

DEL MONTE PACIFIC LIMITED

Nourishing Goodness
Nurturing Generations

SUSTAINABILITY REPORT FY2026

CORPORATE PROFILE

Dual listed on the Mainboards of the Singapore Exchange Securities Trading Limited and the Philippine Stock Exchange, Inc., Del Monte Pacific Limited (Bloomberg: DELM SP/ DELM PM), together with its subsidiaries (the "Group"), is a branded food and beverage company known for its premium quality and healthy products, mainly packaged fruit, juices, sauces, pasta and condiments under the *Del Monte* brand, as well as fresh pineapples and packaged fruit under the *S&W* (www.swpremiumfood.com) brand. DMPL is a trusted market leader.

Del Monte and *S&W* are heritage brands which originated in the USA more than 100 years ago. The Group has exclusive rights to use the *Del Monte* trademark for packaged products in the Philippines, Indian subcontinent and Myanmar, while it owns the S&W brand in Asia, Europe (subject to an exclusive license granted to a third party for certain products in Western Europe), the Middle East and Africa.

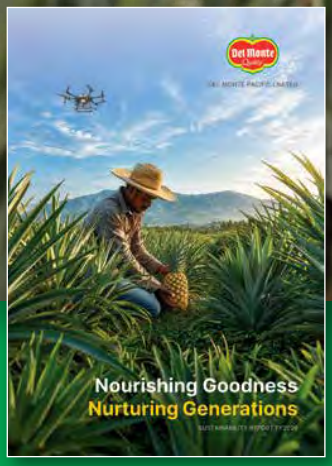
DMPL's Philippine subsidiary, Del Monte Philippines, Inc. (DMPI) (www.delmontephil.com), has exclusive rights to other well-known trademarks in the Philippines such as *Del Monte, Today's, Fiesta, 202, Fit 'n Right, Heart Smart* and *Quick 'n Easy*.

DMPI has a fully integrated pineapple operation with its 30,000-hectare plantation, all under growership and leasehold in Bukidnon and Misamis Oriental, fresh packhouses, a frozen fruit processing facility, an NFC juicing plant in Bukidnon, and a fruit processing facility in Bugo, Cagayan de Oro about an hour away from the plantation. DMPI also operates a beverage plant in Laguna.

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

DMPL is 72%-owned by the NutriAsia Pacific Group, which is beneficially owned by the Campos family of the Philippines. A subsidiary of the NutriAsia Group, NutriAsia Inc., is the biggest culinary aids company in the Philippines, and a market leader in soy sauce, vinegar, fish sauce, ketchup, specialty sauces, cooking oil and meal sauces.

www.delmontepacific.com
www.swpremiumfood.com
www.delmontephil.com
www.kitchenomics.com



Nourishing Goodness Nurturing Generations

We create delicious, naturally sourced food and beverages, thoughtfully crafted to nourish health and well-being. Caring for our consumers, communities, employees, and the environment, we are committed to cultivating goodness that endures for generations to come.

Use of QR Codes:
This report includes a QR code at the start of every section. Scan the code for more information about the latter in our website.

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



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ABOUT THIS REPORT

This Sustainability Report of Del Monte Pacific Ltd. (DMPL) is for financial year 2026, covering the period from 1 May 2025 to 30 April 2026. This is DMPL's 9th report.



Del Monte pack house workers sorting fresh pineapples for export

This report describes DMPL's commitment to sustainability, its policies, key sustainability goals, and ESG metrics. This report is also prepared in accordance with the Singapore Exchange (SGX) guidelines on Sustainability Reporting which include the following:

1. Material ESG factors
2. ESG policies, practices, and performance
3. Targets and metrics
4. Sustainability reporting standards and framework
5. Board statement and associated governance structure for sustainability
6. Climate-related disclosures

The Company is dual-listed on the SGX and the Philippine Stock Exchange (PSE). DMPL also complies with the sustainability reporting guidelines of the Securities and Exchange Commission (SEC) of the Philippines which require listed companies to disclose their non-financial performance relating to their environmental, social, economic, and climate aspects.

DMPL prepared the report using GRI 2021 standards, and GRI 13 sector standards for Agriculture, Aquaculture, and Fishing Sectors 2022.

As prescribed by the SGX, this Sustainability Report contains climate-related disclosures based on the Task Force on Climate-related Financial Disclosures (TCFD). The Group engaged a third-party consultant that conducted its climate scenario analysis to determine the impact of climate change on the company operations, and the risks, opportunities, and plans to mitigate its impact.

This report excludes the Group's detailed financial performance which can be found in DMPL's Annual Report. DMPL reports the information cited in the GRI Content Index with reference to the GRI 2021 and GRI 13 sector standards.



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

Del Monte Philippines, Inc. (DMPI), a subsidiary of DMPL, transitioned its ESG data collection from an excel spreadsheet to an ESG tool to ensure accuracy, completeness, and transparency of its ESG data. DMPI has acquired the Presgo ESG tool from Azeus Convene in April 2026 and has included the results in DMPL's ESG metrics report. By using the new digital platform, certain data, notably the GHG emissions, are not comparable with past data and re-calculating these would be very time consuming. Some GHG inventory on wastewater, liquid waste, downstream leased assets, use of sold products and end-of-life treatment of sold products have no data and are excluded in the computation. The Group will address these in future reports. The GHG emissions computed in the new digital platform are based on DEFRA emissions factor 2025, which is updated compared with the past emission factors used in our previous excel worksheets.

Del Monte's GHG emissions in Presgo are calculated in accordance with the GHG Protocol, specifically the Corporate Accounting and Reporting Standard, Scope 2 Guidance (location-based method), and Corporate Value Chain (Scope 3) Standard. The emission factors are sourced primarily from internationally and nationally recognized references, including UK DEFRA, the Philippine Department of Energy (DOE) grid emission factors for Scope 2, and the US EPA Supply Chain GHG Emission Factors for spend-based Scope 3 calculations.

Del Monte Philippines collects its gross greenhouse gas (GHG) emissions from plantation operations, its cannery, pack house, juicing, freezing and beverage manufacturing facilities, and its Manila office where it has full operational control. It does not include emissions inventory from its other subsidiary which the company holds less than 50% share.

The company's GHG emissions are calculated in accordance with the GHG Protocol, specifically the Corporate Accounting and Reporting Standard, Scope 2 Guidance (location-based method), and Corporate Value Chain (Scope 3) Standard. These emissions inventory are consistent with its fiscal financial year from May 2025 to April 2026 or FY2026. DMPI reports GHG emissions under the operational control approach criteria described in this standard. The emission factors are sourced primarily from internationally and nationally recognized references, including UK DEFRA, the Philippine Department of Energy (DOE) grid emission factors for Scope 2, and the US EPA Supply Chain GHG Emission Factors for spend-based Scope 3 calculations.

The Company measures and reports its absolute gross GHG emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004). The company determines its consolidated emissions and establishes a clear group boundary consistent with our financial accounting parameters. Activity inputs consist of primary data: utility invoices, metered electricity consumption, and fuel delivery receipts. It verifies secondary data such as logistics provider ton-kilometer records as an example. For certain emission sources where complete activity data was unavailable, estimates were derived using monthly averages of available actual data to account for missing reporting periods. DMPI continues to improve its data collection processes to reduce reliance on estimates in future reporting periods.



Sunrise at the plantation in Bukidnon

The Internal Audit team of DMPL's subsidiary DMPI has internally verified this report in compliance with the Singapore Exchange mandate on internal assurance. The scope of the review included the accuracy of data presented, compliance with Sustainability Reporting Framework, compliance of information reported with SGX guidance, compliance with Listing Rules, and the flow of the narrative. In general, the sustainability report is accurate and complies with the GRI framework, the recommendations of the TCFD, the SGX guidelines, and the Listing Rules. The narrative also shows a comprehensive picture of DMPL's sustainability programs.

Should you have any feedback, please contact sustainability@delmontepacific.com.

To access DMPL's Sustainability Report, please scan the QR Code below.

WHO WE ARE

OUR CORPORATE VISION



OUR VALUES

CHOICE VALUES

- **C** Championing Together
- **H** Healthy Families
- **O** Ownership with Integrity
- **I** Innovation
- **C** Commitment to Society and Environment
- **E** Excellence in Everything We Do

OUR STRATEGY

1. Strengthen the Core
2. Expand the Product Portfolio
3. Expand Markets
4. Improve Operational Excellence and Sustainability
5. Strive for Commercial Excellence

Enablers
Build the Right Capabilities, Talent, Culture and Team to Deliver Against Vision

OUR SUSTAINABILITY PILLARS

- **PEOPLE**
  - Consumers
  - Employees
  - Communities
- **PLANET**
  - Nature
- **PERFORMANCE**
  - Governance
  - Growth

LETTER TO OUR STAKEHOLDERS

Dear Stakeholders,

Del Monte Pacific Ltd. (DMPL) is guided by its six pillars, each addressing the needs of our key stakeholders:

SUSTAINABILITY PILLARS

A. Nourishing Consumers
B. Nurturing Employees
C. Developing Communities
D. Preserving Nature
E. Strengthening Governance
F. Sustaining Growth

The Company addresses stakeholder concerns, as described in Stakeholder Engagement (page 71).

KEY SUSTAINABILITY GOALS

DMPL's five Key Sustainability Goals promote these sustainability pillars:

1. **Better Nutrition**
   As a food company, we provide health, wellness, and nutrition through our product portfolio which is primarily naturally sourced. *(Nourishing Consumers)*

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

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

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

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

Under the framework of these five Key Sustainability Goals and respective pillars, we have set out specific goals which are outlined in this Sustainability Report.

SUSTAINABLE DEVELOPMENT GOALS

DMPL's sustainability goals contribute to the United Nations Sustainable Development Goals (SDG) which encompass social, environmental, and economic goals or the triple bottom line.

We have updated our climate report in this Sustainability Report based on the Task Force on Climate-related Financial Disclosures (TCFD). Del Monte Philippines, Inc. (DMPI), together with an expert third-party firm, conducted its climate scenario analysis in recent years, which forms part of the Company's climate risk mitigation and regulatory disclosures.

The Company has three Solar energy installations in the plantation facilities (4MW), Bugo manufacturing facility (3MW), which it will further expand, and Cabuyao plant (0.6MW), significantly expanding its renewable energy footprint, which the Company first embarked on a decade earlier with its waste-to-energy facility (2.4MW),



Mr. Rolando C. Gapud
Executive Chairman

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

LETTER TO OUR STAKEHOLDERS

thereby reducing its carbon emissions. The benefits are not only environmental but also social and economic.

DMPI continued to implement its Extended Producer Responsibility (EPR) program in calendar year 2025 by diverting from landfills and recycling 50% of its post-consumer plastic packaging footprint in collaboration with waste diverters.

ESG POLICIES AND COMPLIANCE

The Company has reinforced its governance of sustainability by issuing new policies and updating its existing policies. In previous years, the Company issued a new Food Loss and Waste Policy, Health Statement, Responsible Marketing Policy, Supplier Code of Conduct, and Human Rights Policy, and updated its Food Safety Policy and Environmental Policy. All these policies are in the Company's website and have been shared with stakeholders.

Policy owners are primarily responsible to implement these for their respective stakeholders. The Company has Sustainability, Legal, and Internal Audit teams that monitor compliance.

In FY2026, DMPL did not have any significant compliance issues with respect to laws and regulations which govern the Company and was not subjected to any significant compliance-related penalty.

ESG RECOGNITION

In FY2026, Del Monte Philippines was honored with the following recognition:

- the Great Place to Work® certification, a distinction awarded on the basis of direct employee feedback regarding strong workplace culture, high levels of employee trust, and commitment to employee well-being
- the Best Employer Brand Award on LinkedIn which honors organizations with a strong employer value proposition, impactful employee advocacy, and an exceptional workplace reputation on LinkedIn
- one of the "Leaders for Corporate Purpose" for fostering inclusive growth in its "100 Years of Nourishing Goodness" marketing campaign, a recognition bestowed in the Tambuli Awards

CORPORATE VISION AND VALUES

After nearly a decade, DMPL updated its corporate vision to "Nourishing Goodness, Nurturing Generations":

- We nourish lives with food and beverages that are delicious, naturally sourced, and thoughtfully crafted to promote good health and well-being.
- We nurture generations through our care for our consumers, communities, employees, and the environment, ensuring that the goodness we create today flourishes for tomorrow.

As a food company, the Company's vision is rooted in sustainability – in our brand, our people, and our land, bearing fruit for all.

ESG is embedded in the Company's CHOICE corporate values, which include our commitment to society and the environment, healthy families, and ownership with integrity, among others, representing our environmental, social, and governance ethos.

SUSTAINABILITY JOURNEY

In 2026, the Company celebrated 100 years of ***Nourishing Goodness, Nurturing Generations*** in the Philippines, a celebration of our legacy and commitment to the future, our proud heritage and renewed purpose for future generations to come.

We thank you, our stakeholders, for your partnership in this journey.



Mr. Rolando C. Gapud
Executive Chairman



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

12 November 2026



KEY SUSTAINABILITY GOALS



BETTER NUTRITION

- More nutritious products
- Naturally sourced, plant-based
- Product innovation and renovation with more positive nutrients
- Reduced sugar and sodium
- Health and wellness



ESG ETHOS

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



WASTE REDUCTION

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



NET ZERO

- Net zero carbon emissions by 2050
- Renewable energy
- Precision agriculture, digital application and data analytics
- Sustainable agriculture, manufacturing and supply chain



RESPONSIBLE SOURCING

- Supplier code of conduct adherence
- Environmental and social compliance
- Sustainability programs of suppliers
- Sustainable ingredient and product sourcing

OUR SUSTAINABILITY GOALS ARE ALIGNED WITH THE UN SUSTAINABLE DEVELOPMENT GOALS.



KEY SUSTAINABILITY GOALS

GOALS AND PROGRESS

Del Monte Pacific aligned its strategy, action plans, and progress towards achieving its 5 Key Sustainability Goals. DMPL is working on achieving its vision of nourishing goodness and nurturing generations.

