

# SUSTAINABILITY REPORT 2024 - 2025

We deliver quality fresh and processed fruit to the world, taking care of it throughout the entire process, from the field to the customer.

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# I.

# OUR COMPANY





# PRESIDENT'S WORDS

Dear collaborators, growers, clients, and stakeholders:

We are driven by the conviction of doing things right, with dedication, excellence, and a vision that always seeks to go one step further. We build our work on pillars that have accompanied us since our beginnings; quality, sustainability, respect for people, and care for the environment. We believe in the value of what we do and in the positive impact we generate for the communities and territories where we are present.

Faithful to a tradition of excellence, we faced a challenging year marked by complex climatic conditions, regulatory changes, and growing demands from international markets. This context drove us to strengthen our strategic vision, advance in innovation, optimize processes, and reinforce the integration of environmental, social, and governance criteria throughout our operation.

During the 2024–2025 period, we consolidated milestones that reflect this orientation. The modernization of the Angol Fruit Center, the adoption of new processing technologies, the strengthening of our productive capacity, and our presence in demanding markets such as Europe, the Far East, Asia, North America, Central America, and South America are part of a route that combines tradition, innovation, and a firm sense of responsibility towards the future. The celebration of our 40 years and the launch of the commemorative book that gathers our history represented one of the most significant moments of this period, allowing us to pay tribute to those who have contributed to building San Clemente and reaffirming the values that will continue to guide our growth.

Our management was also marked by the development of our people. We increased training opportunities with more than 34 thousand hours of training, reinforced workplace safety and well-being, and promoted multicultural teams that enrich our identity. Likewise, we advanced in initiatives that strengthen our presence in Alto Biobío and Lonquimay, where we work alongside local communities and generate opportunities that positively impact the lives of many families.

At the same time, we continue to consolidate our role in local development and the Chilean agribusiness, providing employment, agricultural innovation, productive linkages, and a territorial presence that drives the growth of rural communes and hundreds of growers who trust us. San Clemente is

an active part of the country's fruit-growing history, and we want to continue contributing to Chile's leadership in global markets, promoting modern, ethical, and sustainable agriculture.

Environmentally, we promote careful agricultural practices and certifications that guarantee the responsible management of the productive environment. These decisions reflect our determination to continue evolving towards agriculture prepared for the climatic and social challenges of the coming years.

San Clemente is sustainability, it is innovation, and it is quality; it is part of our DNA and also our future. We are convinced that we will continue to contribute to the country's development and the well-being of the communities where we work, through modern, responsible production connected to the world. Our purpose "We care for our fruit. Our fruit cares for you!" guides how we advance, how we connect, and how we imagine tomorrow.

I invite you to review this 2024–2025 Sustainability Report, which transparently gathers our progress, challenges, and learnings, and projects the route we will follow towards sustainable and long-term development.

Best regards,




**Luis Chadwick Vergara**
**President**
**San Clemente Group**

# ABOUT OUR SUSTAINABILITY REPORT

At San Clemente Group, we assume that sustainability is not just the will to do the right thing, but a way to manage with responsibility, future vision, and profound respect for people and the environment that surrounds us. Therefore, we make the 2024-2025 Sustainability Report available to our stakeholders.

During this cycle, we have strengthened our Environmental, Social, and Governance (ESG) Strategy, integrating sustainability as a transversal axis of our business model. We continue advancing key initiatives aimed at improving our collaborators' quality of life, tackling climate change, and promoting long-term relationships with the communities in the territories where we are located.

We also continue to reinforce the Sustainability Committee, composed of strategic leaders from our business units to continue driving our ESG goals, tracking performance indicators, and fostering an organizational culture aligned with the Sustainable Development Goals (SDGs).
This report is also an invitation to continue the dialogue with those who place their trust in us: employees, growers, customers, suppliers, communities, authorities, and institutions. Because we are convinced that sustainability is built collectively, with transparency, collaboration, and constant action.

We thank all those who have been part of this journey and invite you to explore the progress and lessons learned that shaped our **2024 management, along with some key milestones for 2025, in the following pages.**

# OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY (ESG)

**Customers / Suppliers**

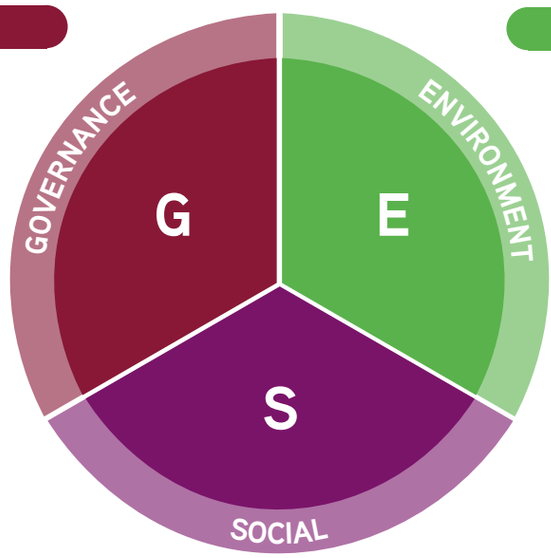
Quality, innovation & certifications
Relationships & alliances
Responsible procurement

**Ethics & Compliance**

Transparency & fair practices
Legal & regulatory compliance
Reporting

**People**

Occupational health & safety
Quality of work life
Training & development
Diversity & inclusion




**Environment**

Climate change
Waste management & packaging
Food safety

**Community**

Community relations
Education & training

**We contribute to the 2030 Sustainable Development Goals:**

**Customers / Suppliers**




**People**




**Environment**




**Community**



# OUR HISTORY

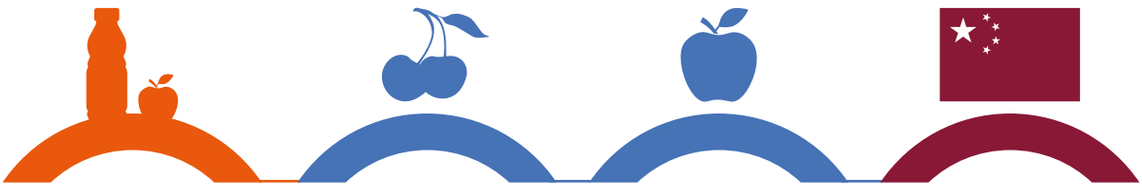


**1984**
Agrícola San Clemente is created.

**1987**
Start of San Clemente export activities.

**1991**
The packing and cold storage plant opens in Talca.

**1993**
First grape orchard in the Ovalle area.



**1997**
Start of operation of the first juice plant.

**1999**
First cherry planting in the Talca area.

**2003**
Purchase of the Sta. Olga Orchard for apple production in the Angol area.

**2007**
Commercial office opens in China.



**2009**
Commercial office opens in the United States and Europe (England and the Netherlands).

**2010**
The packing and cold storage plant opens in Angol.

**2011**
The San Clemente Foods plant opens in Maule. The IPA (International Pome Fruit Alliance) is founded to search for new apple varieties.

**2012**
Partnership with Hortifrut is generated to boost the commercial office in China.



**2013**

Organic blueberry orchard acquired in Moquegua, Peru. Organic blueberry orchard acquired in Moquegua, Peru.

**2017**

More than 500 productive hectares added in the Angol and Talca areas.

**2018**

Lontué packing facility is acquired.

**2020**

San Clemente becomes the largest cherry producer in the UK through the acquisition of new orchards there.



**2021**

A canning plant in San Felipe is acquired, and the first planting of the Cosmic Crisp® apple variety takes place.

**2022**

San Clemente ranks as the 4th largest apple exporter in Chile and acquires the first hectares of European hazelnuts.

**2023**

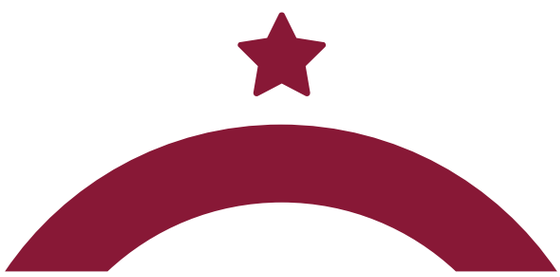
San Clemente ranks as the 3rd largest apple exporter in Chile.

First peach planting in the San José Orchard in Marchigüe, VI region.

**2024**

San Clemente ranks Top 1 in apple exports in Chile.

Second peach planting in the Longovilo Orchard, VI region.



**2025**

1st place in clementine exports.

2nd place in apples.

8th place main fruit exporters in Chile.

# WHERE ARE WE?

## CHILE



### IV REGION OF COQUIMBO

Huanilla Orchard
Carén Orchard
Tulahuén Orchard
Nueva Totoras Orchard

### V REGION OF VALPARAÍSO

San Clemente Cannery

### METROPOLITAN REGION

Corporate office (Headquarters)
Longovilo Orchard

### VI REGION OF O´HIGGINS

San José de Marchigüe Orchard
Roma Orchard

### VII REGION OF MAULE

Lontué Plant
Talca Plant
San Clemente Foods
San José Orchard
Quilpué Orchard
Rauquén Orchard
Llancanao Orchard
Las Lomas - Picazo Orchard
El Totoral Orchard
Carmen de Bramadero Orchard
El Recuerdo Orchard (in development)
Corinto Orchard (in development)

### XVI REGION OF ÑUBLE

Santa Clara Orchard
El Alazán Orchard

### IX REGION OF LA ARAUCANÍA

Angol Plant
Santa Olga Orchard
El Encanto Orchard
Alejandría Orchard
Chumpirro Orchard
Itraque Norte Orchard
Itraque Sur Orchard
Las Vertientes Orchard

### X REGION OF LOS LAGOS

Las Vegas de Pilmaiquén Orchard

# INTERNATIONAL

**USA**

Office and packing in New Jersey

**ENGLAND**

Office in England and the Netherlands
Owens Court Farm
Norton Farm



**PERU**

Moquegua Orchard and packing

**COLOMBIA**

Montecristo Orchard

**CHINA**

Office in Shanghai

# HOW ARE WE ORGANIZED?

## CROPS

Agricultural development, with more than 3,500 owned hectares and 2,800 planted hectares, located in Chile, Colombia, Peru, and the United Kingdom. In these locations we produce apples, cherries, grapes, citrus fruits, peaches, blueberries, hazelnuts, and avocados, standing out for their excellent quality and flavor.

## PACKING

Processing and packaging of our products, according to the needs of our clients.

**Chile:**

- North: Ovalle
- Central: Lontué, Talca
- South: Angol

**Peru**:

- Moquegua

**United States:**

- New Jersey

## EXPORT

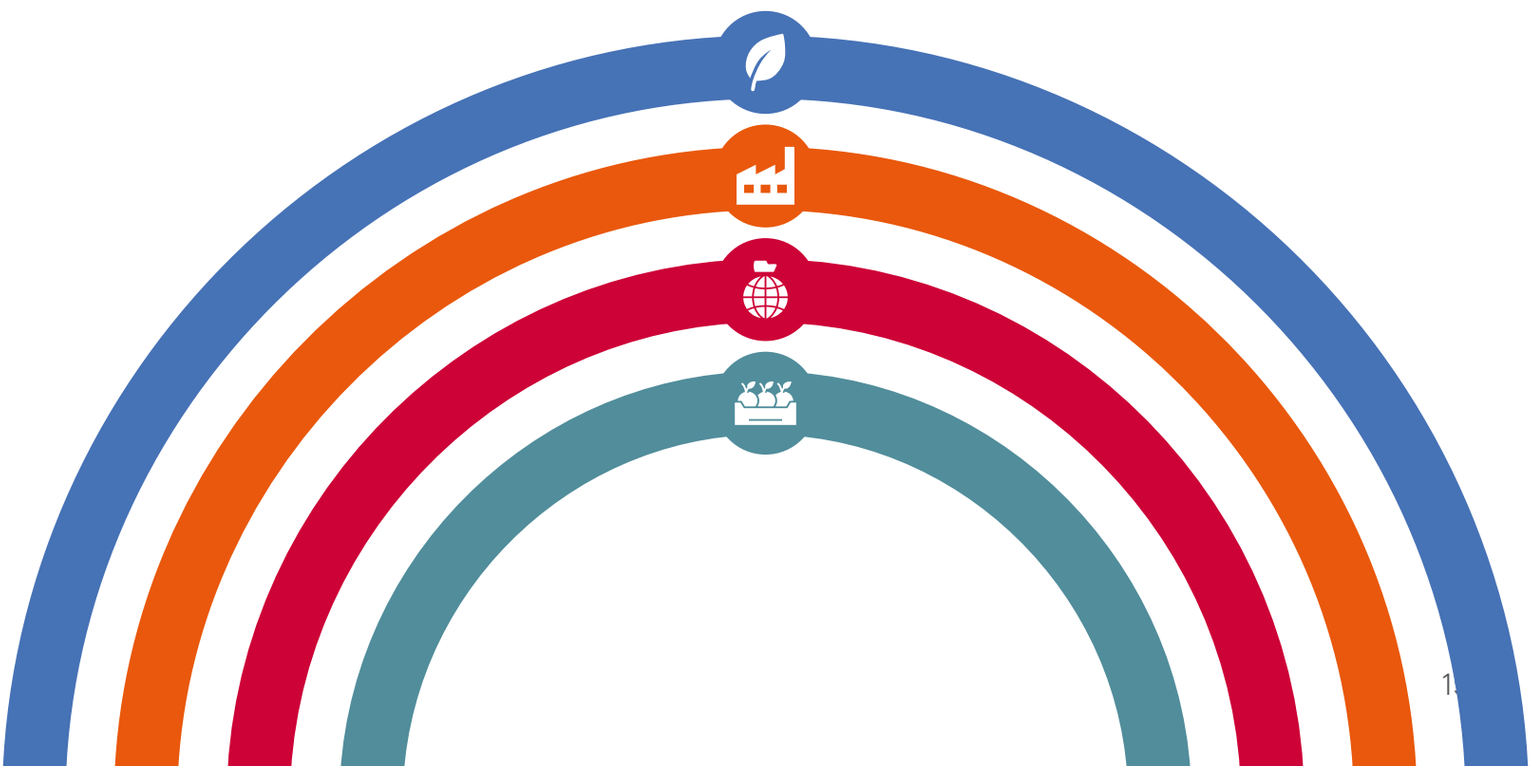
Marketing and export of fresh fruit. We are in constant search of new businesses and opportunities, being one of the most diversified companies in the sector in Chile.

## FOOD PROCESSING

Production of fruit and vegetable juices and purées, at our Maule plant and preserves in San Felipe.

From our plant located in the Maule Region, we produce purées and juices that are exported to the main international markets, complying with the highest standards of quality and food safety.

For its part, our plant in San Felipe is specialized in the processing of canned peaches and other fruits intended for pulp production.



# BUSINESS UNITS

## CROPS

Agrícola San Clemente Ltda.

**28 Orchards**

**2.800 Productive hectares**

Crops:

- Apples
- Grapes
- Blueberries
- Cherries
- Citrus (mandarins, clementines)
- Peaches
- Hazelnuts
- Avocados

## PACKING

Central Frutícola San Clemente S.A.

