing to improving productivity, competitiveness, and the resilience of its operations. **Through investments in agricultural technology, varietal renewal, and locally developed innovation, the project reinforces Peru's position as a key supplier of high-value agricultural products in international markets.**

At the same time, the transaction promotes the creation of formal employment in rural areas. The participation of IDB Invest, together with other multilateral partners, helps mobilize long-term capital, complement the local market, and raise industry standards, sending a positive signal to the market. This partnership demonstrates the potential of sustainable agribusiness as an effective engine for economic growth, formal employment, and sustainable development in Peru and the region.



“Through our investment, IFC seeks to support a **sustainable agro-export model**”

Ezequiel López Murphy

Investment Officer of International Finance Corporation (IFC)

This financing to Camposol is a key opportunity to strengthen one of the most dynamic and strategic sectors of the Peruvian economy, agro-exports, which not only drives export growth but also generates employment and opportunities in rural areas. **Through this investment, IFC seeks to support the consolidation of a more resilient and sustainable agro-export model, promoting innovation, increased productivity, and the ability to adapt to long-term challenges.** In this regard, this type of financing helps drive growth that balances economic performance with social development and environmental sustainability, by enabling long-term investments that strengthen competitiveness, promote climate-

resilient practices, and foster the creation of quality formal employment. Moreover, this approach goes beyond immediate financial impact by contributing to the sustainable development of entire value chains. Peru has already demonstrated the great potential of agro-exports as a driver of growth and employment, and as the sector continues to evolve, there is a significant opportunity to mobilize more investments toward production models that integrate innovation, resilience, and sustainability, strengthening the country's competitiveness and generating positive and lasting impacts across the region.

02

Sustainability at Camposol



We promote responsible natural resource management, focused on **water efficiency and sustainable agriculture.**

Our sustainability strategy

At Camposol, sustainability is integrated into our corporate strategy, aligning business growth with the responsible management of environmental, social, and governance impacts across our value chain and in the geographies where we operate.

During 2025, we strengthened and updated our sustainability strategy, aligning it with business objectives and structuring it around ESG pillars: Environmental, Social, and Governance, in order to manage associated risks and opportunities in an integrated manner.

In the environmental sphere, we promote responsible management of natural resources,

focusing on water efficiency, sustainable and regenerative agriculture, decarbonization, and the circular economy. In the social dimension, we foster talent development, employee well-being, and community strengthening, generating shared value and a sustainable value proposition for our clients.

In governance, we reinforce standards of ethics, compliance, and transparency, integrating ESG criteria into decision-making, risk management, and supply chain relationships, with a focus on continuous improvement and operational resilience.

Sustainability strategy

E

We responsibly manage resources and waste, minimizing environmental impact and generating savings.



LAND, WATER AND CLIMATE FOR PROFITABLE AND RESILIENT AGRIBUSINESS

Produce more and better with a **lower environmental impact**, regenerating ecosystems and increasing the business's climate resilience.

S

We promote the growth and well-being of our employees and communities, enhancing their economic and social development to build a prosperous and sustainable future together.



PEOPLE AND CAMPOSOL CULTURE

Build a safe, attractive, and fair organization, where people and their families **develop and feel proud to work**.



COMMUNITIES AND TERRITORIAL DEVELOPMENT

More resilient and attractive territories for investment, generating favorable conditions for Camposol's sustainable growth.



MARKETS, CLIENTS AND SUSTAINABLE PRODUCTS

Be the **preferred partner of leading global buyers** due to our performance in quality, safety, and sustainability.

G

We operate in a responsible and transparent manner, aligned with institutional values, minimizing risk and creating long-term value.



GOVERNANCE, ESG RISKS AND SUSTAINABLE FINANCE

Integrate **ESG risks and opportunities** into corporate governance, financial strategy, and risk management, enabling access to sustainable capital.

Our stakeholders

(GRI 2-29)

At Camposol, stakeholder management is a key component of our sustainability strategy and value creation across the value chain. Our engagement approach is based on structured dialogue, transparency, and active participation, enabling us to identify risks, anticipate expectations, and strengthen decision-making.

Stakeholders are identified and prioritized based on their relevance to the business and the impact of our operations. Based on this, we define differentiated engagement strategies that promote sustainable, long-term relationships. This approach is consistently implemented across our operations in **Peru, Colombia, Uruguay, and Chile**, adapting to the social, environmental, and institutional context of each country.

Through various in-person, physical, and digital channels, we maintain continuous and two-way dialogue with employees, communities, clients, suppliers, authorities, and institutions, strengthening transparency, trust, and engagement with our stakeholders.



Structured
Dialogue



Transparency



Active
participation



Our material topics

(GRI 3-1, 3-2)

At Camposol, the identification of material topics is a key process in managing our sustainability, as it allows us to understand, assess, and prioritize the most relevant impacts, risks, and opportunities associated with our operations and across our value chain.

Methodological Approach and 2025 Process

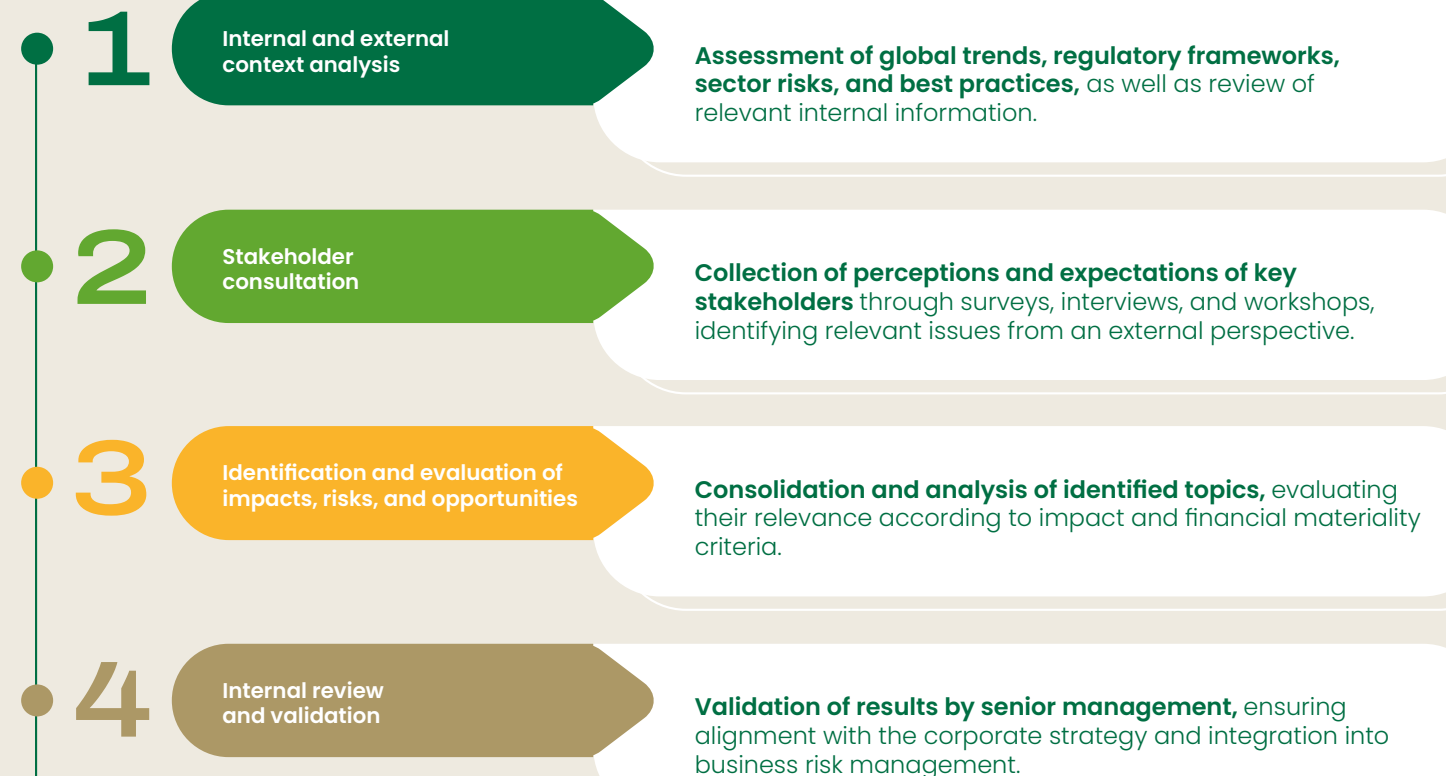
During 2025, we developed a structured double materiality process, considering both impact materiality and financial materiality, in line with the criteria established by the European Union's Corporate Sustainability Reporting Directive (CSRD).

This approach enables us to comprehensively identify and prioritize the most relevant impacts, risks, and opportunities, as well as integrate sustainability into strategic decision-making, strengthen business management, and move toward long-term sustainable value creation.

- **Impact materiality:** evaluates how our activities generate current or potential impacts on the environment, the economy, and people, considering both positive and negative effects.
- **Financial materiality:** analyzes how environmental, social, and governance factors may represent risks or opportunities affecting economic performance and business sustainability in the medium and long term.

A topic is considered material when it meets relevance criteria in terms of impact and/or influence on business performance, guiding management and strengthening decision-making.

Our Double Materiality process included the following stages



Results of the Double
Materiality Analysis

As a result of this process, Camposol has identified a set of material topics that reflect the main environmental, social, governance, and economic performance challenges and opportunities.

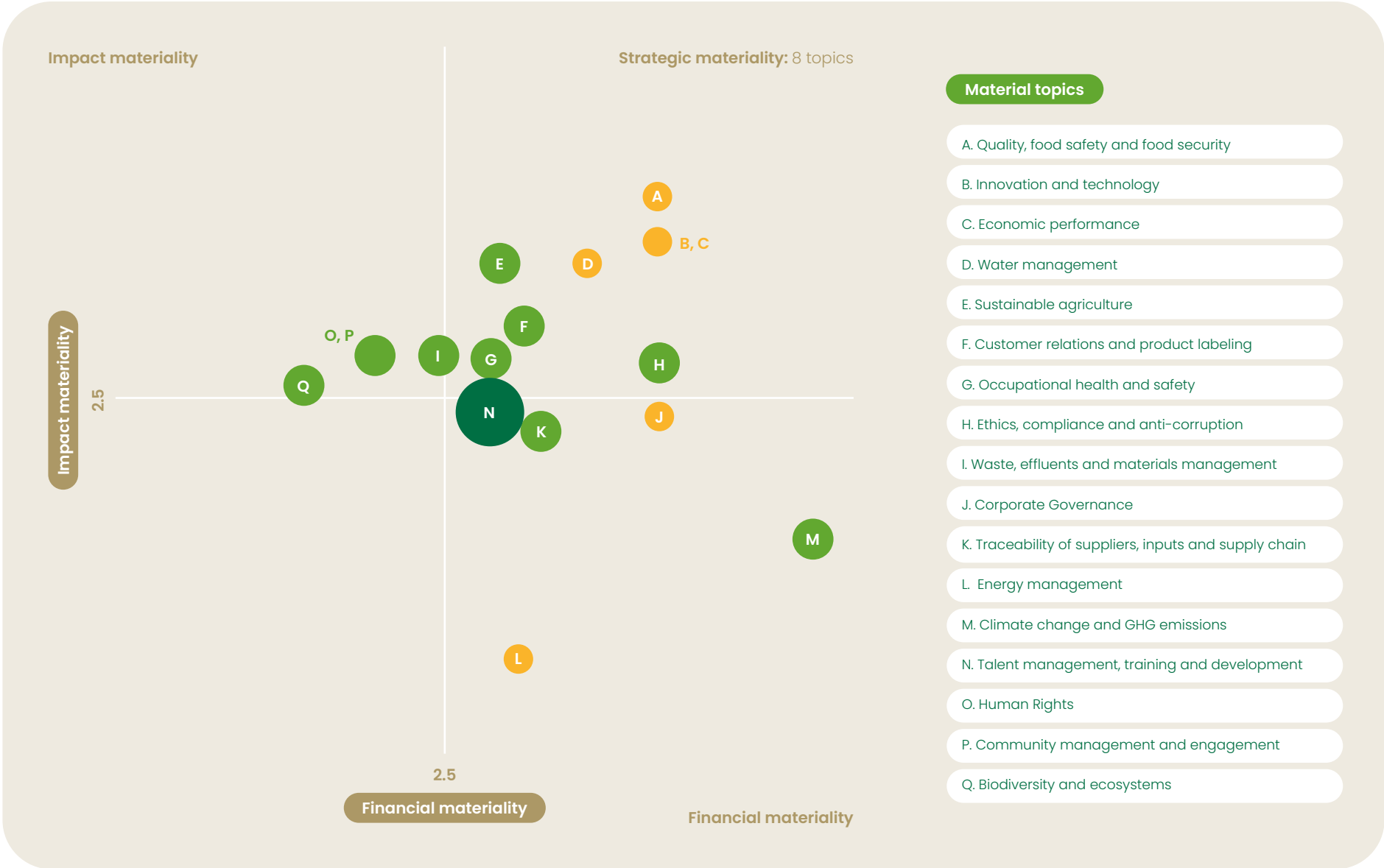
These topics guide our sustainability strategy and prioritize our actions in generating sustainable value, ensuring alignment with stakeholder expectations and global trends in the agribusiness sector.

The size of the bubble reflects de number of underlying IROs

<4

5-9

>9



Our contribution to the Sustainable Development Goals (SDGs)



SDG 1: No Poverty

47,907

new hires across our 4 countries of operation during 2025.

- **Decent wages for our employees** which are above the minimum living wage.
- **100% of employees** are covered by social security or private insurance.



SDG 2: Zero Hunger

820

girls and boys underwent a screening process to detect possible cases of anemia as part of the Anemia Cero program (Peru).

- **77% cases identified of anemia** were successfully recovered (Peru).
- **155,998 metric tons** of Food production volume during 2025.
- **Genetic improvement program** focused on developing new blueberry varieties (Peru).



SDG 3: Good Health and Well-being

42

employees participated in a training campaign focused on the importance of early detection of breast cancer (Peru).

- **Code of Ethics and Conduct**
We have a Code of Ethics and an Internal Work Regulation (RIT) with guidelines that prohibit the consumption of alcoholic beverages and drugs.



SDG 4: Quality Education

153
people enrolled in the Ceba Camposol program with the opportunity to complete their primary and secondary education (Peru).

- **13 people** completed their basic education through the Ceba Camposol program (Peru).



SDG 5: Gender Equality

342
girls and boys benefited from having access to a childcare service while their parents worked, through the Wawa Wasi "Rayito de Sol" program (Peru).

- **Business Alliance for Secure Commerce (BASC)**
We adhere to BASC standards, promoting a safe environment free from violence, sabotage, intimidation, drug trafficking and terrorism, and illegal activities.
- **46% of our workforce** are women, demonstrating our commitment to equal opportunities.



SDG 6: Clean Water and sanitation

Peru Water Footprint

We are calculating our water footprint for operations in Peru, which will allow us to analyze our Water Footprint Inventory, assess impacts, and design reduction plans.



SDG 7: Affordable and Clean Energy

Up to 100 %
reduction in energy consumption in company warehouses thanks to the installation of a 1 MW solar plant, producing approximately 33% of annual energy savings, avoiding the emission of 576.14 tons of CO₂ per year (Peru).

- **10% reduction in electricity consumption** compared to 2024 through peak shaving strategies and rate differentiation as optimization strategies (Peru).



SDG 8: Decent Work and Economic Growth

3

labor unions in our operations in Peru, with which successful collective bargaining negotiations have been maintained since 2015.



SDG 13: Climate Action

Peru Carbon Footprint

We are calculating our carbon footprint for operations in Peru, which will allow us to lay the foundation for implementing emissions reduction strategies.



SDG 15: Life on Land

0.936

km² of territory restored and protected as part of the Conservation and Sustainable Agriculture Plan (Colombia).

- **177 hectares of total area** from the first natural reserve established by Camposol Colombia.
- **Development of the first biodiversity booklet** using a participatory approach, involving approximately 80 field operators who report sightings, record species, and contribute to continuous biodiversity monitoring (Colombia).
- **2025 Forest Census** which enabled the registration of approximately 25,000 trees on farms in Chao (Peru).

Recognitions and partnerships

(GRI 2-28)

During 2025, the recognitions and strategic partnerships obtained by Camposol reflect our positioning in sustainable agribusiness and the positive impact of our management on territories and stakeholders. The milestones of the year are presented below.



Once again, we received the **National Environmental Award “Antonio Brack Egg” for our bio-stimulants innovation project**, which transforms agro-industrial waste into sustainable inputs, improves agricultural productivity, and reduces dependence on chemicals, consolidating a more efficient and environmentally responsible model.



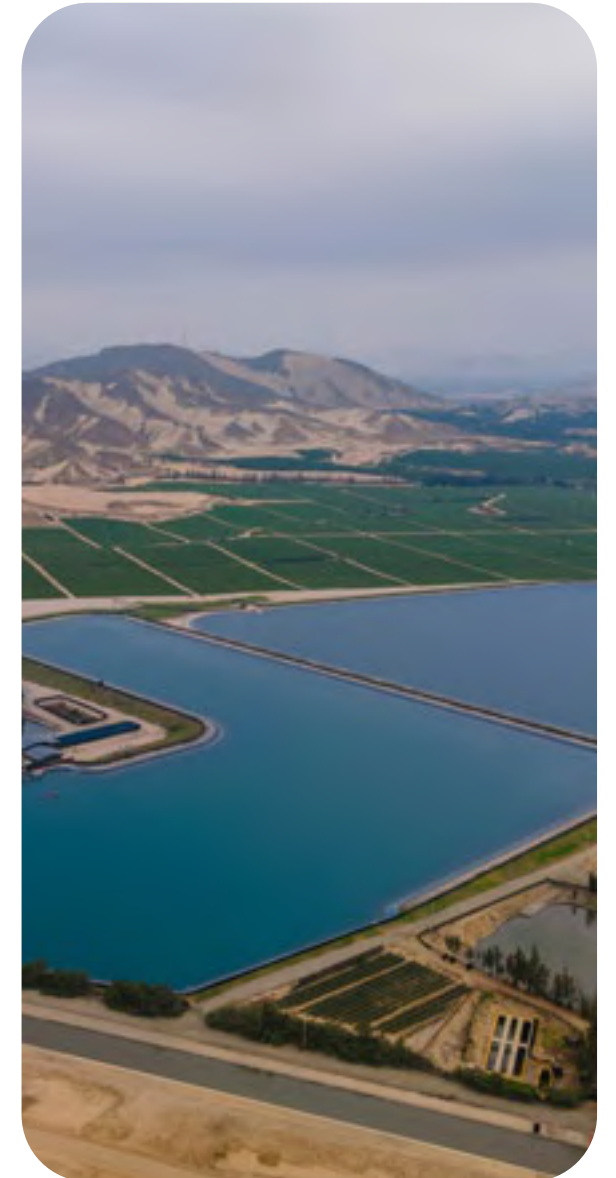
We obtained recertification under the GLOBALG.A.P. standard, along with its add-ons (FSMA and NURTURE), and achieved 100% compliance with the GRASP social standard for the third consecutive year, reaffirming our safe, sustainable, and efficient production.



We were recognized by BASC Peru for our commitment to traceability and more than two decades of continuous improvement in the Management System for Control and Security of our supply chain, strengthening safe operations aligned with international standards.



We highlight the participation of our employee Martha Cecilia Guillén Murrieta as a **speaker at the Global Congress on Plant Biology and Biotechnology 2025**, reaffirming our commitment to innovation and global agribusiness.





We advanced 13 positions in the Merco Talento Peru 2025 ranking and reached second place in the agribusiness sector ranking, reflecting our work in talent management and in building a culture of respect, growth, and human leadership.



Our Agricultural Operations Manager in Chao was recognized as the leading blueberry agricultural leader in Peru, demonstrating the impact of our leadership in efficient, sustainable, and world-class agriculture.



For the third consecutive year, we achieved **recertification of unannounced BRCGS audits (AA+) and renewed the IFS Food certification (Higher Level)**, reaffirming our commitment to quality, safety, and continuous improvement.



We received the 2025 Export Excellence Award from ADEX in the **Market Diversification category**, highlighting our sustained international presence and expansion into new destinations.



Our CEO was recognized among the top three leaders with the best digital presence in the agribusiness sector in the study #TopCEODigitalPeru 2025 conducted by Café Taipá consultancy, reflecting close, consistent leadership aligned with our purpose.



We obtained the ISO 37001 Anti-Bribery Management System certification, demonstrating our commitment to integrity, transparency, and risk management in our operations in Lima, La Libertad, and Piura.



We were recognized in the **“Product Diversification – Large Company” category** by the Regional Management of Foreign Trade, Tourism and Handicrafts and the Regional Export Executive Committee, for our leadership in exports and our integrated model of production, innovation, quality, and logistics efficiency.



We achieved the Great Place to Work certification in Peru, Colombia, the Netherlands, and the United States, reflecting a culture based on trust, respect, teamwork, and employee commitment.



We secured **US\$ 400 million in financing** together with BID Invest, IFC – International Finance Corporation, Rabobank, Scotiabank, BBVA, and contributions from the TADAC funds managed by the IDB Group in collaboration with the Japan International Cooperation Agency (JICA). This supports our operational strength and will boost sustainable agricultural innovation, export growth, and the creation of formal employment.

Listado Forbes
| Los 25 del 25

We recognize our CEO, Ricardo Naranjo Fernández, for being included in the **“Los 25 del 25” list presented by Forbes Peru**, which highlights key leaders for the economy and business in 2025. This recognition reflects leadership focused on achieving goals, people, and the purpose that guides us.

We are part of the following associations and organizations:

Table 4. List of associations and guilds to which Camposol belongs

Association/Guild	Country/Scope	Mission	Value Generated
IBO	Global	Promote global blueberry consumption	Market access, research, and global positioning
WAO	Global	Promotion of avocado consumption	Marketing campaigns and commercial expansion
NABC	 USA	Regulatory advocacy in the blueberry sector	Market analysis, sector agenda, and engagement with USDA
USHBC	 USA	Promotion of blueberry consumption	Export information and stakeholder connection
PAC	 USA	Promotion of Peruvian avocados	Demand development and product visibility
CFNA	 China	Facilitate food trade in China	Institutional access and export support
Frutas de Chile	 Chile	Promotion of fruit exports	Market Access and positioning
CorpoHass	 Colombia	Represent Hass avocado exporters	Sector coordination and market access
UPEFRUY	 Uruguay	Represents fruit exporters	Market Access and regulatory coordination
Provid	 Peru	Represents grape producers	Best practices and coordination with authorities
ProCitrus	 Peru	Represents citrus producers	Market intelligence and standards
APEM	 Peru	Represents mango exporters	Sector coordination
ADAS	 Peru	Promotes Sustainable agriculture	Territorial coordination and sustainability
APAG Piura	 Peru	Represents agribusiness producers	Institutional representation and water management
ADEX	 Peru	Exporters association	Market Access and positioning
APERHU	 Peru	Human Resources association	Talent management and networking
AGAP*	 Peru	Represents agricultural guilds	Regulatory advocacy and competitiveness
Proarándanos	 Peru	Represents the blueberry export industry	Sector information, coordination with SENASA, and mitigation of regulatory risks

*Camposol's participation in AGAP is channeled through Proarándanos.



03

Governance, ESG Risks and Sustainable Finance



The Board of Directors is responsible for the overall supervision of the company, including risk management, the integrity of **financial information, and compliance with corporate policies.**

Governance Structure

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-16, 2-17, 2-18)

At Camposol, we maintain a strong commitment to high corporate governance standards, promoting transparent, ethical management focused on generating sustainable value for our stakeholders. Our governance structure is based on three main bodies: the General Shareholders' Meeting, the Board of Directors, and support committees, which are responsible for strategic oversight, decision-making, and strengthening control mechanisms, in line with market best practices.

Through this structure, we promote accountability, diversity of perspectives, and informed decision-making, incorporating environmental, social, and governance (ESG) criteria into business management and organizational culture.

The Board of Directors is responsible for the overall supervision of the company, including risk management, the integrity of financial information, and compliance with corporate policies. To this end, it receives periodic reports from senior management, committees, and control functions, enabling the timely identification of risks and critical issues.

The composition of the Board considers the experience, technical competencies, and independence criteria of its members, promoting a balanced combination of skills. Its performance is also periodically evaluated, strengthening its effectiveness and alignment with the company's strategic objectives.

General Shareholders' Meeting

The General Shareholders' Meeting is the highest governing body of Camposol and is responsible for defining strategic guidelines, overseeing company performance, and appointing the Board of Directors. Its actions promote transparency, independence, and business sustainability. The shareholding structure consists of the Dyer Coriat family (83%) and the Dyer Osorio family (17%), supporting a long-term vision.

Board of Directors

During 2025, the composition of Camposol's Board changed, starting the year with five members and closing with six, including two independent directors. At the end of the period, the Board includes one woman among its members.