Goal	Strategy	Progress
 **Better Nutrition**	• Annual reduction of added sugar by 7.5% and sodium by 3.75%	Achieved an average **60% reduction in added sugar** in select beverage products • 58% reduction in added sugar for Pineapple Blueberry Juice Drink • 67% reduction in added sugar for Pineapple Strawberry Juice Drink
 **ESG Ethos**	• Attract and retain the right talents via an engaging and winning culture	• DMPI recognized as **Great Place to Work-certified™** organization, where **87% of employees** validate it is a great place to work compared to the 65% average at a typical global company
	• Ensure a safe and secure workplace	• The cannery received the **Occupational Safety and Health (OSH) Gold award** from the Department of Labor and Employment, Region 10 • **Zero-fatality** in FY2026
	• Promote good governance	• **Top 2%** among 467 Singapore listed companies • **Ranked 11th** in the 2025 Singapore Governance and Transparency Index
	• Generate livelihood and employment through the Del Monte Foundation	• Trained and equipped **240 out-of-school youth** and unemployed heads of families • **17 college scholars** graduated in school year 2025 including: – Five new licensed agriculturists – One chemical engineer – Two civil engineers • Supported **300 scholars**
	• Enhance awareness of sustainability through a weekly corporate newsletter	• Published about **200 internal communication** newsletters via email

Goal	Strategy	Progress
Waste Reduction	• Reduce water use ratio (WUR) in manufacturing facilities by 3% yearly	• DMPI facilities WUR **11.5 liter/kg**, in line with FY26
	• Reduce cannery defectives and line losses in the cannery to Php 104.6 million in FY26	• Cannery defectives and line loss at **Php 123.5 million** in FY26
	• Reduce usage of PET bottles by 15%, pouches by 6%, and tin can by 2% by FY26	• **47.2MT** material usage weight reduction for Mr. Milk 80ml bottle
	• Reduce pure obsolescence of FG, RM, PM to Php 10.1 million	• Pure obsolescence at **Php 39.9 million** in FY26 due mainly to raw and packaging materials
	• Divert / recycle 50% of post -consumer plastic waste from landfill to comply with Extended Producer Responsibility (EPR) Law	Diverted **52% total post-consumer plastic waste** from landfill • **51.2% rigid plastics** (PET bottles) • **52.6% flexible** (SUPs)
Net Zero	• Reduce carbon emissions at the cannery equivalent to 3% per year	Cannery emissions in FY26 are **124,093 MT CO_2eq**, using DEFRA 2025 emission factors
	• Install solar power in the plantation, cannery, and Cabuyao plant	Solar power provided **8,955.3 MWH** to the manufacturing and packing facilities of Del Monte Philippines
Responsible Sourcing	• Implement the Supplier Code of Conduct	• To date, **238 (42%)** out of 564 suppliers have confirmed adherence to Supplier Code of Conduct
	• 100% of top 20 suppliers to develop sustainability programs as part of their accreditation	• **10 suppliers** out of the top 20 (50%) have sustainability programs

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) METRICS

Topic	Metric	Unit of Measure	Progress
Greenhouse Gas (GHG) Gross Emissions	Scope 1 Emissions	$MTCO_2eq$	166,479
	Scope 2 Emissions		49,377
	Scope 3 Emissions*		44,634,658
	Carbon Intensity	$MTCO_2eq/MT$	58.01
Energy Consumption	Energy Consumption (includes electricity, natural gas, coal and bunker fuel)	MWH	564,349
	Energy Intensity	MWH/MT Generation	0.88
Water Consumption	Total Consumption – Manufacturing	Thousand Liters	7,340,247
	Water Use Ratio – Manufacturing	Thousand Liters/ MT	11.50
	Total Consumption – Farming	Thousand Liters	533,730
	Water Use Ratio – Farming	Thousand Liters/ Farm Hectare**	31.41
Waste Generation	Waste Generated	MT	125,785
	Waste Sent to Landfills	MT	2,907
	Food Loss and Waste	Php Million	158.5
Gender Diversity	Male Employees	Percentage	65
	Female Employees	Percentage	35
	Male New Hires	Percentage	77
	Female New Hires	Percentage	23
	Male Turnover	Percentage	67
	Female Turnover	Percentage	33
Age Diversity	Employees Below 30 years old	Percentage	8
	Employees 30 to 50 years old	Percentage	82
	Employees Above 50 years old	Percentage	10
	New Hires Below 30 years old	Percentage	50
	New Hires 30 to 50 years old	Percentage	47
	New Hires Above 50 years old	Percentage	3
	Turnover Below 30 years old	Percentage	16
	Turnover 30 to 50 years old	Percentage	55
	Turnover Above 50 years old	Percentage	29

Topic	Metric	Unit of Measure	Progress
Employment	Total Employees	Headcount	4,174
	Turnover	Headcount	255
Development and Training	Average Training Hours per Employee	Hours	15
	Average Training Hours – Male Employees	Hours	15
	Average Training Hours – Female Employees	Hours	15
Occupational Health and Safety	Recordable Injuries	Cases	120
	High-consequence Injuries	Cases	2
	Recordable Work-Related Ill Health	Cases	548
	Fatalities	Cases	0
Board Composition	Independent Directors	Percentage	50
	Women on the Board	Percentage	50
Management Diversity	Women in Senior Management	Percentage	49
Ethical Behavior	Anti-corruption Disclosures	Number of Disclosures	1
	Anti-corruption Training for Employees	Number of Employees	7
Certifications	Del Monte Facilities with Relevant Certifications (see list in Nourishing Consumers)	Number of Facilities	5
Alignment with Framework	Frameworks Disclosed	Standards	GRI 2021 Standards GRI 13 Sector Standards TCFD
Assurance	Assurance of Sustainability Report		Internal Assurance Verification

* DMPI Scope 3 excludes emissions from downstream leased assets, use of sold products and end-of-life treatment of sold products
** Based on Net Farm Hectares (net of roads, canals, easements)

DMPL'S SUSTAINABLE DEVELOPMENT GOALS CONTRIBUTION

SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY

End poverty in all its forms everywhere



ZeP2030 projects covered **35 communities** to reduce extreme poverty

2 ZERO HUNGER

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



DMPI uses **precision farming technology** and analytics for better yields

3 GOOD HEALTH AND WELL-BEING

Ensure healthy lives and promote well-being for all at all ages



Conducted **8 medical and dental missions** with the Phillips Memorial Hospital and DEARBC cooperative

4 QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



29 schools benefitted from the Foundation's Share-a-Chair project

5 GENDER EQUALITY

Achieve gender equality and empower all women and girls



Company's workforce gender ratio is **65% men** and **35% women**

6 CLEAN WATER AND SANITATION

Ensure water availability and sustainable management of water and sanitation for all



345 families access safe potable water through the Foundation

7 AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy for all



Renewable energy contributed **17,153 MWH** of DMPI's power requirement

8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



80% of full-time workers in DMPI are members of labor unions

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



DMPI uses **geospatial technologies**, such as UAV and GPS, to address crop areas

10 REDUCED INEQUALITIES

Reduce inequality within and among countries



DMPL's **Code of Business Ethics** ensures equality for all its employees

11 SUSTAINABLE CITIES AND COMMUNITIES

Make cities and human settlements inclusive, safe, resilient and sustainable



DMPI provides **1,450 houses and dormitories** for plantation workers

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns



47.19MT plastic weight reduction in Mr. Milk's 80ml bottle

13 CLIMATE ACTION

Take urgent action to combat climate change and its impacts



Planted **26,900 mangroves** to rehabilitate Gingoog Bay

14 LIFE BELOW WATER

Conserve and sustainably use the oceans, seas and marine resources for sustainable development



WTE facility cleanses water discharge, with BOD level better than government standard of **100mg/liter**

15 LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Foundation and its partners planted about **740,000 trees** around the plantation

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



DMPL promotes **Human Rights Policy** that impact society positively

17 PARTNERSHIPS FOR THE GOALS

Strengthen the means of implementation and revitalize the Global Partnerships for Sustainable Development

Goodfarmer
TESDA
TELUS Digital

Partnered with Goodfarmer, TELUS Digital, TESDA and Xavier University

NOURISHING CONSUMERS

For 100 years, Del Monte products have been part of family's healthy meals at home for generations, offering nutrition with our plant-based food behind brands that people trust



For more information about this section, please scan QR Code

Angie Go Flaminiano, Del Monte Philippines President and Chief Operating Officer, and Sharon G. Tanganco, Chief Marketing Officer, receive four Tambuli Awards for the company's Centennial Campaign

NOURISHING CONSUMERS

Del Monte Philippines, Inc. (DMPI) is passionate about cultivating nutritious food that brings health and wellness to its consumers. Del Monte has been nourishing goodness for generations and is committed to maintaining consumers' trust with its most well-known brand in the market.

The Company believes sustainability is essential in enriching the land to provide nutritious products that have nourished consumers and communities for a century. Del Monte's food products undergo a comprehensive safety and quality process to provide premium products which meet the strictest food standards.





Del Monte Philippines List of Certifications

	Cannery	Beverage Plant	Freezing Plant	Juicing Plant	Pack House	Plantation	Toll Manufacturers		
							PIC Bulacan	PIC Cebu	IPIC
Brand Reputation Compliance Global Standards (BRCGS)	✓		✓	✓				✓	
FSMA	✓							✓	
FSSC 22000 v.6.0	✓	✓	✓	✓			✓		✓
GlobalGAP					✓	✓			
HACCP Codex Alimentarius								✓	
HALAL	✓	✓	✓	✓					
ISO 9001:2015		✓			✓	✓	✓	✓	
ISO 17025:2017	✓								
Kosher	✓		✓	✓					
PHILGAP						✓			
Rainforest Alliance				✓	✓	✓			
SGF	✓			✓					

NOURISHING CONSUMERS

FOOD SAFETY AND QUALITY

Del Monte Philippines, Inc. ensures that consumers understand its commitment to conform to food safety standards and regulatory requirements through its food safety management system. DMPI facilities have quality certifications which attest to the quality and safety of products. The company's toll manufacturers likewise adhere to the same commitment.

1. The Company has a Quality Management and Food Safety System in place to ensure the quality and safety of products. Manufacturing programs have been established to mitigate hazards including periodic assessments facilitated by third-party certification agencies.

2. The cannery facility in Bugo, Cagayan de Oro City, continues to uphold internationally recognized food safety and product integrity standards through its certifications under FSSC 22000 version 6, BRCGS issue 9, and SGF.

   These certifications demonstrate adherence to stringent global requirements in food safety, authenticity, and regulatory compliance to ensure the consistent production and delivery of safe and high-quality products reinforcing the Company's commitment to protecting consumer trust, maintaining supply chain integrity, and meeting the requirements of regulatory bodies and evolving expectations of customers.

3. Del Monte's beverage plant in Cabuyao has FSSC 22000 version 6 certification. This globally recognized standard validates its unwavering commitment to excellence, risk management, and consumer trust across every step of production.

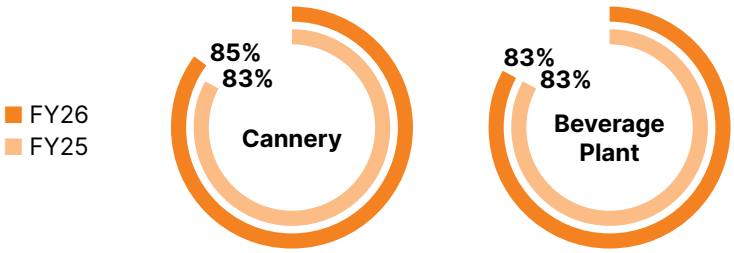
4. FSSC 22000 version 6 underscores the Company's robust food safety management system, while BRCGS Issue 9 highlights its adherence to the industry's most rigorous operational and hygiene benchmarks. Together, these standards reinforce DMPI's leadership in quality, safety, and continuous improvement.

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

6. DMPI's Quality Risk Management Central Laboratory achieved ISO/IEC 17025:2017 accreditation, a testament to our commitment to precision, quality, and technical competence. This globally recognized standard validates its ability to deliver reliable and accurate testing results, reinforcing trust with our clients and partners.

7. The Del Monte cannery conducted its Quality and Food Safety Culture Survey using the BRCGS standard. The survey maintained a favorable Grade A result at 85%, better than the 75% industry standard.

SAFETY QUALITY CULTURE RESULT





Line worker inspecting pineapples for processing to conform with the fruit size standard



DMPI Quality Assurance personnel tests the packaging material's sealing properties



Del Monte Philippines National Sales Conference

AUDITS

Cannery	Beverage Plant
3 Regulatory	**1** Regulatory
7 Certification	**2** Certification
17 Customer	**1** Customer

8. The beverage plant likewise conducted its Food Safety Culture Survey with 94 respondents. The facility maintained its 83% (Grade A-) rating which is also above industry standard.



Integrated Business Planning Team with Eileen M. Asuncion, Group Head



HEALTH AND NUTRITION

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

In Del Monte's 100 years of operation in the Philippines, the Company develops products focusing on wellness and nourishment. Products that deliver health and nutrition, while also introducing new flavors and functional ingredients, highlight the depth of the earth's goodness. Del Monte grows and produces products applying earth-friendly and sustainable practices.

NOURISHING CONSUMERS

DEL MONTE NUTRITION FACTS



Del Monte products comply with the Recommended Energy and Nutrient Intake (RENI) level in terms of public health sensitive nutritional factors, such as total energy, total fat, saturated and trans fats, added sugars and sodium

- Calorie level ranges 1 – 8%, a good contribution in a 2,490-calorie daily requirement
- Del Monte products are not sources of saturated or trans fats
- A significant number of products across all categories are good sources of dietary fiber, ranging 5 – 20%
- Products meet at least 90% sugar and sodium standards based on current reference standards. Reformulation in progress to reduce sugar by 10% and sodium by 5% by FY2027
- Thrust on "no added sugar" controls sugar levels of most beverage products within acceptable levels



Del Monte products address micronutrient deficiency in the diet

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



Plant-based functional ingredients have health benefits

- Anti-hypertensive Bromelain and cholesterol-lowering Metabolomes in fresh pineapples
- Phenols and Flavonoids in fresh pineapples
- Lycopene in tomato-based sauces

1. Del Monte's Research and Development unit internally uses a Nutrient Profile System to determine the health level and nutrition properties of the Company's products. As of FY26, 86% of DMPI's products provide better nutrition based on such evaluation.
2. DMPI anchors its nutrition platforms on immunity, heart and bone health, and digestion.
3. The Company's products are mostly plant-based. Its pineapples are rich in vitamins and minerals that boost immunity, while tomato products have lycopene, an antioxidant that helps prevent certain diseases.



