



REPORT

Sustainability

2024



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01

Introduction

MESSAGE FROM THE GENERAL MANAGER
SUSTAINABILITY COMMITTEE



Letter from the General Manager

I AM PLEASED TO PRESENT OUR FIFTH SUSTAINABILITY REPORT, WHICH SHOWS PACIFIC NUT'S PROGRESS, ACHIEVEMENTS, AND CHALLENGES IN THIS AREA FOR THE YEAR 2024.

This has been a very challenging year, as due to the climatic effect of "El Niño", which has affected crops, we have had less fruit than we expected, which has influenced the results of our producers with whom we have built relationships of trust over time.

We have worked hard with all our employees to deliver quality fruit to our customers, challenging ourselves every day to achieve this, which we have accomplished with the commitment and responsibility that characterizes us. Furthermore, we care about each employee returning home healthy and safe, which is why we have worked as a team to reduce workplace accidents. This is how we have reduced accidents in all our production plants, and I congratulate everyone who contributed to this achievement and invite them to continue making progress every day. I would like to emphasize that together we are building an excellent working environment based on trust, respect, and the constant pursuit of excellence, generating long-term relationships that strengthen our identity with the company.

In terms of environmental matters, we have achieved certification for our carbon footprint. We are continuing with our plan to achieve carbon neutrality for scopes 1 and 2 by 2030. To this end, we have promoted the use of LED lighting in all our plants, reducing electricity consumption. In addition, together with the Sustainability Committee, we have focused on recycling, incorporating recycling points in our plants and training our employees in their proper use, among other actions.

Finally, I would like to thank everyone who contributes daily to making Pacific a more sustainable company year after year, contributing to and being part of the culture of sustainability, with the aim of achieving good results while always being responsible for the environment and caring for our community.

CRISTIÁN
INFANTE
General Manager



Sustainability Committee

Since Pacific voluntarily took on the challenge of becoming a B Corporation, a sustainability committee has been created, composed of a multidisciplinary team with representatives from various areas and roles who lead the "Pacific + B" action plan.

This committee has undergone changes as new volunteers have joined each year. This plan seeks to primarily address environmental needs generated by our operations, contribute to the community, and promote the pillars of sustainability in our internal culture.



Sutil Companies

Nicolás Sutil
Sustainability and
Communications Manager



Sutil Companies

Edmundo Ruiz
General Manager



General Manager

Cristian Infante



Operations

Camila Gallardo
Administrative staff



Quality

María Tapia
Head of Quality
and Microbiology



Quality

Tania Moreno
Head of Quality



Quality

Carolina Jara
Head of Quality



Quality

Beatriz Jara
Assistant Manager
of Quality Assurance



Quality

Romina Orellana
Certification Manager
and Sustainability



Quality

Viviana Galdames
Quality Analyst



Production

Patricia Alfaro
Process Manager



Production

Pelayo Quesney
Plant Manager



People

María José Gonzalez
Assistant Manager of
People and Sustainability



People

Cristina Valdovinos
Wellness Manager



People

Macarena Devia
Wellness Manager



Finance

Margarita Gonzalez
Head of Compensation



Sales

Elizabeth Neicuan
Account Executive



Sales

Borja Torras
Assistant Sales
Manager



Information

Pablo Toloza
Assistant Manager,
Information Processes



02

About us

OUR HISTORY

OUR MISSION

PLANTS AND PROCESSES

AGRICULTURAL TEAM AND PRODUCERS

OUR PRODUCTS

COMMERCIAL AREA

Our history

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Our mission

WE CONNECT PRODUCERS OF DRIED AND DEHYDRATED FRUITS WITH CONSUMERS AROUND THE WORLD, DELIVERING HIGH-VALUE, HIGH-QUALITY PRODUCTS ACCOMPANIED BY EXCELLENT SERVICE.

We achieve the quality of our products in part by working together with our producers and through our processes, which focus on fulfilling our environmental responsibility while maintaining the integrity of the work carried out by our employees. In this way, we have committed ourselves as a company to achieving the goal of carbon neutrality, based on the NETZERO 2030 agreement.

We seek to stand out and differentiate ourselves in the market through the quality of our products, the services we offer, and the integrity of our employees.

Furthermore, through the delivery of our products, we seek to encourage our internal and external customers to consume healthy food, and to contribute to our local community through various CSR actions.

RESPONSIBILITY



EXCELLENCE



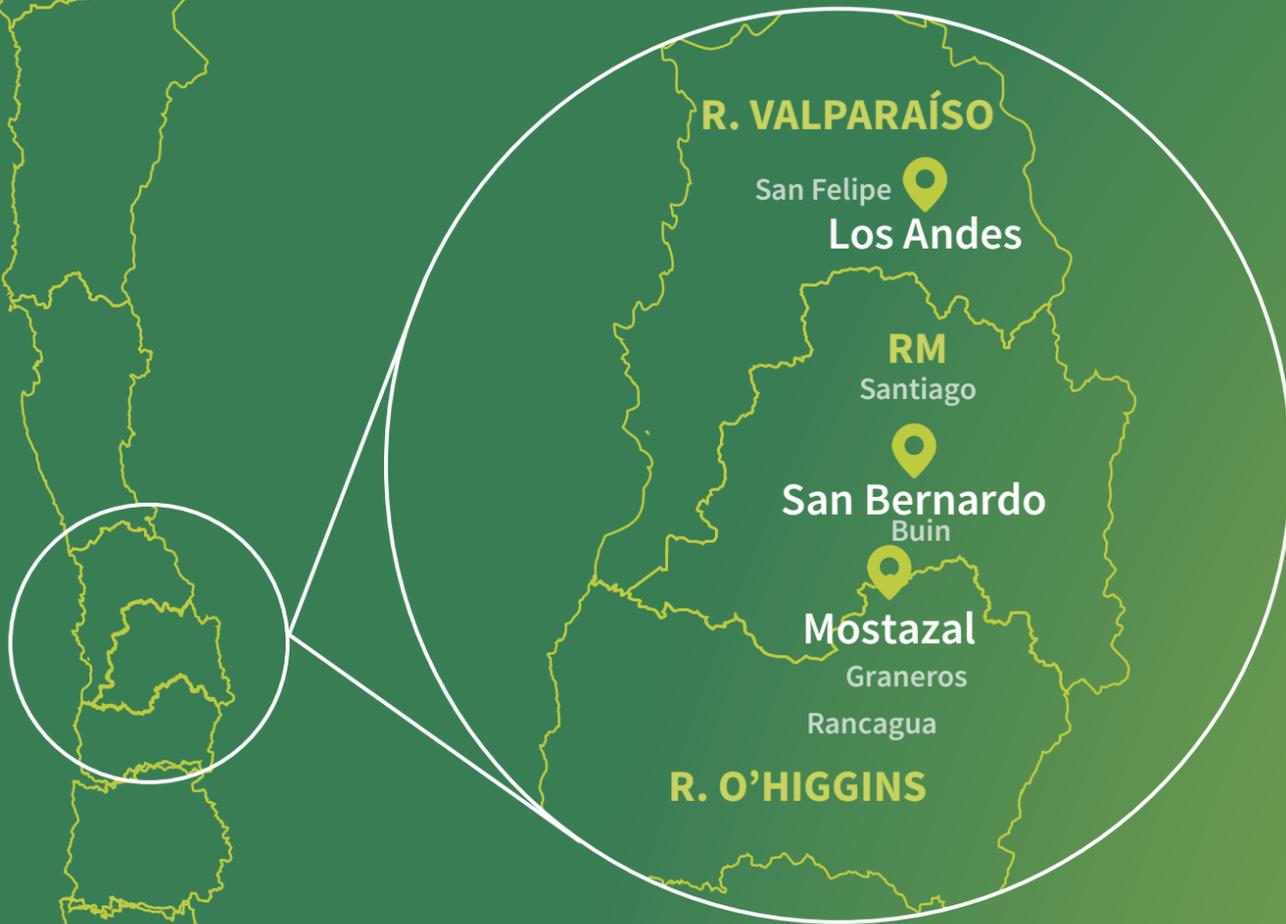
GOOD RELATIONSHIPS



CLARITY



Plants and processes



SAN ESTEBAN: RAISINS

50.000 m²



9.000 tons of capacity finished product.



SAN FRANCISCO DE MOSTAZAL: WALNUTS AND ALMONDS

100.000 m²



12.000 tons raw material capacity.



SAN BERNARDO: PLUMS

13.000 m²



7.000 tons finished product capacity.

Agricultural Equipment and Producers



JUAN IGNACIO LETELIER
Program Manager
Walnuts

FERNANDO CABRERA
Agricultural
Manager

PELAYO QUESNEY
South Central
Region

+150
PRODUCERS

located in different
agricultural valleys
throughout our country.

JORGE JIMÉNEZ
Program
Manager Raisins

M. TERESA SÁNCHEZ
Agricultural Quality
Coordinator

TRINIDAD MILNES
Program Manager
Almonds

LISSETTE MONTANO
Agricultural
Coordinator

PABLO CAMPINO
Program Manager
Plums

PACIFIC NUT'S
AGRICULTURAL TEAM
IS COMPRISED OF
PROFESSIONALS
WITH TECHNICAL
EXPERIENCE.

Pacific Nut has a group of professionals with extensive experience in the agricultural sector who play a fundamental role in technical development and relations with our producers.

Our team is responsible for ensuring that different fruit crops are grown sustainably, with efficient water management, food safety, and adequate nutrition, which allows us to improve agricultural practices and sustain them over time.

With regard to producers, Pacific Nut works with more than 150 producers located in Regions III to IX. We focus on building stable, active, lasting, and trusting relationships over time through field visits during the season to review information on fruit reception, supply, processing, and marketing. In addition, as a team, we organize important seminars on fruit, with the participation of various speakers, in order to share information on the industry at the global and national levels, as well as sustainable practices.

