For Good **Reason**

Sustainability Report
Financial Years
2024/25 and 2025/26

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FOR GOOD REASON

Sustainability is not a short-term trend or an isolated initiative for our company. At VOG Products, sustainability considerations have been integrated into selected management and decision-making processes since 2020. Our key focus areas include climate protection, resource efficiency, and occupational health and safety.

As a cooperative enterprise, we think in generations. Economic success, the responsible use of resources such as water, energy, and raw materials, and our responsibility towards our employees, members, producers, and business partners are inseparably linked. The title of this report, "For Good Reason", reflects our philosophy. It refers both to the soil on which our products grow and to our long-term commitment to resource efficiency, climate protection, and occupational health and safety. We are convinced that integrating environmental, social, and economic considerations can make an important contribution to the long-term competitiveness of our company. The challenges posed by climate change, increasing expectations along the value chain, and evolving societal demands require long-term and forward-looking decisions. We are committed to addressing these challenges because the future of our company depends on it.

Our sustainability strategy is guided by long-term objectives and concrete actions, which are outlined in

Johannes Runggaldier (left) and Hannes Werth

this report. A particular focus lies on the systematic measurement and reduction of our greenhouse gas emissions. Emission trends are assessed on a regular basis. Together with our members, we support cultivation methods based on recognized standards and programmes such as AGRIOS, GLOBALG.A.P., and organic farming guidelines, the responsible use of water and energy, and measures to protect biodiversity, including the bee pasture in Kortsch.

For us, sustainability encompasses far more than environmental aspects alone. Economic stability and social responsibility are also essential prerequisites for long-term success. We therefore invest in future-oriented processes, the competitiveness of our organisation, and the continuous development of our employees. Occupational health and safety, compliance with labour regulations, regular training programmes, and the verification of social standards through external audits are key elements of our human resources management.

The years ahead will be shaped by numerous projects and initiatives. These include further measures to reduce energy consumption, greenhouse gas emissions, and the use of resources in our processes; the ongoing development of sustainability standards and certification systems; and investments in technologies that can further improve energy and resource efficiency within the company.

This report shows where we stand today, how our sustainability performance indicators have developed, and the goals we are pursuing for the future. We view sustainability as a continuous process of improvement. We are convinced that environmental and social responsibility, economic stability, and long-term value creation are not mutually exclusive but rather reinforce one another.

For Good Reason.
For the future of our company and our members.

Johannes Runggaldier
President

Hannes Werth
Director

General Information

C1
BUSINESS MODEL, STRATEGY AND SUSTAINABILITY-RELATED INITIATIVES

BUSINESS MODEL

VOG Products is a leading producer of natural ingredients for the international food and beverage industry. The company specializes in processing fruit into semi-finished products such as fruit juices (NFC), concentrates, purées, flavours, as well as peeled and cut fruit, with a particular focus on apples. Its products are marketed under the VOG Products and Fruiara brands. In addition, VOG Products markets consumer products under the Leni's, Leni's Selection, and Alpl brands.

MARKETS AND CUSTOMERS

VOG Products primarily operates in the business-to-business segment, supplying the international food and beverage industry. Its customers include food corporations, juice producers, bakery wholesalers, manufacturers of fruit preparations, and other food producers.
The company serves approximately 500 major customers in around 50 countries. Its export ratio is approximately 90%.

VALUE CHAIN AND BUSINESS RELATIONSHIPS

The quality and origin of raw materials form the foundation of VOG Products' business model. The majority of the apples processed by the company are sourced from members. The members of our cooperative organisation consist of two producer organisations and 16 fruit cooperatives, representing approximately 6,000 fruit-growing families. This structure enables long-term collaboration along the value chain and ensures a high level of supply security.

SUSTAINABILITY AS PART OF THE CORPORATE STRATEGY

Sustainability considerations are integrated into strategic decision-making processes and supported through clearly defined responsibilities and regular reporting. The sustainability strategy focuses in particular on climate action, resource efficiency, raw material sourcing based on defined quality and cultivation standards, and responsibility towards employees and producers.
The company's long-term sustainability objectives and the related measures are continuously reviewed and further developed. They are presented in the following sections of this report.

With an annual processing volume of between 300,000 and 400,000 tonnes of raw materials, VOG Products is one of Europe's leading fruit processors.

B1 BASIS FOR REPORTING

ABOUT THIS REPORT

This report has been prepared in accordance with the voluntary VSME Standard *(Voluntary SME Standard)* and is primarily based on the Basic Module, supplemented by selected disclosures from the Comprehensive Module.
Certain quantitative disclosures, as well as detailed energy and water consumption data, are not published in order to protect sensitive business information. The company has access to these data and uses them for internal environmental management purposes.

The report covers the entire company and the financial years:

- 2024/2025 (1 July 2024 to 30 June 2025)
- 2025/2026 (1 July 2025 to 30 June 2026)

Reporting is carried out on a biennial basis. This report has been prepared on a standalone company basis.

Legal Form	**Cooperative**
NACE code	10.32 Manufacture of fruit and vegetable juice
Revenue*	EUR 177 million
Employees*	253
Location	Laives, Italy

*as of 30 June 2026

CERTIFICATIONS

VOG Products holds a range of certifications covering quality management, environmental management, food safety, and product standards.

VOG PRODUCTS STANDARDS AND CERTIFICATIONS

Our company is certified and audited according to various management systems and standards, including: ISO 9001, ISO 14001, BRC, SGF, Kosher, Halal, FSSC 22000, FSMA, Demeter, Organic (EU Organic), Bioland, Naturland, Bio Suisse Organic

OUR VALUE CHAIN AND SUPPLY CHAIN

Our value chain and supply chain are built on close collaboration, predominantly organized through cooperative structures, ranging from approximately 6,000 fruit growers to cooperatives and producer organizations, and ultimately to industrial processing at VOG Products. The majority of raw materials are sourced from South Tyrol and Trentino, helping to maintain short transport distances between cultivation and processing while supporting compliance with defined quality and product safety standards, as well as a high level of raw material traceability.

Clearly defined and systematically implemented control mechanisms are in place throughout all stages of the value chain, from agricultural production and processing to marketing. A key role is played by the South Tyrolean Quality Control (SQK), an independent, certified, and accredited food-sector inspection body

The value chain illustrates the journey from the orchard to customers around the world.

that conducts extensive annual audits and inspections in accordance with applicable European, national, and regional regulations.

The Sustainapple certification serves as a tool for recording, assessing, and continuously improving defined sustainability criteria in fruit production. It is a standardized sustainability management system for apple growers in South Tyrol, developed through an interdisciplinary approach that integrates environmental, social, and economic aspects of sustainability. The system builds on existing farming practices, and participation is voluntary. Producers record their sustainability data in a digital system and are assessed against defined criteria. Certification requires full compliance with mandatory measures as well as the achievement of a minimum overall score. Evaluation is based on a standardized catalogue of criteria and assessment methods, ensuring comparability of results among participating farms through three performance levels: Bronze, Silver, and Gold.

Certified farms receive a premium payment of EUR 100 per hectare. The program is supported by a multi-stakeholder expert group and verified through systematic audits, including initial audits of all participating farms and regular follow-up inspections on a rotational basis. The certification therefore provides a framework for the systematic measurement, evaluation, and continuous improvement of defined sustainability criteria in fruit production.

Recognized standards, audits, and management systems support the implementation and continuous development of environmental, social, and quality requirements throughout the supply chain.

STANDARDS IN THE REGIONAL FRUIT PRODUCTION OF OUR MEMBER ORGANIZATIONS

Various management systems, certifications, and recognitions* cover the entire value chain, ranging from cultivation and harvesting to storage, sorting, packaging, and loading. These include:*

- GLOBALG.A.P. IFA – Standard for Good Agricultural Practices (GAP)
- GLOBALG.A.P. GRASP Add-on – Risk assessment of social practices and workers' working conditions
- DIN EN ISO 9001 – Quality Management System
- ISO 45001 – Occupational Health and Safety Management System
- AGRIOS – Integrated Production Standard in South Tyrol
- South Tyrol PGI (Protected Geographical Indication) – EU geographical indication protecting South Tyrolean apples
- IFS Food – Standard for assessing product quality and food safety
- BRCGS – Global Standard for Food Safety
- Sedex / SMETA (4-Pillar or 2-Pillar) – Audit standard for assessing social and ethical responsibility and working conditions
- EU Organic – European Union standard for organic farming
- Bio Suisse Organic – Swiss standard for organic farming
- Demeter – Standard for biodynamic agriculture
- KRAV – Swedish standard for organic farming
- Bioland – Association and standard for organic agriculture
- Naturland – Association and standard for organic agriculture and social responsibility

*The standards and certifications listed apply depending on the production stage, individual operation, product category, and target market.