S&W Fresh team with Angie Go Flaminiano, Del Monte President and Chief Operating Officer, who succeeded former President and COO Luis F. Alejandro since the end of FY2026, and Tan Chooi Khim, S&W Fine Foods General Manager, with Goodfarmer leadership



Del Monte led by Sharon G. Tanganco, Chief Marketing Officer, and Iris P. Uy, Group Head, Research and Development, partnered with Philippine Stakeholders for Nutrition and Dietetics, Inc. in its Nation Building Drive to combat child malnutrition, "One Nutri-licious Meal at a Time"

PRODUCT INNOVATION

The Del Monte brand name has been synonymous with premium quality since the Philippine operations started in 1926. For generations, the company has proudly earned its reputation with a singular dedication to quality.



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

As a market leader that caters to consumer preferences, Del Monte understands that consumers are becoming mindful of ingredients, often looking for positive healthy and nutritious properties. Moreover, Del Monte realizes heightened interest in ready-made cooking ingredients as consumers double down on home meal preparation, health and wellness. Emphasis on product design and sourcing plays a pivotal role in product development.

Innovation and renovation in the Philippine Market has largely focused on strengthening core categories behind relevant functional benefits. New products contributed 6.5% of total FY26 sales of DMPI.



NURTURING EMPLOYEES

In Del Monte's 100 years of operation, the Company has been a people-driven organization, committed to health, well-being, and safety of workers



For more information about this section, please scan QR Code

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

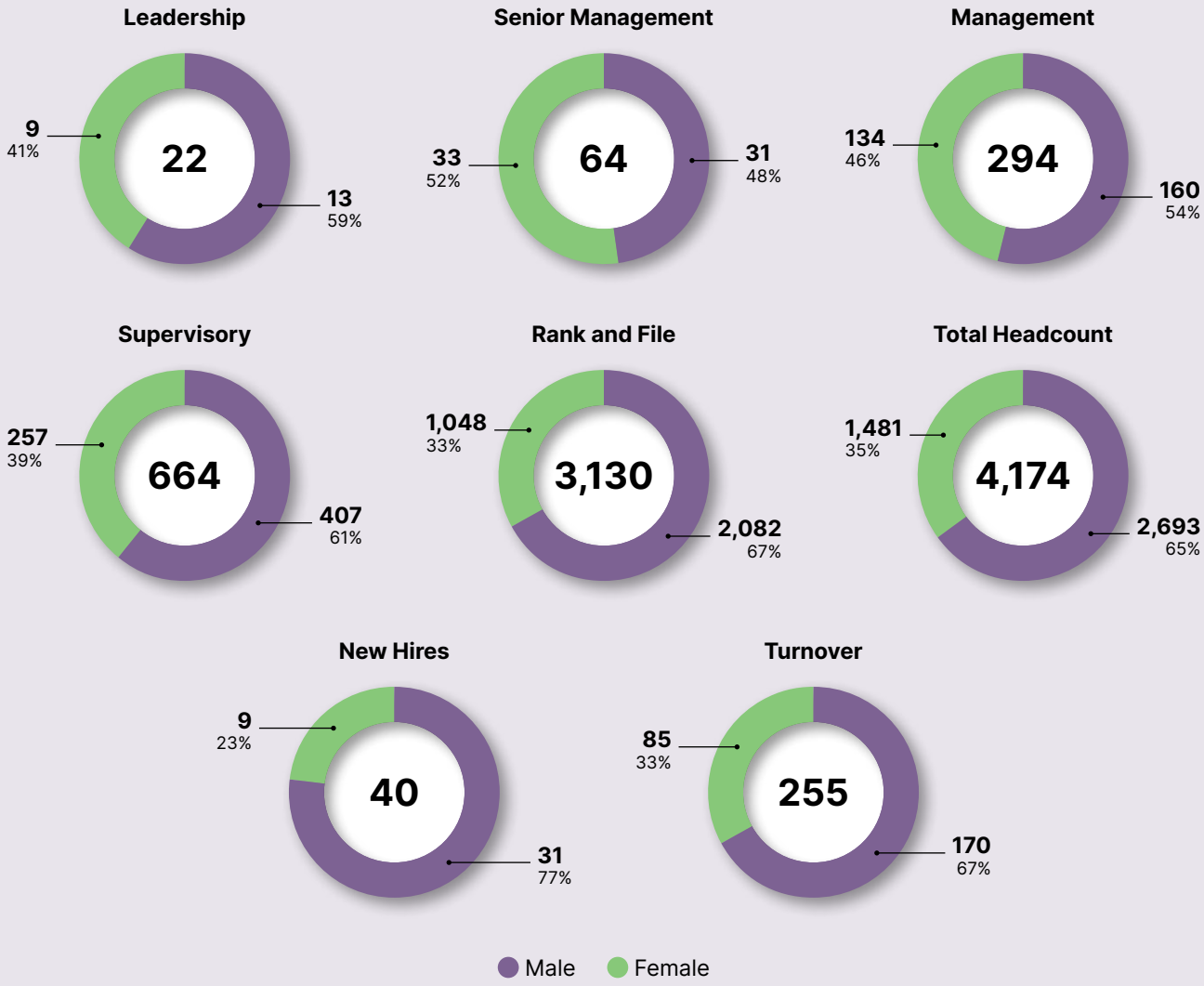
10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

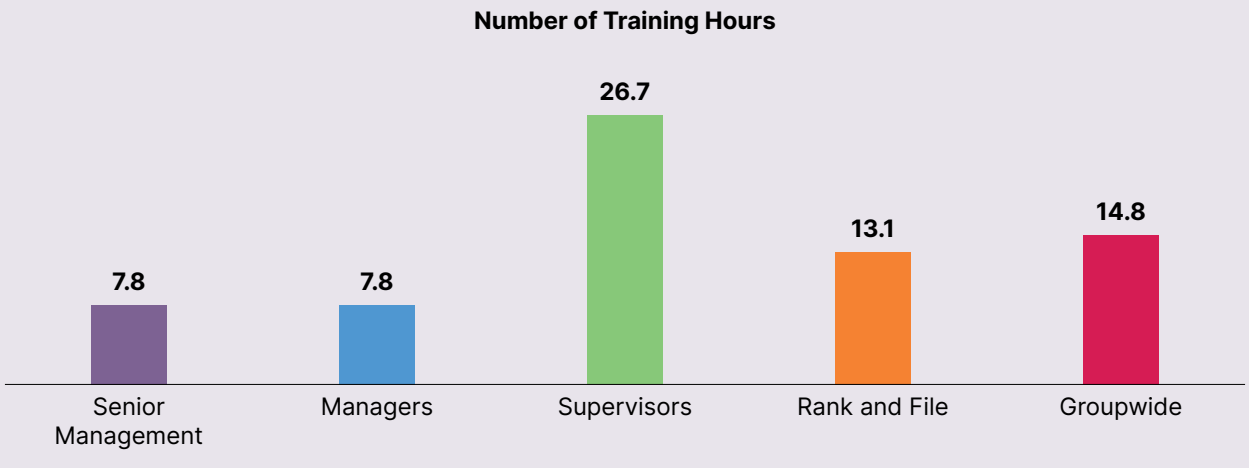
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

NURTURING EMPLOYEES

ORGANIZATION PROFILE

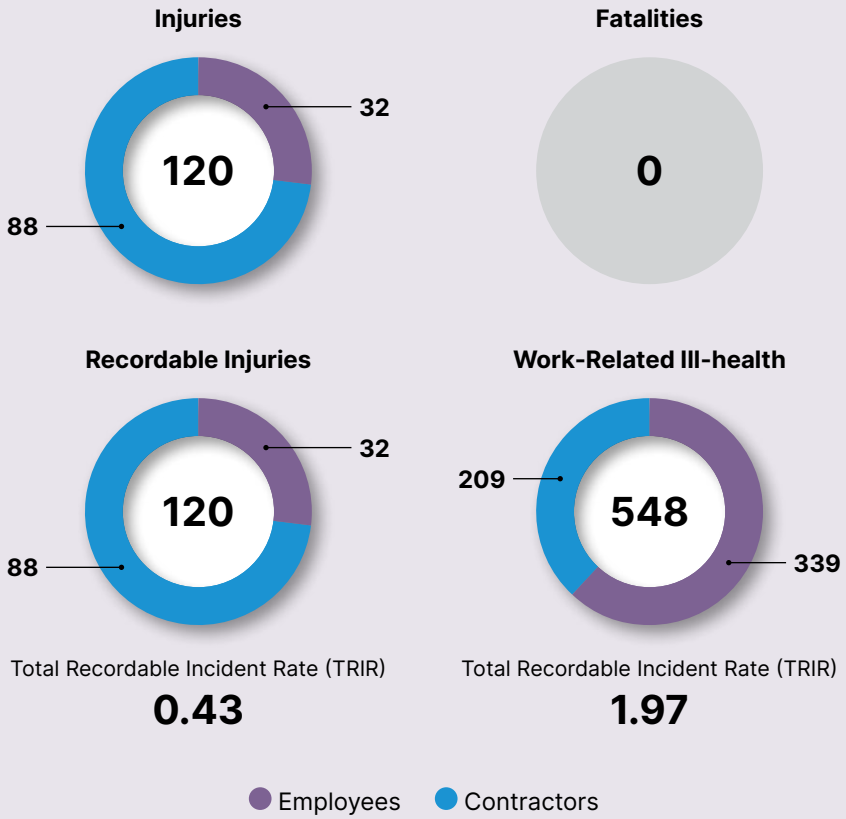


TRAINING AND DEVELOPMENT



NURTURING EMPLOYEES

OCCUPATIONAL HEALTH AND SAFETY



NURTURING EMPLOYEES

For 100 years, Del Monte Philippines, Inc. (DMPI) has placed the health and well-being of its employees at the forefront. The organization ensures a culture of care and safety in all its operations. It has around 4,200 regular full-time staff throughout Asia, with a significant presence in the Philippines. DMPI prides itself in its people's loyalty and long-term commitment. Some employees have established lasting careers at the organization, with some family members being employed by the company.



DMPI Human Resources leadership team led by Danreb M. Oira, Group Head





Safety culture emphasized in the pack house and beverage plants, using PPEs for workers

OCCUPATIONAL HEALTH AND SAFETY

The Group gives importance to the safety of every worker in its facilities and offices. Work committees identify and mitigate potential safety risks through safety programs, process improvements, and other action plans.

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

1. Del Monte Philippines, Inc. is a member of the Supplier Ethical Data Exchange (Sedex). The DMPI cannery undergoes SMETA (Sedex Members Ethical Trade Audit) four-pillar audits on labor standards, health and safety, business ethics and environment.

2. Del Monte's manufacturing Total Incidence Rate (TIR) is below that of the Philippine Statistics Authority (2015) TIR of 4.25 for the manufacturing sector.

3. The cannery received the Occupational Safety and Health (OSH) Gold award from the Department of Labor and Employment, Region 10. The recognition honors companies, public institutions, and individuals with exemplary safety and health programs. The Gold Award serves as the highest national champion status in specific industry and sector categories.

4. Managers and supervisors ensure compliance with relevant workplace safety laws and regulations. This includes the mandatory eight-hour training on occupational safety and health, as prescribed by law. The safety training includes risk identification and mitigation, identifying unsafe acts, and work-related hazardous conditions, activities and situations.





The Bugo cannery achieved the Department of Labor and Employment OSH Gold Award

NURTURING EMPLOYEES



Del Monte team responding to fire assistance call from various communities in Bugo, Cagayan de Oro City



Plantation harvesters in Bukidnon, Mindanao

5. Del Monte Philippines supports neighboring communities through safety and disaster response, maintaining active collaboration with local groups and the Bureau of Fire Protection (BFP) around its cannery in Barangay Bugo, Cagayan de Oro City. In FY26, Del Monte responded to several fire call assistance from neighboring communities to help control the fire near the cannery.

6. The company provides medical staff in the company's manufacturing facilities and offices to address medical emergencies as required by law. In Bukidnon, the company's Phillips Memorial Hospital attends to the health care needs of employees, their qualified dependents, and third-party workers.

7. DMPI regularly audits its toll manufacturers for compliance with all laws and regulations governing the workplace, including OSH Regulations, Wages and Benefits, and Human Rights practices.

8. Del Monte's Philippine facilities have emergency response teams that play a pivotal role in safeguarding employees' lives and workplace during chaotic situations. They conduct regular Emergency Preparedness Drills to prepare employees in case of emergencies and natural disasters.



The Company provides its workers with proper PPEs (personal protective equipment) to effectively carry out their responsibilities



Firefighting drills and training conducted by the Bureau of Fire Protection for DMPI employees of JY Campos Centre

HUMAN RIGHTS AND LABOR PRACTICES

Del Monte commits to the highest standards of human rights and labor practices. The Company has a Human Rights policy in line with the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labor Organization Core Convention on Fundamental Principles and Rights at Work. Refer to the following link for more details https://www.delmontepacific.com/corporate-governance/ch-manual-1.

DMPI adheres to the Philippine Labor Code and maintains a Code of Conduct and a Code of Business Ethics for employees in dealing with suppliers, the government, and other stakeholders.

Del Monte Philippines is an official **Great Place to Work-certified™** organization, where **87% of employees** state it is a great place to work compared to the 65% average at a typical global company.



Del Monte Philippines OPCOM led by Angie Go Flaminiano, President and Chief Operating Officer



Centennial celebration with former Del Monte Philippines employees led by Angie Go Flaminiano and the Project Leads of the centennial book, Ignacio C.O. Sison and Emmanuel R. Nisperos



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

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

3. Our farm and production facilities employ people from surrounding communities who undergo an annual health check. Plantation employees live with their families in about 1,460 Company-owned houses and dormitories.

4. Children of cannery and plantation employees enjoy weekend tutorials in sports such as basketball, tennis, swimming, martial arts, and creative skills like photography and theater arts. Employee-organized cooperatives


Workers in the Freezing and Juicing facilities in Bukidnon

NURTURING EMPLOYEES



The Phillips Memorial Hospital provides medical care to employees and dependents and the community



One of the housing facilities for plantation employees in Bukidnon

provide our workers with services that enhance economic benefits for their families such as annual dividends.