**58.000 installed m2**

**Maximum processing capacity per season**

- Apples: 71,250,000 Kg
- Citrus: 8,000,000 Kg
- Cherries: 7,500,000 Kg
- Blueberries: 850,000 kg

## EXPORT

Exportadora San Clemente S.A

**Offices in: USA, England, Netherlands, and Shanghai.**

**Export volume**

- Apples: 3,035,206 boxes of 18.2 Kg
- Grapes: 184,955 boxes of 18.2 Kg
- Cherries: 1,183,000 boxes of 5 Kg
- Citrus: 149,556 boxes of 16 Kg
- Blueberries: 166,354 boxes of 1.5 Kg

## FOOD PROCESSING

San Clemente Foods S.A

**15,000 m2 of production sheds, maneuvering yards, and raw material storage.**

**Juices - Purées**

Conservera San Clemente

**22,000 installed m2**

**Preserves - Fruit pulps**

# 2024 HIGHLIGHTS

## INTEGRATED BUSINESSES

**189,900 MUSD** consolidated revenues.

**28 owned orchards** including international orchards.

**65,664,151 kg** total exported fruit.

**6 Fruit Centers**

- Chile (Ovalle, Lontué, Talca, Angol).
- Peru (Moquegua).
- United States (New Jersey).

**3,500 owned hectares**

**2,800 planted hectares**

## ENVIRONMENTAL

Tech irrigation over 85% efficiency. **Tech irrigation**

Reforestation over 500 trees planted. **Reforestation**

Huella Chile Quantification Seal, Ministry of the Environment | Fruit Packing Plants in Lontué, Talca, and Angol. **Huella Chile Quantification Seal**

Energy Management System at San Clemente Foods. **Energy Management System**

## GOVERNANCE

- **Top 1 apple export in Chile**
- **Award for best cherry production in England**
- **Fruittrade 2024**

We received an honorable distinction for our contribution to fruit growing in Chile.

- **0 cases of non-compliance** in food safety and security.
- **0 product recalls**

## SOCIAL | PEOPLE

- **+3,000 collaborators in high season**
- **34,008 total training hours**
- **1,2% people with disabilities**

## SOCIAL | COMMUNITY

98 average individuals from Mapuche Pehuenche communities joined our team.

96 personas promedio pertenecientes a comunidades mapuche pehuenche accedieron a nuestro hospedaje empresarial y servicio de transporte.

191 international mobility spots for agricultural workers.

# INTERNATIONAL EXPANSION AND MARKET DEVELOPMENT

At Exportadora San Clemente, the internationalisation of our fruit operations has been key to the sustainable growth of our business, enabling us to connect with consumers in various regions around the world and create shared value with our customers, employees, growers and local communities.

During the reporting period, we strengthened our presence in traditional markets and made progress in opening up new commercial opportunities, notably:

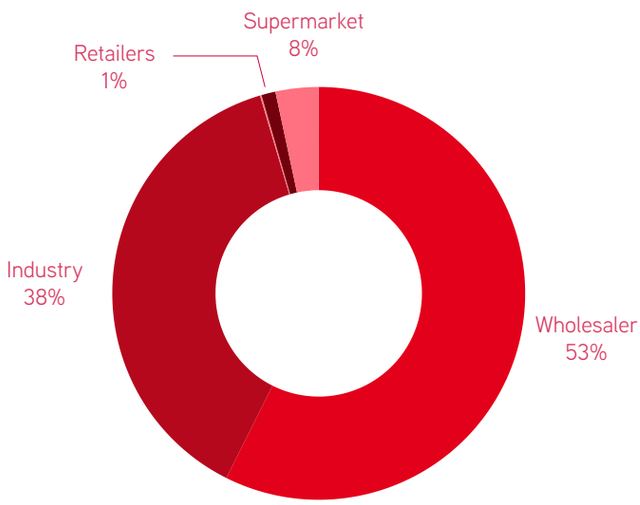
- Expansion of geographical coverage, with a strategic focus on exporting apples to established and emerging markets.
- Active participation in key markets such as Brazil and Taiwan, where we maintain strong, long-term commercial relationships.
- Exploration of new markets, such as India, where we have identified opportunities to introduce our varieties into a market experiencing growth in fresh fruit consumption.

## TOTAL SALES

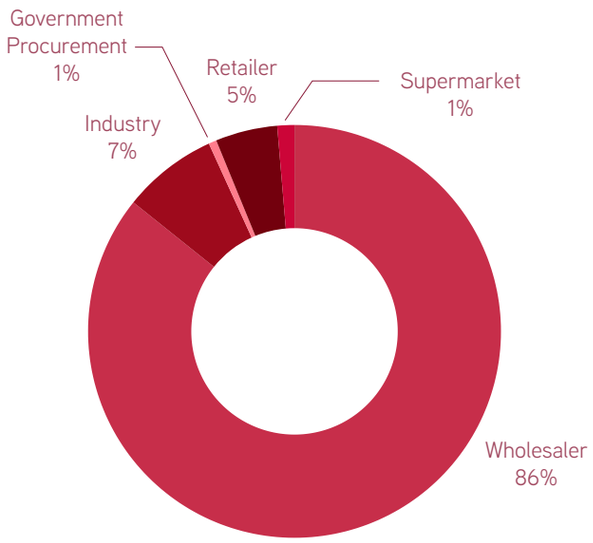
| | |
|---|---|
| Export | 89,84% |
| National | 10,16% |



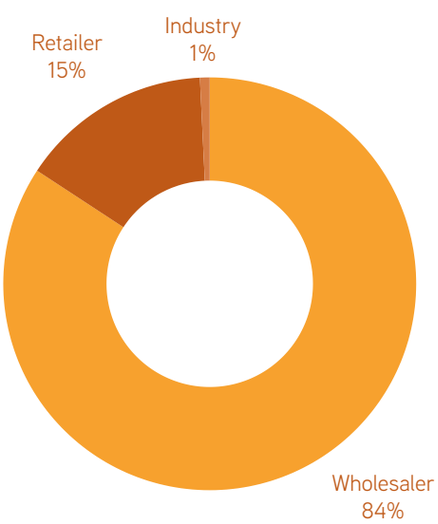
### Apples



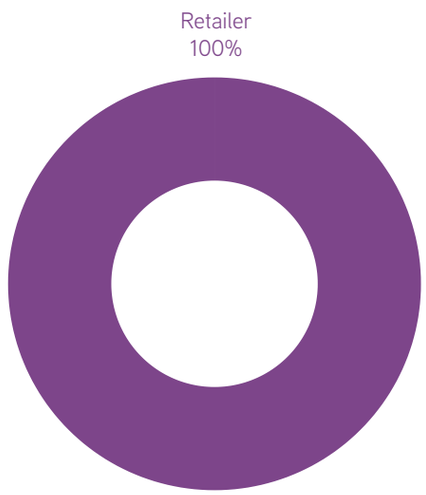

### Cherries



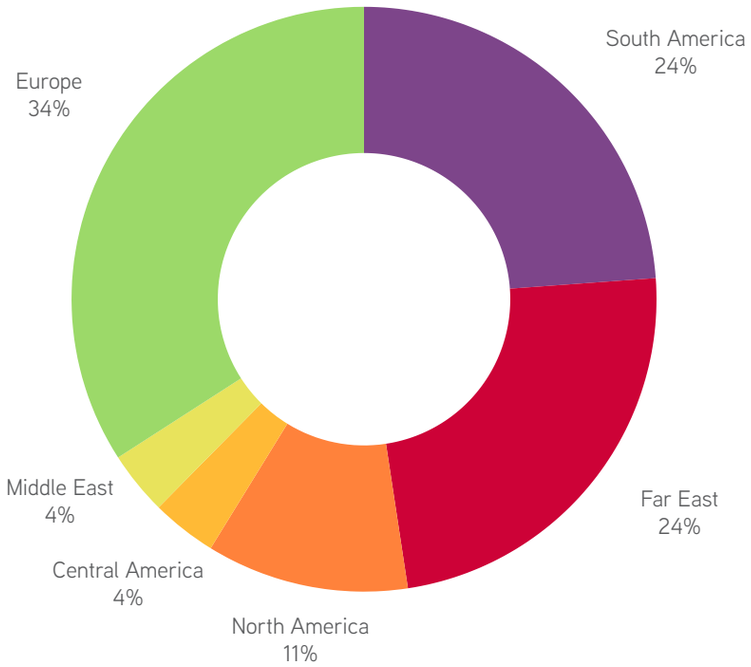

### Mandarins




### Grapes



**Sales by export destinations**




*Source: November 2023 to November 2024*

Our commercial approach focuses on both retaining existing customers and diversifying our customer base across different regions. To this end, we carry out a series of strategic initiatives:

- Direct participation in international trade fairs in Berlin, Germany; São Paulo, Brazil; Hong Kong, China; Madrid, Spain; and California, United States, through stands organised in partnership with the Chilean Fruit Exporters' Association and/or corporate stands, positioning our fruit as a high-quality product from a reliable source.

- Targeted sales tours to visit clients, build trust and gather feedback on the consumer experience at the destination.

- Post-sale monitoring at the destination, where our technical team oversees the receipt of the fruit at the main ports, ensuring it arrives in optimal condition and that the agreed obligations are met.

- Collaboration with our international offices, located in the United States, Europe and China, which play a key role in providing logistical and commercial support to ensure flexible and close management of each market.

- Furthermore, we actively participate in trade missions and sector-specific trade fairs, where we gain access to the latest innovations and technologies applied to the fruit industry, integrating them into our processes to improve the efficiency, traceability and sustainability of our operations.




Asia Fruit Logística




Fruit Attraction - Sao Paulo, Brasil

## WE CARE ABOUT QUALITY

Our export capacity is based on a consistent supply, underpinned by high quality standards and international certifications, which guarantee responsible practices from the field to the end consumer. We hold a wide range of certifications, including Global G.A.P., GRASP and BRCGS, amongst others, which attest to our commitment to food safety, good agricultural practices, respect for labour rights and care for the planet.

This enables us to meet the growing demands of our customers and target markets, building long-term relationships based on transparency, regulatory compliance and continuous improvement.

**In 2024**

# 321 million San Clemente apples were consumed worldwide.



Santa Olga Orchard and San Clemente Fruit Center, Angol

# VARIETAL INNOVATION AND SUPPLY SUSTAINABILITY

One of the cornerstones of our export strategy is varietal innovation, developed through strategic partnerships with organisations such as Propietary Variety Management (PVM), Turners & Growers (T&G) and the International Pome Fruit Alliance (IPA). Through this collaborative effort, we have secured an exclusive licence to produce and market new apple varieties with high commercial potential.

We have our own orchards and work closely with a network of partner growers, who implement agricultural practices that prioritise the quality, condition and consistency of the produce, ensuring a reliable and competitive supply for our domestic customers and international markets.

The consolidation of our presence in each market is directly linked to the volume, quality and distinctiveness of our fruit. In this way, our export activity not only generates economic value, but also helps to boost local economies and strengthen the position of the Chilean fruit-growing sector.



# HIGHLIGHTS IN 2024

Our international standing is the result of a sustained strategy that combines agricultural excellence, innovation, high quality standards and the building of long-term relationships with our customers.

During 2024, we achieved significant milestones in our main export lines, which reflect the unique characteristics of our products:

**N°1**

In the export of cherries to Japan, a highly demanding market where we have succeeded in establishing a recognised brand with high levels of customer loyalty. This leadership has been made possible by our rigorous adherence to quality, safety and presentation protocols – attributes that have set our product range apart in a niche market.

In the export of Pink Lady apples, thanks to the added value we deliver right from the source: from varietal selection and agronomic management, through to post-harvest care and presentation at destination – aspects that our customers value for their distinctiveness and reliability.

In the export of Fuji apples from Chile, this reflects our ability to produce high-quality fruit at scale, maintaining attributes such as sweetness, colour, crunch and shelf life that meet the demands of both our customers and the end consumer.

## TOP 17

In total cherry exports from Chile, amongst more than 300 companies exporting this variety. Our Golden Dragon and Red Dragon brands have established a prestigious reputation in Asian markets, standing out for their consistency and superior standards.

# INNOVATION AS THE DRIVING FORCE BEHIND OUR COMPREHENSIVE MANAGEMENT APPROACH

Innovation is a cornerstone of sustainable growth and competitiveness in the fruit industry. This approach involves the adoption of technologies, processes and practices that optimise every stage of our production chain, improve fruit quality, enhance the safety of our staff and promote a more efficient use of resources.

At Agrícola San Clemente, we have progressively rolled out state-of-the-art systems and tools to maximise the productivity and quality of our crops:

- **V-Trellis and 2D training systems:** these enable us to optimise operations within the orchard, facilitating the integration of technology, the use of platforms and the mechanisation of tasks such as pruning and harvesting.

- **Bandit harvest mechanisation:** designed to improve quality, efficiency and productivity, reducing the use of ladders and enhancing safety in agricultural work.

- **Galcón GSI computerised irrigation system:** centralises and stores water data, enables remote irrigation scheduling, and generates reports and alerts for more efficient water resource management.

- **Electronic monitoring of growth curves:** using high-resolution cameras, we measure and analyse fruit development from fruit set onwards, which facilitates decision-making during critical periods such as thinning.



## FRUIT CARE TECHNIQUES

Our innovation is not limited to production, but extends to the protection of fruit throughout the entire production chain:

• Canopies and netting for cherries and table grapes to improve quality, provide protection in extreme conditions and ensure stable production in terms of volume and size.

• Root pruning in apple orchards as a natural method of vigour control.

• Reflective tape to optimise colour development in the fruit.

At our packing plants, we have incorporated high-precision machinery and software to optimise fruit sorting, packing and traceability:

• Defect detection technologies such as the 360° Unitec Cherry Vision 3, Compac In Vision 2 and Rainier Cherry Vision 2.

• Automation in packaging with automatic bagging lines, clamshell packers and palletising robots.

• Hectre quality software in Angol, which analyses up to 800 fruits in seconds, recording colour, size and condition on arrival at the packing plant.

• Preziser sorting equipment for apples, with a capacity of 360 tonnes per day and capable of detecting both internal and external defects.

## INVESTMENT IN ARAUCANÍA AND TECHNOLOGY UNPRECEDENTED IN LATIN AMERICA

In line with our strategic plan, we are expanding the Angol Fruit Processing Plant to transform it into a world-class facility, featuring automated packaging systems imported from Italy and the Netherlands.

This project addresses the need to process larger volumes of fruit from the new plantations in the Araucanía region, and involves not only investment in infrastructure and technology, but also training our staff to operate these systems.

The refurbishment incorporates more efficient, safer and more precise processes, consolidating San Clemente's position as a leader in innovation within the national fruit sector:

• We are the only company in the Americas to have an automated tray-filling system (Unisorting Italia – Unitec, a subsidiary in Chile).

• We have a state-of-the-art 62-channel presizer (AWETA).

• We also have fully automatic palletising and an automated warehouse for finished produce, using Eurofork technology, which is unique in Chile's fruit sector.

The installation of the machinery is scheduled for between July and October 2025, with the official opening set for April 2026.

# VARIETAL INNOVATION IN APPLES: PROMOTING DIVERSIFICATION AND QUALITY IN SAN CLEMENTE

At San Clemente, innovation and sustainability are demonstrated through our involvement as a founding member of the International Pome Fruit Alliance (IPA). This global alliance, comprising leading apple growers and marketers from six countries — including Fruitways (South Africa), Montague (Australia), Heartland (New Zealand), VOG and VIP (Italy), Columbia Marketing International (United States) and San Clemente (Chile) — works collaboratively to develop and market new varieties that meet consumers' demanding requirements and address the production challenges specific to each region.

