

ESG ENVIRONMENT SOCIAL AND GOVERNANCE REPORT 23-24

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Letter from the CEO

Dear Readers,

I'm proud to present Granot Fresh's second ESG report. At Granot Fresh, sustainability is not just a goal, it is a principle that guides every stage of our agricultural value chain.

As part of the Granot agricultural cooperative, the largest of its kind in Israel, we carry a deep commitment not only to the land and our crops, but also to the communities from which we come. Over 90% of our growers are also cooperative members. This dual role drives us to provide holistic solutions, from seedling to

Facing extreme weather events requires early planning, advanced technologies, and long-term investment in prevention and adaptation. At Granot Fresh, we are prepared, whether through proactive crop protection, adjusted irrigation strategies, or tailored soil conservation for the evolving needs of each season.

Our long-standing experience in growing under water-limited conditions has shaped our readiness for today's climate realities. Combined with our advanced technological capabilities and sustainable

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We do not merely grow produce. We operate based on a philosophy that combines innovation, resilience, and sustainability, in response to market demands as well as environmental change.

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market, while upholding strong environmental, social, and economic values throughout the supply chain.

We do not merely grow produce. We operate based on a philosophy that combines innovation, resilience, and sustainability, in response to market demands as well as environmental change. In recent years, the gap between quality and responsibility has narrowed. Global customers and consumers now expect the highest social and environmental standards, and we view this not as a constraint, but as an opportunity. Thanks to our organizational and ownership structures that's unbale us to control the entire value chain and our accumulated capabilities, we are able to meet the most rigorous expectations and lead the conversation.

Accordingly, it is our long-term strategy to invest in innovative initiatives that reduce food waste, strengthen agricultural monitoring, and promote data-driven decision-making. Collaborations with environmental and technological experts allow us to extend the reach of our model beyond Israel, while upholding our core values of transparency, equity, and responsibility to the communities in which we operate. The climate crisis is reshaping the rules of agriculture.

practices, this enables us to respond thoughtfully and effectively to shifting environmental patterns. I believe that sustainability drives long-term profitability. This report reflects our approach to balancing commercial responsibility with environmental and social values, not as a regulatory obligation, but as a worldview. That is how we choose to operate, today and for the future.

Sincerely,

Giyora Marom
Chief Executive Officer
Granot Fresh

About This Report

This report is the second sustainability publication from Granot Fresh, continuing our sustainability strategy and demonstrating the company's commitment to transparency. In this report, we present our activities and performance across environmental, social, and governance (ESG) topics during 2023–2024, reflecting our commitment to sustainable agriculture and responsible business conduct.

This report is inspired by the sectorial GRI standards requirements, GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022 standards, and the SASB

guidelines for the Agricultural Products industry. The reported data covers a two-year period, from January 1st 2023, to December 31st 2024. The organizational boundaries of this report include the entirety of our operations in Israel, as well as relevant activities in international projects where we are directly involved, such as our Evergreen avocado project in Kenya.

For questions regarding this report or our ESG activities, please contact: Esty Yanku_estyy@granot.co.il.





Granot Fresh is the leading crop farming operations of the Granot Group, managing full agricultural value chain, from seedling to shelf. As an agricultural cooperative, it is collectively owned by its member communities and operates based on shared agricultural values.

Our core activity focuses on growing and marketing avocados and citrus fruits, alongside bananas, mangoes, peppers, onions, and various other field crops. Granot Fresh directly owns and operates 29,605 dunams of orchards, groves, and open fields across Israel. This figure refers exclusively to land under the company's ownership and management. Today, our cooperative includes 43 kibbutzim and moshavim, in addition to individual farmers, and a significant share of our produce is exported, primarily to European markets.

Our flagship avocado packing house, located in Gan Shmuel, is one of the largest and most advanced in the world. It handles up to 50,000 tons of produce each season, uses cutting-edge technology, and practices

innovative sorting and packaging methods. Through our dedicated marketing companies, we deliver our produce to both Israeli and international markets.

In addition, our logistics center supplies a large variety of fresh fruits and vegetables daily to a diverse client list, such as produce shops, restaurants, and supermarkets, ensuring consistent, high-quality, and efficient service to our clients – locally and globally.

We are committed to sustainable agriculture and environmental responsibility, operating under strict quality standards while actively working to reduce the carbon footprint of every stage.

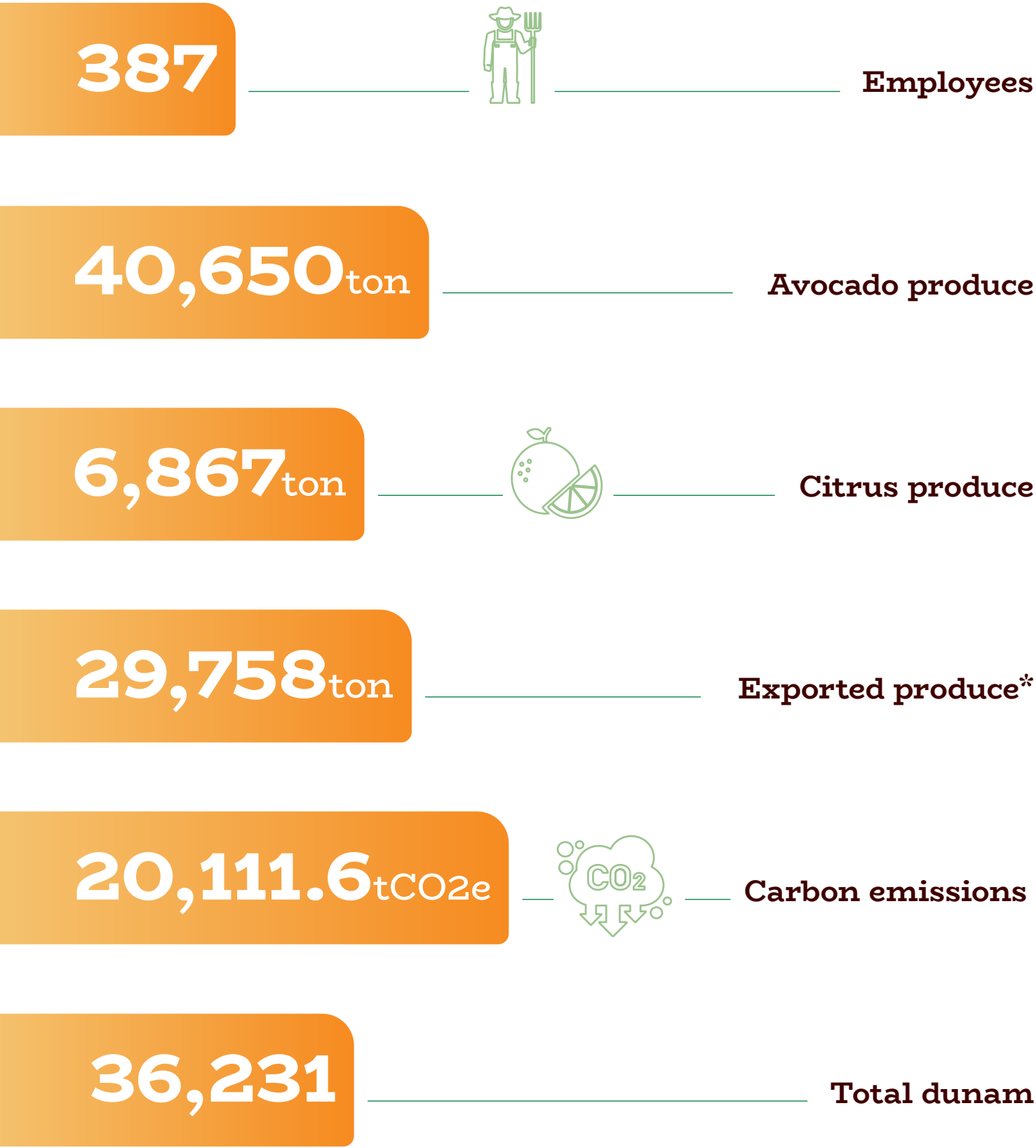
We pack over

50k

tons of produce each season

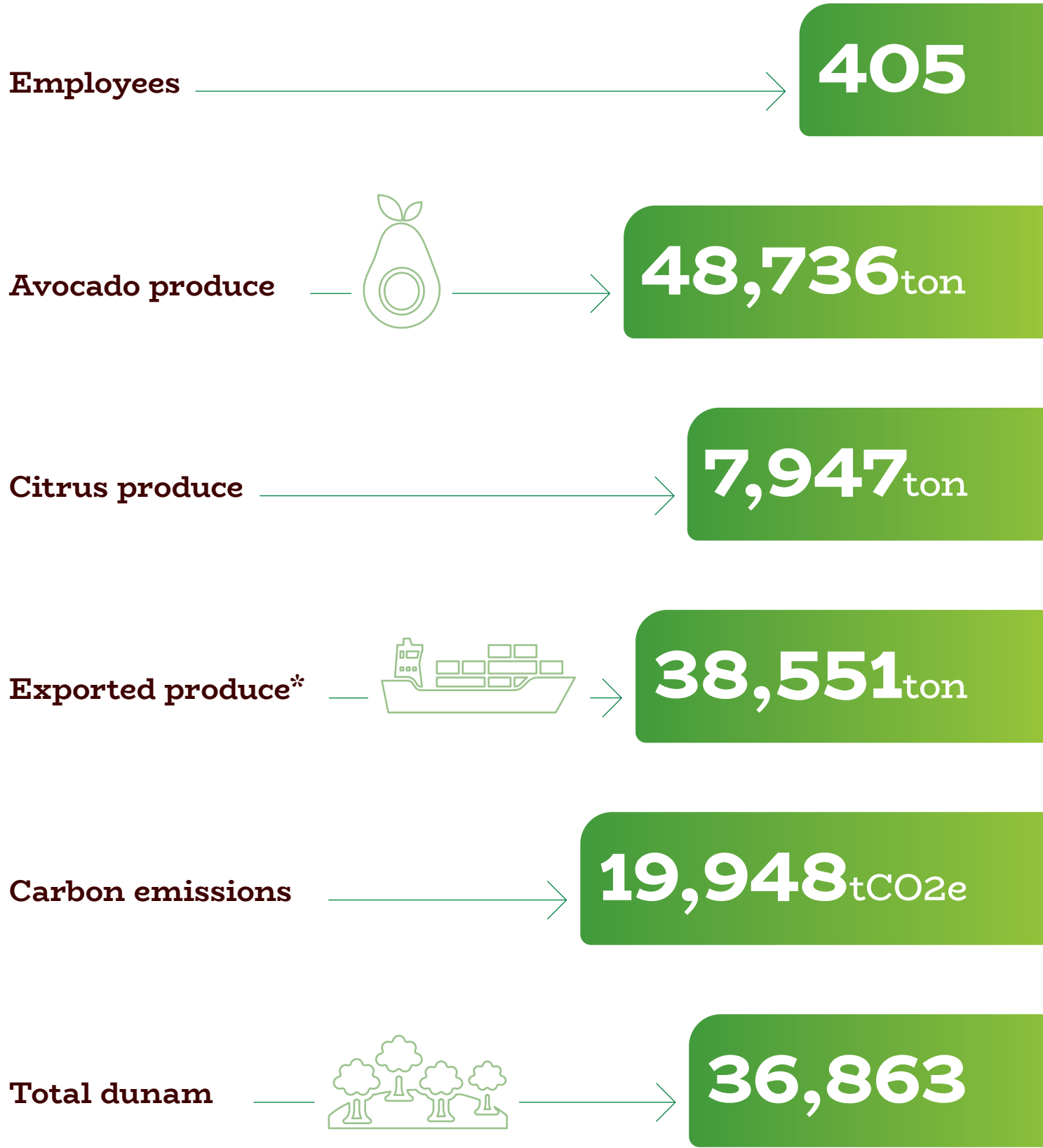


2023 Overview



*Avocado, Citrus

2024 Overview



Key Achievements (2023-2024)



Dry Matter Monitoring and Quality Optimization

The company advanced its ability to monitor and understand dry matter levels in avocado orchards. Through internal BI systems and early-stage collaboration with Neolithics, we began developing tools for assessing fruit readiness and improving harvest timing, with a pilot program starting in 2025. These efforts lay the groundwork for reducing food loss and aligning quality with market needs. This pilot aims to define measurable indicators for fruit readiness and harvest efficiency.



