



SUSTAINABILITY REPORT

HIGHLIGHTS 2025



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FOREWORD

A strong hands-on mentality and the conviction that collaboration is essential for success are integral to the values that founded Nature's Pride. That conviction still forms the foundation of how we operate. Together with growers, customers and other partners, we take responsibility in our value chain and act as a frontrunner to develop new standards for care for people and nature.

I firmly believe that if you are intrinsically motivated, dare to step forward and inspire others to join, you can make a real impact together. For that reason, we reviewed our corporate vision, mission and strategy in 2025. We wanted to give an even greater emphasis to linking collaboration and being future-proof. Our new mission, the partner for sustainable growth, directs and guides this aim. We interpret this as working together on social, ecological and economic growth. Not for short term gains, but to make a meaningful and lasting impact. In this way, we take responsibility in our sector and work together to create a better world, for today and tomorrow.

In 2025, together with our partners, we once again took important steps in relation to the spearheads of our sustainability strategy: social well-being, responsible water management, conserving, protecting and restoring biodiversity and the climate. As of 2025, this includes social certification for 100% of our product volume. We developed our own guidelines for social well-being as early as 2006, as relevant standards had yet to be established at that time. Achieving certification for our entire volume demonstrates what can be accomplished through long-term commitment. In Peru, Chile and Spain, we are jointly taking further steps in collective initiatives aimed at structurally balancing water use in our cultivation regions. In addition, we started the Nature Impact project. We screened more than 250 product-country combinations for the opportunities and risks in the field of water, biodiversity and climate and then performed more detailed data analysis of the top 15. The insights delivered by this process help us refine our focus and further sharpen our sustainability strategy.

I would like to thank all our partners for their cooperation. I am proud of the results we have achieved together! The progress we make is proof that together we really do make a real impact.



Adriëlle Dankier
CEO Nature's Pride



NATURE'S PRIDE THE PARTNER FOR SUSTAINABLE GROWTH

At Nature's Pride, we love to let everyone enjoy fruit and vegetables. Not only today, but also in the future.

To achieve this, we believe in the power of collaboration. That is why we work closely with dedicated growers and customers who share the same values. We are the connector within the supply chain, sharing knowledge and taking the lead. With our many years of expertise in quality, care for people and nature, and a clear category vision, we strengthen our collective impact. In this way, we build a supply chain that inspires today and continues to grow tomorrow. A forward-thinking approach that gives both partners and consumers confidence: confidence that our products are healthy, full of flavour, and produced fairly.

This is how we create sustainable growth, so everyone can continue to enjoy fruit and vegetables.

That is something we have been very proud of for more than 25 years.



In 2025, we reviewed our corporate vision, mission and strategy. Our new vision and mission strengthen our position as a pioneer in our sector and a progressive partner. Our purple heart drives our passion to choose growth that not only adds value today, but also for the generations that follow.

Our vision:
TOGETHER, WE LET EVERYONE ENJOY FRUIT AND VEGETABLES, TODAY AND TOMORROW.

At Nature's Pride, we want everyone to enjoy fruit and vegetables. Not only today, but also tomorrow. We strive for a value chain that offers opportunities for everyone. We can only achieve this together.

Our mission:
THE PARTNER FOR SUSTAINABLE GROWTH

We are the partner for sustainable growth. We interpret this as working together on social, ecological and economic growth. Every day, we direct our efforts to making the supply chain more efficient, fairer and future-proof. Not for short term gains, but to create lasting value. In this way, we take responsibility in our sector and work together to achieve sustainable growth.

**WE CHOOSE GROWTH THAT NOT ONLY
ADDS VALUE TODAY, BUT ALSO FOR THE
GENERATIONS THAT FOLLOW.**



OUR CARE FOR PEOPLE AND NATURE

Care for people and nature has been at the heart of our business operations since we were founded in 2001. We focus on sector-wide and value chain collaboration as well as independent assessments. In this way, we contribute to improvements throughout the chain in the areas of well-being, water, biodiversity and climate. As a frontrunner in the sector, we continuously raise the standard for sustainability.

