



MACHU PICCHU
FOODS

SUSTAINABILITY REPORT

Machu Picchu Foods S.A.C.

2025

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ABOUT THIS REPORT

We present our sixth (6th) Sustainability Report for the period from January 1 to December 31, 2025. This document highlights the main actions, progress, and impacts achieved by Machu Picchu Foods in the environmental, social, economic, and governance spheres, in line with our sustainability commitments and our roadmap toward generating a positive impact throughout the cocoa and chocolate value chain.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021 and also incorporates the United Nations Sustainable Development Goals (SDGs) as a guiding framework to align our initiatives with the 2030 Agenda. The contents presented reflect our organization's commitment to transparent accountability, strengthening dialogue with our stakeholders and reinforcing responsible management throughout our value chain. The contents presented reflect our organization's commitment to transparent accountability, strengthening dialogue with our stakeholders and reinforcing responsible management throughout our value chain.

In this 2025 edition, the methodology established under GRI Standard 3 (2021) has been adopted, prioritizing impacts according to their severity and likelihood across the value chain, unlike the dual-axis materiality matrix used in 2024. This change resulted in the consolidation of the list of material topics from 12 to 10, integrating Occupational Health and Safety into the Talent Well-being pillar and Diversity and Inclusion into the Cocoa-growing Community Development pillar. It should be noted that these adjustments do not modify the quantitative data previously reported, ensuring the full traceability and comparability of the organization's historical information.

For any questions or requests for additional information regarding this report, stakeholders may contact us at machu.picchu@mpf.com.pe or visit our website at www.mpf.com.pe.



WELCOME LETTER

Cocoa with Purpose, Built from the Origin

Dear partners, customers, employees, and cocoa-growing communities.

It is an honor to present the sixth Sustainability Report of Machu Picchu Foods. More than an accountability exercise, this document reflects a conviction that guides every decision we make as a company: the true value of what we do does not end with the product itself, but extends to the opportunities we help create throughout our entire value chain.

As Peru's leading cocoa processor, with more than three decades of experience and a presence in over 40 countries, we understand that leadership comes with greater responsibility. We work alongside more than 4,000 farming families across the Peruvian Amazon, and it is their

well-being, knowledge, and future that lie at the heart of our strategy. Truly sustainable cocoa begins with empowered producers, informed families, and children who have access to new opportunities.

The reporting year was marked by tangible progress. On the social front, programs such as Ñawinchay and Wiñay continued to strengthen access to quality education and foster the development of cocoa-growing communities while honoring their cultural heritage and native languages. Environmentally, we further strengthened our traceability and geospatial analysis systems, enabling us to ensure a deforestation-free supply chain, anticipate evolving international regulatory requirements, and protect both biodiversity and the cultural heritage of our sourcing regions. Economically, we continued to enhance the value of Peruvian cocoa, generating income that translates into improved livelihoods for farming families.

This report has been prepared with reference to the GRI Standards 2021 and represents an important step forward in the maturity of our sustainability management approach. During the year, we conducted a comprehensive materiality assessment that enabled us to reorganize our material topics into ten key themes aligned with our four strategic pillars. This reorganization is more than a methodological exercise; it reflects a clearer understanding of where we generate our most significant impacts and where we must focus our efforts going forward.

We recognize that sustainability challenges in the cocoa sector are structural in nature and cannot be addressed by any single company alone. For this reason, our commitment extends beyond compliance and is rooted in collaboration with farmers, customers, strategic partners, and institutions that share this vision. Because protecting the origin means protecting the future.

I would like to express my gratitude to every member of the MPF family, our partner communities, and our customers who place their trust in us. I invite you to explore these pages and join us in our vision of cocoa produced with respect, where origin and culture are valued just as highly as the final product.

With conviction and commitment,

Fernando Guzmán
Chief Executive Officer
Machu Picchu Foods S.A.C.



2025 MILESTONES



B CORP CERTIFICATION

In 2025, the organization officially obtained B Corp Certification, reinforcing its purpose of generating sustainable, inclusive, and regenerative value throughout its value chain.



YANAPAY AWARD (1ST PLACE)

For the third consecutive year, MPF received first place in the "Recycle to Help" category at the **11th ANIQUEM Awards**, after donating more than 317 metric tons of recyclable waste to help co-finance the comprehensive rehabilitation of child burn survivors.



EXPORT LEADERSHIP

With more than 25 years of experience, the company has consolidated its position as **Peru's leading exporter of cocoa-derived products, chocolate, snacks, and confectionery**, reaching more than 40 countries across five continents.



OUTSTANDING CUSTOMER SATISFACTION

In 2025, overall customer satisfaction was assessed using the Customer Satisfaction Score (CSAT), achieving an **outstanding 95% overall satisfaction rate** across its global customer portfolio.



CARBON FOOTPRINT VERIFICATION

The company successfully verified its Carbon Footprint in accordance with the **ISO 14064-1:2018** international standard, receiving recognition from MINAM for the second consecutive year.



MODERNIZACIÓN TECNOLÓGICA DE ALTO IMPACTO

Through the "Sustainable Industrial Zones Development" program (implemented in partnership with PRODUCE, UNIDO, and GEF), the company installed six new chiller units, **reducing energy consumption by 53%** and preventing the emission of 136 tCO₂e per year.



100% GEOSPATIAL TRACEABILITY (EUDR COMPLIANCE)

Machu Picchu Foods implemented the Cocoa Map platform and the Geo-Literacy Program(training more than 110 field advisors and cooperative representatives). These efforts enabled the on-site georeferencing of cocoa farms, ensuring that cocoa is sourced exclusively from deforestation-free areas and aligned with European Union regulatory requirements.



DECENT AND FORMAL EMPLOYMENT

By the end of 2025, the company had **2,061 direct employees**, with 100% working under full-time formal employment contracts. The company does not employ external temporary workers to perform equivalent roles.



LEAN MANUFACTURING CHOCOFLOW

This year, the company began rolling out **Lean Manufacturing Chocoflow**, its Operational Excellence Model, aimed at fostering a culture of continuous improvement and enhancing the efficient and sustainable use of resources through the reduction of losses and waste. The initiative currently engages 125 employees across Production (Callao and Pisco), Procurement, Maintenance, and Quality, and continues to be expanded throughout the organization.

ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

At **Machu Picchu Foods**, we recognize the 2030 Agenda as our roadmap for creating shared value. Our sustainability strategy integrates the **Sustainable Development Goals (SDGs)** as indicators of success across our operations. We actively contribute to **10 SDGs**, structured around five strategic pillars that address the critical challenges facing the cocoa and chocolate sector.



OUR STRATEGY AND ITS CONTRIBUTION TO THE 2030 AGENDA

STRATEGIC PILLAR	PRIORITY SDGs				2025 FOCUS
1. Sustainable Cocoa					Promoting regenerative agriculture and protecting biodiversity at origin.
2. Climate Resilience and Climate Action					Decarbonizing the energy matrix and improving resource efficiency.
3. Social Development and Well-being					Empowering cocoa-growing communities and providing access to technical education for the producers and cooperatives we work with.
4. Production and Traceability					Ensuring origin through EUDR-compliant standards and the digitalization of the supply chain.
5. Corporate Governance					Business ethics and strategic partnerships to strengthen sector governance.

As part of our continuous improvement approach, in 2025 we strengthened our **impact measurement mechanisms**. Each initiative is monitored through specific indicators that are reported annually in our Strategic Plan, ensuring that every

investment delivers measurable social and environmental returns.

Through this vision, we reaffirm our commitment to continue building an inclusive and resilient value chain. At

Machu Picchu Foods, we transform Peruvian cocoa production into a driver of positive change for our land and its people.



ABOUT US

Machu Picchu Foods is a Peruvian company founded in 2000 in Callao, with more than two decades of experience in the cocoa industry. Throughout these years, it has established itself as Peru's leading exporter of cocoa-derived products, chocolate, snacks, and confectionery, becoming a benchmark in the global market.

The company operates as a Closed Corporation (Sociedad Anónima Cerrada) under the General Corporation Law of Peru and is registered under Electronic Registration No. 70209764 in the Legal Entities Registry of Callao, in

compliance with applicable regulations.

Today, Machu Picchu Foods is a **leading company in the food industry**, specializing in the manufacture and contract manufacturing of cocoa-derived products, chocolate, confectionery, and related products. Its business model is built upon strong production capacity, technical expertise, and specialized knowledge, enabling the company to deliver innovative, customized, and high value-added solutions to customers across five continents.

In 2025, the organization obtained **B Corp Certification**, reflecting its commitment to meeting high standards of social and environmental performance, transparency, and corporate accountability. This milestone reinforces its purpose of contributing to a more inclusive, equitable, and regenerative economic system while creating sustainable value for all its stakeholders.

Our purpose goes beyond production, focusing on generating sustainable value throughout our value chain. We seek to serve as a bridge between the sustainable development of Peru's cocoa-growing communities and the responsible growth of our international customers, fostering relationships based on transparency, traceability, and mutual benefit.

In line with this commitment, we integrate the principles of responsible environmental management, business ethics, and shared value creation into every stage of our operations, actively contributing to local economic development, the preservation of the natural environment, and the strengthening of sustainable agricultural practices.

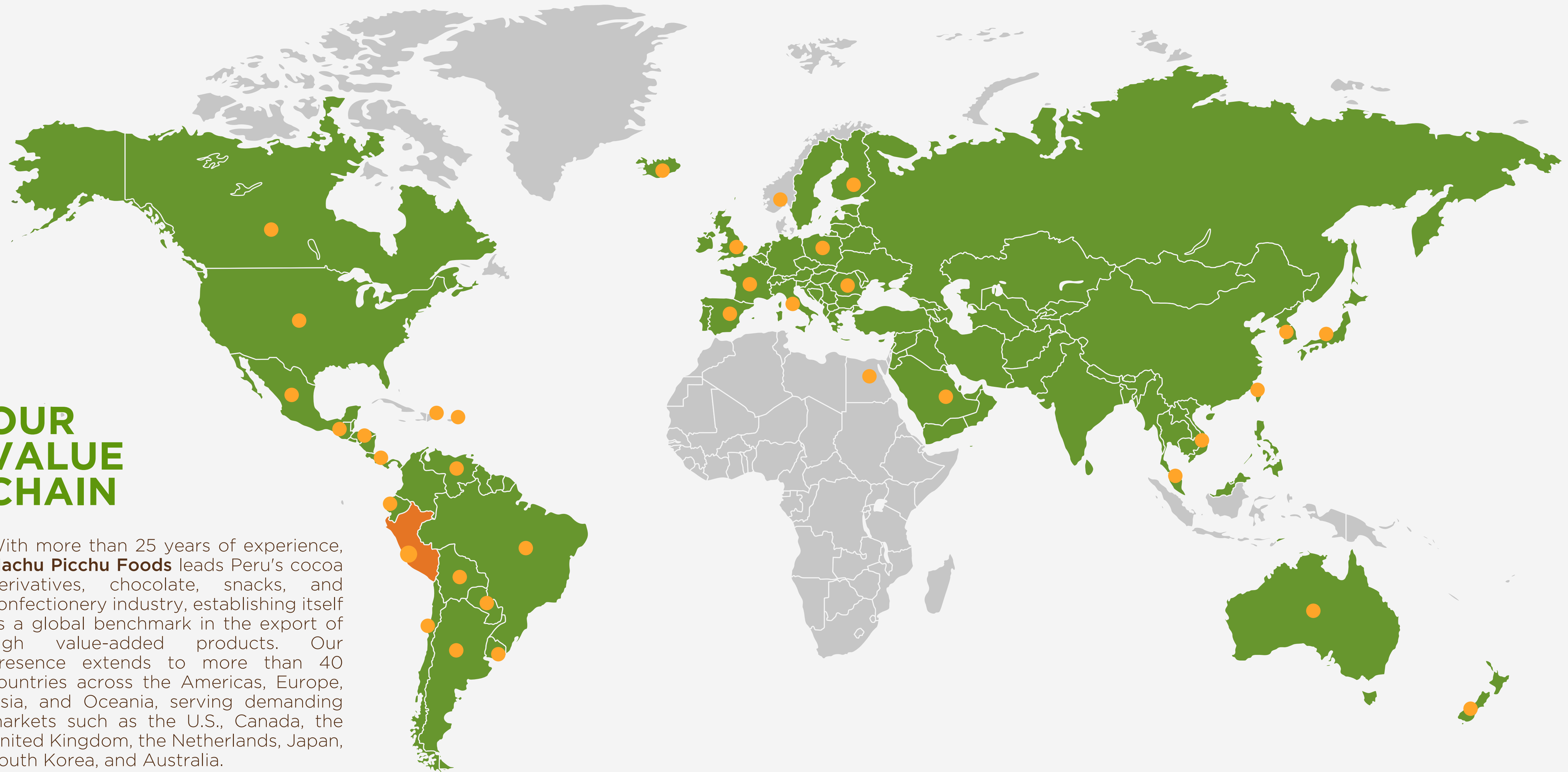
We recognize that our employees are a key stakeholder group and the driving force behind our organization. Therefore, we promote policies focused on their well-being, skills development, and professional growth, fostering fair, safe, and inclusive working conditions, as well as an organizational culture based on continuous improvement, equity, and respect.

With more than two decades of experience, we reaffirm our commitment to the sustainable transformation of the cocoa industry through innovation, quality, and the responsible management of our economic, social, and environmental impacts. We firmly believe that long-term value creation depends on ethical, transparent conduct aligned with international best practices, thereby contributing to a sustainable future for all our stakeholders.



OUR VALUE CHAIN

With more than 25 years of experience, **Machu Picchu Foods** leads Peru's cocoa derivatives, chocolate, snacks, and confectionery industry, establishing itself as a global benchmark in the export of high value-added products. Our presence extends to more than 40 countries across the Americas, Europe, Asia, and Oceania, serving demanding markets such as the U.S., Canada, the United Kingdom, the Netherlands, Japan, South Korea, and Australia.



1. BUSINESS MODEL AND INTEGRATED VALUE CHAIN

We operate under a vertically integrated business model that ensures traceability and quality from origin to the final consumer. Our value chain is structured around three strategic stages:

Sustainable Sourcing and Collection:

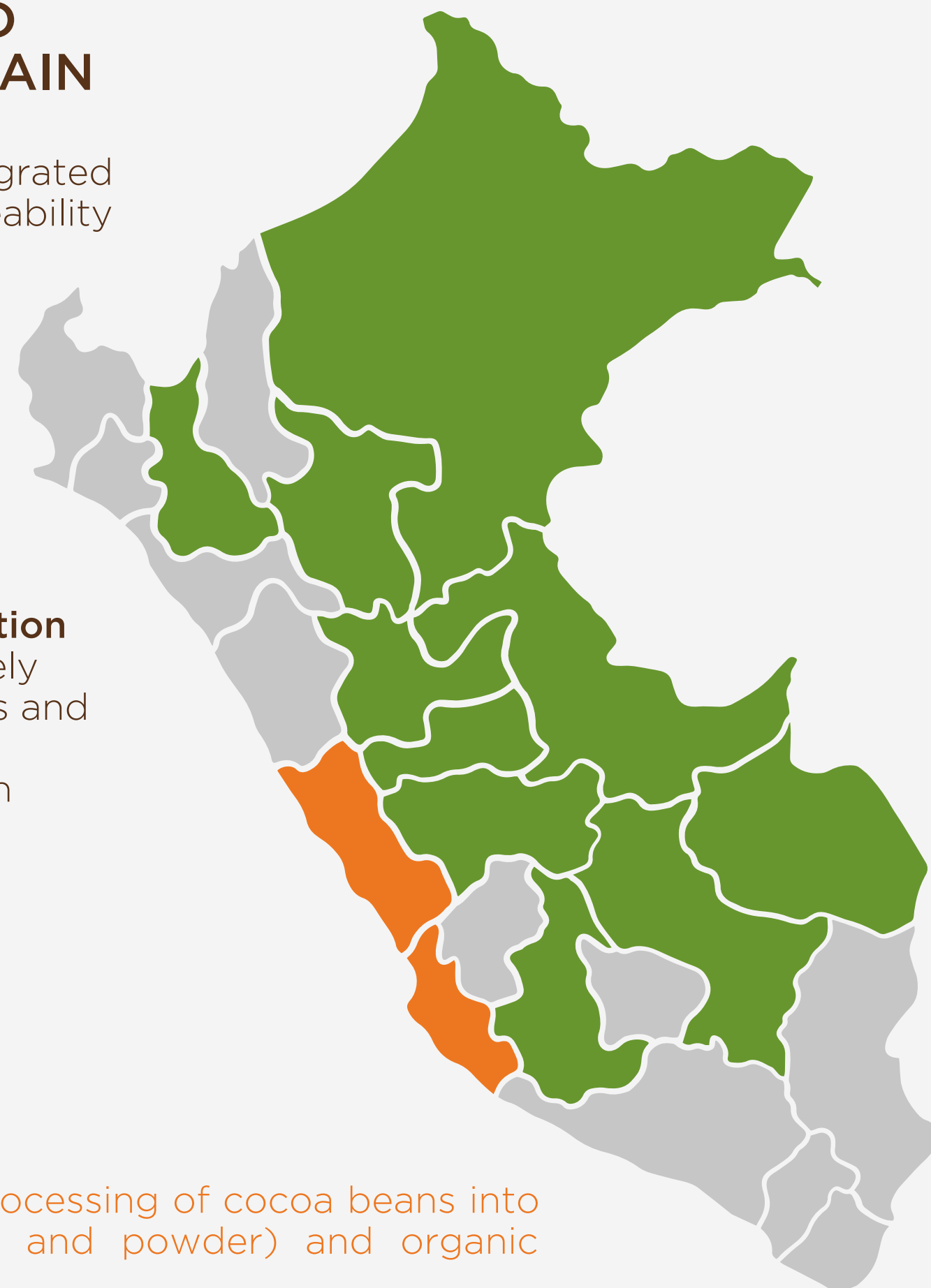
We manage a network of **31 collection centers nationwide**. We work closely with a strong network of producers and cooperatives certified under international standards, ensuring an ethical and high-quality supply.

Industrial Processing and Manufacturing:

We operate two state-of-the-art industrial facilities:

Pisco Plant: Specializing in the processing of cocoa beans into cocoa derivatives (liquor, butter, and powder) and organic chocolate.

Callao Plant: Focused on the production of tailor-made chocolate and specialized products (vegan, gluten-free, and allergen-free).



Commercialization and Distribution:

We serve a portfolio of more than **280 customers**, including wholesale distributors, brokers, supermarket chains, and international private-label brands.

2. PRODUCT PORTFOLIO

Our product offering is diversified across five main product lines, designed to meet nutritional needs and evolving market trends:

Chocolates: Chocolate drops, wafers, kibbles, chunks, bars, pralines, bites, compound chocolate, Easter eggs, and chocolate-coated products.

Cocoa Derivatives: Cocoa nibs, cocoa liquor, cocoa powder, cocoa butter, cocoa cake, and cocoa beans.

Cookies: Cookies, wafer rolls, and chocolate-coated cookies

Instant Mixes: Brownie, muffin, pancake, and pudding mixes, supermixes, sprinkles, and chocolate flakes.

Wafers and Confectionery: Wafer sticks, mini wafers, crepes, cones, dragees, chocolate-coated drops, and filled mini cones.



Chocolates



Cocoa Derivatives



Cookies



Instant Mixes



Wafers and Confectionery

3. COMMITMENT TO CERTIFICATION AND SUSTAINABILITY THROUGHOUT THE SUPPLY CHAIN

Sustainability is the cornerstone of our competitive advantage. We apply organic standards for the European, U.S., Japanese, Argentine, and Peruvian markets. At the close of the reporting period, our supplier network was distributed across the following certification programs:

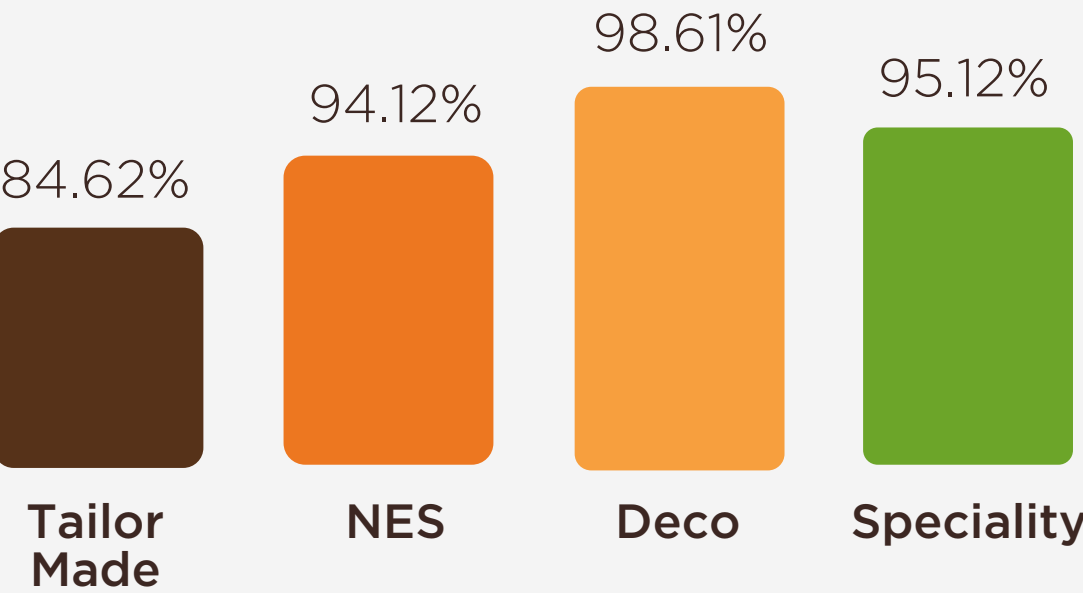
PROGRAM / CERTIFICATION	COVERAGE
Organic (EU-NOP-JAS-RTPO)	2,923 producers
Rainforest Alliance	1,274 producers
Sustainable Cocoa Program	1,882 producers
Sustainable Cocoa + Rainforest Alliance	957 producers
Fairtrade International	14 cooperatives (2,000 producers)
Regenerative Organic Certification	3 cooperatives (510 producers)

In addition, our production lines hold niche certifications that ensure product safety while meeting consumer preferences, including **Non-GMO, Sugar-Free, Kosher, and Halal**, enabling us to maintain high levels of customer satisfaction across all our destination markets.



4. OUR CUSTOMERS

Our global customer portfolio consists of more than 280 customers, spanning strategic channels such as wholesale distributors, brokers, supermarkets, and private-label brands. In line with our commitment to service excellence and strengthening our business relationships, during 2025 we measured customer satisfaction through the Customer Satisfaction Score (CSAT). We achieved an outstanding 95% overall satisfaction rate, based on a 42% response rate from our customer base.