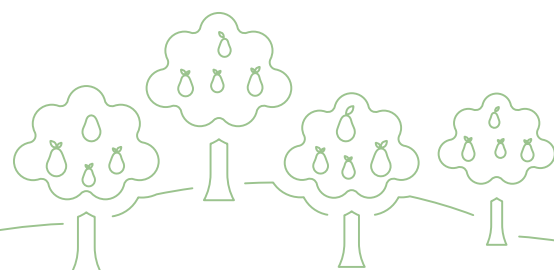
Supply Chain Optimization and Time-to-Market

In 2024, the company began implementing smart load planning and advanced ERP modules to improve coordination between harvest, packing, and delivery. These efforts, alongside the introduction of new KPIs for minimum time from harvest to shipment, have already contributed to shorter lead times in both export and domestic markets. Progress is monitored through dedicated BI dashboards, with further refinements planned to optimize supply chain performance, particularly for temperature-sensitive produce. KPI refinement is ongoing to further strengthen supply chain visibility and responsiveness.



Workforce Development and Retention

In 2024, we placed a growing emphasis on employee retention and internal mobility, with particular attention to onboarding and integration processes across roles. For example, our employees at the packing house include 68% from the Arab sector, and an equal number (16%) of foreign workers and workers from the Jewish community, prompting us to strengthen day-to-day practices that support a respectful and inclusive work environment. These efforts contributed to a notable decrease in employee turnover, with 77 departures in 2024 compared to 112 in 2023, while recruitment also declined from 172 to 86 new hires, reflecting greater workforce stability.



Sustainable Packaging and Transportation

Packaging materials were reviewed and optimized for operational efficiency while keeping environmental impact in-mind. As such, recyclable wrapping technologies were piloted, and the use of hard-to-recycle materials, like bands and edge guards, were significantly reduced. In addition, partnerships with local suppliers helped reduce transportation emissions. We are constantly evaluating recycled content and packaging to ensure efficiency in sustainability in our operations.



Energy and Water Efficiency

The new packhouse, which is still under construction, was planned with ESG efficiency in mind, and will incorporate advanced insulation panels, energy-efficient cooling systems, and alternative water treatment technologies, contributing to reduced energy consumption and improved environmental performance. Estimated energy savings and water efficiency gains will be assessed in all our facilities.



Pest Management and Environmental Stewardship

All of our orchards, 100% of the cultivated area, are managed under strict Integrated Pest Management (IPM) protocols. This approach prioritizes biological controls and a zero-pesticide policy wherever possible, with an emphasis on preserving biodiversity and maintaining ecological balance.



Professional Training and Farmer Support

We held targeted training sessions for employees and growers, covering pruning, irrigation, pest control, and the use of BI tools. These sessions included professional tours, seasonal briefings, and cross-team knowledge sharing, supporting both regulatory readiness and agronomic excellence.

The Granot Dictionary for Avocado Types



Hass

No need to be modest, I'm the most popular avocado in the world. With dark, bumpy skin and creamy, flavorful flesh, I'm the go-to choice for many. I have great shelf life and I stick around from October all the way to April.



GEM

I'm the next-gen Hass. With all the creaminess and consistency you love, I also bring even better shelf life. I thrive between December and February, making me a winter favorite for exports.



BL

I'm the new kid on the block, Hass-like in look and feel, but carving out my own path. My season runs from February to June, giving me a strategic market window.



Ettinger

While Galil may start the season, I quickly follow, fresh, green, and a long-time favorite in local markets. My smooth skin and light texture make me easy to enjoy. You'll find me from September to December.



Pinkerton

I bring balance to the table, lots of creamy flesh, a small pit, and easy-to-peel green skin. I ripen in the colder months, with my season running from November to March.



Arad

I'm a strong, locally grown variety, large, green, and full of flavor. Mostly cultivated for the local market, you'll find me during the cooler months, from December to February.



Fuerte

I'm the OG of avocados, before Hass took over, I ruled the orchards. With my classic pear shape, smooth skin, and mild flavor, I still bring a touch of timeless charm. I may be a bit delicate, but I shine every winter, from November to February.



Reed

I close the season with a bang. Big, round, creamy, and delicious. I'm harvested between February and May, but for local markets, I can stay fresh in storage all the way to July.



Ardith

I'm green, tough, and reliable. I may not be flashy, but I get the job done. You'll find me in the fields from February to April.



Pino

Like any good Pino, I've got a unique character and flavor, perfect for those seeking something new and edgy. My moment is short and sweet, from December to January.

The Roots of ESG at Granot Fresh

Values and Vision

We see sustainability not as a separate initiative, but as a guiding principle, woven into our daily work. As an agricultural cooperative that operates across the entire value chain, from the orchards to the end customer, we believe that environmental, social, and economic responsibility is essential to our long-term success.

To deepen this approach, we conduct cross-organizational interviews with representatives from our different departments. These conversations provided diverse perspectives on key operational aspects, potential challenges as well as opportunities, and a focus on internal and external needs. The topics ranged from water use and digital transformation to product quality, employment conditions, and community engagement. This ongoing process is creating a broader understanding of sectorial trends such as regenerative agriculture,

climate-related challenges, and diversity in the workplace, and our response to them.

This evolving approach is already influencing our day-to-day. For instance, Agronomic teams are aligning field practices with broader environmental goals, experimenting with methods that enhance soil regeneration and promote ecological balance across growing regions.

A shared culture of quality and sustainability is steadily taking root across the organization. A policy was established requiring each department to integrate ESG goals and performance indicators (KPIs) into its annual work plans. These commitments are supported through interdepartmental coordination, employee training, and ongoing performance monitoring ensuring that all stakeholders contribute meaningfully to our collective ESG mission.

We believe in fairness, transparency, and humility in all that we do



We will always strive to develop new methods and contributions

We are results focused and we act with optimism and for the benefit of the company's growth



We believe that one should always do their best while measuring the quality of their performance



We are a large agricultural family, of growers, owners, employees customers and community



Materiality Assessment

Materiality assessment is essential for building a relevant and actionable ESG strategy. To identify our most important topics, we conducted an internal review of core departments activities and operations. This, alongside a sector-specific ESG reporting standards review and an open channel for communication with our clients and suppliers, has provided a clear

picture of the material issues the Agricultural sector is facing. Topics were selected based on their relevance to the organization's core activities and their impact on key internal and external stakeholders. The resulting material topics serve as the foundation for this ESG report and will guide our sustainability strategy in the years ahead.



Soil Health:

Healthy soil is the foundation of resilient agriculture. We prioritize soil vitality through composting, cover crops, and minimal tillage, promoting long-term fertility and ecosystem balance.



Food Quality & Safety:

High product quality and food safety are central to our identity. We maintain strict hygiene, traceability, and sorting systems to meet international expectations and customer trust.



Compliance:

Regulatory compliance reflects our commitment to accountability and transparency. We continuously adapt to evolving standards in agriculture, labor, and sustainability practices.



Human Rights:

Respecting human rights is essential to our cooperative values. We foster safe, equal, and dignified working environments for all individuals in our operations and supply chains.



Employee Health, Safety, and Wellbeing:

Employee wellbeing is a core priority. We implement proactive training, risk prevention, and health monitoring to promote a safe and supportive workplace.



Climate Change and Risk Management:

Our adaptive farming practices, early monitoring systems, and resilient infrastructure reduce exposure to climate risks and support long-term system stability.



Regenerative Agriculture:

Regenerative agriculture guides our production philosophy, emphasizing soil renewal, biodiversity conservation, and long-term ecosystem balance through prioritizing low-impact, nature-based methods.



Water Management:

Efficient water use safeguards our shared resources. We rely on precision irrigation, reclaimed water, and drainage improvements to reduce waste and maintain productivity.



Biodiversity:

Biodiversity is protected through low-impact pest control, habitat preservation, and the encouragement of natural predator populations across our orchards.



GHG Emissions:

Reducing greenhouse gas emissions is integral to our climate responsibility. We track and mitigate emissions across Scopes 1, 2, and 3 through improved logistics and farming systems.



Packaging & Logistics:

Efficient packaging and logistics support product quality and environmental responsibility. We are exploring the use of recyclable materials and digital logistics tools to reduce waste and enhance delivery systems.



Communication with Stakeholders

At Granot Fresh, continuous and transparent communication with stakeholders, including farmers, employees, customers, suppliers, regulators, and local communities – is a cornerstone of our sustainability approach and a key driver of ESG integration across all operational levels.

We maintain regular cross-departmental forums and a structured feedback mechanism, open to employees and growers.

The “Speak Out” – “מדברים את זה” policy embodies our belief that nothing can improve unless an issue is raised. We cultivate a respectful, fair and safe work environment for all employees, and encourage employees to have an open conversation, on any matter. All reporting methods, direct or anonymous, are

accessible to employees, and they can choose to contact us with any concerns, questions or problems.

Concerns raised by growers are acknowledged and escalated to senior management, fostering a culture of inclusion and responsiveness. The use of digital tools has significantly enhanced transparency and communication with our growers. Advanced ERP and BI systems provide daily and hourly dashboards for over 30 growers, offering granular insights into sorting results, dry matter content, and profitability at the plot level.

The Avonet app grants growers’ real-time access to operational and financial data, supporting data-informed decision-making and reducing reliance on manual inquiries.

Our orchards are an inclusive space for our integrated teams. Fair treatment and safe working conditions for foreign laborers, particularly from Thailand, remain a priority.

Across the organization, structured onboarding, fair wages, social benefits, and respectful integration into local teams have been implemented.

Our matrix-based collaboration model, among product managers, packhouses, logistics teams, and sales personnel ensures synchronized planning across the value chain. We maintain active engagement with customers around quality, sustainability, and regulatory compliance. Regular meetings and proactive follow-ups address client concerns such as packaging integrity and export standards,

while reflecting growing demand for environmental and social performance.

We often exceed client expectations and regulatory baselines, which have positioned us as a preferred supplier and strengthened our competitive advantage in the market.

In recent years, supplier and grower relations have also evolved, with new auditing protocols, compliance support, and performance feedback mechanisms introduced in 2023-2024.

Sustainability has become a primary topic in customer communications, with clients increasingly initiating discussions with questions about environmental and social standards rather than product quality alone.

UN Sustainable Development Goals

The United Nations adopted 17 Sustainable Development Goals (SDGs) in 2015 as a global roadmap for promoting social, environmental, and economic sustainability. While these goals are designed for national-level implementation, their relevance extends to organizations whose

work impacts people, resources, and ecosystems. Granot Fresh acknowledges the importance of these goals and incorporates them into its sustainability thinking. The table below presents the SDGs most relevant to our operations, along with selected indicators and related activities from across our business.