In 2024, we launched our new sustainability strategy for the next five years, expanding on [the sustainable results achieved previously](#). To define our new strategy and objectives, we conducted a comprehensive due diligence analysis first. Due diligence is a process that identifies the risks and impact of our own activities and those of supply chain partners. This analysis helped us make targeted choices for the future. Before finalising and publishing our strategy, we asked a selection of our growers, suppliers, customers and NGOs to critically review our plan and provide feedback to further reinforce the strategy and ensure it is impactful.

PEOPLE



People well-being

Drive improvement of working conditions and enable access to water, sanitation and hygiene together with our growers

NATURE



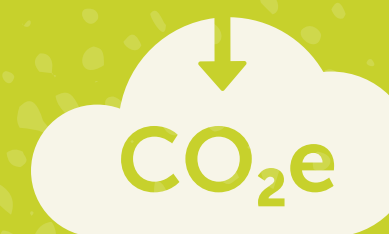
Water

Enable responsible water management in our sourcing areas



Biodiversity

Enable protection of biodiversity in our sourcing areas



Climate

Reduce absolute scope 1, 2, 3 and Forest, Land & Agriculture emissions in line with 1,5 °C

Our 'Care for People and Nature Strategy 2028' consists of four focus areas:

1. Improving the well-being of people
2. Responsible water management in our sourcing regions
3. Conservation and restoration of biodiversity
4. Reducing our scope 1, 2, 3 and forest, land & agriculture emissions (FLAG) in line with the Paris Agreement.

Themes we have been working on for some time and that are already partly embedded in our organisation, such as combating food waste and sustainable packaging, have been incorporated under spearhead 4. We have drawn up a detailed plan with ambitious goals for 2028.

SUSTAINABILITY STRATEGY UPDATE

In 2025, the European Parliament approved the simplification of the European directives CSRD and CSDDD. The sustainability reporting and due diligence rules will only apply to companies with 1000 or more employees and a net annual turnover of over €450 million. As these European directives no longer apply to Nature's Pride, we reviewed a number of goals of our sustainability strategy in 2025. Our objectives remain unchanged in terms of impact, but we have shifted the focus from reporting to local action. This removes the CSRD objective that required all our partner suppliers to establish their own due diligence reports. Instead, we will engage in dialogue to work together on care for people and nature. We have also adapted our approach to the theme of biodiversity: our focus will be on an impact and risk analysis aimed specifically at our chain and location-based actions. These amendments will be included in an overall Mid-Term Review of our strategy in 2026.





Nature's
Pride

acp

CP CERRO PRIETO

HIGHLIGHTS

2025

We also took new steps in 2025. This report explains a number of highlights in more detail. We are very proud of the impact we make together with our partners.

CONNECTING GROWERS AND CUSTOMERS FOR BETTER COLLABORATION

We believe that bringing our growers and customers closer together helps strengthen cooperation and leads to a better mutual understanding. In 2025, together with Rema 1000 Norway, Rema 1000 Denmark and Bama Sourcing, we visited our partners Agrokasa, who grow avocados and blueberries, and Agrícola Cerro Prieto (ACP), a grower of avocados and green asparagus in Peru. The visit was a valuable opportunity for our customers to see first hand just how much care and passion for the profession is involved in supplying high quality products. They gained insight into how our growers safeguard product quality, but also into the efforts they are making to ensure responsible water management, reduce CO₂ emissions and provide good working conditions. At the same time, our growers gained a clear impression of current market developments and how Rema 1000 takes consumers and their needs into account. It was certainly an inspiring and valuable visit for all parties involved.

KNOWLEDGE SHARING WITH NATIONAL AND INTERNATIONAL GOVERNMENT ORGANISATIONS

Collaboration between the business community and the public sector is essential to address major sustainability challenges. Last year, we welcomed agricultural experts from Dutch embassies around the world, as part of the Netherlands Agricultural Network (LAN), to Nature's Pride, to share our experiences of working together on sustainability with them. During an interactive session with experts from the Ministry of Agriculture, Fisheries, Food Security and Nature, we explored the interdependency of agriculture, water and biodiversity. We also welcomed a number of senior government officials from South Africa and Mozambique in 2025. The delegation was led by the Minister of Agriculture of Mozambique and the Deputy Director-General for Economic Development of South Africa. We shared our story, gave the delegates a guided tour of our company and, together with the Dutch Fresh Produce Centre, discussed the latest market trends concerning fruit and vegetables.