In terms of age diversity, two-thirds of the members are 50 years old or younger, bringing dynamism and new perspectives, while the remaining third is over 50, contributing experience to decision-making. The average tenure on the Board is 9.3 years, strengthening leadership stability and continuity.

We aim for a Board composition that integrates diverse professional

backgrounds, complementary skills, and strong ethical principles. New members participate in an induction process that includes the Director's Guide and the Code of Conduct, complemented by briefing sessions led by the CEO and the executive team.

The selection of independent directors follows a process aimed at incorporating specialized knowledge and diverse perspectives, considering both the competencies required to face business challenges and the views of key stakeholders, promoting governance based on transparency and proper representation.

Functions of the Board of Directors



Define and approve Camposol's strategies and objectives, ensuring their fulfillment.



Ensure the **reliability of the financial statements.**



Assess business risks together with the Audit, Internal Control, and Risk Committee.



Oversee compliance with the Code of Conduct and the Anti-Corruption Policy, as well as approve their updates.



Receive and analyze reports related to the ethics line.



Approve compensation and incentive policies.



Annually evaluate its own performance.



Oversee and evaluate the functioning of committees.

Members of the Camposol Board of Directors



Samuel Dyer Coriat
President

Age
49

Year of joining
2007

Nationality
Peruvian

Independence
No



Piero Dyer Coriat

Age
45

Year of joining
2007

Nationality
Peruvian

Independence
No



Piero Ghezzi

Age
57

Year of joining
2024

Nationality
Peruvian

Independence
Yes



Gonzalo Echeandía

Age
65

Year of joining
2024

Nationality
Peruvian

Independence
Yes



William Dyer Osorio

Age
46

Year of joining
2007

Nationality
Peruvian

Independence
No



Jackeline Dyer Coriat

Age
44

Year of joining
2025

Nationality
Peruvian

Independence
No

Committees



Audit and Risk Committe

The Audit and Risk Committee is composed of Manuel del Río (Chairman and independent advisor), Gonzalo Echeandía, and William Dyer Osorio. Its composition prioritizes members with experience in risk management, strengthening the company’s financial and operational oversight.

Its main functions include overseeing the reliability and integrity of financial information, reviewing financial statements, selecting and evaluating external auditors, supervising the internal audit function, and monitoring the implementation of recommendations. It also strengthens the internal control system and comprehensive risk management, ensuring alignment between the risk matrix and corporate strategy, and conducting continuous monitoring of its implementation, contributing to timely and effective risk management.



Business Unit Committees

During 2025, Camposol established specific committees to monitor and strategically manage its main business units: Berries, Avocado, Tangerine, Grape, Mango, Genetics and R&D, Plant, and Frozen Products.

These committees play a key role in strengthening each business unit’s strategies by reviewing strategic plans, monitoring performance, and supporting the execution of operational campaigns, ensuring efficient management aligned with corporate objectives.



Strategic Contracts and Procurement Committee

The Strategic Contracts and Procurement Committee oversees the procurement processes for goods and services, with an emphasis on those of strategic importance to the company’s operations. Its work focuses on promoting competitive and transparent selection processes, ensuring high standards of quality and cost efficiency, and contributing to the organization’s financial sustainability.

This committee is composed of Gonzalo Echeandía, Samuel Dyer Ampudia, and Jackeline Dyer Coriat.



Sustainability Committee

Camposol’s Sustainability Committee is a key body for the governance and monitoring of the organization’s ESG commitments.

Its main role is to oversee the implementation of the sustainability strategy, ensuring its alignment with corporate objectives and international standards. It also monitors performance through key indicators and promotes informed decision-making, strengthening transparency, risk management, and the generation of sustainable value across the entire operation.



Strategy Committee

A consultative and discussion space to share, contrast, and develop ideas, projects, and matters of strategic importance, including corporate development initiatives, prior to their potential escalation to the Board of Directors, when applicable.



Investment Committee

Evaluates and approves, within its responsibilities, the company’s investments, ensuring their alignment with the long-term plan and their contribution to profitable, sustainable, and value-generating growth.

Ethics, Integrity, and Compliance

(GRI 3-3)

At Camposol, ethics, integrity, and regulatory compliance are fundamental pillars of our management. We promote an organizational culture based on transparency, responsibility, and respect, ensuring high standards of conduct in our relationships with stakeholders.

We have a Code of Ethics and Conduct that establishes the principles and guidelines that direct employee behavior, supporting responsible decision-making, a respectful work environment, and the prevention of risks associated with improper conduct. These guidelines are implemented across the organization and promoted throughout the value chain.

In 2025, we obtained the ISO 37001 Anti-Bribery Management System certification, strengthening our controls and mechanisms to prevent, detect, and manage risks associated with bribery. This milestone reinforces our commitment to ethical and transparent management.

We also advanced in strengthening control and record-keeping mechanisms, improving the traceability of processes related to people

management and consolidating a culture of compliance and continuous improvement across all our operations.

Anticorruption

(GRI 205-1, 205-2, 205-3, 415-1) (GRI 13.26)

Camposol has a robust Anti-Corruption Prevention Model, aligned with international standards such as OECD, OAS, and UN guidelines, as well as applicable local regulations, including Law No. 30424 (Peru) and the U.S. Foreign Corrupt Practices Act (FCPA). This model establishes a comprehensive framework for preventing, detecting, and managing corruption risks, promoting an organizational culture based on integrity and transparency.

In 2025, obtaining the ISO 37001 certification strengthened our controls, process traceability, and preventive risk management, consolidating our commitment to a culture of compliance and continuous improvement.



Testimonial



“We consolidate
a **culture of shared
integrity** across the
entire organization”

María del Carmen Bedoya Valdez
Legal Compliance Deputy
Manager

The certification of the anti-bribery management system under ISO 37001 represents a decisive step for Camposol in strengthening our culture of integrity and our corporate governance model.

This achievement reflects the explicit commitment of Senior Management and the Board of Directors to ethical, transparent management aligned with the highest international compliance standards. The integration of this system into decision-making and governance responsibilities reinforces risk management, ensures compliance with our policies and legal obligations, and promotes ongoing supervision across all operations and relationships with third parties, consolidating a culture of shared integrity throughout the organization.

Conflicts of Interest

(GRI 2-15)

Camposol has a **Conflicts of Interest Policy** aimed at identifying, managing, and mitigating situations that may affect objectivity and integrity in decision-making. The policy establishes mechanisms for disclosure, evaluation, monitoring, and the application of disciplinary measures, and is implemented through ongoing communication and training, strengthening a culture based on transparency and ethical conduct.

Free Competition

(GRI 206-1) (GRI 13.25)

At Camposol, **we promote free, fair, and ethical competition, based on integrity, good business practices, and compliance with applicable regulations.** We independently define our commercial policy and pricing strategy, basing purchasing and sales decisions on objective criteria such as price, quality, and availability.

All employees must comply with competition laws in the countries where we operate, refraining from agreements that restrict the market and from unfair commercial practices, while ensuring accurate and transparent information about our products. This approach is reinforced through periodic risk assessments, operational guidelines, and training programs for key roles.

During 2025, no violations of free competition laws were recorded.

Grievance Mechanisms

(GRI 2-25, 2-26)

Camposol has formal mechanisms for receiving and managing complaints, claims, and reports, in line with its commitment to ethics, transparency, and continuous improvement. The main channel is the Ethics and Respect Line, managed by an independent third party, confidential and, if required, anonymous, available to employees and external parties to report potential violations of the Code of Ethics and Conduct or to seek guidance.



Website
Ethics and Respect Line

Reports received are evaluated and handled in accordance with internal procedures, ensuring timely and impartial treatment. These mechanisms are complemented by in-person channels and internal service areas and are strengthened through continuous communication, training, and improvement efforts. During 2025, these channels operated effectively.



Leaders and management teams drive a culture of prevention and **informed decision-making**.

Risk Management

(GRI 2-12, 2-13, 201-2) (GRI 13.2)

At Camposol, we manage risks in an integrated and proactive manner as a key pillar for business sustainability and strategic decision-making. Our approach covers strategic, financial, operational, and compliance risks, and is applied across all our operations.

We have a corporate Enterprise Risk Management methodology aligned with COSO ERM and ISO 31000, which strengthens anticipation, organizational resilience, and sustainable value creation. This framework is complemented by a corporate risk appetite, Key Risk Indicators (KRIs), risk matrices, and heat maps, which are periodically reported to the Board of Directors. In this context, leaders and management teams act as risk owners, promoting a culture of prevention and informed decision-making.

Climate-Related Risks

In 2026, Camposol will advance in the integration of international sustainability standards through a gap analysis against IFRS S1 and IFRS S2 issued by the ISSB, with the objective of identifying improvement opportunities in governance, strategy, risk management, and ESG metrics, and defining a roadmap for their progressive implementation.

This process will lay the foundation for strengthening the identification and management of physical and transition climate risks, incorporating climate change as a strategic element in business management. In this context, we have identified and prioritized climate risks in our operations in Peru, Chile, Colombia, and Uruguay, as well as environmental KPIs that allow us to monitor critical variables and activate preventive measures in a timely manner, aligned with international standards and financial commitments.

Table 5. Risks and impacts derived from climate change

Identified risks and impacts	Type of risk	Magnitude of impact	Probability of occurrence	Mitigation measures implemented
Reduction in fruit volume and quality due to high temperatures or other out-of-range climatic variables	Operational	High	High	Adaptive agronomic management based on climate monitoring, adjustments in farming practices, and continuous evaluation of technological solutions
Reduction in fruit volume and quality due to low-temperature events (frost) – Chile operations	Operational	Medium	High	Evaluation and implementation of frost protection technologies and strengthening preventive capabilities in the field
Damage or impact on infrastructure and critical assets due to climatic events	Operational	Medium	Medium	Strengthening infrastructure and improving design standards and resilience to climate events
Heavy rainfall or frost – tangerines business unit (Uruguay)	Operational	Medium	Medium	Dynamic adjustment of agricultural operations based on climate condition monitoring and flexible resource management
Disruption of access routes or transport routes for products or people	Operational	Low	Low	Implementation of logistics contingency plans, alternative routes, and coordination with local stakeholders to ensure operational continuity. Development of drainage channels for rainwater and hydraulic infrastructure for such events.  In Uruguay: in case of port closure, shipment via Rio Grande (Brazil) is considered mapping of logistics operators in advance for Buenos Aires (Argentina).  In Colombia: contingency plan for harvesting and other activities, including alternative routes classified according to landslide risk.
Disruption of access routes leading to operational interruption due to low availability of inputs or materials	Operational	Low	Low	Preventive inventory management and strengthening coverage of critical inputs to ensure operational continuity
Reduction in fruit volume and quality due to high temperatures or other out-of-range climatic variables	Operational	High	High	Adaptive agronomic management based on climate monitoring, adjustments in farming practices, and continuous evaluation of technological solutions
Reduction in fruit volume and quality due to low-temperature events (frost) – Chile operations	Operational	Medium	High	Evaluation and implementation of frost protection technologies and strengthening preventive field capabilities



Responsible Procurement and ESG Traceability of the Supply Chain

In recent years, Camposol has strengthened its logistics capabilities to improve access to international markets and the efficiency of its supply chain.

In 2024, we expanded our global presence with the first maritime exports of blueberries from Peru to India and Chile, and we participated in the Chancay–Shanghai route with a transit time of 23 days. We also optimized the cherry logistics model in Chile by incorporating maritime transport and resumed mandarin exports from Uruguay under a bimodal land–sea scheme.

During 2025, we continued to consolidate safe, efficient, and reliable logistics management, strengthening our operational capacity and sustainable international trade.

Supplier Management

(GRI 3–3) (GRI 2–6)

Camposol cuenta con una cadena de Camposol has an integrated supply chain that allows direct oversight of each stage of the operation, strengthening traceability, operational efficiency, and business continuity.

To ensure reliable and sustainable sourcing, we work closely with strategic suppliers, building long-term relationships and managing negotiation processes that enable us to maintain competitive conditions in the face of market volatility.

We also maintain a diversified supplier portfolio that enhances operational flexibility and reduces the risk of disruptions in the supply of inputs and services.

Table 6. Total number of suppliers, by type and operation

Types of suppliers	Peru	Colombia	Uruguay	Chile	Total
Packaging Suppliers	86	9	2	5	102
Suppliers of agricultural inputs	131	36	16	13	196
Packaging and Storage Service Providers	7	1	4	15	27
Local service providers (transportation, import, other)	513	130	72	92	807
Miscellaneous inputs	486	237	340	12	1,075
Total	1,223	413	434	117	2,187

During 2025, some of our suppliers achieved significant milestones reflecting their commitment to sustainability and responsible management. **TRUPAL and CARMVINSA**, suppliers of cardboard packaging, strengthened their sustainability performance through their participation in the Peru Sostenible Summit, TRUPAL’s recognition at the R Evolucion Awards 2025 for responsible waste management, and the publication of CARMVINSA’s first sustainability report.

Meanwhile, **SILVESTRE**, an agrochemical supplier, implemented the Peru Come Sano program, aimed at promoting biological and innovative solutions for crop protection, along with training and technical support for farmers, generating environmental and productive benefits.

These initiatives help strengthen sustainability and the positive impact of our value chain.





Contractor Management

(GRI 2-8)

At Camposol, we value our relationships with contractors, whose role is key to operational efficiency, quality, and the responsible development of our operations. We work with a network of reliable contractors aligned with our principles of compliance, safety, and continuous improvement, strengthening sustainable management across the value chain.

In this context, in Peru we highlight the initiative of the contractor **BOXER**, which maintains an agreement with the NGO **Traperos de Emaús** for recycling unused clothing, contributing to responsible waste management and generating a positive social impact.

Supplier Selection and Evaluation

(GRI 13.23) (GRI 308-1, 308-2, 414-1, 414-2) (FB-AG-430a.1, FB-AG-430a.2, FB-AG-430a.3)

Camposol's Management System ensures traceability throughout the entire supply chain, from the origin of raw materials to packing centers, strengthening transparency, safety, and operational control.

As part of our sourcing processes, we evaluate suppliers and verify the origin of raw materials. In 2025, **84% of the fresh fruit used had food safety certifications**, and 100% of our operations underwent social audits such as SMETA or GRASP, validating compliance with labor and social standards.

Additionally, we require new or renewed suppliers to update their legal documentation and adhere to the Code of Ethics and Conduct, reinforcing alignment with our values and standards of behavior. During the year, we made progress in the gradual integration of ESG criteria into supplier evaluation in Peru, in coordination with the Sustainability area.

In 2025, we conducted audits of key service, logistics, and secure trade suppliers, as well as in-house plant suppliers, without identifying negative impacts. Furthermore, all contractors entering our facilities must meet health, safety, and environmental requirements; during the year, **31 permanent service providers submitted their Solid Waste Management Plan**.

84%
of the fresh fruit
used had food safety certifications



04

Social

We promote the growth and well-being of our employees and communities

At Camposol, talent development and management are strategic pillars for achieving our objectives and ensuring business sustainability. In a dynamic agro-industrial context, we continuously strengthen our attraction, development, and retention strategies by incorporating qualified talent to lead our operations in the countries where we are present.

We promote a safe and healthy work environment that respects human rights, with fair and competitive compensation, professional development programs, and benefits that complement current regulations. Talent management is led at the corporate level by the Vice Presidency of People, Culture, and Organization, in coordination with local teams, and is supported by a framework of internal policies and regulations that ensure ethical, equitable management aligned with the company's values.

People and culture

(GRI 2-7)

Our employees

Our commitment to employees remains a fundamental pillar for the sustainability of our operations. By the end of 2025, **our total workforce reached 21,967 direct employees** across Peru, Colombia, Uruguay, and Chile, of which 97% are located in Peru.

Table 7. Total number of employees, per operation

Operation	2024		2025	
	Employees	%	Employees	%
	27,379	97.70	21,305	96.99
	440	1.57	423	1.93
	181	0.65	216	0.98
	24	0.09	23	0.10
Total	28,024	100	21,967	100





Across all our operations, **female participation increased from 44.4% in 2024 to 46.0% in 2025.**

By the end of 2025, **Camposol’s direct workforce was composed of 54% men and 46% women**, reflecting steady progress in gender equality. This composition reaffirms the company’s commitment to diversity and equal opportunities, as well as strengthening an inclusive work environment that promotes equitable access to employment and professional development.

Table 8. Total number of employees, by gender and operation

Country	2024				2025			
	M	%	F	%	M	%	F	%
	15,091	55.1	12,288	44.9	11,361	53.3	9,944	46.7
	342	77.7	98	22.3	346	81.8	77	18.2
	121	66.9	60	33.1	137	63.4	79	36.6
	15	62.5	9	37.5	14	60.9	9	39.1
Total	15,569	55.6	12,455	44.4	11,858	54.0	10,109	46.0

Across total operations, **female participation increased from 44.4% in 2024 to 46.0% in 2025**, while male participation decreased to 54.0%, demonstrating gradual progress toward a more balanced workforce structure. At the country level, Peru, Uruguay, and Chile reported an increase in female participation, while Colombia recorded a decrease associated with operational changes. Overall, these results reflect a dynamic evolution of the workforce, aligned with the productive characteristics of each operation and the company’s commitment to diversity and inclusion.

Table 9. Total number of employees with permanent contracts, by gender and operation

Operation	2024			2025		
	M	F	Total	M	F	Total
	3,431	1,941	5,372	2,974	2,571	5,545
	203	53	256	238	55	293
	99	44	143	97	46	143
	12	8	20	12	9	21
Total	3,745	2,046	5,791	3,321	2,681	6,002

Table 10. Total number of employees with temporary contracts, by gender and operation

Country	2024			2025		
	M	F	Total	M	F	Total
	8,948	13,059	22,00	8,387	7,373	15,76
	139	45	184	108	22	130
	22	16	38	40	33	73
	3	1	4	2	-	2
Total	9,112	13,121	22,23	8,537	7,428	15,965

During 2025, **the number of employees with permanent contracts increased from 5,791 to 6,002**, accompanied by a significant rise in female participation, from 2,046 to 2,681 employees. This progress reflects the consolidation of stable employment and strengthened gender equality across operations, with notable increases in Peru and stable trends in Colombia, Chile, and Uruguay.

Between 2024 and 2025, **the number of employees with temporary contracts decreased from 22,233 to 15,965**, mainly due to reductions in Peru, with moderate adjustments in Colombia, stability in Chile, and a specific increase in Uruguay associated with operational needs. Overall, this trend reflects reduced reliance on temporary employment and improved workforce planning. Not to mention, Camposol does not use non-guaranteed hours schemes or part-time employment, reaffirming its commitment to stable and structured working conditions.



Talent Management

(GRI 3-3) (GRI 401-1)

At Camposol, hiring and turnover management is a key factor in ensuring operational continuity and business sustainability. We recognize that the seasonality of the agribusiness sector and competition for labor influence turnover, especially during agricultural campaigns.

In response to this context, we continuously strengthen workforce planning, recruitment and selection processes, and well-being, productivity, and development initiatives, with the aim of improving employee retention, reducing attrition, and consolidating an efficient, people-centered operation.

It is important to note that the workforce figure of 47,907 corresponds to the year-end headcount as of 2025, while hiring and termination data reflect the cumulative number of entries and exits throughout the reporting period. Therefore, the number of new hires may exceed the total workforce without implying any inconsistency in the reported information.

New hires

Table 11. Total number of new hires, by operation⁷

Operation	2023	2024	2025
	39,823	31,339	46,793
	205	305	299
	543	1,276	802
	1,713	-	-
	6	5	13
Total	42,290	32,925	47,907

Table 12. Total number of new hires, by age

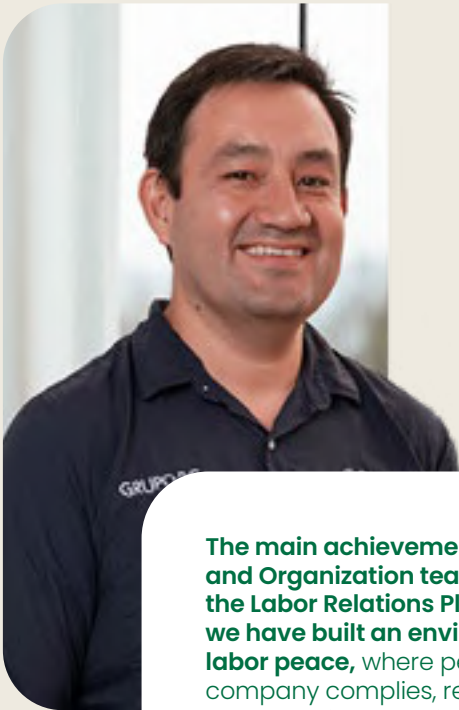
Age	2023	2024	2025
Under 30	25,561	18,334	25,213
Between 30 and 50	14,302	12,659	19,559
Mover 50	2,427	1,932	3,135
Total	42,290	32,925	47,907

Table 13. Total number of new hires, by gender

Gender	2023	2024	2025
Male	22,380	15,705	21,464
Female	19,910	17,220	23,443
Total	42,290	32,925	44,907

⁷ The total number of new hires is higher than the size of the workforce due to the seasonal nature of our operations. During harvest periods, we hire a high volume of temporary workers, which increases turnover and results in high hiring figures.

Testimonial



“The commitment of those who work at Camposol arises naturally and translates into a **better work environment**”

Jorge Zegarra Valverde
Labor Relations Superintendent

The main achievement of the People, Culture, and Organization team is the design of the Labor Relations Plan, through which we have built an environment of trust and labor peace, where people know that the company complies, respects their rights, and places their well-being at the center of every decision. This result is the outcome of years of listening, learning, and coordinated work across different areas, and it is sustained by a daily practice of transparency, consistency, and dialogue. When employees are informed, feel heard, and trust their work environment, commitment emerges naturally and translates into a better workplace climate and sustainable results for the organization and the families that are part of it.

Number of terminations

Between 2024 and 2025, the total number of employee departures decreased from 23,755 to 19,000, showing reduced workforce turnover, mainly due to declines in Peru and stabilization in Uruguay, while Colombia and Chile recorded moderate increases associated with operational adjustments. This reduction was observed across all age groups, with a greater impact among employees under 30 years old, and among both men and women, reflecting improvements in turnover management and greater job stability during the reporting period.

Employee Compensation

(GRI 13.20, 13.21)

At Camposol, we manage compensation under corporate guidelines aimed at ensuring fair, equitable, and market-aligned remuneration across all levels of the organization. Each position has a defined salary structure based on corporate criteria, considering responsibilities, performance, goal achievement, and external competitiveness. Since 2024, we have strengthened our salary management model through market

benchmarking and the consolidation of salary bands, applied consistently across the countries where we operate. For operational staff, compensation is determined in accordance with the applicable legal framework in each country, complemented by productivity bonuses and incentives.

We strictly comply with applicable labor legislation and use specialized compensation methodologies, such as those from Korn Ferry, to ensure internal equity, external competitiveness, and consistency in salary administration.

Benefits for our employees

(GRI 401-2)

At Camposol, we promote a work environment that prioritizes the well-being, equity, and comprehensive development of our employees across all the geographies where we operate. We believe that the strong and competitive benefit offering is essential to enhancing the employee experience, supporting both professional and personal development, and reinforcing an organizational culture based on respect and inclusion.



At Camposol we have the Mi Mundo program, which encompasses all the benefits offered to both administrative and operational employees. Since 2025, for operational staff, these benefits have been communicated through flyers in the *Orgullo Camposol* group and included in onboarding documentation to encourage greater use. The benefits are organized into the following categories:



Financial support



Work-life balance



Campaigns, programs, and training



Policies and insurance

During 2025, we implemented a mammography campaign targeting Camposol employees aged 40 to 65 in Chao, Virú, and nearby areas, aiming to promote prevention and early detection of breast cancer.

As a result, 42 employees —including both administrative and operational personnel— underwent this preventive screening, strengthening the culture of self-care and the focus on health within the organization. Employees from Trujillo also participated, joining this important prevention campaign.



We contribute to a
**healthy work-life
balance.**

Maternity and Paternity Leave

(GRI 401-3)

At Camposol, we ensure compliance with labor regulations in the countries where we operate and promote respect for rights related to maternity and paternity. Parental leave is part of our commitment to employee and family well-being, contributing to a proper work-life balance and fostering more equitable, inclusive, and sustainable workplaces.

Table 14. Details of maternity and paternity leave^a

								
Category	M	F	M	F	M	F	M	F
Right to parental leave	193	421	5	1	12	1	0	0
Taken parental leave	193	421	5	1	12	1	0	0
Returned to work after parental leave	113	306	4	0	12	1	0	0
Returned to work after parental leave and were still employed 12 months later	113	306	1	0	9	1	0	0

^a Values include operations in Uruguay.

Training and development

(GRI 3-3) (GRI 404-1, 404-2)

At Camposol, employee training and development are key tools to strengthen capabilities, improve performance, and ensure organizational adaptability in a constantly evolving production environment. We promote continuous learning as a driver of productivity, operational efficiency, and business sustainability.

Our approach integrates technical training programs, supervisory and leadership development, and a structured training offering through training plans, training schools, and the **Camposol University**, fostering a learning culture and strengthening long-term organizational competitiveness.