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Our products



NATIONAL RANKING:

ALMONDS

#4



Variety: Carmel, Non Pareil, and California.

- Volume 2021: 1.337 tons.
- Volume 2022: 1.380 tons.
- Volume 2023: 1.285 tons.
- Volume 2024: 580 tons.

WALNUTS

#7



Variety: Chandler, Serr, Howard.

- Volume 2021: 7.021 tons.
- Volume 2022: 8.140 tons.
- Volume 2023: 8.985 tons.
- Volume 2024: 6.084 tons.

PLUMS

#4



Variety: European plum.

- Volume 2021: 2.889 tons.
- Volume 2022: 4.945 tons.
- Volume 2023: 4.968 tons.
- Volume 2024: 6.307 tons.

RAISINS

#3



Variety: Flame, Thompson, Crimson, Black, Golden, superior type.

- Volume 2021: 6.840 tons.
- Volume 2022: 6.231 tons.
- Volume 2023: 7.376 tons.
- Volume 2024: 7.703 tons.

Commercial Area

Throughout 2024, our commercial team continued to strengthen ties globally, attending the most important events in the industry: Mewa in India, Gulfood in the United Arab Emirates, INC in Canada, Treenut in China, and SIAL in France.

These instances consist of sharing ideas, exchanging business perspectives, and strengthening our corporate image through a clear message to our customers about our purpose, values, and strengths, both in terms of our team and our products and services.

On the other hand, we have managed to consolidate our sales and shipping platform in Power BI, where all our commercial operations are carried out through online software and we are able to view live feeds of our sales situation, prices, markets, statistics, shipment tracking, and future shipment projections. This allows for agility in internal decision-making and improves response times to our customers.

“WE HAVE STRENGTHENED OUR COMMERCIAL STRATEGY, MANAGING TO BE MUCH CLOSER TO OUR CUSTOMERS THROUGHOUT THE YEAR, THROUGH OUR FOREIGN SALES REPRESENTATIVES IN GERMANY, POLAND, AUSTRALIA, AND INDIA”

DOMINGO CALVO
Commercial Manager



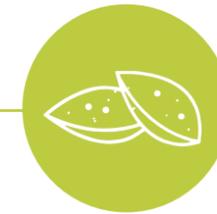
Almonds

During the months when there is no production, the annual preventive maintenance plan is carried out in all plants.

The almonds processed at our plant come from our own fields and from producers with whom we work year after year, incorporating new producers each season.

During the process, almonds are selected by combining the latest digital detection technology with the expertise of highly qualified personnel, strictly adhering to Pacific Nut's quality standards.

PROCESS:



Receipt of Raw Materials



Analysis Quality



Cracker: Cleaning and separation of husk, shell, and seed



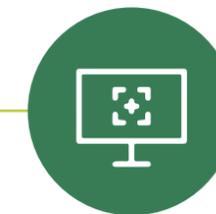
Seed Calibration



Packaging



Manual Selection



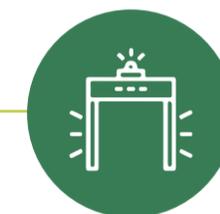
Electronic Selection



Analysis Quality



Analysis Quality



Metal Detector



Fumigation



Dispatch

VARIETIES:

Non Pareil, Carmel, Non Pareil Type, Guara, and Independence.



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Plums

During the months when there is no production, the annual preventive maintenance plan is carried out at all plants.

We process European plums from our own orchards or from producers who meet our high quality standards. Once at our plant, the dried plums are sorted, tenderized, and pitted using state-of-the-art machinery.

We offer plums in their natural state, tenderized with pits and pitted by Ashlock machines or Elliot machines.

PROCESS: SOFTENING WITHOUT PITS

VARIETIES:
European Plum/Dagen



Shelled walnuts

Chilean walnuts from our own fields and from producers who meet our high quality standards. They are carefully cleaned and dried before entering the mechanical sorting and laser selection line, which uses the latest technology, allowing us to offer a premium quality product.

During the months when there is no production, the annual preventive maintenance plan is carried out in all plants.

PROCESS:



WE OFFER THE FOLLOWING COLORS:

Extra Light; Extra Light/Light; Light and Light Amber, all of the Chandler variety.



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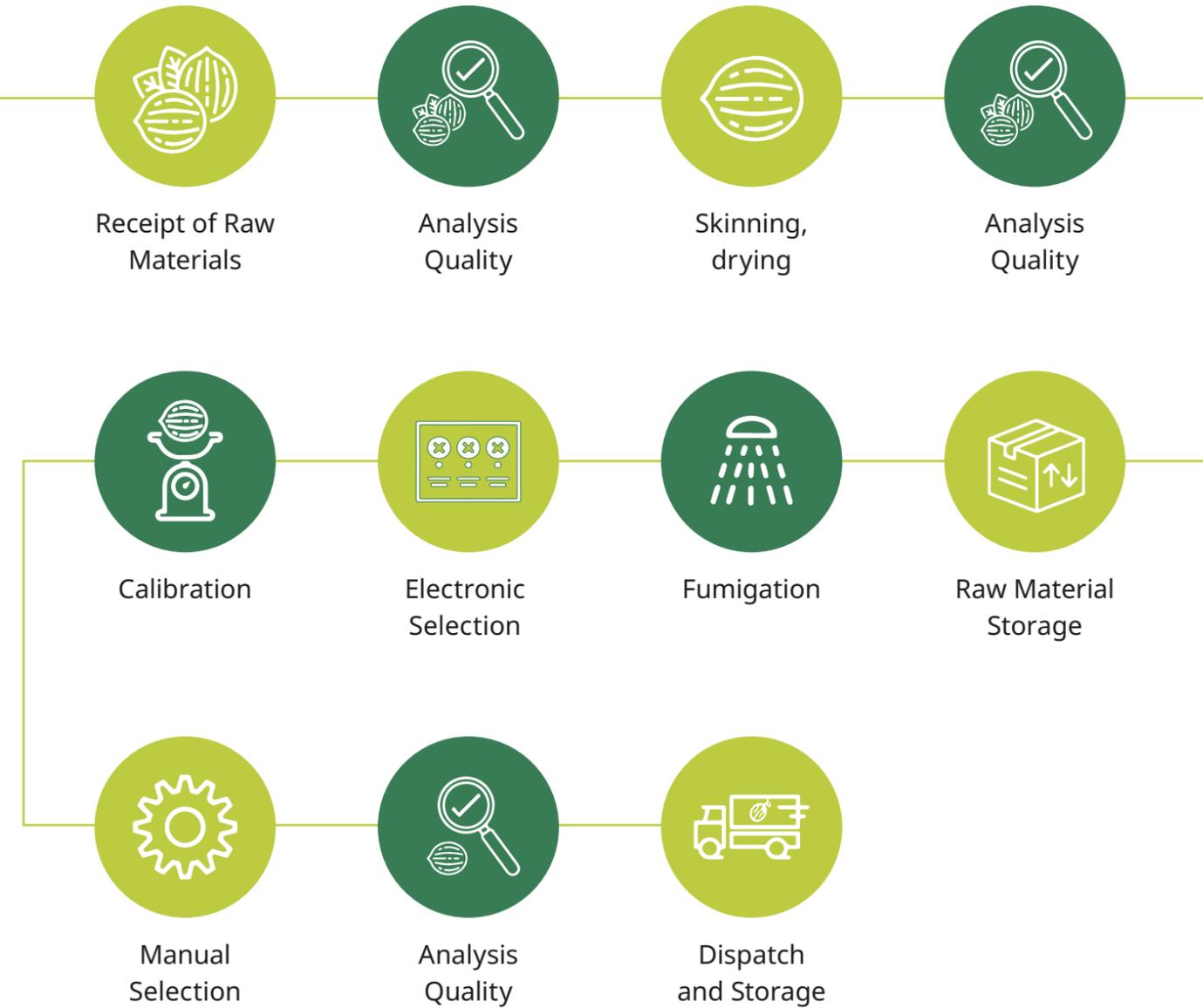
05

Walnuts IN shell

Chilean walnuts from our own fields and from producers who meet our high quality standards. They are carefully cleaned and dried before entering the mechanical sorting and laser selection line, which uses the latest technology, allowing us to offer a premium quality product.

During the months when there is no production, the annual preventive maintenance plan is carried out at all plants.

PROCESS:



VARIETIES:

Chandler, Serr,
and Howard



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Raisins

During the months when there is no production, the annual preventive maintenance plan is carried out in all plants.

With the quality that sets us apart and from the heart of the Chilean countryside, we offer the three main varieties of seedless raisins produced in our country: Thompson Seedless, Flame Seedless, Golden Seedless, Crimson Seedless, among others; all of which are processed and packaged in our own plant north of Santiago.

VARIETIES:

Thompson, Flame, Golden, Crimson, among others.



PROCESS:



03

Certifications

B CORPORATION

CERTIFICATIONS

RECERTIFICATIONS 2024

B Corporation

WE ARE PROUD TO BE THE FIRST COMPANY IN CHILE TO BE CERTIFIED AS A B CORPORATION FOR ITS DRIED AND DEHYDRATED FRUITS.



At Pacific, we have incorporated a sustainable approach into our business model, as it is not enough to simply be profitable; it is also essential to generate a positive impact on society and the environment in order to be sustainable over time. Being a B Corporation makes us accountable for our impact:

To be designated a "B CORPORATION," it is necessary to obtain certification that accredits compliance with the required parameters. At Pacific Nut, we have been certified since 2018, and since then, we have implemented improvements that allowed us to achieve recertification as a B Corporation in 2023 and maintain it to date.



ECONOMIC
IMPACT



SOCIAL
IMPACT



ENVIRONMENTAL
IMPACT

CERTIFICATIONS

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Certifications



SEDEX

SEDEX is a collaborative platform that focuses on sharing information about ethics, social practices, safety, and the environment throughout the entire supply chain.

SMETA 4P certified since 2020.



