



UNLIMITED
GROUP

Sustainability Report

2025



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About this report

This is Unlimited Group's fourth sustainability report. It covers the 2025 calendar year across Unlimited Group and its subsidiary companies — Icon Fruit, Yukon, Fruition, FieldFresh, Custom Plum Company, Unlimited Nuts and Return to Thicket.

We report against five sustainability pillars: Climate Action; Water, Soil Health and Biodiversity; Food Waste; Sustainable Packaging and Equality. Our environmental audit work references the SIZA Environmental standard, Farming for the Future and GLOBALG.A.P.'s SPRING add-on. Carbon accounting is conducted on the SLR platform. Packaging is assessed against retailer RAG frameworks aligned to EU and UK legislation. Return to Thicket will be validated under Verra's Verified Carbon Standard.

Data has been collected from owned and leased sites under operational control. Where data was estimated or is still being refined, we have said so.



Foreword

The political noise around sustainability has not quietened. If anything, the retreat from environmental commitments has grown louder. But as farmers, we never have the luxury of ideology. We deal in reality — in soils that tell you the truth, in water that is either there or not, in seasons that are increasingly unpredictable. The science has not changed; what is changing is our capacity to act on it.

Water sits at the centre of everything we do. South Africa is a water-risk country and it is a daily operational reality in farming. Securing good quality water in sufficient quantity is not a given; it is something we work for, plan for and increasingly account for.

With this, a notable achievement this year has been getting many of our producers through the SIZA Environmental audit. These are rigorous assessments covering water stewardship, soil health, biodiversity and environmental management. That our producer network has met that standard speaks to a commitment that runs deeper than compliance. It is proof that sustainability extends well beyond our own operations into the farms and businesses we work with every day.

Our carbon accounting has matured significantly, bringing more rigour and consistency to how we measure and manage emissions across the Group. This

matters — not only because our retail partners, including Woolworths through their Science-Based Targets Initiative, are demanding it, but because you can't manage what you can't measure.

Packaging legislation in the EU and UK is tightening rapidly and we are not waiting to be caught out. With 95% green-rated primary and secondary packaging and our first completed tertiary packaging assessment, we are preparing for a regulatory environment that will only become more demanding.

We also welcome Berry Select to the family. As South Africa's second-largest raspberry producer, it is a business built on the same long-term values that define this group.

At Return to Thicket, our very own conservation project to restore 100,000 hectares of degraded spekboom thicket, we are moving forward with our second farm, Krompoort. This is verified carbon removal in active development and is, in the truest sense, doing what farmers do — planting something today whose full value will only be known in the years ahead.

Our people remain the foundation of everything. We maintain a Level 2 B-BBEE rating reflecting sustained commitment to transformation. Our emerging farmer partnerships through Fruition show what genuine enterprise development looks like.

This report covers the work of 2025 across all five of our sustainability pillars. It is an honest account of where we are — progress made or not made, gaps acknowledged and work still ahead. Farming has always required a long view and it is that mindset that drives this work. We thank everyone who contributed, from those capturing data to those who brought this report to life.

'As farmers, we never have the luxury of ideology. We deal in reality — in soils that tell you the truth.'



Hans Christiaan Muylaert-Gelein
Managing Director, Unlimited Group

Our 2025 highlights

Unlimited Group reports against five sustainability pillars, each addressing a distinct pressure on our agricultural operations. In 2025, that work moved from establishing baselines to building on them — with stronger data, more rigorous methodology and a clearer picture of where we are and where we need to go.



CLIMATE ACTION

- 1,4 million spekboom planted
- 1 200 hectares of thicket under restoration
- 60 jobs created through Return to Thicket



WATER, SOIL HEALTH AND BIODIVERSITY

- 38 SIZA Environmental audits completed



FOOD WASTE

- <1% to landfill
- First farm-level food waste reporting at Yukon International



SUSTAINABLE PACKAGING

- 99% green-rated packaging (2,188 tonnes)
- 395 tonnes of tertiary packaging assessed for the first time
- 99,8% green-rated tertiary packaging



EQUALITY

- Level 2 B-BBEE (94.10/119)

Our companies

Unlimited Group is an integrated producer, packer, processor, exporter and importer of fresh fruit, vegetables and nuts. As part of the Lona Group, we grow, prepare and supply produce from our base in South Africa to markets around the world through eight specialist companies, each with a distinct focus.



Our sustainability framework

The work in this report — across water, soil, carbon, packaging and people — is how we are building a more resilient agricultural business.



CLIMATE ACTION

Tracking and reducing our carbon footprint across the Group and its producer network, and restoring degraded landscapes through Return to Thicket.