Camposol University

Camposol University is a **training strategy focused on developing both technical and soft skills of leaders, employees, and operators**, aiming to strengthen competencies and sustainable performance. Since its launch in 2021, it has been consolidated through leadership, supervision, and virtual onboarding programs, including a 30-day induction plan with content available both online and offline.



LIDERAGRO

In 2025, we continued promoting the LIDERAGRO leadership program, designed for operational leaders to **strengthen key competencies such as growth mindset, accountability for managing teams and results**, personal development, and recognition. These pillars are addressed holistically, reinforcing our commitment to leadership excellence at Camposol.



Training Schools for Operators

To train our operators, we have implemented training schools focused on **developing technical and interpersonal skills**. More than 2,700 people actively participated in programs such as the Harvest Supervisors School and the Operator Projection School. These initiatives reflect our commitment to continuous development within our operational teams, promoting constant improvement and greater process efficiency. In addition, we have the Camposol Project, which provides operators with the opportunity to complete their primary and secondary education, reaffirming our commitment to their holistic development and social well-being.



TRAINERS Program

In 2025, a second cohort of the TRAINERS program was carried out, with courses mainly focused on **regulatory and role-specific content, ensuring that all participants received an official certification**.



Key Training Results

972
training sessions were conducted, amounting to 147,856 hours of training.

+100
employees enrolled in short courses at Senati

- **3 employees** were sponsored in different training modalities (PADE programs and technical careers at Senati).
- Participants in operator training schools: **2,778 participants**, of whom 2,254 graduated. These programs were conducted onsite at operational farms.
- **+350 employees** participated in Camposol Talks

Employee Performance Evaluation

(GRI 404-3)

At Camposol, performance management is a key pillar for business sustainability and strategy execution. Our evaluation model considers both the achievement of individual objectives and behaviors aligned with Camposol values and the leadership model, promoting an ethical, consistent, and results-oriented culture.

Through the **Rankmi** platform, we implement the annual performance evaluation process Creciendo Juntos, which facilitates goal tracking, continuous feedback, and the definition of development plans. This approach strengthens individual accountability and data-driven talent management.

In addition, we promote differentiated training and development programs focused on key talent and leadership, and we conduct periodic evaluations of operational staff focused on productivity and quality, ensuring the efficiency of our operations.

Table 15. Average training hours per employee, by gender and job category⁹

Job category	2024			2025		
	M	F	Total	M	F	Total
Manager and assistant managers	5.56	4.96	5.26	3.00	3.10	3.05
Chiefs, coordinators and superintendents	4.35	3.89	4.12	7.06	5.33	6.20
Administrative	4.47	3.42	3.95	5.24	7.53	6.39
Interns	4.00	5.00	4.50	3.23	4.00	3.62
Operators	6.24	5.11	5.68	6.29	5.94	6.12
Total	4.92	4.48	4.70	5.40	5.18	5.29

Table 16. Performance evaluation of employees assessed, by gender and job category (Percentage)

Job category	2024			2025		
	M	F	Total	M	F	Total
Manager and Assistant Managers	100.00 %	100.00 %	100.00 %	100.00 %	100.00 %	100.00 %
Chiefs, Coordinators and Superintendents	99.39 %	98.06 %	98.73 %	99.42 %	100.00 %	99.71 %
Administrative	98.18 %	98.17 %	98.18 %	96.75 %	96.74 %	96.75 %
Total	99.19 %	98.74 %	98.97 %	98.72 %	98.91 %	98.82 %

⁹ Values include operations in Peru.

Occupational Health and safety

(GRI 3-3) (GRI 403-1, 403-2, 403-6, 403-7, 403-8) (FB-AG-320a.1)

Occupational Health and Safety System

At Camposol, the health and safety of our employees is a strategic priority and is managed through a corporate-wide Occupational Health and Safety Management System (OHS), focused on accident prevention and strengthening a culture of prevention at all levels of the organization. This system applies to direct employees and contractors in fields, plants, and offices, and is implemented in compliance with current regulations in each country where we operate.

Our Occupational Health and Safety Policy establishes guidelines to ensure safe working conditions through the continuous identification, assessment, and control of risks, as well as the protection of physical and mental health. Its implementation is supported by periodic inspections, internal audits, continuous training programs, and systematic monitoring of health and safety performance indicators.

During 2025, OHS management focused on strengthening preventive controls and continuous system improvement across all our operations. In Peru, compliance with Law No. 29783 was reinforced through inspections, internal audits, and monthly monitoring of accident rate indicators, enabling the identification of deviations and timely implementation of corrective actions.

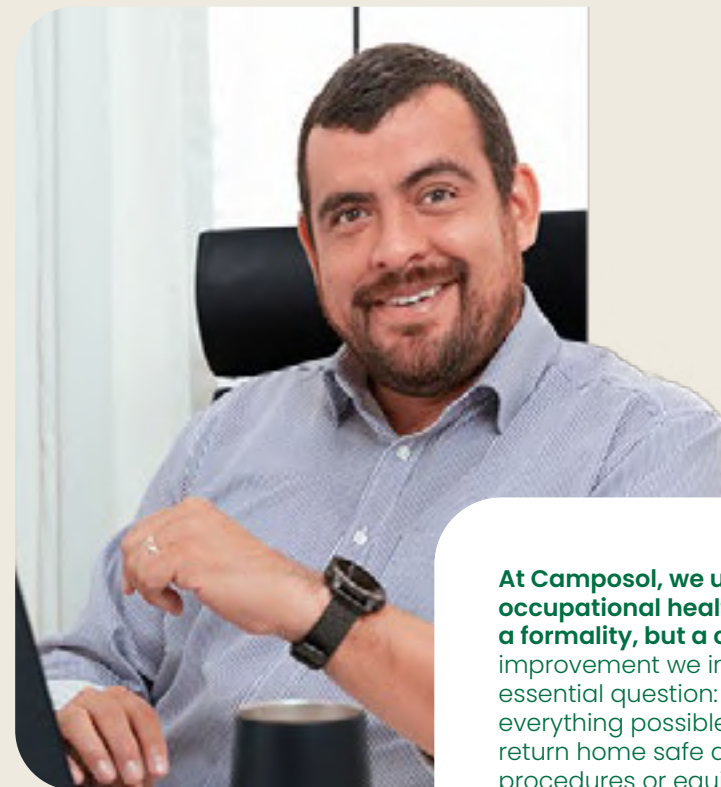
In Colombia, the Occupational Health and Safety Management System, aligned with Decree 1072 of 2015 and Resolution 0312 of 2019, achieved a compliance level of 95%, surpassing the previous year's performance, along with a reduction in accident, severity, and absenteeism indicators, reflecting the effectiveness of the prevention and control measures implemented.

In Uruguay, OHS management was carried out in accordance with Decree 321/009 for the agricultural sector, strengthening the system through inspections, internal audits, training programs, and monthly monitoring of accident indicators for direct personnel, allowing for the identification of improvement opportunities and ensuring safe and healthy working conditions.

In Chile, health and safety management was based on the systematic application of the IPERC methodology, enabling the identification of hazards, risk assessment, and the establishment of specific control measures for different operational activities.

Overall, these actions contributed to maintaining safe working environments and consolidating a cross-cutting safety culture across our operations in Peru, Colombia, Uruguay, and Chile, reaffirming that protecting life and health is a central priority in Camposol's management.

Testimonial



“ We have driven cultural changes, strengthening the **early identification of risks**”

Bruno Burgos Carrion
People, Culture & Organization
Manager – Peru Operations

At Camposol, we understand that occupational health and safety is not a formality, but a conviction. Every improvement we implement starts with an essential question: whether we are doing everything possible to ensure our employees return home safe and sound. Beyond procedures or equipment, we have driven cultural changes, strengthening early risk identification with the active participation of field workers and promoting continuous training integrated into daily work. Because protecting people's lives and health is not only a fundamental value, but also the foundation of sustainable operational performance.

Risks, hazards, and accidents



 Peru

In Peru, occupational health and safety is managed through the IPERC methodology, which enables the identification, assessment, and control of key risks in a preventive manner. This approach incorporates the hierarchy of controls, probability and severity analysis, and lessons learned, strengthening the prevention culture and continuous improvement in our operations.

Main implemented actions::



Training

At least four training sessions are conducted annually to raise employee awareness about occupational risk prevention.



Inspections and assessments

Continuous monitoring of compliance with safety measures is carried out, ensuring timely management of observations.



Supplier management

Suppliers must comply with our Safety, Occupational Health, and Environmental Documentation Guide, provide evidence of required legal training, and complete a mandatory induction before entering our facilities.



Incident investigation

A rigorous procedure is applied for incident investigations, focused on identifying root causes and defining corrective actions to prevent recurrence.

 Colombia

In 2025, the organization updated 100% of the Hazard Identification, Risk Assessment, and Risk Evaluation matrices (IPVRDC) for all job positions, ensuring comprehensive identification of risks associated with agricultural operations.

Within the framework of Camposol Colombia's Occupational Health and Safety Management System (SG-SST), the main occupational hazards and risks were identified and prioritized as follows:

Significant hazards and risks

- **Chemical risk**
- **Mechanical risk**
- **Road risk**
- **Emergency risk**

The main identified hazards include:

- **Workplace hazard:** uneven work surfaces, presence of holes and trenches, creating risks of same-level falls, trips, and sprains.
- **Chemical hazard:** exposure to phytosanitary substances during application, with risks of inhalation, dermal absorption, and cross-contamination.
- **Biomechanical hazard:** forced postures, repetitive movements, and manual handling of loads, which may lead to musculoskeletal disorders.

Implemented controls and management plans

For each identified risk, specific controls were established to eliminate or minimize its impact on worker health and safety. During 2025, the following work plans were executed:

Table 17: Work plans executed during 2025

Program	Goal	Compliance	Result
Road Safety Strategic Plan (PESV)	75 %	75 %	Target achieved
Mechanical risk management	75 %	91 %	Exceeded target
Chemical risk management	75 %	91 %	Exceeded target
Emergency management	75 %	86 %	Exceeded target

The establishment of the PESV in accordance with Resolution 40595 of 2022 is noteworthy, ensuring regulatory alignment.



Uruguay

We have identified and managed the following occupational hazards in our activities:



Pruning

- **Hazard**
Use of hand tools (saw and shears).
- **Risk**
Cuts and projection of objects/particles.
- **Control measures**
Staff training, mandatory use of leather gloves and mesh-safety glasses.



Harvesting

- **Hazard**
Use of a portable ladder.
- **Risk**
Fall from height.
- **Control measures**
Staff training, supervision, and inspections to ensure proper ladder use.



Phytosanitary application

- **Hazard**
Use of chemical products.
- **Risk**
Poisoning through different exposure routes.
- **Control measures**
Staff training, mandatory use of PPE (full suit, mask, gloves, and safety goggles).

These actions ensure the reduction of occupational risks and strengthen safety in our operations in Uruguay.

Chile

In Chile, **occupational health and safety management is developed under a preventive and proactive approach**, based on the Hazard Identification and Risk Assessment Matrix (MIPER), prepared in compliance with Supreme Decree No. 44. This process is continuously updated when new tasks are introduced or accidents occur, ensuring timely identification and reassessment of occupational risks. Evaluations are carried out by a risk prevention expert duly accredited by the health authority.

Based on MIPER results, control and preventive measures are defined and integrated into operational procedures and protocols, which are communicated to workers through training activities, strengthening preventive management and safety culture.

Additionally, we promote open communication that allows employees to report hazards or risk situations through various mechanisms, such as direct contact with supervisors, emergency monitors, committees, training sessions,

digital channels, and preventive safety inspections. Reports are channeled to the area responsible and managed according to urgency, ensuring timely response and a retaliation-free environment.

We also recognize workers' right to stop work and leave situations involving serious and imminent risk, in accordance with Article 184 bis of the Labor Code, ensuring protection against any form of retaliation under current regulations.

Workplace incidents are investigated through a participatory process involving supervisors, the safety delegate, and the risk prevention area, in order to identify immediate and root causes. The results allow for defining corrective and preventive actions, updating the MIPER, and establishing action plans that ensure follow-up and continuous improvement in occupational health and safety performance.



Through programs tailored to each operation, we **promote the protection of people's health and comprehensive well-being.**

Health promotion for workers

(GRI 403-6)

At Camposol, Occupational Health and Safety (OHS) training is a fundamental pillar of our prevention culture and a key tool to strengthen our employees' capabilities in managing occupational risks. Through structured programs tailored to the characteristics of each operation, we promote safe behaviors, health protection, and the overall well-being of our people.



In Peru, we have a mandatory annual OHS training program for all employees, focused on raising awareness of occupational risks and providing practical tools for their prevention and control. The content is defined based on risk assessments (IPERC) and includes, among others, OHS policies, emergency preparedness and response, proper use of personal protective equipment, hazard identification, brigadier training, safe handling of chemicals, and operation-specific risks. Training sessions are conducted during working hours, incorporate instructional materials and effectiveness evaluations, and are complemented by specific inductions for external personnel and training requirements for critical tasks.



In Colombia, health and safety management is complemented by initiatives aimed at promoting health and well-being, such as active break programs, prevention of psychoactive substance use, and promotion of healthy lifestyles. These actions seek to foster positive habits, improve quality of work life, and strengthen preventive management, with the support of family compensation funds that expand the reach of these initiatives.



In Uruguay, we implement a monthly Occupational Health and Safety plan covering both permanent and seasonal workers, led by the Prevention Technician and the Occupational Physician. Within this framework, we continuously deliver training in risk prevention and incident investigation, practical first aid and CPR sessions in the field, health promotion campaigns, and initiatives focused on physical and mental health. We also conduct periodic medical check-ups, vaccination campaigns, and awareness activities on alcohol, drug use, and smoking, aligned with the main risks identified in the operation.



In Chile, we develop training programs aimed at strengthening prevention and response to occupational risks, including first aid training and the safe use and handling of agricultural pesticides. These actions are complemented by health surveillance programs for workers exposed to pesticides and noise, psychosocial risk monitoring, and recreational activities that contribute to the overall well-being of teams.

Overall, these initiatives reflect a preventive and consistent approach across our operations in Peru, Colombia, Uruguay, and Chile, strengthening our safety culture, employee well-being, and Camposol's commitment to safe, healthy, and sustainable workplaces.

Occupational Health Services

(GRI 403-3)

At Camposol, caring for our employees' health is an integral part of our OHS management and our commitment to well-being and protection across the value chain. Through various mechanisms and local partnerships, we ensure timely access to occupational health services, medical care, and preventive programs, in compliance with applicable regulations in each country where we operate.



In Peru, we operate four in-house Medical Units—two in La Libertad and two in Piura—which function continuously and provide 24/7 medical care with qualified health personnel ready to respond to any contingency. Additionally, we offer medical coverage through private insurance and social security, including specialized programs for chronic and rare diseases. For contractors, we require the Occupational Risk Insurance (SCTR) and proof of compliance with occupational health requirements.



In Colombia, we ensure occupational medical evaluations through partnerships with Health Service Provider Institutions (IPS), covering pre-employment, periodic, and exit examinations, post-disability evaluations, laboratory tests, and other studies required to protect employees' health and safety in accordance with job-related risks.



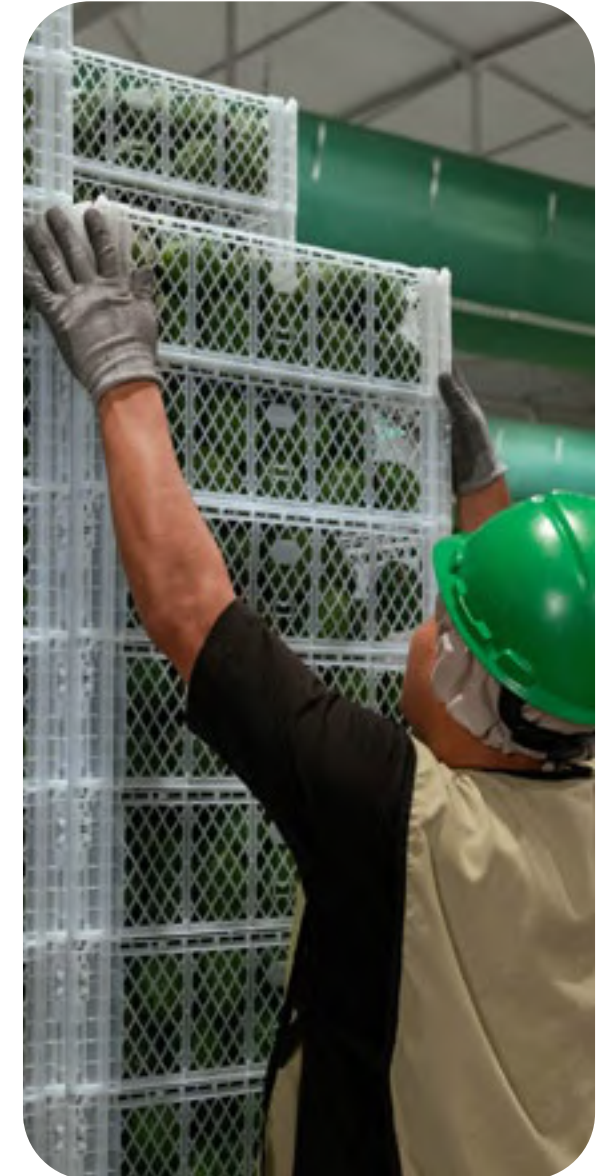
In Uruguay, we have a fully equipped medical office within our facilities, providing regular medical care, health check-ups, and issuance of health certificates.

Employees have access to social security through the public health system or nearby clinics, including programs for chronic and rare diseases, ensuring adequate and continuous coverage.



In Chile, work-related accidents, commuting accidents, and occupational diseases are managed through ACHS, ensuring medical coverage and timely treatment. Workers exposed to risk agents such as noise and pesticides also participate in health surveillance programs, including periodic occupational examinations for early detection and implementation of preventive or corrective measures.

Overall, these mechanisms enable Camposol to ensure consistent occupational health care adapted to local contexts across Peru, Colombia, Uruguay, and Chile, strengthening prevention, early detection of health risks, and the overall well-being of employees.





Employee participation in the OHS System

(GRI 403-4)

At Camposol, we promote active participation and ongoing dialogue with our employees in OHS management, recognizing that their involvement is key to strengthening risk prevention and continuous improvement. Through formal consultation and communication channels, we ensure that concerns, observations, and improvement proposals are considered in decision-making related to occupational health and safety.



In Peru, employees participate through the Occupational Health and Safety Committee (OHSC), which is composed of duly trained representatives who meet monthly to assess risks, analyze working conditions, and propose actions aimed at continuous improvement. This work is complemented by ongoing communication through internal platforms, such as Camposol Informa, as well as specific mechanisms for external personnel, whose health and safety observations are channeled through their supervisors and managed by the HSE (Health, Safety, Environment, and Occupational Health) area for timely follow-up.



In Colombia, we strengthened the governance of the system through the renewal of the Joint Occupational Health and Safety Committee (COPASST) and the Workplace Coexistence Committees, through participatory processes that included open calls and elections with high employee participation. These bodies reinforce a preventive culture, shared responsibility, and effective worker consultation in the management of occupational health and safety.



In Uruguay, employee participation is channeled through the bipartite Occupational Health and Safety Committee, composed of representatives from the People, Culture and Organization area, the occupational health and safety specialist, and trained worker representatives. These dialogue forums are held quarterly and provide an opportunity to assess risks, review system performance, and agree on improvement actions. In addition, external personnel participate through the Integrated Management System (IMS) area, ensuring that their perspectives are considered within Camposol's occupational health and safety management system.



In Chile, we promote the active participation of employees through the SYSO Committee, established in accordance with applicable regulations. The committee meets regularly to monitor the implementation of the occupational health and safety risk management program. Among other topics, this forum addresses exposure to pesticides, noise, psychosocial risks, UV radiation, musculoskeletal disorders, manual handling of loads, silica exposure, disaster management, and the investigation of incidents and accidents.

Together, these participation and consultation mechanisms strengthen a culture of prevention, shared responsibility, and transparency across our operations in Peru, Colombia, Uruguay, and Chile, ensuring that employees' voices remain a central element in the management of occupational health and safety.

OHS Training for employees

(GRI 403-5)

At Camposol, OHS training is a key pillar of our preventive culture and essential to strengthening employees' capabilities in managing occupational risks. Through structured and mandatory programs, we promote prevention, compliance, and safe behaviors.



In Peru, we have an annual occupational health and safety training program for all employees, aimed at strengthening knowledge of occupational risks and providing the tools for efficient and timely management. The content is defined based on the annual Internal Emergency Preparedness and Response Plan (PIPPE), including topics such as emergency preparedness and response, proper use of personal protective equipment, identification of biological and risk assessment hazards, brigades training, machine safety procedures, principles of regulations applicable to specific risks associated with each activity. Training sessions are conducted both in person and virtually, incorporate didactic material and effectiveness assessments, and are complemented by specific induction sessions for external personnel and mandatory training requirements for the execution of critical tasks.



In Colombia, we developed an annual training program on occupational health and safety in accordance with applicable regulations and the operational needs of the business. This program is delivered by accredited entities and complemented by specialized training sessions. Training is provided free of charge and during working hours, sustainably strengthening the safety culture. We also conducted certification processes for critical functions, such as the handling of agrochemicals,

reinforcing regulatory compliance and safety in agricultural operations.



In Uruguay, we implemented an annual occupational health and safety training program structured around the annual Occupational Health Plan, led by the Occupational Health and Safety Specialist and the Occupational Health Group. This approach integrates both in-person and virtual learning activities, including first aid, Good Agricultural Practices, safe machinery operation, and regulatory updates. Training activities are directed at all personnel—including employees and new hires—considering the specific risks of each role, ensuring ongoing and consistent training aligned with the integrated management system.



In Chile, employees receive occupational health and safety training through the delivery of informational materials on risks associated with each position, as well as the dissemination of the Internal Rules on Occupational Health, Safety, Hygiene, and Order. Based on the identified risks, Work Procedures are developed and communicated, reinforced through training activities that promote preventive behaviors and the active participation of employees in occupational health and safety management.

Altogether, these training programs reflect a preventive and consistent approach across our operations in Peru, Colombia, Uruguay, and Chile, strengthening the competencies of our teams, Camposol's safety culture, and the promotion of safe, healthy, and sustainable work environments.

Occupational Illnesses and diseases

(GRI 403-10)

During 2025, no occupational diseases or work-related illnesses were recorded among direct employees in our operations in Peru. In Colombia, one case of work-related musculoskeletal illness affecting the lower back was recorded. Through this report, we strengthen our prevention efforts regarding occupational musculoskeletal risks through the analysis of workplace positions, risk optimization programs, and the improvement of workstation implementation in accordance with standards established by current regulations. Regarding our operations in Uruguay, no employees suffered occupational illnesses related to a work-related condition or disease, and no work-related illnesses were recorded among either direct employees or external personnel.



Workplace accident injuries

(GRI 403-9)

Peru

In 2025, no fatalities were recorded in our operations in Peru, a result that reflects the strengthening of our safety culture and workplace accident prevention efforts.

Our goal is to maintain operations free of fatal accidents. To achieve this, we continue to reinforce our safety policies and procedures, promote more specialized training programs, and ensure that all employees have the necessary tools to identify, report, and mitigate risks in their daily activities.

As part of this commitment, we launched a comprehensive process to review and enhance our safety protocols, involving labor unions, competent authorities, and occupational health and safety specialists. We are also strengthening field inspections, improving mechanisms for reporting unsafe conditions, and fostering a preventive culture based on participation and shared responsibility.

Through a proactive approach and the collective commitment of the entire organization, we continue working to provide increasingly safer workplaces and prevent incidents that could affect the well-being and safety of our employees.

Table 18. Workplace accident injuries in Peru – Employees^{10, 11}

Types of workplace accidents	2023	2024	2025
Deaths	3	5	0
Death rate	0.09	0.13	0.00
Injuries with great consequences	3	7	0
Serious injury rate	0.098	1.18	0.00
Recorded injuries	201	140	280
Injury rate	6.58	3.65	0.16
Hours worked	30,516,235	38,311,746	41,171,658

Table 19. Workplace accident injuries in Peru – Contractors

Types of workplace accidents	2023	2024	2025
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	0	0	0
Serious injury rate	0.00	0.00	0.00
Recorded injuries	0	0	0
Injury rate	0.00	0.00	0.00
Hours worked	13,598	33,861	42,300

Colombia

Table 20. Workplace accident injuries in Colombia – Employees^{12, 13}

Types of workplace accidents	2023	2024	2025
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	2	0	0
Serious injury rate	0.39	0.00	0.00
Recorded injuries	68	79	87
Injury rate	13.29	22.13	16.37
Hours worked	1,022,976	713,916	837,402

Table 21. Workplace accident injuries in Colombia – Contractors

Types of workplace accidents	2023	2024	2025
Deaths	0	0	0
Death rate	0.00	0	0
Injuries with great consequences	0	0	1
Serious injury rate	0.00	0	0.91
Recorded injuries	103	58	1
Injury rate	48.07	37.92	0.91
Hours worked	428,544	305,904	219,999

¹⁰ The main types of injuries are from falls to the same level, insect bites, blows from handling tools, among others.

