

December, 2021

Sustainability Strategy





PURPOSE

We feed a better tomorrow

VISION

“To be leaders in the markets where we compete.”

MISSION

“We transform markets through our leading brands, creating extraordinary experiences for our consumers. We seek to constantly innovate to create value and wellbeing for society.”

VALUES

Leading with passion | Agile and flexible |
We are connected | We trust | We respect

NARRATIVE

We are proud and encouraged by our heritage to build a better tomorrow
We offer the best products and innovative solutions, whilst always responding in an agile way and adapting to the local preferences and needs.
We feed the growth of the countries where we operate and contribute to improve the quality of life of our employees, suppliers, investors, consumers and communities.

Our Sustainability Strategy



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WELLBEING

Promoting a life of wellbeing and inclusion for our people and consumers

- **Health and Nutrition**
To offer products and services focused on generating greater wellbeing for our consumers
- **Education for Wellness**
Support education in healthy habits, to build holistic wellness.
- **Diversity and Inclusion**
Promote internally and externally a culture that includes and values diversity



COMMUNITY DEVELOPMENT

Articulate ecosystems and develop productive and entrepreneurial capacities of suppliers and customers

- **Responsible Sourcing**
To accompany our suppliers on the road to more sustainable sourcing.
- **Customer Growth**
Support their economic progress through training, resources and digital tools.



ENVIRONMENT

Promote environmental care to have a positive impact on our planet

- **Environmental Footprint Management**
Measurement and continuous improvement in carbon and water footprint management
- **Eco-efficiency in Packaging**
Design packaging for recycling and with the amount of material necessary for its purpose
- **Waste Management**
Manage waste from our operations to promote its recovery



ETHICAL COMMITMENTS

Our ESG Strategy



Our Sustainability Strategy



PURPOSE

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WELLBEING: Promoting a life of well-being and inclusion for our people and consumers.

Health and Nutrition

To offer products and services focused on generating greater well-being for our consumers.



WowMom is a digital community that accompanies mothers during their pregnancy, providing them with products and services for their wellbeing.

Our portfolio includes >50 products fortified with iron, one of the most common deficiencies in the countries where we operate.



Education for Wellness

Support education in healthy habits, to build holistic wellness.



Vive Saludable provides tools for the development of healthy habits, in alliance with 11 UGELs in 10 regions of the country.

RevelArte Works with MINEDU in a proposal to develop socioemotional skills through education through art.



Diversity and inclusion

Promote internally and externally a culture that includes and values diversity



For the launch of UMSHA, we have been working on a photo bank to facilitate diversity in Peruvian advertising, together with Shutterstock.

The co-creation of the Diversity and Inclusion Policy is in process, which will be published in 2022 and will articulate all the company's initiatives.

Our ESG Strategy



ETHICAL COMMITMENTS



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COMMUNITY DEVELOPMENT: Articulate ecosystems and develop productive and entrepreneurial capacities of suppliers and customers

Responsible Sourcing

Customer Growth

To accompany our suppliers on the road to more sustainable sourcing.

Support their economic progress through training, resources and digital tools.



The Sustainable Palm Program provides training and tools to work with our suppliers in a deforestation-free and sustainable oil palm chain. In addition, through the Palm Score we integrate sustainability as a criterion in the purchase of raw materials.

We are currently developing the pilot of the Sustainable Suppliers Process, through which we will evaluate our direct suppliers in terms of their alignment with our Responsible Sourcing Policy.



With DiaDia and INSUMA with more than 5 thousand MYPES, providing them with technologies to strengthen their management, offering them the possibility of diversifying their product portfolio and providing them with training for efficient business management.

GenIA, Nicovita's technological system, integrates different disruptive technologies – including advanced analytics – and combines it with technical advice to support the empowerment and sustainable transformation of the Latin American shrimp industry.



ETHICAL COMMITMENTS



Our Sustainability Strategy



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ENVIRONMENT: Promote environmental care to positively impact our planet

Environmental Footprint Management

Measurement and continuous improvement in carbon and water footprint management.



alicorp

At the beginning of 2022, we calculated the carbon and water footprint along our value chain and are currently preparing a roadmap for its management and progressive improvement.

Efficient management of energy use has helped us to reduce energy consumption by 26% per ton produced over the last 10 years.

Ecoefficiency in Packaging

Design packaging for recycling and with the amount of material necessary for its purpose.

Between 2010 and 2021 we have implemented Reduction, Reuse and Recycling initiatives that have generated a cumulative average material reduction of 18.5%, exceeding the 17.5% target.

