



PACIFIC
Nuts & Dried Fruits
CHILE



Sustainability Report

2025

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01

Introduction

➤ LETTER FROM THE CEO

➤ SUSTAINABILITY COMMITTEE

Letter from the CEO

Cristian Infante
CEO Pacific Nut



At Pacific Nut, each season begins after the growers' harvest and ends in the hands of people around the world who trust in the quality and origin of what we process. That connection—between the fields, our employees, and those who consume our products—is what motivates us to continue building a more sustainable company year after year.

2025 was a year of significant growth in production volume, and I would like to begin by recognizing those who made it possible through their daily work: our employees. Their commitment and

dedication provide the foundation upon which we continue to build our business.

In environmental matters, we made concrete progress that represents an important milestone for our company. We received the Huella Chile Seal of Excellence, a recognition that validates the sustained efforts we have made to manage and reduce our environmental impact. We succeeded in reducing our direct water footprint—an especially significant achievement given the importance of water to our industry and to the communities where we operate. We also reduced our electricity consumption and, as a result of these and other efforts, lowered our carbon footprint per kilogram of processed fruit.

These results are no coincidence. They reflect deliberate decisions, investments in more efficient processes, and, above all, the commitment of a team that shares the conviction that growth and caring for the planet

are not mutually exclusive. On the contrary, we recognize that our ability to continue exporting high-quality nuts and dried fruits to markets around the world depends directly on how responsibly we manage the natural resources that make our business possible.

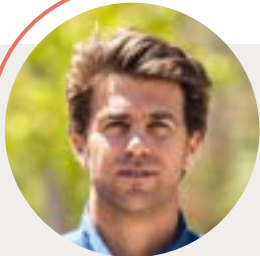
Environmental and social challenges continue to evolve, and our way of operating must evolve with them. That is why we renew our commitment to continue measuring our performance, improving our practices, and communicating transparently with all our stakeholders: employees, customers, suppliers, and the communities around us.

I would like to thank everyone who is part of Pacific Nut for making sustainability not simply a commitment, but a part of our daily operations. I invite you to explore the progress, achievements, and challenges presented in this report and to join us as we continue working toward a more sustainable future.

With appreciation and commitment.

"THIS YEAR, WE RECEIVED THE HUELLA CHILE SEAL OF EXCELLENCE, A RECOGNITION THAT VALIDATES THE SUSTAINED EFFORTS WE HAVE MADE TO MANAGE AND REDUCE OUR ENVIRONMENTAL IMPACT".

Sustainability Committee

**EMPRESAS SUTIL**

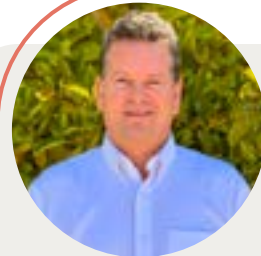
Nicolás Sutil
Sustainability and
Communications
Manager

**EMPRESAS SUTIL**

Edmundo Ruiz
CEO

**EMPRESAS SUTIL**

Francisco Sutil
President of Pacific Nut

**CEO**

Cristian Infante
CEO Pacific Nut

**OPERATIONS**

Pablo Toloza
Operations Manager

**OPERATIONS**

Camila Gallardo
Plant Administrative
Assistant

**QUALITY**

María Tapia
Head of Quality and
Microbiology

**QUALITY**

Tania Moreno
Head of Quality

**QUALITY**

Trinidad Milnes
Assurance and Quality
Manager

**QUALITY**

Romina Orellana
Certifications and
Sustainability Manager

**AGRICULTURAL**

Pelayo Quesney
Regional Manager – Dried
Fruit

**PEOPLE**

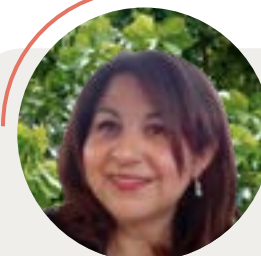
María José Gonzalez
HR and Sustainability
Manager

**PEOPLE**

Cristina Valdovinos
Wellness Coordinator

**PEOPLE**

Macarena Devia
Wellness and
Communications
Assistant.

**FINANCE**

Margarita Gonzalez
Head of Payroll

**COMMERCIAL**

Elizabeth Neicuan
Account Executive

**COMMERCIAL**

Borja Torras
Sales Manager

“EVER SINCE OUR COMPANY VOLUNTARILY TOOK ON THE CHALLENGE OF BECOMING A B CORPORATION, WE HAVE HAD A SUSTAINABILITY COMMITTEE COMPOSED OF A MULTIDISCIPLINARY TEAM, WITH REPRESENTATIVES FROM VARIOUS DEPARTMENTS RESPONSIBLE FOR LEADING THE ANNUAL ACTION PLAN.”

The primary goal of this plan is to address the environmental needs arising from our operations, strengthen our contribution to the community, and promote the sustainability pillars throughout our organizational culture. Over the years, the Committee has evolved with the addition of new volunteers who are committed to advancing sustainability at Pacific Nut.

02

About Us

- OUR HISTORY
- OUR MISSION AND PURPOSE
- PLANTS AND PROCESSES
- AGRICULTURAL TEAM AND PRODUCERS
- OUR PRODUCTS
- COMMERCIAL DIVISION

History



1992

Pacific Nut is founded, marking the beginning of its Inshell Walnut production operations.



1994

The company begins commercializing Machine Cracked Walnuts.



1996

The processing and commercialization of Almonds began.



1999

The San Bernardo plant is built to process Dried Prunes.



2011

The company begins commercializing Raisins.



2015

BRC certification is obtained for all processing plants, and the raisin processing plant is added.



2016

Kosher Certification.



2018

Huella Chile certification and the start of the company-operated sun-drying process for raisins.



2025

Partnership with Prodalmen Chile for almond processing, including value-added products.

Awarded the Seal of Excellence



2024

Consolidation of the prune and raisin drying yards.



2023

B Corporation Recertification
Prune Plant Obtains BRCGS AA+ Certification in an Unannounced Audit
Chile 2023 Carbon Footprint Reduction Certificate



2022

Raisin Plant Earns BRCGS AA+ Certification in an unannounced audit.
Prune drying is consolidated at Pacific Nut's drying yards.



2021

Halal certifications.
The Almond Plant relocates from San Bernardo to San Francisco de Mostazal.



2020

Sedex Smeta Certifications.



2019

Certified as a B Corporation.

Mission and values

We strive to stand out in the market through the quality of our products, the excellence of our services, and the commitment of our collaborators.

The quality of our products stems, to a large extent, from our close collaboration with our producers and from processes designed to operate responsibly toward the environment, while safeguarding the integrity and well-being of our collaborators.



➤ RESPONSIBILITY



➤ EXCELLENCE



➤ GOOD RELATIONSHIPS



➤ CLARITY

" WE CONNECT PRODUCERS OF NUTS AND DRIED FRUITS WITH CONSUMERS AROUND THE WORLD, OFFERING HIGH-QUALITY PRODUCTS AND PERSONALIZED, EXCELLENT SERVICE."



In addition, as a company, we are committed to moving toward carbon neutrality, in line with the goal established under the Net Zero 2030 agreement.

Furthermore, through the commercialization of our products, we promote healthy eating habits among both internal and external customers, while actively contributing to the development of our local community through various corporate social responsibility (CSR) initiatives.

Plants and processes



➤ SAN ESTEBAN: RAISINS

50,000 m²
9,000 t

finished product
capacity



➤ SAN BERNARDO: PRUNES

13,000 m²
7,000 t

finished product
capacity



➤ SAN FRANCISCO DE MOSTAZAL: WALNUTS

100,000 m²
12,000 t

raw material
capacity



➤ PRODALMEN CHILE: PAINE ALMONDS

9,000 m²
2,000 t

finished product
capacity



VALPARAÍSO REGION

San Felipe
Los Andes

METROPOLITAN REGION

Santiago

San Bernardo
Buin

Mostazal

Graneros
Rancagua

O'HIGGINS REGION

Agricultural team and producers

PELAYO QUESNEY
Dehydrated Regional

AGUSTÍN RIESCO
Nuts Regional

JUAN IGNACIO LETELIER
Nuts Deputy Manager

JUAN LLADSER
Dried fruits Regional

REMBERTO CABRERA
Raisins Regional Northern Zone

PABLO CAMPINO
Dehydrated Deputy Manager

LISSETTE MONTANO
Agricultural Coordinator

FERNANDO CABRERA
Agricultural Manager

M. TERESA SÁNCHEZ
Dehydrated Regional

Pacific Nut has a team of professionals with extensive industry experience who play a fundamental role in agricultural development and in strengthening our relationships with our producers.

This team is responsible for ensuring that the various fruit crops grown in our producers' fields are managed sustainably, with efficient water use, food safety, and proper nutrition—all of which contribute to improving agricultural practices and ensuring their sustainability over time.

Our relationship with our producers is based on field visits throughout the growing season to review information related to production, processing, and commercial progress.

We also organize important fruit-specific seminars where we share up-to-date information on the industry at both the global and national levels.

+150
PRODUCERS

Located in
Regions III
through IX

“THE AGRICULTURAL TEAM WORKS CLOSELY WITH PRODUCERS, BUILDING STRONG, LONG-TERM RELATIONSHIPS BASED ON TRUST.”



Sales/Market distribution



ALMONDS



Varieties: Carmel, Non Pareil and California

- 2023 Volume: 1,285 t
- 2024 Volume: 580 t
- 2025 Volume: 1,286 t

RAISINS



Varieties: Flame, Thompson, Crimson, Black, Golden, premium grade.