MEMBERSHIP IN ASSOCIATIONS AND INTEREST GROUPS

VOG Products is a member of various organizations and initiatives:

- **Assomela**: The association of Italian apple producers. Through its members, Assomela represents approximately 80% of Italian apple production and around 20% of European apple production.
- ***Carta per le Pari Opportunità***: An employers' initiative and voluntary commitment aimed at promoting equal opportunities and diversity in the workplace (see also *Diversity and Equal Opportunities*).
- **SGF**: The Safe – Global – Fair (SGF) association was founded in Germany in 1974 as an instrument of industry self-regulation to support free and fair market conditions in the fruit juice sector. Among its objectives are promoting fair competition, monitoring product safety and quality, contributing to consumer protection, and verifying the authenticity and compliance of juices, nectars, and other fruit- and vegetable-based products.

MATERIALITY AND SDGS

Stakeholder groups were identified in 2021. VOG Products has maintained an active dialogue with many of these stakeholder groups for several years. Our objective is to engage stakeholders and keep them informed about the activities of our organization through various communication channels. In addition, their views were gathered, for example, during the materiality assessment process through questionnaires and individual interviews.

In addition to the stakeholder survey, an impact assessment was conducted in 2021 to identify and evaluate the significant social, environmental, and economic impacts of the company's business activities. As part of this process, the Corporate Carbon Footprint (Scope 1–3) was calculated for the first time. The results are reflected in the materiality matrix, from which six key sustainability topics were identified:

- Water and wastewater
- Energy and climate protection
- Health and occupational safety
- Healthy products
- Regional value creation
- Innovation, research and development

Innovation is considered a cross-cutting topic and is integrated across all material sustainability areas. The materiality assessment has been reviewed and continues to be considered representative of the company's sustainability priorities.

VOG Products is a member of various industry associations and interest groups, including Assomela, the Italian Association of Apple Producers.

MATERIALITY MATRIX

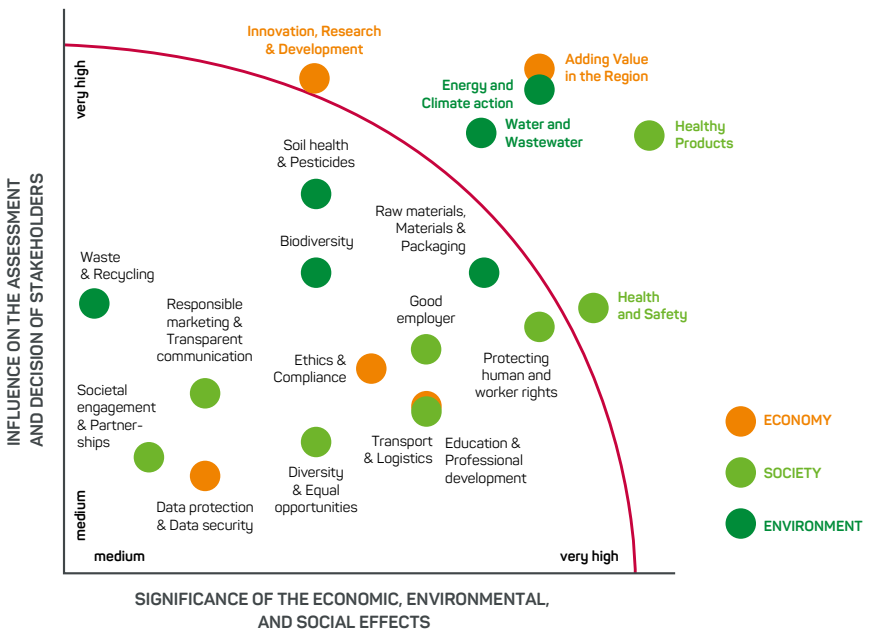
The materiality matrix has been reviewed and continues to be considered representative of the company's business activities.

Based on our materiality assessment, we have identified the following SDGs as particularly relevant to our business activities:

- SDG 3 – Good Health and Well-being
- SDG 6 – Clean Water and Sanitation
- SDG 7 – Affordable and Clean Energy
- SDG 8 – Decent Work and Economic Growth
- SDG 9 – Industry, Innovation and Infrastructure
- SDG 12 – Responsible Consumption and Production
- SDG 13 – Climate Action

These priority SDGs are closely linked to our strategic sustainability topics and are addressed throughout the respective chapters through specific measures, initiatives, and performance indicators.

Source: United Nations (UN), Sustainable Development Goals (SDGs), sdgs.un.org/goals



COMPANY KPIs

FINANCIAL YEAR 2025/2026

EXPORTS TO APPROXIMATELY **50** COUNTRIES WORLDWIDE

253
EMPLOYEES

Approximately
6,000
growers within the cooperative supply chain

REVENUE
EUR 177 million

MEMBERS
2 PRODUCER ORGANIZATIONS
16 COOPERATIVES

SUSTAINABILITY KPIs

FINANCIAL YEAR 2025/2026

REDUCTION IN CO_2 EMISSIONS*
compared with the previous year
- 1,898 tCO_2eq

REPORTED VIOLATIONS**
0

SHARE OF WOMEN
23.7%

Employee turnover rate
7.9%

LOST TIME INJURY RATE (LTIF)
per 200,000 working hours
4.68%

Increase in installed photovoltaic capacity
48.5%

Average training hours per employee **20**

* The reported emissions include Scope 1 and Scope 2 emissions (market-based approach). Variations in emission levels are primarily driven by changes in the volume of raw materials processed and by the implementation of energy-efficiency measures.

** Reported violations related to product safety and food safety.

SUSTAINABILITY MILESTONES

2003

First **ISO audit** and introduction of **structured management systems**

2010

Initial installation of a **photovoltaic system**

2013

First **SMETA audit** to assess social and ethical standards

2014

Introduction of the **Code of Ethics** and **Organizational Model**; first **Eco-Vadis assessment**

2020

Introduction of systematic **sustainability data** collection; first calculation of the **Corporate Carbon Footprint** (CCF); appointment of a **Sustainability Manager** and establishment of a Sustainability Steering Committee

2021

Integration of **ESG objectives** into corporate management and decision-making processes

2022

Publication of the **first sustainability report in accordance with the GRI** Standards; introduction of a Supplier **Code of Conduct**; implementation of comprehensive energy and resource efficiency measures (including vapour recompression and cooling water optimization)

2024

Publication of the second **sustainability report in accordance with the GRI** Standards

2026

Sustainability report prepared with reference to the **VSME** (Voluntary SME) **Standard**

B2
PRACTICES, POLICIES AND FUTURE INITIATIVES

VOG Products has implemented various practices and initiatives to reduce the negative impacts of its business activities on the environment and society. These measures address environmental, social, and organisational aspects of corporate management.

PRACTICES

In its day-to-day operations, VOG Products implements the following sustainability-related practices:

- **Resource Efficiency and Environmental Protection**
  Measures to reduce energy and water consumption, combined with the continuous optimisation of technical equipment and facilities. The objective is to ensure the efficient use of natural resources and to reduce emissions.
- **Waste Management**
  Waste separation and proper disposal of waste materials.
- **Product Safety and Quality**
  Compliance with high standards of product safety, hygiene, and traceability to ensure safe and high-quality products for customers.
- **Working Conditions**
  Promotion of safe, healthy, and attractive working conditions, as well as a respectful and non-discriminatory working environment.
- **Training and Awareness Raising**
  Training programmes for employees aimed at strengthening professional skills and increasing awareness of quality, safety, and sustainability-related topics.

POLICIES

VOG Products has established, among others, the following policies:

- Code of Conduct
- Code of Ethics
- IT Security Policy
- Occupational Health and Safety Policy
- Quality and Food Safety Policy
- Environmental Policy

In addition, the company has internal rules and guidelines addressing sustainability-related topics. These include, in particular:

- Occupational Health and Safety Requirements
- Quality Assurance and Product Safety Requirements
  Code of Ethics for Employees and Code of Conduct for Business Partners

DATA PROTECTION AND IT SECURITY

The company has established practices and internal regulations to protect personal data and business-critical information. Data protection and IT security are integral parts of the company's organisational structure and internal governance framework. The company complies with the requirements of the *General Data Protection Regulation* (GDPR) and the Italian data protection legislation (*Codice in materia di protezione dei dati personali*, Legislative Decree No. 196/2003, as amended). Information security measures are aligned with recognised standards, such as the ISO/IEC 27000 series. Relevant regulatory developments, particularly those related to the NIS2 Directive, are taken into account in the continuous enhancement of internal practices and procedures.