5. DMPI gives equal opportunity to all applicants, treats them fairly and with respect, free from unlawful discrimination related to age, race, ethnic origin, color, nationality, gender, disability, health status, marital status, pregnancy, migrant worker status, political opinion, religion, and union affiliation.

6. All labor must be voluntary. The Company prohibits the practice of forced labor, child labor (under 18 years of age) and other forms of exploitation of workers as stated in Del Monte's Code of Business Ethics and the Philippine Labor Code.

7. A provision in Del Monte's Human Rights Policy states that it needs to engage in meaningful consultation with potentially affected stakeholders, to respect the right of indigenous peoples to persevere and the right to participation of communities where the company operates.

8. The Group respects the right of employees to Freedom of Association, and has collective bargaining agreements with labor unions, which stipulate wage increases and enhancements in benefits. About 80% of regular employees in the Philippines are part of labor unions and are covered by collective bargaining agreements.

9. Del Monte in the Philippines established Labor Management Cooperation (LMCs) to prepare the groundwork for negotiations



CBA signing between DMPI and the plantation union



Football training for children of employees during school break



Juicing plant employees manning the Ginaca machine line in Cagayan de Oro, Mindanao





The Company initiates various employee activities such as fun runs and medical consultation as part of its health and wellness campaign



DMPI employees in the Test Kitchen workplace in Manila

between union and Management. DMPI has not experienced a labor strike in over 50 years which is a testament of its collaborative efforts towards a lasting and enduring harmony in the workplace.

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

11. The Group's Code of Business Ethics denounces discrimination on any grounds. The Group has a Standard against discrimination and promotes a culture of equality in the workplace.

12. About 41% of the DMPL's Leadership are women and 35% of the Company's full-time employees are women.

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

14. Suppliers must comply with all applicable local labor laws, including those related to hiring, wages, hours worked, overtime and working conditions and implement hiring practices that accurately verify workers' legal right to work in the country and age prior to employment, as stated in the Group's Supplier Code of Conduct.

15. The Company partners with local third-party service providers who go through Department of Labor and Employment's (DOLE) accreditation and audit procedures to ensure that they provide the mandatory regional minimum wage and government contributions. Some independent and unannounced audits address compliance issues.



Employees of the Executive Office with Ignacio C.O. Sison, Chief Sustainability Officer

DEVELOPING COMMUNITIES

In 100 years of Del Monte's operation, the Company relies on communities where it operates, and communities depend on the Company to sustain their health and wellness, livelihood and development



For more information about this section, please scan QR Code

DEVELOPING COMMUNITIES

Even before the Foundation was established in 1994, DMPI already had a rich history of promoting community welfare. Since 1926, the company's social outreach has continually evolved, reflecting the company's commitment to enrich the lives of the communities surrounding its operations.

The early initiatives in Bukidnon and Misamis Oriental laid the groundwork for the Barrio Assistance Program (BAP) in the 1960s. By the 1980s, the program expanded its reach to about 100 communities in Bukidnon, Misamis Oriental, and Cagayan de Oro. It was Renamed HEART (Humanitarian and Economic Assistance for Rural Transformation) in 1987 and was integrated into DMPI's Human Resource and Corporate Affairs Division. In 1994, these efforts were formalized under the Del Monte Foundation, Inc. (Foundation), upholding the guiding philosophy of "helping communities help themselves."

The Foundation spearheads the Company's corporate social responsibility in local communities by promoting social progress through the delivery of health and basic community services, livelihood programs, rural education, youth development, and environmental conservation.



Del Monte Foundation Board led by Joselito D. Campos, Jr., Chairman

In FY26, the Foundation continued to mobilize resources and increase partnerships with stakeholders. The main focus areas of the Foundation are:

1. **Community Health and Home Care Education** – to improve the health and wellness of individuals in communities where we operate.
2. **Technical Skills Training and Livelihood Development** – to provide community-based skills training for employment or self-employment through access to technical education to out-of-school youths and unemployed family heads.
3. **Scholarships and Youth Development** – to award grants to qualified children so they can have access to quality education from elementary school to university through academic and sports scholarships, as well as grants-in-aid.
4. **Environmental Conservation** – to protect the environment through various environmental projects such as tree-growing programs, including partnerships with schools and organizations' volunteers.
5. **Community Assistance** – to provide nutrition through product donations to food banks, government and non-government agencies, schools and medical facilities.



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

DEVELOPING COMMUNITIES

Del Monte's Centennial Year Milestones



100 metric tons
plastic waste repurposed into school furniture



100 hectares
bamboo planted for watershed protection at Mt. Kitanglad



100K various seedlings
provided for reforestation of Mt. Kalatungan



100K mangrove seedlings
propagated for mangrove reforestation



100 children
with improved nutrition through the Foundation's feeding program

Del Monte's Centennial Year Milestones



100 day care centers
provided with learning materials and toys from employee donations



100+ students
improved literacy performance



100+ barangay health centers
assisted with medical apparatus donations



100+ employee volunteers
participated in various Foundation programs



Del Monte Quality

Commitment to Society and Environment

Nurturing Communities Together

Del Monte Foundation and Goodfarmer, S&W's business partner, turned over a brand new, one-classroom building to Sankanan Elementary School in Manolo Fortich on June 11, marking a significant boost to the school's learning infrastructure during the first week of classes.

100 stories of gratitude
from Foundation beneficiaries shared on social media and internal communications

Community Health and Home Care Education













Scholarships and Youth Development













Technical Skills Training and Livelihood Development













Environmental Conservation








PRESERVING NATURE

With a history of cultivation and production spanning 100 years, DMPI exemplifies the Company's stewardship of the environment



For more information about this section, please scan QR Code

3 GOOD HEALTH AND WELL-BEING
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
17 PARTNERSHIPS FOR THE GOALS

PRESERVING NATURE



Unveiling of the cold storage marker led by Angie Go Flaminiano, President and Chief Operating Officer, with Reynaldo C. Doria, Chief Supply Chain Officer, Mindanao, Tan Chooi Khim, General Manager, S&W Fine Foods International, and Luis Adrian R. Matamoros, Plantation Operations Director

Del Monte's century of growing and production in the Philippines attests to how the Company has sustained its operations. Agronomic practices and ecological land use are foundational to the company's sustainable agricultural practices. DMPI relies on continuous improvement of its agricultural practices and responsible stewardship of the environment to sustain its future.

As climate change shifts environmental patterns, Del Monte has been developing sustainable practices in soil management, preserving biodiversity, working on climate change adaptation, conserving water resources, and optimizing the use of technology in agriculture to make its operations more resilient. This commitment supports Del Monte's Environmental Policy, which the Company communicates to its stakeholders.

CLIMATE RISK TO SUPPLY CHAIN

Farm

- Farm Yields
- Temperature and Climate Variability
- Water Sources
- Soil Degradation
- Pests
- Operating Cost
- Food Loss

Processing and Packaging

- Material Cost
- Power Cost
- Water Scarcity
- Industrial Waste

Logistics and Transport

- Fuel Cost
- Infrastructure Damage
- Geopolitical Conflict
- Natural Disaster

Distribution

- Fuel Cost
- Electricity Volatility
- Weather Disturbances
- Pilferage
- Product Damages

Consumers

- Food Security
- Food Accessibility
- Price Volatility
- Regulatory Changes

PRESERVING NATURE



Plantation Compliance Department with Maria Sheila Guiret, Manager

CLIMATE CHANGE MITIGATION AND ADAPTATION

Climate change can jeopardize the company's business by disrupting its supply chain and operations. Changes in weather patterns can alter the growing season of crops and disrupt transportation schedules due to severe climate conditions.

Del Monte is working to reduce carbon emissions by using more efficient energy sources, improving energy conservation in its facilities, and reducing waste from its processes.

1. To strengthen its resilience against climate risks, Del Monte Philippines conducts thorough climate risk assessments which help adjust the company's water management strategies, ensuring that its operations remain sustainable in the face of environmental challenges, whether a drought (El Niño) or excessive rainfall (La Niña).

2. By proactively addressing potential risks, Del Monte Philippines safeguards its water resources while maintaining its role as a responsible corporate citizen. Using seven decades of plantation weather data, rainfall models were built to determine the probability of an El Niño, La Niña, or Neutral weather pattern. These models predict rainfall intensity through time and are regularly updated as new data is extracted from the local weather stations. This aids in aligning the production plan and field activities via 'go-with-climate' strategic approach.

3. Del Monte's waste-to-energy facility converts the cannery's wastewater into renewable energy. The facility generates 2.4 MW of electricity and cleanses water discharged at coastal waters of Macajalar Bay, which has Biochemical Oxygen Demand levels better than government mandated levels of 100 mg/liter.

4. The Company installed a 3.0MW roof-mounted solar power in its cannery in Bugo, Cagayan de Oro City, in line with its commitment to Net Zero emissions by 2050. Combined with the waste-to-energy facility, the renewable energy facilities generate about 62% of the cannery's power requirement.

5. Two other renewable energy facilities were installed by the Company.

    a. The plantation has a 4.0MW solar farm that supplies power to the fresh pack house, freezing, and juicing plants in Manolo Fortich, Bukidnon.
    b. The beverage plant in Cabuyao, Laguna operates a 600KW solar power facility

Renewable Energy		Solar Energy					
FY2026	**UM**	**Plantation**	**Cannery**	**Beverage Plant**	**Total**	**WTE**	**Total Renewable Energy**
Usage	MWH	5,232.4	3,053.8	669.1	8,955.3	8,197.9	17,153.2
Savings	Million PHP	26.3	10.3	2.7	39.3	74.5	113.8



The solar energy facility in the plantation which supplies part of the JMC compound's electricity requirement



Plowing of the pineapple field in preparation for planting in Bukidnon, Philippines

6. Renewable energy initiatives not only lower carbon emissions but also contribute to sustainable water use by reducing reliance on water-intensive energy production methods.

7. The cannery initiated several energy conservation activities, as follows:

    a. Replacement of conventional aircon units (ACU) with inverter type ACUs
    b. Replacement of conventional lighting with LEDs
    c. Electrical system thermal scanning
    d. Setting the temperature to 24°C in offices
    e. Cleaning air filters, condenser, evaporator coil, and fins
    f. Fixing and replacing worn out insulations of chilled water lines, chiller evaporators, chilled water pumps, air ducts and air handling units
    g. Preventive maintenance for equipment in Fuel Oil Systems
    h. Calibration of instruments and metering devices
    i. Provision of Variable Frequency Drives (VFDs)

DMPL's climate-related report provides more information on climate change risk and mitigation. Please refer to pages 47 to 51 of this report.



LAND AND RESOURCE MANAGEMENT

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

Natural and ecological land use is the foundation of Del Monte's sustainable agricultural practices which started in 1926. As efficient management of soil directly impacts long-term productivity, Del Monte focuses on regenerating topsoil and improving biodiversity on and below the ground.

Del Monte Philippines obtained several certifications such as GLOBALG.A.P., PhilGAP- Plantation and PhilGAP – Outgrowership. The certification includes Environment Management System (Site Management, Soil Management, Fertilizer Application Management, Water Management, Integrated Pest Management and Plant Protection Products Management), Food Safety, Quality Management System, and Workers Occupational Health and Safety.

The Company is also Rainforest Alliance certified for its fresh pineapple and juicing plant, recognizing that its plantation complies with standards and demonstrates the Company's commitment to responsible stewardship of the environment, occupational health, safety and work conditions of employees, and development of communities around the plantation and facilities.

Certification audits, including environmental audits, are conducted on a periodic basis to ensure the Company complies with certification standards. DMPI complies with environmental regulations and requirements of the Department of Environment and Natural Resources (DENR) with respect to the Clean Air Act, Clean Water Act, and Solid and Hazardous Waste Management.

The Company has a risk management plan and corporate compliance report that includes potential risks and issues raised by stakeholders concerning people, communities, and the environment. DMPI's Internal Audit covers environmental compliance as part of its annual audit plan.

DMPI recognizes the importance of implementing sound agronomic

practices to ensure the adequacy and quality of produce by sustaining farm yields even after tilling the soil for a century. The Company's roots in the plantation have fostered its long-term perspective and embedded a long-range mindset in its corporate planning.

1. Most of the land the Company leases are either grasslands or planted agricultural lands. During the development of the area, non-arable lands serve as the habitat for flora and fauna.

2. The Company identifies potential land based on available data, such as adjacency to Cannery or Packing House, elevation and land suitability – soil pH, slope, land area, among others.

3. DMPI conducts a rigorous validation process of the newly identified arable lands without disrupting the ecological balance and local communities, especially Indigenous Peoples (IP).

4. Appropriate permits and endorsements are then secured from the concerned government agencies and local government units after DMPI's evaluation.

5. Part of the Company's due diligence involves validating ownership by cross-checking with the Department of Environment and Natural Resources, Department of Agrarian Reform, and Land Registration Authority before contracting.



Agri-Research staff checks the quality of the soil for planting

6. When engaging suitable lands of Indigenous Peoples (IP) or Ancestral Domain lands for pineapple production, Del Monte secures a Free Prior and Informed Consent of the IP community to contract the ancestral land under the regulatory process of the National Commission of Indigenous Peoples (NCIP).

   Through consultations with the IP community and the guidance of the NCIP, Memorandum of Agreements are made, which outlines the roles, responsibilities and accountabilities of the Company, the IP community, and NCIP.

7. Del Monte Philippines' soil management practices reflect its commitment to sustainable agriculture. Through conservation, consistent and long-term field monitoring, biodiversity, and responsible pest management, the company ensures the long-term health of its soil while minimizing environmental impact.

   These practices not only protect vital natural resources but also serve as an exemplar of sustainable farming in the local agricultural sector.

8. The Company employs innovative techniques and strategies to conserve topsoil and improve biodiversity both above and below the ground.

   DMPI works on soil conservation initiatives to maintain land productivity, mitigate topsoil loss, prevent soil erosion, and reduce loss of soil nutrients. Part of its initiative is to plant cover crops as ground covers to prevent erosion after heavy rains.

9. Ripping during land preparation reduces disturbance and allows microbial activity and organic matter to accumulate in the upper layers of the soil profile where most of the crop roots are concentrated.