When this indicator is broken down by business unit, consistently strong performance is observed across our main business segments. DeCo led the evaluation with 98.61%, followed by Specialty with 95.12% and NES with 94.12%. Meanwhile,

the Tailor Made division recorded 84.62%, identifying it as a key area of opportunity where we will continue focusing our efforts to strengthen the value we deliver and enhance the experience of our business partners throughout the value chain.



COMMITMENTS AND POLICIES

Our organizational activities are built upon the following institutional pillars:



1. MISSION:

To be the most agile, innovative, and reliable supplier in the value-added chocolate and snacks industry, acting responsibly toward our communities, the environment, and our people.



2. VISION:

To be the Tailor-Made partner for the chocolate and snacks industry.



3. VALUES:

RESPONSIBILITY:

- We act with ethics and integrity.
- We take care of ourselves by working safely.
- We comply with applicable regulations and procedures.
- We respect the environment and promote the development of our communities.

INNOVATION:

- We seek new business opportunities.
- We create new solutions and overcome challenges.
- We develop specialized products tailored to our customers' needs.

TEAMWORK:

- We respect others and promote a culture of mutual respect.
- We listen to others and communicate effectively.
- We collaborate across departments toward a common goal.

EXCELLENCE:

- We exceed our goals by delivering more than expected.
- We ensure high quality and efficiency in our products and processes.
- We highlight the true flavor of Peruvian cocoa in the products we offer our customers.



MACHU PICCHU FOODS' COMMITMENTS:

At Machu Picchu Foods, we are committed to:

a. Our employees

Our greatest value comes from our people. Therefore, we are committed to the well-being of our employees by providing optimal working conditions that comply with international labor standards, as well as programs and benefits that contribute to improving their quality of life, including workplace exercise sessions, medical examinations, sports activities, among others.

b. Our customers

We maintain high standards of quality control and traceability to ensure the quality and safety of our products, while offering exclusive, tailor-made solutions designed to meet our customers' specific needs.



c. Our farmers

We use our social media platforms to inform and share our experiences with the community, fostering transparent and open communication channels that encourage the exchange of ideas about our work and the cocoa and chocolate industry.

d. Medio ambiente

At Machu Picchu Foods, we are committed to protecting the environment and promoting the sustainable management of natural resources. To this end, we conduct periodic environmental monitoring at our production facilities in compliance with applicable legal requirements, ensuring that our operations are aligned with environmental protection objectives.

Machu Picchu Foods is committed to maintaining its ISO 14001:2015 Certification, which ensures the application of internationally recognized



environmental management standards and best practices for continuous improvement. This certification supports the prevention of environmental impacts both within and beyond our operations, the protection of the environment and surrounding communities, the continuous improvement of our processes, and the efficient use of energy and natural resources. We are also committed to maintaining a cocoa supply chain that promotes socially and environmentally responsible practices, biodiversity conservation, and sustainable rural development.

We are committed to measuring our Carbon Footprint in order to quantify the

total greenhouse gas emissions generated directly and indirectly by our operations, with the goal of progressively reducing them and ultimately becoming a Carbon Neutral company.

In cocoa-growing regions, we provide free technical assistance and training to encourage and support farmers in adopting more sustainable agricultural practices that reduce soil degradation and deforestation while preserving Peru's biodiversity. Likewise, in our urban operations, we continue implementing measures to make our facilities more environmentally sustainable and mitigate our environmental impact.

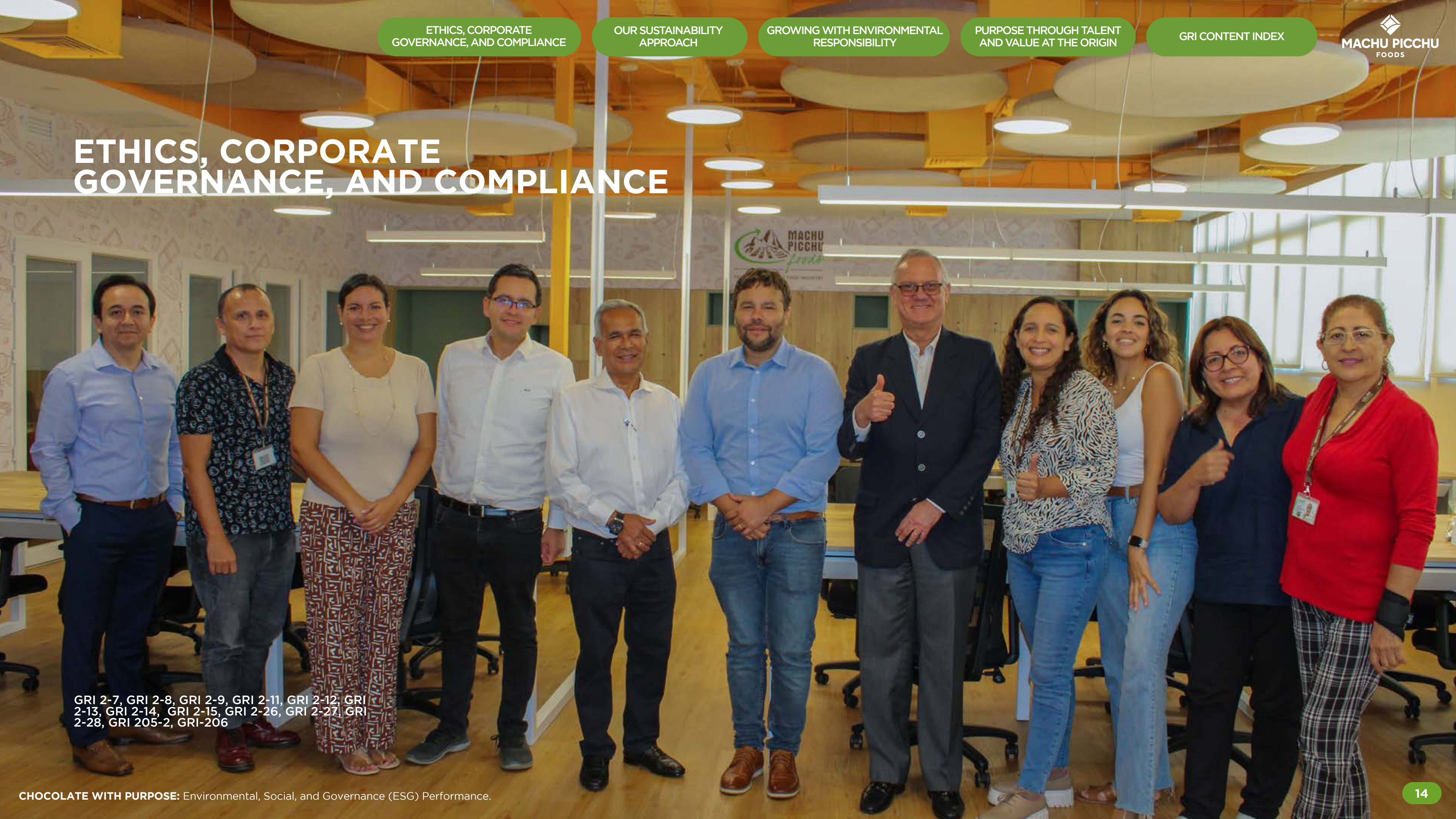
e. Our community

During this period, Machu Picchu Foods responded to various requests for support from local institutions and organizations, reaffirming its commitment to community well-being. Donations were primarily directed to local entities such as police stations, educational institutions, labor unions, and low-income neighborhoods, ranging from appliances and equipment to Christmas baskets, contributions for festive activities, and donations for commemorative dates. These actions, carried out between July and December 2025, reinforce the company's ties with its nearby community and its active participation in social initiatives.

REQUESTOR	MONTH/YEAR	DONACIONES
COMRU - San Miguel "D"	December - 2025	Christmas food baskets were donated
Playa Rimac (Police Station)	November - 2025	Requested 15 christmas food baskets
Securitas (Labor Union)	October - 2025	Requested contribution for a christmas hot chocolate charity event
IE Santa Rosa de Lima (Educational Institution)	October - 2025	Requested donation for a christmas show and gifts for students
Playa Rimac (Police Station)	August - 2025	Snacks and sodas were donated for Peruvian National Police day
IEI Eduardo Marquez Talledo (Elementary/Kindergarten)	August - 2025	Requested a cake donation for the institution's anniversary
AA. HH. Bocanegra sector 5 (Low-Income Neighborhood)	July - 2025	A speaker and a projector were donated



ETHICS, CORPORATE GOVERNANCE, AND COMPLIANCE



GRI 2-7, GRI 2-8, GRI 2-9, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-15, GRI 2-26, GRI 2-27, GRI 2-28, GRI 205-2, GRI-206



ETHICS, CORPORATE GOVERNANCE, AND COMPLIANCE

At Machu Picchu Foods, we recognize that a strong corporate governance framework, strict regulatory compliance, and a culture grounded in ethics are the fundamental pillars for ensuring the long-term sustainability and legitimacy of our operations. Through this material topic, we proactively manage our impacts, ensuring that transparency guides every decision, from the Board of Directors to our daily operations. This foundation of integrity and regulatory compliance provides the basis for the governance structure, consultation mechanisms, and due diligence policies described below.

TALENT MANAGEMENT AND FAIR COMPENSATION

At Machu Picchu Foods, we recognize that our people are our organization’s most strategic asset. We are committed to talent management based on employment stability and decent work. Therefore, **100% of our employees** are hired under formal, full-time, fixed-term employment contracts, ensuring job security and formal employment throughout our operations.

At the end of the 2025 reporting period, we had a total of **2,061 direct employees**. Unlike common practices within the industry, Machu Picchu Foods does not employ part-time workers, nor do we hire external temporary workers to perform duties equivalent to those of our direct employees. This structure ensures that all members of our workforce enjoy the same benefits and social security coverage.

The following table presents the distribution of our workforce as of the end of 2025, highlighting our presence across both industrial facilities and regional collection centers.

CONCEPT	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Independent contractors	0	0	0	0	0	0
Full-time contracted	1384	643	1417	721	1418	643
Callao	641	418	667	474	587	393
San Isidro	35	46	35	48	31	48
Pisco	499	131	506	148	582	149
Jaen	8	2	8	1	9	2
Juanjui	18	7	17	6	18	6
Kimbiri	40	5	44	5	45	6
Madre de Dios	5	0	4	1	5	1
Quillabamba	2	1	1	1	3	0
Satipo	28	8	27	10	29	10
Tarapoto	47	11	51	7	52	9
Tingo María	43	12	9	1	8	4
Tocache	18	2	12	3	13	3
Ucayali	0	0	36	16	36	12
Total	1384	643	1417	721	1418	643

The majority of our workforce continues to be concentrated at our Callao, Pisco, and San Isidro facilities, where our main production plants and corporate offices are located. It is also worth noting the continued strengthening of our presence in strategic locations such as **Pisco**, which has experienced sustained workforce growth over the past three years.

GOVERNANCE STRUCTURE AND COMPOSITION

Machu Picchu Foods has established a robust corporate governance structure designed to ensure sound decision-making, transparent management, and the creation of sustainable value for its stakeholders. This structure consists of the following governing bodies:



The General Shareholders' Meeting

is the Company's highest governing body. It is convened at least once a year, in accordance with applicable regulations, to review the Company's management, approve the annual financial results, and adopt resolutions on matters within its authority. Extraordinary meetings may also be convened whenever circumstances require.

The Board of Directors

is the Company's highest strategic management and oversight body. It is composed of seven (7) members, four (4) of whom are independent directors and three (3) appointed by the General Shareholders' Meeting, ensuring an appropriate balance in the decision-making process. Board members serve two-year terms. The Board elects a Chairperson from among its members, who presides over meetings and coordinates the activities of the governing body. The Board meets monthly following formal notice of meeting. Its primary responsibilities include defining the Company's strategy, overseeing management, and ensuring compliance with the principles of good corporate governance.

Board Chairmanship

The Company maintains a high-level leadership structure in which the Chair of the Board also serves as the Chief Executive Officer (General Manager). This role is responsible for leading the Company's strategic and operational direction, chairing Board meetings and key committees, and ensuring alignment between the Company's vision, management, and sustainability objectives.

General Management

is responsible for implementing the resolutions adopted by the General Shareholders' Meeting and the Board of Directors, as well as for the overall management of the organization. Its duties and responsibilities are formally established and approved by the General Shareholders' Meeting. The position of General Manager is of indefinite duration and is responsible for directing the Company's operations while ensuring alignment between the corporate strategy and operational execution.

The management team

consists of executives responsible for leading, managing, and coordinating the various areas of the organization in accordance with the current organizational structure. These executives contribute to the implementation of the Company's strategy and actively participate in management committees, strengthening cross-functional decision-making.



As part of its governance framework, the Company has established specialized committees that strengthen internal coordination, risk management, and decision-making.

Management Committee

Serves as the Company's institutional coordination body, where strategic, operational, administrative, environmental, technological, and overall management matters are reviewed. It meets monthly.

The Risk Committee

Is responsible for identifying, assessing, and managing financial, operational, logistics, production, and external risks that may affect the organization. The committee proposes mitigation measures and corrective actions to support decision-making. It meets weekly and is chaired by the General Manager.

The Crisis Committee

Is responsible for managing emergency situations and crisis events. Its primary objective is to ensure a timely and coordinated response while prioritizing business continuity and operational safety. Its responsibilities include developing prevention plans, identifying risk scenarios, and managing alerts. The committee meets whenever circumstances require and is chaired by the General Manager.

The Strategy Committee

Is responsible for reviewing, monitoring, and updating the Company's Strategic Plan. It also advises the Board of Directors and senior management on strategic decision-making by evaluating implementation progress and recommending adjustments when necessary. The committee meets monthly.



DELEGATION OF SUSTAINABILITY RESPONSIBILITIES

In accordance with its Articles of Incorporation, Machu Picchu Foods establishes that the General Shareholders' Meeting is responsible for appointing and approving the delegation of representative authority to the General Management.

The General Manager, as the executive responsible for the overall management of the Company, is vested with the authority necessary to fulfill the Company's corporate purpose. Within the scope of these responsibilities, specific powers are delegated to executives and regional managers, who assume responsibilities for operational, financial, logistics, legal, environmental, and other key areas of the organization.

These delegations include representing the Company before public and private entities, executing contracts of various types in accordance with applicable regulations, managing financial and banking operations, and representing the Company in negotiation, extrajudicial conciliation, and judicial proceedings, among other responsibilities required for the effective management of the business.

With regard to sustainability and regulatory compliance, the organization has delegated responsibility for environmental management instruments, as well as for maintaining and monitoring the Environmental Management System and the Administrative Liability Prevention System for Legal Entities (Criminal Compliance System), to the Legal Management department. This structure ensures the effective management of environmental, social, and governance (ESG) impacts, in line with the Company's policies and applicable regulations.

Likewise, those responsible for the management systems report regularly to

senior management for which they must submit quarterly reports on the performance of the management systems, monthly reports to the Board of Directors on financial and economic performance, and annual reports integrating information on people management, environmental performance, and production processes.

This delegation and oversight framework strengthens the organization's governance by promoting accountability, informed decision-making, and the responsible management of impacts throughout the value chain.



CONFLICTS OF INTEREST

Through its highest governing body, Machu Picchu Foods has established mechanisms to identify, prevent, and manage potential conflicts of interest, particularly in the appointment process for members of the Board of Directors.

Accordingly, prior to the appointment of Board members, the organization conducts a due diligence process that includes background checks and third-party consultations to assess candidates' suitability, their independence in decision-making, and the existence of any relationships with other stakeholder groups that could give rise to actual or potential conflicts of interest.

Currently, members of the Board of

Directors participate in various professional activities and serve on other governing bodies. However, these positions are unrelated to the Company's corporate purpose, thereby helping preserve their independence and objectivity in the performance of their duties.

Likewise, the Company's ownership structure does not concentrate control in a single shareholder, promoting collective decision-making. Strategic and operational decisions are adopted during Board meetings through transparent and well-founded deliberative processes that encourage Board member participation and ensure independence of judgment in every vote.

This approach strengthens corporate governance by promoting transparency, integrity, and trust in management, in line with international best practices.



ADVISORY AND GRIEVANCE MECHANISMS

At Machu Picchu Foods, Senior Management is responsible for strengthening prevention mechanisms and allocating the resources necessary for the effective implementation and continuous improvement of the Administrative Liability Prevention Management System for Legal Entities.

As part of this approach, the organization relies on specialized external advisors who provide guidance on regulatory compliance, anti-corruption practices, and the strengthening of its ethical framework. This support contributes to ensuring compliance with the Code of Business Conduct and Ethics, the Internal Work Regulations, and the other corporate policies governing the Company's operations.

The Administrative Liability Prevention System (Criminal Compliance System) has been implemented to prevent criminal risks and foster an organizational culture based on ethics,

integrity, and regulatory compliance, thereby reducing the Company's exposure to potential legal and reputational risks.

Within this framework, the organization has established a Whistleblowing Channel, accessible through our corporate website:

**de Denuncias | Machu
Picchu Foods**

<https://www.mpf.com.pe/es/canal-de-denuncias/>

This channel enables employees and third parties connected with the Company's operations to report concerns or complaints related to potential breaches of ethical principles or regulatory requirements. Reports are handled confidentially and, when requested, may be submitted anonymously, ensuring that they are managed in accordance with established procedures.

Additionally, Machu Picchu Foods has a Code of Business Conduct and Ethics, which establishes the principles and standards of conduct applicable to all Company operations. This Code forms an

integral part of the Compliance System and is available in both Spanish and English at the following links:

<https://www.mpf.com.pe/es/terminos-y-condiciones/#ethicalcode>
<https://www.mpf.com.pe/ethical-code/>

The system is also supported by complementary mandatory compliance documents, including:

Risk Management Procedure for the Prevention System

The Prevention System is overseen by a Compliance Officer, a function assigned to the Legal Management department, which is responsible for supervising the implementation, operation, and monitoring of the system, as well as the application of the Risk Management Procedure, which establishes the guidelines for identifying, assessing, and mitigating risks throughout the organization.

Finally, with the objective of strengthening the Company's culture of

compliance, the organization conducts periodic training programs for its employees on the Administrative Liability Prevention System and the ethical principles that guide their conduct.

These mechanisms help ensure an environment of trust, transparency, and access to effective communication channels, aligned with international best practices in corporate governance and sustainability.





COMPLIANCE WITH LAWS AND REGULATIONS

At Machu Picchu Foods, compliance with applicable legislation is a fundamental principle of our business management. All our activities and operations are carried out in strict adherence to the applicable regulatory framework, ensuring that legal compliance remains a cross-cutting pillar in the execution of our corporate purpose. In this context, the organization maintains processes aligned with current civil, labor, environmental, tax, and sector-specific regulations. Likewise, we implement control and monitoring mechanisms that allow us to periodically assess our level of compliance, including internal and external audits based on national and international standards.

At the close of the reporting period, the Company maintained a high level of regulatory compliance. As a result of this management approach, Machu Picchu Foods was not subject to significant monetary sanctions or relevant administrative measures arising from legal non-compliance in labor, environmental, tax, or sector-specific matters.

This performance has ensured the continuity of our operations without negative impacts on our commercial activities or production processes, reaffirming our commitment to responsible, transparent management aligned with best practices in corporate governance.

PARTICIPATION IN ASSOCIATIONS

Machu Picchu Foods is a member of several business associations and industry organizations that promote sustainable development, competitiveness, and the strengthening of the industry at both the national and international levels. These memberships are strategic for the organization, as they facilitate engagement with key stakeholders and participation in dialogue and sector improvement initiatives.

The main associations to which the Company belongs include:

National Society of Industries (SNI)

Since 2019, the organization has been a member of the Confectionery Committee, actively participating in its meetings. Through this forum, we contribute to the development of proposals aimed at strengthening the industry and promoting the sector's competitiveness and sustainable growth.

Association of Exporters (ADEX)

As members of this business association, which represents exporters and importers in Peru, we participate in working groups alongside various government entities. These initiatives seek to promote the development of agricultural exports, strengthen Peru's presence in international markets, and advance favorable policies for the sector.



Lima Chamber of Commerce (CCL)

Through our participation in this association, we contribute to identifying and analyzing the main challenges facing the cocoa industry at the national level, collaborating in the evaluation of solutions that promote its sustainability and development.

Acuerdo de Acción Colectiva Cacao, Bosques y Diversidad

As part of this multi-stakeholder agreement, we have committed to advancing toward a deforestation-free value chain that respects Amazon biodiversity, strengthening joint actions among the private sector, civil society, and government institutions.

Sistema B

Como parte de nuestro compromiso con un modelo de negocio que integra rentabilidad e impacto positivo, nos incorporamos al Sistema B y obtuvimos la certificación como Empresa B. Con este paso, Machu Picchu Foods reafirma su compromiso de generar valor económico, social y ambiental de manera simultánea, sometiendo su gestión a los más altos estándares de desempeño, transparencia y responsabilidad frente a todos nuestros grupos de interés.

Through these memberships, Machu Picchu Foods reaffirms its commitment to collaborative work, institutional strengthening, and the creation of shared value, in line with best practices in governance and sustainability.

COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES

Machu Picchu Foods actively promotes a culture of integrity and compliance, ensuring that employees have the knowledge necessary to identify, prevent, and manage situations related to corruption and bribery.

As part of this commitment, the organization implements ongoing anti-corruption training programs that include the dissemination of internal policies such as the Code of Business Conduct and Ethics and other guidelines established under the Administrative Liability Prevention System for Legal Entities. To assess the effectiveness of these training programs, employees participate in both in-person and virtual evaluations, the latter through a digital learning platform. These evaluations verify participants' understanding of the content, ensuring that they are able to identify risks associated with improper practices as well as the potential administrative, labor, and criminal consequences arising from non-compliance.

During the reporting period, a total of 2,074 participations were recorded in corruption prevention training sessions, demonstrating broad organizational coverage. The results also reflected a significant level of learning, with an average pass rate of 97%, particularly highlighting the participation of long-tenured employees, who continue to reinforce and consolidate this knowledge over time.

In addition, Machu Picchu Foods ensures that employees are promptly informed of any changes to policies and procedures through periodic internal communications and awareness activities, ensuring proper understanding and compliance throughout the organization. These actions strengthen the Company's ethical culture, contribute to the prevention of corruption risks, and support compliance with international best practices in corporate integrity.

LEGAL ACTIONS RELATED TO UNFAIR COMPETITION AND MONOPOLISTIC PRACTICES

Machu Picchu Foods maintains a firm commitment to compliance with regulations governing free competition, fair competition, and the prevention of monopolistic practices. Within this framework, the organization promotes a market environment based on transparency, fairness, and respect for the rules, ensuring freedom of choice for businesses and consumers.

The Company conducts its commercial activities under principles of independence and objectivity, avoiding any practice that could restrict or distort competition, such as price-fixing, collusive agreements, undue discrimination, unfair trade practices, or any other conduct contrary to applicable regulations. Accordingly, the Company declares that none of its shareholders,

directors, employees, contractors, or third parties acting on its behalf has engaged in conduct that violates free competition regulations.