FOOD SAFETY

Ensuring food safety is a fundamental element of our business model and a prerequisite for maintaining our customers' trust and achieving long-term market success. To systematically manage and minimise food safety risks, we apply a HACCP-based approach (Hazard Analysis and Critical Control Points), which is built on the identification, assessment, and control of potential hazards throughout relevant process stages. Clearly defined responsibilities, documented procedures, and regular reviews ensure compliance with applicable legal requirements and internal quality standards.

A key element of this approach is the continuous training of our employees. In this way, we ensure that food safety knowledge is firmly embedded within the organisation and consistently applied in day-to-day operations.

AI POLICY

VOG Products has introduced an internal policy governing the use of artificial intelligence (AI) applications. The purpose of this policy is to ensure the responsible, transparent, and legally compliant use of AI while minimising potential risks for employees, the company, and external stakeholders. Employees are required to comply with applicable data protection and IT security requirements when using AI systems. This helps ensure that AI technologies are used responsibly and in accordance with the company's governance principles.

Laboratory analyses and quality controls are a key component of our food safety and quality management system.

Through the continuous optimisation of technical equipment and processes, we reduce energy and water consumption and enhance resource efficiency throughout our production operations.

FUTURE INITIATIVES AND ACTIONS

VOG Products intends to further develop and strengthen its existing sustainability measures on an ongoing basis. Planned initiatives include:

- Further optimisation of energy and water use in production and processing activities, including the continuous improvement of technical processes and the regular assessment of efficiency performance.
- Increased awareness-raising among employees on sustainability-related topics, particularly with regard to occupational health and safety, quality, food safety, and environmental responsibility.
- Strengthening sustainability-related aspects within the supply chain, including through ongoing dialogue and collaboration with suppliers.
- Further development of internal processes in line with the principle of continuous improvement (ISO approach).
- Enhancement of governance processes.

These initiatives will be implemented progressively and in line with the company's business development.

OBJECTIVES AND MONITORING

The implementation of the practices and initiatives described above is monitored through the company's existing management and control processes. The objectives are to:

- Reduce resource consumption over the long term.
- Maintain a high level of product safety and quality.
- Ensure stable, safe, and healthy working conditions for employees.

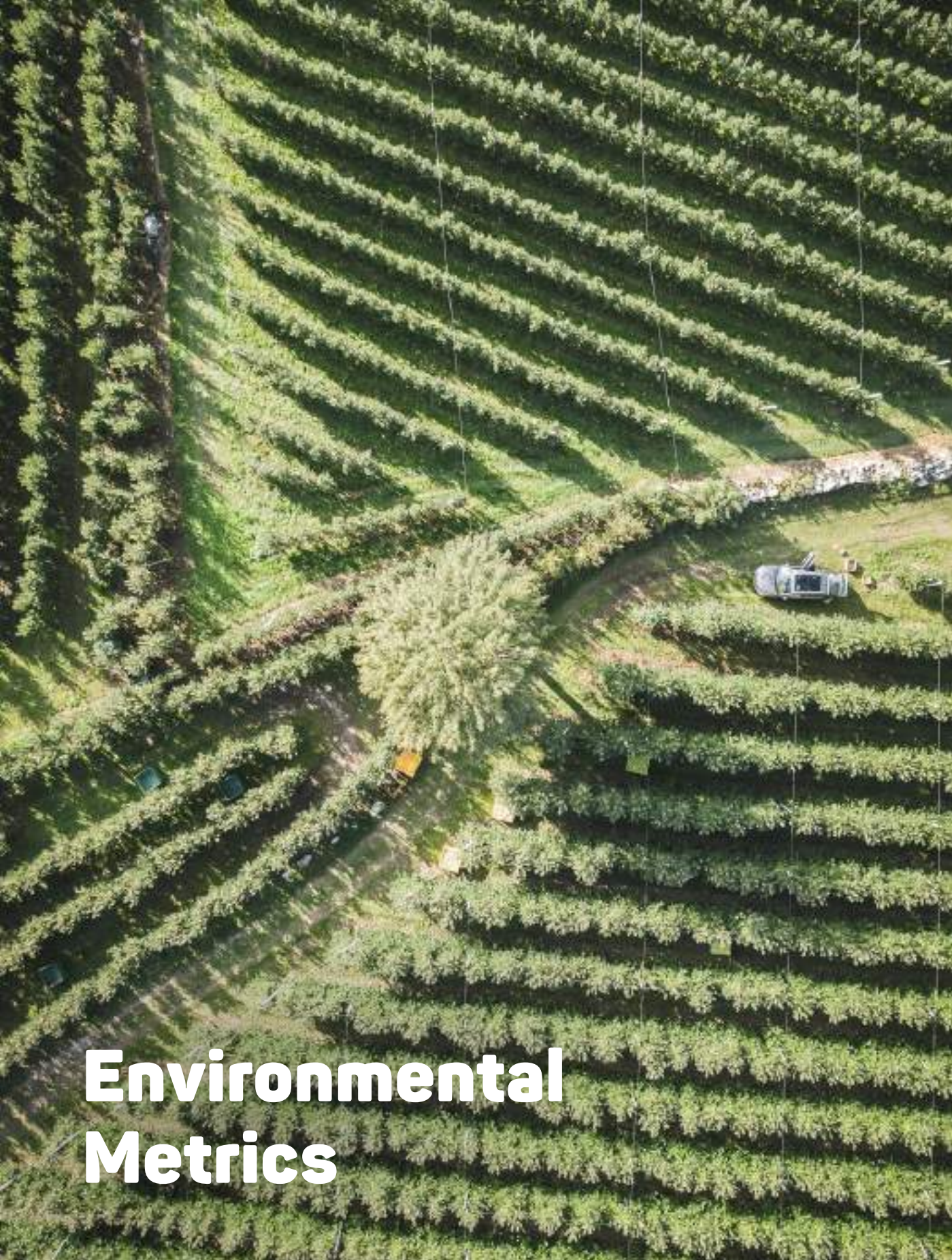
OVERVIEW

Sustainability Topic	Existing Sustainability Practices / Policies / Future Initiatives in Place?	Publicly Available?	Specific targets?
Climate Change	yes	yes	yes
Pollution	yes	yes	no
Water and Marine Resources	yes	yes	yes
Biodiversity and Ecosystems	yes	no	no
Supply Chain	yes	yes	yes
Circular Economy	yes	no	no
Own Workforce	yes	yes	yes
Workers in the Value Chain	yes	no	no
Affected Communities	no	no	no
Consumers and End Users	yes	yes	yes
Business Conduct / Governance	yes	no	no

INTEGRATED MANAGEMENT SYSTEM

The company operates an integrated management system that serves as a comprehensive framework covering key management areas, including quality management, environmental management, food safety, process and project management, and audit management.

Legal requirements, applicable standards, and internal regulations are incorporated into the management system and implemented through the company's business processes. Sustainability-related aspects are integrated into the existing management framework, and responsibilities are clearly defined.



Environmental Metrics

The environmental disclosures presented in the following section are based on an internal assessment of the company's material environmental aspects. Particular consideration was given to the potential impacts of business activities on energy consumption, emissions, resource use, and environmental impacts.

The management of environmental risks is integrated into the company's existing governance and control structures. The overarching risk management processes are described in Chapter B11 – Business Conduct and Anti-Corruption.

B3
ENERGY AND GREENHOUSE GAS EMISSIONS

ENERGY CONSUMPTION

The company systematically records and analyses its energy consumption in order to increase transparency regarding energy-related environmental impacts and to implement targeted measures aimed at reducing energy use. Energy consumption includes purchased electricity as well as the use of fuels in operational processes. The underlying data is based on internal records and utility invoices.

For reasons of protecting sensitive business information, detailed data on energy consumption is not disclosed in this public report. However, energy consumption is continuously monitored and evaluated and serves as the basis for internal management and improvement measures. The company's focus is on increasing energy efficiency, expanding the use of renewable energy sources, and reducing greenhouse gas emissions.

The share of renewable energy is derived primarily from the company's own photovoltaic electricity generation at its production site. Non-renewable energy sources mainly relate to the use of natural gas in production processes.

VOG Products complies with the requirements of Italian Legislative Decree 102/2014 through the regular conduct of energy audits. The results of these audits are used to identify opportunities for improving energy efficiency and to implement continuous improvement measures.

The continuous monitoring and analysis of our energy consumption creates transparency and provides the basis for targeted efficiency improvements.

GREENHOUSE GAS EMISSIONS (GHG)

Greenhouse gas emissions are calculated with reference to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The objective is to identify the company's key emission sources and to establish a reliable basis for implementing emission reduction measures.