10. An environmentally sound agricultural practice is recycling nutrients by incorporating plant and fruit residues back into the



Check dam installed in one of Del Monte's pineapple fields



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



Agri-Research led by Dr. Analiza G. Tagle, Head, checking the health of the pineapple plant

soil. The Company chops the plants, plows them, and returns them to the soil, contributing to organic matter content and recycling soil nutrients that are otherwise lost after harvest. These biomasses are incorporated into the field during land preparation.

11. The Company grows shrubs, trees and bamboos in non-arable field edges, planting cover crops along road shoulders and allowing native grass species to grow naturally on slopes along waterways. These plants reduce soil erosion, particularly during heavy rain, and serve as buffers for spray drift.

12. As part of its environmental sustainability strategy, bamboos are used as organic and raw material for soil erosion control structures or check dams. The plantation maintains a 20 meter water easement allowance next to water bodies that traverse or are adjacent to pineapple fields.

13. Agridrones are used to analyze field topography, monitor plant growth patterns, and optimize soil conservation efforts. The multispectral sensors capture detailed field images, enabling the identification of areas that need further drainages and silting basins, as part of its erosion minimization measures.

14. Furthermore, Agridrones are used for field scouting operations, improving the field layout design with extensive terrain analysis. Any land preparation gaps can be observed timelier and more accurately and corrective actions can be addressed accurately.

15. Drones help quantify drainage issues during plant growth and monitor canal drainage quality as well as silting basins efficiency.

16. DMPI implemented an Integrated Pest Management (IPM) practice in its plantation operations. Natural methods, such as manure and solar-based insect traps, are installed across field boundaries to eliminate grubs that feed on pineapple roots.

17. The IPM has detailed requirements on good agricultural practices, including:

    a. Properly identifying the pest
    b. In-field monitoring and assessing the pest issues
    c. Preventing and controlling the pests and
    d. Assessing the efficacy of pest management measures including use of drones and verification through ground truthing.

    All principles of the IPM program have been applied at the plantation, including use of minimum-risk pesticides. DMPI discontinued the use of six World Health Organization (WHO) Class Ia/Ib pesticides in 2021 and is depleting the stock of the remaining WHO Class Ib pesticide.



Plantation Growing Team with Reynaldo C. Doria, Chief Supply Chain Officer, inspects the field planting operation

PRESERVING NATURE

18. DMPI plantation employees received training and education on IPM administered by Del Monte University. DMPI helps out-growers to apply the principles of IPM to minimize use of pesticide.

19. Grub analytics alert system was also established to determine the hotspots and define precise and targeted pesticide control. This approach protects beneficial insects and ensures minimal pesticide residue in the fruit.

20. DMPI maintains a Farm Management System database to allow rapid sharing of production practices and crop production history and records.



Boom spray operations in Bukidnon, Philippines

WATER MANAGEMENT

Del Monte Philippines' water management practices demonstrate its dedication to sustainable resource use and environmental responsibility. Through innovative methods and advanced technology, the company successfully minimizes its water footprint. These efforts not only enhance its operational efficiency but also contribute to sustainable development.

Water management forms part of the Company's climate change mitigation initiatives, highlighting the company's integral approach to environmental stewardship.

1. Water plays a pivotal role in Del Monte's growing and packing processes, but it faces challenges due to climate change. To address this, the Company adopts the most water-efficient cultivation practices. Del Monte Philippines, Inc. also enforces strict guidelines on groundwater extraction and the discharge of water used in its manufacturing operations.

2. The Company proactively manages water use through various conservation measures, such as recycling water for washing the fruits, calibration of instruments and metering devices, and installation of flow meters for circulating water system.



The Fresh Fruit Pack House uses recycled water in washing pineapples

BENEFITS OF DRONE SPRAYING

Reduce water usage by 90% versus the current Boom Spray practice

Eliminate workers' health exposure from manual spraying

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

3. The company uses surface water for spray operations. Nurse trucks collect surface water and carry it to the fields for boom spray application minimizing the risk of contaminating surface water sources with agri chemicals and fertilizers.

4. Water is used judiciously during spray operation by utilizing modern agri-technologies like drone sprayers for pest and insect control and herbicide applications to reduce water use, significantly cutting down the consumption by as much as 90%.

5. Spraying at much lower solution volumes are proven to be as effective as higher spray volumes using the conventional boom sprayer. Improvements in plant health, pest and disease control, and yields were equally observed in both practices.

6. Del Monte Philippines' water management strategy is closely integrated with its climate change adaptation initiatives. The company leverages on its local weather stations facilities across the plantation in forecasting rainfall and temperature patterns.

   This further ensures location-specific spray planning, enabling precise water management, and reducing dependency on external water source.



A nurse truck carries water to the boom sprayer

7. The cannery implemented a progressive repair of leaks and pipes, calibration of its instruments and metering devices, and installed flow meters for its circulating water system.

8. The fresh fruit pack house inside JMC compound in Manolo Fortich, Bukidnon practices water recycling of treated water.

9. The beverage plant in Cabuyao, Laguna recovers the clean-in-place final rinse and stored in drums and uses cleaning water and correction of steam leaks in its facility.

10. DMPI toll manufacturers' water conservation programs eliminate waste and reduce water consumption. Wastewater discharges of all toll manufacturing lines are within regulatory standards. Water Use Ratio in beverage and culinary toll manufacturers are monitored and reduced each year.

PRESERVING NATURE



Plantation LMC employees participating in the National Clean-up Drive by the Bukidnon local government unit

EFFLUENTS, PLASTIC AND WASTE MANAGEMENT

Del Monte aims to reduce the overall consumption of raw materials in its operation, encourage the reuse of materials, and promote responsible disposal. The Company actively seeks ways to divert food waste from landfill, including through upcycling.

1. Majority of the Company's products are packed in steel cans, which have the highest recycling rate of any material.

2. Del Monte Philippines pursues initiatives to reduce its packaging carbon footprint.

   In FY26, the Company optimized the bottle weight of its 80ml Mr. Milk drink which yielded 47.2MT material usage savings.

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

4. Compliance with regulatory clean water policy involves 150 sampling points twice a year, including both surface and deep wells. Conducted monthly sampling of effluent waters to ensure it conforms with regulatory standards before being released.



Pineapple pulp residue used as feed for livestock

5. Part of DMPI's initiative to reduce waste sent to landfills is to use pineapple pulp as cattle feed. Some of the pineapple pulp is sold to cattle growers in Bukidnon.

6. The Company issued a Food Loss and Waste Policy as part of its commitment to improving food security and nutrition, promoting environmental sustainability and reducing production costs. The initial focus of DMPI is to reduce fruits left in the plantation field, production line losses, and obsolescence.

7. Optimal usage of raw materials and packaging materials in production, recycling of materials, and responsible disposal contribute to minimizing wastage.

8. DMPI's waste management complies with environmental requirements and regulatory standards through programs and practices.

9. DMPI complies with the Philippine Extended Producer Responsibility Law to divert its post-consumer plastic waste from landfills, which is verified by a third-party audit firm.

EPR LAW COMPLIANCE RATE

RIGID PLASTICS		FLEXIBLES		TOTAL	
CY2024	CY2025	CY2024	CY2025	CY2024	CY2025
40%	50%	40%	50%	40%	50%
660 MT	850 MT	990 MT	1,300 MT	1,650 MT	2,150 MT
40.5% plastic footprint	51.2% plastic footprint	40.8% plastic footprint	52.6% plastic footprint	40.7% plastic footprint	52.0% plastic footprint



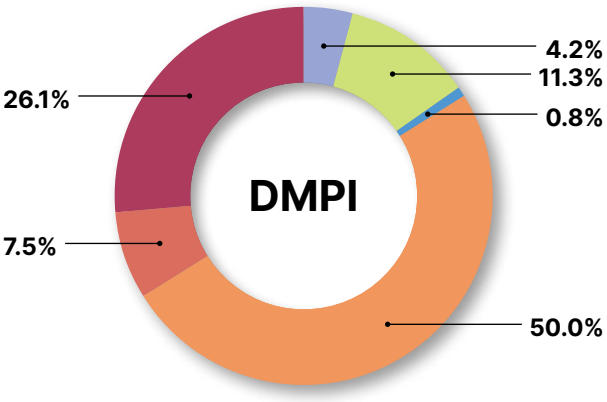
Workers in the JMC pack house

PRESERVING NATURE



DMPI employee volunteers in the Foundation's Mangrove Rehabilitation Project

PACKAGING FOOTPRINT



Packaging Type	UM kgs
Rigid Plastic	1,359,147.1
Flexible Plastic	3,646,923.8
Paper Label	272,538.8
Metal Packaging	16,181,515.6
Glass	2,436,642.9
Corrugated Carton	8,450,487.7
Total	**32,347,255.9**

CLIMATE-RELATED REPORT



Pineapple field in Bukidnon, Philippines

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

DMPI commits to a net-zero carbon emission goal by 2050 by reducing scopes 1, 2 and 3 carbon emissions and supports the universal goal to limit the rising of global temperatures. DMPI expanded its scope 3 GHG emissions report to include scope 3 upstream emissions – purchased goods and services, transportation to manufacturing facilities, leased assets, operational waste, business travel, and employee commuting.

The Company will pursue opportunities to reduce its carbon emissions and will work with its value chain, suppliers, third-party manufacturers and customers to develop a smooth transition to net-zero emissions and report on progress in line with these goals.

CLIMATE-RELATED REPORT

GOVERNANCE

Board Oversight

DMPL is dedicated to attaining high standards of corporate governance and supports the principles of openness, integrity, and accountability.

The DMPL Board has oversight on the Group's climate-related risks. Management is responsible for handling the Group's risks across functions. Risk assessment and mitigation are aligned with the Group's strategy and form an integral part of the annual business planning and budgeting process. Climate-related risks and their impact on DMPL's business have been part of the Company's risk assessment.

STRATEGY

Task Force on Climate-Related Financial Disclosures (TCFD) requires companies to assess their risks, opportunities, and business impact as well as the resilience of the company's strategy under different external conditions.

DMPI implemented several renewable energy projects in its facilities. In line with its commitment to net-zero emissions by 2050, DMPI completed its Bugo cannery solar power in August 2025, generating 3MW of electricity. The solar project complements Bugo's 2.4MW waste-to-energy (WTE) facility which has been in operation since 2015. Combined, the solar and WTE installations supply 5.4MW or 62% of the cannery's power requirement, significantly reducing its reliance on the grid.

The Board of Directors and Management
Sustainability is part of the Board's agenda at least twice a year. The Board approves the Group's sustainability objectives, goals and projects which include, among others, climate-related projects. The Board also oversees their progress and disclosures in the Annual Report and Sustainability Report.

Management is responsible for overseeing the Group's risks across functions. Risk assessment and mitigation are aligned with the Group's strategy and form an integral part of the annual business planning and budgeting process.

Nominating and Governance Committee
Headed by an independent director tasked with ensuring compliance with and proper observance of corporate governance principles and practices.

Audit and Risk Committee
Reviews climate-related risks quarterly as part of the Risk Management report on principal risks. Risk assessment and evaluation is an integral part of the Annual Operating Plan. Identified risks are also included and monitored in the corporate risk register, and mitigating measures are followed up with the relevant stakeholders.

Chief Corporate Officer
Leads the sustainability agenda of the Group and updates the Board and management on sustainability goals and projects.

Sustainability Team
Provides direction and supports the sustainability initiatives of different departments, tracking their goals and progress. The sustainability team updates the Board and also reviews the Risk Management report for the Board. The leadership team has been tasked by the Board to include ESG-related goals and KPIs in their annual performance goals.

Bugo's solar energy facility builds on the operation of the 4MW solar energy system in the plantation and the 0.6MW beverage plant in Cabuyao which were both commissioned in 2024, signifying its commitment to reduce carbon emissions by implementing renewable energy initiatives.

In FY2026, DMPI's solar power project generated savings of 8,955.3 MWH of electricity equivalent to PhP 39.3million.

FY2026	UM	Plantation	Cannery	Bev Plant	Total
Usage	KWH	5,232,396	3,053,796	669,080	8,955,272
Savings	PHP	26,263,724	10,328,779	2,688,844	39,281,347





The cannery's waste-to-energy facility and solar installation in Bugo, Cagayan de Oro City





Solar farm located in Manolo Fortich, Bukidnon, close to manufacturing facilities, and the rooftop solar installation in the beverage plant in Cabuyao, Laguna

Climate-related Risks

DMPI operates a 30,000-hectare plantation in Bukidnon and Misamis Oriental, and a processing plant in Bugo, Cagayan de Oro City. Majority of the pineapple products from Mindanao plantation account for a large component of the Company's total production and revenue.

DMPI's business is exposed to natural disasters and weather disturbances. While its plantations are located in northern Mindanao, which is outside the typhoon belt and earthquake faults, there is no assurance that natural catastrophes will not materially disrupt the Company's business operations in the future.

Climate change poses a risk to the business as weather patterns in Mindanao have changed since the Company started its operations. The more frequent occurrence of droughts, typhoons, and flooding in Bukidnon and Cagayan de Oro may affect agricultural output and the operations of the Bugo Processing and Production Facility. DMPI modifies its agricultural and production practices to address disruptions caused by changing weather conditions, which may result in decreased production output, higher cost of operations, and lower profitability.