Likewise, Machu Picchu Foods makes commercial decisions independently from competitors, customers, and suppliers, establishing its conditions and strategies based on its own criteria and publicly available market information. The Company also recognizes the importance of safeguarding commercially sensitive information; therefore, employees are expressly prohibited from sharing, requesting, or exchanging strategic information that could create undue advantages or affect free competition.

The organization periodically monitors indicators related to ongoing and concluded legal actions, as well as administrative proceedings, including those related to unfair competition, monopolistic practices, and free competition. This monitoring is conducted quarterly through the Management Committee and is reviewed annually by the Board of Directors as part of its oversight responsibilities.

During the reporting period, Machu Picchu Foods was not subject to legal actions, investigations, or sanctioning

proceedings related to unfair competition practices, monopolistic conduct, or violations of free competition regulations. Likewise, no administrative or monetary sanctions were recorded in this regard. To support this commitment, the Company maintains a Whistleblowing Channel accessible to employees and third parties, allowing confidential reporting of any conduct contrary to competition policies and business ethics. No reports related to anti-competitive practices were received during the reporting period.

These results reflect the organization's commitment to regulatory compliance, business integrity, and the adoption of responsible practices, in line with international best practices and its Code of Business Conduct and Ethics.



OUR SUSTAINABILITY APPROACH: A STRATEGIC ROADMAP SHAPED TOGETHER WITH OUR STAKEHOLDERS.

GRI 2-29, GRI 3-1, GRI 3-2

STAKEHOLDER ENGAGEMENT APPROACH

At Machu Picchu Foods, sustainability management is built upon continuous and transparent dialogue with our stakeholders. During 2025, we maintained the Stakeholder Mapping established in 2024, confirming that the identified stakeholders continue to be critical to the resilience of our value chain and the success of our operations. This enables the Company to move from reactive communication to proactive management, where social risks are mitigated by addressing the expectations of those stakeholder groups with the greatest legitimacy and urgency within our areas of influence. Based on the assessment conducted in 2024, we continue to recognize **six strategic stakeholder groups**

Methodology Used:



Virtual Questionnaires



Document Review

Applied to:





This stakeholder ecosystem is composed of a total of **55 specific stakeholder subgroups**, which are assessed using the **Power-Legitimacy-Urgency methodology**. This model enables us to assign scores that classify each stakeholder into seven dynamic categories: dormant, discretionary, demanding, dominant, dangerous, dependent, and definitive.

ENGAGEMENT CHANNELS AND FREQUENCY

We use a variety of engagement mechanisms tailored to stakeholders' actual expectations, ensuring transparency in strategic decision-making.

STAKEHOLDER GROUP	ENGAGEMENT MECHANISMS	FREQUENCY	KEY 2025 TOPICS
Cocoa-growing communities	Technical field visits, training sessions, and social programs.	Ongoing / Weekly	Organic productivity, financial inclusion, education, and fair pricing
Employees	Internal channels, communication employee engagement surveys, volunteer programs, and training.	Diaria / Mensual	Occupational health and safety, family well-being, and professional development.
Clientes y consumidores	Impact reports, digital platforms, and international trade fairs.	Quarterly	Cocoa traceability, certifications, and business ethics.
Proveedores de insumos	Alignment meetings, performance evaluations, and logistics agreements.	Monthly	Delivery efficiency and quality standards.
Comunidades locales	Participatory assessments and social programs.	Quarterly	Community development, capacity building, education programs, and social support.

PROCESS FOR DETERMINING MATERIAL TOPICS

During the 2025 reporting period, Machu Picchu Foods reviewed and updated its materiality determination process, building upon the assessment conducted in 2024. The process was aligned with the MPF Sustainability Policy, whose five strategic pillars (Sustainable Cocoa, Climate Resilience and Climate Action, Social Development and Community Well-being, Responsible Production and Traceability, and Corporate Governance) constitute the Company's current institutional framework, as well as with the evolution of its 2028 Sustainability Strategy, organized around four operational pillars: Integrity and Transparency at Origin, Community Development, Climate Action and Emissions Reduction, and Organic Agriculture.

The process was structured into four stages:

1

Impact Identification

We reviewed Global sustainability trends in the agri-food sector, relevant regulatory frameworks, particularly EU Regulation 2023/1115 on deforestation-free products (EUDR), and applicable national regulations, international reporting standards, explicit requirements from our global clients, and peer assessments within the sector were reviewed. Based on this review, we identified the actual and potential impacts of our operations on the economy, people, and the environment, considering the extended cocoa value chain, from sustainability at origin (traceability, zero deforestation, and producer livelihoods) to the product quality required by industrial customers.

2

Stakeholder Consultation

Structured questionnaires were administered to key management functions (General Management, Legal Management, Commercial Management, Human Talent Management, and the Collection Centers Management and its Sustainability and Projects Department). At the same time, we incorporated insights gathered through our ongoing engagement with producers and cooperatives, customers through the Customer Journey Map and the Cocoa Faces program, which collects socioeconomic information directly in the field, as well as strategic partners such as the Ministry of Agrarian Development and Irrigation (MIDAGRI), Earthworm Foundation, Solidaridad, PROMPERÚ, PELCAN- PUCP, and the San Martín Regional Cocoa Technical Committee. The stakeholder mapping methodology remained consistent with that applied in 2024, based on the attributes of power, legitimacy, and urgency.

3

Impact Prioritization

Each topic was assessed considering three dimensions: the severity of impacts (scale, scope, and irremediability), the likelihood of occurrence, and MPF's ability to influence or effectively manage those impacts.

4

Validation and Approval

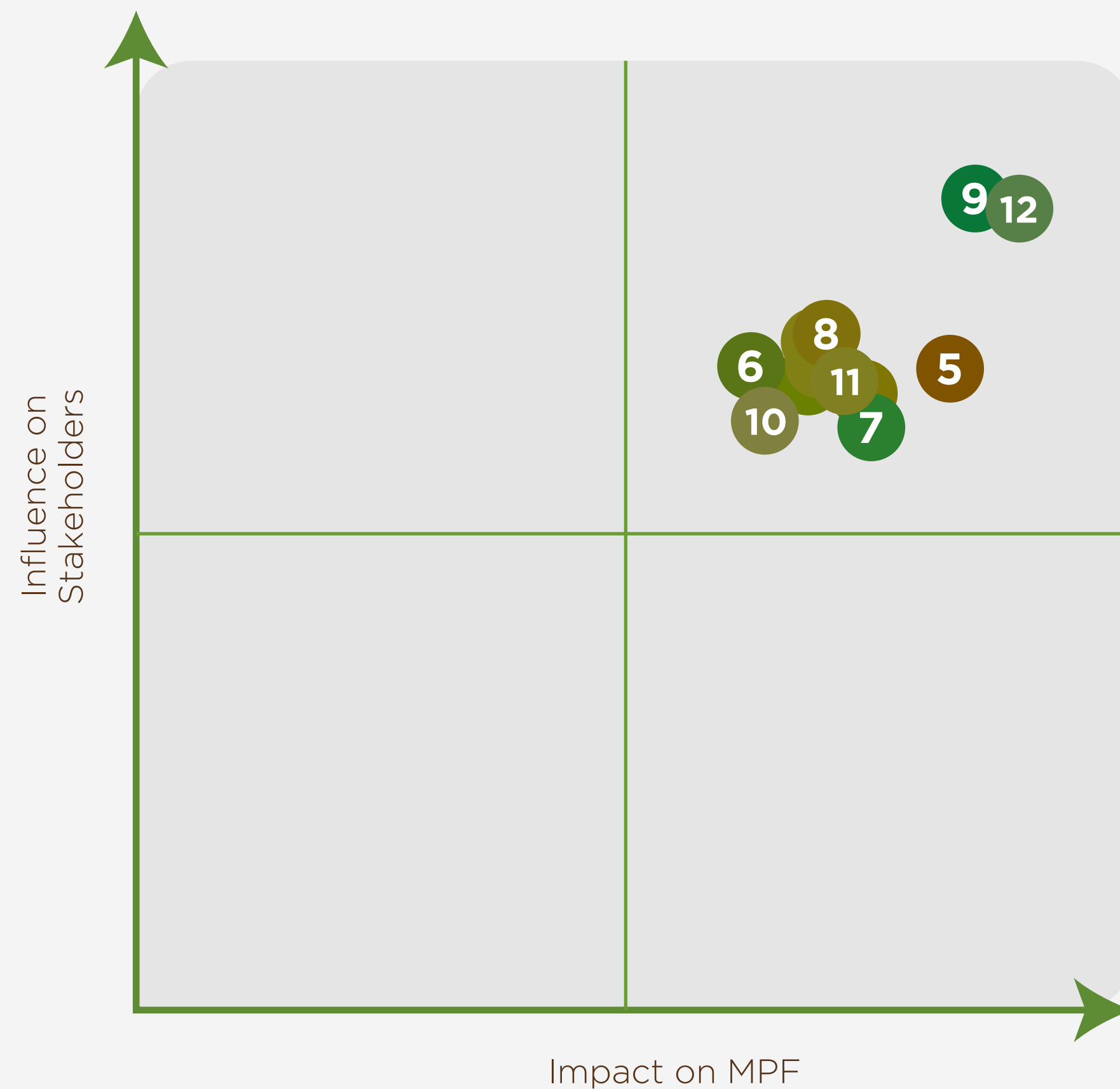
The consolidated results were validated by General Management and approved by the Sustainability and Projects Department, ensuring alignment with the Company's corporate strategy, commercial commitments to customers, and applicable regulatory frameworks.

As a result of this process, a set of **10 material topics was prioritized for 2025** and is presented in the following section.



LIST OF MATERIAL TOPICS

Each of these topics is directly linked to one or more pillars of the Sustainability Policy and to the pillars of the 2028 Sustainability Strategy, ensuring consistency between the Company's institutional framework and its operational implementation.



- 1 Carbon Footprint Management
- 2 Responsible Waste Management
- 3 Responsible Water Resource Management
- 4 Biodiversity Conservation
- 5 Occupational Health and Safety
- 6 Regenerative Agriculture
- 7 Corporate Governance and Culture
- 8 Human Rights and Community Well-Being
- 9 Supply Chain Traceability
- 10 Diversity and Inclusion
- 11 Talent Attraction, Retention and Development
- 12 Food Quality and Safety

MANAGEMENT OF MATERIAL TOPICS

The following provides a summary of how Machu Picchu Foods managed each of the ten material topics prioritized for the 2025 reporting period.

1. Geospatial traceability and due diligence at the source:

Plot-level traceability is a prerequisite for accessing markets in the European Union (EUDR), the United States, and Japan, and is also a requirement for sustainability certifications. Machu Picchu Foods is committed to tracing all sourced cocoa using polygon-level geodata. During 2025, the Cocoa Map platform was implemented, and over 80 field advisors and 30 cooperative advisors were trained through the Geo-literacy program, resulting in a 30% reduction in field geodata collection errors. By the end of 2025, more than 76% of farms within the combined EUDR and conventional scope were market-compliant.



2. Forests, Biodiversity, and Zero Deforestation:

Forest loss in the Amazon affects critical ecosystem services and cocoa productivity. Machu Picchu Foods maintains a zero-deforestation policy and has joined the Cocoa, Forests, and Diversity Collective Action Agreement. The Caosacha Project inventoried 5,416 trees across 339 farms and trained 60 field advisors, with a target of reaching more than 3,250 hectares by 2028. The Climate Landscape Project, implemented in partnership with a key international customer and the Earthworm Foundation, benefited 30 producers through the planting of 4,459 seedlings and the development of 10 Comprehensive Farm Plans. Our risk assessment processes rely on Global Forest Watch Pro and cross-verification with MPF's geospatial traceability system.



3. Cambio climático: mitigación, adaptación y emisiones GEI:

Climate change poses physical risks to cocoa productivity and transition risks associated with customers' decarbonization requirements. Machu Picchu Foods measures its greenhouse gas (GHG) emissions in accordance with the GHG Protocol, with verification under ISO 14064-1:2018, and promotes nature-based solutions. During 2025, the Company consolidated its GHG inventory (Scopes 1, 2, and 3) and further advanced the Life Cycle Assessment (LCA) of cocoa in collaboration with strategic industry partners and academic institutions. The Callao and Pisco plants operate with 41% renewable energy, while 16 collection centers are equipped with photovoltaic systems. The Caosacha and Climate Landscape projects contribute to long-term climate change mitigation.



4. Regenerative Agriculture, Organic Farming, and Soil Health:

The regenerative model is the foundation for differentiated access to premium markets and a determinant of producer income. Machu Picchu Foods maintains USDA Organic, Regenerative Organic Certified (Bronze), JAS, EU Organic, FairTrade, and Rainforest Alliance certifications.

We promote the use of environmentally friendly products in soil and cocoa crop management, aimed at preventing pests and diseases and improving productivity, while simultaneously reducing the environmental impact of our agricultural practices.

The Organic Fertilization pilot demonstrated a 93% reduction in pathogens and a 25% increase in productivity. The Nuwa Muun program achieved an average productivity of 1,152 kg/ha, exceeding the 2022 baseline by 34%, with 259 tons of organic fertilizers delivered and 288 technical visits, establishing itself as a replicable model of women-led regenerative agriculture.



5. Bean-to-Bar Quality and Food Safety:

Quality and food safety are the foundation of trust among consumers and industrial customers. MPF operates an integrated management system covering the entire Bean-to-Bar value chain, certified under BRCGS Food Safety, FDA, SGS, Kosher, Halal, Vegan, and Gluten-Free standards, while also complying with FSMA requirements for exports to the United States. During 2025, all certifications were successfully maintained through third-party audits, ensuring the continuity of this model across more than 30 countries.



6. Development of Cocoa-Growing Communities, Human Rights, and Inclusion:

Cocoa-growing communities continue to face challenges related to education, healthcare, income generation, and financial inclusion. Machu Picchu Foods is committed to respecting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights and maintains an active policy for preventing child labor and forced labor.

Wiñay is our program for the construction and improvement of common areas in educational institutions, such as dining halls, kitchens, and other spaces. This program benefited 650 children in 5 schools (+66% vs. 2023).

Ñawinchay, meaning “to read” in Quechua, is our program for implementing libraries in schools in cocoa-producing communities, aimed at strengthening access to reading and education for girls and boys in the areas where we operate. This program benefited 196 children in 2 schools, attracting co-financing from international strategic partners.

Nuwa Muun is a project focused on



women cocoa producers. To improve their productivity, it provided training to women producers on financial inclusion and access to banking services.

Cocoa Faces is a survey designed to establish the socioeconomic profile of organic farmers in our value chain, generating key information to understand their living conditions and guide our sustainability actions. This program surveyed 500 certified producers in 7 areas, generating a socioeconomic profile to prioritize impact investments.

Crece Agricultor is a program that, in collaboration with Netafim, aims to optimize access to technologically advanced irrigation systems for cocoa farms through competitive financing rates, which will increase the productivity and sustainability of cocoa cultivation.

We have irrigation systems implemented in our production areas, aimed at ensuring efficient water management and strengthening the productivity and sustainability of cocoa cultivation.



7. Sustainable Water Management:

At Machu Picchu Foods, we optimize the use of potable water and wastewater treatment through technological innovation, continuous improvement, and specific performance targets, transforming our commitment into actions that protect biodiversity and water resources. The Company promotes efficient irrigation systems on farms through the Grow the Farmer Project, implemented in partnership with Netafim. During 2025, 642 water sources were identified on farms, 82 producers received training, and irrigation systems were installed. By 2026, the project aims to georeference more than 300 water bodies, raise awareness among more than 100 producers, and further expand the implementation of these irrigation systems.



8. Talent Attraction, Development, and Well-being:

Our people are our most valuable asset in sustaining quality, traceability, and the implementation of sustainability initiatives. At the end of 2024, Machu Picchu Foods employed 2,138 people. During 2025, training programs reached 60 participants through the Caosacha Project, 37 participants through the Organic Fertilization Program, more than 80 participants through the Geo-Literacy Program, and 82 producers through the water management program. The Occupational Health and Safety Management System covers both industrial facilities and field operations, with specific protocols for collection centers. Performance monitoring includes accident rates, lost workdays, and training compliance indicators.



9. Circular Economy and Waste Valorization:

We manage our environmental impacts through the strict control of emissions and effluents to protect air and water quality. We also optimize the use of natural resources, including water, energy, and raw materials, while prioritizing waste minimization and recovery under a circular economy approach. In addition, organic agricultural residues, such as cocoa pods, generate methane emissions if not properly managed. Accordingly, Machu Picchu Foods promotes circular economy initiatives based on the findings of the Life Cycle Assessment (LCA) conducted with PELCAN-PUCP and a strategic customer. The Cocoa Pod Composting Project has been designed to apply composting techniques using native mountain microorganisms collected from conserved forest soils, thereby reducing methane emissions during the cultivation stage. By 2026, the project plans to install composting units involving 20 organic cocoa producers, together with soil analysis studies.



10. Ethics, Corporate Governance, and Compliance

Integrity and regulatory compliance are essential conditions for operating in an industry characterized by increasingly demanding regulatory requirements. MPF has implemented a Criminal Compliance Management System in accordance with Law No. 30424, which includes a Code of Business Conduct and Ethics, an Anti-Bribery Policy, a Whistleblowing Channel, and a Risk Management Procedure. During 2025, the Company signed a Memorandum of Understanding (MoU) with MIDAGRI, actively participated in the San Martín Regional Cocoa Technical Committee, and maintained its memberships in the National Society of Industries (SNI), the Association of Exporters (ADEX), and the Lima Chamber of Commerce (CCL). The recognition received from ADEX as the 2024 Outstanding Agribusiness Export Company of the Year further validates the organization's longstanding commitment to ethical business conduct.

GROWING WITH ENVIRONMENTAL RESPONSIBILITY: PRESERVING BIODIVERSITY AND OPTIMIZING RESOURCE EFFICIENCY

GRI 3-3, GRI 301-1, 302-1, 303-5, 101-2, 101-4, 101-5, 305-1, 305-2, 305-3, 305-4, 305- 5, 306-1, 306-2, 306-3

CIRCULAR ECONOMY AND WASTE VALORIZATION

At Machu Picchu Foods, integrated solid waste management is a critical component of our sustainability and environmental responsibility strategy. From the point of generation to final disposal, we implement specific measures to reduce, reuse, and recycle waste in alignment with the principles of the circular economy. This approach not only minimizes environmental impacts but also promotes operational efficiency and creates economic value by transforming waste into inputs for other industries. Our initiatives include the efficient management of waste generated throughout our operations, employee training on proper waste handling, and the promotion of effective waste segregation. These actions are carried out in compliance with applicable national regulations, ensuring a robust legal framework for waste management. Collaboration with Solid Waste Management Operators (EO-RS) authorized by the Ministry of the Environment ensures the safe and

responsible final disposal of waste, supported by rigorous controls to guarantee proper handling. The Company also maintains detailed records of all waste generated, enabling accurate monitoring of corporate indicators and sustainability targets.

During 2025, we strengthened our waste management system through:

Waste classification and segregation at the source.

Recovery and valorization of organic and inorganic waste.

Partnerships with authorized waste management operators for transportation and final disposal.

Systematic recordkeeping and traceability of generated waste. Internal awareness campaigns and participation in initiatives such as ANIQUEM, which integrate social and environmental responsibility.

This approach has enabled us to increase waste recovery rates while reducing the volume of waste sent to landfills, reaffirming our commitment to clean and responsible production. Furthermore, we work closely with Solid Waste Management Operators (EO-RS) duly registered with the Ministry of the Environment, ensuring safe and responsible final disposal. This process is complemented by a comprehensive waste tracking system that enables us to monitor progress against our objectives and report indicators accurately and verifiably.

Beyond waste management, we recognize ecosystem conservation as a priority material topic. We understand that healthy biodiversity is the foundation of our long-term operational continuity; therefore, we manage our environmental impacts with the objective of generating tangible benefits for nature and surrounding communities.

Our management of material environmental topics is centered on **four key pillars**, each reinforcing our commitment to biodiversity conservation and environmental stewardship.

We diligently monitor and control our emissions, ensuring that our production processes do not compromise air quality in neighboring communities.

We strive to ensure that our wastewater is properly treated in compliance with legal standards, preventing the contamination of nearby water sources.

We prioritize waste minimization and recovery through recycling and reuse practices, thereby reducing our environmental footprint and promoting the principles of the circular economy.

We implement measures to use natural resources efficiently by reducing the consumption of water, energy, and raw materials while promoting their responsible use throughout our operations.

In 2025, we reaffirmed our commitment by continuing to implement our sustainability strategy while progressively integrating emerging priorities and global trends, including Environmental, Social, and Governance (ESG) criteria, climate change, and the circular economy. This approach has enabled us to strengthen and expand our initiatives and KPIs, demonstrating a management model that continuously evolves to protect biodiversity and promote environmental sustainability, while ensuring that our operations remain socially and environmentally responsible in a rapidly changing environment. Additionally, seven (7) Environmental Management Instruments (EMIs) were approved across our industrial facilities, reflecting our commitment to rigorous environmental standards and our ability to effectively manage the environmental impacts of our operations. These approvals provide a solid foundation for maintaining effective environmental oversight, mitigating adverse impacts, and preventing potential socio-environmental conflicts. In line with this commitment, we promote the efficient management of production inputs by minimizing the use of non-renewable materials and prioritizing more responsible alternatives.

MATERIALS USED BY WEIGHT OR VOLUME

During 2025, we closely monitored the use of packaging materials, highlighting the predominant use of cardboard, paper, and jute packaging, as well as the incorporation of recyclable materials such as reels and bags. This monitoring enables us to align our procurement practices with sustainability standards, contributing to the responsible use of natural resources.

	CLASSIFICATION		MATERIAL TYPE	UNIT OF MEASURE	TOTAL WEIGHT OR UNITS FOR THE REPORTING PERIOD
Renewable	Packaging		Box	units	4,674,938
	Packaging		Paper sack	units	1,549,417
	Packaging		Jute sack	units	233,894
	Container	Display pouch / Doypack / Carton		units	8,270,134
Non - renewable	Packaging		Reel	kg	355,326
	Container		Bag	units	3,058,273

At Machu Picchu Foods, we recognize the impact that the food industry can have on the environment. Therefore, we are committed to advancing toward more sustainable production by progressively incorporating responsible materials into most of our production processes. We consider a material to be sustainable when it:

- Is manufactured without the use of toxic or polluting substances.
- Is sourced from raw materials certified under recognized environmental and social standards.
- Contributes to the conservation of natural resources.
- Is produced under socially responsible principles, ensuring fair working conditions throughout our supply chain.



WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS

At Machu Picchu Foods, we promote comprehensive waste management through actions aligned with our waste management hierarchy.