WATER, SOIL HEALTH AND BIODIVERSITY

Driving rigorous environmental audit standards across our grower base and testing regenerative practices on our land.



FOOD WASTE

Measuring what is lost in the chain and working systematically to reduce it.



SUSTAINABLE PACKAGING

Keeping pace with tightening legislation in our key export markets, protecting both our environmental credentials and our market access.



EQUALITY

Ensuring that the people and communities at the heart of our operations share in what we build.

Climate action



GOALS

Reduce carbon emissions by 25% by 2030 and reach net zero by 2050

OBJECTIVES

1. Calculate Unlimited Group's carbon footprint and create a database
2. Identify problem areas within the monitoring process and business units and investigate alternatives
3. Reduce carbon emissions by implementing suitable projects
4. Implement a decarbonisation strategy for Lona Group

STRENGTHENING OUR MEASUREMENT SYSTEMS

Carbon accounting in the fresh produce sector is work in progress. Emissions occur across a wide geography — on farms, in packhouses, in transit, in cold storage — and the data required to measure them accurately takes time and discipline to collect across the different business teams.

When using operational activity data rather than broad spend-based estimates, emissions are calculated from the actual activities that drive each business unit's carbon footprint. This approach supports a more practical understanding of where emissions occur across the value chain.

Unlimited Group based its goal to reduce carbon emissions by 25% by 2030 on its 2022 carbon footprint results. Progress against this goal needs to take into account an expanded reporting boundary, growing business activity and improved data coverage. While some smaller Scope 3 categories may not yet be fully captured, the largest contributors to the Group's carbon footprint are included, and data collection for outstanding lower-materiality categories will be progressively integrated into future reporting cycles.

The most relevant Scope 3 categories defined in the GHG Protocol for Unlimited Group include purchased goods and services, packaging, upstream and downstream transportation, cold storage, waste, as well as business travel and employee commuting.



'The carbon footprint assessment for Unlimited Group presented in this report was completed using SLR's custom carbon accounting tool for the Lona Group. For the Unlimited Group, the assessment is based on activity data collected from the group's business units. SLR reviewed the data provided for completeness and consistency and used this information as the basis for the emissions calculations presented in this report. Based on the information made available, the results are intended to provide a reasonable and fair representation of the Unlimited Group's activities during the reporting period.'

— SLR Consulting



Climate action

Unlimited Group carbon footprint, 2025

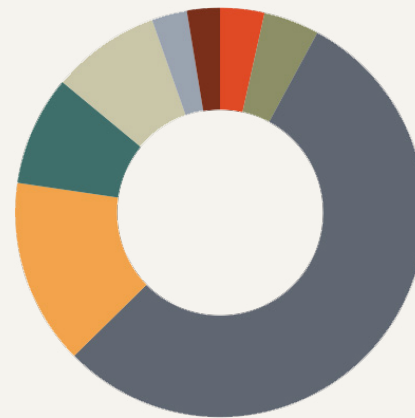
SCOPE	%
Scope 1	3,5%
Scope 2 (Location-based)	4,4%
Scope 3 (Category 9: Downstream transportation and distribution)	54,8%
Scope 3 (Category 1: Purchased goods and services)	14,7%
Scope 3 (Category 4: Upstream transportation and distribution)	8,7%
Scope 3 (Category 12: End-of-life treatment of sold products)	8,6%
Scope 3 (Category 5: Waste generated in operations)	2,8%
Scope 3 (Category 3, 6, 7, 11)	2,6%

CARBON FOOTPRINT: 2025 EMISSIONS DATA

At Unlimited Group, carbon reduction efforts focus on replacing generators and increasing the use of solar power and renewable energy to reduce Scope 1 and Scope 2 emissions, while also exploring practical routes and emerging technologies to reduce Scope 3 emissions at a product carbon footprint level, and assessed per kilogram of produce sold.

Carbon footprint reporting by fresh produce suppliers in South Africa remains largely voluntary. But retailer demand for emissions data is increasing, and business units are now facing a growing range of carbon reporting requirements across import, export and local market channels. Although not reported here, a key focus during the year

SCOPE	YUKON INT. *	ICON FRUIT	FIELDFRESH VEG *	FIELDFRESH FOODS *	FRUITION	YUKON FARMS *	PAARL HEAD OFFICE	TOTAL
Scope 1	6%	1%	6%	36%	1%	50%	1%	100%
Scope 2	8%	2%	8%	7%	26%	45%	4%	100%
Scope 3	38%	31%	2%	11%	14%	3%	1%	100%
Total	36%	28%	3%	12%	15%	7%	1%	100%