Physical risks are significant at these time periods

	Bugo Cannery				Manolo Fortich Plantation		
	Storm Surge**	Flooding	Water Stress***		La Niña / Heavy Rain	El Niño / Drought	Thunderstorm and Lightning
2024-2030	⊗	✓	⊗	2024-2030	✓	✓	✓
2031-2040	✓	✓	⊗	2031-2040	✓	✓	✓
2041-2050	✓	✓	✓	2041-2050	✓	✓	✓

⊗ **NO**, risk is not expected to increase from baseline* magnitude

✓ **YES**, risk remains or may increase from baseline* magnitude

* baseline magnitude determined and discussed during the focused group discussion
** due to higher wind speed during tropical cyclones
*** due to increasing water demand
Note: Assessment of increasing risks based only on associated indicators; the NO/YES is the convergence of data in various scenarios

Risks and Opportunities in the Plantation

	La Niña / Heavy Rain	El Niño / Drought	Thunderstorm and Lightning
Impact	• Damage to crops affecting yield and quality • Delay in field operations • Difficulties in transporting goods and workers	• Damage to crops affecting yield and quality • Sunburn damage • Increase health risks	• Injuries / casualties to field workers • Damage to equipment, facilities and crops
Financial Impact	• **Php 300 million** associated cost increase for ditches and soil amendments • Lower sales, higher plantation costs • Excess rainfall induces early ripening of fruits • **Php 500 million*** estimated financial impact	• **Php 25 million** with decrease tonnage of **416MT** • **Php 31 million** spent covering 1,434 hectares for mulching in 2016	• **Php 75 thousand** to **Php 250 thousand** annual average cost for affected workers
Opportunities / adaptation strategies	• Improve water drainage • Conduct vulnerability assessment • Avail crop insurance • Diversify crops and varieties • Monitor and adjust crop calendar • Improve road safety	• Implement soil conservation practices • Install water storage structures • Implement wrapping method • Consider treatment application • Provide shelter for workers • Expand health monitoring	• Establish safety protocols • Install / improve lightning protection system • Invest in modern early warning system

* assuming 40% of the yield impact is due to excessive rainfall

Risk and Opportunities in the Cannery

	Storm Surge	Flooding	Water Stress
Impact	• Damage to facilities, assets, personnel and products	• Damage to facilities, assets, personnel and products	• Delay to operations • Higher drilling and pumping cost due to lowering water table • Land subsidence
Financial Impact	Gross value of assets and inventories: • Bugo assets, **Php 5.5 billion** • Inventories, **Php 2.0 billion** • Insurance claim, assuming **1%** damage of Bugo assets, would result in a net favorable payout of **Php 80.2 million**	• **Php 66 million** payout in 2022 – first severe case of flooding in the cannery	• **Php 33 million** cost upcharge of alternative water source • **Php 13 million CAPEX** restoration cost of one unused deep well
Opportunities / adaptation strategies	• Establish storm surge gates, drainage and containment system • Enhance workers' safety by improving the company's evacuation plan • Establish natural barriers – mangrove forest, in strategic coastal intertidal zones	• Strategize vulnerable asset location from risk areas • Implement adaptive measures • Assess water drainage system / flood program with LGU • Enhance BCP/ Crisis Management	• Study groundwater availability • Explore alternative water sources and storage • Water conservation • Consider subsidence susceptibility study

Risk Management

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

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

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

Metrics and Targets

Del Monte Pacific Ltd. has set environmental, social and governance targets for the Company. The Group strives toward its ambition to reduce its environmental impact and focuses on safeguarding the environment by mitigating the risk of climate change, managing water use, and reducing waste. The Group measures and discloses these three focus areas, and other metrics and targets in its operations.

Please refer to the ESG metrics found on pages 10-11.

The Group's business depends on responsible stewardship of nature, the source of its produce. DMPL is committed to improve the ecological health of the areas where it operates and sets a high standard for corporate environmental responsibility, proving that business growth and environmental conservation can go hand in hand.

Del Monte preserves the environment and creates a lasting legacy of sustainability for future generations.

STRENGTHENING GOVERNANCE

Throughout our centennial history, Del Monte commits to the highest standards of corporate governance and supports the principles of openness, integrity, and accountability



For more information about this section, please scan QR Code

3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

STRENGTHENING GOVERNANCE



Members of Del Monte Philippines, Inc. Senior Management Team led by Joselito D. Campos, Jr., Chief Executive Officer, and Angie Go Flaminiano, President and Chief Operating Officer

DMPL's corporate governance structure ensures that the Board and management are accountable to shareholders while operating in an ethical manner. Its Board of Directors directs the long-term strategy of the Group, evaluates the performance of the Board and Management, reviews material issues, and provides guidance on matters relating to governance.

The Group has implemented a set of environmental, social, and governance (ESG) related key performance indicators based on the metrics of the Singapore Exchange.

For more information regarding our governance principles, please refer to our FY2026 Annual Report at www.delmontepacific.com/corporate-governance.

Our Recognition

SINGAPORE CORPORATE AWARDS

18 Awards

Best Managed Board
Gold 2010, 2015 and 2023
Silver 2022

Best Chief Financial Officer
2010 and 2023

Best Investor Relations
Gold 2011, 2017 and 2024
Bronze 2014

Best Annual Report
Gold 2019
Silver 2013 and 2018
Bronze 2010, 2012, 2014, 2016 and 2017

SINGAPORE GOVERNANCE AND TRANSPARENCY INDEX

Ranked 10

Highest Ranked Mid-Cap Company
2020, 2022 and 2023

Highest Ranked Small-Cap Company
2024

Top 2% among 467 Singapore-Listed Companies

SECURITIES INVESTORS ASSOCIATION (SINGAPORE)

9 Awards

Corporate Governance Award
2014, 2019, 2021 and 2022

Transparency Company
2001, 2013 and 2017

Shareholders Communications Excellence
2018 and 2019

ASEAN CORPORATE GOVERNANCE

ASEAN Asset Class

High score in ACGS
2021 and 2022

Ranked 23 among Top 100 Singapore-Listed Companies
2017

INVESTOR RELATIONS PROFESSIONALS ASSOCIATION (SINGAPORE)

Best IR Website

Among 700 Singapore-Listed Companies Evaluated
2017



BOARD GOVERNANCE

Sustainability Governance Structure of DMPL

Board of Directors
3 Independent Directors
3 Executive Directors

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

Audit and Risk Committee (ARC)
3 Independent Directors

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

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

Nominating and Governance Committee (NGC)
3 Independent Directors
2 Executive Directors

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

Remuneration and Share Option Committee (RSOC)
3 Independent Directors

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

Corporate Sustainability
Chief Corporate Officer

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

Business Units of Subsidiaries
Leadership and Sustainability Teams

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

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

1. DMPL maintains corporate governance principles. Three out of six members of the Board are independent directors. Two chairpersons and all members of two Board committees (Audit and Risk, and Remuneration and Share Option) are independent directors. The Company's Board is accountable to the shareholders.

2. Three out of five members of the Nominating and Governance Committee (NGC) are independent directors. The NGC has formalized procedures for the selection, appointment, and re-appointment of Directors. Letters of appointment are issued to new Directors setting out their duties, obligations, and terms of appointment, as appropriate.

   The Board is of the view that all Directors objectively performed their duties and responsibilities at all times as fiduciaries, in the best interest of the Company.

3. The NGC, on an annual basis, determines whether or not a Director is independent, taking into account the 2018 Code's definition. On 11 January 2023, the SGX announced that it would limit the tenure of Independent Directors to nine years and would remove, with immediate effect, the two-tier voting mechanism to retain long tenured Independent Directors. Companies listed on the SGX were given until their annual general meeting (AGM) for the financial year ending on or after 31 December 2023 to comply with this new regulation. Hence, the Company appointed three new Independent Directors to the Board in 2024.



DMPL BOARD OF DIRECTORS
From Left to Right: Dr. Eufemio T. Rasco, Jr., Ms. Lee Kia Jong Elaine (Mrs. Elaine Lim), Mr. Joselito D. Campos, Jr., Mrs. Jeanette Beatrice C. Naughton (Alternate Director), Mr. Rolando C. Gapud, Mrs. Joanne de Asis Benitez, and Mr. Edgardo M. Cruz, Jr.

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

   Disclosures of Directors' interests and their interest in transactions are standing agenda items in all Board meetings, and such disclosures would be circulated and tabled for Board members' information, as appropriate.

4. The Board has adopted a Board Diversity Policy which recognizes the importance of diversity. The Board firmly believes that its effectiveness and decision-making will be enhanced as it harnesses the variety of skills, industry and business experiences, gender, age, ethnicity and culture, geographical background and nationalities, tenure of service, and other distinguishing qualities of its own diverse Board.

   The NGC is responsible for administering this policy and for evaluating it annually.

5. The Group's Board is headed by the Executive Chairman and performs the following duties –

   a. Coordinates leadership efforts and ensures the effectiveness of the Board in all aspects
   b. Manages relationships with stakeholders
   c. Determines strategies for the Company to reach greater heights
   d. Sets the tone of Board meetings
   e. Spearhead acquisitions, joint ventures, and strategic alliances of the Company

6. The Board is required to undergo annual training relevant to the effective discharge of their responsibilities.

7. Four directors have completed the Sustainability E-Training for Directors as required by the SGX.

8. Sustainability, compliance, and risk matters are reported regularly to the Board.

9. DMPL prohibits designated people within the Group, including Directors and key management personnel, to deal with the Company's securities during closed window periods, or while in possession of unpublished material or price-sensitive information, or to provide such information to others in compliance with the Security Dealings Policy.

10. The Group implements a Whistleblower Policy to deter and uncover any corrupt and unethical act detrimental to its interests that may be committed by officers and employees, as well as third parties, or any other persons such as suppliers and contractors.



RISK MANAGEMENT

The Board, with the assistance of the Audit and Risk Committee (ARC), is responsible for the risk governance of the Del Monte Pacific Group (DMPL). DMPL has an established enterprise-wide risk management framework that sets out the governance structure to proactively manage risks, including financial, operational, information technology, compliance, and sustainability risks in all levels of the organization, and mitigate the potential impact on people, the environment, corporate governance, and performance.

The framework provides the following considerations for the Board with respect to its risk oversight responsibilities: strategy and goal setting, performance and value creation, governance and policies, culture and practices, communication and reporting.

The Board assesses the effectiveness of the Group's risk management and internal control systems to protect shareholder interests and assets. Risks are evaluated based on their potential impact and likelihood, then categorized as critical, urgent, or pre-emptive. Each risk includes a review of current actions, mitigation plans, responsible teams, timelines, and whether the risk is increasing or decreasing. This process ensures holistic approach to risk oversight.

Risk management is integrated into the Group's strategy, annual planning, and budgeting processes. It helps reduce uncertainty, assists in the near-perfect implementation of business strategies, and enables the organization to seize opportunities. The Board believes this framework strengthens decision-making and builds resilience. Ultimately, it creates a culture of risk awareness and continuous improvement.

1. The Group maintains an effective system of risk management and internal controls by addressing financial, operational, compliance, and information technology (IT) controls, and risk management policies and systems established by Management.

   These controls are designed to provide reasonable assurance as to the soundness, effectiveness, and efficiency of operations, reliability of financial reporting, and compliance with applicable laws and regulations.

2. The soundness and effectiveness of these controls are subject to a periodic review by the Group's Internal Audit department and monitored by the ARC. The Group's external auditors also review the effectiveness of the Group's key internal controls as part of their audit for the year with respect to financial reporting.



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

Del Monte Pacific Policies

Manual of Corporate Governance	Data Privacy	Board Diversity Policy
Interested Person and Related Party Transaction Policy	Conflict of Interest Policy	Insider Trading Policy
Securities Dealing Policy	Whistleblower Policy	Human Rights Policy
Code of Business Ethics	Employee Code of Conduct	Policy and Data Relating to Health, Safety and Welfare of Employees
Supplier Code of Conduct	Environmental Policy	Health Statement
Food Safety Policy	Food Loss and Waste Policy	Quality Policy
HALAL Policy	Responsible Marketing Policy	Policy on Acquisition

Significant non-compliance in internal controls, if any, together with recommendations for improvement, is reported to the ARC. A copy of this report is also issued to the relevant department for follow-up action.

3. The Board has adopted a set of internal guidelines specifying matters requiring Board approval, including approval of annual budgets and major investment proposals. Management is also given clear directions on matters, including set thresholds for certain operational matters relating to subsidiaries, that require the Board's approval.

4. Certain material corporate actions or material transactions that require the Board's approval include major transactions and investments exceeding certain thresholds and capital expenditure exceeding certain material limits, among others.

5. Risk assessment and mitigation are aligned with strategy and form an integral part of the annual planning and budgeting process. Risks are identified and managed to reduce the uncertainty associated with executing business strategies and to maximize opportunities that may arise.

6. The assessment of risks includes actions taken to date and further steps to mitigate the risks based on objectives, goals, strategies, and measures, management concerns, timeline, an estimate of the potential impact, and an evaluation of whether the risks are rising or declining.

7. The risk appetite framework ensures that the Group's risk profile remains within tolerable boundaries as it maximizes opportunities. The risk appetite sets out the nature and extent of risks the Group is willing to take and capable to manage as it seeks to achieve its strategic and business objectives.

   The risk appetite framework recognizes the importance of balancing risks and rewards to achieve the optimal level of risk that the Group can tolerate in its pursuit of DMPL's strategic, business, and sustainability objectives.

8. The Company has a Whistleblower Policy in place that allows employees to freely communicate their concerns about illegal or unethical practices without fear of retaliation or reprisal and has designated the ARC to oversee whistleblowing reports that are investigated by Internal Audit and other relevant departments.



DMPI Legal team led by Katherine Joy F. de Jesus-Lagazo, DMPI Group Head, Corporate Legal and Compliance, and Corporate Secretary, and Ramon M. Velez of Stakeholder Relation

The policy aims to promote the highest standards of business and personal ethics in the conduct of the Group's affairs. As representatives of the Group, officers and employees must uphold honesty and integrity, and strictly comply with all applicable laws, rules and regulations.

9. The Board, together with the ARC Chairman, has appointed the Group CFO as the Protection Officer, and the Head of Internal Audit as the Investigations Officer to administer the Company's Whistleblower program.

10. DMPI's Internal Audit department implements a risk-based approach in identifying auditable areas. Fraud risks are considered. The auditable areas are periodically assessed to take into consideration changes in business conditions and priorities.

11. Each facility has its own Business Continuity Plans (BCPs) and Emergency Response teams and procedures to ensure they continue to operate and mitigate product, environmental, and workplace risks. The BCPs are tested periodically to verify if the Company's program is working as part of its crisis management procedure.

For more information regarding risk management, please refer to our FY2026 Annual Report at www.delmontepacific.com/corporate-governance.



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

RESPONSIBLE SOURCING

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

1. The Group performs periodic audits of contract manufacturers and direct suppliers, including independent and unannounced audits to ensure quality assurance and compliance.

2. The Group expects suppliers to comply with its Supplier Code of Conduct. This includes, but is not limited to, the rights of their workers and people working for their suppliers, as well as the communities affected by their operations, and those raising any human rights concerns associated with them. For details, please refer to the policy at https://www.delmontepacific.com/hubfs/pdf/Supplier%20Code%20of%20Conduct.pdf.