PROCESS	TYPES OF WASTE	WASTE MANAGEMENT
Production	- Organic waste: chocolate and cookies. - Other waste: cardboard boxes, plastic bags, jute sacks, pallets.	Reprocessing or reuse
Warehouse, Production, Maintenance, Administrative Areas	- Paper and cardboard: office paper, cardboard boxes, reel cores, cardboard cones, paper bags. - Plastics: containers, stretch film, plastic sleeves, plastic bags, polypropylene sacks, jerrycans, rigid plastics. - Organic production losses: chocolate, wafers, cookies, fermented dough, among others. - Metals: structures, drums, metal parts, steel, aluminum, copper cables. - Wood: pallets, furniture. - Hazardous waste: used oil, used batteries. - Waste Electrical and Electronic Equipment (WEEE).	Valorization
Production Maintenance Administrative Areas	- Non-recoverable waste: sanitary waste, sweeping waste, reels, WWTP sludge. - Organic waste: cafeteria waste. - Hazardous waste: biohazardous waste, empty containers or bags of inks and chemical products, among others. - Expired inputs or products. - Non-conforming products.	Final disposal

MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS

Recycling of Paper, Cardboard, WEEE, and End-of-Life Tires

Machu Picchu Foods reaffirms its commitment to our partner ANIQUEM through an agreement for the collection of paper, cardboard, and obsolete electronic equipment using a Solid Waste Management Operator (EO-RS) authorized by the Ministry of the Environment. This partnership enables ANIQUEM to continue co-financing the comprehensive rehabilitation of child burn survivors through the proper management of recyclable waste. In 2025, we donated more than 317 metric tons of recyclable waste to ANIQUEM, earning first place for the third consecutive year in the "Recycle to Help" category of the 11th Yanapay Awards. These efforts also generated significant environmental benefits by preventing the harvesting of 5,266 trees, reducing

landfill use by 1,689 m³, saving 479,474 kWh of energy, 676,690 gallons of water, and 46,539 gallons of oil.

Recovery and Valorization of Solid Waste

We reuse the cardboard boxes, plastic bags, and jute sacks used in our operations. Damaged waste materials are sold through a solid waste management company to be subsequently used as raw materials for manufacturing other products. In 2025, we are prioritizing waste recovery, thereby avoiding sending approximately 632 tonnes of paper and cardboard, 83 tonnes of wood, 234 tonnes of plastic waste, 157 tonnes of metals, and 7 tonnes of used oils to landfills.

Valorization of Organic Waste

We commercialized 980 metric tons of organic by-products (chocolate, wafers, and cookies) for use in the production of animal feed

WASTE GENERATED

In 2025, we generated a total of 2,820 metric tons of waste, achieving a 79% waste recovery rate through commercialization and donations, thereby reducing the amount of waste sent to sanitary landfills and hazardous waste disposal facilities (20.3% non-recoverable waste and 0.4% hazardous waste).

We also improved our hazardous waste management, achieving the recovery and treatment of 74% of hazardous waste while reducing the proportion of hazardous waste sent for final disposal to 26%.



WASTE TYPE	2024		2025	
	WEIGHT (T)	%	WEIGHT (T)	%
Recoverable waste	2,704	77%	2,236	79%
Non-recoverable waste	791	23%	573	20%
Hazardous waste	11	0%	11	0.4%
Total	3,506	100%	2,820	100%

CLIMATE CHANGE: MITIGATION, ADAPTATION, AND GHG EMISSIONS

During 2025, Machu Picchu Foods reached a significant milestone by verifying its Carbon Footprint in accordance with the ISO 14064-1:2018 standard, earning recognition from Peru's Ministry of the Environment (MINAM) for **the second consecutive year**. Total emissions reached 291,955 tCO₂e, representing a 30% increase compared to 2024 as a result of higher production volumes, while being accompanied by mitigation measures to reduce our environmental impact. These measures included the replacement of refrigerants, equipment optimization, and the use of 100% certified renewable electricity. In addition, we strengthened awareness and training initiatives across our workforce to foster a culture of energy efficiency. Machu Picchu Foods manages its climate-related impacts through a proactive approach focused on the energy transition and water resilience. On the mitigation front, during 2025 we recorded a total energy consumption of 248,689 GJ at our Callao and Pisco facilities, with an outstanding 38% supplied by certified renewable energy sources.

Furthermore, through the Sustainable Industrial Zones Development Program (implemented in partnership with Peru's Ministry of Production, the United Nations Industrial Development Organization (UNIDO), and the Global Environment Facility (GEF)), we modernized our operations by installing six new chiller units, optimizing energy consumption by 808,555 kWh annually (a 53% reduction) and avoiding the emission of 136 tCO₂e per year. From an adaptation and water management perspective, increased production resulted in water consumption rising to 113 megaliters, a 42% increase compared to 2024. We responded by strengthening preventive maintenance, providing employee training, and implementing rigorous wastewater management controls, including monthly monitoring, grease traps, and the operation of our Industrial Wastewater Treatment Plants (WWTPs). These efforts support the calculation of our Water Footprint and our application for the Blue Certificate granted by Peru's National Water Authority (ANA), ensuring continuous improvement and full regulatory compliance.





ENERGY CONSUMPTION

In 2025, **38% of our total energy consumption came from renewable sources**, supported by certifications provided by our energy suppliers. Our operations rely on a diversified energy matrix that includes natural gas, liquefied petroleum gas (LPG), diesel, gasohol, and electricity. During 2025, our Callao and Pisco facilities recorded a total energy consumption of 248,689 gigajoules (GJ), with a significant 38% supplied by renewable energy sources. This reflects our commitment to environmental stewardship and the transition toward cleaner energy sources. Electricity consumption reached 93,466 GJ in 2025, representing a 1% increase compared to the previous year. The table below provides a detailed breakdown of energy consumption during 2025:

ENERGY CONSUMPTION 2025			
ENERGY SOURCE	CALLAO	PISCO	TOTAL
Non-renewable	GJ	GJ	GJ
Natural Gas	36,374	99,355	135,729
Liquefied Petroleum Gas (LPG)	1,287	7,367	8,654
Diesel B5 (95% non-renewable)	9,259	360	9,619
Gasohol (92.2% non-renewable)	608	256	864
Renewable	GJ	GJ	GJ
Diesel B5 (5% renewable)	292	11	304
Gasohol (7.8% renewable)	37	16	52
Electricity	38,288	55,178	93,466
Total	86,146	162,543	248,689

It is essential to emphasize that energy sustainability is a core commitment for our company. We are proud to report that our electricity suppliers certify that the electricity we purchase is sourced exclusively from renewable energy sources.

ELECTRICITY CONSUMPTION	2024	2025
	GJ	GJ
Callao	40,764	38,288
Pisco	51,727	55,178
Total	92,491	93,466

In 2025, we implemented a technology modernization project through the installation of six (6) new chiller units as part of our energy efficiency and emissions reduction strategy. This initiative optimized energy consumption across our operations, achieving an annual reduction of 808,555 kWh, equivalent to a 53% decrease compared to the previous equipment. The technological upgrade also contributed to climate change mitigation by preventing the emission of 136 tCO₂e annually, in line with our environmental commitments and responsible energy management strategy. This project was made possible through the Sustainable Industrial Zones Development Program in Peru, with the support of the Ministry of Production, the United Nations Industrial Development Organization, and funding from the Global Environment Facility, demonstrating the importance of strategic partnerships in advancing high-impact environmental initiatives and accelerating the transition toward more sustainable operations.

DIRECT GHG EMISSIONS (SCOPE 1)

It is important to note that the gaseous emissions generated by our industrial activities are rigorously monitored and reported in compliance with the standards established by the competent authorities, such as the OEFA. Our annual environmental monitoring programs ensure that atmospheric emissions from stationary sources, including boilers, ovens, and dryers, remain within the Maximum Permissible Limits (MPLs), thereby preserving air quality and mitigating our environmental impact.

In addition, we ensure compliance with our preventive maintenance program for machinery and equipment, as well as specialized training for our maintenance operators. These measures not only contribute to reducing our emissions but

also promote operational efficiency and workplace safety. In line with international standards, we measured our Carbon Footprint using the Intergovernmental Panel on Climate Change (IPCC) Guidelines and the requirements established under ISO 14064-1:2018. This process enabled us to quantify our greenhouse gas (GHG) emissions, including CO₂, CH₄, N₂O, and HCFCs, and to establish strategies for their continuous reduction. The Carbon Footprint was independently verified in accordance with the requirements for the quantification and reporting of greenhouse gas emissions and removals established by ISO 14064-1:2018 and the Peru Carbon Footprint Technical Guide (Huella de Carbono Perú).



GHG EMISSIONS	2024	2025
	tCO ₂ e	tCO ₂ e
Direct GHG emissions (Category 1)	14,509	14,607
Indirect energy emissions (Category 2)	4,898	5,729
Other indirect GHG emissions (Categories 3 and 4)	205,372	272,952
Total GEI [tCO ₂ e]	224,779	293,288

The following table presents direct emissions (Scope 1).

GHG EMISSIONS	2024	2025
	tCO ₂ e	tCO ₂ e
Direct GHG emissions (Category 1)	14,509	14,607



The GHG emissions results for 2025 totaled 293,288 tCO₂e, of which 91% were concentrated in Category 4 (use of products used by the organization), followed by Category 1 (direct emissions from the organization), with a 5% share. Category 3 (emissions associated with outsourced transportation) accounted for 2%, while Category 2 (emissions associated with the purchase of electricity) accounted for the remaining 2%.



The category with the largest contribution to the inventory was indirect emissions from the use of products (Category 4), with 266,395 tCO₂e, equivalent to 91% of the total GHG emissions inventory. It was also the category that recorded the largest increase compared to the previous year, with a 25% increase.

This trend is mainly explained by the increase in cocoa consumption as an input, whose purchased volumes grew by 27% compared to the previous year, with cocoa being the input with the highest emission factor. It should be noted that the emissions generated by cocoa consumption were calculated using a global average emission factor from the Ecoinvent V.3.12 Row source.

Direct emissions from sources controlled by the organization reached 14,607 tCO₂e, including emissions from stationary and mobile combustion, as well as from the use of refrigerant gases and fire extinguishers. Compared to 2024, these emissions increased by 1%. However, aware of the importance of reducing our environmental footprint, we have implemented improvement projects. These projects include replacing R-22 refrigerant gas with more environmentally friendly alternatives such as R-134, and replacing air-conditioning equipment with more efficient units.

In 2024, we recorded 14,509 tCO₂e of direct GHG emissions, a figure that increased to 14,607 tCO₂e in 2025. However, aware of the importance of reducing our environmental footprint, we have implemented improvement projects. These projects include replacing R-22 refrigerant gas with more environmentally friendly alternatives such as R-134, repairing air-conditioning equipment, and fully transitioning to lower-energy-consumption LED lighting.

INDIRECT GHG EMISSIONS ASSOCIATED WITH ENERGY (SCOPE 2)

Regarding indirect Greenhouse Gas emissions, which include indirect emissions generated by electricity purchased and consumed by the organization, we maintained our **Renewable Energy Certification** in 2025. This achievement demonstrates a genuine commitment to reducing our carbon footprint and promoting a more sustainable energy model.

GHG EMISSIONS	2024	2025
	tCO ₂ e	tCO ₂ e
Indirect emissions from energy (Category 2)	4,898	5,729

On the other hand, among the identified sources are informational sources. These sources are excluded from the carbon

footprint report, but they may be estimated and presented. The following describes the two types of excluded sources:

CASE 1: CO₂ EMISSIONS FROM BIOMASS COMBUSTION

Gasohol and diesel contain 7.8% and 5% biofuel and ethanol, respectively; the combustion of this biomass generates CO₂, CH₄, and N₂O. CO₂ emissions are reported for informational purposes, while CH₄ and N₂O emissions are reported in the carbon footprint as biogenic sources.

CASE 2: NON-KYOTO GHGS

Hydrochlorofluorocarbons (HCFCs) are reported for informational purposes and are not included in the carbon footprint because they are non-Kyoto greenhouse gases. These gases are generated by leaks and recharging of air conditioning equipment.

GHG EMISSIONS	2025
	tCO ₂ e
Biogenic sources	43
HCFC (Hydrochlorofluorocarbons)	1,077



OTHER INDIRECT GHG EMISSIONS (SCOPE 3)



CLIMATE-LANDSCAPE PROJECT

With the aim of capturing carbon, the Peru Climate-Landscape Project (in partnership with Earthworm Foundation and Nestlé). To mitigate this impact, the Peru Climate-Landscape Project (in partnership with Earthworm Foundation and Nestlé) operates in Neshuya (Padre Abad Province), covering 61,162 ha, and Campo Verde (Coronel Portillo Province), covering 132,458 ha, for a total area of influence of 193,620 ha.

2025 ACHIEVEMENTS:

1. Climate Change Mitigation:

Through the implementation of Agroforestry Systems (SAF) and restoration, supported by **7 technical training sessions for producers** to strengthen sustainable production practices: HCS/HCV and PIF approaches, Regenerative Agriculture, Safeguards, Good Agricultural Practices, Soil Management and Nutrition of Tropical Crops, Productive Diversification, and Forest Management.



2. Ecological Restoration:

Installation was implemented in boundary, riparian buffer, and degraded area models, with 4,459 seedlings of more than 10 species planted, including shihuahuaco, marupa, cedar, bolaina, and huayruro as the main species.



4,459
Seedlings delivered



1,495
Trees in the latest inventory



+10

Species:
Shihuahuaco, Pine,
Chuncho, Marupa,
Cedar, Huayruro,
Tahuari, Paliperro,
Tornillo, Estoraque,
Bolaina



3

Models: Property
boundaries,
riparian buffer
zones, and
degraded areas.





GHG EMISSIONS INTENSITY

Based on the Life Cycle Assessment (LCA) conducted under ISO 14044 and supervised by PUCP (PELCAN), Machu Picchu Foods has established its emissions intensity baseline for organic chocolate:

Average intensity: 6.76 kg CO₂ per kg of finished product.

Mitigation potential: By implementing "Low-Carbon" scenarios, using ideal composting practices and high-shade agroforestry systems, emissions intensity is reduced to 3.40 kg CO₂.

Key finding: 80% of emissions occur during the agricultural phase, validating the strategic priority of the Climate-Landscape Project.



3. Regenerative Models:

We developed 10 Integrated Farm Plans (PIF) covering 122.6 ha, of which 35.23 ha already apply regenerative agriculture practices that optimize nitrogen use and improve biomass.



10
Integrated Farm Plans (PIF) developed



35.23 ha
of cocoa identified



122.6 ha
Under PIF



64.66 ha
of identified forest

REDUCTION OF GHG EMISSIONS

2026 TARGETS:

Through the Climate-Landscape Project, at Machu Picchu Foods we are transforming the sourcing of our raw materials into a force for positive change. We are scaling a production model in which **every cocoa bean drives Amazon restoration, strengthens farmer resilience, and ensures a sustainable, deforestation-free supply for the world.**

1. Agroforestry Systems (SAF):

Transición de las fincas hacia modelos de producción de cacao bajo sombra para mejorar la resiliencia climática del cultivo.

2. Cocoa Waste Management:

Reducing methane (CH₄) emissions through the technical composting of cocoa pod husks on farms.

3. Input Efficiency:

Replacing nitrogen-based fertilizers with biopreparations produced by the project's biofactories, thereby reducing nitrous oxide (N₂O) emissions.

An addendum has been signed to scale the Climate-Landscape Project to 40 new producers with **more than 400 ha under PIF**, strengthening carbon removal capacity across the supply chain through the **promotion of regenerative agriculture methods and ecological restoration on cocoa farms.**

SUSTAINABLE WATER MANAGEMENT

At Machu Picchu Foods, we take on the challenge of reducing potable water consumption and optimizing industrial effluent discharges through a culture of continuous improvement and technological innovation. Through specific reduction targets and high-standard effluent treatment systems, we turn our environmental commitment into concrete actions that protect biodiversity and ensure the sustainability of water ecosystems.

Key actions during 2025

TRAINING AND AWARENESS:

We strengthened our employees' capabilities in water sustainability through workshops and internal campaigns that promote conscious water use both at work and at home.

EFFICIENCY MEASURES:

Sixty-two (62) flow meters were installed at our Callao and Pisco plants. In addition, an IoT water consumption monitoring platform was implemented, providing automatic, continuous, real-time information. This implementation completes the initial phase of establishing a reliable and accurate indicator of water consumption at our plants.

Thirty-one (31) manual faucets were replaced with motion-sensor faucets, eight (08) water-dosing spray guns were installed in the industrial washing areas of the plants, and eight (08) conventional urinals were replaced with water-efficient urinals in the men's restrooms at the Callao plant.

EFFLUENT TREATMENT:

The Industrial Wastewater Treatment Plant (PTARI) has been fully implemented, reaching 100% completion, with a treatment capacity of 50 m³/day of industrial effluents. During its operation in 2025, it treated 14,400 m³ of industrial effluents.



PRE-TREATMENT IMPROVEMENTS:

Both plants are equipped with grease and solids traps in their washing areas, improving effluent quality prior to treatment.

MONITORING AND REPORTING:

Monthly monitoring of effluents from our plants is conducted to ensure their quality and compliance with legal requirements. In addition, we are committed to proper effluent management by implementing measures such as grease traps, wastewater treatment, and continuous monitoring to comply with legal standards.

These actions not only ensure environmental quality and regulatory compliance, but also strengthen our social license to operate in the regions where our facilities are located.

Three (03) scheduled training sessions were conducted for the Bocanegra community (Callao), with 27 people participating. In addition, an Interinstitutional Cooperation Framework Agreement was established between I.E. 5092 Santa Rosa de Lima and Machu Picchu Foods, within the

framework of the Shared Value Water Plan. The three (03) training sessions planned at the educational institution were completed in full, reaching a total of 513 students and teachers. Technological and structural improvements were also implemented in the institution's water management, covering restrooms and washing areas.

The two (02) scheduled cleaning, desilting, and restoration activities for the Casalla agricultural diversion canal (Pisco) were successfully completed, covering a 625 m section. This restored the canal's original alignment and reestablished continuous hydraulic flow along a section greater than initially planned, contributing to improved environmental quality in the surrounding area and reducing risks associated with blockages and waste accumulation. The cleaning and restoration activities carried out on the Casalla canal generated a direct social benefit for sixty-five (65) water users within the water users' community, as well as for more than three hundred (300) families that use the canal. Local employment was also promoted through the creation of sixteen (16) temporary jobs for local day laborers.

CRECE AGRICULTOR PROJECT



WATER EFFICIENCY AND PRODUCTIVITY IN THE COCOA VALUE CHAIN

In strategic partnership with Netafim, we promote the Crece Agricultor Project, an initiative designed to strengthen the resilience of our cocoa supply chain through technology transfer and resource optimization. This program promotes the installation of efficient irrigation systems on cocoa farms, enabling producers to improve agricultural productivity, optimize water use, and ensure the environmental and economic sustainability of their crops.

During 2025, the project consolidated its first impact milestones through the georeferencing of 642 water bodies, identifying farms with direct access to this resource; awareness-raising and training for 82 producers in efficient irrigation systems; and the effective implementation of irrigation infrastructure on the first 7 farms under the "Crece Agricultor" model. Looking ahead to 2026, the company has established a roadmap aimed at expanding the project's reach and consolidating its infrastructure. This new phase prioritizes expanding the pool of eligible farms, integrating both certified and conventional producers under traceability criteria. In addition, the technical team's capabilities in geospatial data collection and continuous monitoring will be strengthened to assess the productive performance of farms that already have the system. Finally, the strategy includes expanding the georeferencing of water sources, strengthening awareness programs, and continuing the progressive installation of new efficient irrigation systems.

CONSUMO DE AGUA

In 2025, our total water consumption was 113 megalitres, representing a 42% increase compared to 2024, mainly due to increased production.

WATER CONSUMPTION	2024	2025
	Megalitros	Megalitros
Public water supply	80	113
Total Consumption	80	113

To ensure responsible use of this resource, we implemented:

Preventive and corrective maintenance:

We conduct regular maintenance of our facilities and equipment to ensure optimal operation, thereby minimizing any water loss and maximizing efficiency.



Employee training:

We provide ongoing training to our team on environmental sustainability, focusing on efficient water use. These sessions aim to raise awareness of the importance of preserving this vital resource.

Awareness and consciousness-raising:

stewardship culture at all levels of the organization through campaigns and informational materials, encouraging responsible resource use and reducing environmental impact.

Water Footprint Calculation:

In line with our strategy, we report on the implementation of our projects and commitments to obtain the Blue Certificate from the National Water Authority, thereby ensuring continuous improvement of our processes and responsible water use.

Grease traps in washing areas:

At the Callao and Pisco plants, specifically in the areas used for washing molds, trays, and equipment, grease and solids traps are in place to improve the

quality of the generated effluent before discharge.

Effluent treatment:

Our Callao and Pisco plants have an Industrial Wastewater Treatment Plant (PTARI) designed to treat the effluents generated by our production activities.

Effluent monitoring:

Monthly monitoring of effluents from our plants is conducted to ensure their quality and compliance with legal requirements. In addition, we are committed to proper effluent management by implementing measures such as grease traps, wastewater treatment, and continuous monitoring to comply with legal standards.

Through these measures, we reaffirm our commitment to water sustainability, operational efficiency, and ecosystem conservation.



FORESTS, BIODIVERSITY AND DEFORESTATION- FREE PRACTICES

At Machu Picchu Foods, we consider the preservation of forest resources and the protection of biodiversity to be fundamental ethical and strategic principles of our governance. Our management is supported by a preventive due diligence framework and a firm commitment to deforestation-free practices, structured to address global climate challenges, mitigate impacts on native ecosystems, and safeguard legal and environmental compliance across our cocoa supply chain in the most demanding international markets. To put these principles into practice, the company has designed an operational structure that translates institutional macro-policies into concrete actions in regions of origin, aimed not only at mitigating biological risks, but also at actively reversing soil degradation and promoting the regeneration of vegetation. In this way, the corporate vision for this material topic is

implemented through planned and measurable territorial programs that lead our mitigation and positive impact agenda, including agroforestry initiatives whose methodologies, field targets, and tangible progress are carefully deployed.

LOCATIONS WITH IMPACTS ON BIODIVERSITY

At Machu Picchu Foods, we consider ecosystem conservation a non-negotiable pillar of our business strategy, elevating the protection of forests and biodiversity to a high-level corporate commitment. We understand that industry leadership is measured not only by the quality of our products, but also by our ability to anticipate global environmental challenges and actively transform our supply chain. Under this approach, we implement rigorous and measurable due diligence policies designed to avoid, minimize, and reverse impacts on natural environments. During 2025, we consolidated this forward-looking vision through the large-scale implementation of flagship



projects in the field: the **Caosacha Project** and our soil circularity program through agricultural composting. The traceability and effectiveness of these initiatives are monitored through a rigorous KPI system, ensuring continuous improvement that not only responds to the growing requirements of international deforestation-free markets, but also establishes Machu Picchu Foods as a global strategic partner in the sourcing of sustainable and regenerative cocoa. The specific policies, impacts, and restoration actions supporting this leadership are formally detailed below under the GRI 101 indicator section.