SCOPE 1 – DIRECT EMISSIONS

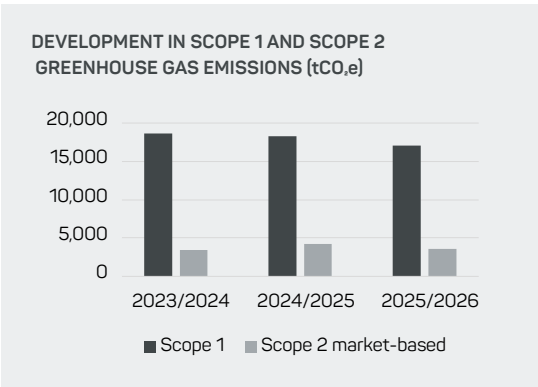
Scope 1 emissions include direct greenhouse gas emissions from sources owned or controlled by the company, in particular from the use of fuels for heating and company-operated vehicles.

- **Scope 1 emissions:** 17,064 tCO_2e

SCOPE 2 – INDIRECT ENERGY-RELATED EMISSIONS (MARKET-BASED)

Scope 2 emissions include indirect emissions from the generation of purchased energy, primarily electricity. The emissions presented in this section are reported on a market-based basis.

- **Scope 2 emissions (market-based):** 3,586 tCO_2eq



The reduction in Scope 1 and Scope 2 emissions during the last financial year was driven by efficiency measures, lower processing volumes, and increased use of photovoltaic electricity. At the same time, the level of value creation within the company has increased in recent years, for example through additional processing steps and a greater focus on smaller packaging formats, both of which tend to increase energy demand per tonne of product.

GREENHOUSE GAS INTENSITY

Greenhouse gas intensity (Scope 1 and Scope 2, location-based) decreased over the three-year period from 140.15 tCO_2e per million EUR of revenue to 118.75 tCO_2e per million EUR of revenue. This development was driven by both a reduction in absolute emissions and positive revenue growth.

TARGETS

Energy consumption and the resulting greenhouse gas emissions represent a significant environmental aspect of the company's operations. VOG Products is committed to continuously improving energy efficiency and further increasing the share of renewable energy.

- **Target 1:** By 2030, we will increase our in-house renewable energy generation capacity by 1 MWp (baseline: 30 June 2024).
- **Target 2:** By 2030, we will reduce combined Scope 1 and Scope 2 emissions by 5% (baseline: 30 June 2024).*

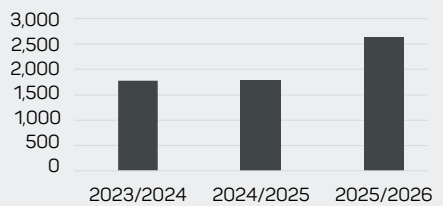
*The target was achieved in fiscal year 2025/26. As emissions are partly influenced by annual processing volumes, we remain committed to implementing additional measures to improve energy efficiency and further reduce our greenhouse gas emissions.

A large share of our semi-finished products is delivered by tanker truck. The new tanker loading station was designed with a strong focus on energy efficiency, including the use of heat pump technology for heating and cooling.

ACTIONS

In recent years, we have continuously invested in the expansion of our photovoltaic installations. The VOG IV and VOG V photovoltaic systems were commissioned as part of this effort. During the reporting period, the company's installed photovoltaic capacity increased by 48.5%.

DEVELOPMENT OF INSTALLED PHOTOVOLTAIC CAPACITY (kWp)



To improve energy efficiency in steam generation, economisers were installed on three existing steam boilers. These economisers recover heat from the flue gases to preheat the boiler feedwater, thereby reducing natural gas consumption per unit of steam produced. As a result, the overall efficiency of the steam generation system has been increased.

As part of the construction of the new tanker loading station and laboratory, the entire heating and cooling supply was converted to a heat pump system. Consequently, both the tanker loading station and the laboratory are no longer heated using natural gas.

In addition, a CO_2 refrigeration plant was commissioned. The refrigeration system now operates using a natural refrigerant with a very low global warming potential (GWP). Through the use of this refrigerant and improved energy efficiency, greenhouse gas emissions associated with the new facility can be reduced.

The most significant measure implemented during the previous reporting period, the introduction of mechanical vapour recompression, continues to contribute to

improved energy efficiency. In concentrate production, particularly in the evaporation process, which is the most energy-intensive production step, it enables continuous savings in energy and cooling tower capacity, thereby reducing CO_2 emissions.

The gradual replacement of conventional lighting with energy-efficient LED fixtures has now been completed across the entire company. All production areas, tank storage facilities, and warehouses are fully equipped with LED lighting. Only LED technology is used in new buildings. This measure permanently reduces energy consumption, maintenance requirements, and CO_2 emissions.

The expansion of the production data acquisition system through the installation of additional electricity meters, as well as modifications and optimisation measures to reduce compressed air losses, is being carried out on an ongoing basis.

Our employees are actively encouraged to contribute to resource conservation and energy savings in the workplace. Staff members receive practical guidance and recommendations on the efficient use of lighting, heating, ventilation, elevators, and electrical equipment.

We also promote lower-emission mobility among our employees. Free charging stations for electric cars and e-bikes are available on site. In addition, the company is well connected to public transport. Regular bus services from the Neumarkt and Bolzano areas to Laives, including routes aligned with shift schedules, help employees reach the workplace during both early and late working hours.

ENVIRONMENTAL PRODUCT DECLARATIONS FOR OUR CUSTOMERS

We provide our customers with comprehensive Environmental Product Declarations (EPDs) for our two product categories, juice and purée. These declarations contain information on the environmental impacts of the respective products across the defined stages of their life cycle.

CO_2 FOOTPRINT IN APPLE CULTIVATION AND STORAGE

Studies show that the carbon footprint of apples produced in the Trentino-South Tyrol region ranges between 40 and 60 grams of CO_2 per kilogram of apples during the agricultural production phase. These figures cover the period from cultivation through to the delivery of the harvested crop to the cooperatives.
During the growing season, apple orchards absorb CO_2 from the atmosphere through photosynthesis. The study demonstrates that, when the growing phase is taken into account, the carbon uptake of apple orchards has a significant influence on the overall climate balance of fruit production. (Source: Zanotelli et al., "The Carbon Footprint of Apples", Obst- und Weinbau, 07/2022, Free University of Bozen-Bolzano)
Following harvest, additional emissions are generated through processing, storage, and logistics activities carried out by the cooperatives. These emissions amount to approximately 100 to 150 grams of CO_2 per kilogram of apples.
To reduce these emissions, the South Tyrolean apple sector increasingly relies on technical and organisational measures. These include, in particular, photovoltaic systems installed on the roofs of cooperatives where apples are stored, sorted, packed, and prepared for shipment. The use of renewable energy sources helps meet the facilities' energy demand and contributes to further reductions in CO_2 emissions associated with these processing steps.

B4
AIR, WATER AND SOIL POLLUTION

The company complies with the applicable legal requirements for the prevention and control of air, water, and soil pollution under Italian legislation and the specific regulations of the Autonomous Province of South Tyrol. The company complies with the requirements imposed by the competent authorities, in particular the Provincial Office for Air and Noise.

AIR

The company holds all required permits for air emissions from relevant facilities. Emissions monitoring is carried out in accordance with the conditions and requirements specified in the respective permits. The type, scope, and frequency of measurements depend on the facility and the specific emission source.

Measurement results are reported to the competent authorities where legally required and are documented internally. CO_2 emissions are recorded annually as part of the company's greenhouse gas accounting.

WATER

Emissions to water are monitored in accordance with regulatory requirements. Different measurement methods and monitoring frequencies are applied depending on the type of installation and discharge point. The results are documented and reported to the competent authorities in line with legal requirements.

SOIL

To protect soil quality, the company has implemented organisational and technical measures aimed at preventing contamination. In the event of an incident, an emergency response plan is in place that defines appropriate measures for damage control and prevention.

HANDLING OF HAZARDOUS SUBSTANCES AND PREVENTION

To prevent environmental impacts, the company has established processes for the safe handling of hazardous and potentially hazardous substances. These include:

- documented work instructions,
- controlled storage and handling procedures,
- appropriate labelling of substances,
- regular training for employees, and
- legally compliant disposal through authorised waste management service providers.

The effectiveness of these measures is regularly reviewed and continuously improved as part of the company's environmental management system and the ongoing evaluation of compliance with ISO 14001 requirements.

While the direct impact of our site on biodiversity is limited, protecting and promoting biodiversity is highly important throughout our upstream supply chain.

B5
BIODIVERSITY

The VOG Products production site in Laives covers an area of approximately 10 hectares. Based on a site assessment, the production facility is neither located within nor adjacent to a biodiversity-sensitive area. At present, there is no indication of any direct impact on protected habitats or species.

To actively promote biodiversity, VOG Products plans to establish a wildflower meadow on its premises during the 2026/2027 financial year. The project will be carried out in cooperation with the Umbrella Association for Nature and Environmental Protection.