Letter from the CEO	About This Report	Who We Are	ESG at Granot	Environmental	Social	Governance
SDG						
Granot Activities						
2	ZERO HUNGER		farmers through fair purchasing practices, and promote sustainable agriculture (2.4). In Kenya, we invest in rural infrastructure, agronomic training, and technology development in partnership with international stakeholders, contributing to productive capacity-building in developing countries (2.a).			
5	GENDER EQUALITY		We have adopted a formal Code of Ethics and HR policies that explicitly prohibit discrimination and promote equal opportunity (5.1.1). The board of directors includes female representatives to ensure gender diversity in decision-making, and women hold key management positions across the company (5.5.2). These efforts contribute to strengthening organizational systems that support gender equality and empowerment (5.c.1).			
6	CLEAN WATER AND SANITATION		95% of water used is reclaimed and treated for irrigation, reducing pollution and promoting reuse (6.3.1). Precision irrigation, soil moisture sensors, and digital monitoring are used to improve water efficiency year over year (6.4.1). Water resource management is coordinated across planning, drainage, and monitoring levels to ensure integrated decision-making (6.5.1).			
8	DECENT WORK AND ECONOMIC GROWTH		We ensure equal pay for equal work in our operations, and regularly review salary data to ensure gender is never a consideration when it comes to wages (8.5.1). All workplace accidents are investigated, and updated safety training and protocols are provided to all staff to ensure a safe working environment (8.8.1).			
10	REDUCED INEQUALITIES		We promote a diverse and inclusive workplace by enforcing a set of ethical guidelines, and providing an anti-discrimination and harassment training to maintain a safe and respectful work environment (10.3.1).			
12	RESPONSIBLE CONSUMPTION AND PRODUCTION		We manage natural resources efficiently (12.2.1, 12.2.2) and improve storage and packaging processes to minimize food loss across our supply chains (12.3.1). All materials used comply with safety regulations and environmental standards, reducing waste and preventing pollution (12.4.2, 12.5.1). We maintain transparency by regularly publishing sustainability and ESG reports (12.6.1).			
13	CLIMATE ACTION		We strengthen our adaptive capacity by managing agricultural areas to withstand climate hazards (13.1.3). We measure GHG emissions annually and set reduction targets (13.2.2), which integrate within our sustainability strategy, alongside environmental goals, for example in planning and operations, including sustainable materials (13.2.1).			
15	LIFE ON LAND		We make efforts to prevent land degradation through regenerative agriculture and soil conservation (15.3.1). Natural habitats are preserved through ecological corridors around cultivated areas (15.1.2), and our zero-pesticide policy helps protect local biodiversity (15.5.1).			



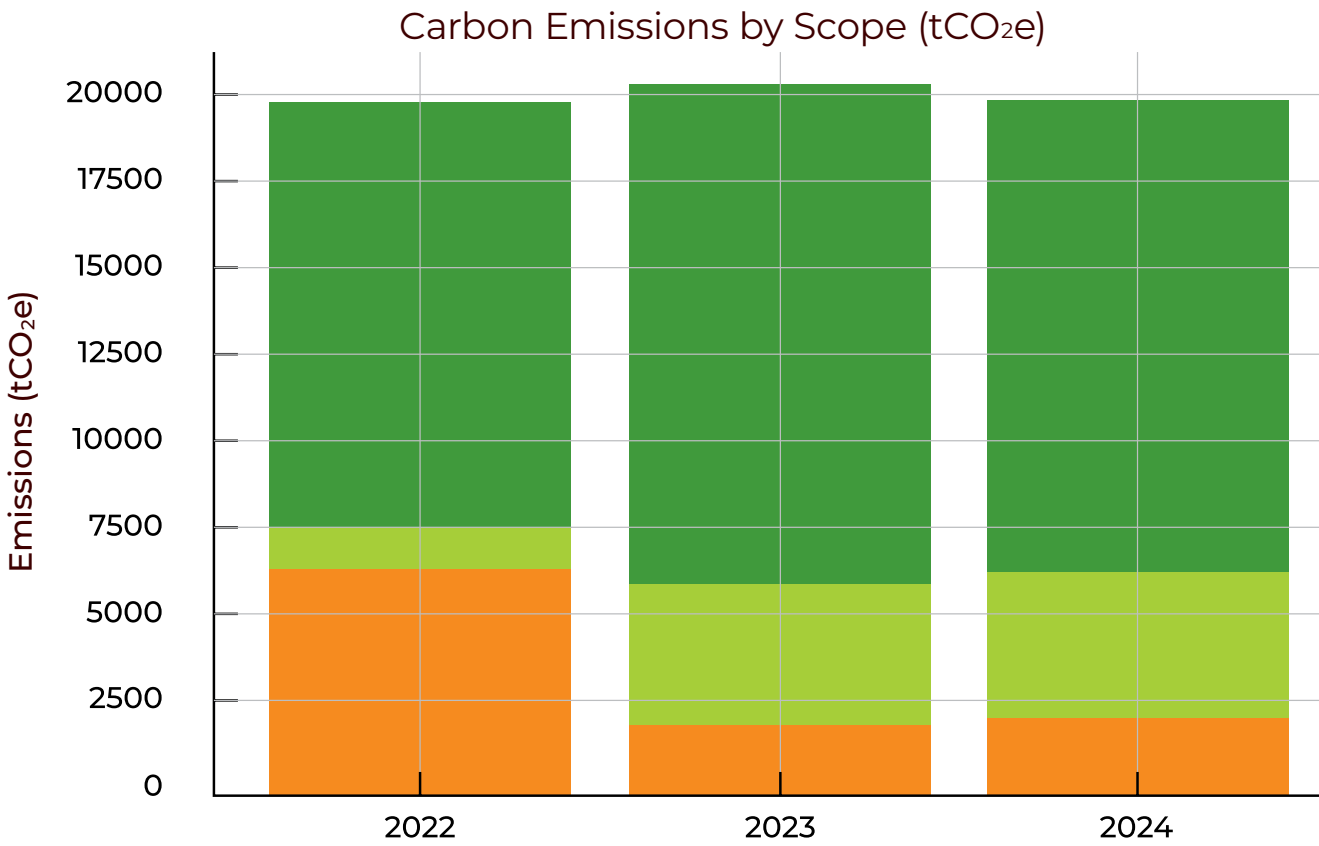
Emissions

Carbon Footprint

We have been measuring our organizational carbon footprint for three consecutive years, based on the GHG Protocol methodology. Each year we conducted a comprehensive carbon footprint assessment covering Scopes 1, 2, and 3. The total reported emissions across all operations were as follows:

Year	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
2022 ¹	5,892.5	1,612.5	12,370.8	19,876
2023	1,945.9	3,564.3	14,601.4	20,111.6
2024	2,180.9	3,378	14,387.26	19,948

¹ The updated calculation for 2022 now reflects a full estimate of emissions across our organizational boundaries. This revision aligns the 2022 figures with the system boundaries and emission sources applied consistently in 2023 and 2024, ensuring year-to-year comparability.



Avocado Emissions Intensity: An Indicator of Efficiency

In addition to tracking our absolute emissions, we monitor emissions intensity to better understand the efficiency and climate impact of our operations over time. Our Emissions intensity, measured as greenhouse gas emissions per Dunam, provides a normalized indicator that accounts for changes in operational scale. This enables more accurate year-over-year comparisons and supports strategic decision-making aligned with our decarbonization goals.

In 2024, the emissions intensity per dunam across all Granot-operated fields improved compared to 2023, dropping from about 0.68 to 0.67 tCO₂e per dunam. This continues the downward trend from the 2022 baseline of roughly 0.70 tCO₂e per dunam, representing an overall 5% improvement in carbon efficiency. This steady reduction highlights Granot's ability to expand cultivated area by about 1,500 dunams, while keeping total emissions nearly flat, demonstrating that growth and stronger environmental performance can progress together.

This trend reflects positively on our capability to advance our decarbonization goals while continuing to expand business activity, demonstrating our approach that integrates environmental responsibility and growth - showing that the two can go hand in hand.

Granot improved carbon efficiency by 5% since 2022, cutting emissions intensity to 0.67 tCO₂e per dunam.

Our De-Carbonization Journey

As a part of our commitment to reducing our climate impact, we have developed a long-term

decarbonization strategy. Our target is to reduce Scope 1 and 2 greenhouse gas emissions by 40% by 2030, compared to our 2022 baseline.

We have developed a tiered emissions reduction plan for 2030, taking into account our key emission sources in the coming years. We have identified energy and transportation as significant contributors and have implemented targeted measures to reduce emissions in these areas, including increasing the use of renewable energy, energy efficiency and advanced management of refrigerants.

During 2023-2024, we have already taken steps on the logistics side, to reduce the carbon footprint of packaging and transport, which we will present in the following sub-chapters:

Our Transportation

Better coordination across locations, between harvest scheduling and transportation, has helped cut down on idle times and unnecessary hauls, enhancing operational efficiency while reducing the environmental footprint of logistics.

In addition, we have implemented route optimization strategies to minimize the number of truck trips required for produced transport.



Our Packaging

By sourcing packaging materials from suppliers closer to operational hubs, transport distances have been shortened, resulting in fuel savings and logistical efficiency. This shift also enabled a move toward just-in-time deliveries, reducing the need for on-site storage and minimizing overstocking. The improved proximity of suppliers supports more flexible and responsive supply flows, contributing to better inventory management and helping to prevent waste of packaging materials due to excess orders or unused stock.

Additional efforts are underway to test recyclable wrapping materials and reduce

the use of non-biodegradable components. One example that ties the two subjects together includes the use of net-style wrapping for local shipments, replacing cardboard corners and plastic bands that are harder to recycle. This material can be compressed into a small recyclable form, reducing both packaging volume and landfill burden.

These logistical improvements has not only reduced packaging waste, but also contributed to lower fuel consumption and transport-related emissions.

Managing Biogenic Carbon

As an agricultural company, we recognize the importance of managing biogenic carbon as an integral part of our decarbonization strategy. Biogenic CO₂ refers to carbon dioxide emissions originating from renewable organic materials, such as plants and agricultural residues, released during natural decomposition and processing.

In orchard management, growers implement practices such as cover cropping, minimal tillage, and composting of pruning materials. Organic matter, including leaves and branches, is shredded and returned to the soil, enhancing both carbon retention and soil

structure. These regenerative methods are particularly emphasized in newer orchards established on previously cultivated land, contributing to soil recovery and long-term fertility. Avoiding unnecessary soil disturbance and allowing for natural vegetation in non-productive areas supports carbon sequestration while improving biodiversity and erosion control.

Digital tools such as ERP and BI systems also play a role in reducing emissions. These technologies improve accuracy in harvest planning, reduce waste, streamline logistics, and ensure more efficient resource allocation.



Granot Carbon Plantations

At the end of 2022, Granot Fresh launched a regenerative agriculture effort aimed at carbon credit generation, the Granot Carbon Plantations project, developed in collaboration with Nibbana. In 2023-2024, the Company began data collection and groundwork to prepare for future registration on the Verra platform. These steps positioned Granot Fresh as a proactive player in carbon-conscious agriculture.

As part of this effort, extensive data was collected

from growers, especially on diesel and fertilizer use, to establish a solid emissions baseline. The project has already driven the adoption of more sustainable practices in several orchards, including reduced use of fertilizers and irrigation, targeted cover cropping, and occasional application of organic compost.