CARE FOR PEOPLE

We care about the well-being of all the people in and around our value chain. Together with our partners, we commit to good conditions for everyone in the supply chain. We work guided by the principle of equality: rooted in equal relationships with our colleagues and partners. Every person is equal, everyone counts and matters. In our organisation, and in our chain.



WELL-BEING OF PEOPLE

Improving working conditions

Tens of thousands of people worldwide harvest and package our fruit and vegetables. We select growers who make employee welfare a priority. Together with them, we continuously work on improvement through intensive contact, visits and annual independent audits.

100% OF OUR GROWERS SOCIALLY CERTIFIED

Applying standards and certifications through independent audits is an important way for us to monitor, make transparent and further improve working conditions in our value chain. Since 2011, we have requested our growers to perform independent social audits. We are proud that by 2025 all our growers will be socially certified according to one of the recognised standards from the '[SIFAV Basket of Social Standards](#)'. This means that 100% of our volume is socially certified.

IMPROVING WASH FACILITIES

WASH stands for Access to Water, Sanitation and Hygiene. WASH provides a practical framework for us to improve and strengthen the well-being of people in our value chain. We use WASH to improve working conditions and structurally anchor the theme of well-being in the cooperation with our partners. In 2025, we set up a WASH project together with our grower ACP in Peru. We started the project by assessing the current WASH facilities at ACP. Hidrika, a local consultancy specialising in WASH, performed the assessment.

The results revealed that the WASH facilities at ACP were well organised and performed excellently and also indicated areas where minor improvements could be made, such as repairing and regularly checking faulty locks on a number of toilet doors. Opportunities were also identified to raise employee awareness, conduct and involvement. ACP made various practical improvements based on these insights. In addition, we jointly developed a WASH ambassador approach: Some 30 selected employees were trained by WASH experts and now act as a point of contact and representative for their colleagues. Combining practical improvements with ownership in the workplace has increased the visibility of WASH, made it more tangible and anchored it more firmly in daily practice at ACP.

The insights gained from this process are shared with other partners. We have presented our most important lessons learned in a [case study](#). [Read this case study on our website](#).



SATISFIED AND PROUD COLLEAGUES

Almost 450 colleagues work at our premises in Maasdijk. Our colleagues are passionate about their profession and create value by using their talents and expertise with pleasure and pride. We believe it is important that everyone feels seen, heard and appreciated, and works with pleasure and pride at our company. Twice a year, in the form of Your Voice Pulse, we ask our colleagues to share feedback on how they are and how they experience working at Nature's Pride. We look at aspects including satisfaction, commitment and pride. The results of the survey have far exceeded the benchmark of comparable companies in the Netherlands for years. The most recent measurement in 2025 once again revealed good results. The statements 'I am satisfied with Nature's Pride as an employer' and 'I am proud of Nature's Pride as a company', were rated by colleagues with an average score of 8.1 (benchmark 7.2 and 7.4 respectively). As an organisation, we are extremely proud of these results and see them as positive confirmation of our focus on being a people-oriented organisation. We will continue to pay attention to the results of Your Voice Pulse, to ensure we maintain these good scores and to improve areas where we score less.



NATURE'S PRIDE FOUNDATION



The Nature's Pride Foundation works on practical, actionable and innovative solutions to sector-wide challenges. We initiate and support projects that promote a living environment that offers opportunities and a healthy lifestyle. This enables us to contribute to further improving the well-being of people and communities in the countries where Nature's Pride sources its products.