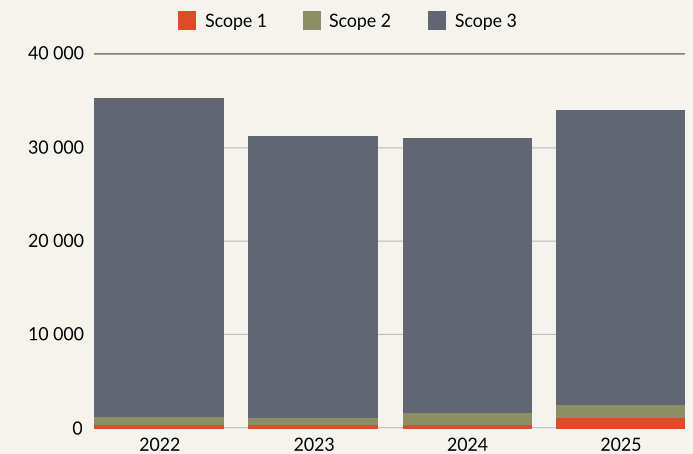
2025 Emissions: 34 000 tCO₂e

was improving the quality of primary supplier data. We continued supporting growers in achieving environmental certification with the Sustainability Initiative of South Africa (SIZA), which includes improved environmental record-keeping practices and the capture of operational activity data required for carbon footprint assessments at farm level.

Fruition is leading the pack in providing detailed and continuous activity data on Blue North's Sherpa

Carbon footprint by business unit, 2025, in tCO₂e

**Business unit data presented prior to restructuring*



Unlimited Group emissions 2022 — 2025, in tCO₂e

sustainability platform, as part of Woolworths' Science-Based Targets programme with its major suppliers. The Sherpa platform supports more structured and consistent sustainability data collection, allowing Fruition to track key activity data, improve data quality over time, and respond to review and verification queries.

In addition, Blue North issues Fruition a separate Corporate Carbon Footprint report, providing a formal annual emissions profile for the business.

Return to Thicket

Restoring landscapes, livelihoods and capturing carbon.

Return to Thicket is Unlimited Group's ecosystem restoration project and 30+ million tCO₂e carbon project platform, focused on restoring degraded subtropical thicket in the Eastern Cape through large-scale planting of spekboom (*Portulacaria afra*), a keystone species with significant carbon sequestration capacity.

Decades of overgrazing and land-use pressure across the province have stripped large areas of their dense spekboom-dominated vegetation, exposing soils, reducing biodiversity and weakening the resilience of farming landscapes. Return to Thicket is working to reverse this by restoring native vegetation structure, improving ecological function and creating a scalable model for nature-based climate action.

In 2025, the first large-scale planting activities were implemented at Tygerlaagte (800 hectares, near Jansenville) in June, followed by expansion to Krompoort (1 600 hectares) in November. These two areas form the foundation of a longer-term ambition to restore 100 000 hectares of degraded thicket, generating verified carbon removals alongside measurable biodiversity and land restoration benefits. The project is being developed in line with leading international carbon and community standards, including Verra's Verified Carbon Standard and Climate, Community & Biodiversity framework. This requires robust project design, transparent monitoring, credible carbon accounting and ongoing engagement with affected stakeholders. Return to Thicket is also investing in science-based monitoring: field measurements, remote sensing, biodiversity monitoring and soil carbon research.

Beyond carbon, restoration activities have created 60 employment opportunities in rural communities, with work spanning cutting preparation, planting, field operations, monitoring and farm management. The project also supports skills development, local procurement and long-term stewardship of restored land.

For Unlimited Group, Return to Thicket is a long-term investment in landscape resilience — the same resilience that underpins agricultural productivity, water security and climate adaptation across our operations.

The Return to Thicket crew.



Spekboom in flower.

Water, Soil Health & Biodiversity



GOALS

Support producers in becoming compliant with environmental standards and programmes.

OBJECTIVES

1. Identify different approaches to restoring soil health depending on the growing area
2. Encourage our growers on their journey of improved soil stewardship by promoting sustainability compliance
3. Engage projects with our producers to assist and facilitate continuous improvement for water, soil health and



The fields at Klipberg-Agri where preparation for nectarines is underway.

ENVIRONMENTAL AUDITS: SIZA COMPLIANCE

In 2025, we continued supporting growers across our network, with 38 achieving SIZA Environmental certification. The LEAF bolt-on and Farming for the Future audits are also in use across Unlimited Group. These audits are much more than tickbox exercises, covering water stewardship, soil health, biodiversity and environmental management. They are directly relevant to the requirements of our major retail partners.