- 2023 Volume: 7,376 t
- 2024 Volume: 7,703 t
- 2025 Volume: 10,268 t

PRUNES



Variety: European Prune

- 2023 Volume: 4,968 t
- 2024 Volume: 6,307 t
- 2025 Volume: 6,557 t

WALNUTS



Varieties: Chandler, Serr, Howard

- 2023 Volume: 8,985 t
- 2024 Volume: 6,084 t
- 2025 Volume: 8,431 t

Commercial Division

Commercial Division at the Anuga International Trade Fair

This year, we participated in the industry's leading international trade shows, including Gulfood in Dubai, the INC Congress in Mallorca, the Tree Nut Conference in China, and Anuga in Germany. These events bring together key industry players to share market information, exchange experiences, analyze the challenges facing the industry, and gain insight into the trends shaping its evolution.

Furthermore, they provide an excellent opportunity to strengthen relationships with customers and strategic partners, while keeping us connected to emerging global trends, including the growing focus on sustainability.

On the operational front, we launched major investment projects aimed at further improving the quality of our products. These initiatives will enable us to raise our production standards, increase process efficiency, reduce losses, and deliver increasingly consistent products to our customers. At the same time, they contribute to our commitment to operating in a more sustainable and responsible manner.

We also strengthened our sales strategy through a more in-depth customer segmentation process. This has allowed us to better understand the needs of each customer, focus our efforts more effectively,

and improve the performance of our sales team.

Finally, we conducted a comprehensive analysis of our business to identify areas where further improvements can be made. As part of this process, we carried out a customer satisfaction survey that provided us with deeper insight into our customers' perceptions of our performance and helped us identify new opportunities for improvement.

BASED ON THESE RESULTS, WE HAVE SET CLEAR PRIORITIES TO STRENGTHEN OUR CUSTOMER SERVICE, OPTIMIZE OUR LOGISTICS PROCESSES, CONTINUE ADVANCING OUR SUSTAINABILITY INITIATIVES, AND IMPROVE OUR OVERALL PERFORMANCE. WE ARE CONFIDENT THAT THESE ACTIONS WILL ENABLE US TO BUILD A STRONGER, MORE RESILIENT COMPANY THAT IS PREPARED TO CONTINUE CREATING LONG-TERM VALUE FOR ALL OUR STAKEHOLDERS."

DOMINGO CALVO
Commercial Manager | Pacific Nut

Almonds

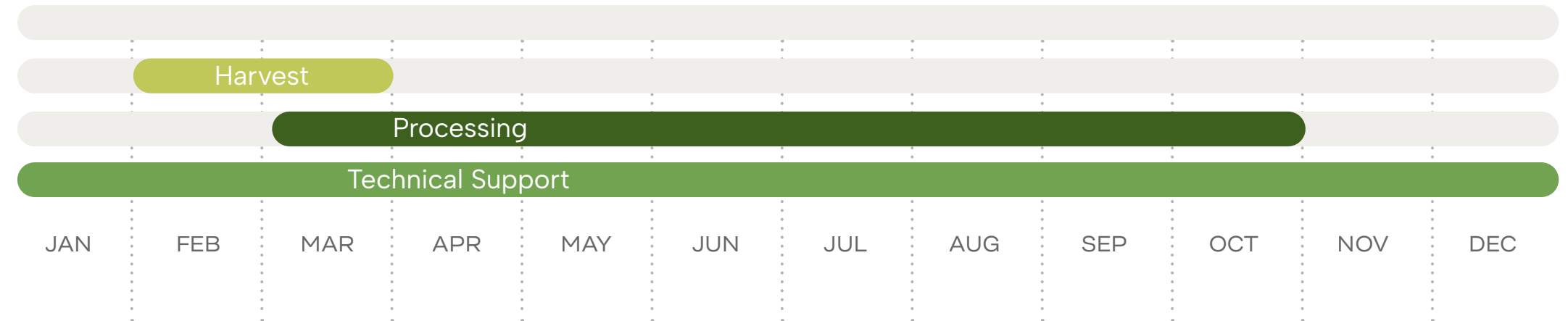
Our almonds come from producers with whom we have built long-term relationships. We receive their crops, process them, and commercialize them.

During processing, the almonds are selected using state-of-the-art digital detection technology and the expertise of highly qualified staff, in strict compliance with Pacific Nut's quality standards.

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

VARIETIES:

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



PROCESS:



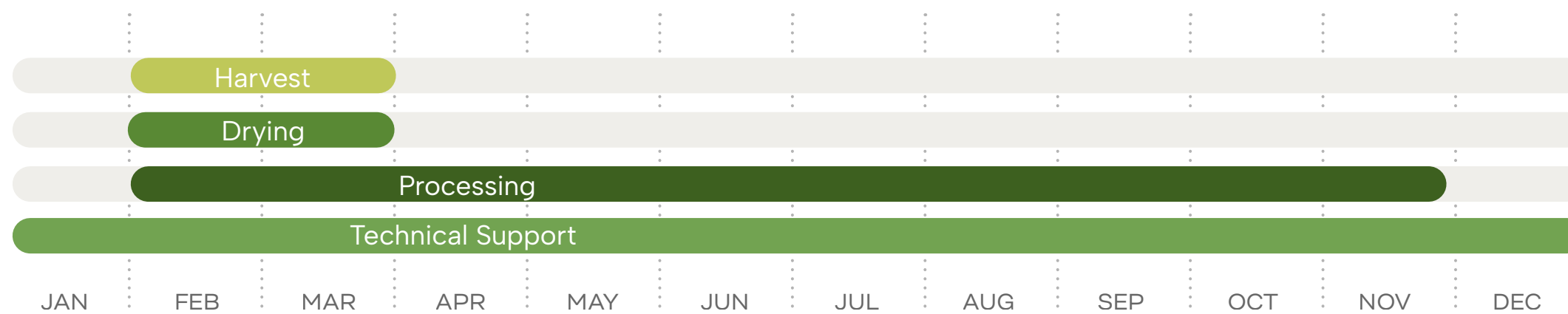
Prunes

We process European prunes sourced from our own orchards or from growers who meet our high-quality standards. Once they arrive at our facility, the dried prunes are sorted, tenderized, and pitted using state-of-the-art machinery.

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

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

VARIETIES
European Prunes/
D'agen



PROCESS: PITTED FRUIT TENDERIZING



Machine Cracked Walnuts

Our Chilean walnuts are sourced from our own farms and from producers who meet our high-quality standards. They are carefully cleaned and dried before entering the machine cracking and laser sorting line, which uses state-of-the-art technology and enables us to offer a premium-quality product.

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

WE OFFER THE FOLLOWING COLORS:

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



PROCESS:



Inshell Walnuts

Our Chilean walnuts are sourced from our own farms and from producers who meet our high-quality standards. They are carefully cleaned and dried before entering the machine cracking and laser sorting line, which uses state-of-the-art technology and enables us to offer a premium-quality product.

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



PROCESS:



VARIETIES
Chandler, Serr
and Howard



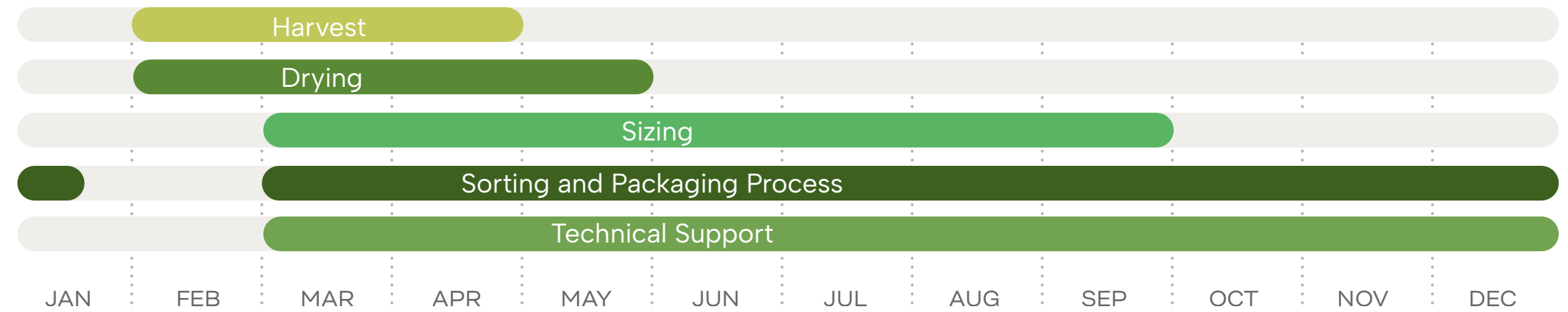
Raisins

With the quality that sets us apart and from the heart of the Chilean countryside, we offer several varieties of seedless raisins produced in our country, including Thompson Seedless, Flame Seedless, Golden Seedless, and Crimson Seedless, among others. These raisins are processed and packaged at our own facility north of Santiago.

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

VARIETIES

Thompson, Flame, Golden, Crimson, among others.