CHILE FOOTPRINT

Huella Chile is the national program for managing greenhouse gas (GHG) emissions in small, medium, and large institutions.

Certified since 2018.



BRCGS: FOOD SAFETY

"Food safety certification based on four pillars: safety, integrity legality, and product quality ¹.

Certified since 2015. AA grade acquired in all plants.



KOSHER CERTIFICATION

Kosher certification is the seal of kosher approval from a rabbinical agency that verifies that the ingredients of the products, the production facility, and the actual production have been checked to ensure that all ingredients, derivatives, tools and machinery do not have traces of non-kosher substances.

Certified since 2014.



HALAL

Certification that accredits that all product manufacturing processes comply with various religious principles related to what is lawful and unlawful for a Muslim.

Certified since 2021.



REDUCCION

Recognition awarded by the HuellaChile Program to institutions that demonstrate effective actions to reduce their greenhouse gas (GHG) emissions after quantifying their carbon footprint. This seal validates organizations' efforts to mitigate climate change by reducing their emissions.

Obtained in 2024.

1. BRCGS, Food Safety Overview, retrieved June 10, 2021, from <https://www.brcgs.com/ourstandards/foodsafety/>

2024 Recertifications



B CORPORATION RECERTIFICATION:

In September 2023, recertification as a B company is obtained, maintaining it for 2024 and the following two years.



RECERTIFICATION OF THE QUANTIFICATION SEAL:

The GHG quantification seal is recertified and renewed annually.





04

Environment

WATER FOOTPRINT

ELECTRICITY CONSUMPTION

FUEL CONSUMPTION

CARBON FOOTPRINT AND GHG EMISSIONS

WASTE AND BY-PRODUCT MANAGEMENT

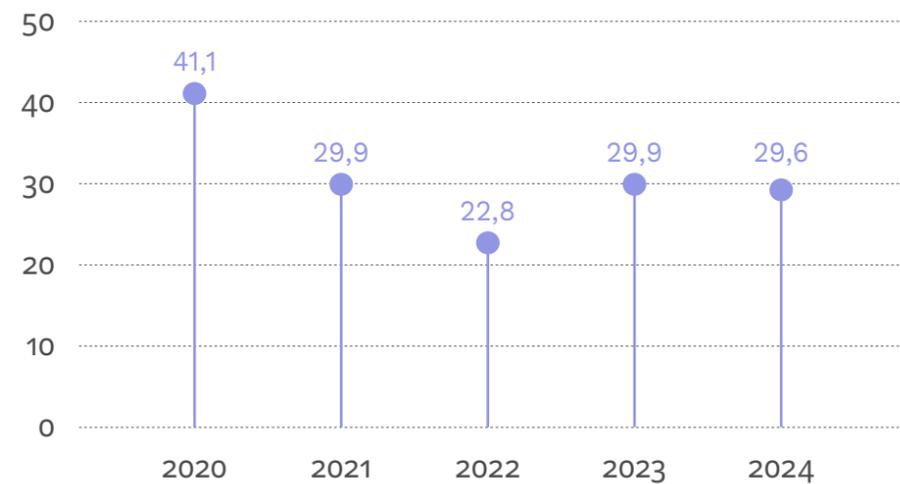
Water footprint

The water footprint is an environmental indicator that measures the volume of fresh water used throughout the entire production chain. Among the indicators that must be measured are liquid industrial waste (LIW) and water consumption.

27,9%

Reduction in direct water footprint compared to 2020.

WF/PRODUCTION (M3/TON)



TO QUANTIFY IT, IT IS DIVIDED INTO THREE AREAS:



BLUE FOOTPRINT

Fresh surface and groundwater that has been consumed.



GREEN FOOTPRINT

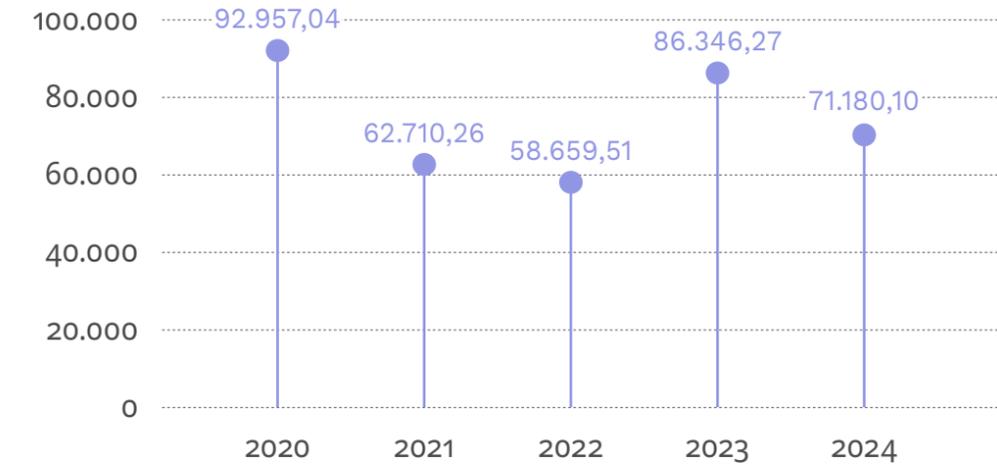
Rainwater that evaporates or does not reach runoff (is incorporated).



GRAY FOOTPRINT

Water that has been contaminated.

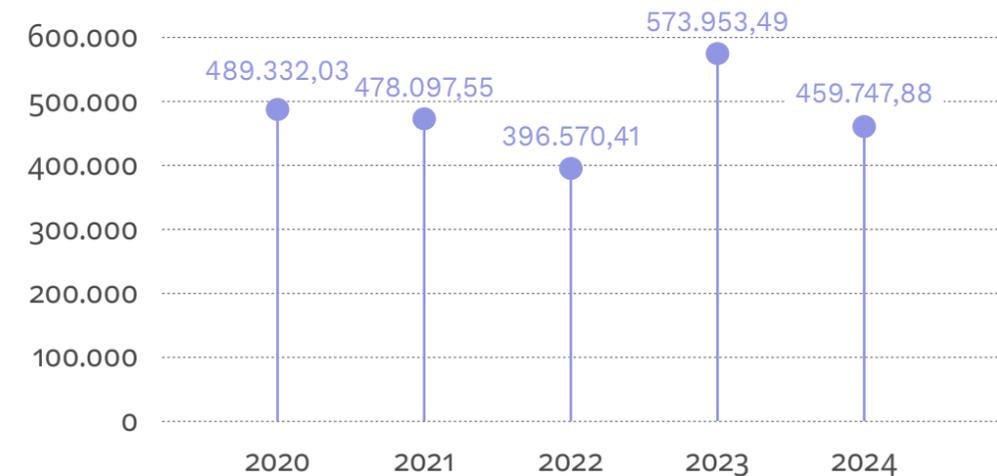
DIRECT WATER FOOTPRINT (M3/TON)



We have reduced our footprint by 23.42% since 2020.

*Direct water footprint

INDIRECT WATER FOOTPRINT (M3/TON)



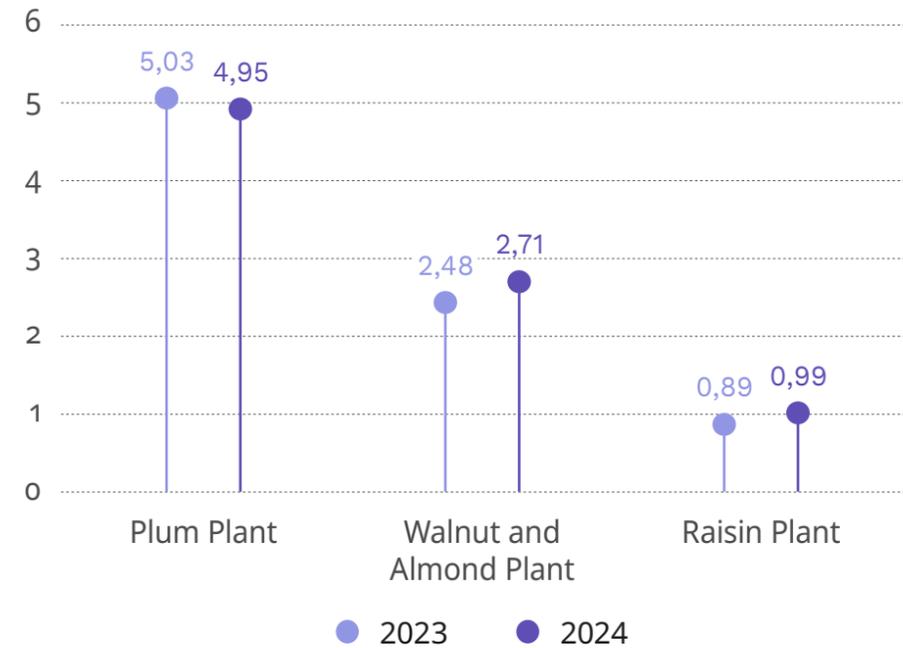
We have reduced our water footprint by 6.04% from 2020 to date.

*Indirect water footprint

Water footprint - Water consumption

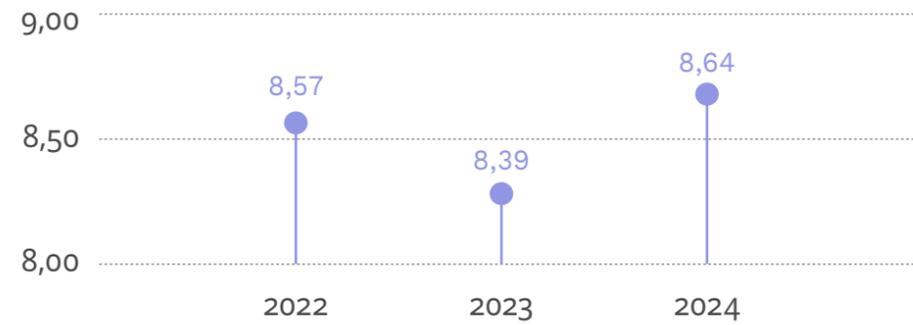
At Pacific, we have implemented water-saving systems in our production processes, switching to high-pressure sprinklers, which helps us reduce drinking water consumption by 70%.