¹¹ For the calculation of the death rate and injury rate (Collaborators and Contractors), a factor K = 1,000,000 hours worked was considered.

¹² The main types of injuries were from blow or contusion, sprain, muscle tear, wounds, or superficial trauma.

¹³ For the calculation of the death rate and injury rate (Employees and Contractors), a factor K = 200,000 hours worked was considered.

 Uruguay

Regarding occupational injury data for contractor companies in Uruguay, no fatalities, major injuries, or occupational injuries were recorded during 2023, 2024, and 2025, and therefore the associated rates remained at zero throughout the reported period. It should be noted that Camposol Uruguay does not track working hours or accident-related indicators for contractor personnel; therefore, the information presented reflects the absence of data within the scope of the internal Occupational Health and Safety management systems.

Table 22. Workplace accident injuries in Uruguay - Employees^{14, 15}

Types of workplace accidents	2023	2024	2025
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	13	10	5
Serious injury rate	7.13	3.93	3.50
Recorded injuries	33	22	12
Injury rate	18.10	56	47
Hours worked	364,724	509,447	463,374

 Chile

Occupational injury indicators for Chile are presented for both direct employees and contractor companies for the years 2023, 2024, and 2025. For direct employees, no fatalities or major injuries were recorded during the period analyzed. One occupational injury was reported in 2023, while no cases were recorded in 2024 and 2025, resulting in injury rates of zero despite the progressive increase in hours worked. Regarding contractor companies, no fatalities, serious injuries, or occupational injuries were recorded in any of the reported years.

Table 23. Workplace accident injuries in Chile - Employees^{16, 17}

Types of workplace accidents	2023	2024	2025
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	0	0	0
Serious injury rate	0.00	0.00	0.00
Recorded injuries	1	0	0
Injury rate	1.00	0.00	0.00
Hours worked	42,842	44,176	50,688

Table 24. Workplace accident injuries in Chile - Contractors

Types of workplace accidents	2023	2024	2025
Deaths	0	0	0
Death rate	0.00	0.00	0.00
Injuries with great consequences	0	0	0
Serious injury rate	0.00	0.00	0.00
Recorded injuries	0	0	0
Injury rate	0	0	0
Hours worked	30,000	44,000	100,000

¹⁴ The main types of injuries are from falls to the same level, insect bites, blows from handling tools, among others.
¹⁵ For the calculation of the death rate and injury rate (Employees and Contractors), a factor K = 200,000 hours worked was considered.
¹⁶ The main types of injuries are from falls to the same level, insect bites, blows from handling tools, among others.
¹⁷ For the calculation of the death rate and injury rate (Employees and Contractors), a factor K = 200,000 hours worked was considered.

Human and Labor Rights

(GRI 3-3) (GRI 408-1, 409-1)

At Camposol, we reaffirm our commitment to human rights, aligned with the principles of the United Nations Global Compact and relevant international standards. This commitment is formalized through our Human Rights Policy, which is applied across our operations and value chain, promoting dignified, fair, and respectful treatment.

We have mechanisms in place to prevent discrimination, harassment, and any violation of rights, as well as reporting channels integrated into our ethics system that ensure confidential and timely case management.

During 2025, in Peru, two discrimination complaints were reported (less than 1.7% of the total); one was dismissed following the investigation, while the other was substantiated and managed in accordance with internal protocols and the Code of Ethics and Conduct.

Human Rights Management in the Supply Chain

At Camposol, we promote respect for human rights throughout our supply chain through guidelines established in our Human Rights Policy and Code of Ethics and Conduct, aligned with international standards. As part of this approach, we require our suppliers to adhere to the Human Rights Declaration and to complete self-assessments on social ethics and labor standards.

Compliance with these commitments is monitored through audits and site visits. In 2025, critical audits

were conducted in Peru, along with follow-up visits at GRASP, SMETA, and Rainforest Alliance sites, as well as monitoring activities in Uruguay and Colombia, achieving 90% of the planned audits and negotiations.

Freedom of Association and Collective Bargaining

(GRI 2-30, 407-1) (GRI 13.21)

At Camposol, we fully respect the right to freedom of association and collective bargaining, and we promote constructive social dialogue based on respect, transparency, and employee well-being.

In Peru, 100% of employees are covered by collective bargaining agreements, either through union membership or benefit extension, ensuring equitable conditions across the workforce. These agreements apply only to direct Camposol employees. In Colombia, Uruguay, and Chile there are currently no unions; however, formal dialogue and representation mechanisms are in place to address concerns, complaints, and improvement opportunities. During 2025, no risks associated with the exercise of freedom of association were identified, nor were any strikes recorded.

Additionally, during the year, working groups were held with unions in Peru, and a trust survey was conducted among unionized employees, whose results helped identify and address improvement opportunities under a continuous improvement approach.

We have mechanisms in place to **prevent discrimination, harassment, and any violation of rights.**

Diversity, Equity, and Inclusion

(GRI 405-1)

At Camposol, we foster an inclusive, diverse, and respectful work environment where all individuals have equal opportunities for development, without distinction based on culture, gender, sexual orientation, race, religion, physical abilities, or social condition.

Our commitment to diversity, inclusion, and equity is supported by clear guidelines ensuring a workplace free from discrimination, harassment, or intimidation, grounded in respect, dignity, meritocracy, and ethical conduct. We also promote open communication, collaborative work, respect for freedom of association, and compliance with labor legislation and applicable collective agreements.

These principles are embedded in our organizational culture and reinforce responsible, safe management aligned with international standards, contributing to employee well-being and organizational sustainability. Below is the breakdown of our workforce by job category, gender, and age group.

Table 25. Total number of employees, by gender and job category

Job Category	M	%	F	%	Total
Executives	26	0.2	18	0.2	44
Middle Managers	111	0.9	43	0.4	154
Employees	325	2.6	273	2.6	598
Operating	11,950	96.3	10,003	96.8	21,953
Total	12,412	100	10,337	100	22,749

Table 26. Total number of employees, by age group and job category

Job Category	Under 30s	%	Between 30 and 50 years old	%	Over 50 years old	%	Total
Executives	0	0	33	0.33	11	0.60	44
Middle Managers	8	0.07	135	1.37	11	0.60	154
Employees	216	1.95	359	3.64	23	1.26	598
Operating	10,839	97.98	9,336	94.66	1,778	97.53	21,953
Total	11,063	100	9,863	100	1,823	100	22,749

Testimonial



“ We promote transparent and objective processes, prioritizing talent and performance”

Katherine Marca Queirolo
Deputy Manager of Culture, Development and Talent

At Camposol, diversity and inclusion are genuinely lived and reflected in how we work and make decisions. The presence of diverse profiles in experience, education, and perspectives strengthens teamwork and leads to better results, which is also reflected in our high Great Place to Work scores. From the people management perspective, we promote transparent and objective processes, prioritizing talent and performance over any bias. Additionally, by generating employment opportunities for more than 30,000 people, we promote inclusion not only at the organizational level but also socially. Initiatives such as Mujer Power reinforce this commitment by creating spaces for connection, learning, and visibility for female leadership. Developing in this environment has meant growing in an organization that understands equity, respect, and diversity as key pillars for business sustainability and competitiveness.



Semilla Lab: Innovation from Our Employees

At Camposol, Semilla Lab is positioned as an internal platform aimed at promoting creativity, innovation, and collaboration among our employees. Through this space, we encourage the generation of ideas that help transform operational challenges into concrete solutions, aligned with our culture of continuous improvement and the principles that guide our sustainable management.

During the 2025 edition, 33 multidisciplinary teams participated, of which 10 reached the final stage and 4 were recognized as winners for their innovative spirit and commitment to continuous improvement. As part of this recognition, the Semilla Lab members took part in a learning trip to Google's offices in Brazil, strengthening their network of contacts and gaining valuable insights to further develop their projects.

Semilla Lab is envisioned as a long-term initiative that contributes to strengthening an organizational culture based on innovation. Its continuity seeks to continue generating value through the implementation of solutions that optimize processes, improve efficiency, and create positive impacts on the surrounding environment. In this way, we reaffirm our purpose of working the land to improve lives, promoting ideas that contribute to sustainable development and value creation for our stakeholders.

Testimonial



“ This program provides peace of mind for mothers and fathers, knowing that **their children are in a safe and supportive environment**”

Rosa Bravo Uriarte
Educational Coordinator

The Wawa Wasi 'Rayito de Sol' is a fundamental pillar for job stability at Camposol because it gives mothers and fathers peace of mind knowing their children are in a safe, professional, and stimulating environment. This certainty allows employees to fully focus on their work, maintain formal employment, and continue their professional development. Over time, I have seen how this program transforms families: it reduces anxiety, strengthens trust, promotes children's autonomy, and generates emotional and economic stability, positively impacting both the home and work performance.

Communities and Territorial Development

Community Engagement for Shared Value

(GRI 3-3) (GRI 203-1, 203-2) (GRI 13.12, 13.14, 13.22)

We are aware of the impact our operations generate in job creation, regional development, and economic recovery in the communities where we operate. Therefore, we promote ongoing and transparent dialogue with our local stakeholders to understand their needs and expectations. This approach allows us to develop initiatives that generate shared value and contribute to social well-being and sustainable development.

Peru and Colombia

(GRI 3-3 | GRI 413-1, 413-2)

At Camposol, community relationship management is a strategic pillar of our sustainability approach and is focused on creating shared value in the territories where we operate. Our approach is based on ongoing dialogue, community participation, and the implementation of initiatives that contribute to social well-being, local development, and environmental stewardship, aligned with business priorities and stakeholder expectations.



In Peru, our operations are concentrated in the regions of La Libertad and Piura, where we implement social programs primarily focused

on education, health, childcare, community well-being, and corporate volunteering. During 2025, we promoted initiatives such as Ceba Camposol, in partnership with the Ministry of Education, which enabled employees and community members to complete their basic education; Zero Anemia, aimed at the diagnosis, treatment, and follow-up of childhood anemia; and the Rayito de Sol Wawa Wasi, which provided comprehensive childcare services for employees' children in a safe environment.

We also promoted community well-being and engagement initiatives such as Friends of Hass, which encourages responsible pet adoption and the sterilization of abandoned animals, and Compartir Comunitario, a corporate volunteering program developed in partnership with Banco de Alimentos Peru that strengthened food security, teamwork, and ties with local communities. In addition, we provided support through our Donations Policy, highlighting our partnership with Enseña Peru to strengthen literacy skills in the province of Virú. Together, these initiatives represented donations totaling USD 52,810.6 and positively impacted 48,930 people during the year.



In Colombia, community management was developed through a territorial sustainability approach, integrating social, environmental,

and volunteering projects in the areas surrounding our Hass avocado operations.

Through ongoing dialogue with communities, we prioritized initiatives related to participatory biodiversity monitoring, educational support, animal welfare, circular economy practices, and local infrastructure improvements. Highlights include the recycling of more than 30 tons of plastic to build a children's playground in Caicedonia, animal sterilization campaigns through the Friends of Hass program, corporate volunteering activities in rural schools, and the maintenance of rural roads, contributing to territorial connectivity and resilience.

During 2025, no sanctions or community complaints with legal or tax implications were recorded in our operations. On the contrary, Camposol Colombia was recognized by the United Nations Global Compact as a leading sustainability company in the Coffee Region regional network, reflecting the strength of our social management approach and the trust built with stakeholders.

Taken together, these actions in Peru and Colombia demonstrate a consistent community management approach focused on impact prevention, the creation of local development opportunities, and the strengthening of sustainable, long-term relationships in the territories where we operate.

Testimonial



“ Seeing my son growing healthy and happy thanks to Wawawasi, confirms it was the best decision”

Alfaro Bello Andiar
Wawa Wasi mother

What I value most about the Wawa Wasi is the peace of mind of knowing my child is in a safe place, well cared for and stimulated by educators who care about his development and nutrition. At first it was emotional, but today seeing him more sociable, organized, and growing up healthy and happy confirms it was the best decision. Knowing he is well allows me to work calmly and confidently every day.

 Infrastructure Projects

During 2025, we implemented rural road improvement and educational infrastructure enhancement projects in six municipalities where we operate, contributing to improved quality of life for local communities and travelers.

Table 27. Infrastructure Projects in Colombia

Intervention	Location	Investment (USD)
Intervention on the external road connecting the footprint slabs to the entrance of La Cristalina farm, Olivos sector.	Municipality: Pácora Department: Caldas	25,000
Rehabilitation of a collapsed curve in the Moravia school sector; intervention of road sections totaling more than 10 km leading to the farm; donation for improvements to Moravia school.	Municipality: Aranzaru Department: Caldas	
Intervention in sections of El Jordán, a public road that crosses the Mateguadua farm and provides access to other rural areas.	Municipality: Versalles Department: Valle del Cauca	
Joint interventions with the community in the rural areas of Canaán, El Castillo, and Naranjal Bajo; improvement of roads used for harvest transport, in coordination with the local government and the community.	Municipality: Salento Department: Quindío	
Intervention of 2 km of road in the Bosque Bajo rural area, providing access to La Giralda farm.	Municipality: Caicedonia Department: Valle del Cauca	
Intervention on the external road of the farms in the school sector; donation of materials for footprint slabs at Cerro Azul school.	Municipality: Trujillo Department: Valle del Cauca	



Uruguay

At Camposol Uruguay, we manage our relationship with local communities through a close and ongoing approach based on open dialogue, timely attention to concerns, and the proactive management of the social, labor, and operational impacts associated with our activities. This approach enables us to foster respectful and harmonious coexistence with our surroundings, strengthening the trust and social license necessary to operate.

We promote community engagement initiatives through institutional partnerships and social support activities, maintaining active relationships with the local shopping center, schools, CAIF centers, and local sports teams,

which we support through donations of fruit and other community outreach initiatives. We also promote local employment and collaboration with local stakeholders, contributing to the social and economic development of the community.

During 2025, we strengthened our position in the city of Salto as an organization committed to local development, consolidating strategic alliances and expanding the reach of our community initiatives. These actions enhanced Camposol's visibility as a source of employment and as a responsible company, with no recorded community complaints or conflicts with legal implications, in line with our approach to prevention, continuous improvement, and shared value creation.

Table 28. Donations made in Uruguay

Beneficiary	Donation	Amount (USD)	Beneficiaries
Schools, CAIFs, football clubs, vulnerable neighborhoods	Fresh fruit - Tangerines	9,912	300 people

Markets, customers, and sustainable products

In 2025, Camposol strengthened its positioning in international markets through its participation in international trade fairs / commercial events such as Fruit Logistica (Berlin), Fruit Attraction (Madrid), IFPA (United States), and Asia Fruit Logistica. In Peru, it participated as a visitor at Expoalimentaria, strengthening its presence in key spaces for commercial engagement and the promotion of sustainable products. These platforms enabled the consolidation of commercial relationships, the exchange of knowledge on market trends, and the reaffirmation of our value proposition based on quality, freshness, sustainability, and innovation, contributing to a vision of sustainable growth and global leadership.

management that covers all stages of the production process, from harvest to commercialization. This approach is supported by our Integrated Management System (IMS) Policy, which focuses on the continuous improvement of food safety through hazard identification, risk assessment, and the application of effective controls in both field and plant operations.

We keep our HACCP plans up to date, along with phytosanitary input approval procedures and risk-based operational controls. Our integrated management system, supported by SAP, enables real-time traceability throughout the entire supply chain, from crop management to delivery at destination.

In addition, we use Key Risk Indicators (KRIs) to strengthen preventive monitoring in the field and support continuous process improvement. Finally, we ensure the authenticity of our product offering by not using or marketing products containing ingredients derived from Genetically Modified Organisms (GMOs).

Quality, Food Safety, and Food Security

(GRI 3-3) (GRI 416-1, 416-2) (GRI 13.9.1, 13.10.4, 13.10.5) (SASB FB-AG-250a.1, FB-AG-250a.2, FB-AG-250a.3, FB-PF-250a.1, FB-PF-250a.2, FB-PF-250a.3, FB-PF-250a.4)

At Camposol, we ensure the supply of safe, high-quality products through comprehensive



Certifications

Camposol’s high standards in quality, food safety, social responsibility, sustainability, and secure trade are supported by a robust certification and audit framework. Currently, 100% of our operations hold at least one certification related to food safety and social standards, and we additionally participate in specific audits requested by our customers, reinforcing the consistency of our processes and products.

All of our packing facilities, both owned and third-party, comply with standards recognized by the Global Food Safety Initiative (GFSI). Likewise, 100% of our operations and fresh product raw material suppliers are GlobalG.A.P. certified, and all contract processing suppliers comply with the BRCGS Food Safety standard, strengthening traceability, reliability, and integrity across our supply chain.

Food Safety Certifications



The GlobalG.A.P. (Good Agricultural Practice) program establishes international standards for good agricultural practices aimed at ensuring safe and sustainable food production. At Camposol, we conduct internal and external audits to verify ongoing compliance with these requirements, with a strong focus on food safety.

Our Certified Operations:





The BRCGS standard defines guidelines to ensure the production of safe food and regulatory compliance within the industry. As the first standard recognized by the GFSI, its certification supports the application of good practices and rigorous controls across our processes.

Our Certified Operations:





The IFS Food certification guarantees the safety and quality of processes and products in agri-food companies. This GFSI-recognized standard strengthens risk control and confidence in our products through the application of stringent food safety requirements.

Our Certified Operations:





The IFS Broker certification applies to companies that act as intermediaries within the supply chain. This standard verifies the implementation of controls to ensure traceability, legal compliance, and appropriate risk management, contributing to supply chain integrity.

Our Certified Operations:

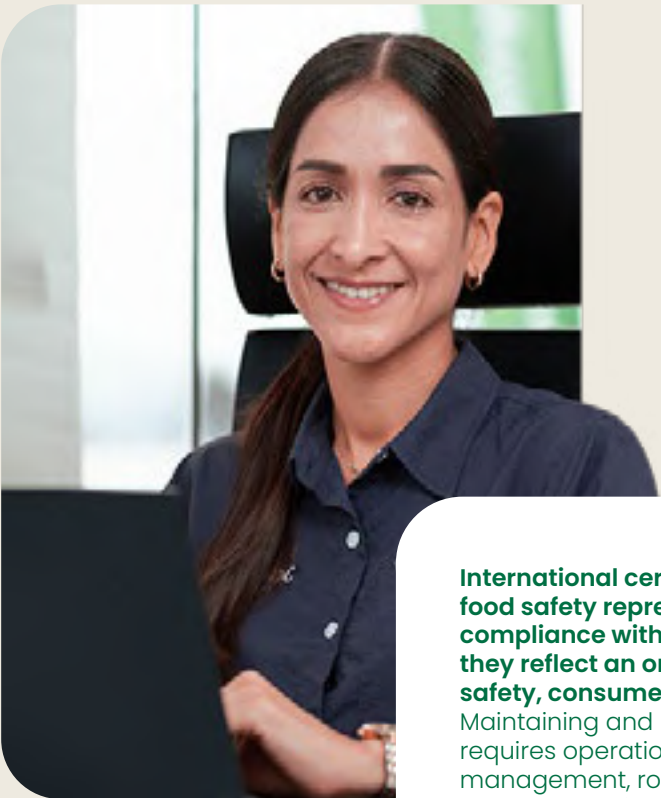


The Organic certification certifies that products have been grown and processed in accordance with sustainable practices, excluding the use of synthetic agrochemicals, genetically modified organisms, and artificial pesticides. This certification supports responsible production aligned with environmental criteria.

Our certified operations:



Testimonial



“Certifications reflect a permanent responsibility with **food security and consumer health**”

Teresa Arbañil
Integrated Management
Systems Manager

International certifications in quality and food safety represent much more than compliance with a requirement for Camposol; they reflect an ongoing responsibility for food safety, consumer health, and customer trust. Maintaining and renewing these certifications requires operational discipline, rigorous risk management, robust traceability systems, and an organizational culture focused on continuous improvement throughout the value chain. This commitment enables us to consistently adapt to the demands of international markets, strengthen our competitiveness, and ensure that our products meet the highest quality standards, developed under responsible and reliable practices.



The FSMA certification (U.S. Food Safety Modernization Act) is a mandatory preventive requirement for exporting food to the United States, focused on preventing contamination rather than reacting to it. Producers must implement preventive controls and a food safety plan.

Our Certified Operations:



The Tesco Nurture certification is a private additional module developed by the British supermarket chain Tesco for its fruit, vegetable, and flower suppliers. It focuses on sustainability, responsible environmental management, and strict compliance with the permitted plant protection product list (PPPL).

Our Certified Operations:



The EU Organic certification confirms that our products have been produced in compliance with the strict requirements of European Union organic regulations, ensuring agricultural practices that respect the environment and biodiversity. Achieving EU Organic certification reaffirms our commitment to responsible and sustainable production, promoting agriculture in harmony with ecosystems and aligned with the highest environmental standards required by the European market.

The certifications held by our operations enable us to meet the regulatory and commercial requirements necessary to export to all European Union member states, strengthening our presence in these markets.

During 2025, Camposol succeeded in stabilizing its operations in a context marked by adverse climatic and logistical events through preventive planning and the strengthening of its logistics capacity, ensuring operational continuity and fulfillment of commercial commitments.

In parallel, the company played an active role in the formalization of the corporate sustainability strategy, participating in the review and validation of the strategic framework and advancing toward its approval together with senior management, consolidating a long-term vision aligned with the business.

Likewise, supply chain risk management was strengthened by expanding the ability to anticipate and mitigate climatic, logistical, and social risks, which allowed the company to maintain solid margins in a highly volatile environment.

Among the year's milestones, the achievement of EU Organic certification under Regulation (EU) 2018/848 stands out, reinforcing the commitment to responsible production practices and compliance with European market standards. Additionally, GlobalG.A.P. certification for pitahaya cultivation was achieved, consolidating processes aligned with good agricultural practices and strengthening Camposol's positioning in markets with high demands for quality, food safety, and sustainability.

Social Responsibility Certifications



The Sedex Members Ethical Trade Audit (SMETA) is positioned as one of the most recognized and widely used social audit tools globally. It enables companies like ours to conduct ethical self-assessments and evaluate suppliers, ensuring that all parties involved in the business and supply chain act responsibly, fairly, and with social commitment.

Our Certified Operations:



The Global Risk Assessment for Social Practice (GRASP) is an add-on to GlobalG.A.P. certification aimed at evaluating the management of social practices related to human rights and workers' labor conditions. Through this tool, we reaffirm our commitment to the health, safety, and well-being of our employees.

Our Certified Operations:



Sustainability Certifications



The Rainforest Alliance seal certifies that products have been produced under practices that promote a sustainable future for both people and the environment, consistent with the three pillars of sustainability. This distinction strengthens our commitment to environmental conservation, social justice, and the economic development of farming communities.

Our Certified Operations:



Secure Trade Certifications



The Business Alliance for Secure Commerce (BASC) promotes the adoption of secure practices within global supply chains to mitigate risks such as corruption, bribery, and other illicit activities. In Peru, it works jointly with authorities and the private sector, including our organization, to promote and consolidate a culture of risk prevention in international trade.

Our Certified Operations:



Authorized Economic Operator (AEO) certification distinguishes companies for their commitment to security in the international logistics chain, offering advantages in customs control and trade facilitation. This recognition allows us to ensure the protection of our processes and compliance with current regulations, contributing to greater efficiency across our supply chain.

Our Certified Operations:



The C-TPAT (Customs Trade Partnership Against Terrorism) certification is a collaborative program between the United States government and the private sector, focused on strengthening security within the supply chain. Through this certification, companies actively participate in the prevention of terrorist activities, ensuring more reliable logistics for employees, suppliers, and customers. It also enables the identification and reduction of internal risks and vulnerabilities in coordination with U.S. Customs and Border Protection (CBP).

Our Certified Operations:



Non-compliance

(GRI 416-2, 13.10.5) (SASB FB-AG-250a.1, FB-AG-250a.3)

During 2025, 13 non-conformities were identified in operations in Colombia, Uruguay, and Chile as part of GlobalG.A.P. Good Agricultural Practices audits. All were addressed in a timely manner and closed through the implementation of corrective actions. In contrast, operations in Peru recorded no non-conformities and achieved the highest performance levels in food safety certifications, obtaining an AA+ rating in BRCGS and Higher Level in IFS Food.

Likewise, there were no product recalls or notifications related to food safety or food quality non-compliance.

Product Labeling

(GRI 3-3) (GRI 417-1, 417-2, 417-3)

At Camposol, we manage the marketing and labeling of our products under a technical, regulatory, and responsible communication approach, ensuring that all information is accurate, verifiable, and compliant with current regulations in destination markets.

This approach is supported by the standardization of technical specifications, artwork validation, and document control, ensuring consistency between declared information and the products' actual characteristics.

We have a Communications Policy and a Brand Manual, managed by a multidisciplinary technical team that validates regulatory compliance by country, client, and channel. Additionally, we implement controls upon receipt of packaging materials, including sampling to verify print quality, legibility, coding (GSI), and labeling requirements.