Looking forward, the project aims to expand its environmental impact by piloting additional practices, transitioning to lower-impact fertilizers, increasing compost use, introducing diverse cover crop species,

and applying mulched pruning biomass to the soil. Despite uncertainty around the timing and value of future carbon revenues, 65 % of Granot's avocado growers have already joined the initiative, a reflection of both environmental awareness and cautious optimism. The program's success will ultimately depend on the ability to balance re-

source inputs, such as cost and labor, with the expected environmental and economic benefits.

Granot views this initiative as a strategic learning process and a meaningful opportunity to place the Company at the forefront of regenerative, climate-aligned agriculture in Israel.

Energy Consumption

We track our energy consumption across operations, including fuel and electricity use. In 2023, our total electricity consumption reached 7,470,562 kWh and 7,191,466 kWh in 2024. This energy was primarily used for irrigation systems, cold storage, and processing facilities. 100% of the energy consumed was from the grid and subjected to the grid mix of that time in terms of renewable/non-renewable energy.

Fuel use across agricultural and logistical operations included 188,199 liters of diesel, 77,755.81 liters of LPG, and 19,560 liters of petrol in 2023, and 143,376 liters of diesel, 82,825 liters of LPG, and 77,629 liters of

petrol in 2024. These fuels are used primarily in field machinery, transportation, and backup generators. In recent years, we have digitized internal logistics processes, such as forklift inventory tracking and real-time temperature monitoring, which improves operational efficiency and optimizes energy use.

As part of our climate and energy transition goals, we aim to source at least 50% of our electricity from renewable sources by 2030. This target reflects our commitment to reducing carbon intensity across core operations while maintaining energy reliability and performance.

2024 diesel consumption
decreased by

-23.8%

2024 electricity consumption
decreased by

-3.7%



Water Management

Granot Fresh operates in Israel under conditions of chronic water scarcity and increasing climate variability, which demand efficient, long-term water strategies. Water use in Israel is subject to government allocations based on crop type, irrigation method, and land area. We plan our irrigation accordingly to ensure compliance and maximize productivity.

To address these challenges, we invest in infrastructure, agronomic planning, and digital systems that improve water retention, reduce flood risk, and support stable yields. We maintain water use with precision and agronomic expertise throughout the production cycle, from seedling to post-harvest. Our agronomic teams conduct regular soil and leaf analyses to guide fertigation practices and prevent over-irrigation.

Most of our orchards rely on drip irrigation systems calibrated to match real-time evapotranspiration and soil moisture levels. These systems reduce runoff and ensure optimal water absorption by avocado trees, which are particularly sensitive to both under and overwatering. In response to shifting climate conditions, marked by shorter, more intense rainfall events, we have adapt-

ed irrigation schedules to meet year-round needs, including during the winter season. In response to extreme rainfall events and rising groundwater levels in some areas, we have upgraded drainage systems and adopted low-till and cover cropping methods to enhance soil structure and retention capacity. These actions align with our broader vision of climate-adaptive and resource-efficient agriculture.

Throughout all of our orchards, we use digital monitoring systems to track water use in real time and integrate with our ERP and BI platforms. This internal monitoring framework supports ongoing optimization of irrigation timing, reduces waste, and ensures a balanced approach to water efficiency, crop quality, and yield targets.

Water Consumption

A central pillar of our water strategy is the use of treated wastewater, which accounted for approximately 95% of total water use in both 2023 and 2024. This circular water solution significantly reduces our reliance on freshwater sources and strengthens resilience against drought-related disruptions.

In 2023, water use across operations totaled 11,257,403.83 cubic meters (m³), with 9,463,814 m³ allocated to avocado orchards. This translated to approximately 614 liters per kilogram of avocado. In 2024, water use across operations totaled 11,301,269.7 cubic meters (m³), with 10,100,000 m³ allocated to our avocado orchards. This translated to approximately 498 liters per kilogram of avocado. The l/kg

data fluctuates based on the yearly environmental impact (such as rainfall patterns), and fruit produce. In line with our long-term water strategy, we aim to maintain wastewater-based irrigation on 95% of our land annually. This approach builds on the efficiency gains achieved between 2023 and 2024 and reflects our ongoing commitment to resource optimization under water-scarce conditions.

wastewater-based irrigation on

95%

of our land annually

Waste Management

Granot Fresh operates under a zero-waste mindset throughout the agricultural and post-harvest value chain. Waste minimization is treated as both an operational and environmental priority, with a strong emphasis on separating, reusing, recycling, and recovering materials.

We actively manage waste streams such as irrigation containers, pesticide packaging, and crop residues through source separation, partnerships with licensed contractors, and improved

on-site infrastructure. Hazardous waste, including pesticide containers and chemical residues, is handled through regulated collection procedures in compliance with safety and environmental standards.

We see food loss as a core business pillar and an opportunity for innovation.

For more information on how we deal with organic waste and food loss, see chapter **“Data Driven Food Loss Mitigation”** and **“Investing in Food Loss”**.



Waste Generated

We closely monitor the amount and type of waste generated in our operations, focusing on packaging materials and general agricultural waste.

In 2023, our packhouse operations used an estimated 364,452 kg of plastic boxes and 3,426,654 kg of cardboard boxes, along with 9,566 kg of auxiliary packaging materials. These figures highlight the scale of packaging use and underscore the importance of waste reduction and sustainable sourcing.

That same year, hazardous waste, including pesticide containers and chemical residues, totaled at 70 kg and was handled in accordance with safety and environmental standards.

To improve handling efficiency, we replaced loose nylon collection cages with a dedicated nylon compactor. We also installed segregated cages for cardboard and nylon waste, improving sorting accuracy and enabling more effective recycling partnerships.

Organic residues from pruning and processing are mulched and reincorporated into the soil to improve fertility and structure. General household and agricultural waste sent to the landfill totaled at 110 tons in 2023.

Cross-functional coordination between agronomy, operations, and logistics teams enables adaptive planning that minimizes over-production, optimizes packaging use, and reduces food loss across the supply chain.

Waste Diverted From Landfill

We are actively working to reduce our reliance on landfill disposal by prioritizing recycling, composting, and reusing. In 2023, we diverted 9,073 kg of nylon and 75,703 kg of cardboard from landfill through formal recycling streams. These materials were collected separately at our packhouse facilities and delivered to designated recycling partners.

Reuse of auxiliary materials, such as plastic edge guards and pallet wrapping, has been piloted with suppliers. We are working to expand these reuse practices across our export packaging workflows.

transportation needs, and environmental impact. As a result, the process was adopted in 2024 and integrated into daily workflows, including dedicated staff hours for cleaning, sorting, and repacking.

In 2024, we established a dedicated station for the collection and processing of e-waste, including used computers and screens. The collected materials are disassembled, and components are reused when possible. This initiative also provides meaningful employment opportunities for people with disabilities, combining environmental stewardship with social impact.

In **2023**, we diverted
9,073 kg of nylon and **75,703** kg
of cardboard from landfill through recycling

Since our previous report, we have evaluated two alternatives for managing 10kg plastic crates in our packhouse logistics:

- **Alternative 1:** Involves returning printed crates to suppliers for partial credit.
- **Alternative 2:** Consisted of removing the printed stamps using food-safe ink-removal materials (certified under NSF and SDS standards), followed by reintegrating the cleaned crates into circulation.

This second option proved more cost-effective and sustainable, reducing disposal volumes,

In parallel, additional operational improvements were implemented to enhance material reuse and reduce transport-related emissions. Plastic crates which were previously removed from circulation, were cleaned and returned to use.

Dedicated collection points for cardboard and plastic wrap were introduced, improving on-site separation and recycling rates. Nylon waste is now compacted in a designated machine, significantly reducing the number of collection trips required.

These initiatives will be consolidated into a cohesive policy aimed at reducing the environmental impact of our packaging workflows and reinforcing our commitment to circular practices.

Transitioning To a Paperless Workplace

As part of our efforts to promote a more sustainable and employee-friendly work environment, we are transitioning toward a paperless office culture and eliminating the use of single-use utensils across offices and packhouses. This shift supports our broader 2030 sustainability goals and reflects our commitment to responsible and conscious daily operations.



Regenerative Agriculture

As part of our commitment to sustainable farming, we promote regenerative agriculture across its operations. Our efforts emphasize soil health, biodiversity

preservation, and reduced reliance on synthetic pesticides, all while improving long-term productivity and resilience in the face of climate change.

Soil Health

We view soil health as a fundamental component of regenerative farming. In Israel, growers routinely conduct leaf and soil tests to monitor nutrient balance, ensuring that fertilization is efficient and targeted. Composting of pruning materials and on-site mulching is widely practiced to retain organic matter and improve soil structure.

Cover crops, such as wheat and oats, are sometimes planted between orchard cycles to allow the soil

to recover and improve nutrient cycling. In older orchards, organic mulches from pruned branches and leaves are shredded and left on the ground, enriching soil biodiversity and moisture retention.

This approach highlights where regenerative design has contributed to long-term soil vitality and reduced chemical reliance.

Biodiversity

We see our orchards as part of broader ecological systems. Conserving biodiversity, especially beneficial insects, birds, and reptiles, is a guiding principle in orchard design and management. Natural predators such as barn owls, praying mantises, and songbirds play a key role in keeping pest populations below economic thresholds. We actively promote biological pest control by installing barn owl nesting boxes across orchard sites.

Pollination is supported through strategic placement of bee hives during key blooming periods. Growers invest significantly in pollination services to support yield and quality while preserving pollinator health.

We avoid disrupting native arthropod populations and we manage vegetative cover in a balanced way to support pollinators and pest predators while minimizing habitats for harmful species. Wild boars,

porcupines, jackals, and other native animals are present in our orchards. To support coexistence, we use wildlife corridors and occasional fencing to guide movement while minimizing interference.

Insect scouting teams regularly monitor avocado plots and report findings to an integrated plant protection coordinator. Only when pests exceed defined thresholds are interventions considered, and even then, priority is given to natural or biological controls. Our pest monitoring and treatment decisions are coordinated by trained professionals using shared platforms that centralize field observations and guide targeted action.

To formalize and strengthen these practices, we plan to develop a Biodiversity and Ecosystem Policy that will guide our efforts to preserve ecological balance across all orchard operations.



Pesticides

All our orchards are managed under Integrated Pest Management (IPM) protocols, covering 100% of the cultivated area. We maintain a strong commitment to minimizing pesticide use through a robust Integrated Pest Management (IPM) strategy. This includes pheromone confusion traps, mass trapping, biological control, and the use of low-impact substances derived from bacteria or plant oils. In several locations, we rely on physical traps and mating disruption tools before any chemical intervention is considered.

In Israel, non-interventionist pest control is a widely adopted practice in the avocado sector. This has helped create a unique ecosystem where chemical sprays are rarely used, and balance is maintained through strategic inaction.

When pest outbreaks occur, we apply treatments in a targeted manner to affected areas only. Our farmers and agronomists share pest data in real time, enabling site-specific responses. Whenever pesticide application is required, we carefully select products designed to protect beneficial species, such as pollinators, predatory insects, and birds. Our goal is to treat only when strictly necessary, with a consistent preference for softer, more sustainable alternatives, even if it means accepting minor crop damage.

Herbicide use is being significantly reduced in favor of mechanical weed control methods, such as mulching, mowing, and inter-row cultivation. Across most regions, we rely on these physical techniques as the primary approach, while chemical herbicides are used only as a last resort when absolutely necessary.