WATER CONSUMPTION PER PLANT (M3/MT)



The increase in water consumption per ton produced at the nut and almond plant is due to the need to improve the washing of the nut shells, as they contained more dirt when received. In the case of the raisin plant, more water was used to obtain cleaner, higher-quality fruit. Finally, water consumption decreased at the plum plant due to a change in the product mix.

WATER CONSUMPTION PER YEAR (M3/MT)



During the year 2024 we have reused

7.175 m³

treated RILES water for alfalfa irrigation in the drought-stricken area.

Electricity consumption

In the agro-industrial sector of dried and dehydrated fruit, electricity and fuels are used as energy sources for the production process.

NON-RENEWABLE ELECTRICITY CONSUMPTION PER YEAR (KWH/MT)



The increase in ENR consumption is due to the generation of double shifts at the Pisas Plant.

ELECTRICITY (ENR)(KWH/MT) PER PLANT

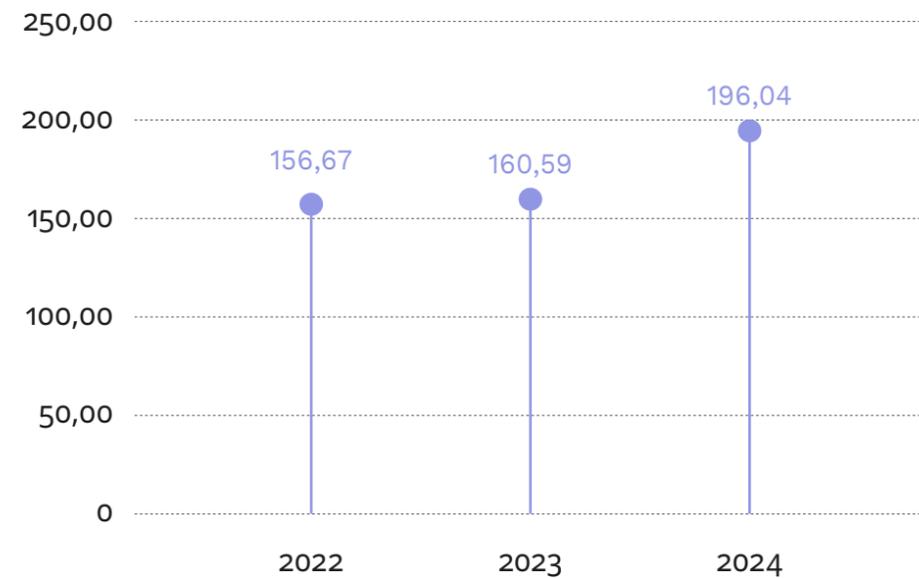


An increase in energy consumption is observed at the plum plant during 2024, due to the fact that the production of tenderized plums consumes a greater amount of electrical energy. In the case of the raisin plant, it is affected by the increase in production and shifts generated during the season.



Electricity consumption

ELECTRICITY CONSUMPTION (RENEWABLE ENERGY) PER YEAR (KWH/MT) NUT AND ALMOND PLANT



The increase in electricity consumption at the nut plant was due to the high moisture content of the fruit throughout the harvest season (presence of pelón). The use of dryers is independent of the amount of fruit to be dried, which affected natural gas consumption in 2024.

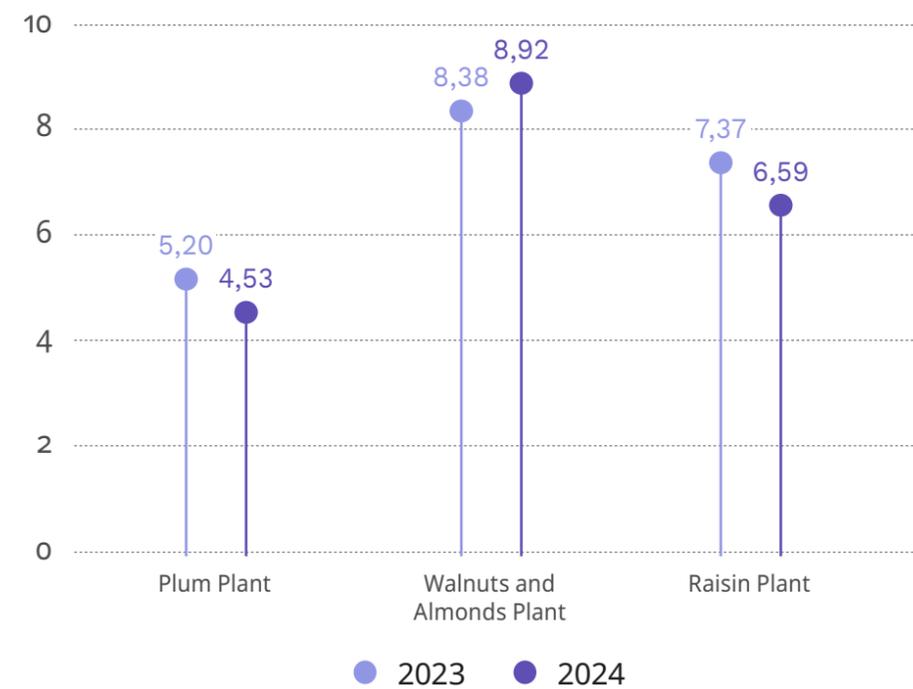


Fuel consumption

The fuels used by Pacific Nut are: natural gas, liquefied gas, petroleum, and firewood, which are mainly used for drying nuts and almonds, increasing the temperature of water for hydration and steam, and operating forklift trucks.

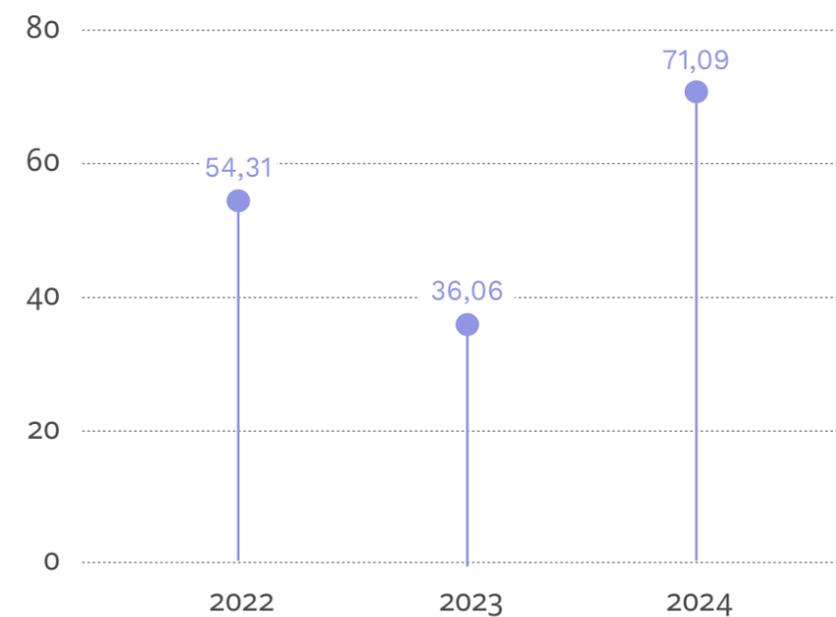
The use of natural gas over liquefied gas in the nut drying process stands out, contributing to a 99.86% reduction in scope 1 and 3 emissions, as the emission factor of natural gas is 1,700 times lower than that of liquefied gas.

LICUATED GAS CONSUMPTION PER PLANT (L/MT)



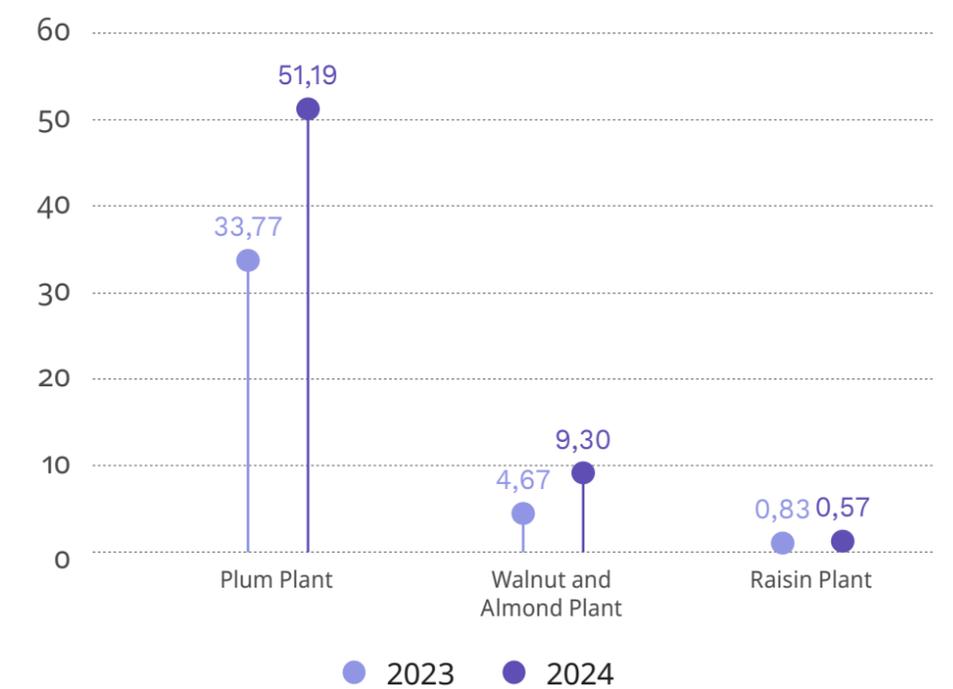
During 2024, there will be a reduction in liquefied gas consumption at the plum and raisin plants, optimizing processes. In the case of the walnut plant, there was an increase of 6.05%, due to the fact that the fruit is stored in warehouses rather than silos, increasing the use of cranes.