Label development is based on a modular scheme that integrates mandatory and market-specific requirements, ensuring operational adaptability without compromising regulatory compliance or information integrity. This system is aligned with international quality and food safety standards, supported by certifications such as GlobalG.A.P., BRCGS Packaging Materials, and IFS, and complemented by formal customer service channels for technical and regulatory inquiries.

During 2025, no non-compliance incidents or economic impacts related to labeling or commercial communication were recorded, demonstrating the effectiveness of the controls implemented.



During 2025, **no non-compliance incidents or economic impacts related to labeling or commercial communication** were recorded.



05

Environment

Land, Water, and climate for a profitable and resilient agroindustry

Environmental management is a priority for Camposol in addressing challenges related to the access, availability, and efficient use of key resources such as water and energy. In this context, we promote a sustainable agriculture approach aimed at optimizing the use of natural resources, strengthening operational efficiency, and reducing the environmental impacts of our operations.

Our Environmental Policy establishes the framework for identifying, assessing, and managing key environmental aspects and impacts, as well as implementing control measures throughout the operational chain. This approach is supported by regulatory compliance, continuous improvement of the Environmental Management System, and the integration of environmental criteria into decision-making, ensuring a balance between environmental performance, stakeholder expectations, and long-term business sustainability.

Integrated water management and water-use efficiency

(GRI 3-3) (FB-AG-140a.3)

Efficient water resource management is a strategic pillar for Camposol, given its essential and limited nature for agro-industrial production and business sustainability. Its availability and quality are critical determinants of productivity, operational continuity, and resilience in the face of climate variability and water stress scenarios.

In 2025, the Company estimated its water-use efficiency based on total water consumption and annual production volume, reaching approximately 819 m³ per ton produced. This indicator is calculated under the same operational and temporal scope, enabling the Company to assess water-use intensity in relation to production levels and establish a baseline for monitoring improvements in water management.

We also promote an organizational culture based on the responsible use of water, integrating sustainability criteria into operational decision-making and strengthening our capabilities to anticipate and manage risks associated with long-term resource availability.



Water management

GRI 303-3



Peru

(GRI 303-1) (FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3)

La Libertad

Water resource management in our operations in La Libertad is carried out in coordination with the Water Users Board of the Minor Hydraulic Sector of Pressurized Irrigation, the entity responsible for managing the hydraulic system of the Chavimochic project, which ensures efficient and equitable water distribution in the region.

Camposol periodically coordinates the allocation of water volumes according to crop requirements and operationally manages the

intake and treatment of surface water through seven intake points located in sectors I, II, and III of the main canal. In 2025, no non-compliance related to permits, applicable regulations, or water quality standards was recorded, demonstrating adequate and compliant management.

The operation considers two recurring hydrological scenarios. During the low-water season, characterized by reduced availability, a continuous and restricted irrigation regime is applied under the supervision of the Water Users Board, ensuring compliance with allocated volumes based on cultivated area. During the flood season, although water availability increases, treatment processes are strengthened due to higher suspended solids loads, ensuring water quality.

To strengthen water security and mitigate risks associated with climate variability, Camposol

currently has eight storage reservoirs, with a capacity of **3,000,819 m³**, which help ensure the availability of the resource during periods of scarcity and support the continuity and sustainability of our agricultural operations.

Piura

In the Piura region, our agricultural operations manage water in coordination with the Water Users Board of the Chira Piura Special Project (PECHP), responsible for water allocation and distribution for irrigation. Water volumes are coordinated weekly, considering crop water requirements and their phenological stage.

Operationally, Fundo Terra has three intake points and Fundo Agroalegre one intake point. Given the region's recurrent water stress, associated with low rainfall availability, the Water Users Board has strengthened control and distribution mechanisms, prioritizing criteria

such as cultivated area and valid water use authorizations.

During periods of greater scarcity, irrigation water supply is prioritized, maintaining hydraulic infrastructure in operating condition to ensure efficiency in technified irrigation systems and continuity of agricultural operations.

As part of our water security and climate adaptation strategy, Camposol has 13 storage reservoirs in Piura. Nine of them, located at Fundo Terra, have a total capacity of 619,851 m³, while the four reservoirs at Fundo Agroalegre store 355,644 m³, strengthening operational resilience in scenarios of limited water availability.

+3.5 million m³

of water storage capacity in Peru

to strengthen our water security in our farms in La Libertad and Piura.*

*3,620,670 m³ of total capacity



Colombia

(GRI 303-1) (FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3)

In our operations in Colombia, water supply comes mainly from surface sources captured through intake structures for agricultural use and domestic human consumption. Resource management is carried out in coordination with the relevant regional environmental authorities (Corpocaldas, CRQ, and CVC), responsible for granting permits, supervising regulatory compliance, and conducting periodic inspections.

In specific cases, such as Fundo Navarco (Quindío), operations take place within a Regional District of Integrated Management (DRMI), reinforcing responsible water management aligned with environmental conservation. In 2025, no non-compliance related to unauthorized extraction or discharges was recorded, and water availability allowed operations to continue without significant restrictions.

As part of our water efficiency and resilience approach, measures such as rainwater harvesting and storage have been implemented at certain farms, diversifying supply sources. Additionally, continuous monitoring schemes are maintained, applying corrective actions to address water quality challenges—such as the presence of solids—ensuring measurement reliability and operational continuity.

Uruguay

(GRI 303-1) (FB-PF-140a.1, FB-PF-140a.2, FB-PF-140a.3, FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3)

In Uruguay, water supply comes from the Arapey River, captured through pumping systems that feed automated irrigation infrastructure, complemented by drip irrigation, enabling efficient and uniform water application in agricultural activities.

Water management is carried out under strict regulatory compliance, considering flow regimes associated with the Salto Grande dam and authorized extraction levels. This preventive approach ensures operational continuity and long-term sustainable use of the resource.

To strengthen water security in response to flow variability, we have high-capacity reservoirs and repumping systems activated when resource levels fall below defined operational thresholds.

Additionally, we conduct periodic water quality monitoring through physicochemical and microbiological analyses performed by certified external laboratories, ensuring suitability for agricultural use and compliance with environmental standards. In 2025, no non-compliance related to water use permits, discharges, or quality was recorded.

Chile

(GRI 303-1) (FB-AG-140a.1, FB-AG-140a.2, FB-AG-140a.3)

Water resource management is a critical aspect of Camposol's operations in Chile due to its location in areas with structural water scarcity, high temperatures, and significant water stress, as well as our position as downstream water users within the basin. This context reinforces the need for efficient, responsible, and forward-looking management.

In the O'Higgins region, where our operations are concentrated, water management is coordinated with Water Surveillance Boards, through which we administer water rights and contribute to orderly resource distribution at the territorial level. Water planning is integrated into the environmental management system and considers crop needs, climatic conditions, and resource availability.

To optimize water use, we implement technified irrigation technologies, monitoring systems, and agronomic solutions aimed at improving productive efficiency. We also maintain storage infrastructure such as reservoirs and ponds for recirculation and reuse of drainage water, complemented by geomembranes that reduce infiltration losses and improve storage efficiency.

In 2025, no non-compliance related to water extraction, use, or quality was recorded. Within this framework, we continue strengthening our water management capabilities to address water stress challenges, particularly in areas such as Pichidegua, ensuring operational continuity and long-term sustainability.



Water consumption

(GRI 2-4, 303-1, 303-5) (FB-PF-140a.2, FB-PF-140a.2, FB-AG-140a.3)
(FB-PF-440a.1, FB-AG-440a.2)

At Camposol, water consumption and use are managed under a technical and preventive approach aimed at ensuring operational efficiency, crop sustainability, and resilience to climate variability. Water is primarily applied through technified irrigation systems—especially drip irrigation—allowing precise use based on crop requirements and phenological stages.



In Peru, we conduct monthly monitoring of water consumption at our farms, where water is distributed through secondary channels and applied via technified irrigation. Consumption is driven by agronomic factors such as phenological development, climatic conditions, soil type, and agricultural expansion, while in industrial processes it is mainly associated with equipment cleaning. Although our operations are not located in areas classified as high water stress, contingency reservoirs ensure supply continuity. Additionally, vertical and surface drainage systems are implemented to control groundwater levels and protect soil productivity.



In Uruguay, water consumption in 2025 was linked to crop development and higher water demand during certain production phases. In this context, we strengthened water-use efficiency by expanding storage infrastructure, including a new reservoir (“tajamar”) with an approximate capacity of 88,000 m³, along with improvements to water conveyance channels, reducing losses and reinforcing operational continuity.



In Colombia, the increase in water consumption in 2025 was mainly driven by leafy growth of avocado crops, which required greater phytosanitary applications. Additionally, water consumption for domestic human use was incorporated into the measurement scope, explaining part of the increase compared to previous periods and improving traceability and consistency of reported data.



In Chile, water consumption is managed through monitoring technologies and drip

irrigation systems, using both surface water from canals and drainage water captured through pumping systems. Water planning considers resource availability and is complemented by ongoing engagement with canal user associations, ensuring operations do not affect basin water availability. These actions include canal cleaning and compliance with water rights obligations.

Overall, water consumption management across Peru, Uruguay, Colombia, and Chile reflects an integrated approach based on continuous monitoring, efficient application, and infrastructure investments, ensuring sustainable agricultural operations and responsible water management throughout our value chain.

Table 29. Water consumption, by location (m³)

Location	2023	2024	2025
Peru (La Libertad Fields)	89,055,000	89,162,000	98,869,000
Peru (Chao Plant)	530,000	426,870	424,500
Peru (Piura Fields ¹⁸)	14,770,000	15,244,000	17,754,000
Colombia (Fields)	11,680	12,530	15,250
Uruguay (Fields)	2,290,000	2,281,000	3,001,000
Chile (Fields)	5,913,000	6,084,000	7,675,000
Total	112,569,000	113,210,000	127,739,000

¹⁸ The value reported for Piura fields includes only the water consumption of Terra and Agroalegre fields

Distribution of water consumption across farms

In our operations in Peru, we carry out systematic monitoring of water consumption at the farm level, considering intake points and crop types, which allows us to identify usage patterns and guide actions to optimize water resource management.

This analysis has identified that the Agricultor, Mar Verde, and Yakuy Minka farms account for a significant share of total consumption, mainly associated with crops such as blueberries, avocados, tangerines, persimmons, lemons, and dragon fruit, which have higher water requirements at certain phenological stages.

Continuous monitoring enables more efficient water allocation, irrigation adjustments according to the specific needs of each crop, and the strengthening of the sustainability of our agricultural operations.

Table 30. Water consumption in Peru, by type of crop and farm (Percentage)¹⁹

Fields	Crops	2023	2024	2025
Gloria Field	Blueberries	12.20%	12.64%	11.24%
Field Mar Verde, Frusol I	Blueberries and avocados	24.06%	23.31%	30.00%
Field Yakuy Minka Frusol II y Oro Azul	Blueberries, avocados, tangerines, persimmons, lemons, and dragon fruit	27.51%	27.27%	26.27%
Feld Agromas y San José	Blueberries, avocados and tangerines	7.82%	7.43%	8.04%
Field Agricultor y Sincromax	Blueberries	28.41%	29.47%	24.46%



¹⁹ The information applies only to operations in Peru.

Water storage

(GRI 303-1, 303-5)

Water storage is a strategic component of Camposol’s water management, as it ensures resource availability in the face of climatic events, seasonal variability, and water stress scenarios, contributing to operational continuity and value chain sustainability. In this context, storage capacity is prioritized mainly in agricultural operations, where water requirements are more intensive, while industrial facilities operate under continuous supply schemes with less need for long-term storage.



In Colombia, water storage is primarily intended for daily operational consumption, without long-term reserves, as local water source conditions ensure a continuous and stable supply.



In Uruguay, operations function under a continuous pumping system that guarantees regular water supply. However, there are four reservoirs tajamares with an approximate capacity of 250,000 m³, mainly used as transit storage and operational backup during periods of lower availability.



In Chile, the water system includes a reservoir with a capacity of 45,000 m³, which fulfills an operational role as a feeder to the irrigation system. This scheme operates in dynamic balance, as the volume used is constantly replenished and does not constitute long-term storage.

Overall, water storage and backup infrastructure in Peru, Colombia, Uruguay, and Chile reflects a preventive and context-specific approach, aimed at strengthening water security, improving resource-use efficiency, and enhancing the resilience of agricultural operations to climate variability scenarios.

Table 31. Water storage in Peru, by Location (cubic meters)²⁰

	2023			2024			2025		
	Chao Plant	La Libertad Fields	Piura Fields	Chao Plant	La Libertad Fields	Piura Fields	Chao Plant	La Libertad Fields	Piura Fields
Total water storage at year-end	530,265	89,054,636	893,800	426,872	89,162,362	793,844	424,500	98,868,636	673,270
Total water storage at the beginning of the year	73,469	10,026,412	509,055	37,140	9,424,682	893,800	49,738	9,418,012	793,844
Change in water storage (a-b)	456,796	79,028,224	384,745	389,732	79,737,680	-99,956	374,762	89,450,624	-120,574

²⁰ The information is for operations in Peru only.

The reported volume corresponds to the different water sources used by Camposol, and not to the storage capacity of a single reservoir.



Effluents

(GRI 3-3) (GRI 303-1, 303-2, 303-4)

At Camposol, effluent management is based on a preventive and regulatory compliance approach, aimed at minimizing impacts on ecosystems and optimizing water resource use. In our operations, we prioritize reducing discharges, treating wastewater before release, and, where possible, reusing it for controlled purposes, avoiding discharges into water bodies.



In Peru and Colombia, wastewater from domestic and productive sources is managed mainly through physico-biological treatment systems and septic systems, complemented by controlled evaporation in low-volume processes, reducing pollutant loads and preventing direct discharges. In both countries, no discharges into water bodies were recorded during 2025.



In Uruguay, effluents are mainly domestic wastewater, managed through specialized service providers that ensure proper treatment and final disposal in accordance with environmental regulations.



In Chile, the approach focuses on preventing effluent generation through efficient water use in the field supported by monitoring technologies, allowing adjustments in water application and minimizing excess and discharges.

Overall, these practices reflect consistent and responsible effluent management across all operations, aligned with applicable environmental standards and our commitment to sustainable water resource management.

Sustainable agriculture

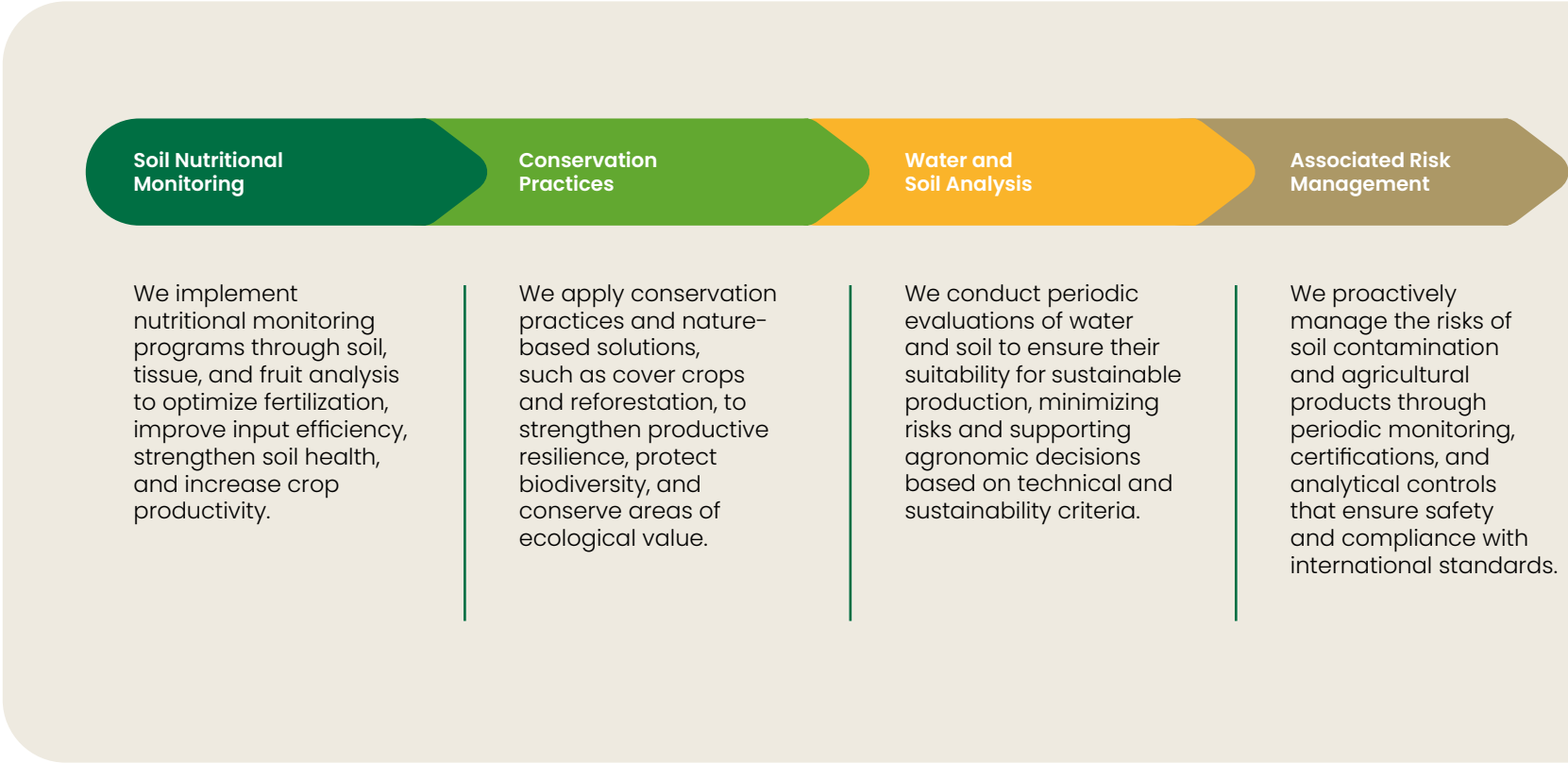
(GRI 3-3) (GRI 13.5.1, 13.6.1, 13.6.2)

At Camposol, we understand sustainable agriculture as a regenerative production model that integrates innovation, science, and circular economy principles to strengthen the resilience of our agricultural systems while ensuring productivity, food safety, and the conservation of natural resources.

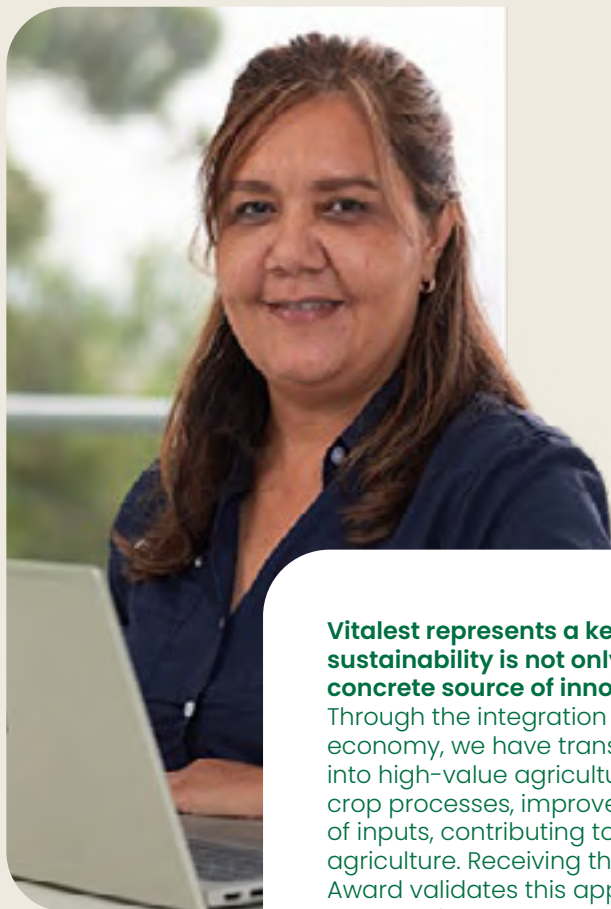
We prioritize soil health and integrated pest and disease management as pillars of responsible production. Under a circular economy approach, we transform agro-industrial waste into high-value agricultural inputs, reducing environmental impacts and closing production cycles.

We promote functional biodiversity through the protection of pollinators, the implementation of biological corridors, and ecosystem restoration. In addition, we encourage the use of biological inputs with beneficial microorganisms and develop botanical extracts from agricultural by-products, enabling the formulation of sustainable bio-inputs.

During 2025, Camposol achieved a significant production milestone with the delivery of 1,000,310 plants, surpassing the established target ahead of schedule. To date, between 60% and 70% of these plants are already in the field, demonstrating steady progress in the production plan. This result is part of a growth strategy aiming to reach 2.7 million plants, further supported by the launch of the Biofactory, which will enable a production capacity of 5 million plants by 2026, strengthening operational efficiency and business sustainability.



Testimonial



“Through the integration of biotechnology and circular economy, **we have transformed agro-industrial by-products into high-value agricultural solutions**”

Lissette Graterol Caldera
Deputy Manager of R&D
Scientific Support

Vitalest represents a key learning for Camposol: sustainability is not only a commitment, but also a concrete source of innovation and operational efficiency.

Through the integration of biotechnology and circular economy, we have transformed agro-industrial by-products into high-value agricultural solutions that strengthen natural crop processes, improve soil health, and optimize the use of inputs, contributing to a more regenerative and resilient agriculture. Receiving the 2025 Antonio Brack Egg National Award validates this approach and recognizes the positive impact of Vitalest at both the productive and environmental levels, reinforcing our conviction that applied sustainability, based on science and technology, is a driver of innovation, competitiveness, and sustainable growth for Camposol.

Pest and disease management

 Peru

The prevention and management of pests and diseases is a pillar of Camposol's phytosanitary system. In blueberry cultivation, we implement Integrated Pest Management (IPM) Plans aimed at protecting yield, quality, and product safety, prioritizing low-impact alternatives and avoiding the use of pesticides classified as highly or extremely hazardous.

Our strategy prioritizes the use of lower-toxicity products, complemented by sustainable tools validated by the Health and R&D teams through laboratory testing, field evaluations, and optimization of application processes, with the goal of progressively reducing dependence on chemical inputs.

We also strengthen preventive control through ethological mechanisms, such as the use of pheromones for managing mealybugs and lepidopterans, as well as specific strategies for fruit fly control. This approach is complemented by continuous training programs and

the Evaluators School, which builds technical capabilities and a specialized culture in integrated management aligned with the long-term sustainability of the business.

Sustainable soil management is key to the productivity and resilience of our agricultural operations. We face challenges such as compaction from machinery traffic, salinization, acidification, and reduced biological activity, which are mitigated through regenerative practices. We incorporate organic matter, apply beneficial native microorganisms, and use bio-inputs developed by our R&D team to revitalize soil biology.

We also implement terraces to prevent water erosion, living barriers to control wind erosion, and optimize irrigation to protect soil structure and avoid degradation. The Soil Conservation Management Plan integrates physicochemical and biological analyses along with monitoring technologies that enable sustainable

agronomic decision-making, prevent degradation processes, and conserve this strategic resource.

Integrated Pest Management (IPM) is a pillar of Camposol’s phytosanitary system and is based on prioritizing biological, cultural, and ethological strategies to reduce dependence on synthetic pesticides and minimize environmental impacts. This approach integrates scientific innovation, functional biodiversity, and productive efficiency, contributing to the protection of human health and the long-term sustainability of the business.

Biological control is a central component of IPM and is strengthened through the conservation of functional biodiversity via reservoirs that promote beneficial organisms. We implement the use of beneficial microorganisms (entomopathogenic and antagonistic fungi, bacteria, mycorrhizae), the release of parasitoids and predators, and the development of bioformulations and botanical extracts under a circular economy approach. Notable initiatives include the mass production of Anagyrus

pseudococci for mealybug control and the development of the botanical extract Vitales, formulated from mango kernels, which was recognized in 2025 with the Antonio Brack Egg National Environmental Award.

Additionally, we apply ethological management through traps, pheromones, and attractants, which allow us to monitor populations, disrupt reproductive cycles, and significantly reduce chemical applications per campaign. These actions are reinforced by continuous research, field agronomic validations, and specialized technical training programs, consolidating preventive, sustainable phytosanitary management aligned with the most demanding market standards.

Table 32. Liquid and solid pesticides used in Peru, by toxicity level

Level of toxicity	Weight of solid pesticides (Kg)	Volume of liquid pesticides (L)
Moderately dangerous	5,091.60	18,929.29
Slightly dangerous	116,542.50	157,233.23
Not likely to present an acute hazard	19,273.24	162,564.43
Total	140,907.34	338,726.95

During 2025, Camposol continued strengthening sustainable waste management under a circular economy approach, focused on the valorization of agro-industrial by-products and the reduction of environmental impacts. While biol production remains a strategic line, priority is currently given to generating higher value-added by-products within the framework of a cascading valorization roadmap, which maximizes the efficiency and profitability of using internal waste.