PROCESS



03

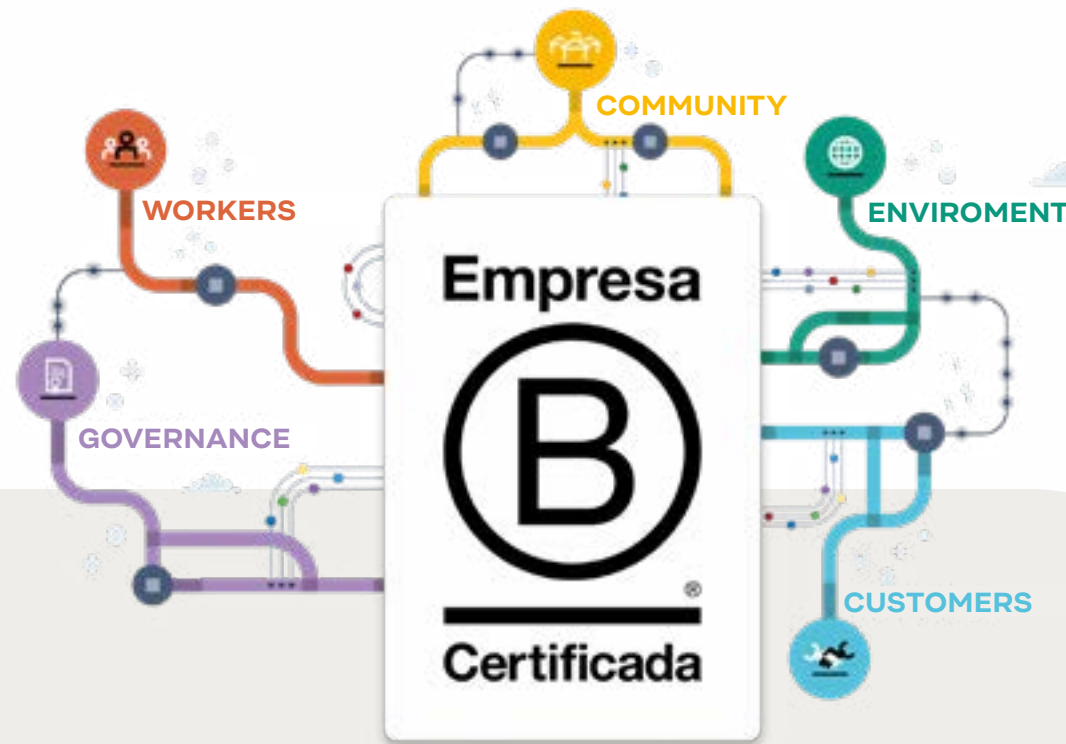
Certifications

➤ B CORPORATION

➤ CERTIFICATIONS

➤ 2025 RECERTIFICATIONS

B Corporation



➤ ECONOMIC
IMPACT



➤ SOCIAL IMPACT



➤ ENVIRONMENTAL
IMPACT

At Pacific Nut, 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 social and environmental impact in order to remain sustainable over time. Being a B Corporation also holds us accountable for the impacts we generate.

To be designated a “B Corporation,” a company must obtain certification verifying that it meets the required standards. Pacific Nut has been certified since 2018, and since then, we have implemented improvement initiatives that enabled us to achieve B Corp recertification in 2023 and maintain our certified status to this day.



“WE ARE PROUD TO BE THE FIRST NUTS AND DRIED FRUITS COMPANY IN CHILE TO BECOME A CERTIFIED B CORPORATION.”

CERTIFICATIONS

Proud to be a
Sedex
Member

SEDEX

SEDEX is a collaborative platform focused on sharing information on ethical practices, labor standards, health and safety, and environmental performance throughout the supply chain.

SMETA 4-Pillar certified since 2020.



KOSHER CERTIFICATION

Kosher certification is the seal of approval granted by a rabbinical agency after verifying the ingredients used in the products, the production facility, and the manufacturing process to ensure that all ingredients, derivatives, utensils, and machinery are free from traces of non-kosher substances.

Certified since 2014.



HUELLA CHILE

HuellaChile is Chile's national program for managing greenhouse gas (GHG) emissions in public and private organizations.

Certified since 2018.



HALAL

Certification that verifies that all processes involved in the production of a product comply with Islamic principles regarding what is permissible and prohibited.

Certified since 2021.



BRCGS: FOOD SAFETY

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

Certificated since 2015.



REDUCCIÓN

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

Awarded in 2024.

2025 Recertifications



SMETA 4P RECERTIFICATION

In 2025, we began the SMETA 4-Pillar audit process at all our plants. The process will be completed in 2026.



HUELLA CHILE

We have received the following HuellaChile recognition seals: Quantification, Reduction, and Excellence.



Holding Company
team receiving the
2025 certifications

04

Environment

- WATER FOOTPRINT
- ELECTRICITY CONSUMPTION
- FUEL CONSUMPTION
- CARBON FOOTPRINT AND GHG EMISSIONS
- WASTE MANAGEMENT AND BYPRODUCTS

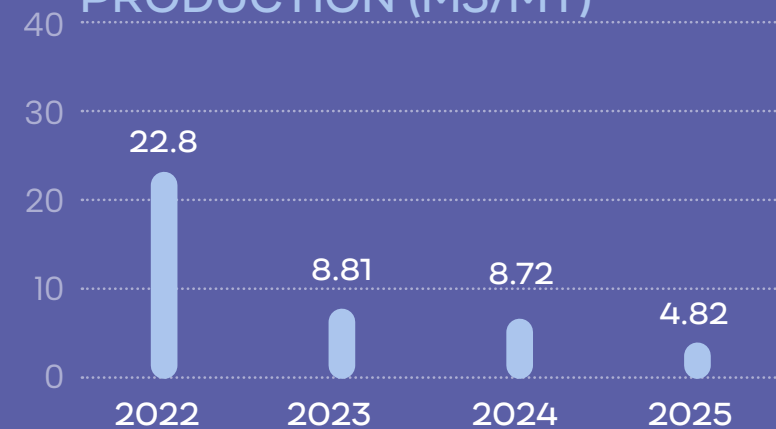
Water Footprint

The water footprint is an environmental indicator that measures the volume of freshwater used throughout the entire production chain. The indicators measured include water consumption and industrial wastewater discharge.

44.72%

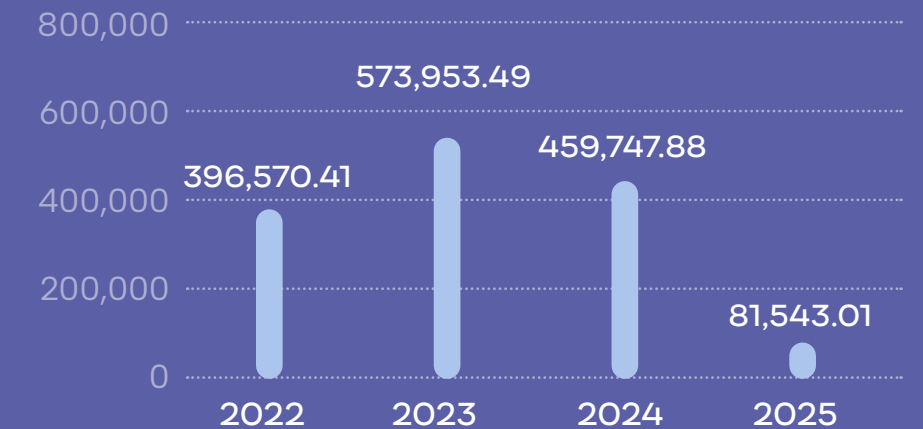
Reduction in the direct water footprint compared with 2024.

WATER FOOTPRINT/ PRODUCTION (M3/MT)



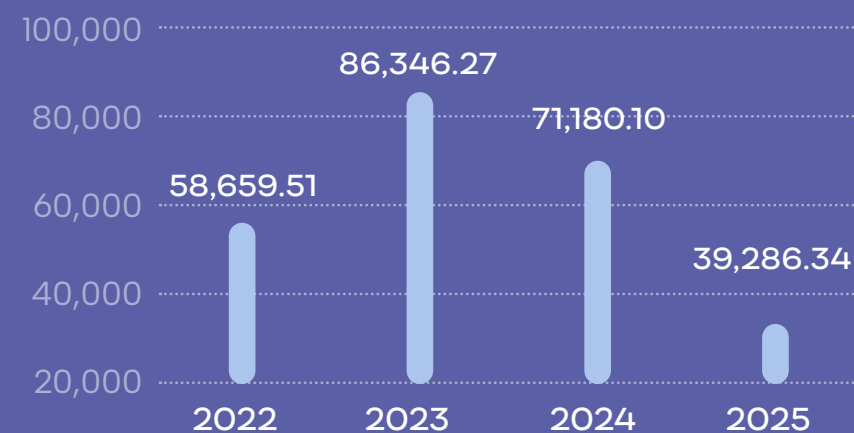
The water footprint for 2025 has been reduced by 44.72% compared with 2024.

INDIRECT WATER FOOTPRINT (M3/T)



Compared with 2002, we have reduced our indirect water footprint by 79.44%.

DIRECT WATER FOOTPRINT (M3/MT)



Compared with 2024, we have reduced our direct water footprint by 44.72%.

TO QUANTIFY IT, THE WATER FOOTPRINT IS DIVIDED INTO THREE CATEGORIES:



BLUE WATER FOOTPRINT

Surface and groundwater that has been consumed.



GREEN WATER FOOTPRINT

Rainwater that evaporates or does not become runoff because it is incorporated into the product or production process.