NATURAL GAS CONSUMPTION NUT AND ALMOND PLANT PER YEAR (M3/MT)



The condition of the fruit consisted of high humidity throughout the harvest season (presence of pelón), the use of dryers is independent of the amount of fruit to be dried, which affected natural gas consumption during 2024.

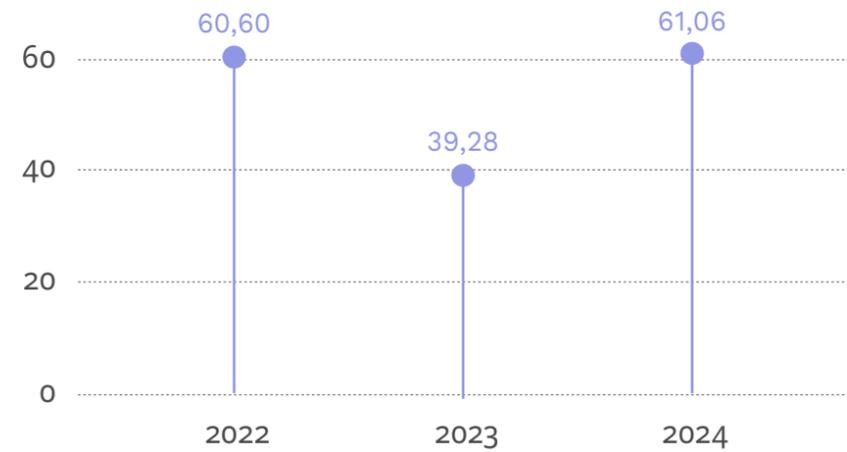
DIESEL CONSUMPTION (L/MT) PER PLANT



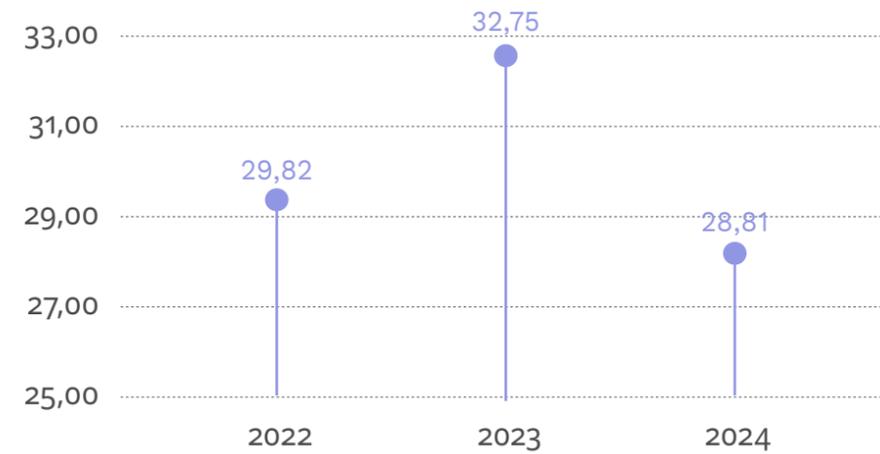
The increase in diesel consumption is due to an increase in the number of kilograms of tenderized plums at the plum plant in 2024. In the case of the walnut plant, it is due to an increase in shifts during peak hours during the season.

Fuel consumption

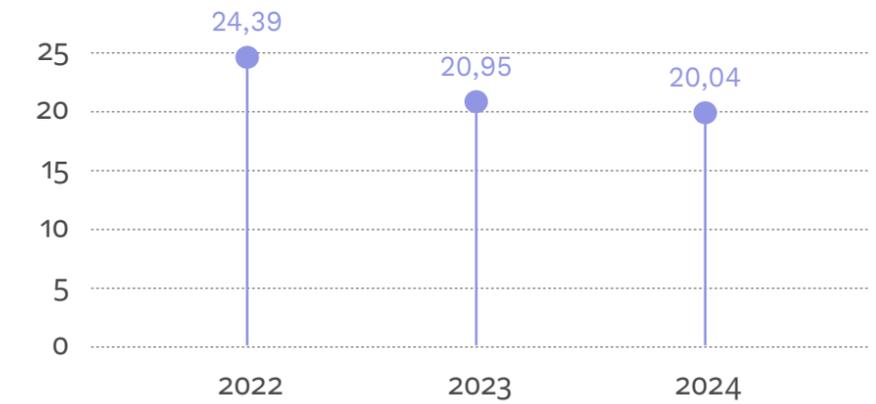
DIESEL CONSUMPTION PER YEAR (L/ML)



WOOD CONSUMPTION BY THE PASAS PLANT PER YEAR (KG/MT)



LIQUEFIED GAS CONSUMPTION PER YEAR (L/MT)



Total liquefied gas consumption for 2024 has decreased by 17.83% since 2022 to date by 17.83%.

Carbon Footprint

The carbon footprint was created as a measure to quantify and generate an indicator of the impact that an activity has on climate change, which is defined as:

"THE TOTAL GREENHOUSE GAS EMISSIONS PRODUCED, DIRECTLY OR INDIRECTLY, BY INDIVIDUALS, ORGANIZATIONS, PRODUCTS, EVENTS, OR GEOGRAPHICAL REGIONS, IN TERMS OF CO2 EQUIVALENTS, SERVES AS A USEFUL MANAGEMENT TOOL FOR UNDERSTANDING THE BEHAVIORS OR ACTIONS THAT ARE CONTRIBUTING TO INCREASING OUR EMISSIONS, HOW WE CAN IMPROVE THEM, AND MAKE USE OF MORE EFFICIENT USE OF RESOURCES."

ENVIRONMENT

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THIS FOOTPRINT IS DIVIDED INTO 3 SCOPES:



SCOPE 1

Direct emissions from sources owned or controlled by the company used in production.



SCOPE 2

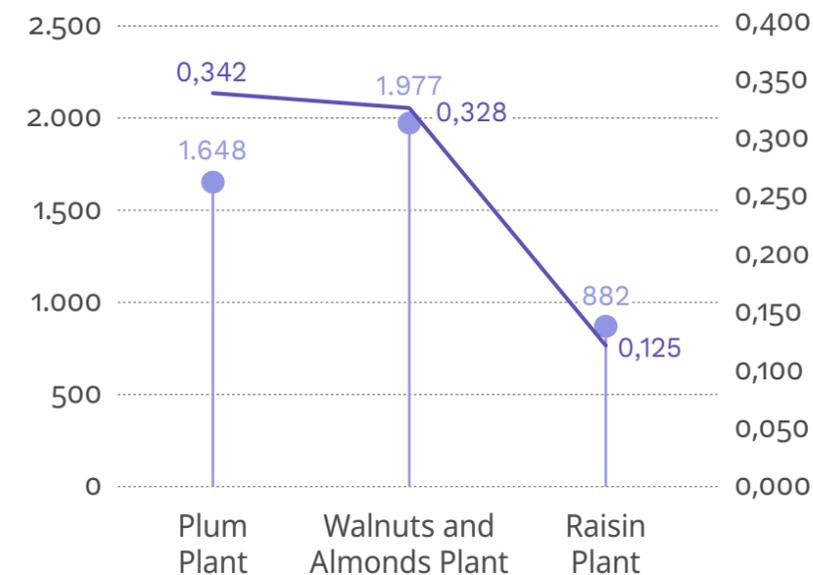
Indirect emissions from energy purchased by the company (e.g., electricity) used in production.



SCOPE 3

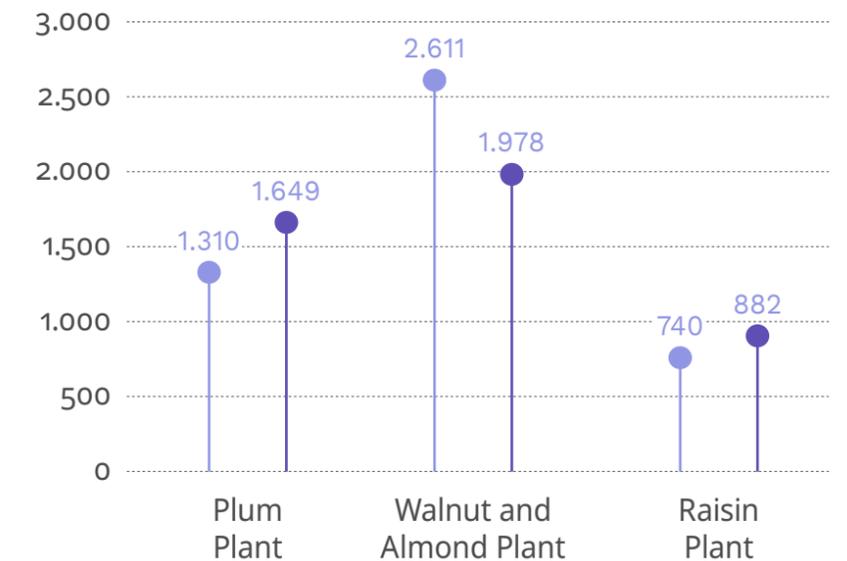
Indirect emissions from sources that are not owned or controlled by the company.