Thanks to this international cooperation, we have identified and adopted varietal innovations that add value and diversify our product range. Of particular note is the introduction of the EverCrisp® apple, renowned for its sweetness, freshness and crisp texture—qualities that have been widely appreciated in both domestic and international markets. Its production in Chile represents a significant step forward in technological and varietal adaptation, in line with our objective of optimising the quality and competitiveness of our products.

We have also incorporated high value-added apple varieties such as Cosmic Crisp®, Yello® and Giga® into our production, reflecting our focus on varietal innovation and product differentiation. Cosmic Crisp® is distinguished by its high juiciness, crisp texture, excellent colour and a balanced flavour combining sweetness and acidity. Yello®, meanwhile, features an intense yellow colour, high juiciness and a sweet flavour profile with exotic notes of pineapple, lemon and honey. Finally, Giga® stands out for its sweet-and-sour flavour, juicy flesh and firm, compact texture.

These varieties are grown in orchards strategically located in the Maule and La Araucanía regions, where the agroclimatic conditions favour their optimal development, final quality and consistent yields.

Furthermore, San Clemente stands out as the only company in Chile licensed to produce and market the Jazz™ and Envy™ varieties in Latin America, thanks to a long-term strategic partnership with T&G, a leading New Zealand company specialising in the development and marketing of new fruit varieties. This exclusivity reinforces our position in the premium apple segment, strengthens our value chain, and enhances the diversification and differentiation of the range we offer our international customers.




In line with this innovative approach, we were the first company in the world to establish commercial plantations of the Australian blueberry varieties IQ Berries, through our orchard in Moquegua, Peru. These varieties have proved highly popular in their target markets, with Mega Crisp, Mega Early and Mega Crop standing out in particular.






Orchard in Moquegua, Peru

# QUALITY: A COMMITMENT TO EXCELLENCE, FROM SOURCE TO DESTINATION

Quality runs through our entire value chain, from the orchards to the end customer, as we constantly strive to guarantee standards of excellence and meet the growing demands of different markets.

As a natural evolution of our structure, with the creation of the Corporate Quality and Plant Health Department, we have succeeded in improving the integration, standardisation and oversight of quality processes at various stages, ranging from agricultural production, through our processing plants and the export process, right up to our customers. This cross-functional approach enables us to monitor the results of actions taken at different stages and/or provide feedback on results and our customers' requirements to the various links in the chain. Where necessary, adjustments will be made to procedures or grading criteria to strike a balance between the value and quality of our fruit.

Management's focus has centred on apples and cherries, two crops that present significant operational challenges due to their volume, sensitivity and the vast geographical area in which they are grown. This focus has enabled us to strengthen processes and apply lessons learnt to drive continuous improvement.

One of the key pillars of our strategy is to ensure that agricultural teams understand that quality is also a factor in profitability and that they have access to clear information on the quality attributes that our customers particularly value. We work closely with the orchards to meet the standards demanded by the most discerning customers, which not only leads to better prices but also to sustainable, long-term commercial relationships. This work involves the constant monitoring of agronomic and phytosanitary indicators, with dynamic adjustments made in line with the conditions of each season.

In the case of our processing plants, the challenge is to operate with the same precision and care as required in the field. The quality team plays a vital role in safeguarding the physical, organoleptic and commercial characteristics of each variety, ensuring that the fruit retains its integrity and value upon arrival at its destination. Standardising processes and bringing together teams from different areas within the plant have been priorities, ensuring that our seal of quality remains a constant.



## IMPACT ON THE VALUE CHAIN

Our quality model has a positive impact across the entire value chain. Correct grading, handling and adherence to technical parameters ensure that our fruit reaches the markets with the characteristics that customers expect.

As well as meeting formal specifications, our market expertise enables us to identify highly valued qualitative attributes, such as the 'crunch' in an apple, which makes all the difference to the consumer experience.

At our company, we have not only focused on operational control; innovation is also a driving force. We integrate new technologies, such as specialised software, artificial intelligence and data analytics platforms, both in our orchards and at our processing plants to optimise processes and anticipate deviations. We have taken care to incorporate quality criteria into the design, operational workflow and selection of machinery for the expansion of the Angol Fruit Processing Centre, as well as the installation of new sorting and automation technologies at the Talca plant, which position us as leaders in Latin America in fruit handling using state-of-the-art technology.

Our vision for the future is to consolidate the Angol plant as a benchmark for operational excellence in the Latin American fruit industry, utilising advanced technology with our own distinctive approach, and to continue leading the way in innovation applied to quality. Thanks to this approach, we have succeeded in aligning fruit quality with commercial requirements, minimising risks at the destination and strengthening our value proposition.



# RESPONSIBLE MANAGEMENT OF THE PRODUCTION ENVIRONMENT

We recognise that quality is closely linked to responsible agricultural production. We implement plant health control programmes based on continuous monitoring, prioritising practices that ensure compliance with the residue limits required by the various destination markets.

Furthermore, we promote sustainable pollination through agreements with local beekeepers, who provide hives during flowering periods, thereby ensuring the productivity of the orchards and the protection of biodiversity.

In addition, we work to reduce fruit losses throughout the entire supply chain. This includes sorting processes at source, which enable us to classify the fruit into sub-categories according to its condition and commercial destination. In this way, we optimise the use of the produce, directing part of this fruit to various international markets or to our industrial processing plant, San Clemente Foods, where fruit juice and purée are produced, which are also exported and sold in Chile.



# OUR CUSTOMERS IN CHILE AND AROUND THE WORLD

**Orchards | Chile**

Each orchard sends the harvested fruit directly to the fruit distribution centres. Depending on the product, it is sent to Ovalle, Lontué, Talca or Angol.

**Fruit Packing Plants | Chile**

They deliver the fruit directly to Exportadora San Clemente's customers.

**Exporter Chile**

**No. of Customers**

204

**Types of Customers**

Supermarkets, wholesale importers, service providers and agricultural distributors.

**Countries**

| | | | |
|---|---|---|---|
| Germany | Costa Rica | Hong Kong | Peru |
| Saudi Arabia | Denmark | England | French Polynesia |
| Belgium | UAE | France | Portugal |
| Brazil | Ecuador | India | Qatar |
| China | United States | Ireland | Singapore |
| Chile | Spain | Italy | Sweden |
| Cyprus | Russian Federation | Kuwait | Thailand |
| Colombia | Finland | Japan | Taiwan |
| Canada | Philippines | Mexico | Venezuela |
| South Korea | Netherlands | Norway | Vietnam |

**Key figures**

No. 1 exporter of cherries to Japan.

No. 1 exporter of Pink Lady apples.

No. 1 exporter of Fuji apples in Chile.

Top 17 in total cherry exports from Chile.

**Communication channels**

Trade fairs, trade missions, email, WhatsApp, telephone calls, video calls.

## Food Processing Plant- San Clemente Foods I Chile

**No. of Customers**

58

**Types of Customers**

Bottlers, co-packers, multinational agri-food companies, confectionery manufacturers, vinegar industry, cider industry, flavouring and essence manufacturers, dairy industry.

**Countries**

Germany
Argentina
Austria
Brazil
Canada
Chile
China
South Korea
Costa Rica
Curaçao
Ecuador
Spain
United States
Guatemala
Japan
Mexico
Netherlands
Peru
Puerto Rico
United Kingdom
Thailand

**Key figures**

Leading producer of berry juices in Chile.

Second-largest producer of concentrated apple juice in Chile.

95 per cent of our production is exported.

We supply major clients such as Coca-Cola, Nestlé, PepsiCo and Danone, amongst others.

**Communication channels**

Email, WhatsApp, phone calls, video calls, trade fairs and client visits.

## Canning Plant - Conservera | Chile

**Number of Customers**

13

**Types of Customers**

Supermarkets, large companies, bakeries and distributors.

**Countries**

United States
Mexico
Peru
Chile
Ecuador

**Key figures**

Over 50% of our tinned peaches are sold to our most important client in Mexico, with whom we have been working for three years.

**Communication Channels**

Email, WhatsApp, phone calls, video calls, client visits.

## FGA Farming Ltd | England

**Number of Clients**

15

**Type of Clients**

Mainly supermarkets and wholesalers at central markets.

**Countries**

Germany
United Arab Emirates
Scotland
Spain
Hong Kong
England
Ireland
Malaysia

**Key figures**

We are the largest producers of English cherries, accounting for 20% of the supply.

We provide employment opportunities for Chilean fruit pickers during the off-season in Chile.

**Feedback channels**

Close personal relationships with customers.
We also offer direct contact via our sales office.

## Moquegua Orchard | Peru

**Number of Clients**

8

**Type of Clients**

Supermarkets, large companies and distributors.

**Countries**

United States
India
England

**Key figures**

The only producer of organic blueberries in southern Peru, with a steady increase in production volume and new customers in the US.

**Communication Channels**

Close personal relationships with customers, trade missions, email, WhatsApp.

## Montecristo Orchard | Colombia

**Number of Clients**

3

**Type of Clients**

Fresh fruit exporters.

**Countries**

Germany
Spain
Eastern European countries
United States

**Key figures**

A 29% increase in exports compared with the previous season.

**Communication Channels**

Personalised relationships with exporters and distributors.
(email, WhatsApp, phone calls, video calls).
Client visits to the fields to assess the quality and origin of the produce.



# OUR CLOSE RELATIONSHIP WITH GROWERS

At San Clemente, we know that our value proposition depends directly on our collaborative work with our growers. We therefore build long-term relationships based on trust, technical support and ongoing training, ensuring that every piece of fruit we produce meets the highest standards of quality and safety, from its point of origin right through to the destination markets.

Over the last two seasons, we have welcomed a significant number of new growers who have joined the company. This growth brings with it a greater responsibility: to support them and ensure that their relationship with the company is strong and long-term. To achieve this, it is essential to provide comprehensive support that combines technical and commercial advice with a close, trusting personal relationship, thereby strengthening their development and that of our entire value chain.

Our commitment is reflected in an ongoing programme of training and technical support, led by our team of agronomists, who for more than two decades have worked alongside cherry and apple growers to gradually implement management systems focused on quality and operational efficiency and continuous improvement, in line with the GlobalG.A.P. and GRASP standards, which are standards of good agricultural practice recognised by the Global Food Safety Initiative (GFSI).

Prior to each export season, we carry out exhaustive multi-residue analyses to identify active ingredients in the fruit and verify compliance with international regulations. Only once these parameters have been confirmed do we proceed with shipments, thereby ensuring the trust of our customers and consumers.

In the case of cherry growers, we encourage regular opportunities for learning and dialogue: we meet monthly to share cultivation experiences and, before each harvest, we hold technical talks on optimal ripeness parameters. These practices strengthen on-the-ground management and ensure that plant protection measures are carried out responsibly and in compliance with GlobalG.A.P. and GRASP certification, the latter of which focuses on assessing social risks on agri-food farms and guaranteeing decent working conditions.

Every year, we systematically assess 100 per cent of our apple and cherry growers, visiting their farms before the harvest to verify the results of the analyses and, where necessary, implement preventive measures to avoid

**75 cherry growers, from Regions IV to XI.**

**40 apple growers, from Regions VI to IX.**

risks associated with the consumption and export of the fruit.

Through these actions, we are building a network of growers who share our commitment to tackling the industry's current challenges and looking to the future with a shared vision of sustainability.



Field visit to growers at Rauquén Orchard, Maule Region

# II.

# GOVERNANCE AND INTEGRITY





We continue to strengthen an organizational culture based on responsible, ethical, and transparent governance. We seek to generate sustainable value in the long term, contributing to the development of Chile and the markets in which we are present. To this end, we proactively manage risks, promote integrity across all our processes, and have put in place policies, procedures and control structures that ensure compliance with the highest standards of sustainability and operational excellence.

## PURPOSE

**We care for our fruit**
our fruit *cares for you!*

## VALUES

- Passion for doing what we say and set out to do well.
- Collaborative and connected teamwork.
- Integrity: we are honest and transparent.
- Quality, excellence and innovation in everything we do.
- Care: we care about the safety, health and aspirations of our stakeholders.
- Humility: we are flexible and open to change.

# BUSINESS MODEL




Proud of our roots in the town of San Clemente, we have developed a business model that integrates the entire fruit value chain, from production in our orchards – where we grow high-quality produce for export – through to processing at our fruit-handling centres and industrial plants, and on to marketing in the main domestic and international markets.

This model has enabled us to achieve sustained growth throughout our history, expanding from the initial 100 hectares to our current total of over 3,500 hectares of our own land and 2,800 hectares under cultivation.

# PARTNERSHIPS AND CERTIFICATIONS

**Innovation in our fruit**

| Organization / Company | Type of relationship | Description |
|---|---|---|
| **International Pome Fruit Alliance (IPA)** | Founding partner | International collaboration in the development of new apple varieties and access to markets. |
| **MAIA-AM** | Collaborator via IPA | Access and production in Chile of the EverCrisp® variety, recognized for its sweetness and crunchiness. |
| **T&G (New Zealand)** | Exclusive license | We are the only company with an exclusive license to produce and commercialize the Jazz™ and Envy™ varieties in Latin America. Long-term relationship focused on varietal innovation. |
| **Proprietary Variety Management (PVM)** | Exclusive license | Exclusive license for the production and export of the Cosmic Crisp® variety. |

**Which companies make up the International Pome Fruit Alliance (IPA)?**

It has seven members, all of whom are major apple producers and marketers in six regions around the world, including San Clemente.

The IPA aims to develop new apple varieties for both production and commercial purposes.

| | |
|---|---|
| **South Africa** | Fruitways |
| **Australia** | Montague |
| **New Zealand** | Heartland |
| **Italy** | VOG and VIP |
| **United States** | CMI (Columbia Marketing International) |
| **Chile** | San Clemente |

# WE PLAY AN ACTIVE ROLE IN VARIOUS ORGANISATIONS, TRADE UNIONS AND ASSOCIATIONS

- **Fedefruta Chile** is the trade association that listens to producers and turns their concerns into solutions, with a view to the productive and technological development of the fruit-growing sector.

- **The Chilean Fruit Association,** is a private, non-profit trade association with more than 350 fresh fruit production and export companies participating in its various programmes.

- **GTT Frutales Nahuelbuta,** is a technology transfer group in the Araucanía region, comprising nine agricultural companies that share experiences and techniques to improve production processes in apple and cherry orchards.

- **Maule Alimenta,** is a regional strategic programme run by the Chilean Economic Development Agency (CORFO), which aims to coordinate the network of agri-industry companies in the Maule Region, identifying gaps in production and business opportunities.

- **The Central Industrialists' Association,** is an industrial trade association that has been closely linked to the development of the Maule Region. It currently has a wide range of members from various economic sectors and activities, grouped into the food, timber, finance, services, wine, agro-industrial and metalworking sectors.

IPA
INTERNATIONAL POME FRUIT ALLIANCE

Frutas de Chile

maule®
Alimenta al mundo

fedefruta
FEDERACION DE PRODUCTORES DE FRUTAS DE CHILE

ASICENT
ASOCIACION DE INDUSTRIALES DEL CENTRO

# CERTIFICATIONS THAT OPEN UP THE WORLD TO US

To advance on our path towards sustainability, we have strengthened our practices in the areas of integrity, human rights, environmental stewardship and product quality, underpinning them with a range of international certifications.