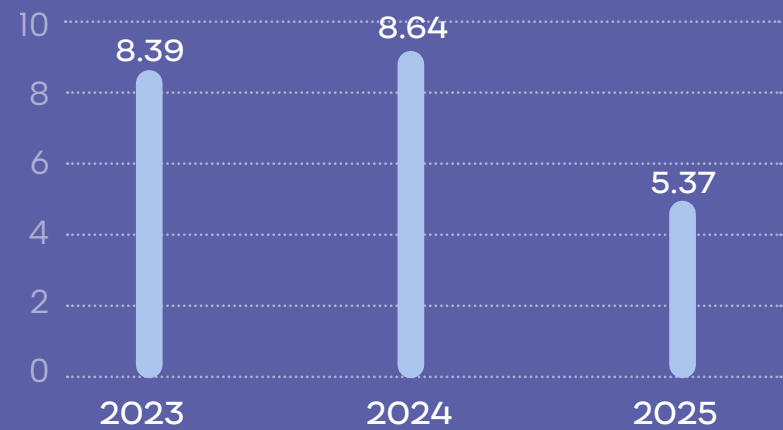
GREY WATER FOOTPRINT

Water that has been contaminated.

Water Footprint- Water Consumption

At Pacific, we have implemented water-saving systems in our production processes by replacing high-pressure sprinklers, helping us reduce freshwater consumption by 70%.

ANNUAL WATER CONSUMPTION (M3/MT)



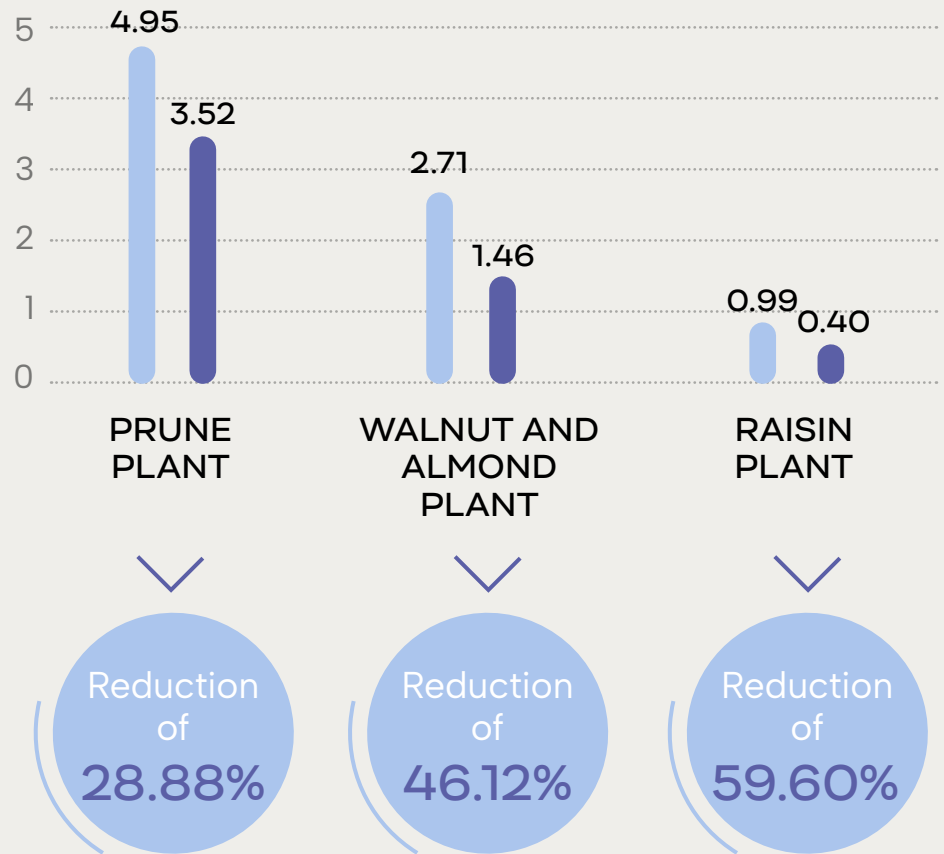
24,480 m³
of water were used for irrigation.



WATER CONSUMPTION BY PLANT (M3/MT)

Annual (m3/mT) 2024: 8.64 2025: 5.37

● 2024 ● 2025

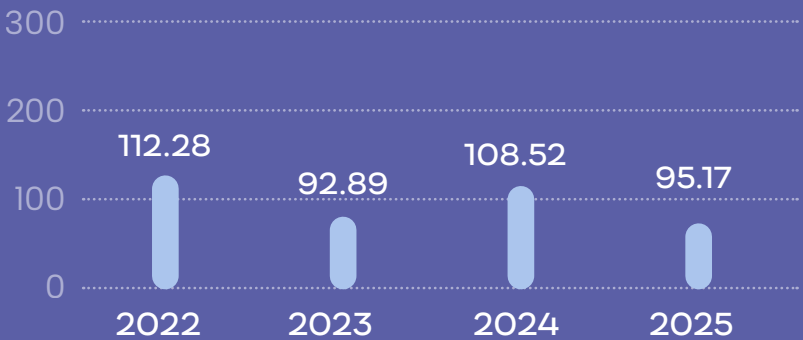


The reduction in annual water consumption is primarily due to the optimization of resource use in our processes, more efficient water use in the irrigation of green areas, and improvements in the use of high-pressure nozzles, which have helped reduce freshwater consumption.

Electricity consumption

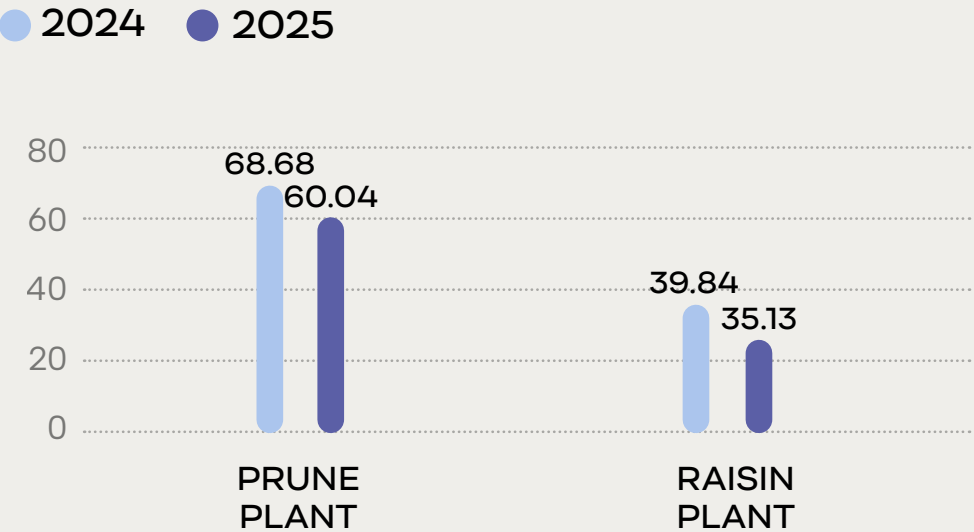
In the nuts and dried fruit agro-industrial sector, electricity and fuels are used as energy sources to power production processes.

ANNUAL NON-RENEWABLE ELECTRICITY CONSUMPTION AT THE WALNUT PLANT (KWH/MT)



Warehouse lighting has been upgraded through the installation of motion sensors, while photocell-activated lights have been installed in the courtyard, helping to reduce energy consumption.

ELECTRICITY (ENR)(KWH/MT) BY PLANT

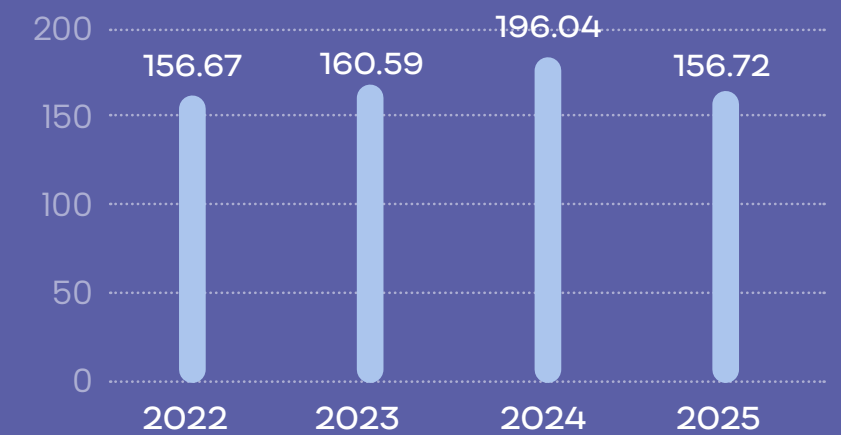


12.3%

Reduction in electricity consumption by plant compared with 2024.

Electricity consumption

ANNUAL ELECTRICITY CONSUMPTION (RENEWABLE ENERGY) (KWH/MT) WALNUT AND ALMONT PLANT

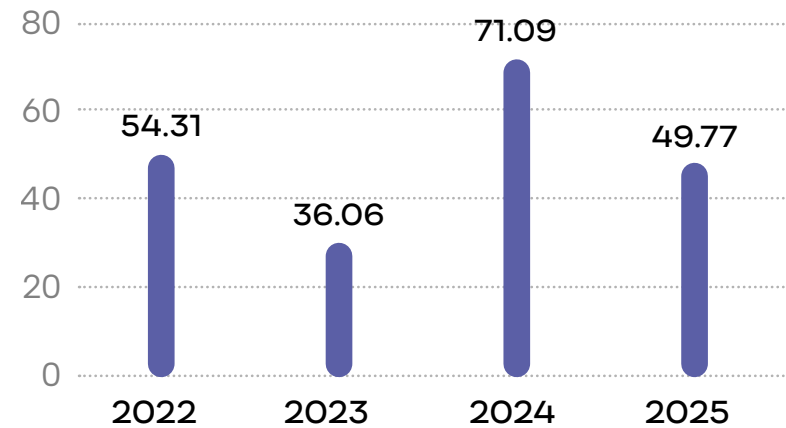


The 20.06% reduction in renewable energy consumption is due to the operational reorganization of our processes.