CARBON FOOTPRINT PER PLANT



● Total Footprint (TonCO_{2e})
 — Indicator (TonCO_{2e}/Ton Production)

CARBON FOOTPRINT PER PLANT (TON CO2E)

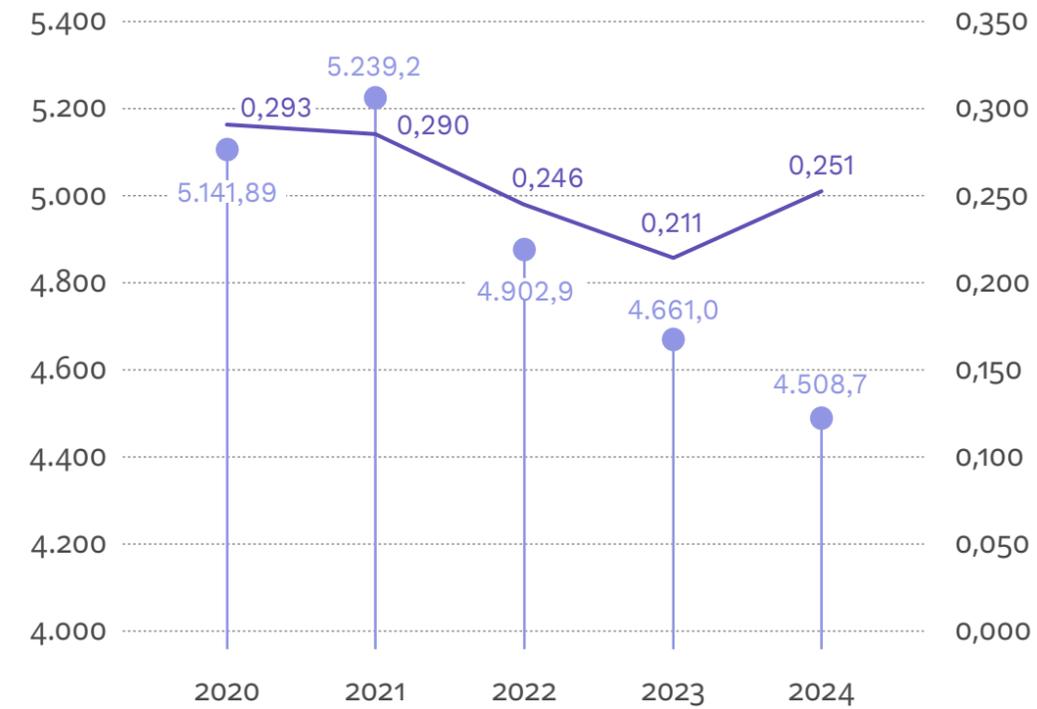


● 2023 ● 2024

Organizational GHG Emissions

The carbon footprint is a tool that allows us to estimate greenhouse gas (GHG) emissions released into the atmosphere by the direct and indirect consumption of materials and energy, translated into CO₂ equivalent emissions. At Pacific, we have been working to reduce our carbon footprint and achieve carbon neutrality by 2030.

CARBON FOOTPRINT

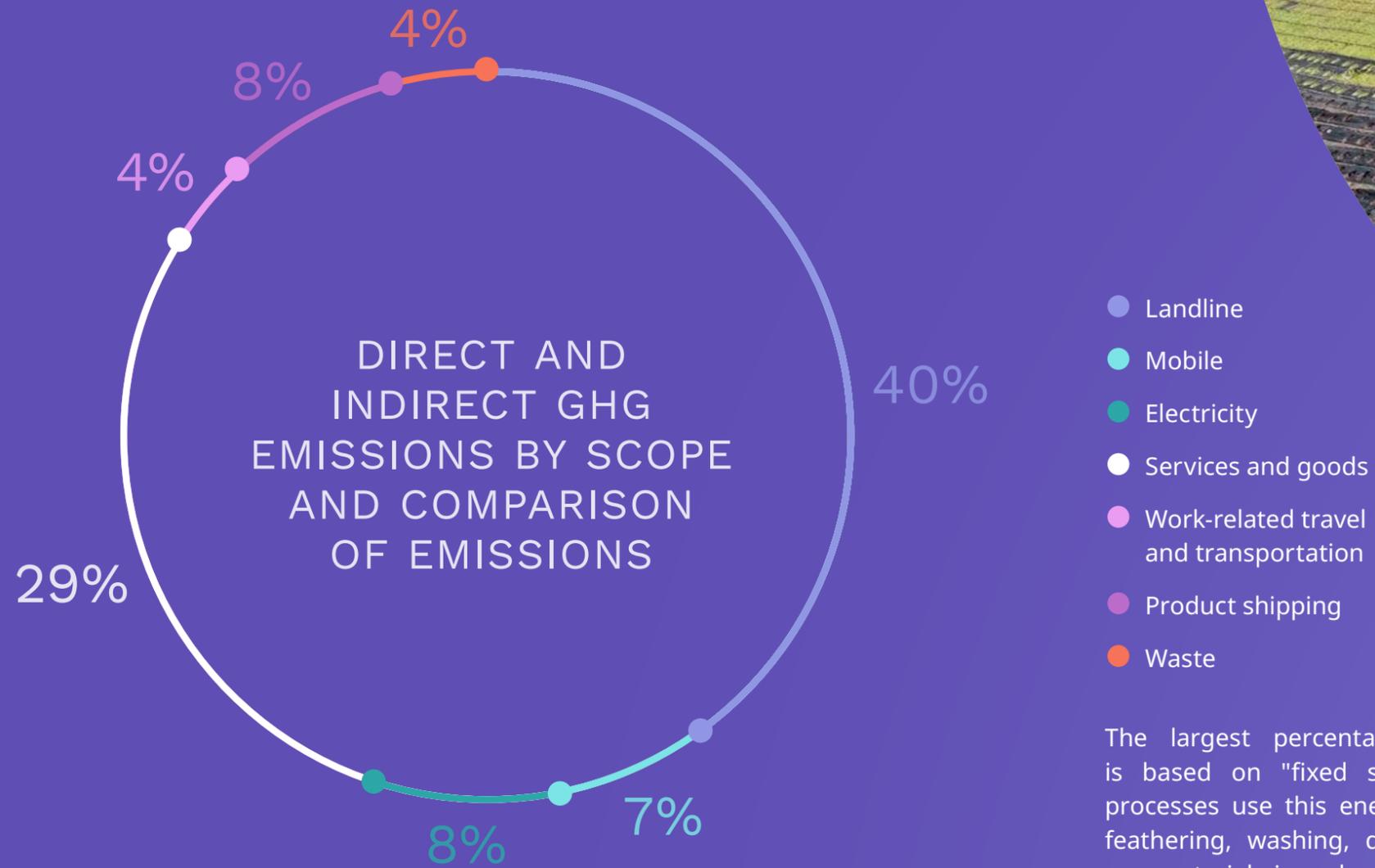


● Total Footprint (TonCO₂e) — Indicator (TonCO₂e/Ton Production)

The carbon footprint (tons of CO₂e) has been reduced by 12.31% since 2020 to date by 12.31%, as has the indicator (tonnes CO₂e/tonnes of production) by 14.19%.



Contribution of carbon footprint by category 2023



- Landline
- Mobile
- Electricity
- Services and goods
- Work-related travel and transportation
- Product shipping
- Waste

The largest percentage of GHG emissions is based on "fixed sources," as production processes use this energy to perform the de-feathering, washing, drying, and selection of raw materials in order to generate the finished products that will later reach our customers.

The sale of our products is mainly CFR, i.e., to the port of destination, which means that the carbon footprint generated by the transport of our products contributes to the second largest percentage of "Goods and services."



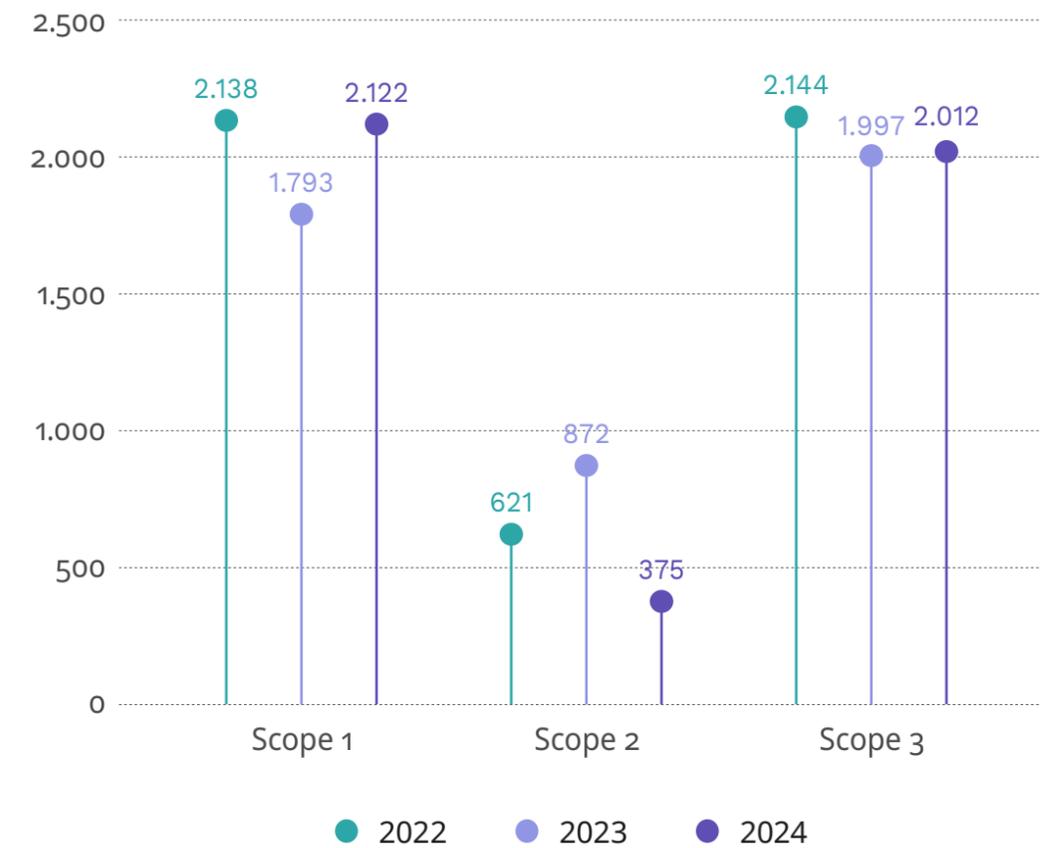
Carbon footprint by scope

43%

Noteworthy is the decrease in scope 2, which achieves a 43% reduction in greenhouse gas emissions during 2024.