CREATING FOOD FORESTS

Since 2022, the Nature's Pride Foundation has supported the creation of food forests at public schools in Peru. This initiative promotes access to healthy food for local communities, raises awareness of the importance of healthy nutrition and integrates care for nature into education. We collaborate in this project with Analpes (a local NGO), public authorities and two of our growers: ACP, producer of avocados and green asparagus, and Hortifrut, a berry grower. The primary focus of this initiative is educating teachers and parents so they can make the food forest part of the

curriculum and reach more students. Our long-term vision is to create a sustainable living environment where schoolchildren can learn about healthy food and nature and schools can build a green and healthy learning environment and work together with the local community. The initiative contributes to the United Nations Sustainable Development Goals, such as 'Zero Hunger' and 'Quality Education'.



Key figures for the Food Forests 2025 programme

- In 2025, the Food Forests programme expanded from 6 to 11 schools. The initiative now includes 11 schools: 3 with Hortifrut in Chao and 3 with ACP in Chepén, a mix of pre-schools, primary schools and secondary schools. This means that more than 5,800 children and students can connect with the food forests.
- In 2025, Analpes trained 42 teachers, 334 pupils and 108 parents in soil preparation, sowing and planting and insight into the food forest ecosystem.
- In 2025, a total of 1212 m² of food forests were sown or planted at the 11 schools. Harvesting is set to start in 2026.
- A survey at the end of 2025 showed that the confidence of teachers in independently managing the plots is between 40 and 60%. For this reason, technical support and training will continue in the first six months of 2026.

DONATIONS TO THE FOOD BANK

We want to promote a healthy lifestyle with fruit and vegetables closer to home too and not only in the countries where we source our fruit and vegetables. The Nature's Pride Foundation made a donation to the Groente & Fruit Brigade, an organisation that supports food banks in the Netherlands, in 2025. Partly thanks to this donation, the organisation was able to purchase a new refrigerated truck, which can collect more fresh fruit and vegetables for families in the Netherlands who need some extra help. The truck operates in the Haaglanden and Rotterdam region. We are proud and very happy to collaborate with such an important and respected organisation as the Food Bank.



CARE FOR NATURE

Thanks to nature, we can enjoy our fruit and vegetables every day. So we want to protect nature in the very best way we can. We are actively working on responsible water management, the conservation and recovery of biodiversity and reducing our emissions. We do this in collaboration with stakeholders in our entire value chain: from growers to customers and from social organisations to the public sector.





Responsible water management in our growing regions

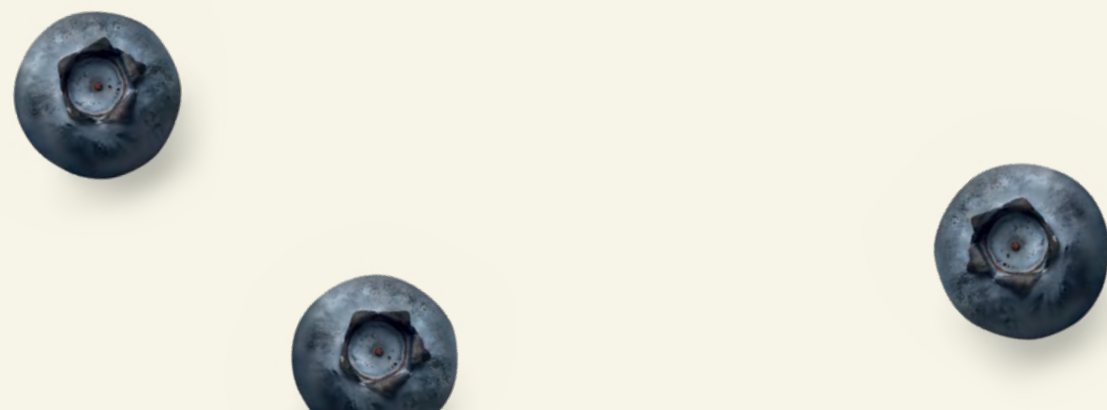
Water is essential for our products to grow. The products we purchase link us directly to the water situation in the countries of origin. We are noticing that the water balance is becoming increasingly disrupted in major cultivation regions for the European market: the demand for water is greater than its availability. This is leading to an increasing scarcity of water. Since 2018, Nature's Pride has been the initiator and driver of cooperation with public and private partners to stimulate responsible water use in our value chain and in priority catchment areas. Over time, we have developed a deeper understanding of water and finetuned our approach to drive responsible water use in our value chain.