REGENERATIVE, ORGANIC AGRICULTURE AND SOIL HEALTH

At Machu Picchu Foods, we strategically recognize that the sustainability and future of the cocoa industry depend directly on the vitality, resilience, and health of the land. We consider soil conservation, the promotion of organic agriculture, and ecosystem protection to be priority commitments aimed at

reversing environmental degradation, halting biodiversity loss, and strengthening the climate resilience of our value chain, transforming agricultural challenges into sources of shared value for producing communities.

We have also strengthened our sector leadership through the implementation of a strict corporate organic program. The central pillar of this model is the establishment of Bilateral Agreements with our male and female producers, a mechanism of mutual cooperation and commitment that promotes organic cocoa production under the highest standards of the global market, ensuring competitiveness and technical excellence from origin. Finally, we continuously

evaluate the effectiveness of this approach through international certification audits, farm diagnostic records, and dynamic monitoring of compliance with the Bilateral Agreements by our technical team. In this way, we ensure a clean, regenerative, and highly traceable cocoa supply chain that meets the highest environmental expectations of our customers and global markets.

POLICIES TO HALT AND REVERSE BIODIVERSITY LOSS

Machu Picchu Foods ensures the proper management of its impacts on biodiversity through the implementation of planned and measurable programs aimed at avoiding and minimizing negative impacts, while maximizing environmental and social benefits for stakeholders.

CAOSACHA PROJECT



Our Scope 3 approach focuses on implementing a reforestation program across approximately 18,000 hectares of MPF-certified cocoa, aimed at increasing forest cover, restoring degraded areas, and capturing carbon dioxide. These actions contribute to the recovery of vegetation cover, the improvement of ecosystem services, and the reduction of soil degradation.

2025 ACHIEVEMENTS:

1. Training and Support for the Technical Team:

Through 3 **technical training sessions for producers** to strengthen sustainable production: Regenerative Agriculture, Good Agricultural Practices, forest inventories, and reforestation methodology.

2. Baseline Description:

An intervention plan is being implemented that includes an inventory and diagnostic records of farms. By 2025, 480 producers had their farms inventoried, making it possible to identify potential risks and impacts on biodiversity and define specific management measures.

2026 TARGETS:

Through the Caosacha Project, as part of our restoration actions, reforestation is planned across approximately 4,400 hectares, involving approximately 1,500 producers through the planting of 30,000 seedlings of species suitable for the local ecosystem.

1. Agroforestry Systems (SAF):

Preparation of diagnostics for selected farms for the implementation of Agroforestry Systems, considering technical criteria related to logistics, accessibility, shape, and area.

2. Seedling Installation:

As part of the reforestation implementation, the installation of 30,000 seedlings is planned as the 2026 target.

REGENERATIVE ORGANIC CERTIFIED (ROC)

At Machu Picchu Foods, we recognize that the future of cocoa depends directly on the vitality of the land. Therefore, we consider soil health and the promotion of organic agriculture to be strategic priorities aimed at reversing environmental degradation and strengthening the climate resilience of our value chain. During 2025, we strengthened our sector leadership by adopting the global **Regenerative Organic Certified (ROC)** standard as the core of our field management strategy. Through close collaboration with 3 cocoa cooperatives comprising approximately 510 producers, we co-manage a total area of 1,400 hectares, of which **1,000 hectares already implement high-precision regenerative agriculture practices.**





These cooperatives promote practices aimed at strengthening soil health, climate resilience, and biodiversity within production systems, including:

The production of biofertilizers on the farms themselves using inputs primarily sourced from the same plot, supporting natural nutrient cycles and reducing dependence on external inputs.

Maintaining soil moisture and protecting the soil through dead and living ground cover, helping to reduce erosion and improve biological activity.

These initiatives are developed with the active participation of producers and cooperatives, promoting shared environmental and economic benefits, as well as strengthening more sustainable, regenerative, and traceable supply chains.

Through this approach, Machu Picchu Foods reaffirms its commitment to developing a cocoa value chain aligned with international sustainability standards and with the growing environmental and social expectations of customers and global markets.

The implementation of agroforestry systems and reforestation actions through the integration of shade trees and forest species adapted to the local ecosystem.

The production and use of compost through vermiculture to improve the soil's natural fertility.

GEOSPATIAL TRACEABILITY AND DUE DILIGENCE AT ORIGIN

The **Peruvian Amazon represents 60% of the national territory** and is a carbon sink of global importance. However, it faces an annual loss of forest cover exceeding 150,000 hectares, driven mainly by shifting agriculture and the lack of traceability. At Machu Picchu Foods, we understand that deforestation is the main cause of biodiversity loss, together with the greenhouse gas (GHG) emissions crisis, ranging from carbon dioxide (CO₂) released through biomass combustion to nitrous oxide (N₂O) and methane (CH₄) resulting from conventional agricultural practices.

Our strategy goes beyond regulatory compliance by integrating the **Cocoa, Forests and Biodiversity Collective Action Agreement**. We also align our operations with high-standard certifications such as Rainforest Alliance (RA) and NCP, ensuring strict compliance with the regulations of **the European**

Union (EUDR). We do not limit ourselves to "no deforestation"; we implement **Nature-Based Solutions (NbS)** to restore critical **Ecosystem Services**, including soil health, water regulation, and air purification. Through geospatial monitoring and technical assistance, we transform the **cocoa supply chain into a tool for sustainability and climate resilience**. To achieve this, we apply Geographic Information System (GIS) tools directly in the field, where our employees georeference the boundaries of plots in situ. These geospatial data help ensure that cocoa comes from non-deforested areas through cross-analysis with official Peruvian government sources and international forest monitoring platforms, enabling us to accurately assess any level of risk.





IDENTIFICATION OF IMPACTS ON BIODIVERSITY

At Machu Picchu Foods, we recognize that the **integrity of Amazonian ecosystems is vital to the resilience of our value chain**. Therefore, we have implemented an environmental due diligence system based on Geographic Information Systems (GIS).

On-site Georeferencing:

Since 2023, we have georeferenced producers' cocoa cultivation areas through field tracking, enabling cross-analysis with official Peruvian government sources and international forest monitoring platforms.

Monitoreo multitemporal:

Through the analysis of satellite imagery, we assess historical and current forest cover to detect deforestation risks. **At the close of Phase 1 of the Climate-Landscape Project, 64.66 ha of conserved forest** had been identified within the farms involved in the project. These areas have been incorporated into Integrated Farm Plans (PIF), which serve as five-year roadmaps for sustainable management.

Resultados de trazabilidad:

We have achieved **100% traceability across our production units**, ensuring that cocoa comes from deforestation-free areas and complies with the requirements of international markets.

PURPOSE IN TALENT AND VALUE AT ORIGIN: STRENGTHENING DECENT EMPLOYMENT AND SOCIAL IMPACT ACROSS THE VALUE CHAIN

GRI 401-1, 401-3, 403-1, 403-2, 403-3, 403-5, 403-6, 403-9, 403-10, 404-1, 404-2,
404-3, 405-1, 406-1

TALENT ATTRACTION, DEVELOPMENT, AND WELL-BEING (INCLUDING OHS)

At Machu Picchu Foods, we understand that transforming the cocoa industry and creating shared value are only possible by placing people at the center of every technical and operational decision. Under this approach, talent management is conceived as a pillar of human sustainability designed to ensure formal and decent employment, reject all forms of discrimination, and promote a safe, equitable, and inclusive work environment throughout our value chain.

Our strategy for managing this material topic is structured around three fundamental areas:



Attraction and Holistic Well-Being:

We promote attraction processes aimed at supporting business growth and ensuring operational continuity. We continuously monitor employee turnover, workplace climate, and work-family balance indicators, such as universal access to parental leave regardless of gender or geographic location. This enables us to identify equity gaps and design corrective mechanisms that support talent retention.



Training and Performance Management:

We strengthen the technical and management capabilities of our workforce both at industrial facilities and in regional collection areas through specialized theoretical and practical programs. This professional growth is complemented by comprehensive and periodic performance evaluation processes, which serve as feedback tools to close gaps and align individual contributions with the organization's strategic objectives.



Proactive Occupational Health and Safety (OHS) Culture:

We operate under an OHS Management System based on international continuous improvement standards (ISO 45001:2018) and the high social impact standards of B Corporations (B Corp). This model positions every employee as an active participant in identifying hazards and mitigating risks, going beyond current legal requirements and integrating cutting-edge preventive technologies to safeguard the team's physical and mental health.



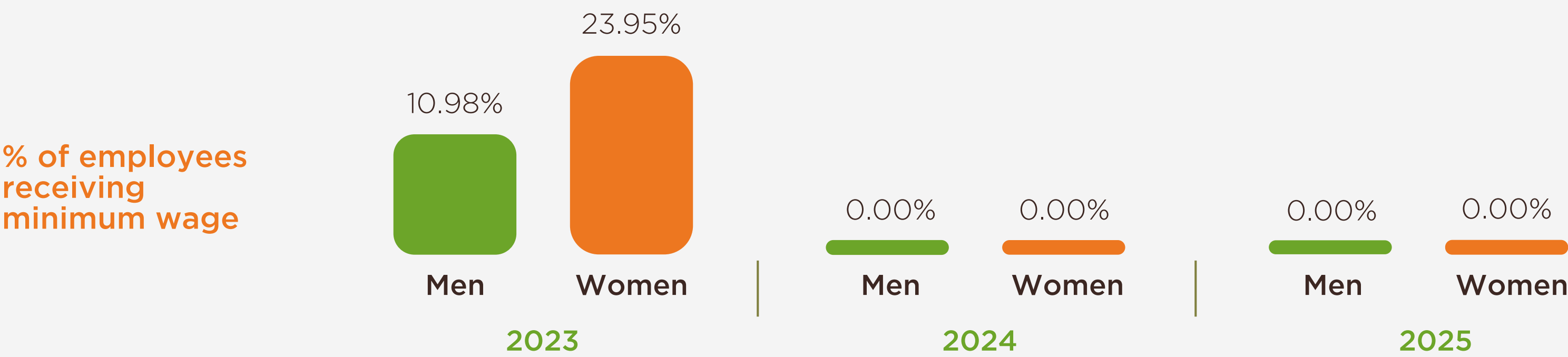
We continuously evaluate the effectiveness of this approach through joint management-worker committees, operational audits, and dynamic monitoring of our accident and retention rates. In this way, we transform social and labor challenges into opportunities for innovation, ensuring that every stage of our chocolate production contributes to the comprehensive development and well-being of our people.

ENTRY-LEVEL WAGE RATIOS COMPARED TO THE MINIMUM WAGE

On the other hand, our compensation policy seeks to attract and retain top talent, ensuring that remuneration serves as a driver of family progress. A key milestone consolidated in 2025 is that no company employee receives the statutory minimum wage (RMV).

While the legal minimum wage in Peru is S/ 1,130.00, the standard entry-level salary at Machu Picchu Foods in 2025 was S/ 1,150.00. This establishes a ratio of 1.02 compared to the legal minimum wage, applied with strict gender equity, ensuring that there are no pay gaps in entry-level positions.

CONCEPT	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Total amount of employees	1,384	643	1,417	721	1,418	643
Nº of employees receiving minimum wage	152	154	0	0	0	0
% of employees receiving minimum wage	10.98%	23.95%	0.00%	0.00%	0.00%	0.00%



NEW HIRES AND EMPLOYEE TURNOVER

Human talent management at Machu Picchu Foods during 2025 focused on strengthening the organization through the incorporation of new employees in alignment with business growth. As part of its strategy, the company promoted attraction processes aimed at ensuring operational continuity and the achievement of its strategic objectives.

Regarding employee turnover, the company continued to monitor retention and voluntary separation indicators as part of its employee well-being and organizational sustainability strategy. This approach made it possible to identify opportunities for improvement related to workplace climate, training, professional development, and working conditions, particularly in production operations. Through training programs, onboarding, employer branding initiatives, and the promotion of an inclusive environment, Machu Picchu Foods sought to establish itself as an organization committed to the growth of its employees and the sustainable development of the Peruvian food industry.

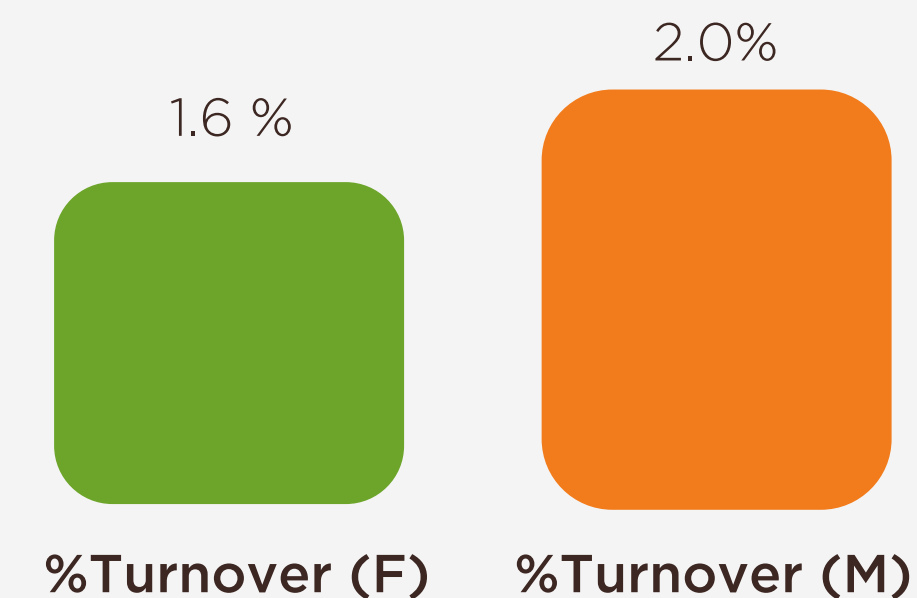


In 2025, Machu Picchu Foods hired 870 new employees, of whom 49% were hired at our Pisco facility. This workforce expansion was associated with the implementation of new production lines.

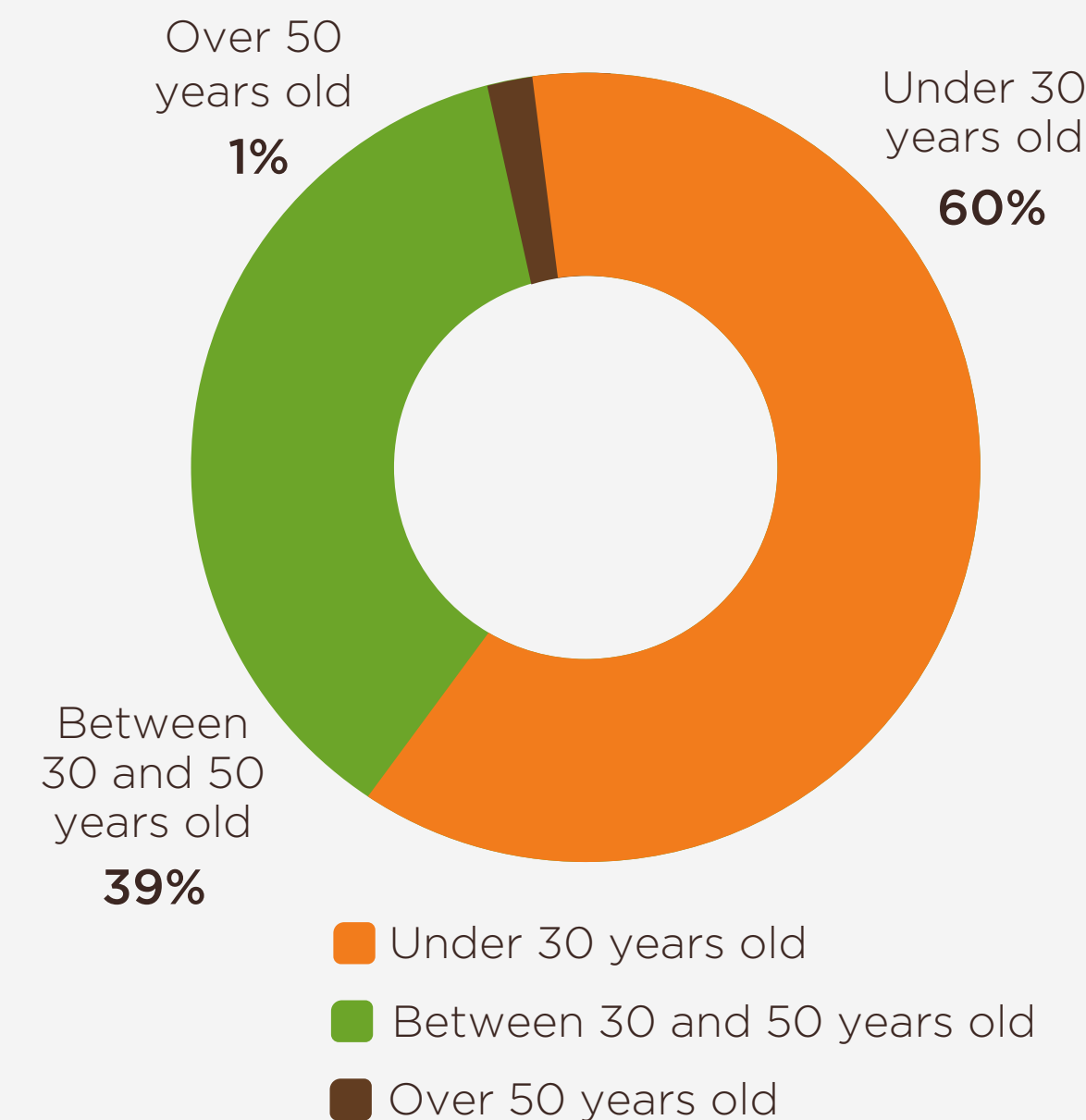
Total number and hiring rate of new employees

LOCATION	UNDER 30 YEARS OLD		BETWEEN 30 AND 50 YEARS OLD		MAYOR DE 50 AÑOS	
	F	M	F	M	F	M
Lima	85	94	78	73	1	-
Pisco	35	250	29	112	-	-
Zonas	13	44	8	44	1	3
Total	133	388	115	229	2	3

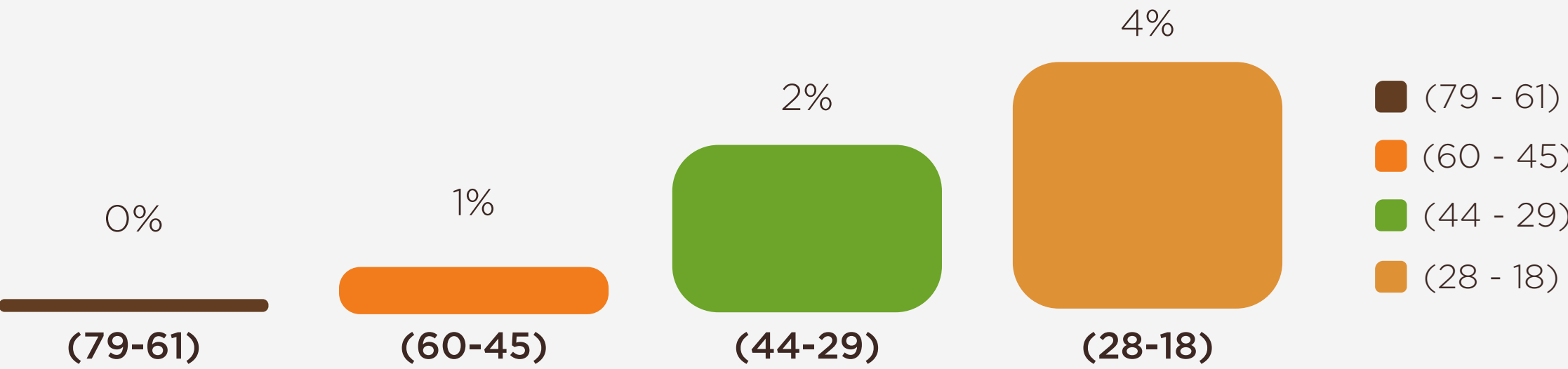
Voluntary turnover by gender



Hiring by age group



% Voluntary turnover by age group



PARENTAL LEAVE

At Machu Picchu Foods, we promote a culture of respect for labor and family rights, recognizing that work-life balance is key to the well-being of our team. We ensure access to parental leave regardless of gender or geographic location, in alignment with the Peruvian legal framework and our own family responsibility standards.

During 2025, a total of 98 employees exercised their right to parental leave. The distribution reflects the nature of our workforce and our operational presence across different regions of the country:

LOCATION	GENDER	
	F	M
Callao	19	22
Pisco	6	34
San Isidro	0	0
Zonas	5	12
Total	30	68

Return-to-work and retention rates

The success of our policy is measured not only by the granting of leave, but also by the employee's effective return to their duties. The following details the rates calculated based on the total number of people who used the benefit during the period:

ITEM	GENDER	CALLAO	PISCO	SAN ISIDRO	ZONAS
Entitled to parental leave	Male	22	34	0	12
Entitled to parental leave	Female	19	6	0	5
Took parental leave	Male	22	34	0	12
Took parental leave	Female	19	6	0	5
Returned at the end of parental leave	Male	22	34	0	12
Returned at the end of parental leave	Female	14	6	0	3
Remained employed 12 months after returning to work	Male	3	5	0	2
Remained employed 12 months after returning to work	Female	0	2	0	1
Return-to-work and retention rate	Male	14%	15%	0%	17%
Return-to-work and retention rate	Female	0%	33%	0%	20%

At the close of the reporting period, the data show a marked disparity between genders and locations, highlighting difficulties in women's return to the workplace. We recognize that these figures do not meet our expectations for talent retention and equity. The loss of female employees following maternity leave, particularly in **Callao** and the **Regional Collection Areas**, suggests the existence of barriers that make the transition back to work more difficult.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

At Machu Picchu Foods, we understand that our Occupational Health and Safety (OHS) Management System is the foundation upon which we build our commitment to excellence, placing employees at the center of every technical and operational decision.

Our commitment to protecting life is supported by the rigor of the world's most demanding standards:

Global standard:

Management system based on ISO 45001:2018, focused on continuous improvement and the proactive elimination of risks.

Liderazgo especializado:

A team of specialists certified as IRCA Lead Auditors for ISO 45001:2018, ensuring excellence and critical rigor in every protocol.

B Corp commitment:

OHS management aligned with high social impact standards, prioritizing the physical and mental well-being of employees as a cornerstone of sustainability.

Prevention culture:

Promotion of self-care and collective care, where every member of MPF, from senior management to production line operators, acts as a safety ambassador.

Active participation:

A model of full transparency that involves workers in hazard identification and the improvement of their working conditions.

Our system fully incorporates current national legislation, but our vision is to go beyond legal minimums and establish new benchmarks for protection in the food industry.