In 2021, we will hold the seventh Alipack Meeting: “Trends in Sustainable Development in Packaging”



Waste Management

Manage waste from our operations to promote its recovery



In 2021, 55% of our plant waste was reused or recycled, equivalent to more than 10 thousand tons.

In the coming months we Will start the Eco-Saving Club pilot program, where we seek to encourage and connect our customers with formal oil collectors to promote the recycling of Used vegetable Oil.

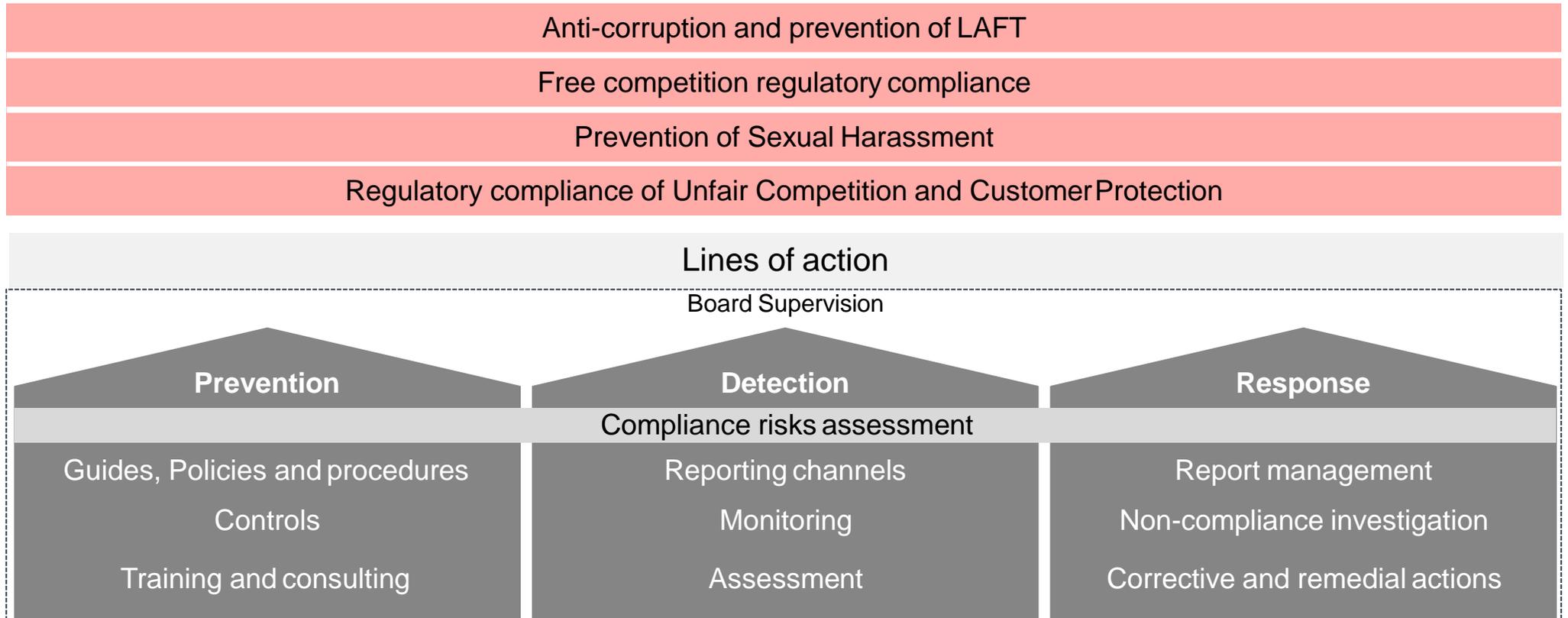


ETHICAL COMMITMENTS



Strengthen a culture of decision making that considers **ethical commitments** and policies.

To prevent **reputational, financial and operational contingencies** caused by non-compliance.



Sustainability and Good Corporate Governance Board Committee

- Contributes to the company's Sustainability vision.
- Periodically reviews the progress on our commitments and goals.

Management Committee

- Approves the company's sustainability vision and strategy.
- Ensures the resources for strategy implementation.