Fuel consumption

The fuels used by Pacific Nut include natural gas, liquefied petroleum gas (LPG), diesel, and firewood. These fuels are primarily used for drying walnuts and almonds, heating water for hydration and steam generation, and operating forklifts.

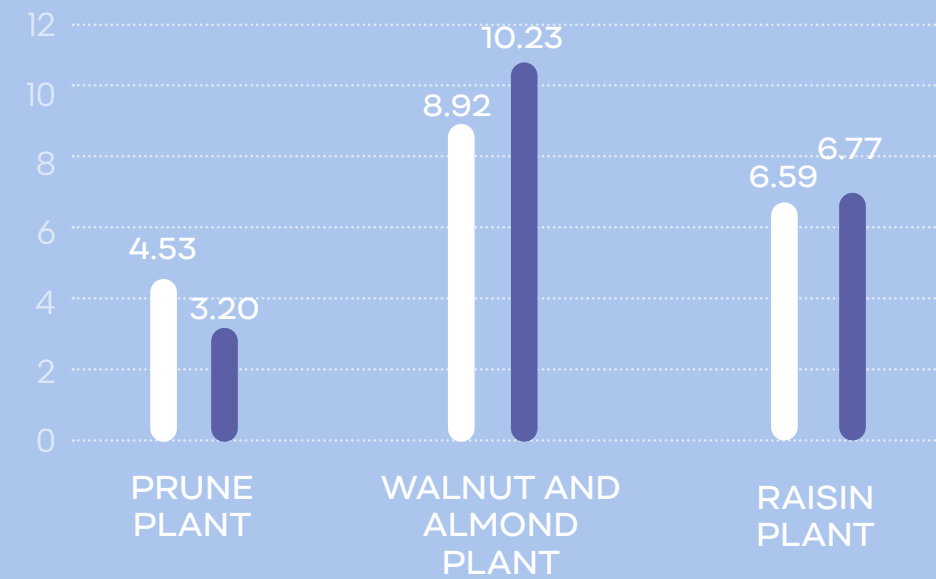
ANNUAL NATURAL GAS CONSUMPTION WALNUT AND ALMOND PLANT (M3/MT)



The **29.99%** reduction is primarily due to increased efficiency in the drying process.

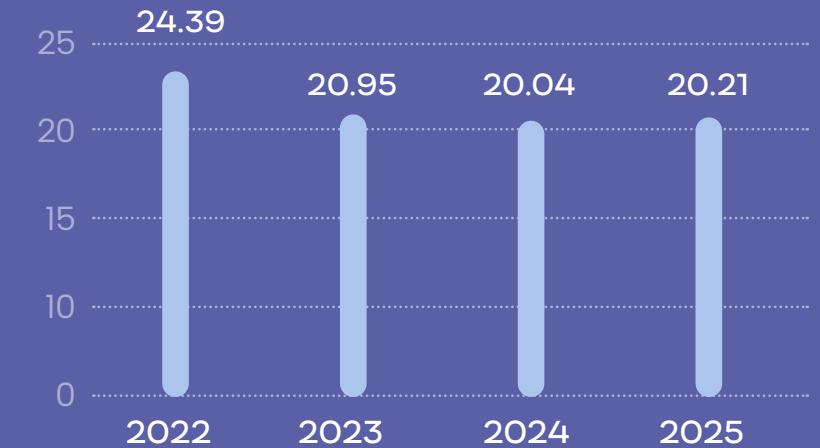
LPG CONSUMPTION BY PLANT (L/MT)

● 2024 ● 2025



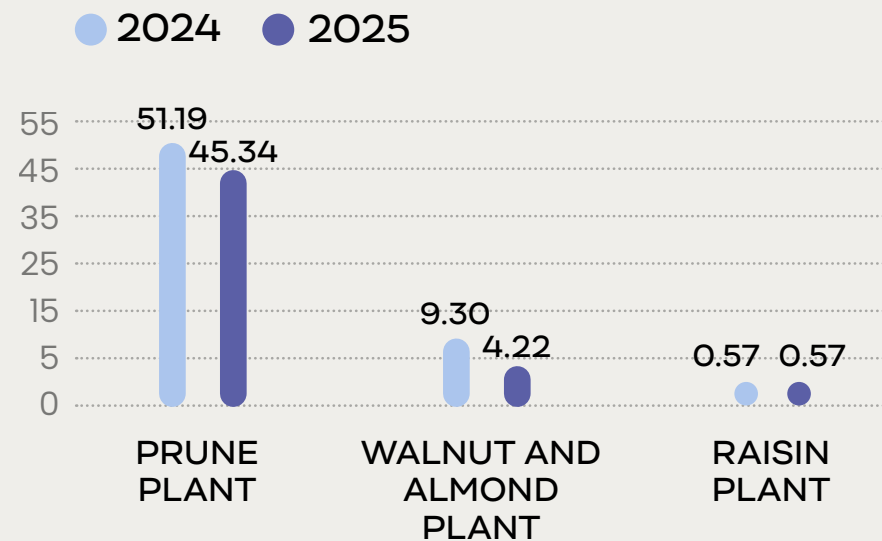
Both the Prune Plant and the Walnut Plant experienced an increase in liquefied petroleum gas (LPG) consumption. This increase is associated with the 23% rise in the weight of processed fruit, which required greater internal transportation within the facilities and, consequently, increased forklift fuel consumption.

ANNUAL LPG CONSUMPTION (L/MT)



Fuel consumption

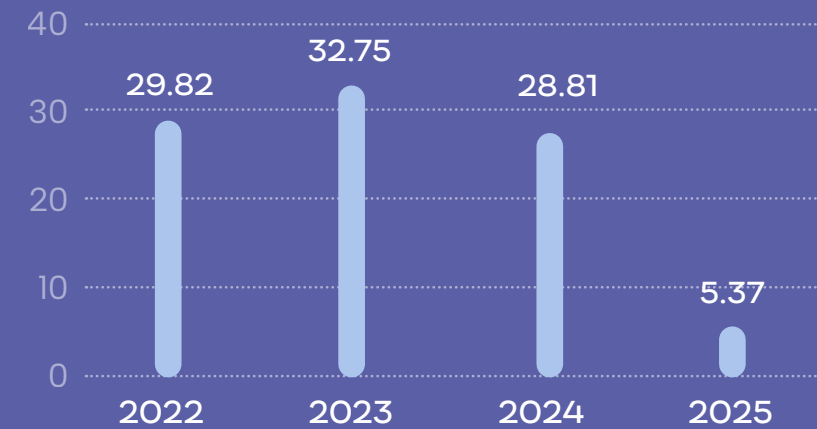
DIESEL CONSUMPTION (L/MT) BY PLANT



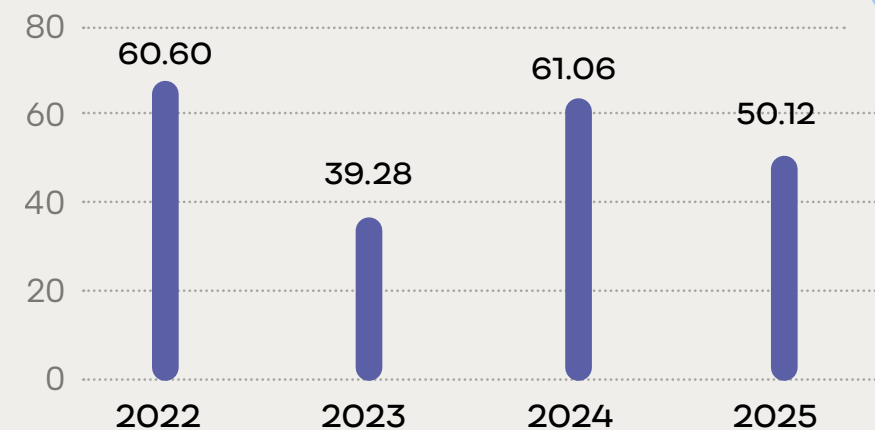
An 11.42% reduction in diesel consumption was recorded at the Prune Plant, mainly due to a change in the product mix, with a higher proportion of natural prunes and a lower proportion of tenderized prunes compared with 2024.

In 2025, the relocation of the Almond Plant resulted in lower diesel consumption by the generator sets, as well as a reduction in the number of generators used.

ANNUAL FIREWOOD CONSUMPTION AT THE RAISIN PLANT (KG/MT)



ANNUAL DIESEL CONSUMPTION (L/ML)



The reduction in the company's firewood consumption is particularly noteworthy, as residual firewood from subsequent years is being used, given that in 2026, the current water-heating equipment will be replaced with a system powered by liquefied petroleum gas (LPG).