Additional biodiversity initiatives include VOG Products' participation in a bee pasture project on the Kortscher Sonnenberg. The aim of the project is to actively support the close partnership between bees and agriculture, which is essential for apple cultivation. On an area of approximately 0.5 hectares, bee-friendly plant species have been sown to provide sufficient pollen and nectar, particularly during periods when natural food sources are scarce.
The project has been supported by numerous regional organisations, including our member VIP, the Kortsch Farmers' Association, the B.N.R. Kortsch Public Administration, the Kortsch Sports Association, the Silandro Forestry Inspectorate, and the South Tyrolean Beekeepers' Association, Silandro Local Branch.

While the company's operations have only limited direct impacts on biodiversity at the production site, biodiversity is of considerable relevance within the upstream supply chain.

BIODIVERSITY IN THE SUPPLY CHAIN

Apple production in South Tyrol and Trentino shapes large parts of the Adige and Isarco valleys. The protection and promotion of biodiversity are important elements of various initiatives and cultivation standards within our supply chain.
Biodiverse orchards can support pollination, provide habitats for beneficial organisms, and contribute to soil fertility. Accordingly, producers implement targeted measures, including flower strips, hedgerows, ecological compensation areas, nesting boxes, insect hotels, and the increased use of organic fertilisation. Under the Sustainapple Standard, for example, numerous biodiversity-enhancing elements are systematically recorded and assessed, including hedges, shrubs, cover crops, bird nesting boxes, insect hotels, dry-stone walls, and other habitat structures.
Research and monitoring initiatives such as "Schneewinkel", the Eurac Biodiversity Monitoring Programme, and the Eco-Orchard Project are also dedicated to studying and promoting biodiversity.
In addition, natural pest control through beneficial insects contributes to reducing the use of plant protection products.
In this way, biodiversity conservation is actively supported throughout the upstream supply chain and contributes to the long-term sustainability and resilience of fruit production.

BEES

Bees and fruit growing are closely interconnected: apple blossom provides an important food source for bees after the winter period, while bees are indispensable for pollination and therefore for both the yield and quality of the fruit. During the flowering season, numerous bee colonies are deployed in the apple-growing regions of South Tyrol to support the pollination of apple orchards.

Bees play an important role in fruit growing. Many initiatives in our supply chain help protect bees and support their habitats.

To protect bees, growers provide suitable locations for beehives within the orchards and follow strict cultivation guidelines. Plant protection measures are carried out exclusively during the early morning or evening hours when bees are not flying and with the use of low-drift injector nozzles.
Targeted initiatives further strengthen bee protection throughout our supply chain. These include the bee pasture on the *Latscher Sonnenberg* with bee-friendly vegetation, recommendations and training provided by the *Beratungsring*, pollination incentives for beekeepers, and long-term support for queen breeding programmes.
Within the beekeeping group established in 2021 by our member VIP, beekeepers, fruit growers, and representatives of the organisation work together to develop practical solutions that support the successful coexistence of beekeeping and fruit production.

Integrated and organic farming methods play an important role in protecting biodiversity.

CULTIVATION METHODS AND BIODIVERSITY

Agricultural production in the South Tyrolean apple sector is largely characterised by integrated and organic farming methods, both of which make an important contribution to the protection of biodiversity and natural ecosystems. As early as 1988, the Working Group for Integrated Fruit Production (AGRIOS) laid the foundation for sustainable fruit growing in South Tyrol by developing dedicated cultivation guidelines. These guidelines are still applied today and are continuously updated. In addition, organic fruit production has become an important component of the South Tyrolean fruit sector over the past decades.

Integrated fruit production represents a middle ground between organic farming and the conventional apple cultivation methods that are no longer practised today. It is widely adopted in South Tyrol: approximately 90% of the region's fruit-growing area is managed in accordance with AGRIOS guidelines (Source: https://www.agrios.it/fuer-verbraucher/apfelanbau-in-suedtirol/). These guidelines cover the entire life cycle of the apple, from orchard establishment and cultivation to harvesting, storage, and marketing. In the area of plant protection, the AGRIOS guidelines aim to strengthen the natural resilience of the trees and to reduce the use of plant protection products to the minimum necessary.

Organic farming also plays an important role within our supply chain. Approximately 10% of South Tyrol's fruit-growing area is farmed organically (Source: https://www.agrios.it/fuer-verbraucher/apfelanbau-in-suedtirol/). Organic fruit growers use only natural or nature-identical fertilisers and plant protection products and completely avoid chemically synthetic inputs.

Both cultivation methods aim to preserve soil fertility, promote biodiversity, and ensure the long-term sustainable management of agricultural land.

B6
WATER

Water plays a central role in our production processes. It is used as a transport medium, for process and product cooling, for cleaning operations and, in the form of steam, for sterilisation. According to the Water Risk Atlas, neither our production sites nor the sourcing area for our raw materials are located in water-stressed regions. Nevertheless, we are committed to using water efficiently, continuously reducing consumption, and minimising potential environmental impacts wherever possible.

The entire production chain, from raw material transport and cleaning processes to cooling systems and steam generation, is closely linked to the use of water. In addition to the fruit itself, production equipment and production facilities are regularly cleaned using water. Water is sourced from the company's own deep wells. Water withdrawals are measured and monitored on a daily basis. Water quality is regularly tested by our laboratory to ensure compliance with applicable water quality requirements.

Water withdrawals for industrial, cooling, and heating purposes, as well as wastewater discharges into the receiving water body, are subject to oversight by the Autonomous Province of Bolzano. All water withdrawals and discharges are carried out in accordance with applicable legal requirements and regulatory permits. Wastewater generated during production is mechanically filtered at VOG Products. Solid materials are removed before the wastewater is discharged to the public wastewater treatment plant. The quality of the discharged wastewater complies with the limit values established by the treatment plant, which we are committed to meeting.

We operate comprehensive monitoring and reporting systems that enable the detailed recording of water consumption across individual production areas. Our water-related commitments and performance are regularly reviewed to ensure the sustainable use of this valuable resource.
We maintain close cooperation with the Ecocenter wastewater treatment plant in Bronzolo, which treats our wastewater. The wastewater treatment process generates biogas, which is used in combined heat and power plants to produce electricity and heat.

TARGETS

Our overarching objective is to conserve water wherever possible and to increase the use of recycled water in place of freshwater. To support this objective, we have established the following targets:

- **Target 1:** Save 100,000 m^3 of water or reduce water consumption by 5% by 2030 (baseline: 30 June 2024).
- **Target 2:** Reduce the volume of industrial wastewater by 10% by 2030 (baseline: 30 June 2024).

ACTIONS

The cooling water optimisation project enabling the reuse of cooling water was completed during the previous reporting period. Through the intermediate storage and reuse of cooling water, we continue to benefit from this measure and achieve ongoing reductions in water consumption.

Many fruit growers in South Tyrol now use drip irrigation to provide water where and when it is needed.

WATER CONSUMPTION IN OUR SUPPLY CHAIN

Even in the absence of officially designated water stress, climate change and prolonged dry periods are increasing the importance of efficient water management, as water is essential for apple production. Our local producers therefore rely on resource-efficient cultivation methods, particularly demand-driven irrigation. This approach supports the efficient use of water based on available monitoring data and weather information. Innovative technical, digital, and organisational solutions are used, including:

- **Drip irrigation systems**, which deliver small amounts of water directly to the root zone and have largely replaced overhead irrigation.
- **Soil moisture sensors**, which provide real-time data and enable demand-based irrigation management via mobile applications.
- **Tensiometers used in the Smart Land project**, which combine soil moisture monitoring with automated valve control and enable water savings of 30–40% while maintaining consistent fruit quality.
- **The FylloClip system developed by the Laimburg Research Centre**, which measures transpiration and solar radiation and provides early indications of water stress.
- **Online tools provided by the Advisory Service for Fruit and Wine Growing** (Beratungsring), which enable producers to calculate the climatic water balance based on weather data.

Our producers document both rainfall and irrigation volumes in their farm records. In addition, in response to climate change, water storage reservoirs are increasingly being established to secure water reserves for particularly dry periods. Within the framework of Sustainapple, the sustainability initiative of the South Tyrolean apple sector, special attention is given to water management. Furthermore, producers have access to advisory services, training programmes, and digital tools that support the efficient and demand-driven use of water.

Since 2025, our apple pomace has been certified for material and energy recovery in certified biogas and biomethane supply chains.

B7
RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

The company takes the principles of the circular economy into account with the aim of using resources efficiently, minimising material losses, and creating value from various material streams. Key areas of focus include the high-value utilisation of apple pomace, waste reduction and the continuous improvement of resource efficiency in administration, laboratory operations, and production.