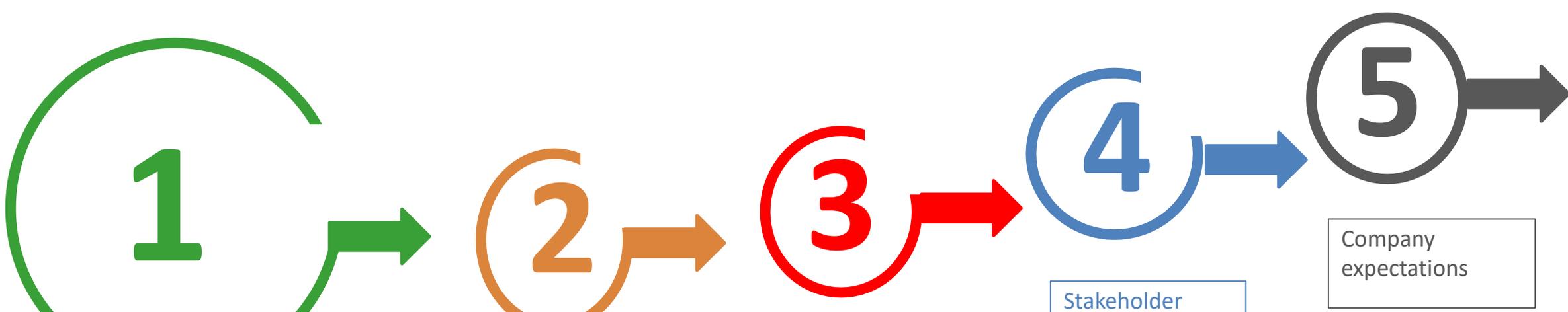
SteerCo

- Proposes the company's sustainability vision and strategy, to be validated by the Management Committee.
- The VPs of the following corporate departments participate:
 - Human Resources
 - Supply chain
 - Raw materials
 - Strategy
 - Corporate Affairs

Sustainability Committee

- Led by the Department of Sustainability.
- Involvement and representation of each operating department.
- Members make decisions regarding the sustainability strategy management and measuring.
- Participation is set as an individual target by each member of the Committee.

Identify and analyse



Global tendencies

Value Chain Impacts

Benchmarks

Stakeholder Expectations

Company expectations

Material Issues



Sustainability Strategy

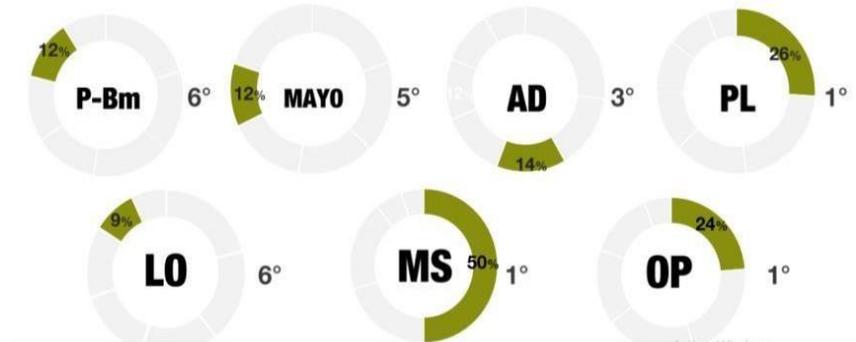
We conducted a reputational study for Alicorp to identify key issues for our stakeholders

We surveyed employees, clients, public opinion and leader opinion

The issues all stakeholders were more interested in were:

1. Health and Nutrition with an emphasis in consumer education and nutritional products.
2. Quality of products with a focus on quality in raw materials, high quality standards, selling products in trustworthy establishments.
3. Ethics with an emphasis in compliance, transparency and customer/client service
4. Commitment to the country with a focus on working with national producers, generating employment and fair prices.