These tools not only ensure regulatory compliance in the markets where we operate but also reinforce the trust of our customers and consumers by guaranteeing responsible and transparent production processes.

Below, we detail the certifications that underpin our sustainable management across various areas, including Social Responsibility, Food Safety, the Environment, Organic Production and other international standards, which ensure compliance with best practice and the trust of our customers and consumers in Chile and around the world.



| Category | Standard | Our orchards & partner growers | Fruit Packing Facilities | Conservera San Clemente | San Clemente Foods |
|---|---|---|---|---|---|
| Social responsibility | SMETA | X Chile - Peru - Colombia | X | X | |
| | GRASP | X Chile - Peru | | | |
| Food safety | BRCGS | | X | X | X |
| | PrimusGFS Packing Ovalle - Chile Packing Moquegua - Peru | X Chile - Peru | X | | |
| | Food Safety Modernization, FSMA | X | X | | |
| | Food and Drug Administration, FDA | | | X | X |
| | AH-DLL Grow | X | | | |
| | Tesco Nurture | X | | | |
| | Kosher | | | X | X |
| Traceability | Global GAP | X Chile - Peru - Colombia | | | |
| Water | SPRING | X | | | |
| Environment | LEAF Marque | X | | | |
| Energy | ISO 50.001 | | | | X |
| Others - Organic | Chilean Law - USDA NOP | | | | X |
| Others - Security | Supply Chain Security | | X | | |

The 'X's' indicate certifications currently valid in Chile.
Where a certification applies to other countries, these are explicitly identified in the table.

# CORPORATE GOVERNANCE

San Clemente is a family business founded in the 1980s, with the purpose of contributing to people's well-being by promoting healthy lifestyles. Our corporate governance structure is composed of a Board of Directors, the Engineering and Development Director, and the General Managements in the San Clemente Group.

The Board of Directors, chaired by Luis Chadwick Vergara, is responsible for defining the company's strategic objectives, providing the necessary tools to achieve them, and providing leadership to the executive management team.

Its main functions include appointing, motivating and monitoring the performance of the management teams, ensuring that the targets set are achieved in line with the values and principles that have guided us for four decades.

Furthermore, at our agro-industrial plants (Conservera and San Clemente Foods), we are governed by a Board of Directors that plays an irreplaceable strategic role as the highest body of corporate governance, ensuring the sustainability, competitiveness and continuity of the business in a highly regulated environment.



The Board of Directors is chaired by:

Pedro Margozzini , Luis Chadwick, Guillermo Agüero
Felipe Hughes, Adriana Nuño y Francisco Chadwick

We have established a structure that ensures the effective supervision and management of our operations at both corporate level and within each business unit. Each business unit has a General Manager with their respective direct reports.

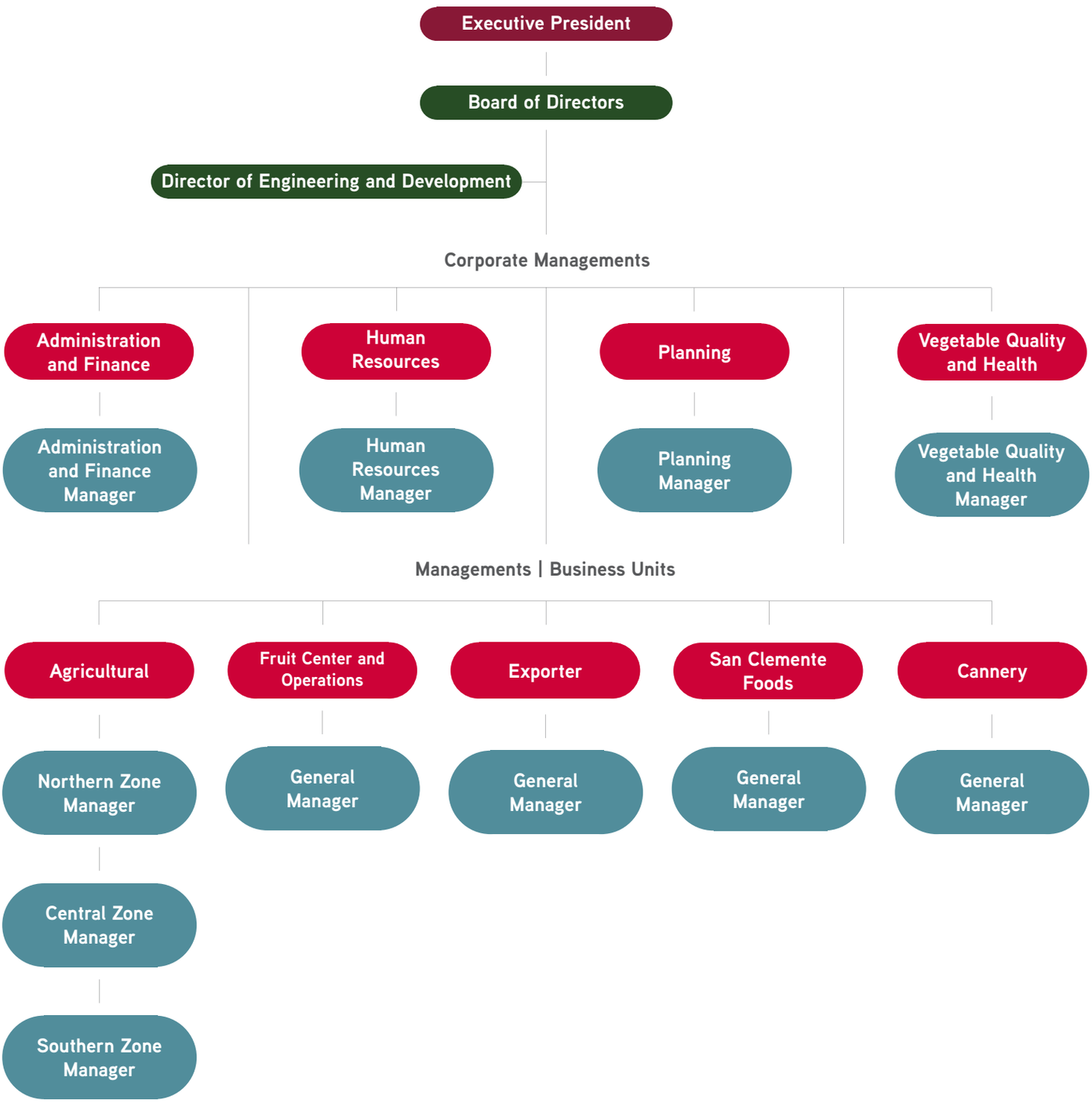
At corporate level, governance is strengthened through the Administration and Finance Department, the Human Resources Department, the Planning Department, and the Quality and Plant Health Department. These departments coordinate and oversee the key areas necessary for the fulfilment of the company's strategic and operational objectives.

In addition, within this structure, various Executive Committees operate, including the Corporate Administration and Finance Committee, the Commercial Committee, the Managers' Committee, the Human Resources Committee, and the Ethics Committee, as well as specific committees for Agrícola Centro y Sur, Agrícola Norte, and the Canning Division, amongst others. These strategic meetings promote collaborative decision-making and alignment with corporate policies, thereby strengthening the company's governance and overall management.




Ethics Committee meeting

# CORPORATE STRUCTURE



# OUR WAY OF ACTING AND COMPLYING WITH OUR CORPORATE VALUES

Our commitment to acting with integrity, respecting human rights and rejecting any form of corruption guides every decision we make and defines how we interact with our employees, communities, suppliers and customers.

To ensure this standard, we have implemented a Code of Conduct and a Human Resources Manual, which set out guidelines for behaviour consistent with our values and corporate culture. These tools are complemented by our Code of Ethics and the Crime Prevention Model, which reinforce responsible behaviour across the entire team, protect the company's values and establish procedures to prevent, detect and sanction improper practices.

We have a support system in place that facilitates the effective implementation of the provisions of the Code of Ethics and provides a secure channel for enquiries and reports. Via a dedicated email address, employees and third parties can raise concerns or report potential irregularities, receiving ethical guidance and the assurance that their information will be treated confidentially.

The management of these matters is the responsibility of the Ethics Committee, a body responsible for ensuring compliance with ethical and regulatory standards, guaranteeing that all the company's practices are in line with current legislation and the Crime Prevention Model. This committee comprises:

- Committee Chair – Director
- Director
- Finance Manager
- People Manager
- Deputy Manager for Legal Affairs and Administration

Its key responsibilities include receiving and assessing reports channelled through the Crime Prevention Officer; supervising and monitoring internal investigations; analysing results and corrective measures; and ensuring the proper closure of each case.

In addition, our company promotes a culture of respect and fair treatment across all our workplaces. The entry into force of the Karin Act on 1 August 2024 marked a milestone in reinforcing this objective. In response, we developed the Policy, Protocol and Procedure on Sexual Harassment, Workplace Harassment and Violence at Work, which were shared with the entire team on the day of their implementation.

In addition, we run in-house training sessions for our entire team on the Karin Act, with the aim of raising awareness, providing

information and equipping staff with tools to prevent and respond to situations of harassment or violence. These knowledge-sharing and learning initiatives form part of an internal communication plan, which consistently reinforces the behaviours and values that set us apart as a company of integrity, fostering working relationships based on respect, transparency and shared responsibility.

In this regard, we focus on:

• Promoting a working environment based on respect, inclusion and the dignity of all individuals.

• Implementing preventive measures to identify and mitigate psychosocial risks.

• Providing ongoing training on sexual harassment, workplace harassment and violence at work.

These actions strengthen our ethical responsibility and enable us to maintain relationships of trust with all our stakeholders, consolidating a transparent approach to management that is aligned with our principles.

# III.

# THE VALUE OF OUR PEOPLE




clemente
VISITA

We know that our purpose – "We care for our fruit. Our fruit cares for you!" – is much more than just a statement; it is the guiding principle that inspires every one of our decisions and actions. This purpose reflects the reciprocal relationship we seek with all our stakeholders: just as we protect and cultivate high-quality fruit, we are also committed to looking after our employees, customers, suppliers, growers, communities and the environment. Every action we take strengthens our production chain and delivers sustainable value.

Our purpose is also reflected in the way we manage our teams. We recognise that the well-being, health and professional development of our employees are essential to delivering quality products and maintaining lasting relationships with customers and communities. Furthermore, it shapes the way we live out our corporate values: passion, teamwork, integrity, quality, approachability and humility. These values not only guide our team's conduct, but also foster cohesion, motivation and a sense of belonging within the company.

As part of our management approach, we have strengthened our organisational culture through specific communication initiatives across our operations and by providing a culture guide to our leaders, with the aim of putting our purpose into practice in a tangible way and continuing to build the company we are and value. By linking our purpose to day-to-day practice in the orchards, packing houses, agro-industrial plants and corporate office, we ensure that every employee experiences firsthand how our values are put into practice. Furthermore, during the 2024–2025 period, we celebrated San Clemente's 40-year history, a milestone that reflects our commitment to people and to excellence at every stage of our operations.

# CONNECTED TO LOCAL DEVELOPMENT

We take a responsible approach to the employment opportunities we create in every location where we operate. Our workforce comprises professionals, technicians, specialist staff, operatives and agricultural workers spread across Chile from Region IV (Coquimbo) to Region X (Los Lagos), as well as in Peru, Colombia, England and China.

To strengthen these ties, we maintain ongoing relationships with the community through the Municipal Employment Information Office (OMIL), neighbourhood associations, sports clubs and other local organisations. We publicise our job vacancies via specialist websites, social media, local radio stations and partnerships with universities, colleges and technical schools. We actively participate in job fairs and hold information sessions to give potential employees an insight into what it is like to work at the San Clemente Group.

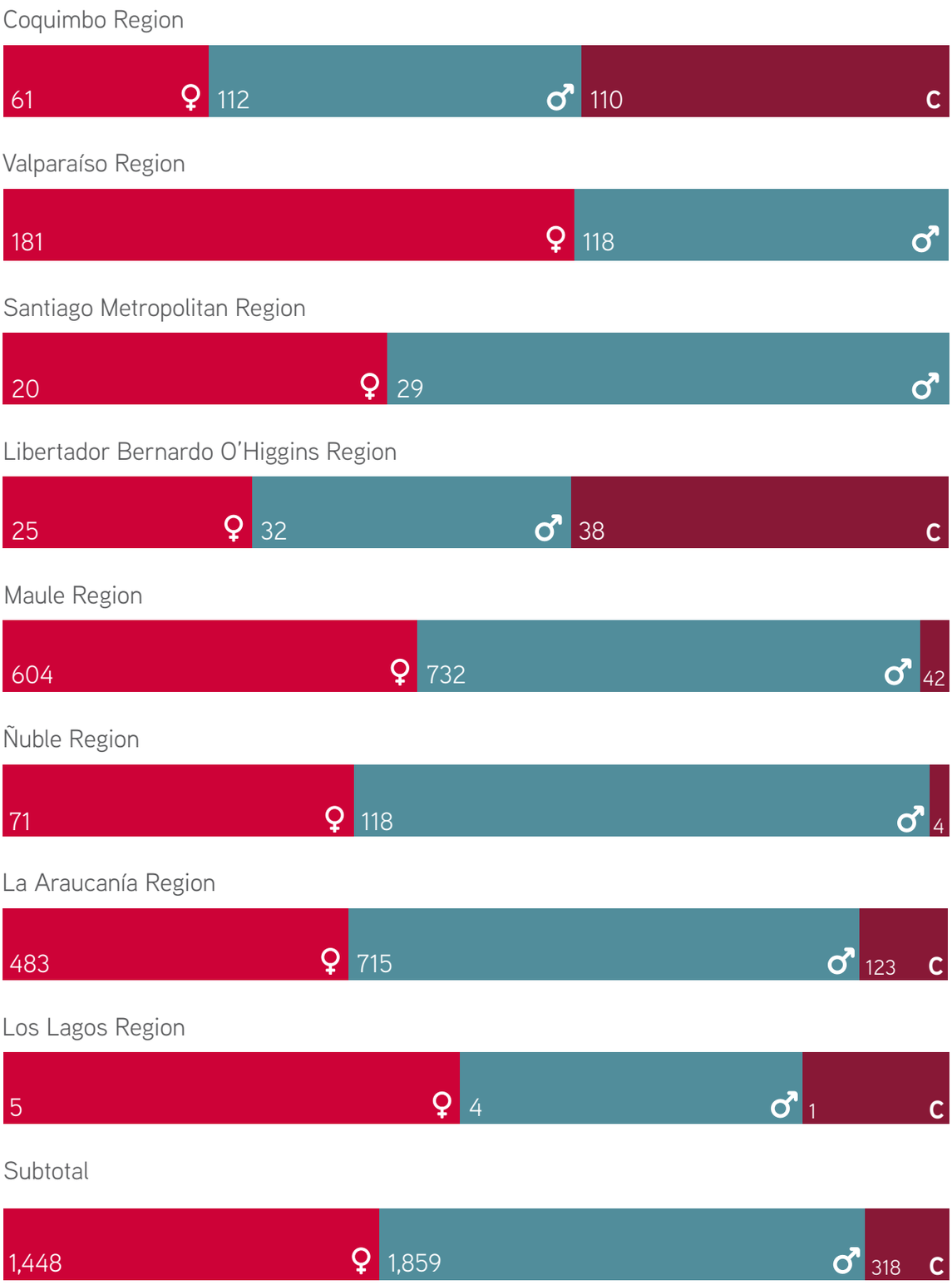
We contribute to local development in various regions of the country by providing employment opportunities for staff at our orchards, agro-industrial plants and corporate office.