TABLING THE IMPORTANCE OF RESPONSIBLE WATER MANAGEMENT IN CULTIVATION REGIONS

In 2025, together with sector partners, we discussed the theme 'no water, no trade' with the Dutch government. During this meeting, we emphasised the importance of responsible water management in the production countries for the future of fruit and vegetable imports, and therefore for food security in Europe. We also highlighted how the sector is taking its responsibility, by working with our growers on responsible water management, and by supporting collective action - an approach we have many years of experience with.

COLLECTIVE ACTION FOR WATER AND BIODIVERSITY IN CHILE, PERU AND SPAIN

Water audits are a good starting point to guarantee legal and responsible water use in our value chain. In 2025, 79.6% of our volume of focus products from strategic growers from all countries and 77% of the volume in high-risk countries was audited and complied with our sector benchmark for water ('[SIFAV Basket of Water Standards](#)'). Our approach to responsible water management also goes beyond audits at individual growers: we actively commit to sector-wide and value chain collaboration to achieve responsible water use. We call this collective action. We are currently working with a wide range of stakeholders in three key sourcing regions in Peru, Chile and Spain. Nature's Pride plays a leading role and actively contributes to cooperation between growers, importers, the public sector and other stakeholders. A number of our customers have also joined these collective actions.



Aconcagua Valley, Chile

The Aconcagua Valley in Chile is an important cultivation regions for avocados and many other types of fruit. After investigating and identifying the situation regarding water and the stakeholders, we set up a local network of growers, the Aconcagua Network, to coordinate responsible water management in the region. At the same time, we established relationships with local authorities and international buyers to promote cooperation throughout the entire chain. We call this collaborative partnership the [Aconcagua Partnership](#).

In the valley, growers, buyers and the authorities are working together within the Aconcagua Partnership to balance the demand for and supply of water in this region. We actively support this collaboration. In 2025, this partnership adopted an integrated sustainability strategy that, in addition to responsible water management, also focuses on protecting biodiversity and making fruit production in the valley more resilient and future-proof.

Ica, Peru

Ica in Peru is an important agricultural region supplying avocados, green asparagus, blueberries and other produce. Our goal with collective action in this region is to make the river basin more resilient and balance water use for ecosystems, local communities, agriculture and other economic activities. Nature's Pride makes an active contribution to facilitating these activities, including by taking part in the 'Grupo Impulsor', the board of the collective action initiatives with representatives of the various stakeholders. In 2025, we actively worked with local communities in the high-altitude part of the catchment area, 4000 metres above sea level, to manage infiltration trenches and restore local vegetation. These efforts have

improved water retention, replenished the groundwater and reduced erosion in this vital part of the catchment area. As part of our collective initiative, communities have also been trained by technical partners to produce better alpaca wool. This helps to improve the livelihood security of this group, so they in turn can take better care of nature.

Doñana-Huelva, Spain

Many berries are grown in Doñana-Huelva in Spain. Launched in 2024, the Collective Action Platform in Doñana-Huelva brings together more than 60 organisations. In 2025, this collective, in collaboration with the World Wildlife Fund Spain, developed a scorecard to better monitor water and land use in the area. Auditors and technical staff of growers have been trained to use the scorecard.

The ecological corridors formed by ancient drover's roads (cañadas) have also been restored. These natural strips of land along the river connect nature reserves and provide a habitat for plants and animals. In partnership with the irrigation community, local authorities and regional schools waste has been removed from the region, the river zone has been restored and the banks have been replanted with native species. A multi-year plan is in place to safeguard monitoring and maintenance of the region.

Progress was also made in 2025 in terms of knowledge sharing and future-oriented agricultural management. In collaboration with the Dutch embassy in Spain, Wageningen University & Research

conducted research into regenerative agriculture in the berry sector. Nature's Pride contributed to the research and participated in the subsequent workshop, where growers, NGOs and importers jointly formulated practical and commercially feasible actions.