Particular progress was made across the Icon Fruit grower network, where the majority completed their environmental audits during the year. One of those growers is La Rhone Agri, near Tulbagh in the Western Cape — a family farm whose approach to water, soil and biodiversity has been quietly taking shape for more than a decade. [Read more about their story in the pages that follow.](#)

We have also been working with the SIZA team to extend the SIZA Cares programme to growers new to environmental audits, providing targeted support for first-time participants.



FARMING FROM THE GROUND UP

Water, soil and biodiversity are the operating conditions of a farming business. Healthy soil, reliable water and functional ecosystems underpin everything we grow and everything we sell. In 2025, our work across this pillar focused on two things: improving how we measure and report and advancing the on-farm work that those measurements are meant to support.

Water

Water scarcity is a structural risk in South Africa, and for a business with farming, packing and processing operations across water-sensitive regions, managing it well is as much a commercial imperative as an environmental one. For 2025, we report water use for the first time for owned and leased sites under our operational control: farms, packhouses, operational facilities and offices. Third-party supplier sites and grower operations not owned or leased by the Group are outside this reporting boundary.

During the year, we consolidated available data from municipal invoices, site-level meters, borehole and groundwater records, irrigation records and abstraction data to establish a more consistent Group-wide water baseline. Where direct measurement was not available, operational estimates were used. Data quality varies across sites, but we will continue to improve metering coverage and standardise reporting processes.

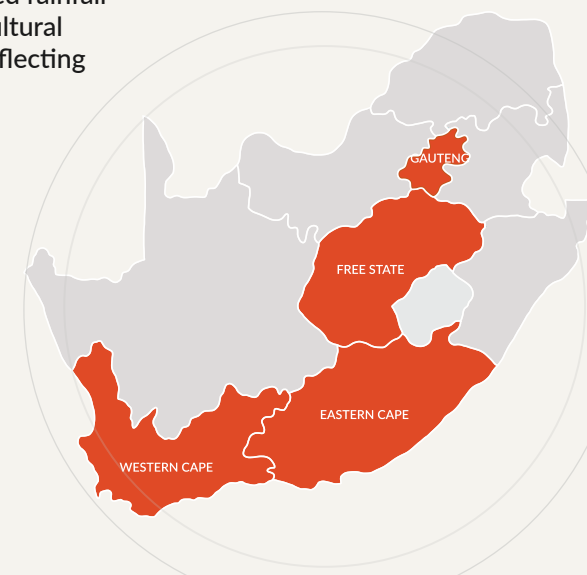
WATER RESULTS 2025

The primary use of water across our operations is crop irrigation on our farms. Compared with 2024, total water withdrawal decreased by 14%, primarily due to increased rainfall at Yukon Farms in the Free State, where a significant portion of our agricultural production takes place. Municipal water withdrawal increased by 19%, reflecting operational growth across our packhouses.

Rainfall received across owned and leased land is reported separately as climate context and is excluded from water withdrawal and water consumption. Water consumption is estimated using a water-balance approach, calculated as water withdrawn less estimated water discharged or returned. Because return flows and septic-system volumes are not separately metered at all sites, these figures should

WATER STEWARDSHIP: SPRING AUDITS

Our growers participate in the GLOBALG.A.P. SPRING add-on audit, which covers water source management, usage and efficiency, irrigation practices, water quality monitoring, pollution prevention and wastewater management. SPRING provides a structured framework for demonstrating responsible on-farm water stewardship.



WATER USAGE (in m ³)	2025	2024
Total withdrawal	4 272 739	5 191 602
Total consumption	3 381 973	4 169 180
Total discharged/ returned*	890 766	1 022 422

WATER RISK ASSESSMENT

In 2025, Unlimited Group undertook a desktop water-risk screening of selected owned and leased properties using the [World Resources Institute's Aqueduct Water Risk Atlas](#). It covered offices, farms, packhouses and production sites across the Western Cape, Eastern Cape, Gauteng and Free State.

The screening found that all assessed sites are located in areas classified as Extremely High for overall water risk under the most relevant Aqueduct sector

weighting. The primary risk drivers are baseline water stress and baseline water depletion, indicating that these sites are situated in catchments where water demand is high relative to available renewable supply.

The assessment does not measure site-level water consumption or legal water availability. Rather, it provides a screening-level view of exposure to basin-level water risk. Farms and packhouses are considered the most

operationally material sites due to their reliance on water for production, washing, hygiene, processing and restoration operations.

The results reinforce the importance of improving water-use measurement, borehole abstraction estimation, efficiency tracking and site-level water stewardship planning across priority locations. See summarised results in [Appendix C](#).