In this regard, the development of botanical extracts and biostimulants was promoted, highlighting production from mango peel through enzymatic hydrolysis processes aimed at obtaining high-value compounds such as polyphenols and pectins. Likewise, progress was made in the valorization of avocado seeds for the extraction of industrial oils and natural antifungal compounds with potential use as biofungicides in the field.

Additionally, the valorization of discarded or undersized blueberries is being evaluated through dehydration processes, with the aim of using them as ingredients for functional foods. These initiatives are integrated with the use of lignocellulosic residues, such as pruning wood, which are incorporated into the soil together with beneficial microorganisms to improve soil structure and biological health.

Overall, these actions help reduce waste, close production cycles, and decrease dependence on synthetic inputs, strengthening Camposol’s commitment to sustainable innovation and the creation of environmental and productive value.

 Colombia

Camposol is committed to the responsible use of pesticides, always prioritizing the health of people and the environment. We focus on adopting best practices to minimize risks associated with chemical use, seeking safer and less harmful alternatives for the environment. We are also committed to complying with local and international regulations, ensuring that our products are safe for consumption and do not pose risks to producers or the environment. The combination of continuous monitoring and the implementation of biological methods allows us to maintain effective pest control.

We adopt a comprehensive approach to pest management, using continuous monitoring and detailed assessments. We have implemented biological control programs that help reduce pesticide use and protect soil biodiversity. We also work closely with agricultural experts to adapt our practices to environmental changes, ensuring increasingly efficient and sustainable control methods. For example,

we have improved our rotation techniques for biological products to maintain natural balance and reduce reliance on chemicals. We remain committed to complying with local and international regulations, ensuring that our products are safe for consumption and do not pose risks to producers or the environment.

Table 33. Liquid and solid pesticides used in Colombia, by toxicity level

Level of toxicity	Weight of solid pesticides (Kg)	Volume of liquid pesticides (L)
Moderately dangerous	491	9,416
Slightly dangerous	1,506	11,588
Not likely to present and acute hazard	9,492	5,619
Total	11,489	26,623

Camposol Colombia continues to follow a policy of not using highly toxic products, prioritizing those with the lowest possible toxicity. Biological products continue to represent a significant share of the phytosanitary control portfolio across our farms.



 Uruguay

Uruguay's climatic conditions, characterized by high rainfall and elevated temperatures, favor the presence of diseases in mandarin crops, mainly associated with fungi and bacteria. In response, we implement a Phytosanitary Management Plan that integrates chemical, biological, and ethological control to prevent and effectively manage these issues.

At Camposol, we do not use extremely or highly hazardous agrochemicals for pest and disease control. We operate our own laboratory where we conduct in vitro fungicide efficacy tests, allowing us to select the most suitable products and optimize application doses in the field. This ensures effective treatments while reducing unnecessary input use, aligned with our commitment to zero use of highly and moderately hazardous agrochemicals.

Regarding pest control, in 2025 we identified opportunities for improvement in the use and frequency of insecticide and fungicide applications. These adjustments will be implemented in the 2026 campaign to optimize phytosanitary management.

Table 34. Liquid and solid pesticides used in Uruguay, by toxicity level

Level of toxicity	Weight of solid pesticides (Kg)	Volume of liquid pesticides (L)
Moderately dangerous	20,948	6,514
Slightly dangerous	5,351	2,851
Not likely to present and acute hazard	4,962	15,867
Total	31,261	25,232

Biological control

- We implement biological control strategies based on the use of efficient natural enemies targeting key pests such as aphids, *Idioscopus purchasi*, and mealybugs. Insecticide use is controlled and targeted in order to preserve high populations of beneficial organisms, maintain pest levels below economic thresholds, and resort to chemical products only as a last option. Monitoring of biological control agents is part of our daily pest and disease tracking.

Ethological control

- Ethological control is a key tool for both monitoring and managing pests. It is mainly used for fruit flies through food attractants, and for monitoring *Aonidiella aurantii* (California red scale) through pheromones that attract males. In fields with high incidence, mating disruption systems using pheromones have been installed, reducing reproduction and gradually decreasing populations.

In line with pesticide management and pest control optimization, in 2025 we identified opportunities for improvement in the use and application of insecticides and fungicides. These improvements relate to reviewing application frequency and will be implemented in the 2026 campaign, reinforcing efficiency and responsible control.



 Chile

We implement rigorous and continuous monitoring of pests and diseases, allowing applications to be carried out at precise and necessary times. We also maintain constant communication with neighboring farms regarding applications and pest presence, and we promote the use of organic products. Additionally, we prioritize the use of products that do not affect beneficial insects present in the fields, strengthening the balance of the agricultural ecosystem.

Table 35. Liquid and solid pesticides used in Chile, by toxicity level

Level of toxicity	Weight of solid pesticides (Kg)	Volume of liquid pesticides (L)
Moderately dangerous	636	4,110
Slightly dangerous	424	2,740
Total	1,060	6,850

Biodiversity and ecosystems

(GRI 3-3) (GRI 304-1, 304-2, 304-3, 304-4) (GRI 13.3.1, 13.3.2, 13.3.3, 13.3.4, 13.3.5, 13.4.1, 13.4.2)

Agricultural activities can generate impacts on biodiversity by modifying ecosystems, altering habitats, and promoting the emergence of pests and diseases. In this context, Camposol recognizes that the conservation of biodiversity and the maintenance of ecosystem balance are essential to the long-term sustainability of our operations.

During 2025, we strengthened our biodiversity management through the implementation of strategies focused on the conservation, restoration, and sustainable use of ecosystems in our areas of influence. These actions prioritize the protection of conservation areas, the recovery of intervened habitats, and the mitigation of risks associated with biodiversity loss.

To this end, we developed management plans that include the protection and restoration of native flora and fauna, the delimitation of conservation areas, and the responsible management of natural resources.

We also preserve areas within our farms that serve as wildlife habitats through the protection of shrub and tree species and promote the creation of biological corridors that encourage the presence of beneficial insects for crops.

As part of these efforts, we implemented specific protection measures, such as signage for fauna conservation, the demarcation of sensitive areas through fencing, and awareness-raising initiatives among our employees regarding the responsible use of natural resources. These initiatives are reinforced through training programs aimed at preventing negative environmental impacts.

Additionally, we conduct periodic biodiversity monitoring through wildlife surveys and botanical assessments, enabling us to evaluate the condition of ecosystems, measure the effectiveness of our actions, and adjust our strategies under a continuous improvement and adaptive management approach.



 Peru

In Peru, our actions are framed within the Conservation and Sustainable Agriculture Plan, which includes the consolidation of refuge areas, biological corridors, and biodiversity monitoring programs in farms in La Libertad and Piura.

Table 36. Significant impacts on biodiversity in Peru

Significant impact	Nature of impact	Species affected	Duration of impact	Reversibility of impact
Bee Hive Management	Real and positive	-	Long term	-
Using Biological controllers	Real and positive	Pests	Long term	-
Installation of Biological corridors	Real and positive	-	Long term	-
Use of chemical pesticides	Real and negative	Beneficial entomofauna	Short term	Irreversible
Reduction of beneficial entomofauna	Real and negative	Biological controllers	Short term	Irreversible
Habitat transformation	Real and negative	Flora and fauna typical of the area	Short term	Irreversible
Implementation of refuge zones	Real and positive	Flora and fauna typical of the area	Long term	-

Protected areas and high-value zones

Our agricultural operations and packing facilities are located outside protected natural areas and do not generate impacts on sensitive underground or subsurface zones.

However, within our operational areas, we have identified spaces of environmental value that are managed under conservation criteria. One example is Huaca Mar Verde, located within the farm of the same name, which has been designated as an internal conservation area and is protected through vegetative barriers.

This space contributes to the preservation of local biodiversity, hosting species such as owls, lizards, and huerequeques, and represents a relevant initiative for habitat protection within our operations.

Table 37. Identification of protected areas or high-biodiversity-value areas in Peru

Operational Site	Geographical location	Operational Site Size (ha)	Area of interest	Value of biodiversity
Mar Verde Field	La Libertad	927.91	Huaca Verde Mar ²¹ , located within the farm (0.02 km ² approx.)	Populations of owls, lizards and huerequeques

²¹ Although this site is not officially registered as a huaca by the Ministry of Culture, it is called this way due to its particular shape and the presence of remains such as fragments of vessels and beads found in the place.

Protection and restoration of habitats

We work on the restoration of degraded habitats to reestablish key ecological processes. In the 2025 forest census, approximately 25,000 trees were recorded across the Chao farms, including casuarinas, carob trees, and coastal molle, which serve functions such as wind protection, environmental regulation, and the provision of shelter for wildlife.

As part of our adaptive management approach, we have begun the gradual removal of casuarinas that have fulfilled their role as windbreaks. These will be replaced through a reforestation plan using native species, prioritizing the carob tree, with the aim of strengthening conservation areas, improving ecological connectivity, and promoting more resilient ecosystems aligned with the local Environment.

Table 38. Protected or restored habitats in Peru

Field	Geographical location	Type of intervention	Percentage of Protected/ Restored Areas
Mar Verde	La Libertad	Reforestation	1.2%
Yakuy Minka	La Libertad	Reforestation	2.3%
San José	La Libertad	Reforestation	12.7%
Frusol I	La Libertad	Reforestation	0.4%
Frusol II	La Libertad	Reforestation	1.0%
Oro Azul	La Libertad	Reforestation	13.2%
Gloria I y II	La Libertad	Reforestation	3.2%
Gloria III	La Libertad	Reforestation	2.1%
Agricultor III	La Libertad	Reforestation	6.9%
Agricultor I	La Libertad	Reforestation	3.7%
Sincromax	La Libertad	Reforestation	1.3%

Conservation of vulnerable species

We promote the conservation of native flora and fauna in our areas of operation, with an emphasis on endemic species. According to monitoring conducted in 2025, no species classified as “endangered” or “critically endangered” were identified on the farms located in La Libertad and Piura.

Table 39. Vulnerable species affected by activities in Peru²²

Classification	2023		2024		2025	
	La Libertad	Piura	La Libertad	Piura	La Libertad*	Piura
Critically endangered	0	0	0	0	0	0
In danger	0	0	0	0	0	0
Vulnerable	0	0	0	0	0	0
Near threatened	2	2	2	2	2	2
Least concern	13	11	13	11	13	11

²² Table note: Vulnerable species are those that appear on the IUCN Red List and/or on national conservation lists: [IUCN Red List of Threatened Species](#)



 Colombia

We promote ecosystem conservation through the designation of protected areas, the preservation of water sources and their surrounding forest buffers, as well as by raising awareness among our employees about the protection of wildlife and native flora.

In 2024, we initiated a biodiversity monitoring process on our farms in Colombia, which continued throughout 2025, covering all farms currently in the production phase.

Table 40. Significant impacts of activities on biodiversity in Colombia

Significant impact	Nature of impact	Speccies affected	Duration on impact	Reversibility of impact
Removal of planted trees	Real and negative	Planted eucalyptus and cypress trees	Long term	Reversible

The removal of eucalyptus and cypress trees on the El Parnaso and El Castillo farms, located in the municipality of Villamaría, Caldas, was carried out to improve the phytosanitary conditions of avocado crops. These species generate excessive shade, compete for light, and have been identified as sources of pests and diseases that ultimately affect avocado production.

Protected areas and high-value zones

Our Hass avocado farms are located in various municipalities within the departments of Valle del Cauca, Quindío, and Caldas. Four of these farms include areas within forest reserves established under Law 2 of 1959.

Table 41. Identification of protected areas of areas of great value for biodiversity in Colombia

Operational site	Geographical location	Farm size (ha)	Area of interest	Value of biodiversity
Field Moravia	Caldas	160.00	Central forest reserve located within the farm	Forest Reserve
Field Bretaña	Caldas	218.60	Central forest reserve with plots located within	Forest Reserve
Field Mateguada	Valle del Cauca	476.50	Pacific Forest Reserve located within the farm	Forest Reserve
Field La Edelmira	Caldas	438.00	Central forest reserve with plots located within the farm	Forest Reserve

Protection and restoration of habitats

With the aim of strengthening biodiversity conservation, in 2025 Camposol updated biodiversity inventories on six of its farms in Colombia and developed the Camposol Colombia Biodiversity Plan, establishing guidelines for the management, conservation, and sustainable use of ecosystems within areas of influence. As a result of this process, a biodiversity field guide was developed, compiling the main flora and fauna species identified on each farm.

This work was carried out using a participatory approach, actively involving field workers in the reporting of sightings, species registration, and ongoing monitoring, thereby strengthening the internal environmental culture and ownership of the conservation approach.

Likewise, conservation areas were properly demarcated and signposted, ensuring habitat protection and preventing unauthorized interventions. It is worth noting that 100% of avocado production comes from non-transformed areas, reaffirming Camposol's commitment to biodiversity protection and territorial sustainability.

 Uruguay

In Uruguay, Camposol has been implementing a Biodiversity Plan since 2022 on the El Tero, El Zorzal, and Arapey farms, covering 1,521* hectares, with a six-year horizon and the objective of ensuring that citrus production generates a neutral or positive impact on biodiversity.

The strategy is structured around sustainable management programs that include ecological restoration in non-productive areas, with a focus on the recovery of riparian forests and wooded savannas within the Uruguay River biological corridor, contributing to connectivity between ecosystems of the Paraná rainforest and the Chaco espinal.

As part of threat management, invasive species control actions were implemented, highlighting experimental treatments for *Ligustrum lucidum* with highly effective preliminary results. In addition, community awareness and surveillance strategies were carried out in coordination with local authorities to prevent poaching.

This management approach is complemented by periodic biodiversity monitoring through indicators of priority species richness and comparative assessments between productive areas and control zones, enabling the evaluation of agricultural practices and strengthening adaptive management and continuous improvement.

* The reported surface area in Uruguay corresponds to total hectares, including cultivated and non-cultivated areas.

 Chile

For Camposol Chile, biodiversity management is key to conserving the ecosystem surrounding our fields and strengthening agricultural production. Biodiversity acts as a productive tool that enhances pollination, soil structure, and nutrient availability, while also contributing to pest control, optimizing fruit quality, and ensuring long-term profitability.

During 2025, we promoted concrete actions aimed at biodiversity management, such as the installation of nesting boxes for native birds, the planting of native trees, and the use of organic products. Additionally, the farm reservoir has become a space utilized by a high diversity of aquatic birds.

Tree Enrichment
Program in Coastal
Forests

We produce and reintroduce native trees that contribute to ecological restoration.

Once reintroduced, these species also help regenerate forests and savannas. Additionally, we incorporate windbreaks in coastal areas that protect our crops and repopulate with trees, including the elimination of invasive species to prevent their regrowth.

Control Program for
Exotic and Invasive
Flora

We focus on controlling and managing exotic and invasive plant species to preserve the integrity of our ecosystems.

At the same time, we replant native trees with rapid growth in areas affected to promote ecosystem recovery. We also carry out periodic monitoring to prevent the regeneration of new invasive plants.

Ecosystem
Management
Program

We maintain the structure and function of natural ecosystems present in our lands.

To achieve this, we implement measures such as maximizing communication efforts with the community and surveillance to control illegal hunting, especially in critical areas. Additionally, we adapt environmental conditions in areas close to dams to promote the reestablishment of key species populations.

Biodiversity
Monitoring
Program

We continuously assess the state of biodiversity in our lands.

We carry out actions such as evaluating regeneration success, studying the response of fauna using forest habitats and savannas, and evaluating the environmental performance of our agricultural activities and their impact on local biodiversity.

Protected areas and high-value zones

Table 42. Identification of protected areas of great value for biodiversity in Chile

Operational site	Geographical location	Farm size (ha)	Area of interest	Value of biodiversity
Field Millakum	34°17'33.82"S 71°24'21.41"W	149.06	N/A	N/A

Operational and logistics decarbonization

Emissions

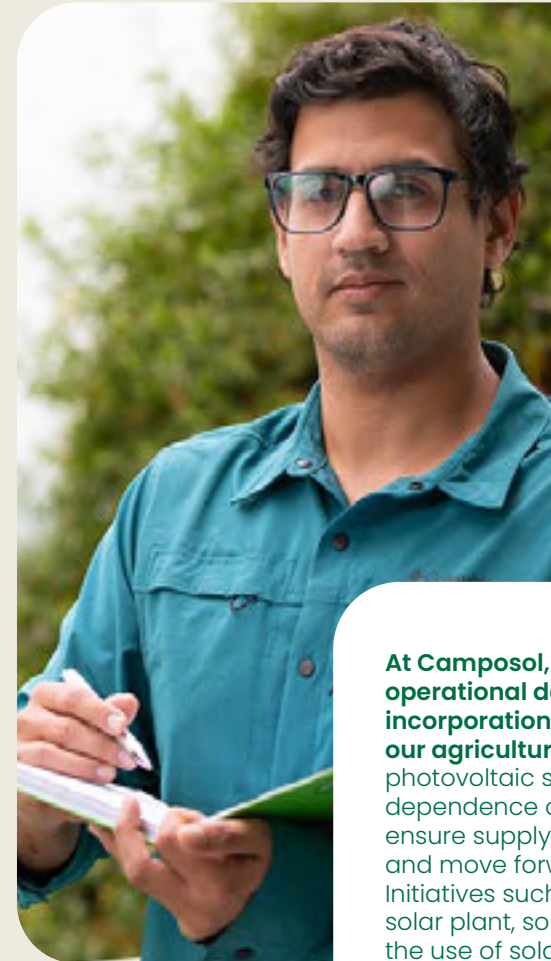
(GRI 3-3) (GRI 305-1, 305-2, 305-3)

We recognize the importance of identifying and managing greenhouse gas (GHG) emissions derived from our operations as a fundamental part of our sustainability commitment. In this context, during 2025 we measured Camposol's Corporate Carbon Footprint for the year 2024, applying the guidelines of ISO 14064-1:2018, a methodology recognized nationally and internationally for its rigor and reliability.

This exercise has enabled us to gain a comprehensive view of our environmental impact, laying the foundation for implementing effective emission reduction strategies and defining ambitious yet achievable environmental targets.

Likewise, we reaffirm our commitment to transparency and accountability. We understand that measuring our carbon footprint is not an isolated effort, but rather a continuous process that will allow us to monitor our environmental performance and consistently strengthen our sustainability actions.

Testimonial



“We have advanced operational decarbonization through the adoption of renewable energy solutions in our fields, including our 1 MWp solar power plant”

Jairo Castro Chávez
Head of Electrical Maintenance

At Camposol, we are progressively advancing our operational decarbonization process through the incorporation of renewable energy directly into our agricultural operations. The implementation of photovoltaic solutions in the field allows us to reduce dependence on conventional energy and fossil fuels, ensure supply reliability in areas with grid limitations, and move forward in reducing our carbon footprint. Initiatives such as the commissioning of a 1 MWp solar plant, solar-powered pumping systems, and the use of solar energy in auxiliary systems reflect our commitment to a more efficient, resilient operation aligned with the challenges of the energy transition.



Our materials and packaging strategy is **aligned with our Integrated Management System (IMS).**

Table 43. GHG Emissions 2024 - 2025

Categories		Emissions 2024 (tCO ₂ eq)	Emissions 2025 (tCO ₂ eq)
Scope 1	GHG emissions (direct sources)	20,099	33,879
Scope 2	GHG emissions (energy purchased, location-based)	5,082	6,165
Scope 3	Total indirect GHG emissions (Scope 3)	206,775	392,503
Total		231,956	432,547

Materials

Packaging plays a key role in the protection, preservation, and presentation of our agricultural products, ensuring quality and safety throughout the entire value chain, from harvest to delivery to the final customer. In addition to preserving product integrity during transport and storage, packaging contributes to brand positioning by communicating relevant attributes such as origin, variety, and quality standards.

Our materials and packaging strategy is aligned with the Integrated Management System (IMS), which prioritizes pollution prevention and the reduction of environmental impacts. In this context, we promote the adoption of more sustainable packaging solutions through the gradual incorporation of recycled materials and the promotion of reuse at the end of their useful life within our operations.

Peru

(GRI 3-3) (GRI 301-1, GRI 301-2, GRI 301-3) (GRI 13.8)
(SASB FB-PF-410a.1, FB-PF-410a.2)

We use various materials for product packaging, including cardboard boxes with recycled content ranging from 35% to 60%, as well as clamshells and punnets made entirely from recycled PET plastic (RPET), which are recyclable at the end of their useful life.

In 2024, we achieved a 13% reduction in paper use in fresh blueberry boxes, benefiting 15% of our total production. During the season, a higher volume of raw material was recorded compared to the previous season, which resulted in increased material consumption and, consequently, higher weight.

In 2025, a higher volume of processed raw material was recorded, leading to an increase in material consumption and, as a result, an increase in total weight used.

Table 44. Packaging materials recycled during manufacturing and at the end of life in Peru

Criterion	Unit	2023	2024	2025
Total weight of the packaging used	ton	81,436	116,359	137,559
Percentage of packaging used that is made from recycled or renewable materials	%	95	96	96
Percentage of packaging used that is recyclable, reusable, or compostable at the end of its useful life	%	100	100	100

During the 2025 season, crops located in Chao recorded a significant recovery in production levels. This increase in harvested volumes, in turn, generated greater demand for and consumption of packaging within our operations.

Table 45. Types of packaging materials used in Peru

Type	Material	Unit	2023	2024	2025
Renewable	Cardboard boxes	Unit	26,059,143	25,017,322	35,093,307
	Paper labels	Unit	106,459,078	156,607,216	205,508,959
Not renewable	Plastic bags	Unit	5,497,184	11,356,496	14,943,683
	Plastic boxes	Unit	975,248	864,000	1,534,972
	Clamshells	Unit	108,178,856	149,058,387	188,692,690
	Film (punnet heat sealing)	Meter	5,613,208	10,908,770	10,537,271
	Punnets	Unit	34,971,557	54,351,375	59,824,104
	Polypropylene sticks	Unit	132,270,200	172,636,211	146,805,427





Complementarily, we promoted initiatives aimed at optimizing packaging weight, with the objective of reducing raw material consumption, minimizing waste generation, increasing operational efficiency, and improving production cost management.

Table 46. Packaging weight reduction projects used in Peru

Material	Project Objective	Starting Weight (g)	Final Weight (g)	% Reduction	% recycled material
Boxes Avocado 4kg H99 cm	Cardboard reduction	269	259	4	35
Boxes Avocado 5.6kg H10.8 cm	Cardboard reduction	473	442	7	35
Frozen Bulk Bag	Plastic reduction	57	50	12	-
Box 4.4oz H84 Onda B	Cardboard reduction	163	138	15	35
Box 18oz H94	Cardboard reduction	536	502	6	35

 Colombia

At Camposol Colombia, we have technical specifications that indicate the exact quantities of inputs and packaging materials to be used for each product. During 2025, the use of nearly all materials was reduced.

Table 47. Types of packaging materials used in Colombia

Type	Material	Unit	2023	2024	2025
Renewable	Cardboard boxes	Kg	60,174.62	151,629	148,463
	Cardboard corner guards	Unit	7,300	19,360	14,640
	Paper labels	Unit	340,868	776,952	545,479
	Wooden pallets	Unit	1,840	4,840	3,660
Not renewable	Plastic boxes	Meter	123,269	151,629	170,117

 Uruguay

At Camposol Uruguay, packaging management plays a key role in efficient distribution. In 2025, we purchased the materials detailed; however, they were not used, as exports were interrupted earlier than expected due to frost events.

Table 48. Types of packaging materials used in Uruguay

Material	Unit	2023	2024	2025
Generic blue tangerine box 15-16kg h178 bc high	Unit	36,480	9,413	4,740
Generic blue box alt tangerine 15 kg	Unit	6,383	216,334	406,932
Box Camposol cares tangerine 15kg 40x50 uy	Unit	355,963	54,610	-
Camposol blue tangerine telescopic box cover 10kg h205 uy	Unit	95,605	41,765	82,042
Telescopic box base Kraft tangerine 10kg h205 uy	Unit	95,605	41,123	82,042
Box Camposol cares tangerine 10kg open uy	Unit	32,648	-	-
Box Camposol blue tangerine 10kg open uy	Unit	125,495	19,877	69,804
Box Lidl tangerine 15-16kg h178 bc alta	Unit	26,220	13,869	9,984
Box Sol produce tangerine 15kg 40x50 uy	Unit	144	24,200	25,632



Energy Management

(GRI 3-3) (GRI 2-4)

At Camposol, we recognize that efficient and responsible energy management is a key component in meeting our sustainability commitments and reducing the environmental impact of our operations. In this context, we have developed a comprehensive energy management approach aimed at optimizing consumption across our entire value chain through the implementation of initiatives that promote efficiency, innovation, and continuous improvement.

This section outlines the main results, actions, and progress in energy management, reflecting our commitment to a more efficient and sustainable operation, as well as to long-term value creation.