Noteworthy is the reduction in scope 2, due to the implementation of LED lights in all facilities, the implementation of a remarker in service provision with a holding company, and the fact that the emission factor of the national electricity grid was reduced by 20% compared to previous years.

CARBON FOOTPRINT BY SCOPE (TONS OF CO2E)



Results – Reduction success story

In order to reduce waste generation, Pacific Nut, with the help of external agents, reuses by-products that were previously destined for disposal.

The reduction projects succeed in reducing GHG emissions, as can be seen in the following table, which shows the GHG savings achieved thanks to the projects carried out.

EMISSIONS BEFORE PROJECT (TCO2E)

	2021	2022	2023	2024
 PLUM BYPRODUCT (PIT) TO FUEL	18,08	13,57	16,10	21,01
 ALMOND BY-PRODUCT FOR ANIMAL FEED	775,26	992,28	1.308,69	662,75
 WET WASTE TO COMPOSTING	1,59	1,38	1,98	2,16
TOTAL	794,92	1.007,23	1.326,78	563,73

*The decrease compared to 2023 is due to the reduction in the number of kilograms of almonds processed.



These projects have helped us consolidate and reduce our carbon footprint, obtaining the reduction seal from Huella Chile in 2024.

Waste and By-product Management

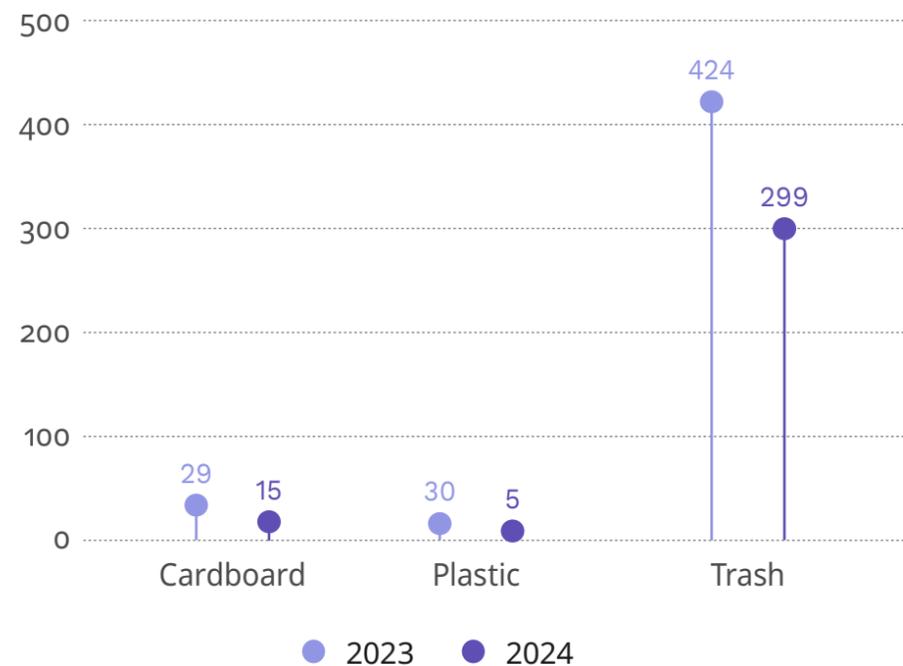
WASTE MANAGEMENT AND RECYCLING

The amount of waste generated and sent to landfill has been reduced by 29.49% sent to landfills has been reduced by 29.49%.

Pacific Nut has worked on its production processes, becoming more efficient and reducing the amount of cardboard and plastic sent for recycling by 52.38%.

We will continue to work with the Sustainability Committee to maintain and reduce our waste footprint in the future.

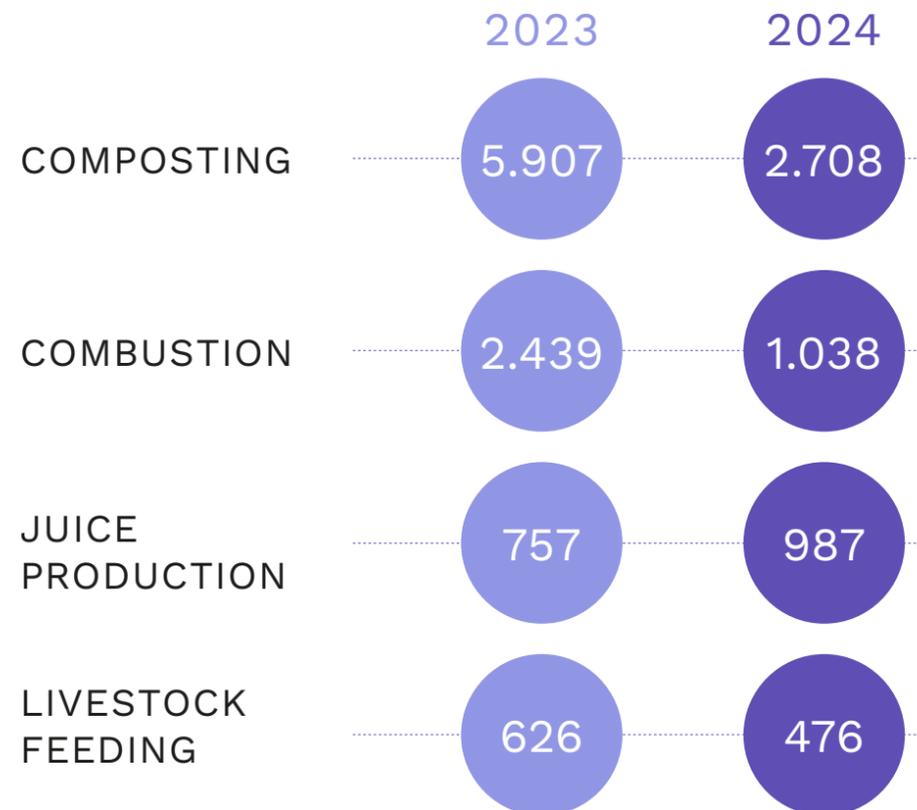
LANDFILL AND RECYCLING (TON)



BY-PRODUCT MANAGEMENT

By using plant-based products as raw materials, it is possible to use their by-products in other processes, helping to reduce the waste footprint. It should be noted that the reduction in by-products generated is proportional to the reduction in waste generation during production.

USE OF BY-PRODUCTS (TON)



PUNTO LIMPIO #YORECICLOENPACIFIC

PLÁSTICO
Botellas desechables, agua, bebida, jugos, lácteos, bolsas de alimentos, vasos plásticos, bidones.

PAPEL
Papel blanco, cartón, cajas, coarrugado, cartulina, diario, revistas, boletas.

ALUMINIO
Latas de conserva, bebida, jugo, Tapas metálicas.

ORGÁNICO
Cascara de fruta, verduras, semillas, hojas secas, restos de comida.





05

People and Community

PEOPLE
SOCIAL RESPONSIBILITY

People

AT PACIFIC, WE WORK EVERY DAY TO IMPROVE THE QUALITY OF LIFE OF OUR EMPLOYEES BY IMPLEMENTING INITIATIVES FOCUSED ON SAFETY, SATISFACTION, AND SKILL DEVELOPMENT.

In this way, year after year, we diagnose short-, medium-, and long-term needs through the information provided in our annual climate survey, inductions, wellness committees, field visits, communication channels, CEAL survey, among other means, creating specific work plans with different entities within our organization to ensure that it is comprehensive.

We care about the mental health of each employee, which is why we offer flexible benefits aimed at work-family balance, training

plans, preventive health measures, participation in local networks, guidance and counseling, performance evaluations, recognition programs, policy and procedure development, among others. In this way, Pacific Nut seeks to generate a sense of belonging among our employees, fostering commitment and a sense of internal community through mutual collaboration among the various stakeholders involved.

SAN FRANCISCO OF MOSTAZAL TEAM



People

In 2024, we managed to consolidate our inclusive culture, which is based on our values. We took multiple steps to create spaces for participation and growth in terms of inclusion, such as:

- Commitment and collaboration with the San Bernardo Disability Office to coordinate support in the work plan and selection processes.
- Raising awareness among work teams in production plants on inclusion issues.
- Dissemination of non-discrimination policy by Induction training for all employees.
- Participatory work with the MAP school in the Mostazal district, carrying out a sustainable project to reuse pallets for rest areas in the plant.
- Collaborative work with the Chilean Foundation for Disability, supporting legal matters and work plans.
- Work with Omil in different municipalities to activate the selection processes for each plant.
- Publication of available positions through Pacific Nut's recruitment portals: chile trabajos, trabajando.com, among others.
- Participation in local events where our plants are located with an inclusive and participatory approach.
- Management of disability credential applications: preparation of social reports and advice on obtaining credentials.



Increase in female workforce compared to previous years (3% increase compared to 2023).



An increase of approximately 2% in the incorporation of different nationalities compared to 2023.

WE FOCUS ON BUILDING A CULTURE AND WORK ENVIRONMENTS FREE OF DISCRIMINATION, TAKING RESPONSIBILITY FOR GENDER EQUALITY BY CREATING FAIR AND EQUITABLE CONDITIONS FOR EVERYONE IN THE COMPANY, REGARDLESS OF THEIR INDIVIDUAL DIFFERENCES (NATIONALITY, CULTURE, BELIEFS, AMONG OTHERS).



People

At Pacific Nut, we strive to always be connected and promote transparency in our relationships. To achieve this, we have implemented the following communication channels aimed at both internal collaborators and external stakeholders:



MAILBOX PER FLOOR

Each plant has a physical mailbox for use by all employees and external parties, so that they can submit comments they consider important regarding quality issues, among other matters.