Read more about our collective water initiatives in Chile, Peru and Spain [on our website](#).

Publication of case study Netherlands Food Partnership

Together we can make more impact than alone, which is why we like to share the knowledge we gain. In 2025, in cooperation with the Netherlands Food Partnership, we published the use case '[Markets Help Restore Watersheds](#)'. The publication is part of a [series of 10 use cases](#), which highlight how biodiversity and food systems can work together in practice. Our use case demonstrates how we work with growers, local communities, universities and government agencies to restore river basins and protect biodiversity in key river catchment areas in Chile, Peru and Spain.

BIODIVERSITY

Conservation and restoration of biodiversity

Human activities have a major impact on ecosystems. Protecting and restoring biodiversity is crucial to continue to provide people worldwide with sufficient healthy fruit and vegetables. The importance of the topic was also confirmed in the due diligence analyses we performed previously and it has therefore become one of the spearheads of our strategy for 2028.

START NATURE IMPACT PROJECT

Water shortages, soil degradation, biodiversity loss and more extreme weather conditions are having noticeable and increasingly negative effects on nature. This impacts on our food production, including the availability of fruit and vegetables. In order to identify nature-related risks and opportunities and to pinpoint where we can make the greatest difference, we initiated the Nature Impact project in 2025 together with our growers and other partners. In this project we examined the risks and opportunities for the themes of water, biodiversity and climate. We screened more than 250 product-country combinations for opportunities and risks for this process. We then performed more detailed data analysis of the top 15 of these product-country combinations. The risks and opportunities for three sourcing regions were then presented in greater detail in a case study, including interviews with local stakeholders. The combination of data analysis and interviews were used to establish a framework for a nature strategy and policy aimed at mitigating risks and addressing the opportunities. We have gained valuable insights from the project. It has reinforced the importance of working - and continuing to collaborate - with our strategic partners on responsible water management, protecting and restoring biodiversity and CO₂reduction.

We recorded our findings from the Nature Impact project in a concise report.

PARTICIPATION IN THE EUROPEAN BUSINESS & NATURE SUMMIT

We can only increase the sustainability of our food chain if we join forces. To achieve this, we play an active role in various national and international industry associations and regularly share our knowledge. In October, our CEO, Adriëlle Dankier, participated in the plenary session of the European Business & Nature Summit. This summit is organised annually and is recognised as the highest political and technical forum of the European Commission. It is dedicated to mobilising the business community to become nature-positive. The summit is attended by influential global leaders from the industry, policy makers and representatives of general society. During this session, Adriëlle highlighted how Nature's Pride takes its responsibility when it comes to nature: 'In a competitive market, it can be tempting to focus on short-term profit. But true resilience comes from thinking long-term: nurturing partnerships, rewarding growers fairly, and respecting the ecosystems we all depend on. It also means not quitting when the going gets tough. We evaluated our impact and



decided to focus on the areas where it matters the most, with water as the entry point. In doing so, we have realised that we must work collectively, from grower to landscape level.'





Reducing our emissions

Climate has been an important theme in our sustainability strategy for years. Since 2017, we have worked on CO₂ reduction in our own processes and in the supply chain. We calculate our footprint annually and actively focus on improvement.

CO₂ EMISSION REDUCTION

Since 2018, we have reported our CO₂ footprint annually. We report in line with international standards such as the Green House Gas Protocol. In 2022, we expanded our commitment to climate action to the entire value chain, including scope 3 and FLAG, and had it validated by the Science Based Targets initiative (SBTi). In 2025, we implemented several significant improvements in the methodology and used different data sources, which means that year-to-year comparisons are not always possible. The table at the end of this report shows the results for 2025 and explains significant differences.

Scope 1 (direct emissions) & 2 (indirect emissions)

We have already almost completely achieved the goal for scope 1 and 2 for 2028. Our direct emissions in scope 1 have been reduced by completely ceasing to use natural gas, electrifying our vehicle fleet and reducing the loss of refrigerants. Our indirect emissions (scope 2) were also reduced thanks to lower energy consumption and further optimisation of our energy supplies.