CIRCULAR ECONOMY

A key example of our circular economy approach is the development of apple flour based on a patented process developed by VOG Products. In this process, seeds and stems are removed, and the fruit components that are particularly rich in nutrients and suitable for milling are selectively utilised. The project was launched in 2019 and has been progressively developed in collaboration with external research and technology partners, including Laimburg Research Centre, Fraunhofer, NOI Techpark, and the Free University of Bozen-Bolzano. The result is an innovative flour with a high fibre content that creates additional value from apple processing by-products.

In addition, since 2025, our apple pomace has been certified for material and energy recovery in the biogas and biomethane sector (in accordance with Ministerial Decree DM 07.08.2024). This pomace certification enables the use of approximately 30,000–40,000 tonnes of pomace per year in certified biogas and biomethane supply chains.

Apple pomace, a by-product generated during processing, is supplied to customers in Northern Italy, where it is used as animal feed and for energy recovery in biogas and biomethane plants.

WASTE MANAGEMENT

Waste management follows the principle of "prevention, recovery and disposal, in that order". Waste is carefully separated and managed in accordance with applicable legal requirements. Waste data is recorded separately for hazardous and non-hazardous waste. All waste streams are classified by category, and the quantities generated are accurately documented. Annual waste volumes, as well as the share of waste directed to reuse or recycling, where applicable, are systematically recorded.
Hazardous waste is collected separately and disposed of exclusively through authorised waste management service providers in compliance with legal requirements.
Legally required documentation is maintained through the electronic waste register, ensuring full traceability and regulatory compliance.
Certified disposal solutions are in place for specific waste streams:

- Toner cartridges are disposed of through a certified service provider.
- Electrical and IT equipment is professionally managed and disposed of through a specialised recycling partner.

RESOURCE CONSERVATION AND WASTE PREVENTION

In addition, the company implements targeted measures to improve resource efficiency:

- In 2025, the glass bottle used for Leni's apple juice was redesigned and optimised. By reducing the bottle weight to 400 g, approximately 75 g of glass per bottle is saved (around 16%). With an annual filling volume of approximately 900,000 bottles, this corresponds to savings of around 67.5 tonnes of glass per year. The lower material requirement reduces resource consumption and energy demand in glass production, decreases transport weight throughout the supply chain, and thereby contributes to lower emissions.
- In the laboratory, a project to optimise retention samples was implemented. As a result, 5,038 plastic containers and approximately 9.8 tonnes of product were saved. This reduces both plastic waste and food loss.
- As part of the ongoing digitalisation process, several measures were implemented in the procurement department in 2024 to replace paper-based procedures with digital processes. This helped reduce paper consumption and lower resource use in administrative activities.
- To reduce packaging waste and improve resource efficiency, we use reusable packaging solutions provided by the Tosca Group (formerly Contraload). Tosca is a global provider of reusable packaging systems, combining expertise in the pooling of plastic pallets and load carriers with innovative and durable packaging solutions. The packaging and pallets used are circulated multiple times and systematically returned for reuse. This helps avoid single-use packaging, reduce material consumption, and minimise packaging waste. At the same time, the standardised pooling system contributes to more efficient logistics and improved utilisation of transport capacity.
- To comply with Regulation (EU) 2025/40 on Packaging and Packaging Waste (PPWR), we request appropriate documentation from our packaging suppliers. This enables us to verify that our packaging complies with applicable legal requirements, particularly with regard to hazardous substances in packaging, packaging minimisation, and requirements for reusable packaging.

Social Metrics

The following social disclosures are based on the company's internal assessment of material social aspects and potential risks related to its own workforce. Particular consideration was given to topics such as working conditions, equal treatment and non-discrimination, occupational health and safety, and the protection of human rights.
Social risks relating to the company's own workforce are regularly assessed and documented. This assessment is intended to identify potential impacts of the company's activities on employees at an early stage and to monitor relevant developments. The management of social and human rights-related risks is integrated into the company's existing governance and compliance structures.
The underlying principles, processes, and grievance mechanisms relating to the company's own workforce are described in Chapter C6 – Additional Workforce Information and Chapter C7 – Human Rights-Related Incidents.

B8
WORKFORCE – GENERAL CHARACTERISTICS

As of 30 June 2026, VOG Products employed a total of 253 employees. During the peak season (from mid-August to mid-November), the number of employees is typically higher. Women accounted for 23.7% of the workforce, while employees under the age of 30 represented approximately 36% of the total workforce. 70% of employees were employed under permanent contracts. The employee turnover rate was 7.9%.

Detailed information on the composition of the workforce is presented in the tables section of this Sustainability Report.

Regular exchange between teams promotes collaboration, knowledge sharing, and the continuous development of VOG Products.

B9
WORKFORCE – HEALTH AND SAFETY

Healthy and motivated employees are a key prerequisite for the long-term success of VOG Products. As a manufacturing company, ensuring occupational health and safety is of particular importance. Promoting a strong safety culture is an integral part of our efforts to prevent workplace accidents and work-related absences.

For activities involving elevated safety risks, appropriate protective measures and regular training help ensure the safety of our employees.

MANAGEMENT APPROACH AND RESPONSIBILITIES

The protection of employees' health and safety is supported by documented occupational health and safety measures and preventive actions. Responsibilities for occupational health and safety are clearly defined within the company's safety organisation structure. The requirements of Legislative Decree No. 81/2008 form an integral part of the company's occupational health and safety management system and are reviewed on a regular basis. In addition, relevant provisions are firmly embedded in the company's Organisational Model pursuant to Legislative Decree No. 231/2001 and in the Code of Ethics.

To monitor and continuously improve health and safety performance, we conduct monthly internal and external audits together with the responsible safety representatives and department managers. These audits also include the assessment of work-related stress risks. Furthermore, occupational and social requirements are reviewed as part of external social audits. The mandatory annual meeting of the Occupational Health and Safety Service (DAS) is held once a year. Overall responsibility rests with the company's management.

The company recorded 10 workplace accidents during the reporting period.

TARGET

- Achieve certification of the occupational health and safety management system in accordance with ISO 45001 by 31 December 2026.

Modern equipment and ergonomic workplaces help reduce physical strain and create safer working conditions for our employees.

ACTIONS AND MEASURES

Our operations involve activities with elevated occupational health and safety risks, including work on industrial equipment, welding operations, the handling of heavy loads, chemical substances, noise exposure, and slippery surfaces. To minimise these risks, all employees are provided with personal protective equipment and receive regular occupational health and safety training. New employees are given dedicated support and guidance on safety-related matters.

Work-related hazards and near misses are systematically recorded, discussed through checklists, site inspections, and daily shop floor meetings, and addressed through continuous improvement measures. The company physician conducts regular occupational health examinations, including ergonomic workplace assessments. Health-related data is treated confidentially and managed in accordance with applicable data protection requirements.

Numerous technical and organisational measures have been implemented to improve occupational health and safety and workplace ergonomics. These include ergonomic solutions in drum filling operations and cut fruit processing areas, as well as the installation of new packaging and sorting systems. These measures are designed to reduce accident risks, physical strain, and manual lifting activities.

In addition, we promote employee health through a variety of preventive initiatives, including healthy meals in the company canteen, health and wellness courses, the provision of fresh apples, an annual company football tournament, and the opportunity to participate as a VOG Products team in the *Beyond Challenge*, the *Firmenlauf*, and the *Südtiroler Firmen-Cup*.

To strengthen emergency preparedness, automated external defibrillators (AEDs) have been installed at strategic locations throughout the site. Regular noise exposure measurements and workplace stress assessments support the identification and implementation of further improvement measures.

We also offer an additional healthcare fund (*Mutual Help*) as a supplement to the public healthcare system.

EMPLOYEE INVOLVEMENT

Employees can raise concerns and report issues related to occupational health and safety, hazards, or near misses through various channels. These include direct reporting to the safety officer, the Assistant Prevention and Protection Service Officer (ASPP), monthly workplace inspections, the whistleblowing system, and daily shop floor meetings. Employee surveys also provide an opportunity for anonymous feedback.

Employees receive regular occupational health and safety training appropriate to their roles, including first aid training, fire safety training, and equipment-specific training. These training activities are conducted during working hours and are an essential component of our safety culture.

WORKERS IN THE VALUE CHAIN

We place great importance on fair, safe, and responsible working conditions throughout our supply chain. Consideration of social standards, human rights requirements, and occupational health and safety requirements forms an integral part of our supplier management approach. To manage these requirements, we use supplier questionnaires and require our suppliers to sign the Supplier Code of Conduct. In addition, occupational health and safety standards, human rights aspects, and social criteria within the supply chain are assessed through external audits, particularly under the SMETA 4-Pillar approach. Furthermore, we evaluate sustainability practices as well as social and environmental criteria through targeted supplier audits. These assessments support the continuous monitoring and improvement of sustainability performance across our supply chain.