WELL-BEING COMMITTEE

It is made up of the Welfare Manager and the Assistant Manager for People and Sustainability. Any complaints/concerns regarding issues related to people, legality, integrity, among others, can be reported confidentially to the area representatives.



“CONNECTED” (EVERY TWO MONTHS)

Meetings via Google Meet led by the General Manager, where business and sustainability issues are mainly discussed. The aim is to make the company's results in these areas transparent and to involve employees in these goals.



ADMINISTRATIVE COMMITTEE (TWICE A YEAR)

Focused on identifying administrative staffing needs, with one employee participating per area.



PHYSICAL MURALS IN THE PLANTS

Means of disseminating information installed in strategic physical locations on each floor.



SUTIL COMPANIES HOLDING COMPLAINT CHANNEL

Empresas Sutil provides any employee or external person related to the company with a confidential reporting channel platform.



CLIMATE SURVEY

100% participation of our employees. Identification of needs and opportunities for improvement, accompanied by a specific action plan for each area.



IN-PERSON TALKS SOCIAL WORKER

Relevant information is provided and concerns are raised on a weekly basis by our Welfare Officer at each of our plants.



SOCIAL MEDIA

Activation of Pacific accounts on Instagram and LinkedIn where employees and external parties have access.



CONNECTED EMAILS

Aimed at all employees with @pacificnut.com email addresses to disseminate topics related to personal areas (organizational development and well-being), sustainability, quality, among others.



TALANA PORTAL (HUMAN RESOURCES SOFTWARE)

Dissemination of topics related to personal development (organizational development and well-being), sustainability, quality, among others.

People

We create and promote an internal culture of sustainability among our employees through sustainability actions:

INTERNAL CULTURE MILESTONES



CARBON FOOTPRINT

The General Manager addresses employees via a video that is shown at all plants, providing training on what the carbon footprint is and the Net Zero 2030 goal. A roulette contest is held based on the information provided.



WATER FOOTPRINT

- Video broadcast featuring the Operations Manager and Assistant Information Manager discussing water reuse at Pacific.
- Media outlets: in person after lunch in the cafeteria and on the Talana portal.



WASTE FOOTPRINT

- Creation of "dieciochera" decorations by using recycled materials from the plants.
- Informative video reinforcing recycling points in our company and waste management culture.

COMMUNICATION



Environmental events and activities via monthly email and the Talana HR Portal.



Participation in topics in online meetings "Connected."



Publication on Pacific Nut social media.



People

At Pacific, we conduct an annual needs assessment with each department, which is reflected in a training plan that seeks to cover technical knowledge and soft skills in order to professionalize and provide growth opportunities for our employees.

16,8

hours of training
per worker.

99%

of employees
trained.

THIS YEAR WE ARE FOCUSING ON
CREATING OPPORTUNITIES THAT ALLOW
US TO BRING OUR TEAMS TOGETHER
AND STRENGTHEN LEADERSHIP IN
EACH DEPARTMENT IN LINE WITH
OUR COMPANY'S VALUES.



People

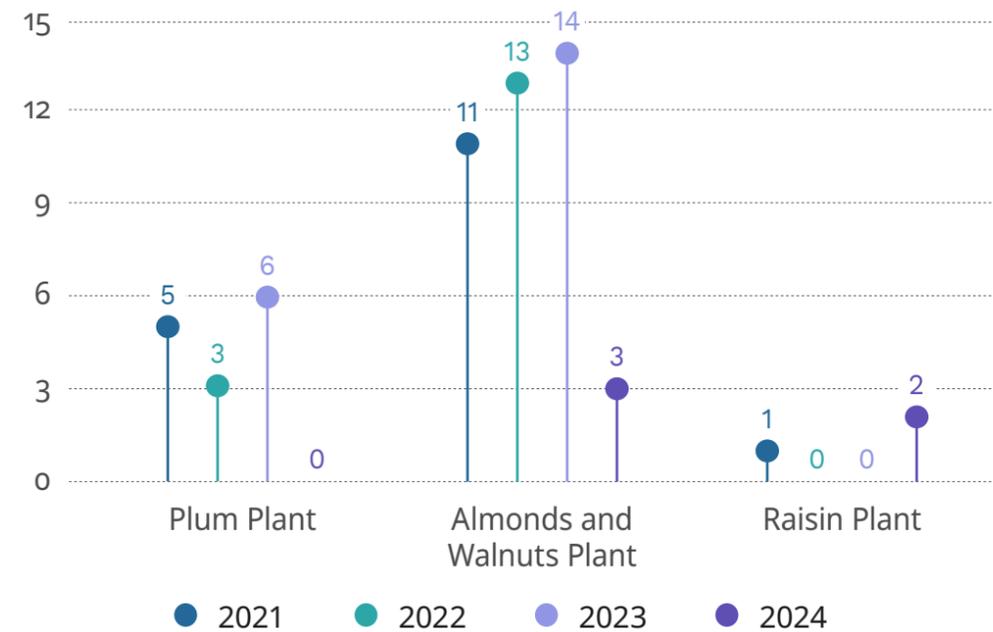
We are concerned with recognition, awareness, information sharing, and education on this matter in order to foster a culture of care at each of our plants. In addition, the Joint Committee was strengthened and our prevention specialist maintained a constant presence at the plants.

0
ACCIDENTS
San Bernardo Plant

MOSTAZAL PLANT
RECOGNITION

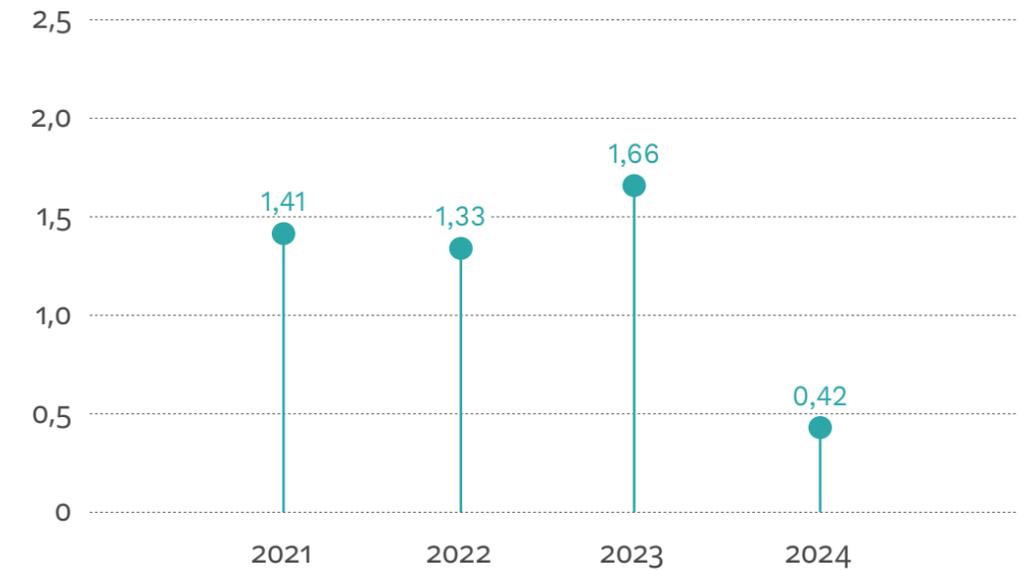
Group of employees recognized by the security department for their commitment, dedication, and management in the field of security.

NUMBER OF ACCIDENTS PER YEAR



Historical comparison of the number of accidents per year for the company. A downward trend has been observed since 2017.

AVERAGE MONTHLY ACCIDENT RATE



Company's average monthly accident rate. A downward trend has been observed since 2017.



People

At Pacific, we update our wellness manual annually based on the needs identified in our committees, surveys, and other sources, with the aim of contributing positively to the quality of life of our employees and providing a satisfying work environment for everyone.

In 2024, the following benefits were delivered:



Preventive health operations: 4 per year (flu vaccine, EMPA, ophthalmological, and preventive breast cancer self-examination).



Academic excellence scholarship and recognition of responsibility (outstanding behavior): 5 recipients.



Recognition of Pacific values/behavior, career trajectory (more than 10 seasons), and seniority (more than 10 years of service).



Monthly gift card given to employees who are active in the processes according to responsibility indicators.



Flexibility benefits (beyond legal requirements).



FRANCISCO SUTIL
President PNC

JOSÉ LUIS CATALAN
Forklift operator

CRISTIÁN INFANTE
General Manager

Social Responsibility

In 2024, Pacific focused on creating a collaborative alliance with local community organizations where our production plants are located, and most of its donations were directed toward addressing issues of inclusion.



ÁNGEL GABRIEL GARDEN, SAN BERNARDO COMMUNITY.

- Preventive breast cancer health campaign aimed at kindergarten teachers.
- Donation of influenza vaccines.
- Financial contribution: **\$12.593.650**

SAN RAFAEL KINDERGARTEN, LA PINTANA COMMUNITY.

- Breast cancer prevention campaign aimed at kindergarten teachers.

MARÍA DE LA LUZ FOUNDATION, METROPOLITAN REGION.

- Donation of 40 kilos of dried and dehydrated fruits for a sporting event organized by the foundation.

CODEGA MUNICIPALITY, DEPARTMENT OF EDUCATION.

- Donation of 40 kilos of dried and dehydrated fruits for an educational event.

INCLUSION FOUNDATION, LA FLORIDA COMMUNITY.

- Donation of 40 kilos of dried and dehydrated fruits for a sporting event.

CESFAM PADRE JOAN ALSINA, SAN BERNARDO.

- Donation of 40 kilos of dried and dehydrated fruits for a home care program.

BENJAMÍN VICUÑA MAKENNA SCHOOL, RANCAGUA COMMUNITY.

- Christmas celebration for 30 children at the school.



PACIFIC
Nuts & Dried Fruits
— CHILE —

Empresa



Certificada