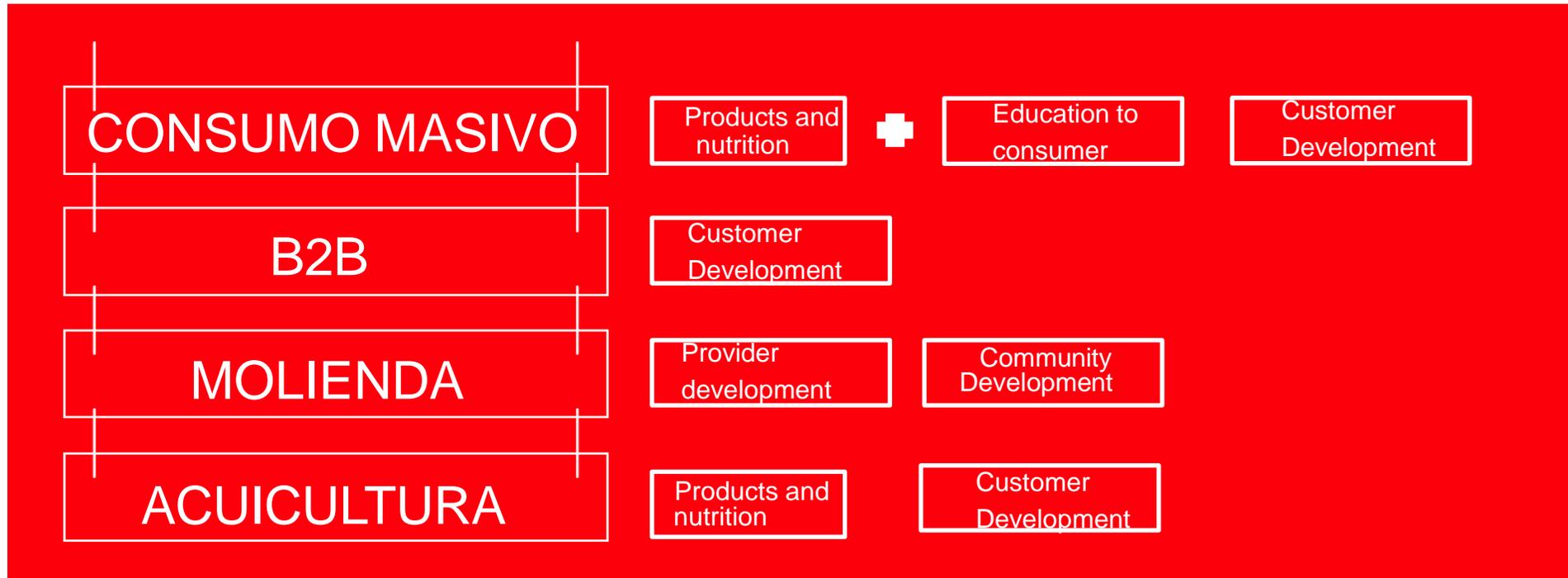
Health and nutrition are key issues for Public Opinion and Health related stakeholders



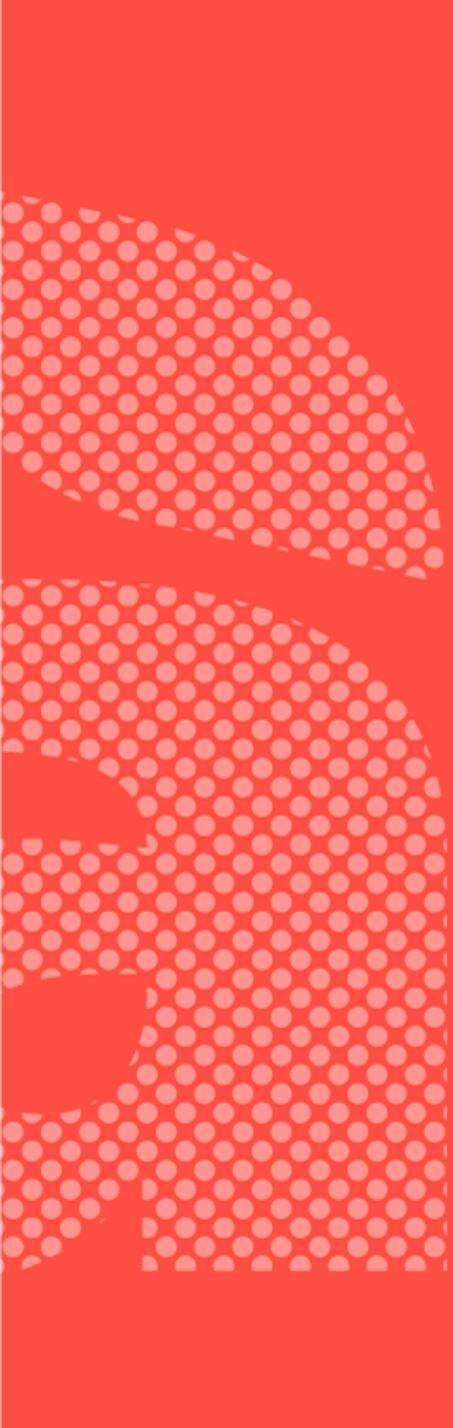
Cumplir con el driver de salud y nutrición es lo esperado en todos los stakeholders



1. After analysing all the previously mentioned variables, we conducted a sesión with our executive committee to validate the main areas for our Sustainability strategy and they highlighted the following focus according to each business:



2. Implementation of a Sustainability committee with representation of all of the áreas in the company to ensure a crosscut management of the initiatives.
3. This committee validated the focus areas mentioned previously.



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