Scope 3 (emissions in the supply chain)

Scope 3 emissions are responsible for the major part of our climate impact. These emissions mainly relate to the transport of our products, but also emissions from agriculture and land use, which we report separately (FLAG, see below). Our 2028 goal for scope 3, excluding FLAG, is -29%. The reported scope 3 emissions will be higher in 2025 than in 2024. This is due to an increase in the product volume and to improved transport data and more precise calculations. The actual emissions per kilogram of product have therefore not increased. In cooperation with our partners, we will continue to invest to achieve structural emission reductions. In 2026, we will apply a more accurate calculation method on our 2022 baseline to measure our progress more accurately.

FLAG (land use and agriculture)

As a company that operates in the food supply chain, land use and agriculture contribute significantly to our impact. For this reason, in addition to our scope 1, 2 and 3 goals, we have also





set a separate FLAG goal (-18.1% in 2028). This goal has been validated by the SBTi. Here too, the calculated emissions for 2025 are higher than the year before, on the one hand due to volume effects and on the other due to the adjusted methodology and data sources. Patience and a long-term vision are required to reduce emissions in agriculture. This concerns system change, whereby our growers are dependent on multiple external factors, such as the availability of emission-free agricultural vehicles. Data improvement, pilots and cooperation are being applied to help us work on reducing our impact on climate and nature, step by step. The table at the end of this document shows an overview of the results achieved in 2025.

CLIMATE ACTION WITH GROWERS

We are actively working with our growers ACP (Peru) and ZZ2 (South Africa) to reduce the carbon footprint in FLAG. This approach aims to not only stimulate taking climate action by these growers, but also at developing a scalable approach that can be applied with other growers. In 2025, we rolled out this approach further in Peru and South Africa, and we made a field trip to Peru to intensify our collaboration. This also included a workshop that addressed realistic measures to reduce the CO₂ emissions with the management of our grower ACP. Our experiences will be presented in case studies that will be published in 2026.

MORE SUSTAINABLE PACKAGING EQUATES TO LESS PLASTIC, CARDBOARD AND LOWER CO₂ EMISSIONS.

We constantly develop new, more sustainable packaging for our products to reduce our environmental footprint. In 2025, we reduced the dimensions of our cardboard boxes from 40x30x11cm to 40x30x10.5cm. This resulted in a reduction of 180,000 kg of cardboard per year and reduced CO₂ emissions by 120 tons. The paper tray, with film and two labels used to pack our 150 and 250 gram kumquats has been replaced by a smaller tray with just film. This has led to a

reduction of 46% and 50% of CO₂ emissions and 800 kg and 1200 kg of packaging waste per year, respectively. In addition, in close cooperation with one of our strategic partners, Salling Group, we developed new cardboard packaging for their 3-pack and 6-pack avocados. This has resulted in a reduction of 34,846 kg of plastic per year. Adapting this packaging is a result of intensive cooperation in several areas based on a strategic growth plan that prioritises sustainability as one of the spearheads.

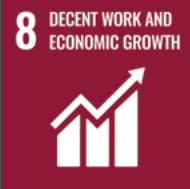





Read more about our packaging policy on [our website](#).

FURTHER ROLL-OUT OF AVOCADO SCANNER

In 2024, in collaboration with our Norwegian partner BAMA, we launched a pilot with the avocado scanner from OneThird at Meny in Norway. The technology helps consumers choose perfectly ripe avocados and contributes to reducing food waste. The scanner adds value for both supermarkets and consumers. The scan of the products delivers valuable data that helps us improve the supply chain and ultimately deliver better quality. The pilot with BAMA was successful and the scanner was fully rolled out in 2025. We also started several pilots using the avocado scanner at Bilka (Salling Group) and at Meny (Dagrofa) in Denmark last year. The aim is to introduce and roll out the scanner in increasingly more supermarkets, to boost consumer satisfaction and further reduce the risk of further food waste.