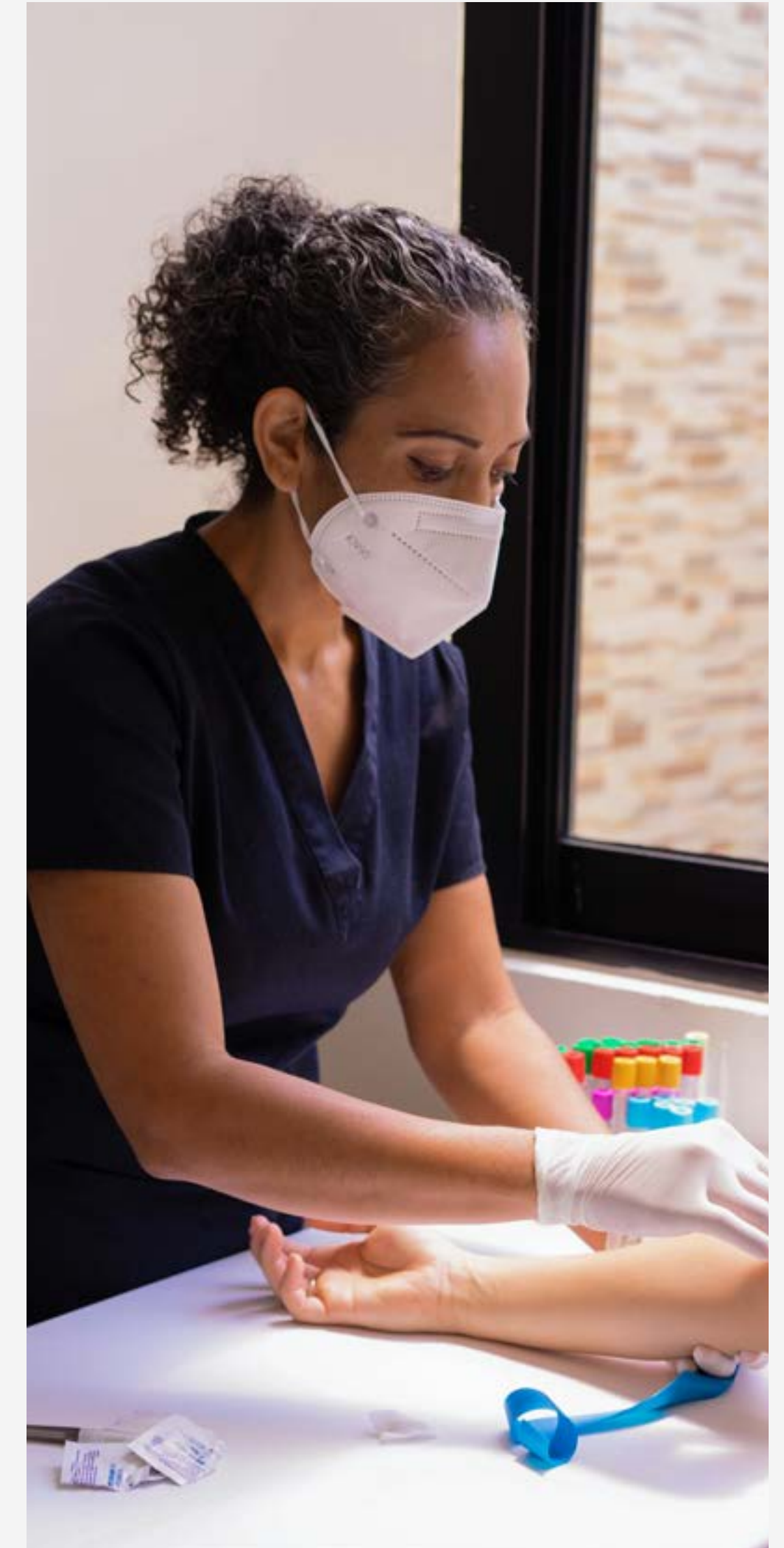
2025 ACHIEVEMENTS:

1. Good Labor Practices:

Awarded **2nd place in the "National Labor Best Practices Competition" (Risk Prevention Category)** by Peru's Ministry of Labor and Employment Promotion.

2. Artificial Intelligence in Occupational Safety and Health (OSH):

Recognized as a leading organization in the sector and invited as speakers at national seminars on the integration of Artificial Intelligence into Occupational Health and Safety (OHS).



HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

At Machu Picchu Foods, we understand that hazard identification is an ethical commitment to the safety and well-being of our employees. Our system is based on the premise that **"an identified risk is an opportunity for innovation,"** using world-class methodologies to ensure a resilient and safe work environment.

We encourage every worker to act as an active sensor in identifying risks, enabling the OHS team to take action before a deviation occurs that could result in an incident.

We use our camera infrastructure to conduct real-time behavioral audits. This enables us to identify unsafe acts involving both our own personnel and contractors.

Our Hazard Identification, Risk Assessment and Control Determination (IPERC) is a living process that is updated whenever there is an operational change, ensuring that controls are always current and effective.

We promote our Preventive Safety Culture through our Behavior-Based Safety (BBS) programs, ensuring that participation in hazard identification, risk assessment, and the development of controls takes place at every level within MPF.

At MPF, we have an Occupational Health and Safety Committee whose members actively participate in the Management System by conducting planned inspections, reporting unsafe acts and conditions, investigating accidents, preparing Risk Maps, and carrying out other activities.

OCCUPATIONAL HEALTH SERVICES

At Machu Picchu Foods (MPF), we understand that occupational health services must serve as a shield that anticipates and neutralizes any occupational risk before it affects our people. Our approach goes beyond occupational medicine and is integrated into the heart of our operations, ensuring that every employee has access to technical and human support of the highest standard.

Our health services not only provide care, but also intervene in the workplace to create optimal working conditions:

Occupational Monitoring

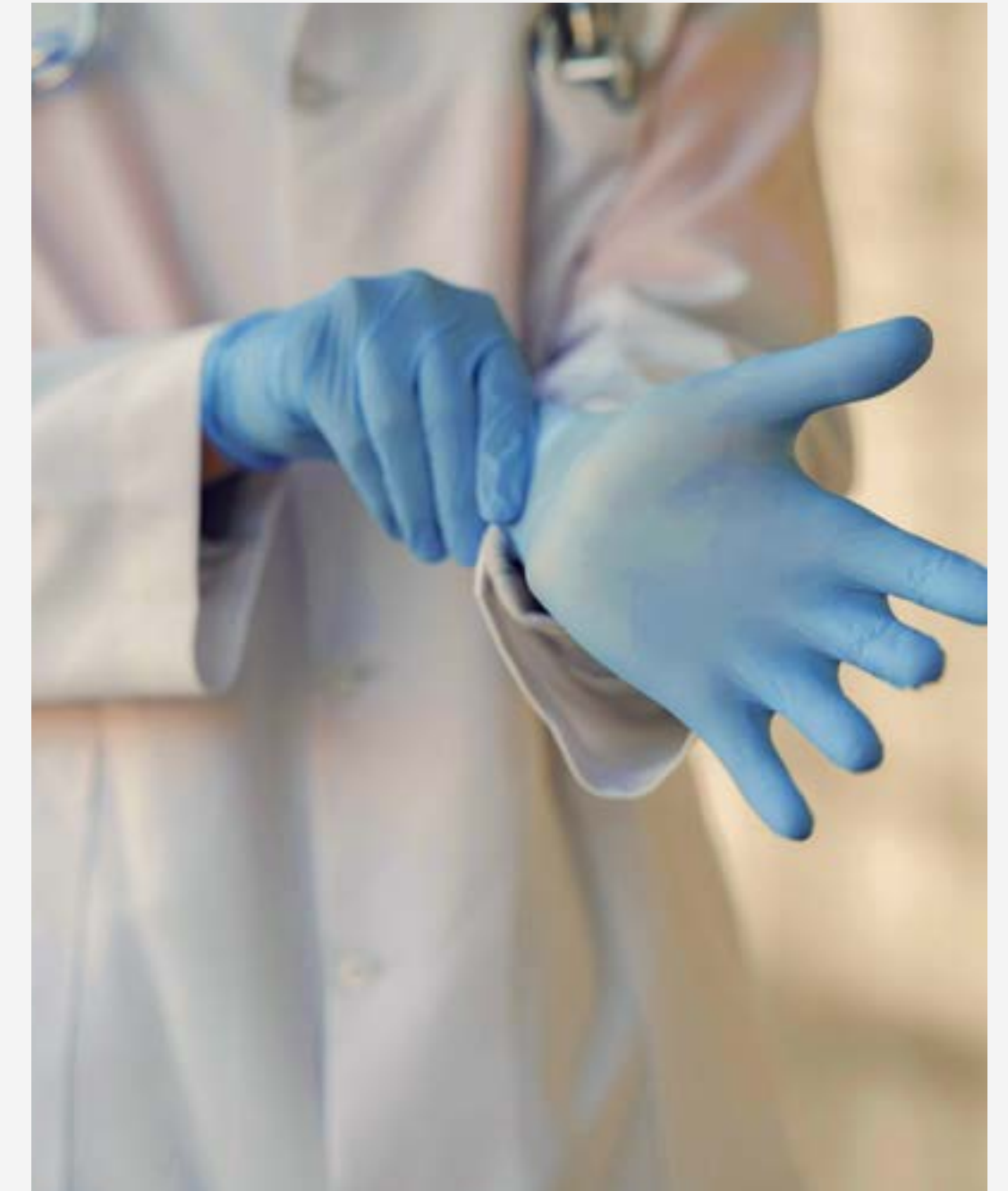
**Periodic Occupational Medical
Examinations**

**Process Design-Based
Ergonomics**

**Confidentiality and Ethics in
Medical Results**

**Cutting-edge AI for Health,
using preventive software**

**24-hour Health Professional
Staff**



WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY TRAINING PROGRAM:

Machu Picchu Foods implements an annual Occupational Health and Safety training program aimed at strengthening risk prevention, hazard identification, and workers’ response to situations associated with their duties. The information is reported under the GRI 403-5 approach, considering both general health and safety training and training related to specific occupational risks, activities, or situations.

Mandatory OHS Induction and Training

As part of the onboarding process, every new employee receives mandatory OHS induction and specific job-position training before beginning their duties.

This practice aims to ensure that personnel are familiar with preventive guidelines, the risks associated with their activities, and the applicable control measures from the moment they join the organization.

The mandatory Occupational Health and Safety content for the Lima and Pisco facilities was:

Internal Occupational Health and Safety Regulations (RISST)
Foodborne Diseases (ETAs)
Ergonomics
IPERC Matrix
First Aid

During 2025, mandatory training for the Lima and Pisco facilities totaled **8,950 training hours**, distributed as follows:

TOPIC	TRAINING HOURS
Internal Occupational Health and Safety Regulations (RISST)	1790
Foodborne Diseases (ETAs)	1790
Ergonomics	1790
IPERC matrix	1790
First Aid	1790
Total	8950

The mandatory Occupational Health and Safety content for the Regional Areas was:

Road Safety Awareness and Defensive Driving
Fire Extinguisher Handling and Area Evacuation
Endemic Diseases
IPERC Matrix

Foodborne Diseases (ETAs)

First Aid

TOPIC	TRAINING HOURS
Road Safety awareness and defensive driving	271
Fire Extinguisher Handling and Area Evacuation	271
Endemic Disease	271
IPERC Matrix	271
Foodborne Diseases (ETAs)	271
First Aid	271
Total	1626

In accordance with the Annual Training Plan established at the beginning of the year, these topics were delivered in person to operational personnel and



virtually to administrative personnel through our virtual learning platform.

High-Risk Work Training:

In addition to mandatory training, Machu Picchu Foods conducted specialized training on high-risk work for personnel performing critical functions at the plant and in logistics areas. These training sessions were delivered by certified external providers and covered the following topics:

Hazardous Materials Training

Working at Heights Training

Hot Work Training

Confined Space Work Training

Lockout/Tagout (LOTO) Training

Electrical Work Training

Load Lifting and Rigging Training

Forklift, Stacker, and Pallet Jack Operation Training

These sessions strengthen the technical preparedness of workers performing tasks involving significant exposure to risks and support compliance with the controls established by the organization regarding Occupational Health and Safety.

Our health promotion strategy comes from the heart of our people. We do not view safety as an imposition, but as an act of mutual respect:

Periodic communication campaigns

Free medical campaigns for employees

Active breaks within the plant

Periodic training

Practical First Aid training

Preventive Occupational Health inspections in operational areas



WORK-RELATED INJURIES

At Machu Picchu Foods, we understand that behind every accident rate indicator there is a person, a family, and a life project. Therefore, our management of work-related injuries is not limited to recording events, but focuses on the systematic elimination of critical risks through innovation, design, and a non-negotiable prevention culture.

During 2025, we achieved a **58% reduction in the cumulative accident rate** compared to 2024.



WORK-RELATED ILL HEALTH

At MPF, we take preventive measures from the operational level, which enabled us to record **no cases of occupational illness during 2025**.

Following the most demanding ergonomic regulations, we have integrated mechanical aids into the process, preventing musculoskeletal injuries in operational activities.

We continue to strengthen our management system, which is based on compliance with national and international regulations, in order to prevent occupational injuries among our employees.

In the event of any health issue occurring during the workday, immediate medical evaluation is available to provide treatment and prevent the condition from worsening.





AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

In 2025, Machu Picchu Foods carried out training activities aimed at strengthening the technical, operational, and management capabilities of its employees. These activities contributed to sustaining team performance and addressing the development needs identified across the organization’s different areas.

In accordance with the GRI 404-1 indicator, the information is presented as the average number of training hours received by employees during the reporting period, disaggregated by employee category and gender.

During the reporting period, **57,710 training hours** were recorded for **2,137 workers**, equivalent to a general average of **27 training hours per person**.

The distribution by employee category and gender was as follows:

EMPLOYEE CATEGORY	GENDER	N.º WORKERS	N.º OF TRAINING HOURS	AVERAGE TRAINING HOURS
Administrativo	Femenino	320	5914	18
	Masculino	546	6	17
	Total	866	34	18
Operario	Femenino	352	6	41
	Masculino	919	34	30
	Total	1,271	42,336	33
Total		2,137	57,710	27

The results show a higher training intensity among operational employees, who accumulated 42,336 hours and reached an average of 33 hours per worker. Within this group, female operational employees recorded 14,589 hours and an average of 41 training hours per person, making them the segment with the highest reported annual average.

Among administrative employees, 15,374 training hours were recorded, with an average of 18 hours per worker. The reported information demonstrates the coverage of training activities and the level of investment in training applied to the employee categories considered for the 2025 reporting period.

PROGRAMS TO DEVELOP COMPETENCIES

The Dojo Program promoted by Machu Picchu Foods provides theoretical and practical content to personnel in collection areas to develop their learning in document management and direct support for producers.

General project objectives

- 

Standardize administrative and technical processes for operational excellence.
- 

Drive integral development and leadership in management skills.



Additionally, the program utilizes two certification pathways:

Administrative Certification: Aimed at assistant administrators.

Technical Certification: Aimed at technical advisors.

- Administrative Certification:**
 - Module 1: Issuance of purchasing documents
 - Module 2: Purchasing document management
 - Module 3: Issuance of Sender's Referral Guide
 - Module 4: Payment receipts for expenses

- Technical Certification:**
 - Module 1: Certifications
 - Module 2: Internal control system
 - Module 3: Cross-contamination risk
 - Module 4: Warehouse guidelines

Results:

Total people trained: 154 people across 30 collection centers

- 

100% of people trained
- 

18 Mentors Administrative Certification
- 

34 Mentors Technical Certification



Likewise, we implement a job induction program so that new hires align with the standards, procedures, and process flows within their management area. This was also part of the project to train them on the parameters of the certifications we currently hold, where their management had a direct impact on the sourcing of cocoa beans.

- 

43
Technical advisors

January to October
- 

22
Assistant Administrators

TALENT PROMOTION AND TRAINING

Periodic performance evaluations are part of Machu Picchu Foods’ talent management mechanisms. This process makes it possible to provide feedback, identify opportunities for improvement, and align individual contributions with the objectives of the areas and the organization.

For the 2025 period, the information is presented in line with GRI 404-3, reporting the percentage of employees who received a periodic performance and professional development evaluation, disaggregated by payroll type and gender.

Of the total 1,909 employees scheduled for evaluation, 1,903 were effectively evaluated, representing 99.7% coverage.

The distribution by employee type and gender was as follows:

PAYROLL TYPE	GENDER	N.º PARTICIPANTS	N.º OF PEOPLE EVALUATED	% EVALUATED
Administrative	Female	316	310	98.1%
	Male	439	439	100.0%
Total Administrative		755	749	99.2%
Operational	Female	304	304	100.0%
	Male	850	850	100.0%
Total Operational		1154	1154	100.0%
Total		1909	1903	99.7%

The process achieved 100.0% coverage among operational employees and 99.2% among administrative employees. Within the female administrative group, 98.1% of scheduled participants were evaluated, while the male administrative group achieved 100.0% coverage.

These results reflect broad implementation of the evaluation process during the period, with a residual gap of 6 employees who were not evaluated out of the total number scheduled. The coverage achieved contributes to performance management, the identification of gaps, and the definition of development actions for teams.



DIVERSITY IN GOVERNANCE BODIES AND EMPLOYEES

During the 2020-2025 period, Machu Picchu Foods has consolidated a balanced composition in terms of gender and age on its Board of Directors. As of the end of **2025**, the parity achieved the previous year has been maintained, with 5 of the 7 directors belonging to the age group over 50.

On the other hand, during 2025, the total workforce consisted of **2,061 employees**, maintaining a distribution of **31% women and 69% men**. The age structure continues to reflect a mature and experienced workforce, with **58% of employees between 30 and 50 years of age**.

Employee Diversity by Category and Age Group 2025

AGE GROUP	WOMEN	MEN	TOTAL
18 to 30 years old	235	496	731
Between 30 and 50 years old	379	822	1,201
Mayores de 50 años	29	100	129
Total	643	1,418	2,061

CASES OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN

During the 2025 period, no cases of discrimination were recorded at Machu Picchu Foods, according to the comprehensive monitoring of our formal channels and the records maintained by the Human Resources area.

This result reflects an organizational culture based on respect and equity, where any form of exclusion based on gender, ethnicity, religion, disability, sexual orientation, or any other condition is categorically rejected.

To ensure the integrity of this environment, the company has a "Complaints Procedure," a formal and structured mechanism that ensures:

Confidentiality:

Accessible channels that protect the identity of the complainant at all times.

Impartiality:

Timely investigation protocols under standards of ethics and due process.

Resolution and improvement

Immediate implementation of corrective actions in response to confirmed violations and system feedback.

Active prevention:

Annual training programs on Human Rights, Ethics, and Diversity for the entire workforce.

The absence of incidents for two consecutive years reaffirms the effectiveness of our Complaints Procedure and our zero-tolerance policy toward discriminatory conduct, consolidating us as a safe and inclusive workplace.

DEVELOPMENT OF COCOA - GROWING COMMUNITIES, HUMAN RIGHTS AND INCLUSION

Machu Picchu Foods promotes the resilience and prosperity of cocoa-growing communities through a management approach that integrates human rights and inclusion. During 2025, we consolidated a culture of equity with zero cases of discrimination, supported by a robust Complaints Procedure, and ensured a supply chain free from child labor and forced labor within our group of 6,226 producers and strategic suppliers under Human Rights and Environmental Due Diligence (HREDD) criteria. We also promoted local development by increasing rural financial inclusion to 87% and benefiting farming families through the Wiñay, Nuwa Muun, and Nawinchay projects.



INVESTMENTS IN INFRASTRUCTURE AND SERVICES SUPPORTED

During 2025, Machu Picchu Foods channeled investments in social, educational, and environmental infrastructure aimed at strengthening cocoa-growing communities located in its areas of intervention. These investments were implemented through the programs of the Sustainability Strategic Plan and complement commercial operations with verifiable positive impacts in the territory.

In terms of social and educational infrastructure, the comprehensive investment in 2025 amounted to **\$109,007**, including management and technical supervision, distributed across two main programs:



Wiñay Program

Investment in the improvement of school cafeterias at 2 schools in the regions of Junín and San Martín, directly benefiting the educational communities connected to the producer network. These interventions strengthen school infrastructure in areas where MPF operates collection centers, contributing to improved food conditions and school retention for children from cocoa-growing families.



Ñawinchay program

Investment was allocated to the implementation of community libraries, the acquisition of 175 children's and young adult books, and the installation of a photovoltaic system to guarantee the library's operation. These investments strengthen reading habits and access to education in rural communities within the intervention zones

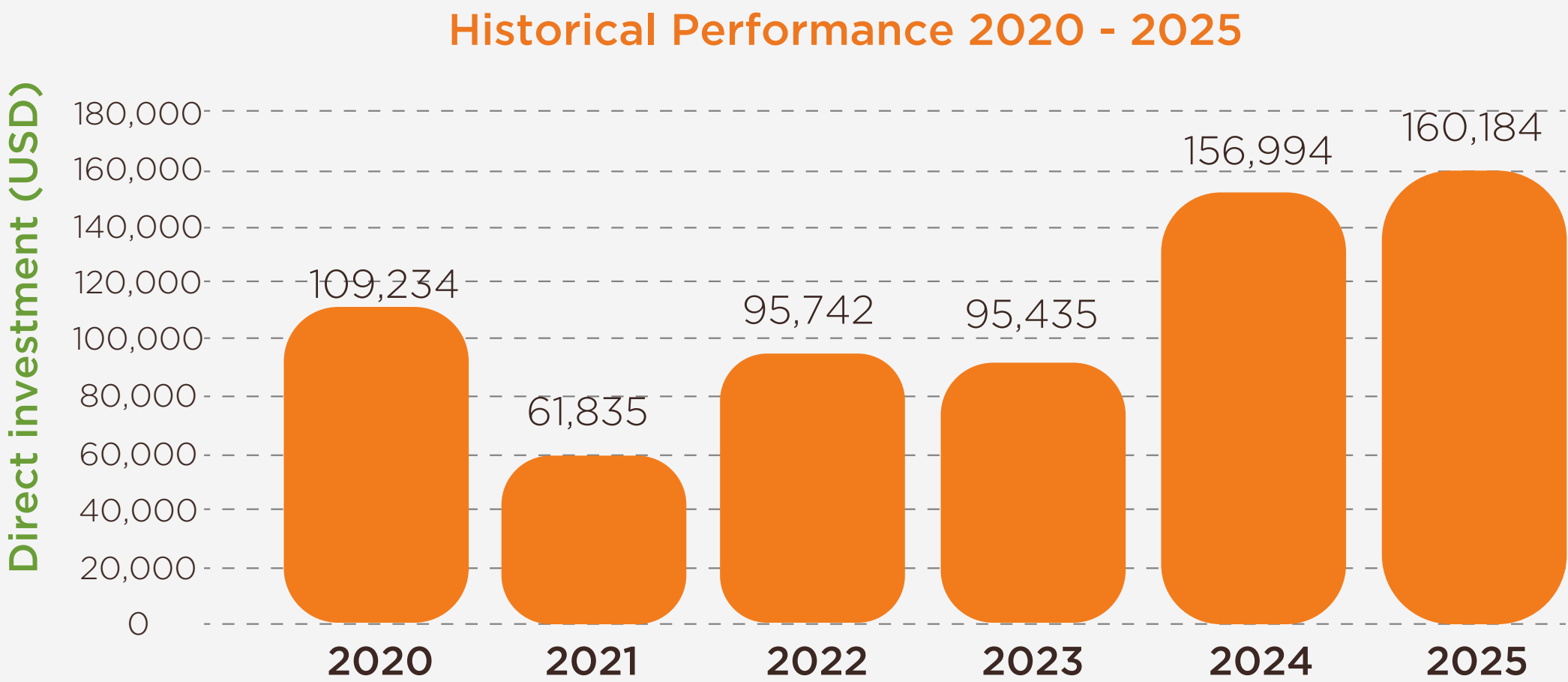


In terms of environmental and productive infrastructure

Machu Picchu Foods made investments through the following programs, whose scope is reported in physical terms: the Caosacha Project assessed 339 farms and inventoried 5,416 trees as a basis for intervention across 3,250 hectares in Agroforestry Systems and restoration; the Climate-Landscape Project planted 4,459 seedlings and implemented 10 Integrated Farm Plans in Neshuya and Curimaná (Ucayali); the Crece Agricultor Project installed technical irrigation systems on 6 farms and identified 642 water sources; and the Cocoa Pod Composting Project advanced in the design and piloting of composters using mountain microorganisms. Additionally, MPF maintains photovoltaic systems in operation at 16 collection centers.