Organizational GHG Emissions

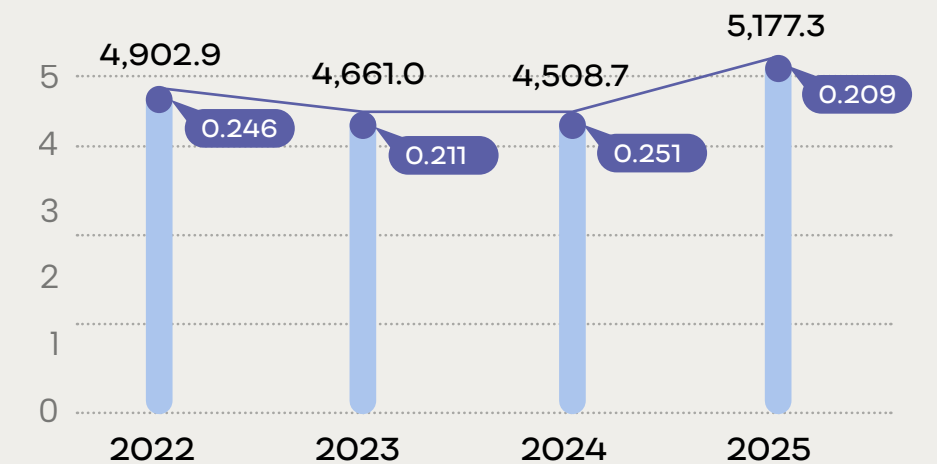
The **Carbon Footprint** is a tool used to estimate greenhouse gas (GHG) emissions released into the atmosphere as a result of the direct and indirect consumption of materials and energy, expressed in terms of carbon dioxide equivalent (CO₂e). At Pacific Nut, we have been working to reduce our carbon footprint with the goal of achieving carbon neutrality by 2030.

THE PRODUCTION-RELATED INDICATOR DECREASED

20.5%

SINCE THE PROCESS WAS MORE EFFICIENT IN TERMS OF PRODUCTION VOLUME RELATIVE TO ENERGY CONSUMPTION.

CARBON FOOTPRINT



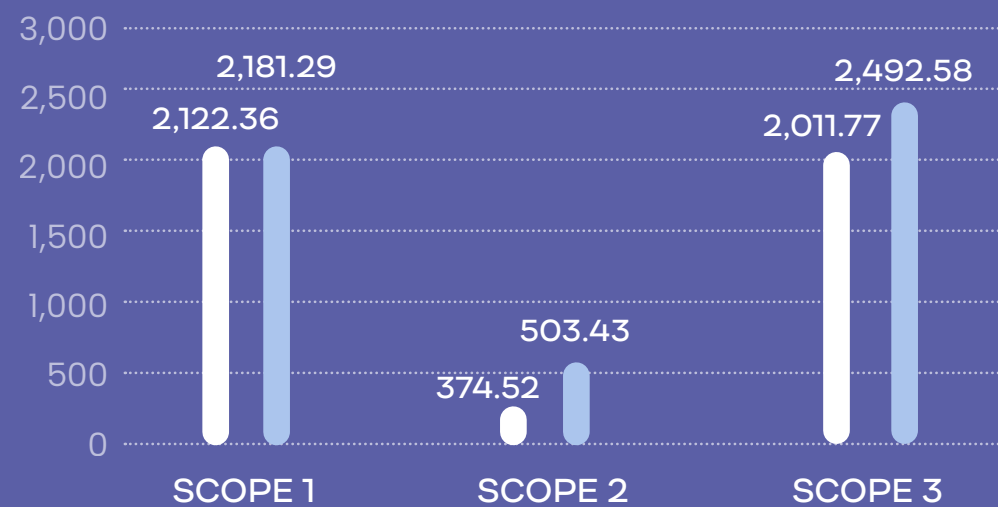
■ TOTAL FOOT PRINT (TONCO2E)
■ INDICATOR (TONCO2E/TON PRODUCTION)

The carbon footprint increased by **14.83%**. This was primarily due to an increase in the electricity emission factor used to calculate CO₂e in 2025 compared with 2024, as well as increases in waste management activities and the transportation of raw materials to our facilities.

Carbon footprint by Scope

CARBON FOOTPRINT BY SCOPE (T CO₂E)

● 2024 ● 2025



Although the carbon footprint increased by scope in terms of tons of CO₂e, in 2025 the indicator (TonCO₂e/Ton Production) decreased by

19%

Carbon footprint

The carbon footprint was developed as a tool to quantify and provide an indicator of the impact that an activity has on climate change, and is defined as follows:

THE TOTAL GREENHOUSE GAS EMISSIONS GENERATED DIRECTLY OR INDIRECTLY BY INDIVIDUALS, ORGANIZATIONS, PRODUCTS, EVENTS, OR GEOGRAPHIC REGIONS, EXPRESSED IN TERMS OF CARBON DIOXIDE EQUIVALENT (CO²E). IT SERVES AS A USEFUL MANAGEMENT TOOL FOR IDENTIFYING THE BEHAVIORS AND ACTIVITIES THAT CONTRIBUTE TO INCREASED EMISSIONS, DETERMINING HOW THEY CAN BE IMPROVED, AND PROMOTING MORE EFFICIENT USE OF RESOURCES."

THIS FOOTPRINT IS DIVIDED INTO 3 SCOPES:



SCOPE 1

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



SCOPE 2

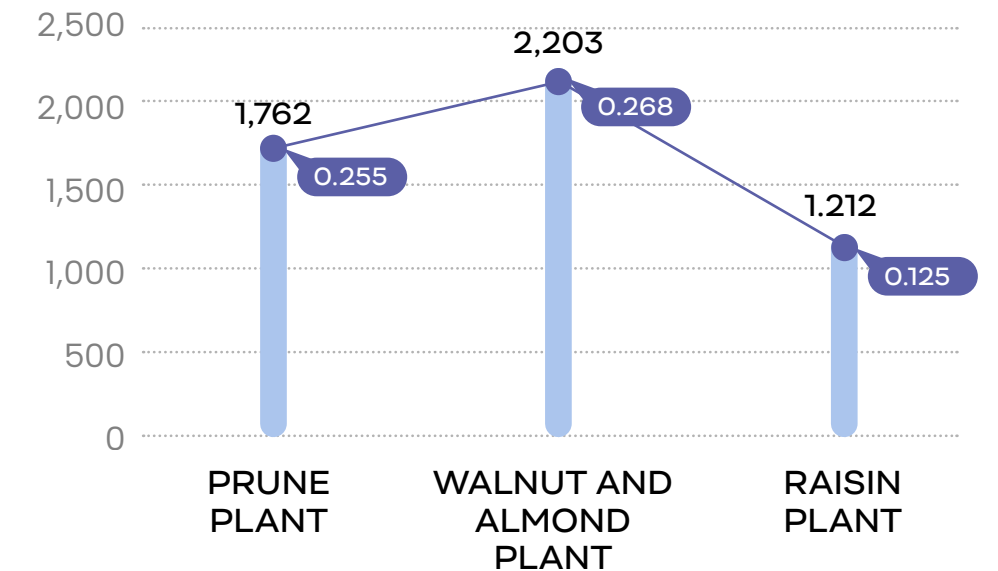
Indirect emissions from energy purchased by the company (e.g., electricity) and used in production.



SCOPE 3

Indirect emissions from sources that are neither owned nor controlled by the company.

CARBON FOOTPRINT BY PLANT



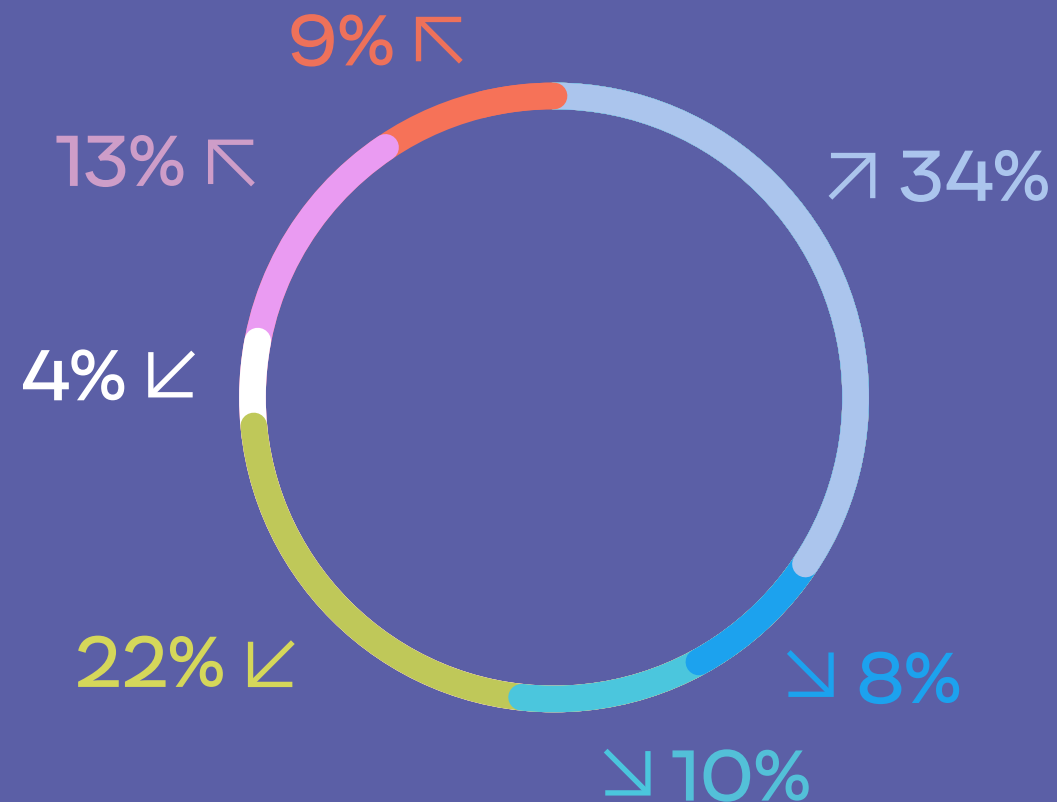
■ TOTAL FOOTPRINT (TONCO2E)
● INDICATOR (TONCO2E/TON PRODUCTION)

2025 Carbon footprint contribution by category

The largest share of GHG emissions comes from stationary sources, as our production processes rely on this energy for hulling, washing, drying, and sorting raw materials to produce the finished products that are subsequently delivered to our customers.