Efficient energy management

At Camposol, efficient energy management is a strategic pillar for the sustainability of our agricultural and industrial operations, given its critical role in irrigation systems, mechanization, processing, refrigeration, and logistics. Our approach focuses on optimizing energy consumption, reducing associated emissions, and strengthening operational resilience through efficiency, technological innovation, and continuous monitoring.



In Peru, electricity is essential both in the field—especially for pumping and distributing water for drip irrigation—and in processing plants, where it supports critical quality and food safety processes. During 2025, we strengthened energy efficiency by bringing into operation a 1 MWp solar plant, capable of covering up to 100% of consumption during peak hours and reducing annual consumption by approximately 33%, avoiding around 576 tons of CO₂ per year. Additionally, we implemented a 2 MW centralized generation system as operational backup, optimized consumption in La Libertad farms

through peak shaving strategies (–10% vs. 2024), upgraded lighting systems to LED technology, and renewed refrigeration equipment to more efficient models.

Fuel management complements this approach and is key for mobility and logistics. In Peru and Colombia, we use platforms such as SAP, TOCKAP, and Rumbo Terpel to monitor consumption in real time, optimize routes, and reduce environmental risks. In Peru, fleet modernization enabled efficiencies of up to 40 km per gallon, further reducing impacts.



In Colombia, we promote the rational use of energy and fuels through operational technologies and ongoing training and awareness programs, integrating energy efficiency as a daily practice on farms.



In Uruguay, ensuring a reliable energy supply is essential for operating

water pumping systems for irrigation. Management focuses on continuous monitoring of consumption and optimizing energy use, avoiding waste and strengthening operational efficiency.



In Chile, energy management focuses on irrigation efficiency through improved scheduling, automation, and the use of moisture sensors and weather stations. This allowed significant energy savings in 2025 by pumping only the volume of water required by the crops. We also continue evaluating renewable energy alternatives to reduce dependence on conventional sources.

Overall, these actions reflect an integrated approach to energy efficiency, emissions reduction, and continuous improvement across Peru, Colombia, Uruguay, and Chile, aligned with our sustainability strategy and long-term value creation for the business.

Energy consumption

In our operations in Peru, we have implemented various energy efficiency measures aimed at reducing energy consumption and associated emissions. Key actions include the installation of a 1 MWp solar plant, capable of covering up to 100% of energy consumption on farms during peak hours and approximately 33% throughout the year, avoiding the emission of 576.14 tons of CO₂ annually.

Additionally, in La Libertad farms, a 2 MW centralized generation system has been implemented to supply 100% of field energy consumption in case of electrical supply interruptions. As a result of applied energy efficiency strategies—such as peak shaving and tariff differentiation—we achieved a 10% reduction in energy consumption compared to 2024, both overall and specifically in the field. Likewise, penalties for coincident demand decreased by 88% compared to 2024, reinforcing operational efficiency and energy cost control.

Electricity consumption in Camposol's Chilean operations increased, mainly due to crop growth and the resulting

maximization of production levels, which led to higher energy demand for operational activities. The electricity consumed comes from non-renewable sources. Measurement and calculation of energy consumption were based on electricity billing data, which serves as the main monitoring and control tool for this indicator.

In Uruguay, energy consumption decreased compared to the previous year due to more favorable weather conditions, characterized by a particularly rainy year. This situation reduced the need for water pumping, resulting in lower energy consumption than projected. Despite this reduction, we remain focused on optimizing energy use, particularly through the continuous improvement of filtration and pumping systems, ensuring the sustainability and efficiency of our agricultural operations.

In Colombia, electricity consumption recorded a significant 28.67% reduction in 2025, mainly attributable to the inactivity of certain farms during the reporting period.

Table 49. Electrical energy consumption, by location (MWh)

Location	2023	2024	2025
Peru (La Libertad Fields)	4,750 ²³	3,020	2,060
Peru (Piura Fields)	8,159	8,332	8,930
Peru (Chao Plant)	16,209	18,117	20,184
Colombia (Fields)	56	43	56
Uruguay (Fields)	1,119	1,043	1,079
Chile (Fields)	-	179	212
Total	30,245	30,555	32,521

576 tonnes of CO₂
avoided thanks to solar energy



²³ This figure differs from 2023 because an energy bill that had previously been estimated was later adjusted.

Fuel consumption



In 2023, as part of our continuous improvement approach in fuel consumption management and traceability in Peru, we expanded the scope of our reporting system to include consumption from the Chao Plant. This allowed us to obtain a more comprehensive view of fuel use and strengthen our analysis of energy performance.

Given the relevance of Chao Plant consumption within total operations, we established 2023 as a new baseline reference year. From this point forward, we have monitored fuel consumption trends and will continue doing so in the coming years to assess the effectiveness of our energy efficiency initiatives and actions.



In Colombia, the increase in diesel consumption was mainly associated with higher machinery operation on farms. Similarly, gasoline consumption increased due to growth in administrative staff. These changes

reflect operational variations that directly influenced fuel consumption.



In Uruguay, we recorded a slight reduction in diesel consumption, mainly due to lower use of tractors with irrigation tanks. This adjustment reflects improved operational practices and greater efficiency in resource use. On the other hand, gasoline consumption increased due to the addition of three new pickup trucks to field operations, improving logistics and support for agricultural activities.



In Chile, at the corresponding farm, Camposol carries out management practices aligned with the local operation and surrounding conditions, maintaining a continuous improvement approach in its production processes.



Table 50. Fuel consumption by country, location and type of fuel (Gigajoule)

Country	Location	Fuel type	2023	2024	2025
 Peru	Agroalegre Field	Diesel B5 S-50	6,645	7,053	8,813
		Gasohol 90 Plus	492	583	677
		Liquefied Petroleum Gas (LPG)	39	48	49
		Propane	2	0	0
		Mapro Gas Bottle	0.1	0.1	0
	Terra Field	Diesel B5 S-50	8,696	9,820	10,328
		Gasohol 90 Plus	1,153	1,192	1,521
		Liquefied Petroleum Gas (LPG)	208	212	184
		Propane	6	4	4
	La Libertad Field (Chao Field)	Diesel B5 S-50	70,891	58,478	66,859
		Gasohol 95 Plus	16	3	0
		Gasohol 90 Plus	12,012	10,336	10,593
		Liquefied Petroleum Gas (LPG)	18	16	0
		Propane	25	23	38
	Chao Plant	Diesel B5 S-50	3,746	2,302	2,429
		Liquefied Petroleum Gas (LPG)	5,943	5,906	5,216
		Propane	10	6	4

Country	Location	Fuel type	2023	2024	2025
 Colombia		Diesel	372	331	489
		Gasoline	590	539	554
 Uruguay		Gasoil	143,500	217,482	155,500
		Nafta	47,500	27,500	44,500
 Chile		Gasoline	-	1,378	1,501

Energy intensity

To assess the energy intensity of our operations in Peru and Uruguay, we use the volume of water pumped (m³) for irrigation as our main indicator. This approach is based on the fact that water pumping is the primary source of electricity consumption in our agricultural operations, enabling a representative measurement of energy efficiency.

By applying this methodology, we directly link energy use to one of the most intensive processes in the production cycle, facilitating the monitoring of energy performance and the identification of improvement opportunities. In this way, we strengthen the optimization of our irrigation operations, contributing both

to operational efficiency and to reducing environmental impact.

For the calculation of energy intensity in our operations in Colombia, we have adopted a differentiated approach that reflects regional characteristics. Since energy consumption associated with water pumping is minimal and limited to a specific section of Fundo San Luis, located in the municipality of Sevilla, Valle del Cauca, we use the number of tons of avocados produced as the denominator, considering it a more representative indicator of our activity.

This approach allows for a more accurate measurement of energy efficiency, as it

incorporates fuel consumption associated with agricultural machinery and transport and logistics vehicles, which constitute the main components of energy use in operation. By relating energy consumption to production levels, we can better assess resource efficiency, identify opportunities for improvement, and strengthen our optimization strategies.

The behavior of energy intensity in Chile shows a significant improvement between 2023 and 2024, decreasing from 0.21 to 0.13 kWh per ton produced, reflecting greater efficiency in energy use, likely associated with operational consolidation and higher productivity per hectare. In 2025, although there is a slight increase to 0.14 kWh per ton, it remains at considerably more efficient levels compared to the base year, suggesting stabilization of the indicator in the context of production growth. Overall, the trend reflects a structural optimization of energy consumption, where increased operational efficiency has partially decoupled energy use from production growth.

Table 51. Energy intensity, by country (kWh/m³)

Country	2023	2024	2025
	1.12	1.04	0.06
	0.21	0.13	0.09
	359.73	131.35	154.60
	0.21	0.13	0.14





Circular economy in field and plant

Solid waste

(GRI 3-3) (GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5) (GRI 13.8.1, 13.8.2, 13.8.3)

Beyond regulatory compliance or mitigating environmental impacts, we aim to optimize waste management through a circular economy approach, prioritizing reduction at source, reuse and recycling, as well as proper final disposal. To achieve this, we work with specialized operator companies that ensure appropriate treatment of both hazardous and non-hazardous waste.

Peru

Waste is classified at its source and transferred to our warehouses in Chao and Piura to ensure proper handling. It is then prepared for delivery to operator companies with which we maintain agreements and partnerships, authorized for waste transport, disposal, or recovery. User areas request waste removal, after which collection is coordinated with these companies, which also carry out weighing activities and provide us with detailed records of managed waste.

Over the past three years, waste generation at our Chao, Agroalegre, and Terra farms has increased due to the expansion of our operations. This includes hazardous materials, such as agrochemical containers, and non-hazardous materials with recovery potential, such as scrap metal, plastic, and cardboard. It is important to note that more than 50% of our waste is non-hazardous. We maintain detailed tracking of generated waste, which allows us to identify operations with greater recovery potential. In Chao, we collaborate with Ecopacking, to whom we delivered discarded materials—6,620 kg of clamshells—which are reused as raw material in its production process.

Within our operations, we reinforce a culture of segregation through campaigns and training, promoting responsible waste management. This enables us to prioritize recycling and recovery, thereby reducing the volume of waste sent for final disposal.

Table 52. Total weight of waste generated in Peru, by Composition (metric tons)

Composition	2023	2024	2025
Hazardous waste	206.07	359.01	302.05
Non-hazardous waste	1,598.49	1,603.13	1,697.39
Total	1,804.56	1,962.14	1,999.44

In 2025, Camposol generated a total of 1,999.44 tons of waste, representing a 2% increase compared to 2024, mainly associated with the growth of agricultural and productive operations.

A 16% reduction in hazardous waste generation is observed, decreasing from 359.01 tons in 2024 to 302.05 tons in 2025. This decrease is linked to improvements in chemical input management, optimization in agrochemical use, and better control in the handling of contaminated containers.

On the other hand, non-hazardous waste shows a 6% increase compared to 2024, reaching 1,697.39 tons, explained by higher production and packaging volumes, mainly associated with materials such as cardboard, plastic, and organic waste.

It is important to note that the largest share of generated waste corresponds to non-hazardous waste, which has high potential for recycling or recovery, contributing to the company's circular economy strategy. Measurement in metric tons ensures comparability and traceability over time, aligning with GRI 306 standards.

Table 53. Total weight of recovered, disposed of, and generated waste in Peru, by composition (metric tons)

Composition	Recovered	Disposed of	Total generated
Hazardous waste	111.08	190.97	302.05
Non-hazardous waste	965.84	731.55	1,697.39
Total	1,076.9	922.5	1,999.4

In 2025, Camposol recovered 1,076.9 tons of waste, equivalent to 54% of the total generated, reflecting progress in the implementation of circular economy strategies. Of the total non-hazardous waste generated, 965.84 tons were recovered, mainly through recycling cardboard, plastics, metal waste, and other materials with reuse potential.

Regarding hazardous waste, 111.08 tons were managed through authorized treatment or recovery processes, while the remaining volume was disposed of through authorized operators, ensuring compliance with current environmental regulations.

The volume of disposed waste (922.5 tons) mainly corresponds to waste that currently lacks viable technical or economic recovery alternatives. These results reflect progressive improvement in waste management, prioritizing recovery over disposal, in line with the waste hierarchy principles established in GRI 306. Measurement in metric tons allows for evaluation of environmental performance and monitoring of trends in resource efficiency.

 Colombia

To mitigate the impacts of solid waste, our integrated management process begins with separation at each point of origin prior to collection. Waste is stored in a differentiated and safe manner and recorded before being delivered to authorized operator companies. The company responsible for collecting and transporting hazardous waste generated by Camposol Colombia is BIOENTORNO, which delivers it to recycling companies and final disposal providers. In the case of plastic waste such as pesticide containers, boots, and fertilizer packaging, the company Maderas Plásticas processes them into pallets and fence posts. For non-recoverable waste, Veolia is responsible for final disposal in secure landfill cells.

These companies issue detailed certificates with information on delivery dates and quantities collected by waste type. Additionally, we conduct inspections and internal audits in agricultural processes to ensure proper waste management.

Table 54. Waste generation, significant related impacts, and management measures in Colombia

Place of waste generation	Inputs, activities and outputs that can generate impacts	Type of Impact	Management measure
Fields	Phytosanitary input packaging	Generation of gases with greenhouse effect potential such as methane and impact on water and soil due to the generation of leachate	Circularity
	Fertilizer Packaging		Circularity
	Personal Protective Equipment (PPE)		Circularity and disposal in safety landfills
	Tool/Equipment Waste		Circularity
	Ordinary waste		Circularity and disposal in andfills
	Obsolete application hoses		Confinement in security landfills

In 2025, a recovery rate of 41.13% was achieved for hazardous waste (5.66 of 13.76 tons), as it is recycled and reprocessed by specialized companies to produce new materials such as pallets and plastic posts used in agricultural activities.

Additionally, Camposol Colombia generated a total of 31.9 tons of solid waste, of which 12.6 tons were recovered, equivalent to 39.5% of the total generated.

The increase in non-hazardous waste generation is due to fertilizer packaging no longer being classified as hazardous under Colombian regulations, and thus now categorized as common waste. Nevertheless, these materials are recovered, contributing to an improvement in the recovery rate for non-hazardous waste.

Table 55. Total weight of waste generated in Colombia, by composition (metric tons)

Composition	2023	2024	2025
Hazardous waste	11.4	14.2	13.8
Non-hazardous waste	17.9	9.0	18.1
Total	29.4	23.2	31.9

Table 56. Total weight of recovered, disposed of and generated waste in Colombia (metric tons)

Composition	Recovered	Disposed of	Total generated
Hazardous waste	5.7	8.1	13.8
Non-hazardous waste	7.0	11.1	18.1
Total	12.6	19.2	31.9

 Uruguay

In Uruguay, waste management begins with segregation at points of generation, where waste is classified according to its characteristics and type. Hazardous waste, metals, and empty phytosanitary product containers are then temporarily stored in designated areas.

To ensure proper final disposal, we work with Campo Limpio, a company specialized in recycling agrochemical containers, fertilizers, and related inputs. Before delivery, containers undergo specific pre-treatment. Once collected, Campo Limpio reprocesses them into plastic wood, a material made from a combination of recycled plastics.

Table 57. Waste generation, significant related impacts, and management measures in Uruguay

Place of waste generation	Inputs, activities and outputs that can generate impacts	Type of Impact	Management measure
Fields	Disused plastic	Generation of gases with greenhouse gas potential such as methane. Effects on water and soil due to the generation of leachate.	Reuse and management through Campo Limpio
	Firewood		Donation
	General waste		Segregation and management through Campo Limpio
	Fertilizer Bags		Reuse and management through Campo Limpio
Other facilities	Cardboard		Reuse and management through Campo Limpio
	Scrap		Reuse and management through Campo Limpio
	Paper		Reuse and management through Campo Limpio

In 2025, we recorded an 82% reduction in hazardous waste generation compared to the previous year. This improvement is explained by optimized procurement of agrochemicals, prioritizing the use of larger-capacity containers. Within this category, the main waste streams correspond to agrochemical and fertilizer containers. Meanwhile, non-hazardous waste increased by 53%, mainly due to the accumulation of scrap metal in the temporary storage area.

Table 58. Total weight and quantity of waste generated in Uruguay, by composition

Composition	2023	2024	2025
Hazardous waste (kg)	2,608	1,807	1,337,00
Non-hazardous waste (metric tons)	2.24	6.15	9.40

Table 59. Total weight of recovered, disposed of and generated waste in Uruguay, by composition (metric tons)

Composition	Recovered	Disposed of	Total generated
Hazardous waste (units)	-	1,337.00	1,337.00
Non-hazardous waste (metric tons)	-	9.40	9.40

 Chile

Camposol Chile manages its waste through classification, segregation at source, safe storage, and collection by authorized companies, with particular emphasis on proper handling of waste associated with agricultural machinery, such as oils and filters, as well as waste generated in agricultural processes and office activities.

A key highlight is the management of used oils through their removal by authorized external companies during tractor maintenance, ensuring proper handling, traceability, and compliance with current environmental regulations.

Table 60. Waste generation, significant related impacts, and management measures in Chile

Location	Waste generation site	Inputs, activities, and products that may generate impacts	Type of impact (1)	Management measure (2)
Field MILLAKUM CAMPOSOL CHILE	Machinery workshop	Used oils, oil filters, lubricants	Soil and water contamination	Storage in sealed containers, removal by authorized company
	Maintenance area	Contaminated rags, absorbents with hydrocarbons	Soil contamination	Disposal in containers labeled as hazardous
	Agricultural inputs warehouse	Pesticide and herbicide containers	Chemical contamination, health risk	Disposal in containers labeled as hazardous, triple rinsing
	Facility lighting	Fluorescent tubes	Mercury contamination	Safe storage and authorized removal in labeled containers
	Offices	Toner cartridges, batteries	Heavy metal contamination	Disposal in containers labeled as hazardous – recycling with authorized managers

Table 61. Total weight of waste generated in Chile, by composition (metric tons)

Composition	2023	2024	2025
Hazardous waste (ton)	3.11	2.98	3.41

Table 62. Total weight of recovered, disposed of and generated waste in Chile, by composition (metric tons)

Composition	Recovered	Disposed of	Total generated
Hazardous waste (units)	0	3.41	3.41

06

About the Report

(GRI 2-2, 2-3, 2-4, 2-5, 2-14)

This Sustainability Report presents Camposol's environmental, social, and governance (ESG) performance for the period from January 1 to December 31, 2025, covering our operations in Peru, Colombia, Uruguay, and Chile.

The Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, including the 2021 Universal Standards, Topic Standards, and the Sector Standard GRI 13: Agriculture, Aquaculture and Fishing (2022). It also incorporates the Sustainability Accounting Standards Board (SASB) metrics for the Agricultural Products sector, ensuring alignment with the main international sustainability frameworks.

Through this Report, we reaffirm our commitment to transparency and engagement with our stakeholders, providing a comprehensive overview of Camposol's performance, as well as its management model, culture, and sustainability strategy. We also highlight progress in managing our impacts and aligning our actions with the Sustainable Development Goals (SDGs) and the principles of the United Nations Global Compact.

The preparation of this Report was led by Camposol's Sustainability team, in coordination with the different areas of the organization. The document has been reviewed by the People, Culture and Organization Management, ensuring the consistency and quality of the information presented.

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07

Annexes

Stakeholders

Table 63. Channels and frequency of communication with stakeholders in Peru

Stakeholders	Communication channels	Frequency
 Employees	Physical: informative murals, corporate advertising material, brochures and informative flyers	Permanent
	Face-to-face: integration and recognition events, communication cascade, face-to-face meetings	Permanent
	Digital: corporate email, virtual catalogs, WhatsApp, website, social networks (Facebook, Instagram, LinkedIn, Facebook group).	Permanent
	Campaigns	According to the calendar worked with the respective areas.
 Operators	Physical: informative murals, corporate advertising material, brochures and informative flyers.	Permanent
	Face-to-face: integration and recognition events, communication cascade, face-to-face meetings.	Permanent
	Digital: WhatsApp, website, social networks (Facebook group), ads in the written press, radio and television (local).	Permanent
	Campaigns: Employer Brand, recognitions, among others.	According to the calendar worked with the respective areas.
 Clients	Physical: advertisements, brochures and informative flyers, boxes, labels, among others.	According to the proposed annual media plan
	Face-to-face: meetings, field visits, fairs.	According to the calendar of fairs in the year
	Digital: corporate email, brochures, catalogs, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
 Consumers	Physical: advertisements, brochures and informative flyers, boxes, labels, among others.	Permanent
	Face-to-face: sponsorships, fairs.	According to requests received and budget, participation is evaluated
	Digital: website, social networks (Facebook, Instagram, LinkedIn).	Permanent

Stakeholders	Communication channels	Frequency
 Investors	Face-to-face: meetings, field visits and conferences.	Upon request
	Conferences	Annually
	Digitals: quarterly earnings conference call, quarterly earnings press release and report.	Quarterly
	Digital: video calls, corporate email, IR website.	Permanent
 Suppliers	Digital: website, social networks (LinkedIn, Facebook group)	Upon coordination with the area for publication
 Communities	Physical: advertisements in the written press, radio and television (local), advertisements, corporate advertising material, brochures, informative flyers	According to the calendar worked with the respective area
	Digital: website, social networks (LinkedIn, Facebook group)	Permanent
 Media	Face-to-face: advertisements, television reports, written press	According to proposed annual media plan
	Face-to-face: interviews	According to the proposed annual media plan and interview request approved by VP People, Culture and Global Communications
	Digital: corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
 Government	Face to face: meetings, field visits	Upon request

Table 64. Channels and frequency of communication with stakeholders in Colombia

Stakeholder	Communication channels	Frequency
 Employees	Physical: informative murals, corporate advertising material, brochures and informative flyers	Permanent
	Face-to-face: integration and recognition events, communication cascade, meetings	Permanent
	Digital: corporate mail, virtual catalogs, WhatsApp, website, social networks (Facebook, Instagram, LinkedIn, Facebook group)	Permanent
	Campaigns.	According to the calendar worked with the respective area
 Operators	Physical: informative murals, corporate advertising material, informative brochures, newsletter	Permanent
	Face-to-face: communication cascade, meetings.	Permanent
	Digital: WhatsApp	Permanent
	Campaigns: Employer Brand, recognitions, among others.	According to the calendar worked with the respective area
 Clients	Physical: brochures and informative flyers, boxes, labels, among others.	According to the media plan and according to the calendar of fairs in the year
	Face-to-face: meetings, field visits, fairs.	According to requests received and budget, participation is evaluated
	Digital: corporate email, brochures, catalogs, website, social networks (Facebook, Instagram, LinkedIn).	Permanent
 Consumers	Physical: advertisements, brochures and informative flyers, boxes, labels, among others.	Permanent
	Face-to-face: sponsorships, fairs.	According to requests received and budget, participation is evaluated
	Digital: website, social networks (Facebook, Instagram, LinkedIn).	Permanent
 Investors	Face-to-face: meetings, field visits and conferences.	Upon request
	Digital: online broadcasts, reports, corporate email, website, social networks (Facebook, Instagram, LinkedIn).	Permanent

Stakeholder	Communication channels	Frequency
 Suppliers	Digital: intranet	-
 Communities	Physical: advertisements in the written press, radio and television (local), advertisements, corporate advertising material, brochures, informative flyers,	Permanent
	Digital: website, social networks, instant messaging chat, WhatsApp (LinkedIn, Facebook group)	Permanent
 Media communications	Physical: advertisements, advertorials, press releases	According to the proposed annual media plan
	Face-to-face: interviews	According to the proposed annual media plan and interview request approved by VP People, Culture and Global Communications
	Digital: corporate email, website, social networks (Facebook, Instagram, LinkedIn).	According to the proposed annual media plan
 Government - Regional Autonomous Corporations	Face-to-face: meetings, field visits, instant messaging, WhatsApp	Upon request
 Social and environmental leaders	Face-to-face: social and environmental events, face-to-face meetings, field visits, fairs or exhibitions.	Upon request
	Digital: Corporate email, WhatsApp.	Upon request

Table 65. Channels and frequency of communication with stakeholders in Uruguay

Stakeholder	Communication channels	Frequency
 Employees	Physical: informational murals	Permanent
	Face-to-face: communication cascade, face-to-face meetings, birthday celebrations.	Permanent
	Face-to-face: integration events.	Specific occasions
	Digital: corporate email, WhatsApp.	Permanent
 Operators	Physical: informative murals.	Permanent
	Face-to-face: communication cascade, face-to-face meetings.	Permanent
	Face-to-face: integration days	Permanent
	Digital: WhatsApp.	Permanent
 Clients	Digital: corporate email.	Permanent
 Consumers	Physical: advertisements.	As needed
	Digital: social networks (LinkedIn).	As needed

Stakeholder	Communication channels	Frequency
 Investors	Face-to-face: meetings, field visits.	Upon request
 Suppliers	Digital: corporate email.	Permanent
 Communities	Physical: Donations of waste containers, end-of-year baskets, toys.	Upon request
 Government	Face-to-face: meetings, field visits	Upon request

Table 66. Communication channels and frequency of engagement with stakeholder groups in Chile