SUMMARY RESULTS 2025

GOAL 2028	SDG	RESULTS 2025
<p>PEOPLE WELL-BEING</p> <ul style="list-style-type: none"> • 100% of the product volume is socially audited annually • WASH at work goals achieved, support for WASH in the communities 		<ul style="list-style-type: none"> • 100% of the product volume audited and compliant with our sector benchmark (SIFAV Basket of Social Standards) • The WASH project is ongoing and on target. Implemented practical improvements with grower ACP and trained 30 WASH ambassadors.
<p>WATER AND BIODIVERSITY</p> <ul style="list-style-type: none"> • 100% of focus products is audited annually • 100% of focus products in high-risk areas audited • Collective action in priority regions in Chile, Peru and Spain • Setting Targets for Nature in priority regions 	 	<ul style="list-style-type: none"> • In 2025, 79.6% of our volume of focus products from strategic growers from all countries and 77% of the volume from high water-risk countries was successfully audited for responsible water use. • In Peru, the first 3-year period of collective action was completed; the results so far have been summarised in a progress report and a multi-stakeholder working session • The Aconcagua Partnership was officially launched in Chile. International buyers, authorities and growers (via the Aconcagua Network;) are part of the partnership. • The Nature Impact project assessed opportunities and risks in 250 product-country combinations. The risks and opportunities for three sourcing regions were presented in a case study, including interviews, with local stakeholders.
<p>CLIMATE</p> <ul style="list-style-type: none"> • 35% absolute reduction of greenhouse gases in scope 1 & 2 • 29% absolute reduction of greenhouse gases in scope 3 • 18% absolute reduction of FLAG emissions • 100% of focus products in high-risk areas free of deforestation • Fully electric vehicle fleet (2026) 		<ul style="list-style-type: none"> • Footprint scope 1 & 2: 105 tons of CO2 equivalent (baseline 2022: 418 tons*) • Footprint scope 3 (excl. FLAG): 79,950 tons of CO2 equivalent (baseline 2022: 102,000 tons*) • Footprint FLAG: 165,419 tons of CO2 equivalent (baseline 2022: 211,000 tons*) • Requirements for a deforestation-free chain have been included in our supplier agreement. • Currently, 95% of our vehicle fleet is electric
<p>SUSTAINABLE PACKAGING</p> <ul style="list-style-type: none"> • 100% recyclable and reusable packaging materials (2025) • 80% of all our packaging made of 1 material (mono packaging) • 35% reduction in plastic use (from 2022) • EAT ME packaging packed by Nature's Pride 		<ul style="list-style-type: none"> • 99.1% recyclable or reusable packaging • <i>100% is not (yet) feasible, as some materials are still necessary to handle our products, including copper clips for the nets</i> • 84.2% of all our packaging made of 1 material (mono packaging) • 39.4% reduction in plastic use (from 2022)
<p>GENERAL</p> <ul style="list-style-type: none"> • Selection of scalable solutions for People and Nature, collaboration with the Dutch government and various growers 		<ul style="list-style-type: none"> • We have actively shared our progress on WASH, collective action and the Nature Impact project with other companies to increase our impact

*** Climate: Explanation of CO₂ reduction goals**

Between 2022 and 2025, our methodology for calculating the climate footprint was improved several times. This includes:

- Replacing assumptions with primary data
- Updating emission factors
- Sharpening category classification
- Refining and supplementing transport data

Implementing major improvements in data quality and methodology for scope 3 (excl. FLAG), in the period 2022 – 2025. The variations in the emissions are therefore partly attributable to:

- Correction of previous assumptions about emissions of purchased goods, waste and commuting
- Improved transport data
- Updating emission factors

We have also taken steps to improve our carbon accounting approach for FLAG. The focus is on:

- Making the impact of regenerative agriculture on carbon, biodiversity and water more measurable
- Increasing insight into differences between countries and growers
- Exploring measures such as biochar and improved soil care
- Developing a robust methodology for calculating land related emissions & removals

In 2026, this improved methodology and more precise data sources will be used to recalculate our baseline (2022). This will enable us to monitor the progress of our climate goals for 2028 with greater certainty and precision and to take even more focussed action across our value chain.



Nature's Pride