- Stationary Combustion
- Mobile Combustion
- Indirect emissions associated with electricity consumption
- Purchased goods and services
- Employee transportation
- Freight transportation
- Treatment and disposal of waste

DIRECT AND INDIRECT GHG EMISSIONS BY SCOPE AND EMISSION COMPARISON



Our products are primarily sold on a CFR basis—that is, delivered to the port of destination—which means that emissions generated from the transportation of our products account for the second-largest share within the “Goods and Services” category.

Results – Success Story on reduction

To reduce waste generation, Pacific Nut works with external partners to redirect by-products that were previously treated as waste toward reuse and recovery.

These reduction projects help lower GHG emissions, as shown in the following table, which presents the GHG emission savings achieved through the initiatives implemented.



These projects have helped us strengthen our carbon management and reduce our carbon footprint, earning us HuellaChile’s Reduction Seal in 2025.

PRE-PROJECT EMISSIONS (TCO2E)



↗ PRUNE BY-PRODUCT (PITS) CONVERTED INTO FUEL



↗ WET WASTE TO COMPOSTING

TOTAL:

	2022	2023	2024	2025
PRUNE BY-PRODUCT (PITS) CONVERTED INTO FUEL	13.57	16.10	21.01	14.94
WET WASTE TO COMPOSTING	1.38	1.98	2.16	2.22
TOTAL:	14.95	18.08	23.17	17.16



ALMOND BY-PRODUCT FOR ANIMAL FEED

Since the almond processing has been outsourced, it is not considered a reduction project at our facilities.

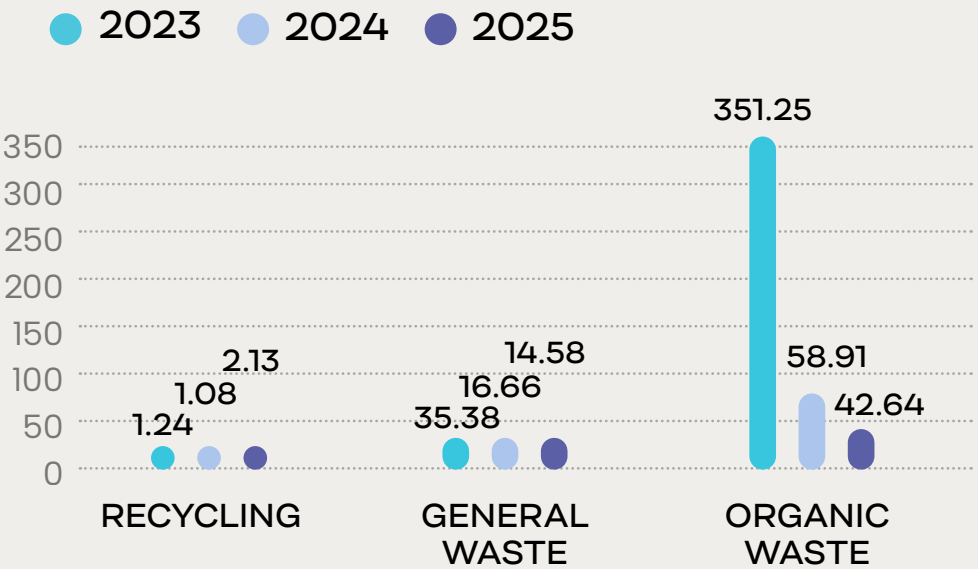
Waste Management

In 2025, a survey of the facilities was conducted, and organic waste was removed and sent to:

-  ↗ COMPOSTING
-  ↗ COMBUSTION
-  ↗ JUICE MANUFACTURING
-  ↗ LIVESTOCK FEED

This action resulted in an increase in the amount of waste sent to landfill.

WASTE MANAGEMENT (KG/MT)



05

People and Community

➤ PEOPLE

➤ SOCIAL RESPONSIBILITY

People



Staff training

actual needs of our teams and promotes an organizational culture based on active listening and continuous improvement.

We are also actively committed to supporting the mental health and overall well-being of our employees and their families. To this end, we provide flexible benefits designed to promote work-life balance, training and development plans, preventive health initiatives, referrals to local support networks, guidance provided by our social worker, recognition programs, new information-sharing channels, and dental benefits for employees and their families, among other initiatives. In addition, we promote opportunities for participation and support that contribute to the personal

and professional development of our employees.

Through these initiatives, Pacific Nut seeks to strengthen our employees' sense of belonging by promoting commitment, collaboration, and the development of a strong internal community based on mutual support, active participation, and cooperation among the various stakeholders involved. Our goal is to continue building a sustainable, people-centered organization focused on the ongoing growth and development of everyone who is part of it.

Each year, we assess our short-, medium-, and long-term needs based on information gathered through our annual employee engagement survey, onboarding processes, employee welfare area, field visits, Joint Health and Safety Committee, internal communication channels, the CEAL survey, and other sources. This enables us to develop specific action plans for each area and for cross-functional coordination, ensuring comprehensive and participatory management that is aligned with the

|| AT PACIFIC NUT, WE WORK EVERY DAY TO IMPROVE THE QUALITY OF LIFE OF OUR COLLABORATORS THROUGH INITIATIVES FOCUSED ON SAFETY, SATISFACTION, AND SKILLS DEVELOPMENT, WHILE CONTINUALLY FOSTERING A WORK ENVIRONMENT BASED ON RESPECT, COLLABORATION, INCLUSION, AND OVERALL WELL-BEING.

Preventive health initiatives (Vaccination Campaign)



People

In 2025, we strengthened our culture of inclusion, based on our corporate values. In this context, we promoted various initiatives aimed at creating opportunities for participation and growth in the area of inclusion, including the following:

COMMUNICATION OF INTERNAL POLICY

development, formalization, and communication of an internal inclusion policy.

LAW 21015

update on Law No. 21,015 regarding Inclusion Manager.

PUBLICATION OF AVAILABLE POSITIONS

through Pacific Nut's recruitment portals: Chile Trabajos, Trabajando.com, among others.

PARTICIPATION IN LOCAL EVENTS

where are plants our located, with an inclusive and participatory approach.

COLLABORATION WITH THE CHILEAN FOUNDATION FOR DISABILITY

to develop an assessment and action plan.

PARTNERSHIP WITH OMIL*

across different municipalities to facilitate the selection processes for each plant.

COMMITMENT TO AN EXTERNAL NETWORK

with the various municipalities in which our plants are located.

AWARENESS-RAISING AMONG WORK

teams in production plants regarding inclusion.

SUPPORT WITH DISABILITY ID CARD APPLICATIONS

preparation of social reports and guidance on obtaining a Disability ID Card.

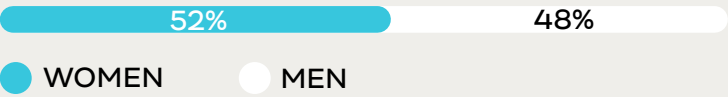
CONTRIBUTION TO FUNDACIÓN SIN BARRERAS TO SUPPORT INCLUSION INITIATIVES

through the purchase of monthly gift cards.

* (Municipal Employment Information Office)

AT PACIFIC, WE FOCUS ON BUILDING AN ORGANIZATIONAL CULTURE AND WORK ENVIRONMENTS FREE FROM DISCRIMINATION, PROMOTING GENDER EQUITY AND CREATING FAIR AND INCLUSIVE CONDITIONS FOR EVERYONE IN THE COMPANY, REGARDLESS OF INDIVIDUAL DIFFERENCES SUCH AS NATIONALITY, CULTURE, BELIEFS, AMONG OTHERS."

GENDER DIVERSITY DURING THE 2025 PEAK SEASON: APRIL



2025 ANNUAL AVERAGE OF FOREIGN COLLABORATORS:



The annual average number of foreign collaborators increased by 0.6% compared with 2024.



People

At Pacific Nut, we strive to maintain close, transparent, and ongoing communication at all levels. To promote effective and timely interaction, we have implemented various communication channels for both our collaborators and relevant external stakeholders, facilitating access to information, active participation, and the continuous exchange of ideas and needs.



MONTHLY ON-SCREEN NEWSLETTERS

Screens have been installed in the dining areas of each of our plants to share relevant monthly information with all employees on well-being, safety, organizational culture, key monthly milestones, and environmental matters.



SUGGESTION BOX AT EACH PLANT

Each plant has a physical suggestion box available to employees and external stakeholders, allowing them to submit comments or concerns they consider important regarding quality-related matters and other topics.



EMPLOYEE WELLNESS DIVISION

This division is made up of the Wellness Coordinator, the Deputy Manager of People and Sustainability, and the Head of Risk Prevention. Any reports or concerns related to people matters, legal compliance, integrity, or other issues may be raised confidentially with the area's representatives.



CONNECTED (QUARTERLY):

Online meetings led by the General Manager, where information is primarily shared on business performance, organizational culture, key milestones, CSR, and sustainability. The objective is to provide transparent information on the company's results and to engage employees in the goals and priorities established by the organization.



EMPRESAS SUTIL HOLDING WHISTLEBLOWING CHANNEL:

Empresas Sutil provides all collaborators and external parties associated with the company with access to a web-based whistleblowing platform for submitting reports or concerns.