Evergreen Avocado Our Journey in Kenya

The Evergreen Avocados project is a large-scale agricultural initiative located on a 350-hectare site near Nairobi, Kenya. Established to serve the growing global demand for high-quality avocados, the project is designed to meet the highest environmental and social standards while contributing to local development and responsible export growth.

Jointly developed by Granot Fresh, AgDevCo, and Agris, this initiative reflects a long-term strategic partnership grounded in shared ESG values. From the outset, we applied climate-smart and regenerative agricultural principles, alongside globally recognized protocols for responsible farming. Environmental due diligence included hydrological, climate, and soil studies to confirm the site's long-term viability.

The region's acidic soils were deemed highly suitable for avocado cultivation, and rootstocks were selected for pH and moisture tolerance, minimizing

fungal disease risks without chemical intervention. Irrigation planning was adapted to crop needs and aquifer characteristics, based on government data and expert analysis.

The aquifer supplies high-quality water with zero salinity, and site-specific irrigation avoids overextraction and surface water dependency. In line with our broader environmental approach, regenerative techniques like inter-row cover crops, composting, reduced tillage, and the use of organic mulching are being tested on site. Drainage solutions and agroforestry pilots were also incorporated to support long-term soil conservation.

From early design stages, the project integrated sustainability practices across the value chain. Granot Fresh contributed professional agronomic management, training of local staff, and adaptation of precision agriculture technologies used in Israel.

Emphasis was placed on non-chemical pest management and embedded monitoring systems from day one, including proactive tools and local team capacity-building.

The post-harvest facility includes protocols for waste separation and reuse, designed to meet both local environmental standards and export-grade food safety regulations. Emissions tracking and annual carbon accounting are conducted in collaboration with AgDevCo's ESG team, alongside biodiversity surveys and social baseline studies for the surrounding community.

By 2024, planting and infrastructure development were well underway, with employment levels ris-

ing steadily. The project includes structured support for smallholder farmers through technical assistance, export training, and participation in cross-departmental forums that channel grower input into management decision-making. Compliance with EU market standards is ensured through certified grading, hygiene protocols, traceability systems, and sustainability metrics. Evergreen Avocados serves not only as a commercial farming hub, but also as a model for responsible agricultural development in a new geography. It stands as a testing ground for climate resilience and innovation, demonstrating how regenerative practices can be adapted to challenging environments through collaboration, professionalism, and long-term vision.

Further information about the Evergreen Avocado project in Kenya can be found in the [AgDevCo Impact Report](#).





Employees

In 2023, we employed a total of 387 workers across our operations. Of these, 272 were employed in permanent positions and 115 held temporary roles.

Our workforce included both full-time and hourly workers, with hourly employees primarily serving in logistics and operational support roles. Hourly work-

ers accounted for 109 individuals (28% of total staff). In 2024, our workforce included 405 employees.

Of these, 281 held permanent roles and 124 were employed on a temporary basis. Hourly workers continued to support key operational areas within the company, totaling 96 individuals (24% of total staff).

Total Employees 2023

387

Total Employees 2024

405

Men represented 54% of our employees in 2023 (208 individuals), while women made up 46% (179). In 2024, the proportion of men increased slightly to 58% (236), with women comprising 42% (169). Among temporary employees in 2023, women made up 58% (67 individuals) and men 42% (48), all

of whom were from the Arab sector (100%). In 2024, the gender distribution among temporary workers was nearly balanced, 48% women (60) and 52% men (64). That year, 74% of temporary employees (92 individuals) were from the Arab sector, and 26% (32 individuals) came from international backgrounds.

Total Men Employees 2023

208(54%)

Total Men Employees 2024

236(58%)

Total Women Employees 2023

179(46%)

Total Women Employees 2024

169(42%)

Within the hourly workforce, women were the majority in both years, representing 60% in 2023 (65 individuals) and 64% in 2024 (61 individuals). In 2023, 67 hourly workers (61%) were from the

Arab sector, 33 (30%) from the Jewish community, and 9 (8%) from international backgrounds. In 2024, 66 hourly workers (69%) were from the Arab sector, 30 (31%) from the Jewish community.

Hourly - Men 2023

44
(40% of hourly)

Hourly - Men 2024

35
(36% of hourly)

Hourly - Women 2023

65
(60% of hourly)

Hourly - Women 2024

61
(64% of hourly)

New Hires and Turnover

We monitor workforce dynamics each year by tracking the number of new employee hires and employee departures. Hiring and turnover rates are calculated as a percentage of the total workforce for each calendar year and are disaggregated by gender. Hiring and turnover rates are calculated as a percentage of the total workforce for each calendar year and are disaggregated by gender.

were women and 129 were men. Among those who left, 15 were women and 97 were men.

In 2024, hiring and turnover rates declined, suggesting a return to greater organizational stability. 86 employees were hired, and 77 departed, reflecting a hiring rate of 21.2% and a turnover rate of 19.0% out of a total workforce of 405.

2024 Hires (86 total):

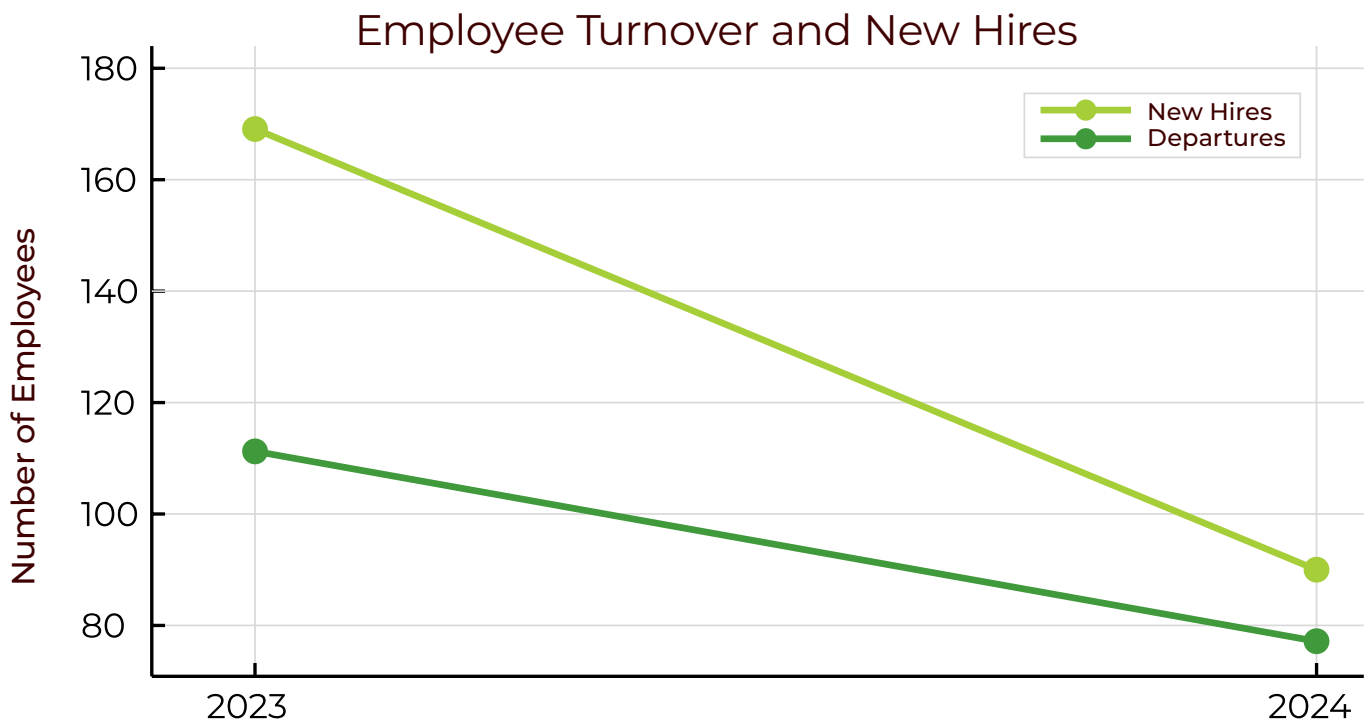
26%
women (22)

74%
men (64)

Hiring and turnover rates are calculated as a percentage of the total workforce for each calendar year and are disaggregated by gender. In 2023, a total of 172 employees joined the company, while 112 employees left. Based on a workforce of 387, this reflects a hiring rate of 44.4% and a turnover rate of 28.9%. Of those hired, 43

Of those hired, 22 were women and 64 were men. Among those who left, 25 were women and 52 were men.

These figures reflect our ongoing commitment to supporting employees during key life events and ensuring long-term retention and inclusion in the workplace.



Diversity, Equality, and Inclusion

At Granot Fresh, we are committed to building a workplace grounded in fairness, accessibility, and mutual respect. Our team brings together individuals from diverse backgrounds, including women, underrepresented communities, and foreign workers across all departments and employment levels.

We are committed to ensuring that gender is not a factor in compensation decisions. At our main pack-

ing house, salaries for each role are determined without consideration of gender. In other departments, pay is based on role, experience, and length of service.

We regularly review salary data to promote consistency, transparency, and inclusive employment practices across the organization.



Women in Management

In 2024, women held 2 board-level positions (15%), 2 senior management roles (22%), and 10 mid-level managerial positions (29.5%), reflecting our efforts to promote gender equality across leadership levels. To further advance gender equality and inclusive hiring, we are developing a structured

inclusion plan that addresses the needs of female employees, minorities, and people with disabilities. This effort includes the definition of annual KPIs and a long-term target to increase the representation of women across all management roles to at least 30% by 2030.

Inclusion

Regarding language across the entire workforce, Arabic-speaking employees accounted for 53% of the workforce in 2023 and 48% in 2024. Hebrew speakers made up 44% in 2023 and 43% in 2024. The proportion of English-speaking employees increased from 3% (11 indi-

viduals) in 2023 to 8% (34) in 2024, reflecting a rise in international hiring and seasonal labor. To strengthen integration and long-term engagement, we introduced structured onboarding programs and are currently developing a leadership pipeline and internal promotion framework.

Category	2023	2024	Change
Women	41%	39%	2% ▼
Arab Sector	33%	36%	3% ▲
Jewish Community	62%~	62%~	Stable
International	4%	1%	3% ▼

Diversity

In 2024, we established a Diversity and Inclusion Committee to support inclusive hiring and internal advancement while addressing structural barriers where they exist. As part of this effort, we expanded internal communications to include Arabic and English and began translating key signage to improve day-to-day accessibility. Arabic-speaking employees represented 53% of our total workforce in 2023 and 48% in 2024, reflecting our strong connection to local communities and our commitment to cultural inclusion.

In 2024, permanent employees accounted for a majority of our workforce, and their demographic distribution offers important insight into long-term representation. Women continued to make up a significant share of permanent staff, accounting for 39% in 2024 compared to 41% in 2023. The share of permanent employees from the Arab sector rose from 33% in 2023 to 36% in 2024, while those from the Jewish community remained stable at around 62-63%. Employees with an international background represented a small fraction of permanent roles, at 4% in 2023 and 1% in 2024. These figures underscore the importance of targeted initiatives to promote equitable representation within long-term employment tracks.

This representation reflects our ongoing effort to provide meaningful opportunities for underrepresented populations and to create a workplace enriched by cultural diversity.

This representation reflects our ongoing effort to provide meaningful opportunities for underrepresented populations and to create a workplace enriched by cultural diversity. We are committed to professional growth through opportunities for internal mobility, language support, digital upskilling, and structured development pathways. These initiatives are designed to foster long-term career advancement and empower employees across roles and backgrounds.