SUPPLIER CODE OF CONDUCT

The Supplier Code of Conduct of VOG Products is based on internationally recognised principles, in particular the United Nations Universal Declaration of Human Rights, the international labour standards of the International Labour Organization (ILO), the principles of the UN Global Compact, the Sustainable Agriculture Initiative (SAI), including the Farm Sustainability Assessment (FSA), as well as the guidelines of environmental management systems in accordance with the ISO 14000 series. In addition, the Supplier Code of Conduct is aligned with the VOG Products Code of Ethics.

Its objective is to foster long-term, collaborative partnerships that promote responsible and sustainable business practices throughout the value chain. We expect our suppliers to fully comply with all applicable legal requirements, to adhere to internationally recognised environmental, social, and corporate governance (ESG) standards, and to communicate the requirements set out in the Supplier Code of Conduct to their employees, subcontractors, and representatives, while ensuring compliance with these requirements.

During the reporting period, 100% of our members, 85% of suppliers under annual contracts, and 85% of suppliers with an annual procurement volume exceeding EUR 50,000 had signed the Supplier Code of Conduct.

Safe working conditions, occupational health and safety, and compliance with social standards are important elements of responsible fruit production throughout our supply chain.

B10
WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

WAGES AND SALARIES

All employees of VOG Products are covered by the applicable national collective labour agreement, including temporary agency workers who are employed primarily during the peak season. As a result, 100% of the workforce is covered by collective bargaining agreements.

The current version of the National Collective Labour Agreement for Employees of Cooperatives Processing and Marketing Agricultural Products was signed by the social partners on 14 May 2024 and applies to the period from 1 December 2023 to 30 November 2027. Among other provisions, it includes phased increases in base salaries, improvements to a non-absorbable wage component, enhanced leave arrangements for family care responsibilities, and an increase in the employer contribution to the supplementary pension fund. The agreement applies to all employees of VOG Products.

Wages and salaries meet at least the minimum standards established by law and collective bargaining agreements. In certain functions and qualification groups, remuneration exceeds these minimum levels. The applicable minimum wage is determined by the relevant national collective labour agreement. For the lowest pay grade, this minimum wage forms the basis of the entry-level remuneration and is supplemented by fixed and guaranteed compensation components. Overtime is compensated separately and paid together with the legally required premium rates. Statutory remuneration components such as paid annual leave, public holidays, and additional salary payments are included in the company's remuneration framework. A new company-level collective agreement entered into force on 1 January 2025. The agreement introduced significant improvements in compensation for shift work, night work, and on-call duties, as well as enhanced support relating to employee canteen ser-

Since 2025, the company-level collective agreement has provided improved conditions for shift and night work, as well as additional benefits for employees.

vices. At the same time, existing provisions regarding annual leave, paid time off, and the compensation of additional and overtime hours through time-off in lieu were retained and confirmed.

Compliance with the company's remuneration principles is supported and monitored through regular reviews of payroll and working time records. In addition, employee interviews are conducted as part of external social audits.

No recruitment fees are charged to employees during the hiring process.

Continuous training and technical expertise help our employees develop their skills and support the further development of our facilities and processes.

PAY TRANSPARENCY

To promote transparency and pay equity, the company will annually inform its employees of their statutory rights to obtain information on remuneration, starting from the 2026/2027 financial year. Upon request, information on the average remuneration levels of comparable categories of employees will be provided. In this way, the company contributes to fair working conditions as well as equal treatment and equal opportunities in the workplace.

GENDER PAY GAP

The gender pay gap is calculated in accordance with the VSME Standard as the percentage difference between the average gross hourly earnings of male and female employees. For the reporting period, no consolidated data was available for the calculation of the gender pay gap.

TRAINING AND DEVELOPMENT

The continuous development of knowledge and skills is in the interest of both our employees and the company. VOG Products promotes professional development through internal training programmes as well as financial support for external education and training activities. During the last financial year, employees completed a total of 5,077 training hours. A comprehensive training plan systematically supports learning and development at all levels of the organisation. Mandatory training is not included in the training budget.
The key principles of training and development are:

- Every employee has the opportunity to deepen existing knowledge or acquire new skills through targeted training and development activities.
- By the end of June each year, department managers, in coordination with team leaders and employees, develop specific proposals for training courses and development programmes. These proposals are based on discussions aimed at identifying competency areas and individual development needs.

- The training budget is determined by the company's management.

New employees participate in a structured onboarding programme that includes an introduction to the company, its organisational structure, individual roles and responsibilities, as well as relevant occupational health and safety, quality, and compliance topics.

Selected employees have taken part in the "Fruit Juice Technology Specialist" training programme in Germany. The costs of this programme were fully covered by VOG Products.

ADDITIONAL MEASURES FOR OUR WORKFORCE

Parental Leave and Family-Friendly Working Conditions

Employees may take parental leave until their child reaches the age of 12. Both mothers and fathers are entitled to three months of paid parental leave each. In addition, the parents are jointly entitled to a further three months of paid parental leave, which may be shared between them. During the reporting period, 15 employees made use of parental leave.

In addition, VOG Products promotes family-friendly working conditions through the following measures:

- **Flexible Working Hours:** Through flexitime, core working hours, and function-based working time models, employees can arrange their starting and finishing times flexibly without changing the standard weekly working time of 40 hours (for full-time employees).
- **Part-Time Working Models:** Part-time contracts are primarily used by employees following maternity leave. Horizontal, vertical, and mixed part-time arrangements are available.
- **Remote Working:** The option to work from home has been maintained even after the COVID-19 pandemic.

Corporate Welfare

VOG Products offers a corporate welfare programme aimed at promoting employee well-being and improving the balance between professional and private life. Through this programme, employees receive welfare benefits that are available to them on a tax-advantaged basis, allowing them to receive the full value of the benefit without the usual payroll deductions.
Through a personalised digital platform, employees have access to a wide range of benefits, including:

- vouchers,
- pension and supplementary welfare contributions,
- fuel vouchers,
- loan-related payments,
- contributions towards education and training expenses,
- social support benefits, and
- offers provided through online partner networks.

Supplementary Pension Scheme

All employees have the opportunity to make provisions for retirement through *Laborfonds*, the supplementary pension fund. Contributions to the fund are made by both employees and the employer. Depending on their individual risk appetite and investment horizon, employees can choose from a range of different investment options.

Governance Metrics

Responsible corporate governance is the foundation of sustainable and compliant business operations. The company's governance framework supports compliance with applicable laws and internal policies while fostering ethical conduct and integrity throughout the organisation.

B11
BUSINESS CONDUCT, ANTI-CORRUPTION AND ANTI-BRIBERY

A robust system of corporate governance forms the foundation for sustainable and legally compliant business conduct. The company's governance structures are designed to ensure compliance with legal and internal requirements while promoting ethical and responsible behaviour across all areas of the organisation.

A central element of the governance framework is the Code of Ethics, which establishes binding principles and guidelines for all employees. The Code of Ethics forms an integral part of the company's Organisational Model pursuant to Legislative Decree No. 231/2001 and complements applicable legal requirements, statutory provisions, and internal policies. The organisational model defines clear responsibilities, control mechanisms, and preventive measures aimed at preventing legal violations and managing business-related risks. To support the company's compliance and control framework, a whistleblowing channel has been established, providing an anonymous and confidential reporting mechanism. Through this channel, potential violations of legal requirements, internal regulations, or the Code of Ethics can be reported.

Risk management is integrated into the company's existing governance, compliance, and control structures. The specific human rights principles, processes, and grievance mechanisms relating to the company's own workforce are described in the relevant sections of this report, particularly in the Social – Own Workforce chapters (C6 and C7).

During the reporting period, there were no convictions for violations of anti-corruption or anti-bribery laws. No criminal judgments were issued against either the company or individuals acting on behalf of the company in connection with such matters. Furthermore, no fines were imposed for violations of anti-corruption or anti-bribery legislation.

Additional Information

Frost irrigation is a proven measure to protect fruit production from climate-related risks such as late spring frosts.

C4
CLIMATE RISKS

The company is exposed to climate-related physical risks, particularly in connection with fruit production in the upstream value chain. Relevant climate-related hazards include frost events, drought periods, hail events, and changing precipitation and temperature patterns. In addition, the company faces potential transition risks, for example as a result of evolving regulatory requirements relating to energy, emissions, and sustainability.

Exposure to these risks primarily affects agricultural production and, consequently, the quality and processing of raw materials. Due to its cooperative structure and the delivery obligations of its members, the company benefits from a high level of supply security in raw material sourcing. As a result, the company is generally less exposed to short-term volume fluctuations than market participants without a comparable level of vertical integration.