The social investment of Machu Picchu Foods has maintained a growing trajectory from 2020 (USD 109,234) to 2025 (USD 160,184), reflecting the organization’s progressive commitment to the development of cocoa-producing communities. Details of the historical evolution and breakdown by program are presented in the attached table.

ITEM	NAME OR INITIATIVE OF THE EXECUTED PROJECT	BUDGET (\$) 2025
1	Investments in social and community infrastructure	\$ 109,007
2	Investments in environmental and productive infrastructure	\$ 51,176
Total 2025		\$ 160,184



OPERATIONS AND SUPPLIERS WITH SIGNIFICANT RISK OF CHILD LABOR AND FORCED LABOR CASES

At the producer group level, consisting of **6,226 members, no cases of child labor or forced labor have been identified.** This is supported by the implementation of an annual training plan on social issues, as well as timely monitoring carried out by technical advisors in the collection areas, enabling any potential risk to be prevented, detected, and managed at an early stage.

Additionally, control and reporting mechanisms are in place to strengthen field supervision, promoting compliance with labor standards and the continuous awareness of producers, which contributes to maintaining adequate working conditions throughout the chain.

In the case of strategic external suppliers, consisting mainly of cocoa bean supplier cooperatives certified under the Fairtrade International standard, the management of

risks related to child labor and forced labor is strengthened through the implementation of the new Human Rights and Environmental Due Diligence (HREDD) criteria.

These criteria include processes for identifying, assessing, and monitoring social and environmental risks, specifically incorporating the assessment of risks associated with child labor, as well as preventive measures and monitoring mechanisms aimed at promoting respect for human rights within supplier organizations and their value chains.

Through these actions, Machu Picchu Foods strengthens a responsible supply chain aligned with international standards for sustainability, traceability, and human rights, responding to the growing expectations of customers and global markets.



AREA	CERTIFIED PRODUCERS (BEGINNING OF 2025)	TOTAL CERTIFIED PRODUCERS (END OF 2025)	PRODUCERS IN CERTIFICATION PROCESS (2026)
Ayacucho	843	937	182
Jaen	0	121	29
Juanjuí	316	541	160
Madre de Dios	96	101	15
Quillabamba	0	0	163
Satipo	562	711	174
Tarapoto	1690	2,233	376
Tingo María	56	200	30
Tocache	290	395	72
Ucayali	926	987	225

Total4,7796,2261,426

As part of its responsible sourcing model, Machu Picchu Foods works with 14 cocoa bean supplier cooperatives certified under the Fairtrade International standard, bringing together approximately 2,000 producers. This certification not only guarantees fairer trading conditions for smallholder

producers, but also establishes explicit requirements regarding labor rights, including the prohibition of child labor and forced labor as non-negotiable conditions within certified organizations.

The Fairtrade International standard requires cooperatives to implement



internal policies, control mechanisms, and awareness-raising processes aimed at preventing and eradicating these practices in their producer communities. Compliance with these requirements is periodically verified through audits conducted by independent certification bodies, adding an additional layer of external oversight to Machu Picchu Foods’ own efforts.

Through its relationship with these certified cooperatives, the company strengthens a supply chain in which respect for human rights, particularly the protection of girls, boys, and workers from situations of exploitation, is a structural criterion for supplier selection and retention.

OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT PROGRAMS, IMPACT ASSESSMENTS AND DEVELOPMENT

At Machu Picchu Foods, we understand that the sustainability and competitiveness of our cocoa value chain depend directly on the resilience, well-being, and prosperity of farming families. For us, the farmer is a fundamental strategic partner in our operations. This vision goes beyond traditional philanthropy to focus on creating shared value: we invest in social programs and direct benefits because we are convinced that a strengthened community is a community that produces with quality and commitment.

Investment in these initiatives responds to intelligent supply chain management:

Risk mitigation:

By addressing gaps in education, health, and infrastructure, we reduce the vulnerability of producing areas to external crises.

Operational resilience:

A farmer with access to financial inclusion, technical training, and logistical support has greater capacity to adapt to climate change and market fluctuations.

Supply sustainability:

Ensuring the well-being of children and empowering women farmers supports generational renewal and the long-term stability of our production.

1. Social Benefits for Organic Farmers

At Machu Picchu Foods, our commitment to local communities is materialized through a direct benefits scheme designed to strengthen the economic resilience and personal well-being of our organic farmers. During 2025, we consolidated a support network that ensures that the impact of the organic program extends beyond the farm and reaches the producer's family unit. This social benefits model means that belonging to Machu Picchu Foods' organic program is not merely a commercial decision, but a life project that ensures the inclusive and equitable development of cocoa-growing communities. Our value proposition for the farmer is based on three fundamental pillars:



WE ARE SOCIALLY RESPONSIBLE

Social support



Educational and health initiatives



Investment in community projects



Funeral expenses



Philanthropic initiatives

Operational support



Training and development

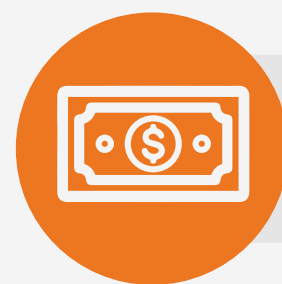


Logistics support

Financial support



Prepayment options



0% interest loans



Incentives

2. Financial Inclusion and Payment Modernization

EAt **Machu Picchu Foods (MPF)**, we consider financial inclusion through banking services to be a fundamental tool for the formalization and economic growth of farmers. During 2025, we promoted the transition toward bank-based payment methods, such as checks, payment orders, deposits, and, especially, **bank transfers**.

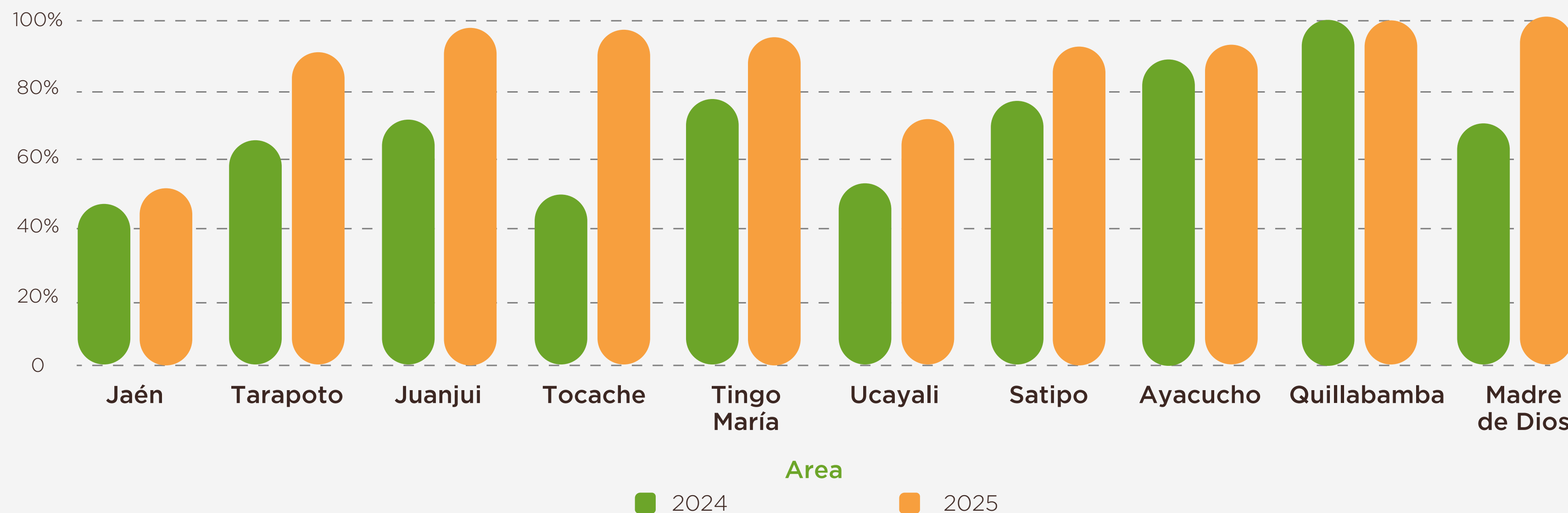
This transition not only optimizes our internal processes, but also ensures the **physical safety** of our employees and

producers by reducing the use of cash in the field. In addition, MPF fully assumes **interbank transaction fees**, ensuring that producers receive the full value of their work without operational deductions, thereby promoting a culture of innovation in payments and mitigating financial risks.

a. Advances in Financial Inclusion and Payment Methods 2024-2025

The level of financial inclusion through banking services, disaggregated by collection areas, shows sustained strengthening of MPF's financial ecosystem. While the rate of banking-based payments for cocoa purchases stood at 71% in 2024, the 2025 year-end figure reached 87%, exceeding annual targets. The strength of this progress is reflected in 100% coverage of bank-based payments in Quillabamba, as well as execution levels above 90% in Juanjuí, Tocache, Tingo María, Satipo, Ayacucho, and Madre de Dios.

Comparison of the % of banking-based payments for cocoa bean purchases in collection areas (payments made to suppliers without cash)



INVESTMENTS IN INFRASTRUCTURE AND SUPPORTED SERVICES

At Machu Picchu Foods, the financial inclusion strategy is implemented with a territorial approach, recognizing that each collection area presents unique logistical and connectivity challenges. During 2025, we prioritized the transition toward digital payments through bank transfers and deposits, successfully reducing the use of cash even in areas facing greater infrastructure challenges.

% OF BANKING-BASED PAYMENTS FOR COCOA BEAN PURCHASES IN COLLECTION AREAS (% BY PAYMENT METHOD)

AREA	CASH	NEGOTIABLE CHECK	DEPOSIT INTO ACCOUNT	NON-NEGOTIABLE CHECK	PAYMENT ORDER	MANAGER'S CHECK	BANK TRANSFER	GRAND TOTAL
Jaen	0.0%	48.6%	0.0%	48.2%	0.0%	0.0%	3.2%	100.0%
Tarapoto	2.1%	10.6%	0.0%	51.1%	0.1%	2.3%	33.7%	100.0%
Juanjui	0.0%	4.0%	0.0%	68.1%	14.6%	1.8%	11.4%	100.0%
Madre de Dios	0.2%	2.7%	0.1%	0.6%	87.2%	0.0%	9.2%	100.0%
Quillabamba	0.3%	5.4%	0.0%	23.8%	62.3%	1.4%	6.7%	100.0%
Satipo	1.5%	29.1%	0.9%	13.1%	36.8%	0.0%	18.7%	100.0%
Tarapoto	0.5%	6.8%	0.0%	46.9%	20.6%	0.8%	24.4%	100.0%
Tingo María	0.3%	5.6%	0.1%	2.3%	82.9%	0.8%	8.0%	100.0%
Tocache	0.1%	0.0%	0.2%	54.9%	42.8%	0.0%	2.0%	100.0%
Ucayali	0.3%	0.6%	0.1%	0.1%	58.9%	0.6%	39.3%	100.0%
Total	0.6%	12.4%	0.2%	28.4%	42.3%	0.9%	15.2%	100.0%





The implementation of bank transfers has reduced payment settlement times, improving producer satisfaction and strengthening the financial traceability of our supply chain, in alignment with the highest international standards of financial transparency and business ethics. This increase responds to a strategy focused on reducing digital gaps and improving access to financial services in hard-to-reach rural areas.

This level of banking-based payment adoption by area has served as a vehicle for channeling other direct financial benefits in 2025, achieving traceability for:

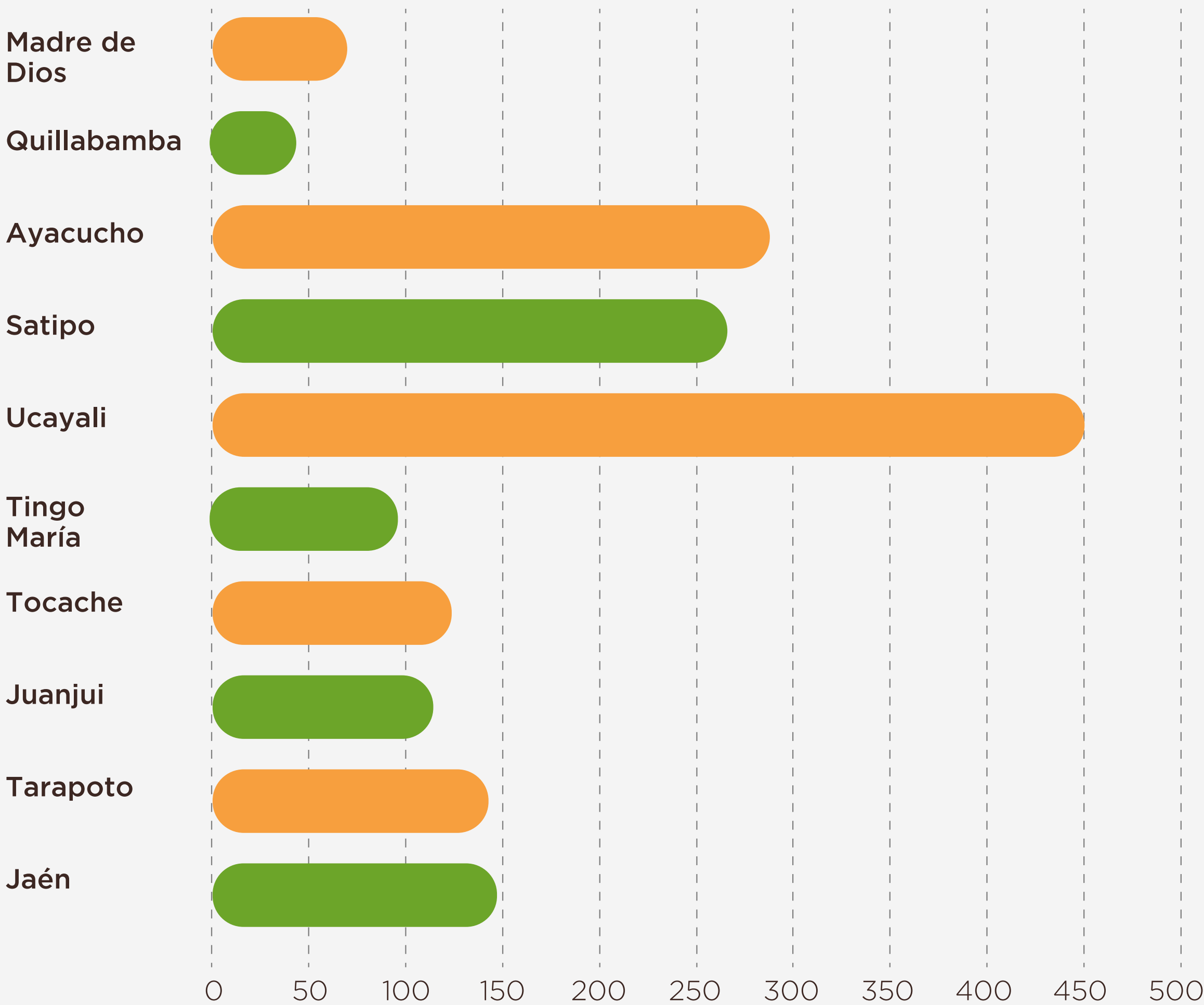


1,686
producers who received a 2025 advance payment.

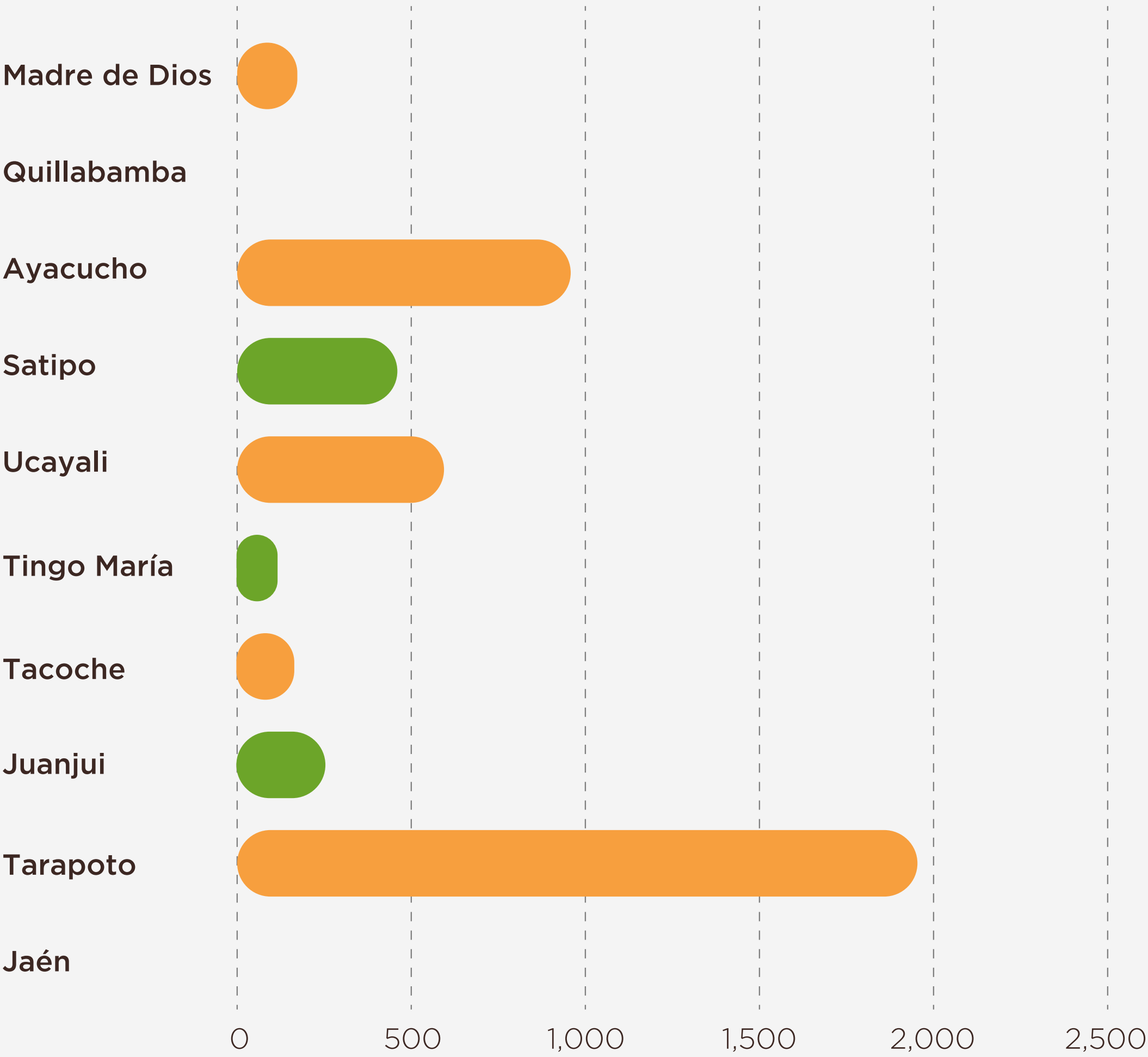


4,238
organic cocoa reimbursements settled with full transparency and efficiency.

Number of suppliers who received an advance payment in 2025



Number of producers who received a reimbursement in 2025



3. Investment in Community Projects

During 2025, we allocated strategic resources to strengthen the social fabric of our cocoa-growing communities, based on the conviction that inclusive development helps strengthen a competitive value chain.

Our initiatives not only seek to mitigate social gaps, but also to strengthen human capital through three fundamental areas: dignified educational infrastructure, women’s economic empowerment, and child well-being. By investing in these areas, we ensure a prosperous environment that supports the stability of our supply and the long-term sustainability of Peruvian cocoa.

a. Strengthening Educational Infrastructure

The Wiñay Project, which means "to grow" in Quechua, seeks to close gaps in educational infrastructure.



During 2025, we continued making progress in the regions of **Junín and San Martín**, where school infrastructure presented critical deficiencies affecting learning and food security. Through a participatory process of school assessment and mapping, **2 educational institutions** were renovated, including kitchens, school cafeterias, and children’s play areas.

OUR 2025 ACHIEVEMENTS:

- 60 students benefited
- 116 producers retained
- 200 tons of cocoa secured

b. Empoderamiento económico con enfoque de género

The Nuwa Muun Program, whose current phase successfully concluded in 2025, recognizes women as an important link in the cocoa value chain. Accordingly, we invested in their technical and financial training.



The results exceeded initial expectations, achieving 112% of production targets and a 34% increase in the value generated by their farms.

OUR 2025 ACHIEVEMENTS:

Inclusión financiera:

48% of the focus group had access to banking services.

Technical assistance:

288 high-frequency visits and 259 organic fertilizer kits delivered.

Data management:

10 socioeconomic profiles collected for future interventions.

c. Promoting Reading Habits and Reading Comprehension

As part of the expansion of our social portfolio, in 2025 we implemented the **Ñawinchay Project**, whose name means **"to read" in the Quechua language**. This initiative emerged as a strengthened

project following the lessons learned from a pilot tablet distribution program, evolving into a comprehensive well-being model that combines access to information with environmental sustainability. **Ñawinchay** seeks to transform the learning environment for children in cocoa-growing communities by implementing community libraries equipped with literary resources and powered by **solar energy**.



This comprehensive approach has enabled children at two educational institutions in Ayacucho and San Martín

to access modern, well-lit reading spaces, promoting reading habits and reducing the educational gap. By integrating corporate volunteering components and tailored educational programs, we achieved the following:

OUR 2025 ACHIEVEMENTS:

300 students benefited

95 producers retained

205 tons of cocoa secured

With Ñawinchay, we reaffirm that child well-being is the central pillar for a fairer, more equitable, and resilient chocolate supply chain.