Parental Leave

During the reporting period, eight female employees took maternity leave. Of the eight women, six returned to work after completing their leave. Among those who returned, four remained em-

ployed for at least 12 months following their return. The other two employees had not yet reached the 12-month mark as of the reporting date.

Special Days

We celebrate cultural diversity through inclusive events and practices, such as marking International Women's Day and honoring the holidays observed by foreign workers.

For example, Thai agricultural workers, who are not directly employed by Granot Fresh but

work under a bilateral agreement, are granted leave according to their national calendar.

All employees have equal access to welfare benefits, birthday acknowledgments, and accommodations for religious observance.

Foreign workers are entitled to vacation days in line with their national and cultural calendars.



Employee Experience

We shape the employee experience at Granot Fresh through a strong emphasis on professional development, technological enablement, and a culture of mutual support.

We foster a strong sense of belonging through inclusive internal communication, staff recognition, and employee-centered initiatives. Events such as team outings, holiday gifts for all workers (including contract and foreign staff), and

birthday celebrations reflect our commitment to creating a warm and cohesive atmosphere.

Moving forward, we continue to enhance employee experience through targeted training programs, expanded internal communication platforms, and structured mechanisms for gathering and applying employee feedback, this is all designed to align daily work with our broader values and sustainability goals.



Special Events

To foster team spirit and strengthen workplace culture, a variety of team-building and social activities were organized throughout 2023-2024. These included interactive experiences such as a "The Amazing Race" competition, escape rooms, yacht sailing, and off-road (RZR) trips in the Tzipori stream area.

Culinary workshops, ranging from Italian cooking and chocolate making to meat grilling, offered opportunities for creativity and shared enjoyment.

Employees also took part in professional tours combined with outdoor training (ODT) activities and refreshing poolside events. Family-friendly initiatives included arts and crafts for children, tractor rides through orchards, and hands-on planting workshops.

Seasonal treats, like a churros stand for all employees in 2023 and a hamburger stand to kick off the avocado season of 2024, further contributed to a positive and engaging employee experience.

Day-to-day Working Experience

We integrate digital tools and systems into daily operations, streamlining workflows and enhancing transparency for employees at all levels. Business intelligence dashboards, once used primarily by leadership, are now essential tools for our department managers, providing real-time insights that support data-driven decisions and improve collaboration.

We invest in operational digitization, from inventory tracking via barcode panels to automated reporting tools. This helped reduce errors and optimize internal processes. These improvements contribute not only to productivity but also to employee satisfaction, by making our work more efficient and reliable.

Onboarding

New employees receive comprehensive onboarding and integration support, including structured training, performance evaluation tools, and individualized development opportunities. All new managers undergo formal training on how to conduct effective performance reviews, and structured feedback sessions are held at least once a year, with additional meetings provided as needed.



We foster a strong sense of belonging through inclusive internal communication, staff recognition, and employee-centered initiatives.

Employee Development and Training

In 2023-2024, the company placed a strong emphasis on enhancing the employee experience through a wide range of training, enrichment, and well-being activities. These included professional development workshops such as Excel courses at various levels, Business English courses, and a negotiation workshop for sales personnel.

Employees also participated in trainings on cybersecurity, OneDrive usage, and personal financial planning through a family budgeting workshop. In addition, sessions were held on key topics such as preparation for retirement, and emerging technologies like AI. As part of our commitment to social engagement and community involvement,

employees also took part in "Good Deeds Day." In 2024, members of our management team participated in dedicated sustainability training sessions.

Looking ahead, we aim to expand sustainability training opportunities to all employees, fostering broader awareness and engagement across the organization.

In addition to professional and operational training, we conduct training on sexual harassment prevention and work-safety. These sessions are delivered in multiple languages such as Hebrew, Arabic, Thai, and English, to ensure accessibility for our diverse workforce and to reinforce our commitment to a respectful and inclusive work environment.

Communication and Resilience

To foster ongoing dialogue and responsiveness, we maintain open communication channels, including employee surveys, an anonymous feedback mailbox, and structured roundtable discussions. These roundtables, held five times in 2023 and four times in 2024, bring together 10-12 employees from across departments (agriculture, logistics, and headquarters) for guided conversations built around the company's core values.

Human Resources documents all insights from these sessions to ensure management can assess them. In addition, the packhouse employee committee – an informal, non-political forum composed of representatives elected anonymously by their peers, documents and presents employee requests to management. Management consistently reviews the feedback and strives to take it into account in relevant decisions.

Employee Survey

In 2023, we conducted a voluntary and anonymous employee satisfaction survey, available in both Hebrew and Arabic. A total of 118 employees participated, representing 30.5% of our workforce (387 employees at the time). Respondents answered questions related to managerial support, physical working conditions, sense of pride and belonging, professional fulfillment, organizational values, ethical conduct, and internal service quality.

appropriate support from their direct managers.

The survey also highlighted areas for improvement, particularly around physical working conditions. These insights are being proactively addressed in partnership with employee representatives, as part of our broader effort to respond to evolving workplace needs and support overall employee well-being.

86.4%
of employees are proud to
be (Granot) Fresh

The results showed that 82.5% of respondents reported a high or very high sense of pride in being part of the organization, 77.2% felt they received strong support from their managers or the organization, and 71.1% expressed high satisfaction with their physical working environment.

In 2024, 125 employees responded to the same voluntary and anonymous survey, representing 30.9% of the total workforce (405 employees). Results indicated that 86.4% expressed a high or very high sense of pride in being part of Granot Fresh, and 86.4% felt they received ap-

Additionally, it pointed to further improvement opportunities for physical working conditions, an area already being addressed as part of broader efforts to enhance the work environment in the coming years. These insights are helping to shape action plans for 2025, reinforcing our commitment to an inclusive, responsive, and empowering workplace culture.

The annual survey continues to serve as a valuable feedback mechanism that helps us monitor employee sentiment, strengthen areas of excellence, and support ongoing organizational development.

The Granot Farmer

We view our relationship with growers as a long-term partnership built on mutual trust, recognizing them as an integral part of our organization rather than external suppliers. Our support extends beyond agronomic assistance to include welfare, professional development, and the integration of organizational values and operational standards.

Our growers take an active role in organizational and professional processes, including training sessions, field visits, and one-on-one guidance designed to help them meet evolving regulatory and market requirements, such as food safety certifications, export standards, and sustainable farming practices.

We also engage growers through initiatives that promote a sense of belonging. They are invited to

participate in company events and cultural activities, and we recognize them alongside internal employees. We tailor our communication channels to reach all growers and orchard workers by providing translated materials, multilingual signage, and ongoing language-accessible updates.

Moving ahead to 2025, we plan to deepen our partnership with growers by expanding training opportunities, introducing digital tools to support daily orchard work, and strengthening two-way communication through new feedback mechanisms that strengthen mutual engagement and organizational dialogue. These efforts are designed to foster long-term collaboration and shared success across the agricultural network.



Tomer Greenberg, 42
Regavim Project Manager

Local Communities

We maintain strong relationships with the local communities in which we operate. In particular, we have meaningful relationships with kibbutzim and agricultural settlements where many of our growers and employees reside. We prioritize local hiring and support community integration through tailored training and employment opportunities.

We also donate regularly to nonprofit organizations and social institutions, and we host external visitors at our central facilities to promote openness and knowledge-sharing with the broader community. These activities reflect that our

long-standing commitment to social involvement and transparency are not limited to times of crisis.

Our employees have taken part in volunteer initiatives such as building adaptive chairs for children with disabilities and creating outdoor furniture for families in need. Our social engagement includes partnerships with local schools, hosting student groups for agricultural learning tours, and contributing to food donation initiatives aligned with community values and charitable giving practices.



Health, Safety and Wellbeing

We maintain a comprehensive set of occupational health and safety procedures, fully aligned with Israeli safety regulations and the internal protocols of the Granot Group. While Israeli law requires four safety committee meetings per year, we hold approximately eight meetings annually, exceeding the legal requirement.

In 2023, a total of four workplace accidents were reported, and in 2024, six workplace accidents occurred. All incidents were classified as recordable work-related injuries with no high-consequence injuries or fatalities reported in either year. Every incident is investigated and discussed during our monthly safety committee meetings, which go beyond legal compliance and include representatives from all departments, from management to field workers. These meetings serve as a platform for raising safety concerns, and all issues are tracked and revisited in subsequent sessions.

As part of these safety routines, annual reviews also include inspections of fire extinguishers, emergency levers, and first aid kits, with reports confirming that all equipment met regulatory standards during the latest inspections.

The safety committees convenes eight times per year to regularly review incidents, including near-

While Israeli law requires four safety committee meetings per year, we hold approximately eight meetings annually, exceeding the legal requirement.

miss events, and follow up on corrective actions and recommendations. Topics discussed in recent meetings included refresher training for working at heights and forklift operation, inspection of personal protective equipment, and reviews of emergency preparedness. Based on these reviews, safety training is conducted weekly for production staff. Training comes with targeted briefings for employees moving to new areas and annual refreshers.

Work-related Injuries²

In 2023, the number of hours worked increased to 292,412, with four work-related injuries and an injury

and operations staff and reflect our commitment to full and transparent reporting, even in years with

In 2023, the number of hours worked increased to 292,412, with four work-related injuries and an injury rate of 2.74.

rate of 2.74. In 2024, total hours reached 344,486, and six work-related injuries were reported, leading to an injury rate of 3.48. During the reporting period, no fatalities occurred and none of the recorded injuries were classified as high-consequence. These results are based on data covering all administration

no severe incidents. All injury rates were calculated using a standard method that normalizes results per 200,000 hours worked, allowing for consistent year-over-year comparison. We remain committed to reporting complete and accurate data, even when the results show no severe incidents.

²The updated calculation for 2022 now reflects a full estimate of emissions across our organizational boundaries. This revision aligns the 2022 figures with the system boundaries and emission sources applied consistently in 2023 and 2024, ensuring year-to-year comparability. In the previous report, a different figure was published for 2022. We are correcting this figure, according to this calculation: In 2022, our employees worked a total of 251,781.29 hours, during which six work-related injuries were recorded, resulting in an injury rate of 4.76.



Occupational Risks and PPE

The most common occupational risk in our operations is exposure to noise. We conduct annual hearing tests for all production and pack-house employees to monitor potential noise exposure. Noise levels are measured above each machine, and personal protective equipment such as earplugs, safety shoes, and hard hats are

readily available in all relevant work areas. Every two years, comprehensive noise measurements are conducted, and results are used to adapt protective measures. In 2023, one employee filed a claim for hearing loss and, in consultation with an occupational physician, was reassigned to a quieter department.

Wellbeing

We prioritized employee wellbeing by maintaining direct contact with affected staff, coordinating logistical support when needed, offering flexible assistance to reservists and their families, and helping employees cope with operational and personal disruptions.

Employees dealing with personal challenges, such as serious illness, caregiving responsibili-

ties, or reserve military service, receive tailored support from their managers and the HR team.

For a broader overview of our efforts to foster a positive and inclusive organizational culture, including employee feedback, training programs, happy hours, special events and communication practices, refer to the Employee Experience section of this report.

Responsible Labor

We are committed to ensuring fair and responsible labor practices across our operations, particularly in the agricultural sector, which involves a diverse workforce of local and foreign employees. All our workers are employed under legally binding contracts that comply with labor laws and international standards.

We provide foreign workers, primarily from Thailand, with proper housing, social support, and cultural accommodation. This includes time off during holidays, based on their country of origin, and access to translated materials that ensure

full understanding of their rights and obligations. We also ensure that foreign workers are treated with respect and that their working conditions promote both productivity and personal wellbeing.