Del Monte Philippines President and Chief Operating Officer, Angie Go Flaminiano, with Iris P. Uy, Group Head, Research and Development, Jonathan C. Biscocho, Group Head, Non-Mindanao Supply Chain, and Toll Pack Operation representatives

3. Close to 60% of DMPI's suppliers are considered small and medium enterprises. These suppliers undergo the supplier accreditation process of the Company and are evaluated based on performance – quality, delivery, and competitiveness.

4. In selecting suppliers, DMPI applies its Supplier Quality Management Program (SQMP) to assess the quality and delivery performance, feedback, and continuous improvement programs for all material suppliers and toll manufacturers.

5. DMPI uses the SAFEFOOD 360 portal to integrate food safety, supplier quality and compliance management of suppliers in one cloud-based platform. The portal improves several of the Company's QA processes in supplier management such as self-audit questionnaires, corrective actions submission as well as storage of supplier mandatory documents.



Del Monte Mindanao management team led by Reynaldo C. Doria, Chief Supply Chain Officer, Mindanao Operations, and Luis Adrian R. Matamoros, Director, Plantation Operations

SUSTAINING GROWTH

For 100 years, Del Monte brings to life health, wellness, and nutrition, and sustains the triple bottom line – people, planet, and performance



For more information about this section, please scan QR Code

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

SUSTAINING GROWTH



Del Monte Philippines fresh pack house, freezing and juicing plants in Manolo Fortich, Bukidnon

Del Monte Philippines, Inc. (DMPI) believes its 100 years of operation has contributed to national and regional economic growth, creating a multiplier effect on the local economy by fueling businesses which support the Company, and serving the day-to-day needs of their employees, their families, and the community.

ECONOMIC IMPACT

Economic Value Added

In USD ('000)	FY2025	FY2026
Direct economic value generated	**789,455**	**896,135**
Revenue	789,455	896,135
Economic value distributed	**668,321**	**732,376**
Employee wages & benefits	33,320	43,759
Payments to providers of capital	18,416	18,714
Payments to government	14,355	23,322
Community investments	251	280
Economic value retained	**121,134**	**163,759**

SUSTAINING GROWTH



A worker monitors the pineapple processing line in the juicing plant

Del Monte employs close to 4,200 regular employees and about 27,000 service providers who work in different areas of operations.

DMPI's pineapple plantations in southern Philippines encompass 5 cities and 30 municipalities in Bukidnon and Misamis Oriental, Mindanao. Around 20,000 families or approximately 100,000 individuals directly or indirectly depend on the Company's operations including fruit growers, harvesters, truckers, maintenance crews, and other service providers.



The Del Monte beverage plant in Cabuyao, Laguna

1. DMPL's net sales for FY2026 grew 13.5% to US$896.1 million driven by strong growth in international exports of fresh and packaged pineapple products and higher sales from the Philippines.

2. Net profit rose to US$48.5 million, a significant improvement from last year's US$8.0 million (excluding the U.S. investments and asset write-off, and India share swap gain), reflecting stronger sales, gross margin expansion, and an improved operating income.

3. Cash flow from operations was US$296.1 million, lower than last year's US$332.8 million, mainly driven by higher inventory from higher pineapple volume than planned, and a decrease in overdue trade payables, increased investment in growing pineapple to support the growth of fresh business.

4. The Philippine market generated sales of US$397.8 million, up 7.9% in peso terms and 7.5% in US dollar terms versus the prior year driven by higher sales across all key categories including packaged fruit, beverage, culinary, and new product offerings, favorable pricing, and sustained demand across general trade, modern trade, and foodservice channels.

5. The Company sustained its market leadership for fresh pineapple in North Asia with a 55% market share, up by 3 percentage points.



DMPI Finance Team with Parag Sachdeva, DMPL Chief Financial Officer

TECHNOLOGY AND DIGITAL TRANSFORMATION

As one of the industry leaders in food and beverage, the Company has embraced advanced agricultural technology to revolutionize its agricultural and manufacturing operations, enhancing efficiency and sustainability.

DMPI has an IT Steering Committee that aligns and approves the governance of various technology projects, direct the implementation of IT policies and controls, and identify, manage and mitigate technology, cybersecurity, and data privacy risks.

1. DMPI has adopted precision farming techniques utilizing cutting-edge tools and analytics to meet the specific needs of its crops, ensuring optimal productivity while reducing waste.

2. The Company uses geospatial technologies such as satellites, Unmanned Aerial Vehicles (UAV), Global Positioning Systems (GPS), and SAP data systems for data acquisition. Strategies can be targeted as crop problem areas can be located using spatial analytics.





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

SUSTAINING GROWTH



Plantation AI, Analytics and Geomatics team led by Senior Manager Michelle B. Abarca discussing the new drone functions and application

3. DMPI developed its Smart Farming Roadmap to use big data analytics, captured from Internet of Things (IOT), Machine Learning (ML), Artificial Intelligence (AI), cloud and onsite servers, sensors, and other data automation from field-to-fork.

4. The Company has equipped its field surveyors and operations team with mobile tablets which allows geotagging of exact location of field issues that need to be addressed.

5. The use of agridrones for field scouting exemplifies the Company's thrust for technological innovation. Ground-based data is further enhanced with agridrones which are flown daily for field scouting, providing a bird's-eye view of plant vigor.

6. Agridrones serve as tools to map various field conditions and promote target field interventions. Field scouting flights are done across the crop cycle and covers 100% of the pineapple fields.

7. Farm operations can learn from the data and provide analytical insights that can be used. Decision tools are data-driven and can be created to automatically diagnose challenges, provide recommendations and action plans tailor-fit to the situation.

8. DMPI has a Plantation Decision Support System (PDSS) that transforms raw field data into meaningful analytics enabling management to make informed decisions.



Unmanned Aerial Vehicles (drones) used in the plantation for field surveys and data gathering

9. The PDSS tools harmonize ground-based technical surveys, drone analytics, crop yield models and field analytics alert systems and dashboards. By providing map-based insights, the system empowers the operations team to identify potential issues, asses locational factors, and implement solutions effectively.

10. Integrating these technologies ensures a streamlined approach to plantation management, balancing productivity with environmental sustainability.

11. DMPI uses drones for foliar application, thereby reducing water consumption by as much as 90% vs. use of boom trucks for spraying.

12. A key focus of climate predictive models is the determination of El Niño and La Niña events in the next five years which may significantly affect crop yields. By correlating rainfall patterns on drone-based vegetation health indices, plant biomass, pest, disease and nutrition data, there is a greater vigilance on extreme climate scenarios.



Plantation Operations team using data analytics in its land preparation practices

SUSTAINABILITY FRAMEWORK

Del Monte's vision, *Nourishing Goodness, Nurturing Generations*, encapsulates the Company's purpose and continues to nurture the well-being of its stakeholders



For more information about this section, please scan QR Code

SUSTAINABILITY FRAMEWORK



Pineapple field in Bukidnon

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

Through the years, DMPL advanced its corporate sustainability commitment and efforts to focus on its most significant material priority. Del Monte identifies its material sustainability issues and reviews and updates these from time to time to ensure the company adapts and responds with the current consumer demands, demographic changes, and new technology.

Del Monte adheres to the highest governance standards in doing business. For more information on governance principles, refer to the website www.delmontephil.com/corporate-governance.

MATERIALITY ASSESSMENT PROCESS

Del Monte Philippines, Inc. (DMPI) updated its material ESG topics based on the new definition of materiality of the GRI 2021 standards with the assistance of a global sustainability specialist firm. The assessment process included identifying and prioritizing material factors and key stakeholders, deriving insights from changes to priority topics, focusing on sustainability vision, and ensuring resources are applied to the priority areas.

The assessment process considered the Company's business model and value chain, internal and external perceptions, its competitors, and industry landscape. It also considered DMPI's list of material topics, peer company material priorities, industry guidance, and disclosure requirements of relevant frameworks. DMPI's

SUSTAINABILITY FRAMEWORK

DMPI Materiality Approach

1 Research

- Research material topics on relevant frameworks and standards
- Map the long list of material topics with DMPI's organizational context

2 Benchmark

- Consider the key focus areas material topics of industry peers
- Benchmark DMPI's material topics with industry peers

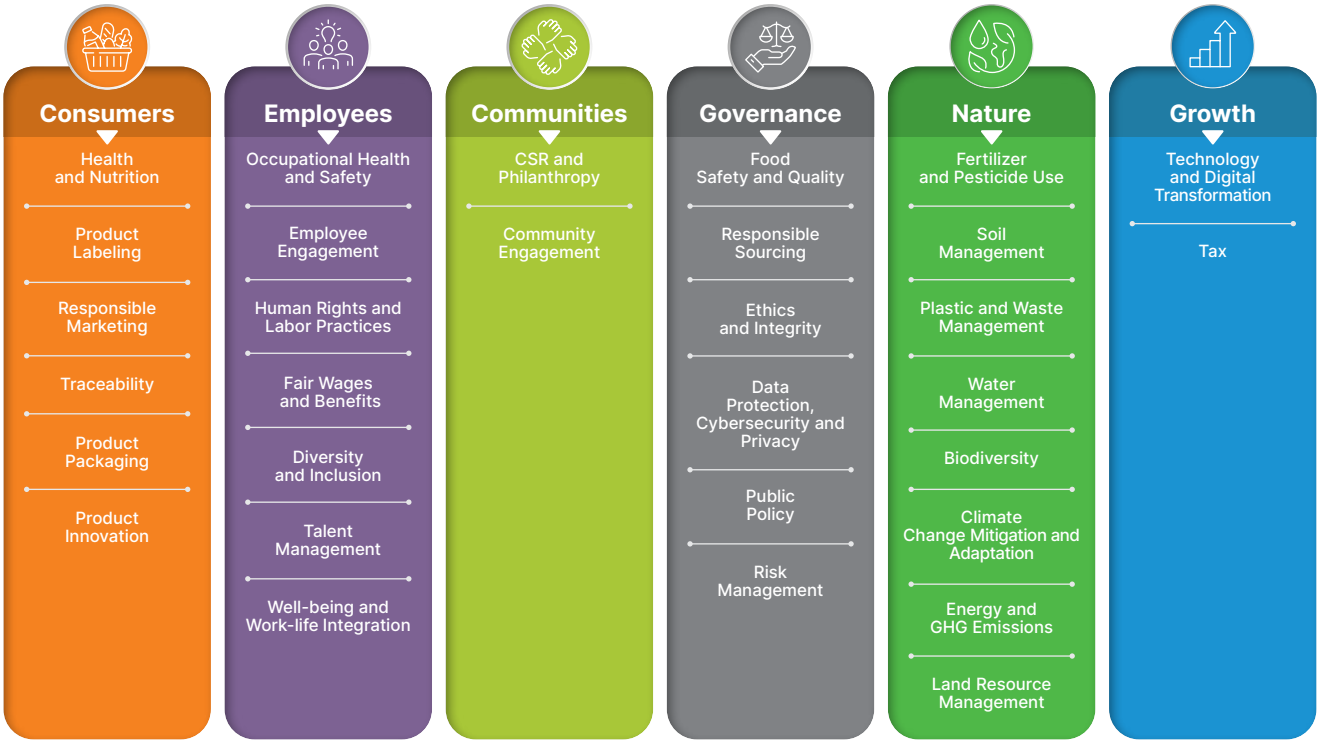
3 Engage

- Conduct stakeholder engagement sessions
- Send out online surveys
- Conduct internal and external stakeholder engagement interviews to draw insights on DMPI's sustainability profile and operational impacts

4 Report

- Consolidate insights from the stakeholder engagement sessions and validate the list of material topics
- Finalize the initial list of material topics for the company

DMPI Material Priorities



approach considered the significant sustainability impacts contributed by the organization's operations.

DMPI's stakeholder engagement sessions identified common material topics in the areas of environment, community, consumers, and growth. The Board, Leadership, and Management, with representatives across DMPI's operations, shared valuable insights through a survey and series of interview sessions. Some external stakeholders of DMPI – lending institutions, suppliers, trade partners, and local government units – also provided key inputs through an online survey, and shared their insights on DMPI's operational and sustainability impacts.

The survey result was cascaded to the stakeholders and additional respondents to rank the shortlisted material topics.

MATERIAL TOPICS AND PRIORITIES

Based on the materiality assessment, DMPI listed 12 material priorities.

Vision	Nourishing Goodness, Nurturing Generations					
Sustainability Pillars	Consumers	Employees	Communities	Governance	Environment	Growth
Key Sustainability Goals	Better Nutrition	ESG Ethos			Waste Reduction Net Zero	Responsible Sourcing
UN SDGs						
DMPI Material Topics	(1) Food Safety and Quality (2) Health, Nutrition and Product Innovation	(3) Occupational Health and Safety (5) Human Rights and Labor Practices	(7) Community Engagement	(10) Risk Management (11) Responsible Sourcing	(4) Climate Change Mitigation and Adaptation (6) Land Resource and Soil Management (8) Water Management (9) Plastic and Waste Management	(12) Technology and Digital Transformation



Corporate Affairs and Sustainability Team led by Ignacio C. O. Sison, Chief Corporate Officer and DMPI Chief Sustainability Officer

SUSTAINABILITY FRAMEWORK

VALUE CHAIN

POST-CONSUMER

50% post-consumer plastic waste diverted and recycled in calendar year 2025

- Rigid Plastic: **850MT**
- Flexibles: **1,300MT**

MANUFACTURING FACILITIES

- Production Facilities: **5**
- Full-time Regular Employees: **4,170**
- Service Provider Workers in the Philippines: **27,100**

DISTRIBUTION

- Sold in about **70** countries



CONSUMPTION

- **US$ 896.1 million** revenue in FY2026
- New products contributed **6.5%** of total sales in FY2026

AGRICULTURAL SOURCING

- Plantation area in the Philippines: About **30,000 ha**

STAKEHOLDER ENGAGEMENT

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

Working together through partnerships with businesses, government units, non-government organizations, and civil society can drive collective action, build shared opportunities, and achieve success.

The Corporate Sustainability team provides guidance and support to stakeholders to integrate sustainability practices into DMPI's daily operations, applying the principles of accuracy, transparency, accountability, and inclusiveness to build mutual trust and create a meaningful partnership.