Central Frutícola Talca

# LOCAL EMPLOYMENT

**Region**




**Total** **3,625**

* **C**: Contractors

# DEVELOPMENT AND CONTINUING PROFESSIONAL DEVELOPMENT

Continuous learning is a strategic pillar of people management at San Clemente. Through ongoing dialogue with line managers, we systematically identify our teams' development needs and design training programmes aligned with the current challenges facing the agri-food industry. Our annual training programme incorporates regulatory and compliance content, alongside the development of technical, operational, administrative and strategic skills, ensuring that every employee has the tools they need for their professional development.

We recognise that training goes beyond formal classroom settings or presentations. A fundamental part of learning takes place through day-to-day work experience, via the sharing of knowledge amongst peers, induction processes and support for new recruits. Similarly, we promote on-the-job training initiatives, where participatory activities encourage the exchange of knowledge, the analysis of methodologies and the development of joint solutions. These experiences reinforce a culture of continuous improvement and, in many cases, form the basis for innovation processes.

In addition, we develop training programmes in partnership with companies specialising in technical and regulatory matters, which employ teaching methodologies specifically designed for organisations in the agro-industrial sector. These programmes are structured into different training streams, according to their impact, scope and level of specialisation.

Through this comprehensive approach, we are fostering an organisational culture focused on operational excellence, lifelong learning and continuous improvement, thereby enhancing the quality of our products, building trust in our international markets and ensuring the sustainable development of our company, in line with our mission: "We care for our fruit. Our fruit cares for you!"



# BUILDING TEAMS FOR EXCELLENCE

We recognise that quality is not merely an attribute of our products, but a practice that is constantly developed through the knowledge, experience and continuous improvement of our teams. For this reason, we promote ongoing training initiatives aimed at strengthening quality management at all levels of the organisation.

Each season, we hold general meetings and technical sessions to review performance indicators, operational statistics, market trends and, most importantly, feedback from our international customers. These sessions enable us to align operational strategies, reinforce best practices and adjust processes based on the results achieved.

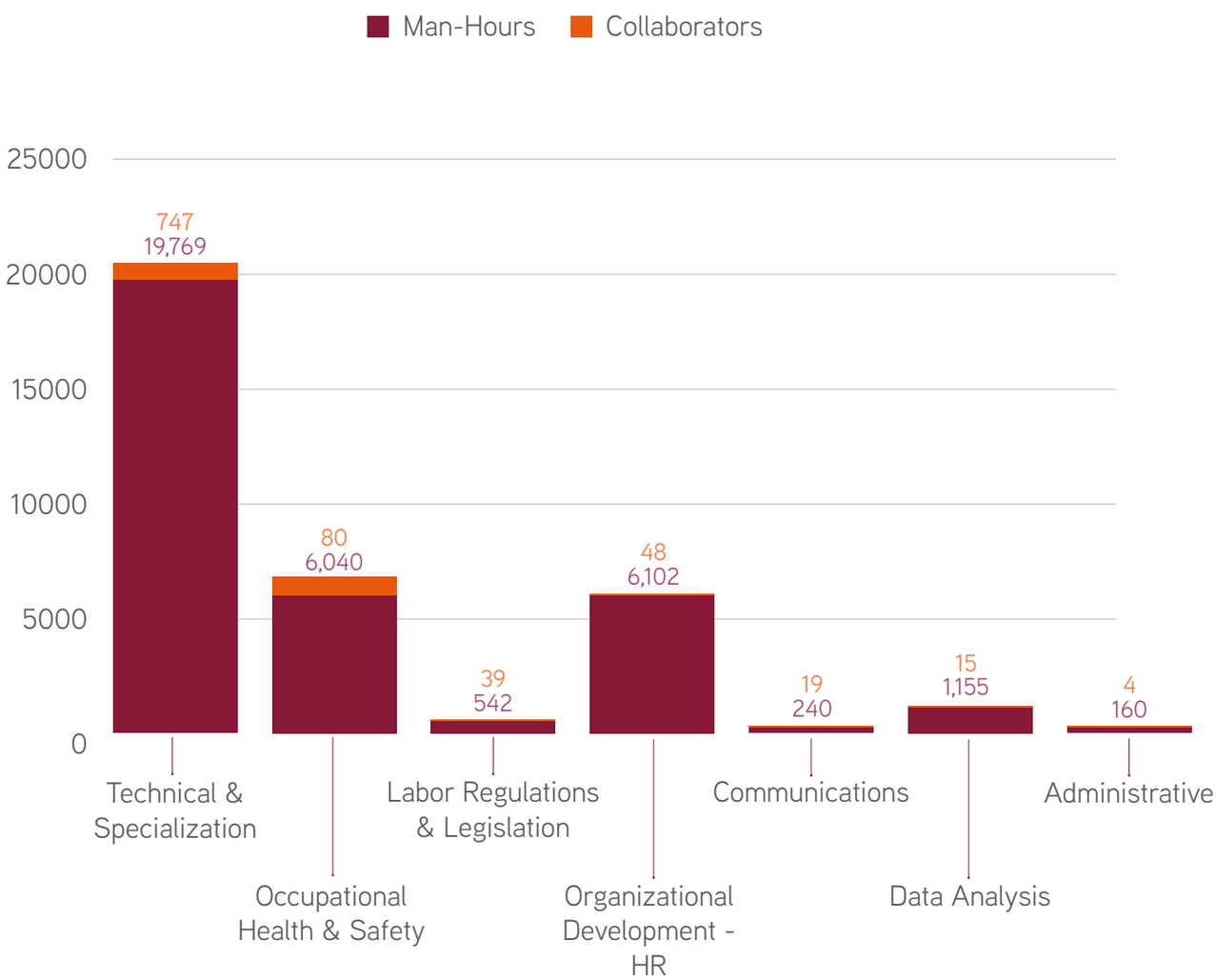
In the producer sector, we facilitate technical knowledge transfer and provide close support, ensuring that those who rely on San Clemente to market their fruit can meet high standards of quality, safety and sustainability throughout the supply chain. At the same time, our teams actively participate in industry events, such as the Cherry Summit, Fruittrade, technical seminars and specialised training courses, enabling them to stay up to date with global trends and emerging challenges.

**34,008** hours of training

**95** training sessions delivered

**952** staff members trained

# RANKING OF COURSES DELIVERED THROUGH THE NATIONAL TRAINING AND EMPLOYMENT SERVICE (SENCE).



# TRAINING: ETHICS AND COMPLIANCE

Integrity and respect are the principles that guide every decision we make, and to uphold them over time we have developed a preventative approach that reinforces our organisational culture and strengthens the trust of our stakeholders.

Within this framework, we organise training sessions for our teams on ethics, the prevention of economic crime, anti-corruption, regulatory compliance and the Crime Prevention Model. These measures enable us to anticipate risks and embed responsible practices throughout the company.

Furthermore, in line with the entry into force of the Karin Act, we have rolled out a training and internal communication plan aimed at raising awareness, preventing and eradicating workplace harassment, sexual harassment and violence at work, thereby reinforcing the behaviours that define us as an ethical and respectful team.

In this way, ethical education becomes a strategic pillar that ensures not only regulatory compliance but also the creation of working environments based on trust, dignity and mutual respect.

**22 hours of training.**

**1,644 staff members are taking part in talks on economic crime.**

| Region | Collaborators | Unit |
|---|---|---|
| IV. Coquimbo | Huanilla Orchard | 50 |
| | Caren Orchard | 27 |
| | Tulahuén Orchard | 19 |
| | Nueva Totoras Orchard | 52 |
| V. Valparaíso | Cannery Plant | 94 |
| Metropolitana | Corporate Office | 39 |
| VI. Libertador Bernardo O´higgins | Marchigüe Orchard | 23 |
| | Roma Orchard | 12 |
| VII. Maule | Las Lomas - Picazo - Quilpué Orchard | 175 |
| | Rauquén Orchard | 52 |
| | El Totoral Orchard | 48 |
| | Carmen de Bramadero Orchard | 14 |
| | Llancanao Orchard | 82 |
| | Lontué Plant | 56 |
| | Talca Plant | 68 |
| | San Clemente Foods | 121 |
| XVI. Ñuble | El Alazán Orchard | 79 |
| | Santa Clara Orchard | 15 |
| IX. La Araucanía | Santa Olga Orchard | 145 |
| | El Encanto and Alejandría Orchard | 174 |
| | Chumpirro Orchard | 122 |
| | Las Vertientes Orchard | 89 |
| | Angol Plant | 81 |
| X. Los Lagos | Las Vegas de Pilmaiquén Orchard | 7 |

# PERFORMANCE ASSESSMENT AND MANAGEMENT

Furthermore, we have developed a performance evaluation process, which serves as a strategic tool enabling us to comprehensively measure the individual and collective contributions of our teams, as well as the company's progress against the objectives and targets set annually. This process not only provides a detailed snapshot of the company's current state, but also identifies gaps, recognises opportunities for improvement and guides decision-making to strengthen management.

Based on the results, we facilitate direct and constructive feedback sessions that drive each individual's professional development, reinforce personal accountability and ensure that our teams' work is fully aligned with San Clemente Group strategy and vision.



Agro-industrial plant – San Clemente Canning Factory

# OUR BENEFITS

## Personal Balance

| Seasonal Staff | Permanent Staff |
|---|---|
| -Days off for death of spouse, son/daughter, mother/father, brother/sister.<br>-Days off for marriage and Civil Union Agreement.<br>-Leave for birth of a child and healthy child check-up. | |
| | -Administrative days. |

## San Clemente Benefits

| Seasonal Staff | Permanent Staff |
|---|---|
| - Scholarship funding for studies for children of collaborators with three continuous seasons at San Clemente. | - Scholarship funding for studies for children of collaborators. |
| | -Vacation allowance.<br>-Independence Day and Christmas bonus.<br>-Educational support allowance for basic and secondary education.<br>-Allowance for birth or adoption of children.<br>-Allowance for the death of a direct relative. |

## Healthy Life

| Seasonal Staff | Permanent Staff |
|---|---|
| -Members of the Chilean Safety Association, ACHS.<br>-Supplementary health insurance (Seasonal Fruit Plants).<br>-Medical check-ups (Complete blood count, preventive medicine, ophthalmology, and others).<br>-Talks and workshops.<br>-Vaccination program (influenza, Covid-19, others).<br>-Promotion of healthy, sports, and recreational activities (internal and external). | |
| | - Supplementary health, dental, and life insurance. |

# QUALITY OF LIFE: CELEBRATIONS AND WELL-BEING FOR OUR TEAM

At San Clemente, we run initiatives that foster a sense of closeness, camaraderie and stronger relationships between teams. We celebrate birthdays, mark special occasions and provide relaxation areas at each site, creating a closer-knit and healthier working environment.

Furthermore, we want everyone who is part of the company – whether permanent or seasonal staff – to be able to enjoy our events and activities. The main ones include:

# END-OF-SEASON CELEBRATIONS

We promote opportunities for people to come together and be recognised, which strengthen our teams' wellbeing, identity and sense of belonging throughout the entire production cycle. Each business unit marks the start and/or end of its seasons with its own activities, tailored to its operational context. In the orchards, the end of the harvest is celebrated with a seasonal dinner, during which the 'Queen of the Season' is honoured as a symbol of the team's commitment and dedication. At our fruit processing centres, we hold the traditional End-of-Season Party, preparations for which begin a month in advance. During this period, the teams—organised into colour-coded alliances—take part in sports competitions, rehearse dance performances after their working days and design creative floats, thereby strengthening integration, teamwork and a sense of community.

This celebration publicly recognises the outstanding employee, the 'San Clemente Spirit', who embodies and promotes the company's values. In the agribusiness sector, prior to the start of each season, an off-site gathering is organised with a focus on camaraderie, featuring sporting and team-building activities, where employees' contributions are also highlighted and recognised. The corporate office team actively participates in these events, reinforcing integration between departments and the cross-cutting importance we place on recognition and collaborative work.





End-of-Season Party, Talca Plant

# 40 YEARS OF NURTURING STORIES, PEOPLE AND THE FUTURE

During the reporting period, we celebrated the 40th anniversary as San Clemente Group, a milestone that provided an opportunity to recognise the track record, hard work and vision that have driven our growth over four decades. As part of this celebration, we launched a commemorative book chronicling the key milestones, challenges and lessons that have shaped our history.

The ceremony brought together staff, growers, customers, strategic partners and representatives from organisations key to the development of the fruit and agri-food industry, including ASOEX, FEDEFRUTA, Banco de Chile, BCI and Rabobank. The event also included the participation of family and friends of our chairman, Luis Chadwick, staff from different parts of the country, and loncos from Pehuenche Mapuche communities, with whom we have built a relationship of collaboration and trust over the years, particularly in the areas where we carry out our operations.

More than just a celebration, this gathering served as an opportunity to recognise all the individuals and organisations that have contributed to the development of San Clemente. In this context, it enabled us to highlight the bonds forged over time and to set out a shared vision for the future, underpinned by trust, collaborative work and our commitment to continuing to create value for people, communities and the industry.















# CHRISTMAS PARTY

Throughout December, we organise social and recreational events so that our teams can enjoy themselves with their families and get into the Christmas spirit early. These activities include games, group activities and fun moments designed for both children and adults, promoting team-building and a sense of community.

To make it easier for everyone to take part, we provide shuttle buses from our various workplaces, ensuring equal access to these events. The celebrations take place at three strategic locations: the Carén Orchard in the Coquimbo Region, the agro-industrial plant in the Maule Region and the Santa Olga Orchard in the Araucanía Region.

These activities reinforce our commitment to the quality of life and overall wellbeing of our staff and their families, strengthening internal cohesion and our organisational culture.





# CELEBRATION OF CHILEAN HERITAGE

Every year we commemorate the National Holidays as an opportunity to strengthen cultural identity, integration, and a sense of belonging among our teams. In the northern, central, and southern regions of the country, we hold the traditional Fiesta de la Chilenidad (Chilean Heritage Festival), an event that brings together employees for recreational activities inspired by the most representative customs and expressions of our culture.

The day includes the formation of alliances that compete in traditional games and group challenges, fostering teamwork, integration, and healthy competition. Additionally, the Queen of each alliance is recognized for her enthusiasm, participation, and ability to represent the spirit of her team. A key element of this celebration is the leadership assumed by managers and supervisors in organizing the activities, encouraging the involvement of everyone.

At our corporate office in Santiago, we also hold a day focused on sharing and celebrating Chilean cultural heritage. The activity incorporates dances, typical gastronomy and traditional expressions that strengthen the bonds between the teams and reinforce pride in our roots.