Soil Health & Biodiversity

Project Toontjies: Learning to farm with nature

Based on ongoing work at Plumwood Farm, near Ladismith, Western Cape.

What started in 2023 as a biodiversity and river rehabilitation initiative has been evolving into a living regenerative agriculture trial. Plumwood Farm is at the foot of the Klein Swartberg, bordering the Towerkop Nature Reserve, a recognised Key Biodiversity Area in the Klein Karoo, Western Cape. The farm had already experienced years of climate pressure, including prolonged drought between 2016 and 2019, followed by unusually intense rainfall and flooding conditions from 2023 onwards.

Project Toontjies was launched in partnership with [Phatisa TAF2](#) to address interconnected risks identified through the [WWF Biodiversity Risk Filter](#): water scarcity, poor soil condition, erosion and proximity to protected conservation areas. A botanical survey by Green Intaba identified several threatened and endemic species on the property, including the endangered *Conophytum truncatum* ('Toontjies'), from which the project takes its name.

Clearing invasive alien species like blue gum, black wattle and *Sesbania* from river systems was one of the first major interventions, aimed at reducing water loss, improving river health and decreasing erosion risk. What quickly became clear, however, was that clearing invasive species is only the beginning — river systems require ongoing maintenance and adaptive management.

In the orchards, baseline soil testing revealed low organic carbon levels. The farm has shifted from clean cultivation and herbicide use towards mulching, managed living groundcover and reduced chemical intervention. About 15 hectares of stone fruit orchards were mulched using woodchips from alien clearing operations, with improved microbial activity, better water retention and greater soil stability observed over time. Glyphosate use was discontinued in trial areas, replaced by targeted intervention only where necessary.

Early results are encouraging:

- Improved river management reduced flood-related damage during recent heavy rainfall seasons.
- Fruit quality improvements — including better Brix levels and stronger overall fruit condition — have been observed, though longer-term monitoring is ongoing.
- Changes in how the farm team thinks about the broader farming system, with growing interest in regenerative techniques such as integrating sheep into orchard systems for seasonal weed management and nutrient cycling.

Recent leopard sightings on the farm reflect the broader ecological recovery underway. Project Toontjies continues to evolve as a practical learning platform for Plumwood and Unlimited Group, with the potential for wider application across other farms in the Lona Group.

*Images: Top: The Cape Leopard
Middle: View over Plumwood Farm, the site of our regenerative agriculture trial.
Bottom: Toontjies, the endangered *Conophytum truncatum*, from*



Soil Health & Biodiversity

La Rhone Agri: Growing with the landscape

An Icon Fruit grower's story: La Rhone Agri, Tulbagh, Western Cape.

The Du Toit family has farmed near Tulbagh for more than a decade, expanding from one property to three neighbouring farms. From early on, Trudene, AJ and Elnora paid close attention to the farm's impact on the surrounding landscape. In 2011, they commissioned a specialist study after identifying the Kleinberg River as the area where their impact was greatest.

The river runs through the property and supplies irrigation water, but it also requires active management. Their work has included controlling erosion, cycling nutrients, supporting the surrounding ecosystem, clearing invasive alien species, and competing for water while reducing flow. As a result, farming practices across the orchard are actively managed with a pristine river system in mind.

About 290 hectares of the farm, mostly mountainous terrain on the newer sections of the property, have been left as natural vegetation and will not be developed.

Species monitoring is ongoing and shows that the land is responding positively. Blue cranes nest on the property, and indigenous plants including featherhead (*Phyllica pubescens*), wild currant (*Rhus tomentosa*) and climber's friend (*Cliffortia ruscifolia*) grow across the farm.

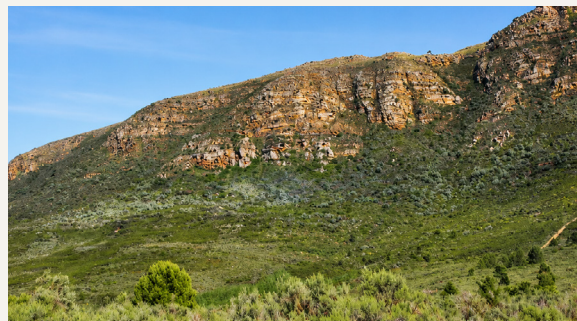
Inside the orchards, water is stored in farm dams and applied only when monitoring shows it is needed. Mulch made from chipped trees and pruning cuttings is used to retain moisture and support soil microorganisms. Cover crops between rows help keep the soil surface stable. Chemical applications are timed to avoid the hours when pollinators are active before flowering, or at night.