BEAN-TO-BAR FOOD QUALITY AND SAFETY

Machu Picchu Foods considers food quality, safety, legality, and authenticity to be the fundamental pillars of its operational excellence and ethical responsibility toward people's health. Through an integrated model covering the Bean-to-Bar chain from end to end, the company has specialized Quality Assurance, as well as Applications and

Development teams, operating at its Pisco and Callao plants under rigorous preventive controls, from the receipt of raw materials and environmental pathogen monitoring to strict allergen control and ongoing audits. This robust system, supported by an organizational culture of continuous training, maintains demanding international accreditations such as FSSC 22000, BRCS Food Safety, HACCP, FDA, and specialized certifications (Kosher, Halal, Vegan, Gluten Free, and NON GMO), while also complying with FSMA regulations for exports to more than 40 countries.



ASSESSMENT OF THE HEALTH AND SAFETY IMPACTS OF PRODUCTS

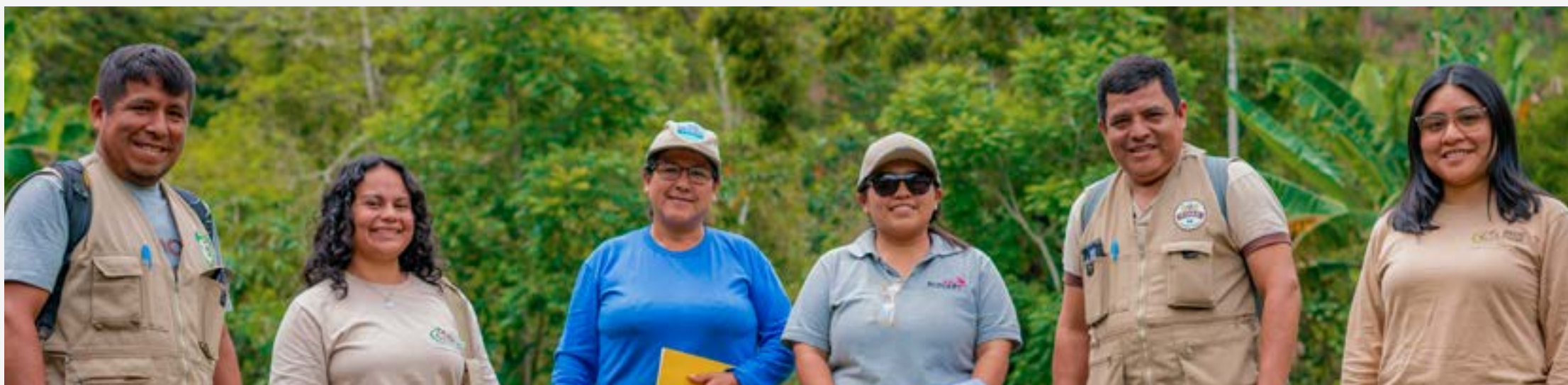
At Machu Picchu Foods, we understand that people's safety and health are fundamental pillars of our operational management. We have a technical team specialized in Quality Assurance at our Pisco and Callao plants, responsible for ensuring that all processes, products, and services are developed in accordance with international standards, applicable legal regulations, and specific customer requirements. This commitment is reflected in the implementation, maintenance, and continuous improvement of our Quality Management System.

Additionally, we have a highly experienced Applications and Development team focused on the design and formulation of innovative, safe, and sustainable products aligned with market trends and requirements.



To ensure the safety, quality, legality, and authenticity of our products, we operate under a robust and integrated Food Safety Management System that incorporates preventive controls throughout the entire value chain. We also promote an organizational culture focused on food safety through ongoing training and awareness programs for our employees.

Our facilities in Pisco and Callao hold international certifications in quality and food safety, which are maintained and renewed through periodic external audits. This comprehensive approach reflects Machu Picchu Foods' firm commitment to operational excellence and the delivery of reliable products to the global market.



Percentage of significant product and service categories for which health and safety impacts are assessed in order to identify opportunities for improvement.

OUR ACHIEVEMENTS:

1. 100% of our products were assessed to identify potential health and safety impacts.

2. 0 food safety complaints were recorded, ensuring the confidence of our customers and end consumers.

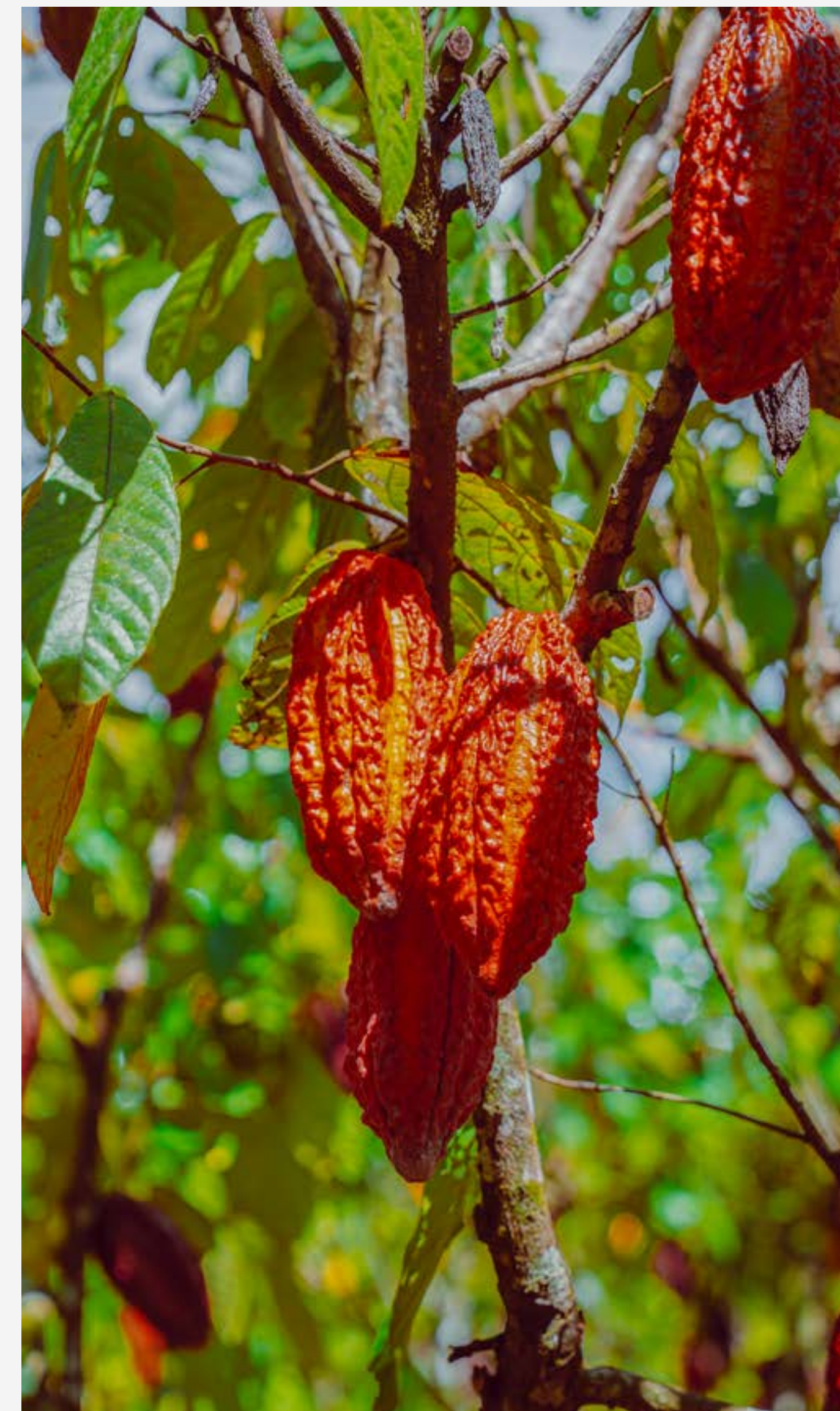
3. 0 product recalls, with strict control of contaminants and allergens across 100% of our production lines.

These results reflect consistent performance over time, ensuring the delivery of safe, wholesome, and reliable products that meet not only our customers' expectations, but also our ethical responsibility toward people's health.

- a.** FSSC 22000 Standard
- b.** Official Technical Validation of the HACCP Plan
- c.** FDA Registration Certificate
- d.** HACCP Certification
- e.** Organic and Social Responsibility Certifications
- f.** Gluten Free Certification
- g.** NON GMO Certification
- h.** Allergen-Free Inspection
- i.** Vegan Certification
- j.** Halal Certification
- k.** Kosher Certification
- l.** Internal and External Audits.
- m.** Follow-up on Non-Conformities.

We have a technical team of professionals responsible for monitoring and following up on all activities planned under the Food Safety Management System, including:

- a.** Control of Incoming Raw Materials and Materials for Production.
- b.** Production Process Control.
- c.** Food Safety Risk Analysis.
- d.** Ongoing Hygiene and Sanitation Inspections on the Production Line.
- e.** Pest Monitoring and Control.
- f.** Environmental Pathogen Monitoring.
- g.** Allergen Control.



GRI CONTENT INDEX IN ACCORDANCE

Statement of Use	Machu Picchu Foods has reported the information cited in this GRI Content Index for the period from January 31 to December 31, 2025, in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational Details	07				
	2-2 Entities Included in the Sustainability Reporting	07				
	2-3 Reporting Period, Frequency and Contact Point	03				
	2-4 Restatements of Information	-				
	2-5 External Assurance	-	Entire content	Information unavailable/in complete	The present report has not been subjected to a third-party assurance process or external audit. The organization will assess the technical and financial feasibility of incorporating this requirement into the 2026 reporting cycle.	
	2-6 Activities, Value Chain and Other Business Relationships	08 - 10				Sector Reference 13.23 (Traceability)
	2-7 - Employees	16				Sector Reference 13.15 (Employment)

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
General Disclosures						
GRI 2: General Disclosures 2021	2-8 Workers Who Are Not Employees	16				Sector Reference 13.15 (Employment)
	2-9 Governance Structure and Composition	17, 18				
	2-10 Nomination and Selection of the Highest Governance Body	-	Entire content	Not applicable	As a Closed Joint Stock Company (S.A.C.), the nomination and selection of Board members is governed directly by the General Shareholders' Meeting in accordance with the company's bylaws, without a public or independent nomination committee.	
	2-11 Chair of the Highest Governance Body	17, 18				
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	17				
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	17				
	2-13 Delegación de la responsabilidad de gestión de los impactos	18, 19				
	2-14 Role of the Highest Governance Body in Sustainability Reporting	14				
	2-15 Conflicts of Interest	19				

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
General Disclosures						
GRI 2: General Disclosures 2021	2-16 Communication of Critical Concerns	-	Entire content	Information unavailable/in complete	The formal process for quantitatively consolidating and escalating critical concerns to the Board is currently undergoing internal restructuring. These metrics are expected to be incorporated and reported beginning with the 2026 reporting cycle.	
	2-17 Collective Knowledge of the Highest Governance Body	-	Entire content	Information unavailable/in complete	During the reporting period, no specific formal sessions or training were scheduled to update the Board's knowledge of sustainable development. A thematic training plan is planned for 2026.	
	2-18 Evaluación del desempeño del máximo órgano de gobierno	-	Entire content	Not applicable	The organization currently does not have institutional policies or mechanisms for self-assessment or external evaluation of the Board's performance in the governance of ESG impacts.	
	2-19 Políticas de remuneración	-			Salary and compensation policies for Board members and senior management constitute confidential information due to commercial confidentiality and competitive strategy considerations in the local labor market.	
	2-20 Proceso para determinar la remuneración	-	Entire content	Confidentiality limitations	The criteria, benchmarking studies, and internal processes used to define senior executive compensation scales are kept under strict corporate confidentiality.	
	2-21 Ratio de compensación total anual	-	Entire content	Confidentiality limitations	The calculation of the compensation ratio and percentage variations are not publicly disclosed due to contractual commitments regarding the privacy and confidentiality of payroll information.	
	2-22 - Declaración sobre la estrategia de desarrollo sostenible	04				

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
General Disclosures						
GRI 2: General Disclosures 2021	2-23 - Commitments and Policies	11 - 13				
	2-24 Embedding Policy Commitments	-	Entire content	Information unavailable/in complete	The formal model for auditing and monitoring the proper integration of policy commitments across all operational areas and business relationships is undergoing technical development and will be progressively implemented during 2026.	
	2-25 Processes to Remediate Negative Impacts	-	Entire content	Information unavailable/in complete	Although active ethics and reporting channels are available, standardized mechanisms for formal remediation and compensation, whether financial or non-financial, in response to negative environmental or social impacts are in the technical design phase and will be reported in 2026.	
	2-26 - Mechanisms for Seeking Advice and Raising Concerns	20				
	2-27 - Compliance with Laws and Regulations	21				Sector Reference 13.24 (Public Policy)
	2-28 Membership in Associations	22				
	2-29 - Approach to Stakeholder Engagement	26, 27				
	2-30 Collective Bargaining Agreements	-	Entire content	Información no disponible / incompleta	Machu Picchu Foods employees are not unionized and are not covered by collective bargaining agreements. Working conditions are governed by individual contracts in accordance with the common labor regime for private-sector activities in Peru.	Sector Reference 13.15 (Employment)

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
Material Topics						
GRI 3: Material Topics 2021	3-1 - Process to Determine Material Topics	28				
	3-2 - List of Material Topics	29				
Material Topic: Climate Change, Energy and GHG Emissions						
GRI 3: Material Topics 2021	3-3 - Management of Material Topics	15, 35, 36				Sector Ref. 13.1/13.2
GRI 302: Energía	302-1 Energy Consumption Within the Organization	40				Sector Ref. 13.1 (Emissions)
GRI 305: Emisiones	305-1 Direct (Scope 1) GHG Emissions	41 - 43				Sector Ref. 13.1 (Emissions)
	305-2 Indirect (Scope 2) GHG Emissions from Energy Acquisition	41 - 43				Sector Ref. 13.1 (Emissions)
	305-3 Other Indirect (Scope 3) GHG Emissions	41 - 45				Sector Ref. 13.1 (Emissions)
	305-4 GHG Emissions Intensity	41 - 43, 45				Sector Ref. 13.1 (Emissions)
	305-5 Reduction of GHG Emissions	41 - 43				Sector Ref. 13.1 (Emissions)
Material Topic: Forests, Biodiversity and Deforestation-Free Practices						
GRI 3: Material Topics 2021	3-3 - Management of Material Topics	49				Sector Ref. 13.3 / 13.4

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
Material Topic: Forests, Biodiversity and Deforestation-Free Practices						
GRI101: Biodiversidad	101-5 Actions for Mitigation and Restoration	49				Sector Ref. 13.4 (Deforestation)
Material Topic: Regenerative, Organic Agriculture and Soil Health						
GRI 3: Material Topics 2021	3-3 - Management of Material Topics	50				Sector Ref.13.3 (Biodiversity)
GRI101: Biodiversity	101-2 Biodiversity-Related Impacts	50				Sector Ref. 13.3 (Biodiversity)
Material Topic: Geospatial Traceability and Due Diligence at Origin						
GRI 3: Material Topics 2021	3-3 - Management of Material Topics	52				Sector Ref.13.3 / 13.4
GRI101: Biodiversity	101-4 Changes in the State of Biodiversity	53				Sector Ref.13.3 / 13.4
Material Topic: Sustainable Water Management						
GRI 3: Material Topics 2021	3-3 - Management of Material Topics	46, 47				Sector Ref. 13.6
GRI 303: Water and Effluents	303-5 Water Consumption	46, 48				Sector Ref. 13.6 (water and effluents)
Material Topic: Circular Economy and Waste Valorization						
GRI 3: Material Topics 2021	3-3 - Management of Material Topics	35, 36				Sector Ref. 13.7

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
Material Topic: Circular Economy and Waste Valorization						
GRI 301: Materials	301-1 Materials Used by Weight or Volume	36				Sector Ref. 13.7 (Waste)
GRI 306: Waste	306-1 Waste Generation and Significant Waste-Related Impacts	37				Sector Ref. 13.7 (Waste)
	306-2 Management of Significant Waste-Related Impacts	38				Sector Ref. 13.7 (Waste)
	306-3 Waste Generated	38				Sector Ref. 13.7 (Waste)
Material Topic: Development of Cocoa-Growing Communities, Human Rights and Inclusion						
GRI 3: Material Topicss 2021	3-3 - Management of Material Topics	67, 69				Sector Ref. 13.12
GRI 203 :Indirect Economic Impacts	203-1 Investments in Infrastructure and Services Supported	68				Sector Ref. 13.12 (Communities)
GRI 408: Child Labor	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	69				Ref. Sectorial 13.13 (Trabajo infantil)
GRI 409: Forced or Compulsory Labor	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	69				Ref. Sectorial 13.14 (Forced or Compulsory Labor)
GRI 413: Local Communities	413-1 Operations with Local Community Engagement	71 - 76				Ref. Sectorial 13.12 (Communities)

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
Material Topic: Talent Attraction, Development and Well-Being						
GRI 3: Material Topics 2021	3-3 - Management of Material Topics	55, 56				Ref. Sectorial 13.15 / 13.19 / 13.18
GRI 202: Market Presence	202-1 Ratios of Standard Entry-Level Wage by Gender Compared to Local Minimum Wage	56				Ref. Sectorial 13.19 (Equal Pay)
GRI 401: Employment	401-1 New Employee Hires and Employee Turnover	57, 58				Ref. Sectorial 13.15 (Employment)
	401-3 Parental Leave	58				Ref. Sectorial 13.15 (Employment)
GRI 403: Occupational Health and Safety	403-1 Occupational Health and Safety Management System	59				Sector Ref. 13.16 (Health and Safety)
	403-2 Hazard Identification and Risk Assessment	60				Sector Ref. 13.16 (Health and Safety)
	403-3 Occupational Health Services	60				Sector Ref. 13.16 (Health and Safety)
	403-5 Worker Training on Occupational Health and Safety	61, 62				Sector Ref. 13.16 (Health and Safety)
	403-6 Promotion of Worker Health	-				Sector Ref. 13.16 (Health and Safety)
	403-9 Work-Related Injuries	63				Sector Ref. 13.16 (Health and Safety)
	403-10 Work-Related Ill Health	63				Sector Ref. 13.16 (Health and Safety)

GRI STANDARD		CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
				OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
Material Topic: Talent Attraction, Development and Well-Being							
GRI 404: Training and Education	404-1 Average Hours of Training per Year per Employee	64				Sector Ref. 13.15 (Employment)	
	404-2 Programs for Upgrading Employee Skills	65				Sector Ref. 13.15 (Employment)	
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	66				Sector Ref. 13.15 (Employment)	
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of Governance Bodies and Employees	66				Sector Ref. 13.15 (Employment)	
GRI 406: Non-Discrimination	406-1 Incidents of Discrimination and Corrective Actions Taken	67				Sector Ref. 13.18 (Non-Discrimination)	
Material Topic: Ethics, Corporate Governance and Compliance							
GRI 3: Temas Materiales 2021	3-3 - Management of Material Topics	15				Sector Ref. 13.24	
GRI 205: Anti-Corruption	205-2 Communication and Training about Anti-Corruption Policies and Procedures	23				Sector Ref. 13.24 (Public Policy)	
GRI 206: Anti-Competitive Behavior	206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	24				Sector Ref. 13.24 (Public Policy)	
Material Topic: Bean-to-Bar Food Quality and Safety							
GRI 3: Material Topics 2021	3-3 - Management of Material Topics	77				Sector Ref. 13.10 (Food Safety)	

GRI STANDARD	CONTENT	PAGE NUMBER	OMISSION			GRI SECTOR STANDARD REFERENCE NO.
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
Material Topic: Bean-to-Bar Food Quality and Safety						
GRI 416: Customer Health and Safety	416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	77, 78				Sector Ref. 13.10 (Food Safety)

MANDATORY JUSTIFICATION FOR THE EXCLUSION OF GRI 13 SECTOR-SPECIFIC TOPICS (NON-MATERIAL)

GRI STANDARD / REMAINING SECTOR TOPICS	PAGE NUMBER	OMISSION: OMITTED REQUIREMENT(	OMISSION: REASON	OMISSION: EXPLANATION	GRI SECTOR STANDARD REFERENCE NO. (GRI 13)
GRI 13: Topics Considered Non-Material	Not applicable	Entire content	Not applicable	Specific impacts related to the widespread application of hazardous synthetic agrochemicals are preventively controlled through the transition toward ecological production models and international organic certifications (USDA Organic, ROC), as mapped under Topic 4.	Topic 13.5 (Pesticide Use)
	Not applicable	Entire content	Not applicable	Rigorous land due diligence controls on the Cocoa Map ⁺ platform and the Cocoa Faces tool mitigate the risks of informal land tenure or dispossession within the cocoa supply chain.	Topic 13.11 (Land Tenure and Rights)
	Not applicable	Entire content	Not applicable	Parcel-level georeferencing and geospatial cross-referencing demonstrate that the current collection areas and supplier farms within the value chain do not border or overlap with registered indigenous lands or native indigenous communities involved in conflicts.	Topic 13.12 (Rights of Indigenous Peoples)

ESTÁNDAR GRI / TEMAS SECTORIALES RESTANTES	NÚMERO DE PÁGINA	OMISIÓN: REQUISITO(S) OMITIDO(S)	OMISIÓN: RAZÓN	OMISIÓN: EXPLICACIÓN	Nº DE REFERENCIA DEL ESTÁNDAR SECTORIAL DE GRI (GRI 13)
GRI 13: Topics Considered Non-Material	Not applicable	Entire content	Not applicable	The constitutional right to freedom of association is respected across the organization. During 2025, no alerts or risks of systemic violations were identified at plants or partner cooperatives that would warrant elevating this topic to an independent material topic.	Topic 13.17 (Freedom of Association)
	Not applicable	Entire content	Not applicable	Socioeconomic and wage gaps in primary agriculture are directly managed through the differentiated payment of FairTrade premiums and the monitoring of Cocoa Faces detailed under Topic 6.	Topic 13.19 (Equal Remuneration)
	Not applicable	Entire content	Not applicable	As a predominantly industrial and international agro-export business model (B2B), operations are governed by strict corporate technical contracts, minimizing critical impacts arising from direct mass advertising to end consumers (B2C)	Topic 13.21 (Marketing and Labeling Practices)
	Not applicable	Entire content	Not applicable	The agricultural and supply operations of Machu Picchu Foods are exclusively dedicated to plant-based agricultural inputs (cocoa and cocoa derivatives); therefore, the breeding, transportation, or processing of live animals does not apply at any stage of the business.	Topic 13.24 (Animal Welfare)
	Not applicable	Entire content	Not applicable	Large-scale agricultural biosecurity risks are mitigated in a decentralized manner through the field technical assistance programs implemented	Topic 13.25 (Biosecurity)