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

Stakeholders	Why we engage	How we engage	What we engage
Consumers	To understand consumer needs to maximize opportunities and explore new categories and sustainable products	• Consumer insight • Corporate websites • Del Monte Kitchenomics • Social Media • Brand engagement • Marketing activities and communication • Corporate communication Newsletter • E-commerce	• Health, wellness and nutrition • Food safety and quality • Packaging information • Sustainability practices • Healthy food preparation • Truthful, accurate and transparent communication
Employees	To harness relationships through health and safety procedures, employee engagement and talent management	• Town hall meetings • Leadership teams • Email communication • Internal publication (Tidbits) • Surveys • 24-hour hotline (anti-corruption practice) • Technical working groups • Employee engagement activities • Webinars	• Occupational health and safety • Freedom of Association • Diversity and Inclusion • Employee recognition • Talent management • Work-life balance • Sustainability practices • Community engagement • Business and individual performance • Compensation and benefits
Local Communities	To sustain social license to operate through community development and environmental stewardship	• Corporate donations • Del Monte Foundation activities • Stakeholder relations • Partnerships (TESDA, ZEP2030) • Surveys (Materiality) • Employee involvement	• Health, wellness and nutrition • Community development • Education, scholarship and employment • Livelihood projects • Disaster relief • Environmental initiatives • Various partnership programs
Suppliers, Toll Manufacturers and Service Providers	To collaborate through sustainable agricultural practices and procurement of quality materials and services	• Supplier Code of Conduct • Supplier Quality Management Program • Face-to-face meetings • Supplier Surveys • Supplier assessment and audits • Supplier partnership	• Product quality and safety • Human rights • Responsible sourcing • Sustainable agriculture • Risk management and mitigation • Business continuity plans • Cost savings initiatives • Sustainability initiatives • Traceability
Shareholders and Investors	To ensure investors and shareholders are updated on the company's business goals, strategies and business performance, and sustainability initiatives	• Investor meetings and discussions • Ratings, rankings and other indices • Quarterly business performance • Annual and Sustainability reports • Corporate websites • Investor briefing and calls • Annual general meetings • MD&A presentations • Forums, webinars and conferences • Email alerts to investors • Roadshows	• Goals, strategies, vision and values • Business performance • Governance • ESG indices • Sustainability initiatives • Ethical business practices • Human rights • Health, wellness and nutrition
Government and Regulators	To establish strategic partnerships and compliance with legislation	• LGU and regulatory engagement • In-person meetings • Plantation tours • Trade associations/memberships • Partnerships	• New rules and regulations • Audit and compliance • Food safety and quality • Product labelling • Responsible marketing • Sustainability initiatives • Health, wellness and nutrition

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	***Organization and its reporting practices***					
	2-1	Organizational details	Corporate Profile Inside front cover About this Report page 3			
	2-2	Entities included in the organization's sustainability reporting	About this Report page 3			
	2-3	Reporting period, frequency and contact point	About this Report page 2			
	2-4	Restatements of information	No restatement			
	2-5	External Assurance	Internal Audit Verification Statement page 3			
	Activities and workers					
	2-6	Activities, value chain and other relationships	Value Chain page 70			
	2-7	Employees	Organization Profile pages 21-22			
	2-8	Workers who are not employees	Sustaining Growth page 62			
	Governance					
	2-9	Governance structure and composition	Board Governance page 54			
	2-10	Nomination and selection of the highest governance body	Board Governance page 55			
	2-11	Chair of the highest governance body	Board Governance page 55			
	2-12	Role of the highest governance body in overseeing the management of impacts	Board Governance page 56			
	2-13	Delegation of responsibility for managing impacts	Board Governance page 54			
	2-14	Role of the highest governance body in sustainability reporting	Board Governance page 54			
	2-15	Conflicts of Interest	Risk Management pages 56-58			
	2-16	Communication of critical concerns	Board Governance page 54			

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 2: General Disclosures 2021	***Governance***					
	2-17	Collective knowledge of the highest governance body	Board Governance page 55			
	2-18	Evaluation of the performance of the highest governance body	Board Governance page 55			
	2-19	Remuneration policies	Board Governance page 55			
	2-20	Process to determine remuneration	Board Governance page 55			
	2-21	Annual total compensation ratio		Compensation data	Confidentiality constraint	Intense competition for talent in the food and beverage industry
	Strategy, policies and practices					
	2-22	Statement on sustainable development strategies	Letter to our Stakeholders pages 5-6			
	2-23	Policy commitments	Letter to our Stakeholders pages 5-6			
	2-24	Embedding policy commitments	Letter to our Stakeholders page 5-6			
	2-25	Process to remediate negative impacts	Risk Management pages 56-58			
	2-26	Mechanism for seeking advice and raising concerns	Board Governance page 56			
	2-27	Compliance with laws and regulations	Letter to our Stakeholders pages 5-6			
	2-28	Membership associations	DMPL's Contribution to the UN Sustainable Development Goals pages 12-13			
	Stakeholder engagement					
	2-29	Approach to stakeholder engagement	Stakeholder Engagement page 71			
	2-30	Collective bargaining agreements	Human Rights and Labor Practices pages 26-27			
GRI 3: Material Topics	3-1	Process to determine material topics	Materiality Assessment Process pages 67-68			
	3-2	List of material topics	Materiality Topics and Priorities page 69			

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 3: Material Topics	3-3	Management of material topics		Biodiversity	Low materiality	DMPI has several initiatives to manage biodiversity from reforestation to mangrove planting
				Natural Ecosystem Conversion	Not applicable	As mentioned in Land and Resource Management, Del Monte did not clear forests to establish pineapple fields
				Animal Health and Welfare	Not applicable	Not part of DMPI's product portfolio
				Public Policy	Not applicable	The group does not engage in lobbying nor contributes to political parties
GRI 13.1: Emissions	13.1.2	Direct (Scope 1) GHG emissions	ESG Metrics page 10			
	13.1.3	Direct (Scope 2) GHG emissions	ESG Metrics page 10			
	13.1.4	Other indirect (Scope 3) GHG emissions	ESG Metrics page 10			
	13.1.6	Reduction of GHG emissions	Climate-related Report pages 50-51			
GRI 13.2: Climate Adaptation and Resilience	13.2.2	Financial implications and other risk and opportunities due to climate change	Climate-related Report pages 50-51			
GRI 13.5: Soil Health	13.5.1	Soil management plan, soil management practices used and approach to input optimization	Land and Resource Management pages 40-42			
GRI 13.6: Pesticide Use	13.6.1	Pest management plan, actions, initiatives to switch to less hazardous pesticides and actions taken to optimize pest control practices	Land and Resource Management page 42			
GRI 13.7: Water and Effluents	13.7.2	Interactions with water as a shared resource	Water Management pages 42-43			
	13.7.3	Management of water discharge-related impacts	Effluents, Plastic and Waste Management pages 44-45			
	13.7.6	Water consumption	ESG Metrics page 10			
GRI 13.8: Waste	13.8.2	Waste generation and significant waste-related impacts	Effluents, Plastic and Waste Management pages 44-45			
	13.8.3	Management of significant waste-related impacts	Effluents, Plastic and Waste Management pages 44-45			
	13.8.5	Waste diverted from disposal	Effluents, Plastic and Waste Management pages 44-45			
	13.8.6	Waste directed to disposal	ESG Metrics page 10			

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 13.9: Food Security	13.9.1	Effectiveness of actions and programs on food security at local, regional, national, or global levels Partnerships which the organization is part of that address food security, including engagement with governments	Land and Resource Management pages 39-41			
	13.9.2	Total weight of food loss in metric tons and the food loss percentage, by the organization's main products or product category, and describe the methodology used for this calculation	ESG Metrics page 10 Effluents, Plastic and Waste Management pages 44-45			
GRI 13.10: Food Safety	13.10.2	Assessment of health and safety impacts of product and service categories	Product Safety and Quality pages 16-17 Health and Nutrition pages 17-18			
GRI 13.12: Local Communities	13.12.2	Operations with local community engagement, impact assessments, and development programs	Community Engagement pages 30-35			
GRI 13.13: Land and Resource Rights	13.13.2	Locations of operations, where land and natural resource rights may be affected by the organization's operations	Land Resource Management page 40			
GRI 13.14: Rights of Indigenous Peoples	13.14.4	Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities	Land Resource Management page 40			
GRI 13.15: Non-discrimination and Equal Opportunity	13.15.2	Diversity of governance bodies and employees	Board Governance page 54			
	13.15.3	Ratio of basic salary and remuneration of women to men		Compensation data	Confidentiality constraint	Intense competition for talent in the food and beverage industry
GRI 13.16: Forced or Compulsory Labor	13.16.2	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Labor Practices page 26			
GRI 13.17: Child labor	13.17.2	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Practices page 26			

GRI CONTENT INDEX

GRI Standard / Other Source	Disclosure		Location	Omissions		
				Requirement(s) Omitted	Reason	Explanation
GRI 13.18: Freedom of Association and Collective Bargaining	13.18.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Practices pages 26-27			
GRI 13.19: Occupational Health and Safety	13.19.2	Occupational health and safety management system	Occupational Health and Safety pages 23-24			
	13.19.6	Worker training on occupational health and safety	Occupational Health and Safety page 23			
	13.19.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety page 24			
	13.19.9	Workers covered by an occupational health and safety management system	Occupational Health and Safety pages 23-24			
	13.19.10	Work-related injuries	ESG Metrics page 11 Organization Profile page 22			
	13.19.11	Work–related ill health	ESG Metrics page 11 Organization Profile page 22			
GRI 13.20: Employment Practices	13.20.1	Describe policies or commitments regarding recruitment of workers, whether the organization has an ethical recruitment policy	Human Rights and Labor Practices page 26			
GRI 13.21: Living Income and Living Wage	13.21.1	Describe commitments related to providing a living income or paying a living wage	Human Rights and Labor Practices page 25			
GRI 13.22: Economic Inclusion	13.22.2	Direct economic value generated and distributed	Economic Impact page 61			
GRI 13.23: Supply Chain Traceability	13.23.4	Projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified	Responsible Sourcing page 59 Goals and Progress page 9			
GRI 13.25: Anti-competitive Behavior	13.25.2	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions			
GRI 13.26: Anti-corruption	13.26.3	Confirmed incidents of corruption and actions taken	No incidence of corruption			

CORPORATE INFORMATION

DEL MONTE PACIFIC LIMITED

BOARD OF DIRECTORS

Mr. Rolando C. Gapud
Executive Chairman

Mr. Joselito D. Campos, Jr.
Executive Director

Mrs. Jeanette Beatrice C. Naughton
Alternate Director to Mr. Campos

Mr. Edgardo M. Cruz, Jr.
Executive Director

Ms. Lee Kia Jong Elaine (Mrs. Elaine Lim)
Lead Independent Director

Mrs. Joanne de Asis Benitez
Independent Director

Dr. Eufemio T. Rasco, Jr.
Independent Director

EXECUTIVE OFFICERS

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

Ms. Angie Go Flaminiano
President and Chief Operating Officer, Del Monte Philippines, Inc.

Mr. Ignacio C. O. Sison
Chief Corporate Officer

Mr. Parag Sachdeva
Chief Financial Officer

Ms. Tan Chooi Khim
Group Head, International Commercial Operations, Del Monte Philippines, Inc.
General Manager, S&W Fine Foods International Ltd.

Ms. Katherine Joy de Jesus-Lagazo
Company Secretary

COMPANY SECRETARY

Ms. Katherine Joy de Jesus-Lagazo
10/F JY Campos Centre
9th Avenue corner 30th Street
Bonifacio Global City
Taguig City 1634
Philippines
Tel : +632 8856 2888

LISTING & TRADING SYMBOLS

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

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

Bloomberg: DELM SP and DELM PM

Reuters: DMPL.SI and DMPL.PS

DEL MONTE PHILIPPINES, INC.

Mr. Joselito D. Campos, Jr.
Chief Executive Officer

Ms. Angie Go Flaminiano
President and Chief Operating Officer

Mr. Parag Sachdeva
Chief Financial Officer

Mr. Ignacio C.O. Sison
Chief Sustainability Officer

Ms. Katherine Joy F. De Jesus-Lagazo
Group Head, Corporate Legal & Compliance, and Corporate Secretary

Ms. Tan Chooi Khim
Group Head, International Commercial Operations

Ms. Sharon G. Tanganco
Chief Marketing Officer

Ms. Eloisa D. Perez
Group Head, Customer and Channel Development

Ms. Eileen M. Asuncion
Group Head, Integrated Business Planning

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

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

Mr. Jonathan C. Biscocho
Group Head, Non-Mindanao Supply Chain

Mr. Danreb M. Oira
Group Head, Human Resources

Mr. Reynaldo C. Doria
Chief Supply Chain Officer for Mindanao

Mr. Luis Adrian R. Matamoros
Director, Plantation Operations

Ms. Lesley Ann P. DeVenecia
Head, Bugo Manufacturing Operations

SUSTAINABILITY REPORT TEAM

Mr. Ignacio C. O. Sison
Chief Corporate Officer

Mr. Raulito R. Rodil
Corporate Sustainability

Ms. Jennifer Y. Luy
Senior Manager, Investor Relations

Ms. Irma E. Rivera
Executive Assistant

S&W FINE FOODS INTERNATIONAL LIMITED

Ms. Tan Chooi Khim
General Manager

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

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

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

Mr. Mauricio Takahiro Nakagawa
Commercial Manager, Japan (Fresh and Packaged)

Mr. Jekweon Yoon
Commercial Manager, Korea (Fresh and Packaged)

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

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

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

Ms. Rhodora Gumapac-Negrido
Senior Manager, Supply Chain, Product Sourcing and Customer Service

Mr. Kristoffer Vincent T. San Miguel
Plantation Controller

FOR FURTHER INQUIRIES PLEASE CONTACT:

Mr. Ignacio C.O. Sison
DMPL Management Services Pte. Ltd.
140B Neil Road Singapore 088869
Tel : +65 6324 6822
+632 8856 2888
sustainability@delmontepacific.com

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



DEL MONTE PACIFIC LIMITED
c/o 140B Neil Road Singapore 088869
Tel +65 6324 6822 | Email: sustainability@delmontepacific.com

www.delmontepacific.com