



Lima, January 30th, 2017

To whom it may concern,

Agrokasa is a leading agro industrial Peruvian company established in 1996 that produces and exports avocado, asparagus and table grapes with facilities in the cities of Ica and Barranca.

In November 2015 we started the **Project called "Shaping leaders for success"** with London Consulting Group over a 54 week period with the purpose of improving the management, handling and control of the processes for Table Grapes, as well as increasing the productivity of the Field and Packing personnel through the definition of control tools, definition of a governance model and the implementation of a more strategic and appropriate model for the management of results. In addition to an increase in the percentage of goods able to be exported per variety using the same mechanisms.

By the end of the project with London, using the methodology based on management models (PASER), we achieved the following results:

FIELD

- An 4% decrease in daily wages per acre used for pruning.
- A 17% decrease in daily wages per acre used for thinning.
- A 13% decrease in daily wages per acre used for maintenance.
- A 70% increase approximately in the amount of time used for the active supervision carried out by personnel in the field.
- In general, a 13% reduction in hourly wages used during the 2016 campaign vs. the average in the 2013 and 2015 campaigns (by the end of December).

PACKING

- A 70% increase approximately in the amount of time used for the active supervision carried out by the packing personnel.

FIELD AND PACKING (EXPORTABLE)

- A 0.92% increase of exportables for the Sugraone variety.
- A 1.38% increase of exportables for the Flame variety.
- A 6.14% increase of exportables for new varieties.
- A 0.34% increase of exportables for the Crimson variety.
- A 12.21% increase of exportables for the Sweet celebration variety.

The project concluded successfully with a **ROI of 1.35 to 1 to this date**, and a **projected ROI after 12 months of 3.37 to 1**, surpassing our expectations. In addition to the quantitative results, a cultural change is evident in our collaborators at the Vine program, which leaves us with a solid foundation to achieve the goals set for our next campaigns.

Based on the aforementioned, it is our pleasure to recommend London Consulting Group for their professionalism and perseverance, as well as their shoulder-to-shoulder methodology which ensures the involvement of all levels within the organization and at the same time generates a noticeable change in the personnel's work culture.

A handwritten signature in black ink, appearing to read 'Carlos Arrese', is written over a horizontal line.

Sincerely,
Carlos Arrese
General Manager