The Du Toits' approach has developed through observation and experience, rather than through a formal programme. The family says they have learned from past mistakes, and it is clear that they have chosen to act on what they have learned by prioritising, maintaining, and enhancing current biodiversity.



Above: In addition to supplying irrigation water, the Kleinberg River supports the broader surrounding ecosystem.

Below left: About 290 hectares of mountainous terrain on the newer sections of the property have been left as natural vegetation. The mountains are home to many plant species, as well as insects.



Food waste



GOALS

Maximise the value of food produced by prioritising food loss prevention and moving surplus product higher up the food waste hierarchy.

OBJECTIVES

1. Increase opportunities for surplus product to be redistributed for human consumption
2. Enhance post-harvest handling, storage and processing practices to reduce food losses
3. Minimise disposal to landfill through alternative recovery pathways

2

ZERO HUNGER



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LIFE BELOW WATER



11

SUSTAINABLE CITIES AND COMMUNITIES



15

LIFE ON LAND



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



17

PARTNERSHIPS FOR THE GOALS



13

CLIMATE ACTION



Fresh produce has a short window and what doesn't make it to market – through grading, handling, over-supply or timing – represents a real loss: of water, land, labour, energy and food. Managing that loss means directing product to its highest use: sold first, donated where suitable, diverted to animal feed where not and landfilled only as a last resort.

We have been tracking this across the Group since 2021 and in 2025 extended that reporting to farm level for the first time.

HOW WE REPORT FOOD WASTE

We categorise product flows into four streams per [CSCSA FLWI](#) guidance:

1. SOLD

Product sold through commercial channels for human consumption.

2. CHARITY

Product suitable for human consumption, donated to charities, community organisations or food relief initiatives. Classified as food loss, not food waste.

3. ANIMAL FEED

Product not suitable for sale for human consumption, used as livestock feed. Classified as food loss, not food waste.

4. LANDFILL

Product that could not be sold, donated or repurposed. Classified as food waste.

Data is compiled from operational records, waste tracking systems and financial sales records, and reported through designated Food Waste Champions in each business unit.



Managing food loss means directing product to its highest use – and produce is donated where suitable to charities, community organisations or food relief initiatives.

Food waste

Yukon Farms: A new baseline

Yukon Farms in the Free State, where the majority of Yukon's baby vegetables for export are grown, is reported separately because farm-level food loss operates differently from packhouse and logistics operations.

Research by the CSIR¹ has shown that most food loss in South Africa occurs during production and post-harvest activities, which makes strengthening measurement at farm level a priority across the food value chain.

Between 4 and 6 tonnes of baby vegetables are harvested daily at Yukon Farms for air freight or shipping to customers in Europe and the UAE. Losses occur across harvesting, grading, washing and packing — stages with different causes and different remedies from those in a packhouse environment.

The 55% directed to animal feed reflects the high grading standards required for export baby vegetables; product that doesn't meet specification is fed to cattle on the farm. No food loss on the farm was sent to landfill. The 0% charity figure reflects the nature of farm-level losses: product unsuitable for human consumption, rather than any absence of intent.

Over the past few years, Yukon Farms has invested significant time and resources into strengthening its food loss and waste reporting methodology — and this has led to 2025 being the first year in which its data has been sufficiently robust for inclusion in our sustainability reporting. All food loss streams were physically measured and recorded alongside product sold, with tracking introduced by product variety and loss type.

4–6 tonnes

of baby vegetables are harvested daily at Yukon Farms for air freight or shipping to customers in Europe and the UAE

Sold
45%

Animal feed
55%

Charity
0%

Landfill
0%

Zero product to landfill. All product is either sold for human consumption or diverted to livestock feed; none is classified as food waste.

1: Oelofse, S., Polasi, T., Haywood, L. and Musvoto, C. (2021). *Increasing reliable, scientific data on food losses and waste in South Africa*. Pretoria: Council for Scientific and Industrial Research (CSIR).



Carrot harvesting on Yukon Farms.

Food waste

Fruition, FieldFresh Veg and FieldFresh Foods

The proportion of product sold across these three business units has remained broadly stable since 2022, in the 86 to 88% range. Charity donations held steady at 1,4% for the second consecutive year. Landfill disposal increased to 0,6% in 2025 from 0,0% in 2024, driven primarily by the impact of extreme weather conditions on FieldFresh Foods' supply chain (described in the case study below).

We are a committed supporter of the Consumer Goods Council of South Africa's Food Loss and Waste Initiative and continue to contribute data to industry-wide efforts to reduce food loss across the South African food system.