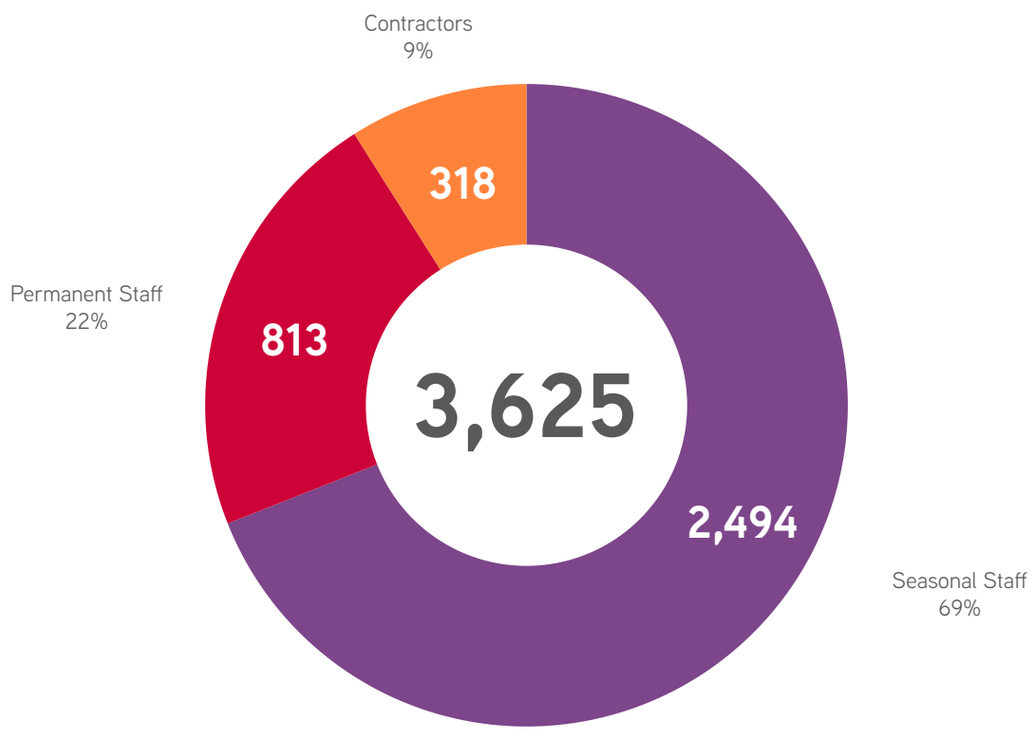




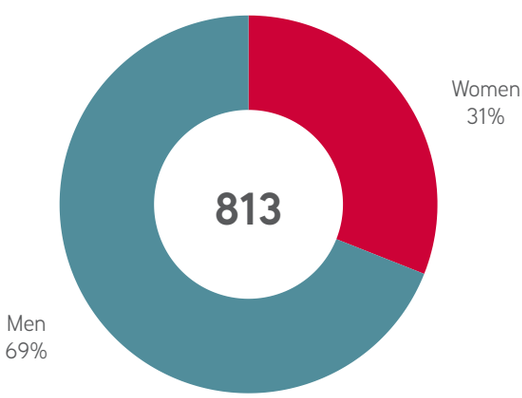


# OUR WORKFORCE

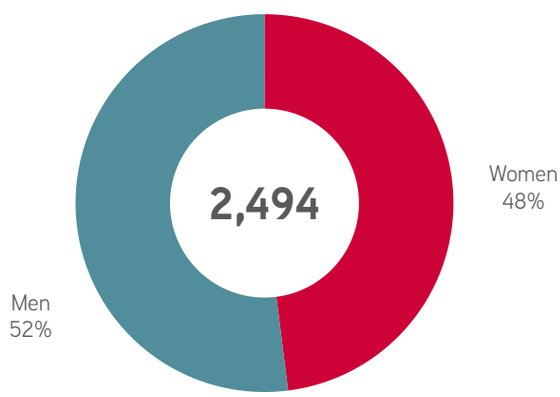
**Annual Average**




**Permanent Staff**




**Seasonal Staff**

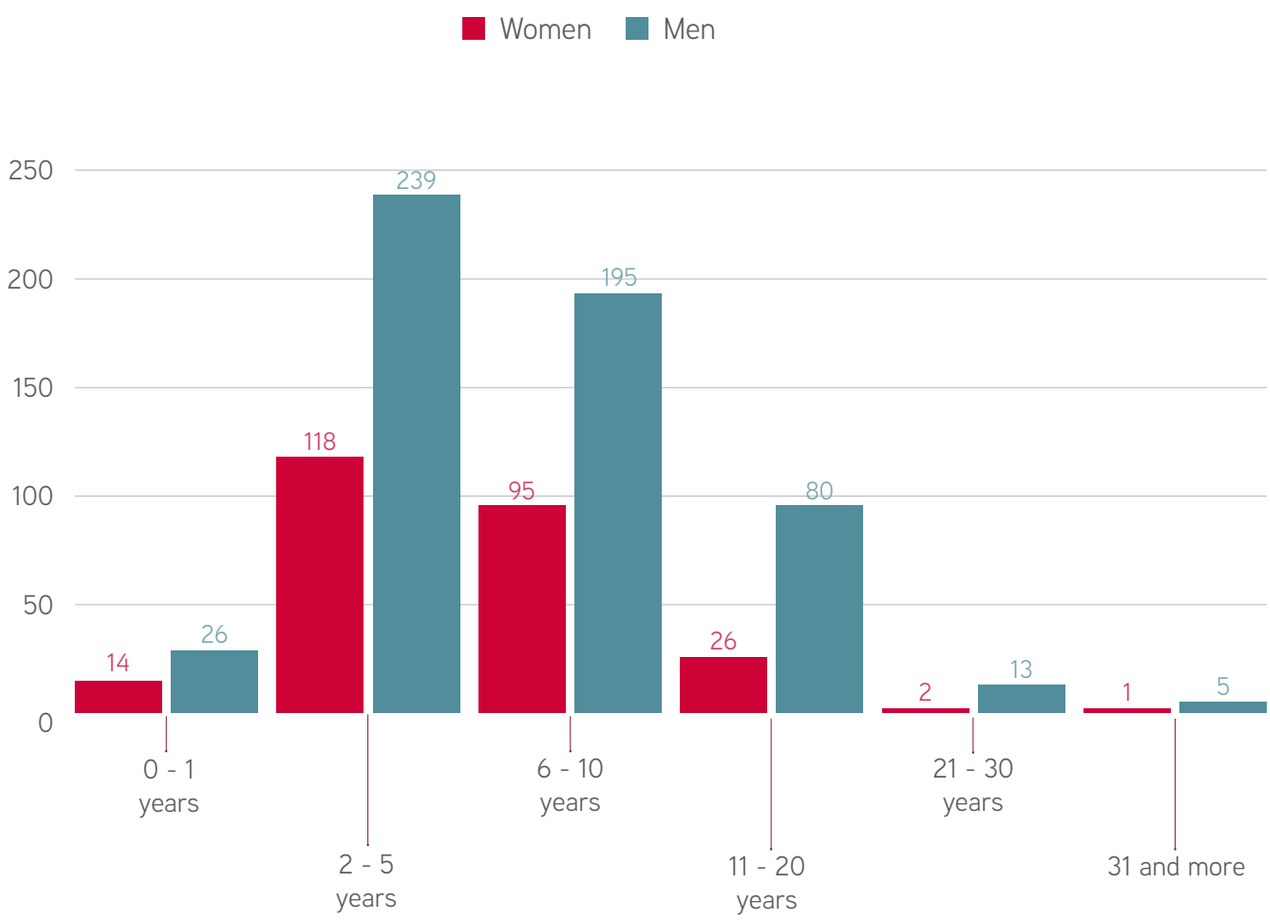


# TOTAL NUMBER OF PLANT EMPLOYEES BY CLASS

| Position Category | | Contractor | Average Total |
|---|---|---|---|
| Operator | | | |
| | 1,055 ♀ 1.219 ♂ | 318 **C** | 2,591 |
| Area/Section Heads/Supervisors | | | |
| | 138 ♀ 160 ♂ | | 297 |
| Administrative | | | |
| | 97 ♀ 43 ♂ | | 140 |
| Specialized Technician | | | |
| | 152 ♀ 393 ♂ | | 544 |
| Assistant Manager | | | |
| | 6 ♀ 24 ♂ | | 30 |
| General Manager | | | |
| | 10 ♂ | | 10 |
| Manager | | | |
| | 1 ♀ 12 ♂ | | 13 |
| **Total** | **3,625** | | |
| | 1,488 ♀ 1,859 ♂ | | 3,625 |

* **C**: Contractors

# EMPLOYEE SENIORITY BY AGE AND GENDER




**Total 3,625** **Total Women 255** **Total Men 558**

# WE ARE A DIVERSE AND INCLUSIVE COMPANY

We are convinced that diversity is a strength and that inclusion is the path to sustaining our growth consciously and responsibly. As we have grown as a company, we have embraced the challenge of ensuring that this process is accompanied by equal working conditions and opportunities for everyone on our team.

We want every employee to be able to fully develop their work in an environment where respect, equal rights, and the absolute rejection of any type of discrimination prevail. This means valuing individual skills and talents, promoting an environment where difference is not only respected but also recognized as a contribution to collective development.

The diversity of our team reflects the essence of San Clemente. Our company integrates employees of different ages, backgrounds, and contexts, including older adults, people with disabilities, and workers from diverse origins and cultures. This human richness provides us with new perspectives and strengthens our ability to adapt to the challenges of the agricultural sector and the evolving needs of our clients and communities.

Promoting a diverse and intercultural culture is part of our strategy to continue growing as we have done so far. We believe that collaborative work is enriched by different perspectives, and that's why we foster an environment where everyone's opinion is heard and valued. In this way, we continue to strengthen an organizational model where inclusion is not an isolated program, but a cross-cutting principle that guides how we interact and move forward into the future.

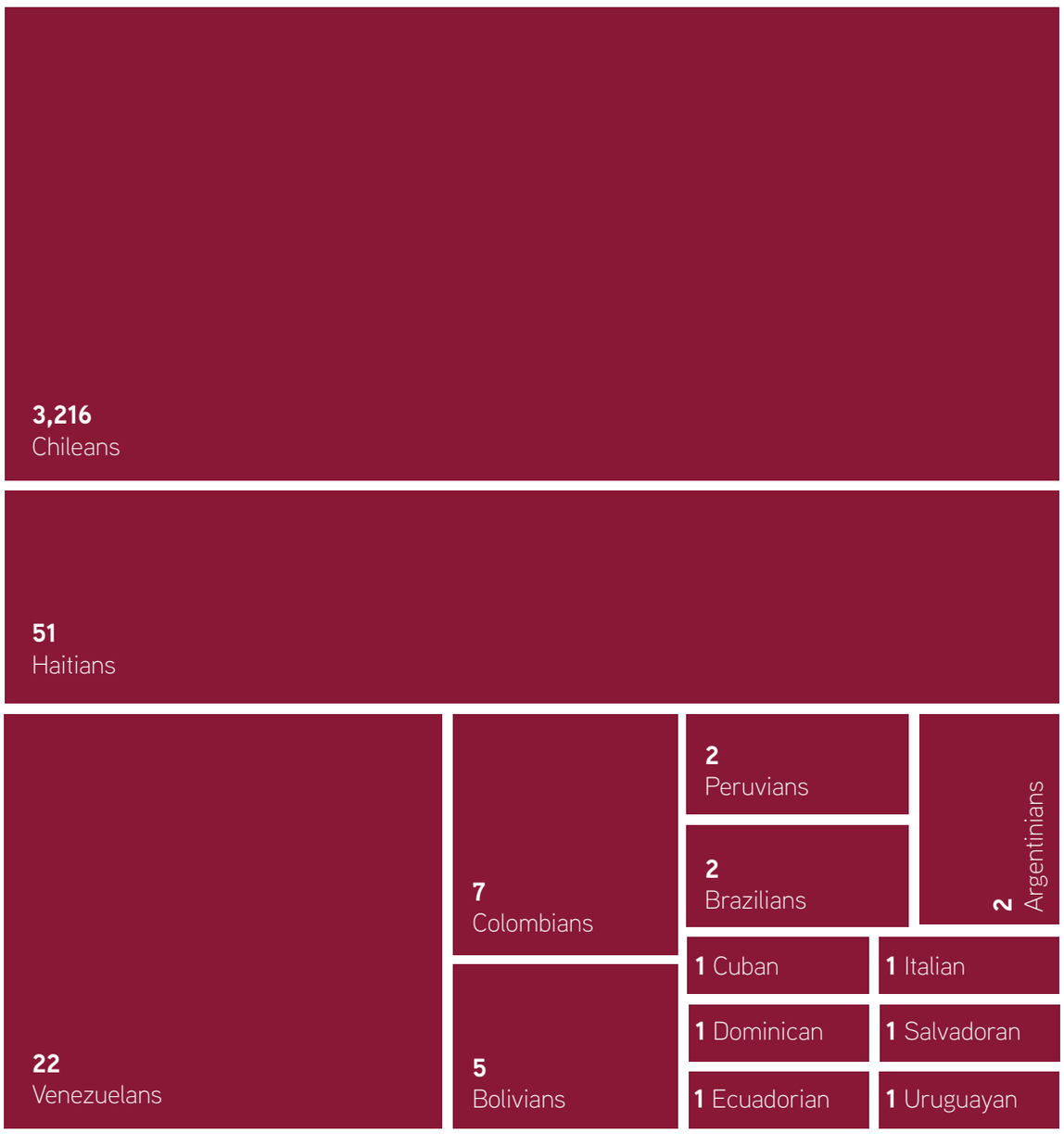
## AN AVERAGE OF 40 PEOPLE WITH DISABILITIES WORK AT SAN CLEMENTE




## GENERATIONAL DIVERSITY

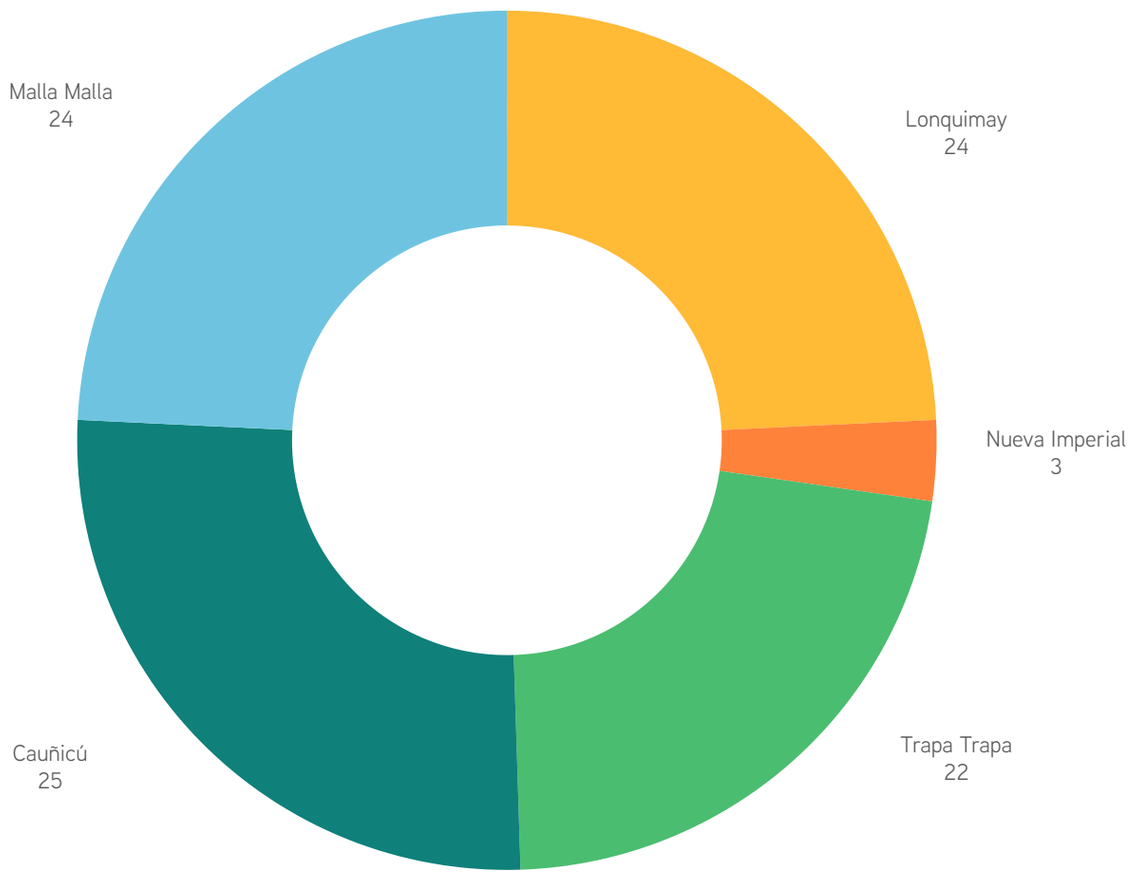
| | | | Total Population |
|---|---|---|---|
| **Silent Generation** | | | |
| From 77 - 94 years | 1 ♀ | 17 ♂ | 18 |
| **Baby Boomers** | | | |
| From 56 - 76 years | 252 ♀ | 519 ♂ | 771 |
| **Generation X** | | | |
| From 44 - 55 years | 421 ♀ | 450 ♂ | 871 |
| **Generation Y (Millennials)** | | | |
| From 31 - 43 years | 481 ♀ | 507 ♂ | 988 |
| **Generation Z** | | | |
| From 18 - 30 years | 293 ♀ | 367 ♂ | 660 |