Nevertheless, climatic events may affect raw material quality, processing efficiency, and cost structures. Adaptation measures focus primarily on agronomic strategies at the fruit production level, such as adjustments to cultivation practices, storage technologies, and variety selection, as well as on operational measures aimed at maintaining processing capacity and efficiency.

C5
ADDITIONAL WORKFORCE CHARACTERISTICS

Temporary agency workers account for 9% of the workforce. Due to the seasonal nature of employment, this ratio is calculated on the basis of hours worked.

C6
ADDITIONAL WORKFORCE INFORMATION – HUMAN RIGHTS POLICIES AND PROCESSES

Respect for human rights and ethical and legally compliant conduct towards our employees are key elements of our corporate responsibility. These principles are enshrined in the company's Code of Ethics, which sets out the commitment to responsible business conduct and compliance with the legal requirements relevant to the company, including those relating to hygiene, environmental protection, and occupational health and safety. The Code of Ethics forms an integral part of the company's Organisational Model adopted pursuant to Legislative Decree No. 231/2001 and complements applicable legal requirements, statutory provisions, internal policies, and regulations. All new employees sign the Code of Ethics at the start of their employment. In addition, the Organisational Model under Legislative Decree No. 231/2001 supports the promotion of ethical and compliant behaviour both within the workforce and in relations with business partners.

The Code of Ethics covers the following key areas:

- Respect for human rights, including the prohibition of child labour and all forms of discrimination
- Occupational health and safety
- Environmental protection
- Prevention of conflicts of interest
- Data protection and the safeguarding of confidential information
- Prohibition of money laundering and insider trading

To support ethical, legally compliant, and human rights-compliant conduct, a confidential grievance mechanism (whistleblowing channel) is available to employees and business partners. The system also al-

lows for anonymous reporting. VOG Products defines whistleblowing as a reporting mechanism through which potential violations can be reported securely and confidentially. The company prohibits any form of discrimination, retaliation, or adverse treatment against whistleblowers who submit reports in good faith. The whistleblowing channel may be used to report unlawful conduct falling within the scope of applicable European and national legislation. This includes, in particular, violations relating to working conditions, discrimination, occupational health and safety, environmental and transport safety, product safety, public health, and data protection.
The grievance mechanism forms an integral part of the company's human rights due diligence framework. Information on reports received and their handling is disclosed on an annual basis.

C7
HUMAN RIGHTS-RELATED INCIDENTS

During the reporting period, no severe human rights-related incidents within the company's own workforce were identified.
The existing preventive measures, internal policies, the Code of Ethics, and the whistleblowing channel help ensure that potential risks are identified at an early stage and addressed appropriately.

Overview of Sustainability Metrics

ENERGY AND CLIMATE

	Unit	2023/2024	2024/2025	2025/2026
Scope 1 Greenhouse Gas Emissions				
Scope 1 Greenhouse Gas Emissions*	t CO_2e	18,670.08	18,332.08	17,067.70
Scope 2 Greenhouse Gas Emissions				
Scope 2 Greenhouse Gas Emissions (location-based)**	t CO_2e	3,776.98	4,642.28	3,948.20
Scope 2 Greenhouse Gas Emissions (market-based)**	t CO_2e	3,430.26	4,216.14	3,585.77
Total Scope 1 and Scope 2 Emissions (market-based)	t CO_2e	22,447.06	22,974.36	21,015.91
Total Scope 1 and Scope 2 Emissions (location-based)	t CO_2e	22,100.35	22,548.22	20,653.48
GHG Intensity	t CO_2e per EUR million revenue	153.7	140.2	118.8
Installed PV Capacity	kWp	1,778	1,778	2,639
Change Compared to Previous Year	%	44.3	0.0	48.5

Direct GHG Emissions (Scope 1)*
Our CO_2-equivalent factor includes CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3. We apply the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Emission factors are based on EcoInvent 3.7.1, DEFRA, IEA and UBA. The operational control approach was applied. No biogenic CO_2 emissions occurred during the reporting period.

Indirect GHG Emissions (Scope 2)**
Our CO_2-equivalent factor includes CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3. We apply the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Emission factors are based on EcoInvent 3.7.1, DEFRA, IEA and UBA. The operational control approach was applied. No biogenic CO_2 emissions occurred during the reporting period.

OCCUPATIONAL HEALTH AND SAFETY

	Unit	2023/2024	2024/2025	2025/2026
Total Number of Employees by Gender				
Number of Employees (Female)	Headcount	40	52	60
Number of Employees (Male)	Headcount	164	184	193
Total Number of Employees	Headcount	204	236	253
Share of Female Employees	%	19.6	22.0	23.7
Total Number of Employees by Age Group				
Number of Employees (<30)	Headcount	67	72	90
Number of Employees (30-50)	Headcount	107	129	121
Number of Employees (>50)	Headcount	30	35	42
Share of Employees Under 30	%	33	31	36
Total Number of Employees by Contract Type				
Number of Employees with Permanent Contracts (Female)	Headcount	27	32	34
Number of Employees with Permanent Contracts (Male)	Headcount	132	147	143
Number of Employees with Permanent Contracts (Total)	Headcount	159	179	177
Share of Employees with Permanent Contracts	%	78	76	70

	Unit	2023/2024	2024/2025	2025/2026
Number of Employees with Fixed-Term Contracts (Female)	Headcount	8	16	20
Number of Employees with Fixed-Term Contracts (Male)	Headcount	23	21	37
Number of Employees with Fixed-Term Contracts (Total)	Headcount	31	37	57
Number of Employees with Atypical Contracts (Female)	Headcount	5	4	6
Number of Employees with Atypical Contracts (Male)	Headcount	9	16	13
Number of Employees with Atypical Contracts (Total)	Headcount	14	20	19
Total Number of Employees by Employment Type				
Number of Full-Time Employees (Female)	Headcount	34	44	53
Number of Full-Time Employees (Male)	Headcount	162	181	191
Number of Full-Time Employees (Total)	Headcount	196	225	244
Number of Part-Time Employees (Female)	Headcount	6	8	7
Number of Part-Time Employees (Male)	Headcount	2	3	2
Number of Part-Time Employees (Total)	Headcount	8	11	9
Temporary Agency Work Rate (based on hours worked)	%	6.22	9.53	8.78
Number of Work-Related Injuries with Severe Consequences				
Number of Work-Related Injuries with Severe Consequences *	Number	2	2	1
Rate of Work-Related Injuries with Severe Consequences	Rate per 200,000 working hours	1.00	0.98	0.47
Number of Recordable Injuries (including severe injuries)	Number	16	13	10
Lost Time Injury Frequency Rate (LTIF)	Rate per 200,000 working hours	8.03	6.40	4.68

* Recovery period > 60 days

HEALTHY PRODUCTS

	Unit	2023/2024	2024/2025	2025/2026
Total Number of Incidents of Non-Compliance with Regulations and/or Voluntary Codes Concerning the Health and Safety Impacts of Products and Services				
i. Violations resulting in fines or penalties	Number	-	-	-
ii. Violations resulting in warnings	Number	-	-	-
iii. Violations of voluntary codes	Number	-	-	-
Total	Number	-	-	-

GOVERNANCE

	Unit	2023/2024	2024/2025	2025/2026
Number of Reported Child Labour or Forced Labour Incidents	Number	-	-	-
Total Number of Discrimination Incidents	Number	-	-	-
Number of Confirmed Corruption Cases	Number	-	-	-
Number of Confirmed Information Security Incidents	Number	-	-	-
Percentage of Employees Who Have Signed the Code of Conduct	%	100	100	100
Percentage of Annual Suppliers Who Have Signed the Code of Conduct	%	85	85	85
Percentage of Suppliers (Purchase Volume > EUR 50,000) Who Have Signed the Code of Conduct	%	85	85	85

OTHER TOPICS

	Unit	2023/2024	2024/2025	2025/2026
Employee Turnover Rate	%	–	–	7.91
Training Hours	Number	5,381	4,218	5,078
Average Training Hours per Employee	Number	26	18	20
Employees Whose Country of Origin Is Not Italy as a Percentage of the Total Workforce	%	24.02	28.14	27.67
Percentage of Employees Covered by Collective Bargaining Agreements	%	100	100	100
Total Number of Employees Taking Parental Leave	Number	16	13	14
Female	Number	6	5	5
Male	Number	10	8	9

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Cover photo
Eva Nicolussi-Leck is the face of this year's Sustainability Report. As a young fruit and wine grower, she manages her family farm in Terlano with great dedication and demonstrates how responsibility, tradition, and a forward-looking approach come together in modern agriculture.

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Gender Statement
Throughout this report, feminine and masculine forms are used. All references to persons apply equally to individuals of all genders.

If you want to go fast,
go alone.
If you want to go far,
go together.

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