	2025	2024	2023	2022	2021
Sold	86%	88%	86%	87%	81%
Animal feed	12%	11%	12%	10%	15%
Charity	1%	1%	1%	4%	4%
Landfill	<1%	0%	<1%	0%	<1%

Food waste data 2021 — 2025: Fruition, FieldFresh Foods and FieldFresh Veg as percentage of total product.

Note: Fruition, FieldFresh Veg and FieldFresh Foods are reported together as packhouse, processing and distribution operations with broadly similar product flows; Yukon Farms is reported separately, as farm-level food loss occurs at different stages and requires different measurement approaches.

CASE STUDY: RESPONDING TO CLIMATE-RELATED FOOD LOSS AT FIELDFRESH FOODS

A conversation with Craig Verwey, Food Waste Champion, FieldFresh Foods

Unusually high rainfall in 2025 created significant operational pressure across FieldFresh Foods' fresh produce supply chain. Produce quality, consistency and shelf life were all affected; in some cases, sizes fell well below specification and certain crops, including spinach, experienced severe supply disruptions due to prolonged wet conditions.

The year highlighted the increasing impact of climate change on fresh produce supply chains. As a business processing large volumes of agricultural products into soups, juices and prepared foods, FieldFresh Foods is particularly exposed to disruptions in produce quality and availability.

During the year, FieldFresh Foods also piloted a new storage programme aimed at improving product utilisation and reducing food loss. Performance under the year's difficult conditions was below expectation, but we gained useful insights into product behaviour, storage conditions and process limitations, which helped inform targeted improvements to storage and handling practices.

The majority of food loss at FieldFresh Foods continues to be diverted to animal feed rather than landfill, including peels, pips and other by-products that are not suitable for human consumption but remain valuable within agricultural systems.



Unusually high rainfall in 2025 affected produce quality, consistency and shelf life, impacting crops such as spinach.

Sustainable Packaging



GOALS

Ensure that all packaging used by Unlimited Group is 100% recyclable, reusable or compostable by 2030, while reducing plastic packaging where possible.

OBJECTIVES

1. Generate packaging baseline data for all business units
2. Ensure all packaging is recyclable
3. Reduce plastic use and packaging weight where appropriate and possible
4. Eliminate 'red-rated' plastic
5. Increase recycled content in plastic packaging
6. Ensure all paper and cardboard packaging is FSC-certified

PREPARING FOR THE FUTURE

Our 2025 audit assessed 2,188 tonnes of primary and secondary packaging across the Group — 95,3% green-rated — and included our first consolidated tertiary packaging assessment.

The most significant regulatory development affecting our packaging is the [EU Packaging and Packaging Waste Regulation \(PPWR\)](#), which sets binding requirements for all products entering the EU market. By 2030, all EU packaging must be recyclable or reusable in practice and at scale. From 2028, packaging minimisation requirements begin in earnest and restrictions on expanded polystyrene become even tighter in 2029.

For fresh produce exporters, this presents a significant challenge. Packaging cannot simply be stripped back as it remains critical in protecting product, maintaining shelf life, reducing food waste (especially in transit) and ensuring export quality on arrival. The legislation understands this, but it sets the direction firmly: lighter, simpler, more recyclable — without compromising food safety.

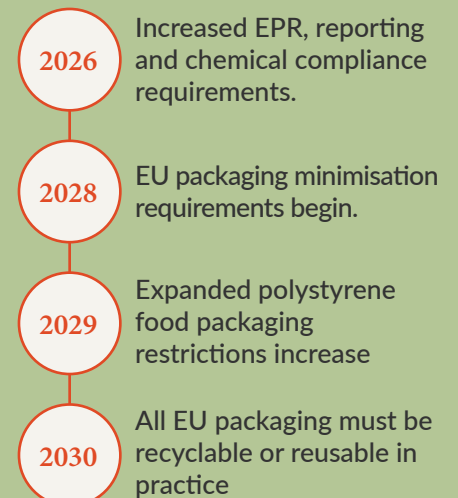
The UK Plastic Packaging Tax adds a further dimension, penalising packaging containing less than 30% recycled plastic content. Stricter controls on PFAS* and other substances of concern in food-contact materials are also being phased in, increasing the importance of supplier declarations and chemical compliance documentation across our supply chain.

Our packaging development has been aligned to retailer RAG (Red-Amber-Green) frameworks since 2019, which map closely onto this legislative direction. That alignment means we are not starting from scratch. See Appendix for the latest retailer RAG tables.

**PFAS refers to per- and polyfluoroalkyl substances, a broad class of synthetic chemicals valued for their resistance to heat, water, oil and stains, but associated with long-term environmental persistence and potential risks to human health and ecosystems.*

REGULATORY TIMELINE

The packaging industry is moving steadily toward more circular systems. For fresh produce exporters, the strongest long-term packaging solutions will be those that successfully balance sustainability, recyclability, functionality and food protection.