## WE LOVE BEING AN INTERCULTURAL COMPANY (TOTAL AVERAGE)



# 98 PEOPLE FROM INDIGENOUS COMMUNITIES WORK AT SAN CLEMENTE

Each year we add to our team communities located in Alto Biobío, Region VIII, and Lonquimay, Region IX, to contribute their extensive experience in fruit harvesting. In 2024, we added an average of 98 people from the following areas:



# OCCUPATIONAL SAFETY AND HEALTH (OSH): MANAGEMENT BASED ON LEADERSHIP AND HUMAN VALUE

At San Clemente Group, our purpose is expressed in our commitment to the integrity of those who make our daily work possible. We understand occupational health and safety as a strategic pillar of our culture, strengthening the trust and sustainability of our operations.

**Responsible Management and Leadership Model**

Our comprehensive occupational health and safety management is geared towards identifying, assessing, and eliminating risks, ensuring safe and healthy environments. The success of this model lies in the shared responsibility of the management team:

• **Leaders' Responsibility:** Our specialized structure supports and works alongside leaders in strengthening and fulfilling their responsibilities and objectives regarding occupational health and safety.

• **Contribution of Individuals:** We foster a model where each employee assumes a leading role in prevention, recognizing that their active participation is key to continuous improvement.

• **Culture of Integrity, Respect, and Mutual Care:** We are evolving towards a culture of mutual care, where the dignity of individuals is the priority. Under this approach, and in strict alignment with the Karin Law (No. 21,643), management promotes the strengthening of environments free from violence and harassment, integrating a gender perspective across all aspects of our risk management.

• **Training:** We ensure that 100% of our employees receive ongoing training in prevention and self-care through programs designed according to the specific needs of each business unit and with the specialized technical support of the Chilean Safety Association (ACHS).

• **On-site management:** The results of daily work, inspections, and observations are translated into concrete preventive actions, strengthening the response capacity of our teams and the effectiveness of control measures.

• **Local technical support:** Each business unit has a Risk Prevention Specialist who works alongside the local management teams to strengthen the culture of prevention.

**Collaborative Work with the Chilean Safety Association (ACHS)**

The alliance with the Chilean Safety Association (ACHS) is a key pillar in our occupational risk management and comprehensive employee well-being. Through this partnership, we continuously strengthen our technical and operational capabilities, gaining access to specialized consulting that allows us to develop and improve our risk prevention systems, safeguarding the health and safety of our workers.

As part of this collaborative effort, we promote various initiatives aimed at fostering safe work environments, including:

• **Specialized Campaigns:** Together with ACHS, we develop practical initiatives for critical tasks, such as safe use of ladders in orchards, harvesting operations, and machinery operation.

• **Protocol Compliance:** We strengthen the application of MINSAL protocols and SUSESO guidelines, including the Occupational Noise Exposure Protocol (PREXOR), the Comprehensive Management of Musculoskeletal Disorders (MSDs) addressing whole-body biomechanics, protection against solar UV radiation, the assessment of psychosocial risks using the CEAL-SM/SUSESO tool for mental health care, and the Health Surveillance Program for Pesticide Exposure.

• **Specialized Training:** Specialized training combines theoretical components with a strong emphasis on practical, on-the-ground work, where its main value lies. In this context, ACHS professionals support supervisory teams in their daily work, reinforcing technical knowledge and operational performance through the application of best practices in occupational safety and health (OSH).




The Chilean Safety Association (ACHS) and San Clemente sign a collaboration agreement







Emergency Brigade Workshops

# VALUE CHAIN AND JOINT COMMITTEES

We extend our culture of excellence to our entire operation and strategic partners:

• **Joint Committees/Joint Worksite Committees:** We promote the technical participation of workers through Joint Health and Safety Committees in all our units and adopt the necessary measures for their proper functioning, consolidating them as key players in identifying opportunities for improvement.

• **Contractor Management:** We require our external companies to have occupational health and safety management systems and strict compliance with our internal regulations to ensure that all work is carried out within a framework of respect for life.

To evaluate the performance of our occupational health and safety management, we have a set of consolidated corporate indicators that allow us to comprehensively monitor both the challenges and the progress achieved in protecting and ensuring the well-being of our employees. These indicators reflect not only the effectiveness of our preventive and risk control practices, but also the impact of the measures implemented to safeguard the safety of people.

| Indicator | Result 2024 |
|---|---|
| Accident Rate | 5.10 |
| Loss Rate | 71 |

We understand that the agribusiness sector, due to its dynamic nature and high seasonal demand for supplies during harvest periods, presents inherent challenges. These factors drive our unwavering commitment to continuous improvement. During this period, we have intensified our preventative action plans and on-site training, with the firm purpose of reducing the severity of incidents and protecting every member of our production chain.

# IV.

# CLOSER TO OUR COMMUNITY





# RELATIONSHIP WITH THE COMMUNITY



In San Clemente, we recognize that a company's growth is built not only on its fields and plants, but also on the quality of our relationships with the surrounding communities. Our vision extends beyond agro-industrial production; we seek to establish strong and lasting bonds based on respect, inclusion, and shared well-being.

We work daily to advance and strengthen the communities where we operate through various job integration programs. These programs aim to continue promoting cultural diversity, education and training, as well as social and volunteer initiatives.



## SINCE 2013

Communities located in Alto Biobío, Region VIII, and Lonquimay, Region IX, have been working in San Clemente.

Primarily from the following areas: Malla Malla, Cauñicú, Lonquimay, Trapa Trapa, Nueva Imperial, among others

# INTEGRATION AND SUSTAINABLE DEVELOPMENT WITH INDIGENOUS PEOPLES

We know that the success of our harvest season lies in agricultural production and the close relationship we have with the communities that are part of our environment. Since 2011, faced with the growing demand for labor in our orchards, we began a process of integrating workers from diverse areas, including remote communities like Lonquimay and Alto Biobío.

This approach was not just an act of hiring, but the beginning of a relationship based on respect, cultural understanding, and collaborative development. Aware of the connectivity challenges during the winter, when snowfall isolated many workers, in 2013 we took a significant step by launching a permanent job integration program with the Mapuche Pehuenche communities of Cauñicú, Malla Malla, and Trapa Trapa (Biobío Region) and Pedregoso (La Araucanía Region).

From its inception, this program included adequate infrastructure, with camps and dining halls offering full meals, as well as weekly and/or daily transportation to facilitate workers' commutes to and from their homes. Undoubtedly, working with the Mapuche community has exceeded our expectations thanks to their high levels of productivity and openness to dialogue. Since then, 849 workers have participated in this program, establishing it as a model of sustainable and culturally respectful collaboration.

Furthermore, in addition to providing employment opportunities, we foster family gatherings and social integration. On special occasions, we organize activities and celebrations for workers and their families, promoting a sense of community that extends beyond the contractual relationship and strengthening values of closeness and teamwork.

## EVOLUTION OVER TIME

849 people from the community gain access to job opportunities and technical training.

779 people from the community opt for the company's lodging and transportation service, facilitating their commute to and from their homes.

# CONTRIBUTION TO THE PEDAGOGICAL/PRACTICAL TRAINING OF FUTURE AGRO-INDUSTRY PROFESSIONALS

We firmly believe that sustainable development also involves sharing knowledge and building relationships with the communities near our operations. That's why we maintain active relationships with students from schools and educational institutions to teach them about agriculture, production systems, and the value chain, contributing to the training of future professionals and conscious citizens.



Visit of INACAP students to the Talca Plant



Visit of the San Clemente Special Education School to the Bramadero Orchard, Maule Region

# OTHER SOCIAL INITIATIVES

Since 2023, San Clemente Foods has had a formal framework agreement with the Salesian Industrial School of Talca to offer professional internships to students with technical training in electricity, industrial mechanics, and electronics. This partnership includes specialized training and participation in the Salesian Executive Development Advisory Council, aligning technical education with the needs of the agribusiness sector.

Furthermore, since 2022, we have sponsored the Madre del Buen Consejo Home of the Las Rosas Foundation in the Maule Region, an institution dedicated to the comprehensive care and support of vulnerable seniors. This relationship allows us to contribute continuously to their well-being through initiatives focused on both improving the home's facilities and providing close support to our employees.

Our contribution includes resources for the maintenance and improvement of the infrastructure, as well as the monthly delivery of fresh fruit to supplement the diet of more than 100 residents. Alongside this, a corporate volunteer team, comprised of employees from different business units. In the region, organizes monthly gatherings designed to share, support, and create meaningful moments for senior citizens.

Throughout the year, these events bring to life celebrations such as Mother's Day, Father's Day, Halloween, and Christmas, incorporating artistic performances, social spaces, and gifts specially prepared for the residents. As part of this initiative, our teams support the annual fundraising campaign of Fundación Las Rosas, contributing to the resources that strengthen the important social work carried out by the institution. In this way, we strengthen a close and long-term relationship with the community, generating a positive impact on the quality of life of seniors and fostering solidarity as part of our organizational culture.

We are also enthusiastic about participating in activities that promote healthy living, sports, and fruit consumption. This happened at the Rugby Tournament in Talca, which brought together Los Cóndores and the Hong Kong team, in a meeting that was a great success for Chile and where we had the honor of handing over the San Clemente Cup.


5
MAYO


SALIDA





Rugby Tournament, Fiscal Stadium of Talca, Maule Region

# EDUCATION AND TRAINING

We recognize that the development of our communities is closely linked to access to education and training opportunities. Therefore, we have developed various programs that promote the well-being and growth of both our employees and their families.





Official photo 2024, San Clemente Higher Education Scholarship

# HIGHER EDUCATION SCHOLARSHIP PROGRAM

The relationship we maintain with the families of our employees is one of the hallmarks of our company. In 2008, Carmen Fresard, wife of Luis Chadwick, spearheaded the creation of the Higher Education Scholarship Program, aimed at the children of our employees, both permanent and seasonal, expanding access to this educational opportunity. This initiative has generated a positive and sustained impact, allowing numerous families to support and celebrate the entry of one of their members into higher education.

The scholarships include various types of support, defined according to each applicant's circumstances, including tuition funding, partial tuition, room and board, and transportation, as well as subsidies for books and food. The award considers both the household's financial situation and the employee's work performance. To maintain this benefit, students must demonstrate satisfactory academic performance, pass all their courses, and submit semester progress reports.

During 2024, 14 students benefited from this program, solidifying its role as a vital support for families in San Clemente to access and remain in higher education, reinforcing our long-term social impact in the community.

**San Clemente Scholarship Recipients' Programs of Study:**

- Performing Arts
- Law
- Early Childhood Education
- Nursing
- Speech-Language Pathology
- Industrial Civil Engineering
- Computer Engineering
- Automotive Mechanical and Electrical Engineering
- Spanish Language and Communication Pedagogy
- Chemistry and Pharmacy
- Construction Technician
- Nursing Technician

**2008** — **2024**

**29 students graduated and received degrees.**
**27 students with current scholarships.**

# INTERNATIONAL WORK TRAVEL PROGRAM FOR HARVESTERS

Since 2022, together with our partner FGA Farming Ltd., we have been running an international internship program designed to strengthen the professional and personal development of our harvesters through international mobility experiences that promote knowledge sharing, recognition of agricultural talent, and new growth opportunities.

The program has experienced sustained growth since its inception. In 2022, 25 harvesters participated in the first experience in the United Kingdom; in 2023, this number increased to 59 workers, and in 2024 it reached 107 participants, reflecting the growing interest, the trust of our international partners, and the value of our teams' performance in the field. In total, we have provided 191 international mobility opportunities to agricultural workers involved in cherry and apple harvests, allowing their experience, knowledge, and high quality standards to contribute to the success of an operation that connects two productive hemispheres.

The performance of our harvesters has sparked the interest of our British partner growers, who have requested support in incorporating San Clemente workers into their own operations. From Scotland to Kent, companies such as McIntyre and the Goatham family, leaders in cherry and apple production respectively, have expressed interest in extending their collaboration and retaining our teams for longer periods.

This recognition has also translated into outstanding production achievements. At the 2024 National Cherry and Soft Fruit Show, the most prestigious event in the British industry, San Clemente won first place with the Regina and Lapins varieties; second place with Kordia and Penny; and third place with Karina. Our cherries have even graced the table of King Charles III, reflecting the level of excellence achieved. Furthermore, we have begun marketing Lapins cherries under the San Clemente brand in the English market, for the first time packaged in our own boxes.

Since its inception, this program has been widely valued for positioning harvesting talent internationally, generating high demand for our workers and establishing itself as an experience with a positive impact in economic, technical and personal development terms.

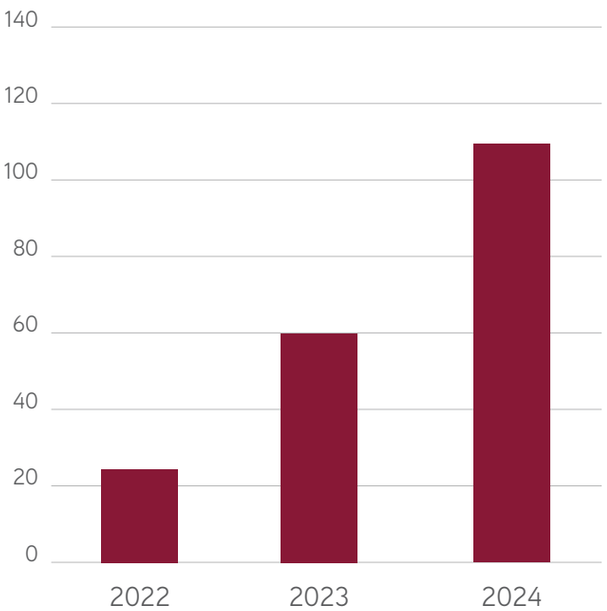


Community of harvesters beginning their journey from Arturo Merino Benitez Airport, Chile to the UK



Staff of professionals who support the community of harvesters in the UK

**Evolution over time: total pickers traveling to England per year**



# TRAINING FOR EMPLOYABILITY IN THE OFF-SEASON

With the goal of strengthening the employability and job security of our employees, we develop technical training programs in various trades during periods of lower production activity. These initiatives aim to expand skills in the workplace and generate greater opportunities for professional development.