Our health and safety training is adapted to multiple languages, and we ensure that all employees receive onboarding sessions tailored to their roles and operational environment. External subcontractors are also expected to meet the same ethical standards, with oversight mechanisms in place to monitor compliance.





At Granot Fresh, governance is not only about regulatory compliance, but also about embedding sustainability across leadership practices and decision-making processes. As part of our long-term ESG governance strategy, we aim to deepen internal accountability and expand oversight

Supply Chain Management

We emphasize transparency, traceability, and compliance with international sustainability and food safety standards across our supply chain. Regular internal and external audits are conducted for

mechanisms. This includes developing ESG-related KPIs for senior management and extending ESG audit processes to all suppliers. In addition, we are committed to publishing annual ESG reports through 2030, reinforcing transparency and continuous improvement across the organization.

both local and international growers and suppliers. In Israel, our packhouses and grower operations implement strict quality assurance procedures. Batch-level tracking systems ensure traceability

throughout the value chain, enabling precise identification of produce from origin to end-user.

As part of our upstream engagement, we issue sustainability questionnaires to packaging suppliers, requesting declarations or certifications aligned with our ESG priorities. Based on their responses, suppliers are ranked, and preference is given to those meeting higher sustainability standards. This reflects our proactive approach to influencing supply chain behavior, even in the absence of formal procurement policies. To further improve coordination and operational efficiency, cross-functional dashboards

connect agriculture, logistics, quality, and marketing teams, helping to optimize inventory, transportation, and packaging across the chain.

Building on these foundations, we aim to formalize and expand supplier engagement through structured ESG monitoring. We plan to conduct a recurring sustainable procurement survey with 100% of our core suppliers. This initiative will help track progress over time, identify ESG risks, and reinforce alignment with our 2030 sustainability goals.

Food Quality and Safety

High product quality and rigorous food safety are foundational to our commercial success and sustainability strategy. We closely monitor quality through documented procedures, training, and traceability systems at each stage of the value chain.

All our departments are aligned with a corporate-wide “quality culture”, where KPIs for quality

Rigorous quality and innovation drive reduced food loss and stronger food safety.

and safety are defined and tracked. Our employees, from field workers to senior management, receive regular training on hygiene, food safety protocols, and client specifications. These initiatives aim not only to reduce food loss but also to meet the growing demands of international markets for transparency, safety, and sustainability. We also offer training and onboarding programs to growers and staff to ensure alignment with updated requirements and to promote consistency across all operational sites.

In 2023-2024, our quality department introduced new post-harvest controls, improved packaging in-

tegrity, and implemented more frequent customer feedback cycles. These changes contributed to a reduction in fruit damage and packaging failures, with unstable pallet rates falling from 10% to 3%. Our dedicated “post-harvest” teams manage complaint resolution, root cause analysis, and supplier audits, reinforcing accountability and process improvement.

Compliance support is integrated as part of our broader ESG culture, helping partners meet expectations and adapt to evolving regulatory and market demands. For example, we barcode each harvest container to allow precise tracking throughout the supply chain. This enables us to identify specific lots in case of quality or pest-related issues, strengthening both traceability and food safety performance.

In addition, cross-functional dashboards facilitate coordination between agriculture, logistics, quality, and marketing teams, supporting real-time decision-making and helping to optimize inventory, transportation, and packaging processes across the supply chain. To better assess and sort fruit according to quality, we partnered with Neolithics, a technology firm specializing in non-destructive hyperspectral imaging. This technology allows for real-time measurement of dry matter content, a key indicator of avocado ripeness and shelf life, enabling improved sorting, reduced spoilage, and increased customer satisfaction.

Moving forward, we aim to develop a Food Loss Policy to integrate food loss reduction measures across our supply chain. For more information, see the ‘Investing in Food Loss’ sub-chapter.

Quality Standards

GRASP



SPRING



LEAF



SMETA



Innovation

At Granot Fresh, innovation is embedded across our agricultural and operational activities. We prioritize hands-on experimentation, cross-sectoral learning, and scalable technology adoption. Recent upgrades to our packhouse and logistics systems, including AI-based sorting and automated inventory tools, have significantly improved operational efficiency. We view innovation as a continuous process that strengthens resilience, sustainability, and long-term performance.



IT Applications

At Granot Fresh, information systems form a critical foundation for operational efficiency, data-driven decisions, and cross-organizational transparency. Our digital infrastructure includes ERP systems, mobile field applications, smart dashboards, in-

cluding Power BI, and a centralized Business Intelligence (BI) platform that integrates data from agriculture, logistics, finance, and operations.

The BI system functions as an analytical engine that supports real-time decision-making across all levels of the organization, from field teams to executive management. It enables the consolidation of data from across the value chain, providing insights for immediate response and long-term strategic planning. Key applications include tracking crop performance, monitoring financial exposure, analyzing logistics routes, and supporting grower payments.

Daily operational tools, such as end-of-day yield tracking, inventory and shipping dashboards, and maintenance reports allow teams to identify inefficiencies and react swiftly to anomalies. The system also supports the development of predictive tools, such as dry matter estimation, profitability by season or region, and logistics forecasting. This solid digital backbone enables scalable, field-driven innovation, both in Israel and across our global operations.



Data Driven Food Loss Mitigation

Reducing food loss is a strategic goal at Granot Fresh, supported by data-driven decision-making across the value chain. We leverage real-time information from our orchards, packhouses, and logistics systems to proactively detect inefficiencies and prevent waste before it occurs.

Our BI platforms play a central role in this process. They integrate data from harvesting schedules, dry matter measurements, grading results, transportation status, and market demand. This enables our teams to align picking dates with ripeness levels, adjust packing and sorting operations, and respond dynamically to quality fluctuations.

Technologies such as the “Avonet field app” provide growers with real-time insights into harvest quality and plot-level performance, while we invest in AI-based sorting solutions and dry matter sensors (see “Investing in Food Loss”), which allows for early detection of defects in fruit color, size, and ripeness.

Through this integrated approach, we not only improve traceability and quality control but also enhance our ability to minimize waste, optimize sales timing, and provide timely feedback to growers. By

making smarter decisions faster, we contribute to a more efficient, sustainable, and resilient food system.



Investing in Food Loss

The partnership between Granot Fresh and Neolithics represents a standout case of technology-driven food loss prevention. Neolithics, a pioneering company in non-destructive hyperspectral imaging, developed a solution that enables real-time sorting of avocados based on dry matter content, a key indicator of ripeness and shelf life. This innovation improves product uniformity, reduces food waste, and en-

hances satisfaction in both local and export markets. The collaboration began when Granot Fresh identified a critical challenge in the industry, traditional destructive testing methods caused food loss during the ripening process. Recognizing this gap, Granot Fresh actively supported Neolithics’ entry into the avocado sector, aligning cutting-edge technology with real operational needs.

Thanks to Granot Fresh’s early investment and close cooperation, Neolithics was able to tailor its solution to the unique conditions of the fresh produce supply chain. The result is a scalable innovation that not only minimizes waste but also enables better inventory planning and improved quality assurance, marking a clear win for both sides.

Moving ahead, our collaboration with Neolithics is expected to serve as the foundation for developing KPIs related to food loss, fruit readiness and harvest optimization. These metrics will support our long-term goal to further reduce post-harvest losses across our grower network.

By turning destructive testing into data-driven prediction, our partnership with Neolithics transforms avocado ripening from guesswork into precision — cutting waste, improving quality, and setting a new benchmark for sustainable produce.

Ethics and Policies

We are committed to upholding high ethical standards and fostering a workplace culture based on transparency, responsibility, and compliance. Our employees and managers are expected to act in accordance with company policies and labor laws.



Code of Conduct

A clear set of formal procedures and behavioral expectations are maintained across the organization, including policies on conflict of interest, expense reporting, whistleblower protection, and appropriate conduct during company activities and travel.



Human Rights

As part of our SMETA certification along with our excellent traceability throughout, we are ensuring no modern-day slavery or child labour is included in our supply chain. We also uphold the rights of all employees, including foreign workers, by ensuring fair employment terms, multilingual communication, and inclusive onboarding. Safety signage and training are provided in multiple languages to provide a respectful and accessible workplace.



Training and Awareness

A clear set of formal procedures and behavioral expectations are maintained across the organization, including policies on conflict of interest, expense reporting, whistleblower protection, and appropriate conduct during company activities and travel.



Safety and Ethics Committees

Our cross-functional safety committees convenes eight times a year to frequently review incidents, track follow-ups, and promote accountability across departments. We encourage employees to raise concerns, which are documented and addressed in follow-up meetings.

This framework supports our integrity, ensuring that employees are both informed and empowered to act responsibly.



Data Security

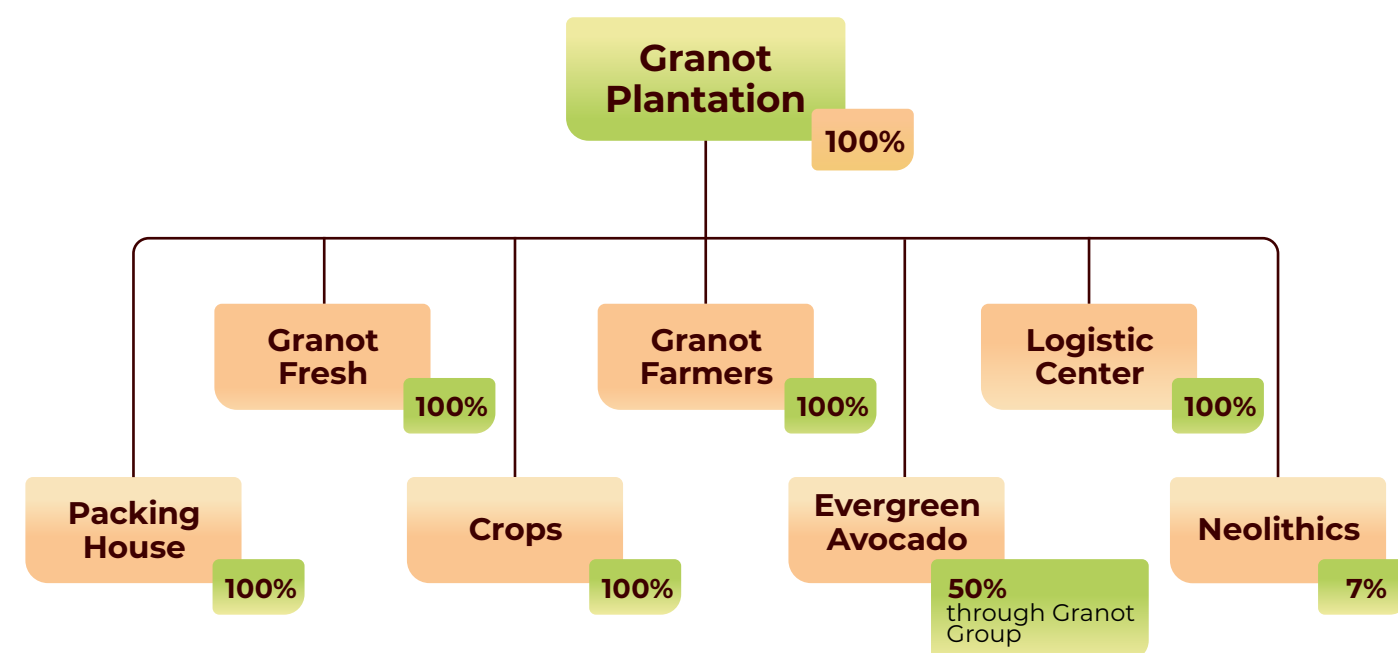
We treat data security and regulatory compliance as organizational priorities. As part of the Granot Group, we operate under the governance of a centralized CISO, with regular oversight of IT infrastructure, cybersecurity, and data privacy policies.