Stakeholder	Communication channels	Frequency
 Regulatory authorities	Inspections	As required by regulations
	Official platforms	According to specific requirements
	Formal meetings	According to specific requirements
	Regulatory reports	As required by regulations
 Suppliers	Tendering processes	According to contracts/specific processes
	Coordination meetings	According to contracts/specific processes
	Email communications	According to contracts/specific processes
	Performance evaluations	According to contracts/specific processes
 Employees	Internal meetings, corporate emails, performance evaluations	Daily
 Local communities	Community meetings	As needed
	Direct communication channels	As needed
 Clients	Commercial meetings, email communications	According to operational needs
 Associations and industry groups	Working groups, seminars	Periodically

Contractor Management

Table 67. Total number of contractors, by gender and operation

Operation	Contractual relationship	Activity carried out	Workplace	M	F	Total
 Peru	Manpower	Cleaning	Chao Plant	14	21	35
	Raf Barcenés	Feeding	Chao and Virú Plant and farms	27	15	42
	Boxer	Vigilance	Chao Plant and Chao, Virú and Piura farms	109	5	114
	Eurorenting	Car Rental	Chao Plant and Chao, Virú and Piura farms	3	0	3
	Ecopaking	Cardboard Box Assembly	Chao Plant	22	0	22
	Pips	Armed Security	Chao Plant and Chao Farms, Virú	12	0	12
 Colombia	Fortox	Safety	Colombia Operations	28	0	28
		Vehicle drivers	Colombia Operations	33	0	33
 Uruguay	Outsourced providers	Harvesting tangerines	El Tero and El Zorzal farms, El Espínilar Zone, Salto Uruguay	181	284	465
 Chile	Labor contract	Light Pruning	Chile operation	1	0	1
	Labor contract	Field maintenance	Chile operation	3	0	3
	Labor contract	Cleaning irrigation ends	Chile operation	1	0	1
	Labor contract	Macrotunnel support	Chile operation	1	0	1
	Labor contract	Cutting suckers (shoot removal)	Chile operation	1	1	2
	Labor contract	Herbicide application	Chile operation	1	0	1
	Labor contract	Tractor operator	Chile operation	1	0	1
	Labor contract	Belt positioning	Chile operation	1	1	2
	Labor contract	Harvest	Chile operation	5	1	6
Total				444	328	772

Number of Terminations

Table 68. Total number of terminations, per operation

Operation	2023	2024	2025
	40,166	22,469	18,035
	285	176	192
	618	1,108	762
	8	2	11
Total	42,742	23,755	19,000

Table 69. Total number of terminations, by age

Age	2023	2024	2025
Under 30	25,587	12,951	9,468
Between 30 and 50	14,593	9,342	8,054
Over 50	2,562	1,462	1,478
Total	30,979	42,742	19,000

Table 70. Total number of terminations, by gender

Age	2023	2024	2025
Male	22,846	11,432	9,075
Female	19,896	12,323	9,925
Total	42,742	23,755	19,000

Benefits for our employees

Legal Benefits	Additional Benefits	Operational Benefits	Programs and Initiatives
Mandatory life insurance from the first day of employment	Company-covered employee transportation (100%)	Uniforms (as applicable)	Supervisory Skills Program (Peru, Uruguay, Colombia, and Chile)
Health insurance	Meal services / Food vouchers	Monthly allowance for hygiene items	Madre Tierra Program – Peru
Family allowance	100% coverage of medical and oncology insurance	Leave for prenatal care	Agro Leader Program – Peru
Maternity and paternity leave	Childcare services	Physical therapy leave	Sports events for employees
Leave due to serious illness of an immediate family member	Education and training courses	Comprehensive maternity program	Celebrations (Women’s Day, Mother’s Day, Father’s Day, etc.)
Leave due to death of an immediate family member	Emergency loans for health and education	Access to medical unit	Leaders’ Meeting in Colombia
Breastfeeding leave	Allowance in the event of death of the employee or family members	Health-related relocation program	ADN Camposol Program (recognition for years of service)
Vacation	Distribution of school supply kits		No formal work stoppage days recorded
Profit sharing	Christmas hampers or similar benefits		
Other legal benefits	Special celebrations (birthdays, Father’s Day, Mother’s Day, etc.)		
	Birthday leave or leave for personal matters		
	Meal vouchers or days off		
	Productivity and performance bonuses		

GRI Index

Statement of Use	Camposol has prepared the report in accordance with the GRI Standards for the period from January 1 to December 31, 2025.
GRI 1 Used	GRI 1: Fundamentals 2021
Applicable Sectoral GRI Standards	GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022

GRI	Content	Page	Omission			Reference to the Sectoral GRI
			Omitted requirement	Reason	Explanation	
General Contents						
GRI 2: General Contents 2021	2-1	Organizational Details				-
	2-2	Entities included in sustainability reporting				-
	2-3	Reporting period, frequency, and touchpoint				-
	2-4	Updating Information				-
	2-5	External verification				-
	2-6	Activities, value chain and other business relationships	12			-
	2-7	Employees				-
	2-8	Non-Employee Workers				-
	2-9	Governance structure and composition	33			-
	2-10	Appointment and selection of the highest governing body	33			-

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
GRI 2: General Contents 2021	2-11	President of the highest governing body	33				-
	2-12	Role of the highest governance body in overseeing impact management	33, 39				-
	2-13	Delegation of responsibility for managing impacts	33				-
	2-14	Role of the highest governance body in sustainability reporting					-
	2-15	Conflicts of interest	38				-
	2-16	Communicating Critical Concerns	33				-
	2-17	Collective knowledge of the highest governing body	33				-
	2-18	Evaluation of the performance of the highest governing body	33				-
	2-19	Remuneration policies	-	a,b	Confidentiality Restrictions	Confidentiality Restrictions	-
	2-20	Process for determining remuneration	-	a,b	Confidentiality Restrictions	Confidentiality Restrictions	-
	2-21	Annual Total Compensation Ratio	-	a,b	Confidentiality Restrictions	Confidentiality Restrictions	-
	2-22	Declaration on the sustainable development strategy	3				-
	2-23	Commitments and policies	10				-
	2-24	Incorporation of commitments and policies	10				-
	2-25	Processes to remediate negative impacts	38				-

GRI	Content	Page	Omission			Reference to the Sectoral GRI
			Omitted requirement	Reason	Explanation	
GRI 2: General Contents 2021	2-26 Mechanisms for seeking advice and raising concerns	38				-
	2-27 Compliance with legislation and regulations					-
	2-28 Membership of associations	29				-
	2-29 Stakeholder engagement approach	23				-
	2-30 Collective bargaining agreements	63				-
Material Topics						
GRI 3: Material Themes 2021	3-1 Process of determining material issues	24	-	-	-	-
	3-2 List of material topics	24	-	-	-	-
Community Engagement						
GRI 203: Indirect Economic Impacts 2016	3-3 Management of material issues		-	-	-	13.22.1
	203-1 Investments in infrastructure and services supported	65	-	-	-	13.22.3
	203-2 Significant indirect economic impacts	65	a and b	Information not available or under development.	A comprehensive assessment of the indirect economic impacts of its operations has not been conducted.	13.22.4
GRI 411: Rights of Indigenous Peoples 2016	3-3 Management of material issues		-	-	-	13.14.1
	411-1 Cases of violations of the rights of indigenous peoples		-	-	-	13.14.2

GRI	Content	Page	Omission			Reference to the Sectoral GRI
			Omitted requirement	Reason	Explanation	
GRI 413: Local Communities 2016	3-3 Management of material issues		-	-	-	13.12.1
	413-1 Operations with local community engagement programs, impact evaluations and development	65	-	-	-	13.12.2
	413-2 Operations with significant negative impacts – actual or potential – on local communities	65	-	-	-	13.12.3
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.13 Management of material issues		-	-	-	13.13.1
	13.13 Locations where the organization's operations could affect entitlements on land and natural resources		-	-	-	13.13.2
	13.13 Quantity, size in hectares and location of operations where land and natural resource rights violations have occurred and the groups of rights holders that have been affected		-	-	-	13.13.3
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.14 Locations of operations where indigenous peoples are present or where they may be affected by the organization's activities	65	-	-	-	13.14.3
	13.14 Inform whether the organization has participated in a process to obtain the free, prior and informed consent (FPIC) of indigenous peoples for any of its activities	65	-	-	-	13.14.4
Occupational health and safety management						
GRI 403: Occupational Health and Safety Management 2018	3-3 Management of material issues		-	-	-	13.19.1
	403-1 Occupational Health and Safety Management System	53	-	-	-	13.19.2
	403-2 Hazard identification, risk assessment, and incident investigation	53	-	-	-	13.19.3
	403-3 Occupational Health Services	58	-	-	-	13.19.4

GRI	Content	Page	Omission			Reference to the Sectoral GRI
			Omitted requirement	Reason	Explanation	
GRI 403: Occupational Health and Safety Management 2018	403-4 Worker participation, consultation and communication on occupational health and safety	59	-	-	-	13.19.5
	403-5 Training of workers on occupational health and safety	59	-	-	-	13.19.6
	403-6 Promoting workers' health	53, 57	-	-	-	13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked through business relationships	53	-	-	-	13.19.8
	403-8 Occupational Health and Safety Management System Coverage	53	-	-	-	13.19.9
	403-9 Workplace Accident Injuries	61	-	-	-	13.19.10
	403-10 Occupational ailments and diseases	60	-	-	-	13.19.11
Water resource management						
GRI 303: Water and Wastewater 2018	3-3 Management of material issues		-	-	-	13.7.1
	303-1 Interaction with water as a shared resource	77-79, 81, 82	-	-	-	13.7.2
	303-2 Management of impacts related to water discharge	82	-	-	-	13.7.3
	303-3 Water extraction		-	-	-	13.7.4
	303-4 Water discharge	77, 78	-	-	-	13.7.5
	303-5 Water consumption	79, 81	-	-	-	13.7.6

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Talent retention and development							
GRI 401: Employment 2016	3-3	Management of material issues		-	-	-	-
	401-1	New Employee Hiring and Staff Turnover	48	-	-	-	-
	401-2	Benefits for full-time employees that are not given to part-time or temporary employees	49	-	-	-	-
	401-3	Parental leave	50	-	-	-	-
GRI 402: Worker-Company Relations 2016	3-3	Management of material issues		-	-	-	-
	402-1	Minimum notice periods for operational changes	-	a, b	Information not available or under development.	There is no minimum or maximum number of weeks, it will depend on the decisions of the managements and/or areas involved	-
GRI 404: Training and Education 2016	3-3	Management of material issues		-	-	-	-
	404-1	Average training hours per year per employee	51	-	-	-	-
	404-2	Employee Skills Development Programs and Transition Assistance Programs	51	-	-	-	-
	404-3	Percentage of employees who receive periodic evaluations of their performance and career development	52	-	-	-	-
Circular economy, waste management and sustainable agriculture							
GRI 301: Materials 2016	3-3	Management of material issues		-	-	-	-
	301-1	Materials used by weight or volume	96	-	-	-	-

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
GRI 301: Materials 2016	301-2	Recycled inputs used	96	a	Information not available or under development.	Information on recycled inputs used for all operations is not available.	-
	301-3	Recovered packaging products and materials	96	a and b	Not applicable	No packaging products or materials are currently recovered.	-
GRI 306: Waste 2020	3-3	Management of material issues		-	-	-	13.8.1
	306-1	Waste generation and significant waste-related impacts	105	-	-	-	13.8.2
	306-2	Managing Significant Waste-Related Impacts	105	-	-	-	13.8.3
	306-3	Waste generated	105	a	Information not available or under development.	The information on the organic waste generated has not been considered since this information is not available. Camposol has been working on methodologies to monitor and record this data.	13.8.4
	306-4	Waste Not Destined for Disposal	105	-	-	-	13.8.5
	306-5	Waste Destined for Disposal	105	-	-	-	13.8.6
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.5	Management of material issues		-	-	-	13.5.1
	13.6	Management of material issues		-	-	-	13.6.1
	13.6	Volume and intensity of pesticides used according to toxicity hazard levels		13.6.2	Information not available or under development.	There is no information on the intensity of the application.	13.6.2

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Diversity, inclusion and gender							
GRI 405: Diversity and Equal Opportunities 2016	3-3	Management of material issues		-	-	-	13.15.1
	405-1	Diversity of governing bodies and employees	64	-	-	-	13.15.2
	405-2	Ratio between the basic salary and the remuneration of women and men	-	a, b	Confidentiality Restrictions	Confidentiality Restrictions	13.15.3
GRI 406: Non-Discrimination 2016	3-3	Management of material issues		-	-	-	13.15.1
	406-1	Cases of discrimination and corrective actions taken		-	-	-	13.15.4
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.15	Describe any differences in the terms of employment and the organization's approach to remuneration based on the nationality and migrant status of the workers		-	Confidentiality Restrictions	Confidentiality Restrictions	13.15.5
Supplier management (efficient logistics)							
GRI 308: Environmental Assessment of Suppliers 2016	3-3	Management of material issues		-	-	-	-
	308-1	New suppliers that have passed screening filters according to environmental criteria	43	-	-	-	-
	308-2	Negative environmental impacts on the supply chain and measures taken	43	-	-	-	-
GRI 414: Social Evaluation of Suppliers 2016	3-3	Management of material issues		-	-	-	-
	414-1	New suppliers that have passed selection filters according to social criteria	43	-	-	-	-
	414-2	Negative social impacts on the supply chain and measures taken	43	-	-	-	-

GRI	Content	Page	Omission			Reference to the Sectoral GRI
			Omitted requirement	Reason	Explanation	
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.23 Management of material issues	43	-	-	-	13.23.1
	13.23 Level of traceability implemented for each product supplied	43	-	-	-	13.23.2
	13.23 Percentage of the volume supplied certified in accordance with recognized international standards, which allow products to be traceable throughout the supply chain	43	-	-	-	13.23.3
	13.23 Improvement projects to certify suppliers to recognized international standards, allowing products to be tracked throughout the supply chain	43	-	-	-	13.23.4
Human rights						
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material issues		-	-	-	13.18.1
	407-1 Operations and suppliers where the right to freedom of association and collective bargaining could be at risk	63	-	-	-	13.18.2
GRI 408: Child Labor 2016	3-3 Management of material issues		-	-	-	13.17.1
	408-1 Operations and suppliers at significant risk of child labor cases	63	-	-	-	13.17.2
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material issues		-	-	-	13.16.1
	409-1 Operations and suppliers with significant risk of forced or compulsory labour	63	-	-	-	13.16.2
GRI 418: Customer Privacy 2016	418-1 Substantiated Claims Regarding Customer Privacy Violations and Loss of Customer Data	-	a, b, c	Not applicable	There have been no substantiated complaints during 2023	-

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Quality, marketing and nutrition (includes labelling and customer management)							
GRI 416: Customer Health and Safety 2016	3-3	Management of material issues		-	-	-	13.10.1
	416-1	Assessing the Health and Safety Impacts of Product and Service Categories	68	-	-	-	13.10.2
	416-2	Non-compliance cases relating to the health and safety impacts of product and service categories	68	-	-	-	13.10.3
GRI 417: Marketing and Labeling 2016	3-3	Management of material issues		-	-	-	-
	417-1	Requirements for information and labelling of products and services	74	-	-	-	-
	417-2	Non-compliance cases related to the information and labelling of products and services	74	-	-	-	-
	417-3	Cases of non-compliance related to marketing communications	74	-	-	-	-
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.9	Management of material issues	68	-	-	-	13.9.1
	13.9	Total weight of food loss in metric tons and percentage of food loss	68	-	Information not available or under development.	There is no information on food loss. Camposol has been working on methodologies to monitor and record this data.	13.9.2
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.10	Percentage of production volume from sites certified to internationally recognized food safety standards		-	-	-	13.10.4
	13.10	Number of food safety recalls and total volume of recalls		-	-	-	13.10.4

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Energy efficiency, GHG management and climate change							
GRI 302: Energy 2016	3-3	Management of material issues		-	-	-	-
	302-1	Energy consumption within the organization		-	-	-	-
	302-2	Energy consumption outside the organization		a, b, c	Not applicable	Camposol does not consume energy outside the organization	-
	302-3	Energy intensity		-	-	-	-
	302-4	Reduced energy consumption		-	-	-	-
	302-5	Reduction of energy requirements of products and services	-	a, b, c	Information not available or under development.	No information is available. Camposol has been working on methodologies to monitor and record this data	-
GRI 305: Emissions 2016	3-3	Management of material issues		-	-	-	13.1.1
	305-1	Direct GHG emissions (scope 1)	95	a, b, c, d, e, f, g	Information not available or under development.	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.2
	305-2	Indirect GHG emissions associated with energy (scope 2)	95	a, b, c, d, e, f, g	Information not available or under development.	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.3
	305-3	Other indirect GHG emissions (scope 3)	95	a, b, c, d, e, f, g	Information not available or under development.	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.4
	305-4	GHG emissions intensity	-	a, b, c, d	Information not available or under development.	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.5

GRI	Content	Page	Omission			Reference to the Sectoral GRI
			Omitted requirement	Reason	Explanation	
GRI 305: Emissions 2016	305-5 Reducing GHG emissions	-	a, b, c, d, e	Information not available or under development.	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.6
	305-6 Emissions of ozone-depleting substances (SDGs)	-	a, b, c, d	Information not available or under development.	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.7
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	a, b, c	Information not available or under development.	No information is available. Camposol has been working on methodologies to monitor and record this data	13.1.8
Working conditions						
GRI 3: Material Themes 2021	3-3 Management of material issues		-	-	-	-
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.20 Management of material issues	49	-	-	-	13.20.1
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.21 Management of material issues	49	-	-	-	13.21.1
	13.21 Percentage of employees and workers who are not employees and whose work is controlled and covered by collective bargaining agreements	49	-	-	-	13.21.2
	13.21 Percentage of employees and workers who are not employees and whose work is controlled and who are paid above the living wage	49	-	-	-	13.21.3

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Economic performance, economic development and local investment							
GRI 201: Economic Performance 2016	3-3	Management of material issues		-	-	-	13.22.1
	201-1	Direct economic value generated and distributed	18	-	-	-	13.22.2
	201-3	Defined benefit plan and other retirement plan obligations	18	-	-	-	-
	201-4	Financial assistance received from the government	18	-	-	-	-
Ethics, regulatory compliance, risk management and transparency							
GRI 201: Economic Performance 2016	3-3	Management of material issues		-	-	-	13.2.1
	201-2	Financial implications and other risks and opportunities arising from climate change	39	a	Information not available or under development.	The financial implications of the risks arising from climate change have not been identified.	13.2.2
GRI 205: Anti-Corruption 2016	3-3	Management of material issues		-	-	-	13.26.1
	205-1	Operations assessed against corruption-related risks	37	-	-	-	13.26.2
	205-2	Communication and training on anti-corruption policies and procedures	37	-	-	-	13.26.3
	205-3	Confirmed corruption incidents and actions taken	37	-	-	-	13.26.4
GRI 206: Unfair Competition 2016	3-3	Management of material issues		-	-	-	13.25.1
	206-1	Legal actions related to unfair competition and monopolistic practices and against free competition	38	-	-	-	13.25.2
GRI 415: Public Policy 2016	3-3	Management of material issues		-	-	-	13.24.1
	415-1	Contribution to political parties and/or representatives	37	-	-	-	13.24.2

GRI	Content		Page	Omission			Reference to the Sectoral GRI
				Omitted requirement	Reason	Explanation	
Biodiversity, Soil Conservation and Treatment							
GRI 304: Biodiversity 2016	3-3	Management of material issues		-	-	-	13.3.1
	304-1	Owned, leased or managed operational sites located within or adjacent to protected areas or areas of high biodiversity value outside protected areas	89	-	-	-	13.3.2
	304-2	Significant impacts of activities, products and services on biodiversity	89	-	-	-	13.3.3
	304-3	Protected or restored habitats	89	-	-	-	13.3.4
	304-4	Species on the IUCN Red List and National Conservation Lists whose habitats are in areas affected by operations	89	-	-	-	13.3.5
GRI 13: Agriculture, Aquaculture and Fisheries Sectors 2022	13.4	Management of material issues	89	-	-	-	13.4.1
	13.4	Percentage of production volume from land owned, leased, or managed by the organization that is considered deforestation-free or conversion-free, by product	89	-	Not applicable	Camposol's operations are not carried out in natural ecosystems.	13.4.2
	13.4	Percentage of the volume supplied that is considered deforestation-free or conversion-free; percentage of the volume supplied for which the origin is unknown, so that it can be determined whether it is deforestation-free or conversion-free	89	-	Information not available or under development.	There is no information on natural ecosystems converted by suppliers.	13.4.3
	13.4	Size in hectares, location and type of natural ecosystems converted since the cut-off date	89	-	Not applicable	Camposol's operations are not carried out in natural ecosystems.	13.4.4
	13.4	Size in hectares, location and type of natural ecosystems converted from the date of cut-off by suppliers or supply sites	89	-	Information not available or under development.	There is no information on natural ecosystems converted by suppliers.	13.4.5

SASB Index

Applicable SASB Standard

Agricultural products (Version 2023-12)

Theme	Code	Accounting Parameter	Page
Greenhouse Gas Emissions	FB-AG-110a.1	Scope 1 gross global emissions	This information is not available
	FB-AG-110a.2	Discussion of the long-term and short-term strategy or plan for managing Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets.	This information is not available
	FB-AG-110a.3	Fuel consumed by the fleet, renewable percentage.	This information is not available
Energy Management	FB-AG-130a.1	(1) Operational energy consumed, (2) percentage of electricity from the grid and (3) percentage renewable.	
Water Management	FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Basal Water Stress.	77, 78
	FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks.	77-79
	FB-AG-140a.3	Number of non-conformance incidents related to water quantity or quality permits, standards, and regulations	76-79
Food safety	FB-AG-250a.1	Global Food Safety Initiative (GFSI) Audit: (1) non-compliance rate and (2) corresponding corrective action rate for a) major and b) minor non-conformance cases	68, 74
	FB-AG-250a.2		
	FB-AG-250a.3	Percentage of agricultural products sourced from suppliers certified with a food safety certification recognized by the Global Food Safety Initiative (GFSI).	68
		(1) Number of recalls issued and (2) total amount of food product recalled.	68, 74

Theme	Code	Accounting Parameter	Page
Occupational Health and Safety	FB-AG-320a.1	(1) Total Recordable Incident Rate (TRIR), (2) Fatality Rate, and (3) Nearby Incident Frequency Rate (NMFR) for (a) direct employees and (b) contract employees.	53
Environmental and Social Impacts of the Ingredient Supply Chain	FB-AG-430a.1	(1) Percentage of agricultural products obtained that are certified to a third-party environmental or social standard, and (2) percentages per standard.	43
	FB-AG-430a.2	Supplier Social and Environmental Responsibility Audit: (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformities.	43
	FB-AG-430a.3	Discussion of the strategy to manage the environmental and social risks derived from contractual cultivation and the obtaining of raw materials.	43
Management of Genetically Modified Organisms (GMOs)	FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs).	Camposol does not use GMOs.
Ingredient Sourcing	FB-AG-440a.1	Identification of main crops and description of the risks and opportunities presented by climate change.	That information is not available
	FB-AG-440a.2	Percentage of agricultural products obtained from regions with High or Extremely High Basal Water Stress.	Not applicable

Code	Activity parameters	Page
FB-AG-000.A	Production by main crop	14
FB-AG-000.B	Number of processing facilities	14
FB-AG-000.C	Total area of land under active production	14
FB-AG-000.D	Cost of externally sourced agricultural products.	14

Companies belonging to Camposol Holding PLC

Camposol S.A. belongs to Camposol Holding PLC, a group made up of various subsidiaries and traders operating in different countries. The main companies of the group, along with their location and activity, are detailed below:

Table 71. List detailing the activities and locations of the group companies

Enterprise	Location	Activity
Camposol S.A.	Peru	Farmland - Business Office
Nor Agro S.A.C	Sullana, Piura, Peru	Farmland
Muelles y Servicios Paita S.A.C	Paita, Piura, Peru	Farmland
Camposol Europa S.L.	Spain	It is not trading as a trader and is currently not registering movement.
Camposol Fresh B.V.	Netherlands	Trader
Grainlens S.A.C	Peru	Holding company
Blacklocust S.A.C	Peru	Holding company
Persea, Inc.	USED	Holding company
Camposol Fresh U.S.A, Inc.	USED	Trader
Camposol Foods Trading Co. Ltd	China	Trader

Enterprise	Location	Activity
Camposol Fresh Foods Trading Co. Ltd.	Hong Kong, China	Trader
Camposol Colombia S.A.S	Colombia	Farmland
Camposol Uruguay S.R.L.	Uruguay	Farmland
Camposol Chile S.P. A	Chile	Farmland
Camposol Cyprus Limited	Cyprus	Holding company
Camposol Switzerland GmbH	Switzerland	Trader
Camposol Trade España S.L.U.	Spain	Trader
Aliria S.A.C	Peru	Projects
Camposol I&D S.A.C	Peru	Projects
Camposol Corp.	USED	It does not have offices and does not currently register activity.

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