IN-PERSON TALKS WITH THE WELLNESS COORDINATOR (SOCIAL WORKER):

Scheduled in-person talks are held at each of our plants to identify and address employees' concerns. When appropriate, employees are referred to local support networks.



SOCIAL MEDIA:

Pacific Nut's Instagram and LinkedIn accounts are used to share information with collaborators and external stakeholders.



"CONNECTED" EMAIL:

Sent to all employees with an @pacificnut.com email address to share information on people-related topics (organizational development, safety, and well-being) as well as sustainability and quality, among others.



TALANA PORTAL (HR SOFTWARE):

Used to share information on People-related topics (organizational development and well-being) as well as sustainability and quality, among others.



RECOGNITION EVENTS:

In-person meetings and events focused on recognizing employees for achievements in areas such as length of service, performance, academic excellence, and safety.

Employee
Recognition
Program



People

"AT PACIFIC NUT, WE PROMOTE AND STRENGTHEN AN INTERNAL CULTURE OF SUSTAINABILITY BY ENCOURAGING THE ACTIVE PARTICIPATION OF OUR EMPLOYEES THROUGH VARIOUS ACTIONS AND INITIATIVES FOCUSED ON ENVIRONMENTAL PROTECTION, THE RESPONSIBLE USE OF RESOURCES, AND THE CREATION OF SUSTAINABLE VALUE FOR OUR ORGANIZATION AND THE COMMUNITY."

➤ MILESTONES IN INTERNAL CULTURE:

1. AWARDED THE EXCELLENCE SEAL BY HUELLA CHILE:

An informational video led by the General Manager was produced and shared, followed by a trivia activity conducted at each of our plants.



2. VOLUNTEER ACTIVITY AT A SENIOR RECREATION CENTER IN SAN BERNARDO, IN COLLABORATION WITH THE LOCAL CESFAM AND MUNICIPALITY

Objective: To create a medicinal garden for the community through the donation of medicinal plants, nuts and dried fruits, and other supplies. The garden will be maintained by the CESFAM and the local neighborhood association. In addition, an internal activity was held in connection with Soil Conservation Day, consisting of the distribution of seed capsules to 100% of our employees.

➤ COMMUNICATION:

- Monthly information shared on screens located in the dining areas.
- Annual Sustainability Report and informational video.

Volunteering at a senior recreation center.



People

At Pacific Nut, we conduct an annual assessment of training needs with each area of the organization. The results are incorporated into a training plan designed to strengthen both technical knowledge and soft skills, supporting the professional development and growth of our collaborators.



99%

of employees receive training

18.4

hours of training per worker

USD 47,187.07

Total investment in training

“IN 2025, WE FOCUSED ON ASSESSING AND DEVELOPING HIGH-PERFORMANCE TEAMS TO STRENGTHEN TEAM COHESION, COORDINATION, COMMITMENT, AND CLARITY OF OBJECTIVES. WE WILL CONTINUE THIS WORK THROUGHOUT 2026.”



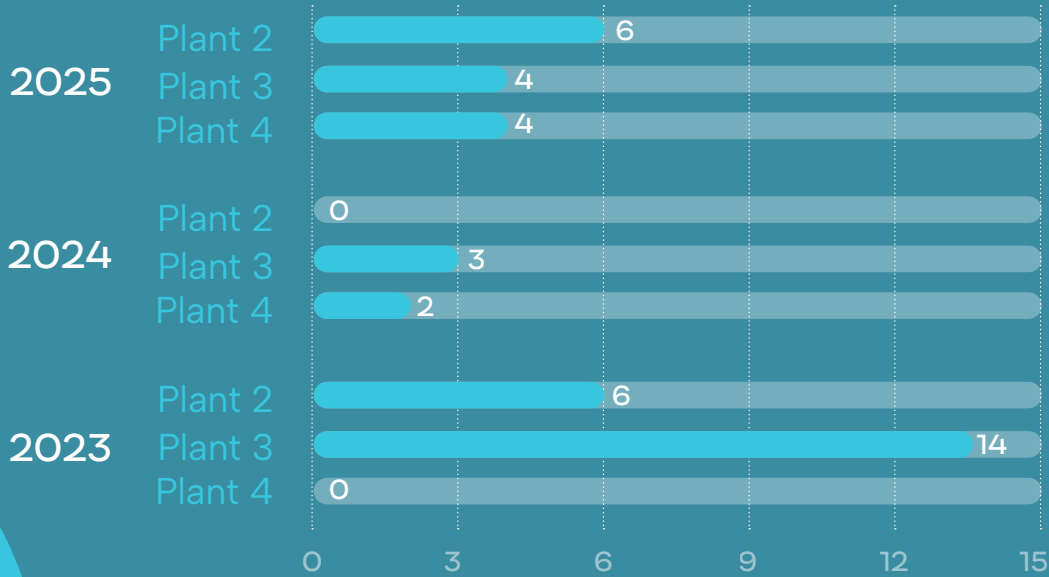
People

We place strong emphasis on recognition, awareness, information-sharing, and education on this topic in order to foster a culture of care at each of our plants. In addition, the Joint Health and Safety Committee was strengthened, and our risk prevention specialist maintained a consistent presence at the plants.

SAFETY AWARDS AT EACH OF OUR PLANTS

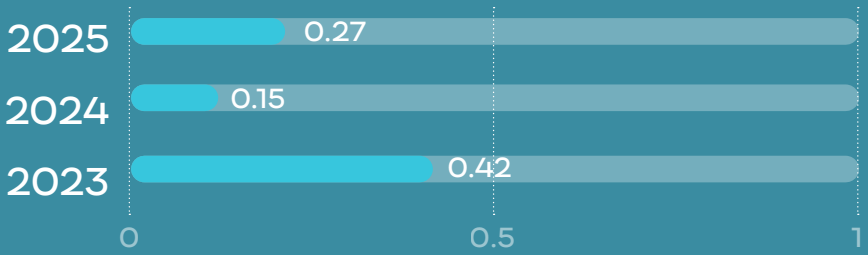
Group of collaborators recognized by the Safety Area for their commitment, dedication, and contribution to workplace safety.

NUMBER OF LOST-TIME INJURIES:



Historical comparison of the company's annual injury rate.

AVERAGE MONTHLY INJURY RATE



The company's average monthly injury rate.



Since 2025, we have been affiliated with ACHS, an organization focused on protecting and caring for people in the workplace, improving their quality of life, and contributing to the country's sustainable development. Safety Recognition at Our Three Plants: A group of collaborators was recognized by the Safety Area for their commitment, dedication, and contribution to workplace safety.

People

At Pacific Nut, we update our Well-Being Manual annually based on identified needs, with the aim of making a positive contribution to the quality of life of our collaborators and providing a satisfactory work environment for each of them, while promoting work-life balance.

In 2025, the following benefits were provided:



PREVENTIVE HEALTH SCREENINGS:

Three per year (influenza vaccination, eye screening, and a preventive talk on breast and cervical cancer).



SCHOLARSHIPS:

Academic Excellence and Recognition for Responsibility (Outstanding Conduct): 6 award recipients.



RECOGNITION OF VALUES/ BEHAVIORS:

Recognition based on Pacific Nut's values and behaviors, as assessed through the performance evaluation process.



RECOGNITION FOR LENGTH OF SERVICE:

For more than 10 seasons and for seniority of more than 10 years of service.



MONTHLY GIFT CARD AWARD

Awarded to collaborators actively involved in operations, based on responsibility indicators.



END-OF-SEASON GIFT CARD AWARD:

One per process, awarded to an outstanding collaborator.



FLEXIBILITY BENEFITS: (beyond legal requirements)



DENTAL AGREEMENT WITH MORA PAVIC.



CELEBRATIONS:

Chilean Independence Day, Christmas, Mother's Day, Father's Day, and Labor Day.



SENDA PROGRAM ACTIVATION:

working with quality of life.



San Bernardo
Senda Team



Social Responsibility

In 2025, Pacific focused on strengthening collaborative partnerships with local community organizations in the areas where our production plants are located, with an emphasis on sustainability. In this context, a significant portion of the donations made was directed toward supporting initiatives related to diversity and inclusion.

➤ ANGEL GABRIEL PRESCHOOL, MUNICIPALITY OF SAN BERNARDO:

- **Preventive health campaign:** Nutritionist talk and personalized consultations for the preschool staff.
- **Financial contribution:** \$13,178,807

➤ MARÍA DE LA LUZ FOUNDATION, METROPOLITAN REGION:

Donation of 60 kilos of nuts and dried fruits for a bingo event organized by the foundation.

➤ CAMINO REAL SCHOOL, MUNICIPALITY OF MOSTAZAL:

School Integration Program (PIE): Donation of pallets for the construction of a structure at the school.

➤ MARIA ALICIA PONCE PRESCHOOL, MUNICIPALITY OF MOSTAZAL:

Preventive health initiative: cNutritionist talk and personalized consultations for the preschool staff.

➤ SENIOR CITIZENS' RECREATION CENTER, MUNICIPALITY OF SAN BERNARDO:

Volunteer activity focused on creating a medicinal garden in collaboration with the local CESFAM and neighborhood association. Donation of 40 kilos of nuts and dried fruits.

Health
volunteer
program
Angel Gabriel
Preschool



Well-Being
Volunteer
Activity at San
Rafael Preschool





PACIFIC
Nuts & Dried Fruits



CHILE

Certified



Corporation