We hold monthly meetings to review regulatory compliance, including standards such as ISO 27001 and local data protection laws. Our databases are formally registered with the Israeli

Registrar of Databases, and we conduct regular pen-testing, phishing simulations, and risk assessments to identify and resolve vulnerabilities.

Our employees receive ongoing training through a digital learning platform, which includes monthly information security videos and quizzes to raise awareness and reinforce best practices. No security breaches were reported during the 2023-2024 reporting period.

Corporate Structure



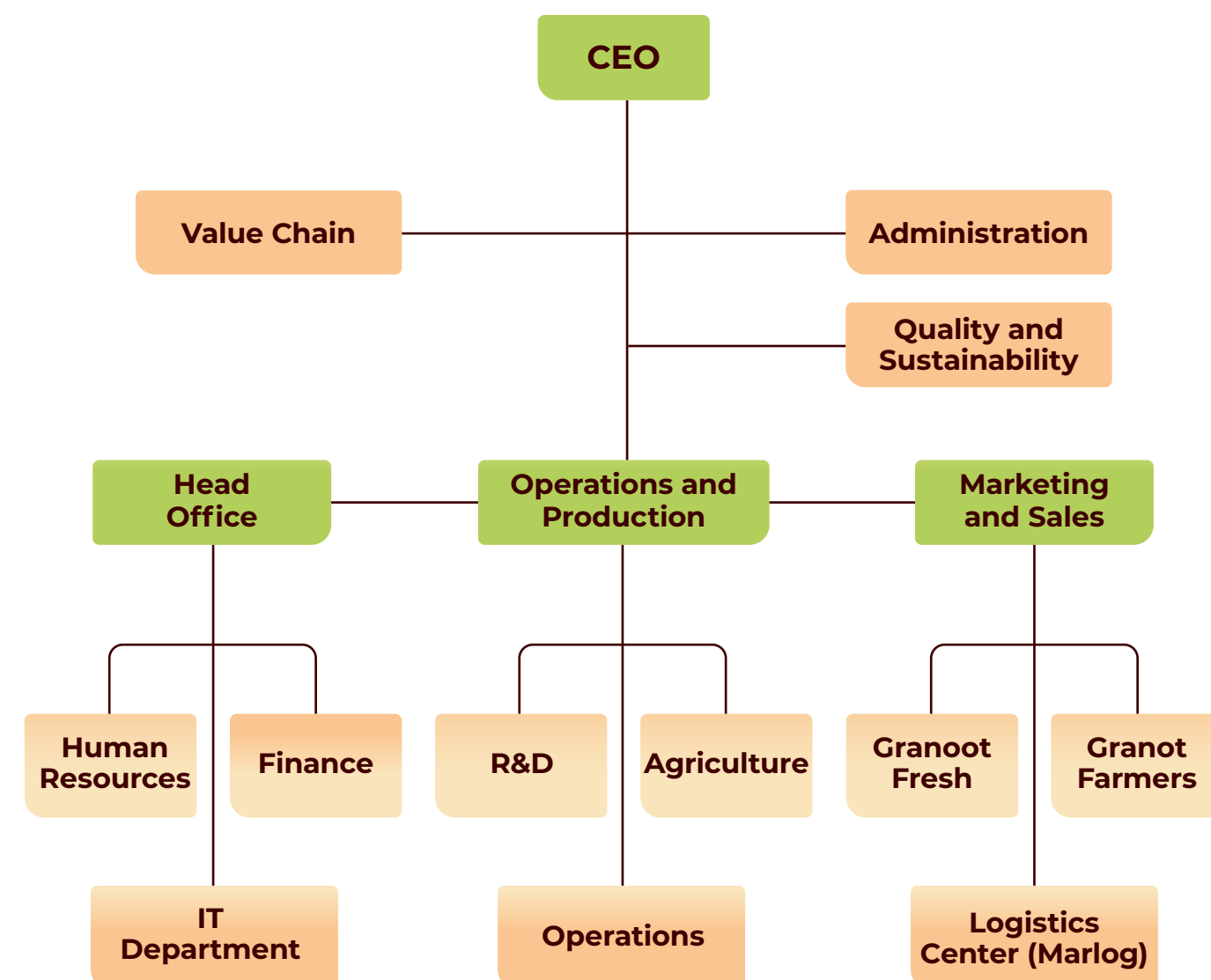
Organizational Structure

We are a cooperative association, under the Granot Group umbrella of operative companies. Our focus is crop-based agriculture, which we manage through three separate key entities, cooperating as one value-chain. The three are **Granot Fresh** - which handles exports, **Granot Farmers** - which serves the local Israeli market, and a **logistics and packaging center**, which supports daily supply and distribution needs. On social media and other publications, we go by "Granot Fresh", yet it is one of the three subsidiaries under our cooperative association.

Each unit plays an essential role in delivering high-quality agricultural products, from the

field to the customer. While we function within the larger cooperative framework of Granot, we are a separate company, maintaining an independent management structure.

Our operational capacity provides our full agricultural value chain needs, including cultivation, post-harvest processing, marketing, and logistics. Although our cooperate structure allows us independent decision making, all strategic decisions are made in coordination with the broader governance bodies of the Granot Group, ensuring alignment with long-term cooperative goals and sustainable development principles.



Ownership Structure

In our previous sustainability report, the company was referred to as “Granot Plantation”. Since then, the company adopted a unified naming strategy across all media publication. Throughout this report, “Granot Fresh”, “we”, “our”, and “the company” are used interchangeably and refer to the crop farming operations division of the Granot Group. The name “Granot Fresh” will now be used consistently in all communications and will

refer to our combined operations and activities. The ownership and governance structure of Granot Fresh remains consistent with that outlined in the previous ESG report. Granot Fresh operates as part of the Granot Group, a secondary-level cooperative owned by 43 kibbutzim and moshavim. The group is governed by a general assembly, which oversees strategic appointments and decisions, including the board of directors and executive management.

Name	Age	Gender	Role	Qualifications
Amit Ben Itzhak	62	M	Board Chair	Granot Group Chair
Giyora Merom	49	M	Board member	Granot Plantations CEO
Sharon Schlesinger	57	M	Board member	CEO of Granot Holdings Ltd
Yair Edut	74	M	Board member	Avocado expert, representative of kibbutz Shefayim
Adi Chen Levy	51	F	Board member	Representative of kibbutz Ma'agan Michael
Gil Karisa	45	M	Board member	Representative of kibbutz Yakum
Tal Yifat	46	M	Board member	Representative of kibbutz Regavim
Ofri Yungerman	44	M	Board member	Farm manager at kibbutz Eyal
Shay Hecster	54	M	Board member	Representative of kibbutz Magal
Rinat Zonshein	53	F	Board member	Representative of kibbutz Haogen
Itamar Schwika	63	M	Board member	Representative of kibbutz Barkai
Ori Geller	61	M	Board member	Representative of kibbutz Givat Haim
Yaron Rezenberg	58	M	Board member	Representative of kibbutz Kfar Glikson

GRI Index

GRI Standard	DISCLOSURE	LOCATION
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	2-4 Restatements of information	21
	2-6 Activities, value chain and other business relationships	5, 54
	2-7 Employees	37-45
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	2-9 Governance structure and composition	57-59
	2-11 Chair of the highest governance body	59
	2-12 Role of the highest governance body in overseeing the management of impacts	59
	2-14 Role of the highest governance body in sustainability reporting	3
	2-16 Communication of critical concerns	45
	2-17 Collective knowledge of the highest governance body	59
	2-22 Statement on sustainable development strategy	13-14
	2-23 Policy commitments	56
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	2-27 Compliance with laws and regulations	53
	2-28 Membership associations	53
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	15-16
	3-2 List of material topics	15-16

GRI Standard	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-3 Management of material topics	15-16
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13-1 Emissions	21
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	13-3 Biodiversity	33
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	13-7 Water and effluents	27
	13-8 Waste	29-31
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	13-15 Non-discrimination and equal opportunity	41-42
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	13-19 Occupational health and safety	48
	13-20 Employment practices	43
	13-23 Supply chain traceability	52
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	33
	101-2 Management of biodiversity impacts	33
	101-4 Identification of biodiversity impacts	33
	101-8 Ecosystem services	33
GRI 301: Materials 2016	301-1 Materials used by weight or volume	30
	301-2 Recycled input materials used	31
	301-3 Reclaimed products and their packaging materials	31
GRI 302: Energy 2016	302-1 Energy consumption within the organization	26
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GRI Standard	DISCLOSURE	LOCATION
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	27
	303-3 Water withdrawal	28
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GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	33
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	21
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	306-2 Management of significant waste-related impacts	30
	306-3 Waste generated	30
	306-4 Waste diverted from disposal	31
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GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	54-55
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	39
	401-3 Parental leave	42
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	48-49
	403-2 Hazard identification, risk assessment, and incident investigation	48-49
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	403-4 Worker participation, consultation, and communication	48-49
	403-5 Worker training on occupational health and safety	48-49

GRI Standard	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	48-49
	403-7 Prevention and mitigation of impacts by business relationships	48-49
	403-8 Workers covered by a health and safety system	48-49
	403-9 Work-related injuries	48-49
	403-10 Work-related ill health	48-49
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	44
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	42
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	47
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	53

SASB Index

TOPIC	METRIC	CATEGORY	UNIT	CODE	LOCATION
Greenhouse Gas Emissions	Gross global Scope 1 emis-sions	Quantitative	Metric tonnes (t) CO ₂ -e	FB-AG-110a.1	21
	Discussion of long- and short-term strategy or plan to manage Scope 1 emis-sions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	n/a	FB-AG-110a.2	23
	Fleet fuel consumed, per-centage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-AG-110a.3	23
Energy Management	(1) Operational energy con-sumed, (2) percentage grid electricity and (3) percent-age renewable	Quantitative	Gigajoules (GJ), Per-centage (%)	FB-AG-130a.1	26
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m ³), Per-centage (%)	FB-AG-140a.1	27-28
	Description of water man-agement risks and dis-cussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-AG-140a.2	27-28
	Number of incidents of non-compliance associ-ated with water quality permits, standards and regulations	Quantitative	Number	FB-AG-140a.3	N/A
Food Safety	Global Food Safety In-itiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-con-formances	Quantitative	Rate	FB-AG-250a.1	53

TOPIC	METRIC	CATEGORY	UNIT	CODE	LOCATION
Food Safety	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	Quantitative	Percentage (%) by cost	FB-AG-250a.2	N/A
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tonnes (t)	FB-AG-250a.3	0
Environmental & Social Impacts of Ingredient Supply Chain	(1) Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and (2) percentages by standard	Quantitative	Percentage (%) by cost		53
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-AG-430a.2	51
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	Discussion and Analysis	n/a	FB-AG-430a.3	51
GMO Management	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Discussion and Analysis	n/a	FB-AG-430b.1	N/A
Ingredient Sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	Discussion and Analysis	n/a	FB-AG-440a.1	24-25
	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-AG-440a.2	27

This report was prepared by Nibbana Israel, in close collaboration with the Sustainability and Quality team at Granot Fresh, as part of a comprehensive process of mapping, analyzing, and presenting the company’s sustainability activities.