During 2024, 88 employees participated in courses on basic electricity, basic mechanics applied to agricultural tractors, and electrical operation and maintenance of agricultural machinery, strengthening their technical skills and career prospects.

**88 collaborators**
**2,212 hours**



# V.

# WE CARE FOR THE PLANET





Our operations are based on rigorous environmental management, adhering to the current Chilean regulatory framework, which establishes specific obligations for production activities.

Beyond a regulatory requirement, legal compliance is a fundamental condition for operating transparently, safely, and in an environmentally responsible manner. For this reason, our business units continuously update their processes in accordance with the regulations of the Ministry of the Environment, the Superintendency of the Environment (SMA), and other relevant sectoral authorities, depending on the nature of each operation.

We also incorporate Preventive Control mechanisms that allow us to promptly identify regulatory gaps, correct deviations, and strengthen the environmental traceability of our actions, thus ensuring a timely response aligned with the required standards.

**100%** Compliance with RETC declarations

Fruit packing plants

**100%** Compliance with REP Export Law Declarations for San Clemente

San Clemente Foods

## CHILE: REGULATORY COMPLIANCE

Emissions from stationary sources (Generator set).

Extended Producer Responsibility (EPR) Law.

Noise Emission Standard (Decree 38/2012).

Energy Efficiency Law.

Pollutant Release and Transfer Register (PRTR).

Hazardous and non-hazardous waste.

Wastewater Treatment (WWT).

# CLIMATE CHANGE

## CROPS

In San Clemente, environmental management in our orchards is a strategic pillar that guides fruit production toward a more responsible and resilient model, aligned with international sustainability standards. Our work encompasses everything from soil and water conservation to reducing chemical inputs, promoting biodiversity, and strengthening ties with nearby communities.

The quality and safety of our fruit are backed by certifications that require 100% compliance with their standards, including annual training protocols for the safe use of pesticides and the updating of current permits. Before each harvest, we reinforce our internal logistics by repairing roads to prevent damage to the fruit during transport.

# ADVANCING IN THE MANAGEMENT OF OUR CARBON FOOTPRINT

As part of our sustainability strategy and ongoing effort to drive more efficient and responsible operations, we conducted our first corporate carbon footprint assessment. This important milestone allowed us to identify, quantify, and understand the environmental impact associated with our agricultural, industrial, and logistics activities, establishing a baseline for addressing the challenges related to climate change.

With technical support from Greenticket, the assessment considered our main business units: agriculture, processing plant, and export, and integrated the various stages of the value chain, from cultivation and harvesting to the transportation and distribution of our products. The study was developed using the international methodology of the Greenhouse Gas Protocol (GHG Protocol), one of the most recognized standards for quantifying and managing greenhouse gases.

This assessment represents a fundamental step in understanding our climate performance, identifying opportunities for improvement, and building a roadmap that will allow us to move toward increasingly efficient and sustainable operations. It also provides us with relevant information to prioritize actions, manage risks associated with climate change, and strengthen data-driven decision-making.

In line with this work, we are making progress in quantifying the carbon footprint of our fruit packing plants in Lontué, Talca, and Angol, incorporating a more detailed view of a key stage in our value chain. This initiative was developed within the framework of our participation in the Chilean Ministry of the Environment's Huella Chile program, which aims to promote the measurement, management, and reduction of greenhouse gases in public and private organizations.




Thanks to the coordinated effort of our teams, we were able to compile and systematize the necessary information to obtain the Huella Chile Quantification Seal for 2023. The results were verified by an independent entity, providing us with reliable and traceable information to evaluate our environmental performance and guide future improvement actions.

The corporate assessment, complemented by the quantification carried out at our fruit packing plants, strengthens our understanding of our footprint and provides concrete tools to move toward more efficient emissions management. In this way, we continue to incorporate environmental criteria into our planning and continuous improvement processes, contributing to the fulfillment of the Sustainable Development Goals, especially those related to climate action (SDG 13) and responsible production and consumption (SDG 12).




Lontué Plant Team




Talca Plant Team




Angol Plant Team

# ENERGY

## Crops

In the energy sector, while renewable energy is still in its early stages in agriculture, we are working to improve the efficiency of pumping and irrigation systems.

## Packing Facilities

We have developed an ambitious energy transition plan at our Lontué Fruit Processing Plant, where we have exclusively adopted renewable energy for our operations. Simultaneously, at our other processing plants, we are advancing energy efficiency measures, incorporating innovative technologies that optimize consumption and reduce our environmental footprint. Furthermore, we have continued progress at our Angol plant, which now uses 50% renewable energy.

## San Clemente Foods

During 2024, we reinforced our commitment to energy efficiency by certifying our energy management system under the ISO 50001 standard. We were proud to be the first unit to obtain this certification, representing a milestone for our environmental management.

This first year focused on gathering information, preparing technical documentation, and developing energy plans, thus establishing the baseline for a robust assessment in 2025. As part of this process, we implemented a technological upgrade in our steam generation systems, incorporating new technologies for the use of LPG (Liquefied Petroleum Gas). This measure has allowed us to reduce $CO_2$ emissions and improve fuel efficiency in steam generation.

Thanks to the energy management system and the use of cleaner fuels, we have made progress in managing our air emissions. While quantifiable results will be evaluated in the next ISO 50001 recertification, we project a significant decrease in fuel consumption.




San Clemente Foods Team

# WATER

**Crops**

We have developed technologically advanced irrigation systems, achieving over 85% efficiency in water use, supported by the construction of reservoirs that optimize water resources.

**Fruit Packing Facilities**

We utilize a water recirculation system that allows us to collect, treat, and reintroduce the resource used in the cooling process, avoiding its discharge into the drainage system and optimizing its use

**Montecristo Orchard I Colombia**

We use a fumigation pipeline system that optimizes water application by incorporating fumigation products directly into the crop, allowing for more responsible use and reducing the volatility of chemicals into the environment.

# WASTE MANAGEMENT AND PACKAGING

At San Clemente, we continuously work to minimize the impacts of our production processes, promoting the efficient use of resources, reducing waste generation, and recovering materials whenever possible. We know that a significant portion of our environmental footprint originates from the use of packaging materials for fresh fruit, so we have reinforced our efforts, especially in the packing area.

As part of this strategy, we continue to strengthen partnerships with organizations specializing in waste management, including collaborative work plans that allow us to reduce waste generation, improve its final disposal, and actively promote recycling in our operations.

## FRUIT PACKING PLANTS



### Safe Recycling

We have dedicated warehouses for the handling of hazardous waste, in accordance with current regulations. Furthermore, we implement safer and more sustainable waste management practices, minimizing soil, water, and air pollution. We also prevent harm to wildlife and protect public health.

### Paper and Plastic Recycling

We strive to minimize the generation of solid waste and reduce the environmental impacts associated with its final disposal.

### TECH Recycling

We recover and reuse valuable and scarce materials such as precious metals (gold, silver, and platinum), copper, aluminum, and plastics from electronic devices. This allows us to reduce the need to extract new resources, promoting economic and environmental sustainability.

## EXPORTER



In 2024, our Exporter business unit began actively participating in compliance with the Extended Producer Responsibility Law (EPR Law), focusing on waste associated with packaging used in the fresh fruit packing process. As a company that places products on the national market, we recognize our responsibility in managing packaging that, once used by consumers or distributors, becomes waste.

To comply with this law, we have joined an authorized Collective Management System, through which we periodically declare the types and volumes of packaging we place on the market. This traceability allows us to meet the targets set by the Ministry of the Environment, both in terms of recovery and recycling.

## SAN CLEMENTE FOODS

Like our Export business unit, we have implemented measures aimed at reducing waste generation and promoting the recycling of packaging. To comply with current regulations, we have signed an agreement with the Giro Recicla technology platform, which collectively coordinates compliance with the obligations established by the Extended Producer Responsibility (EPR) Law, along with other participating companies.

This alliance allows us to participate in an integrated national system for the collection, storage, transport, and recovery of post-consumer packaging, strengthening the circular economy and responsible environmental management.

**One step further: environmental innovation towards a circular economy**

In 2024, we signed a contract with a Virutex subsidiary, which allows us to recycle plastic bags used in our operations. These are transformed into brooms, thus integrating circular economy principles into our value chain. Additionally, we maintain relationships with other recycling organizations, such as Sorepa.

Furthermore, in line with our pursuit of sustainable innovation, during the reporting year we prepared the introduction of two new sustainable packaging formats that will become operational in 2025:

- Octobins: corrugated cardboard containers for select clients.
- Goodpack: collapsible and returnable metal containers that reduce the use of wood and metal, promoting reuse and decreasing our material footprint.

Goodpack reusable containers have a lifespan of over 30 years, which helps reduce the use of disposable packaging and, consequently, minimizes solid waste. At the end of their lifespan, the containers are collected and returned by the client, allowing their reintegration into the logistics system and fostering a circular model for materials management.

These initiatives allow us to move towards more circular and resource-efficient models.

## GROWING

We take our environmental impact very seriously. We comply with regulations on the storage and use of pesticides, recycle containers, and properly treat liquid waste.

In the central zone, where our fields are located in the Maule Region, we partner with companies in the sector to implement programs such as the planting of biological corridors with flowering species that attract natural enemies of pests, thus reducing the use of chemical products. We also successfully developed a pesticide-free apple production project based on organic farming practices, natural pest control, and green-label products.

Within this same framework, we apply circular economy practices such as reusing wood from support structures to develop community infrastructure, such as waste containers made from recycled material, installed in the village of Botalcura, in the Maule Valley, in collaboration with the local residents' association. In 2025, we received a kind invitation from the University of Concepción to participate in the planting of more than 500 native species in one of our orchards, located in the Ñuble region, with a monitoring plan to ensure their survival.

## PACKAGING

At San Clemente, we responsibly manage the materials used in our fruit packaging, prioritizing recyclable and compostable options. We currently use 100% recyclable cardboard boxes, in which the traditional wax coating has been replaced with varnish, significantly improving recyclability by facilitating the material transformation process. Additionally, the paper used in each box is 100% recyclable, and the plastic used achieves a 95% recyclability level.

In line with these actions, we use compostable Price Look Up (PLU) labels, meaning they are made from 100% biodegradable materials. We also reuse plastic bins in our logistics operations, both for storage and for the transport and export of fruit, allowing their return and reintegration into the production cycle in Chile.

Furthermore, we require our suppliers to comply with current environmental regulations, both nationally and internationally, and to hold certifications recognized by the Global Food Safety Initiative (GFSI). In particular, our main box supplier has PEFC (Programme for the Endorsement of Forest Certification) certification, which guarantees compliance with international standards of sustainable forest management and traceability in the chain of custody.



# FOOD SAFETY

At San Clemente, food safety is a strategic priority in every one of our operations, both at our fruit packing plants and our agro-industrial facilities. Throughout the entire value chain, from receiving fresh fruit to processing and shipping the final product, we have adopted a management system that allows us to ensure safe, traceable food aligned with the highest international standards.

We promote food safety in every decision and daily action. To achieve this, we have worked to raise awareness about the importance of food safety, foster a proactive approach to risks, and reinforce continuous improvement. At our fruit packing plants and at San Clemente Foods, this effort is reflected in our internal campaigns and in the recognition we give to employees who excel in their consistent adherence to Good Manufacturing Practices (GMP), thus strengthening a culture of shared responsibility. In the case of the cannery, considering the high turnover of seasonal staff during peak periods, we have strengthened a structured and comprehensive food safety culture. This approach has allowed us to ensure that those who return each season act as ambassadors of best practices, supporting the integration and training of new teams.

## EVIDENCE-BASED PREVENTIVE MANAGEMENT

In both our agro-industrial plants and fruit packing facilities, continuous improvement is based on data and evidence. Through monitoring quality controls, reviewing finished products, and managing complaints from our customers and distributors, we identify opportunities for improvement, prioritize corrective actions, and adjust our operating procedures. This ongoing feedback allows us to maintain an agile, safe, and compliance-oriented operation.

When we detect deviations or non-conformities, we address them with a preventive and educational approach, through group discussions that allow us to correct practices. In this way, we strengthen collective learning and reduce the recurrence of errors.

## INTERNATIONAL CERTIFICATIONS AND STANDARDS

Our commitment to the safety, quality, and sustainability of our products is a cornerstone of our agricultural management. Every stage of production reflects our dedication to ensuring safe, traceable, and high-quality food, meeting the demands of international markets and the expectations of our customers.

This work is supported by globally recognized audits and certifications that validate good agricultural practices, responsible management of natural resources, the well-being of our people, and the transparency of our processes. In our orchards, these certifications not only represent compliance with technical standards but also reflect an organizational culture focused on continuous improvement and integrity in every production decision. Details of the certifications that support our work can be found in the first pages of this document, under the subheading "Certifications that Open Us to the World," which describes the main international standards that guide our work in social responsibility, food safety, environmental management, and organic production.

Furthermore, at our fruit packing plants in Lontué, Talca, Angol, and San Clemente Foods, we achieved the highest rating, AA+, in British Retail Consortium Global Standards (BRCGS) audits, one of the highest international standards. This result reflects that we exceeded expectations in all evaluated dimensions, thanks to rigorous management and the sustained efforts of our teams.

Also at our fruit packing plants, we achieved 100% compliance in the Food Safety Modernization Act (FSMA) audit, a key regulation for exporting to the United States. Similarly, we achieved full compliance in the Chain of Custody audit, validating that our system guarantees the traceability, origin, and responsible handling of products throughout the entire supply chain.

In the case of Conservera and San Clemente, we maintain certifications such as BRCGS and Kosher, applicable to products like canned peaches, fruit cocktail, and aseptic fruit pulps. These certifications guarantee not only food safety but also the traceability of ingredients and compliance with the specific requirements of demanding markets.

We know that having trained teams is essential to ensuring our standards. Therefore, we have mandatory induction programs in good practices, prevention, and food safety protocols for all our employees, whether permanent, seasonal, or external. Furthermore, through internal training committees, we identify the needs of each area and develop specific courses that allow us to meet audit requirements, respond to clients, and maintain the technical competence of our teams, even in high-turnover environments.

During the reporting period, we did not register any product recalls or incur any serious non-compliance issues related to food safety or consumer health, which demonstrates the strength of our system.

## Compliance

- SMETA and Organic
  **Orchard and Packing Plant, Moquegua, Peru**

  PrimusGFS and FSMA
  **Packing Plant, Moquegua, Peru**

  GlobalGAP, GRASP, FSMA
  **Orchard, Moquegua, Peru**

- Food Safety Modernization Act, FSMA in the Chain of Custody
  **Fruit Packing Plants**

- BRCGS and Kosher
  **San Clemente Foods**

## AA+ British Retail Consortium Global Standards, BRCGS

**San Clemente Foods**

Our team responsible for ensuring the quality and safety of our fresh and processed fruit throughout the entire value chain.



Lontué Plant



San Clemente Foods



Talca Plant



San Clemente Cannery



Angol Plant






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