2 ZERO HUNGER



13 CLIMATE ACTION



11 SUSTAINABLE CITIES AND COMMUNITIES



15 LIFE ON LAND



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



Sustainable Packaging

PRIMARY AND SECONDARY PACKAGING

Our primary and secondary packaging assessment in 2025 found that 95,3% was classified as Green-rated — recyclable or reusable materials aligned to our major retail frameworks. Amber-rated packaging remained negligible at 0,3%. Red-rated packaging accounted for 96 tonnes or 4,4% of the total.

The increase in Red-rated packaging from 1% in 2024 to 4,4% in 2025 is almost entirely attributable to a single factor: significant export growth in Icon Fruit's Stone Division, which expanded the use of thin sponge layers in apricot packaging.

These materials are necessary to protect delicate export fruit in transit and currently have no commercially viable recyclable alternative at the required specification; alternatives are under evaluation.

Seasons 2019–2025
(% by RAG rating)

	2025	2024	2023	2022	2021	2020	2019
Green	95%	98%	96%	97%	97%	84%	81%
Amber	0%	0%	1%	2%	1%	12%	11%
Red	4%	1%	3%	1%	2%	4%	8%



TERTIARY PACKAGING: A NEW BASELINE

The 2025 audit included a consolidated assessment of tertiary packaging for the first time. Our reporting scope now includes the pallets, straps, corner pieces, buckles, nets, thermoblankets and gel packs used across our logistics and transport operations.

We assessed 395,2 tonnes of tertiary packaging in 2025. Of that, 99,8% was classified as Green-rated (paper and plastic materials), with 0,7 tonnes in Amber (steel and wood). No tertiary packaging was Red-rated according to these principles. This gives us a baseline against which future years can be tracked and improvements measured.



OUR PACKAGING DIRECTION

Our packaging development is moving toward recyclable mono-material formats — mono PE, mono PP and clear PET — and away from complex laminates, PVC and materials that cannot be recovered in mainstream recycling streams.

Recycled content, particularly food-grade rPET, will become a greater part of our packaging mix as supply chains for these materials mature. Lightweighting and pack efficiency improvements are ongoing, driven partly by cost and partly by regulatory requirements. Changes must be validated against shelf life, food safety and export quality before they can be implemented.

Sustainable Packaging

BUSINESS UNIT HIGHLIGHTS

The high Green-rated share reflects the group's focus on recyclable, reusable and retailer-aligned packaging, shaped by deliberate, commercially driven and ongoing business unit decisions.



Yukon Local made the most significant packaging change during the year, continuing its transition from rigid punnets to flexible bags. This reduced total material use by 41,4%, lowered packaging weight, improved recyclability and aligned with EU and retailer packaging expectations.



Freshmark will transition its remaining punnet lines to bags from June 2026, at which point about 95% of the local business will operate on bag-based packaging. This is the clearest example across the Group of a packaging decision that simultaneously improves sustainability performance, reduces cost and aligns with where retail requirements are heading.



Icon Fruit was the Group's largest packaging user in 2025, driven by significant export growth in the Stone Division. The rise in Red-rated packaging is concentrated here — thin sponge layers used in selected apricot export formats, necessary for protection in long-haul export. Suitable alternatives are being evaluated, but have not yet been validated to the required performance standard.



Fruition, FieldFresh Foods and Yukon Export all reduced packaging usage in 2025 despite stable or growing sales volumes, reflecting improved efficiency rather than declining activity.

Fruition made no major packaging changes; reductions are attributed to product mix and ongoing optimisation.



FieldFresh Foods. Reductions were driven by improved stock control, more accurate data capture and stronger packaging management



Yukon Export maintained reductions despite increased sales volumes.



Equality

GOALS

Our goal is to create an inclusive culture where people feel valued and empowered, while making a positive impact in the communities we serve through equal opportunities and belonging.

OBJECTIVES

1. Promote a diverse, equitable and inclusive workplace where everyone can succeed
2. Foster a culture of belonging, respect and equal opportunity for all employees
3. Support the growth and well-being of the communities we serve through meaningful engagement
4. Create sustainable social impact by investing in people, partnerships and community development

OUR PEOPLE AND COMMUNITY

A farming business is only as strong as the people running it — on the farms, in the packhouses and in the communities where we operate. In 2025, our focus on equality moved across three fronts: transformation through our B-BBEE commitments, skills development and enterprise support, and direct community investment in the schools and regions closest to our operations.

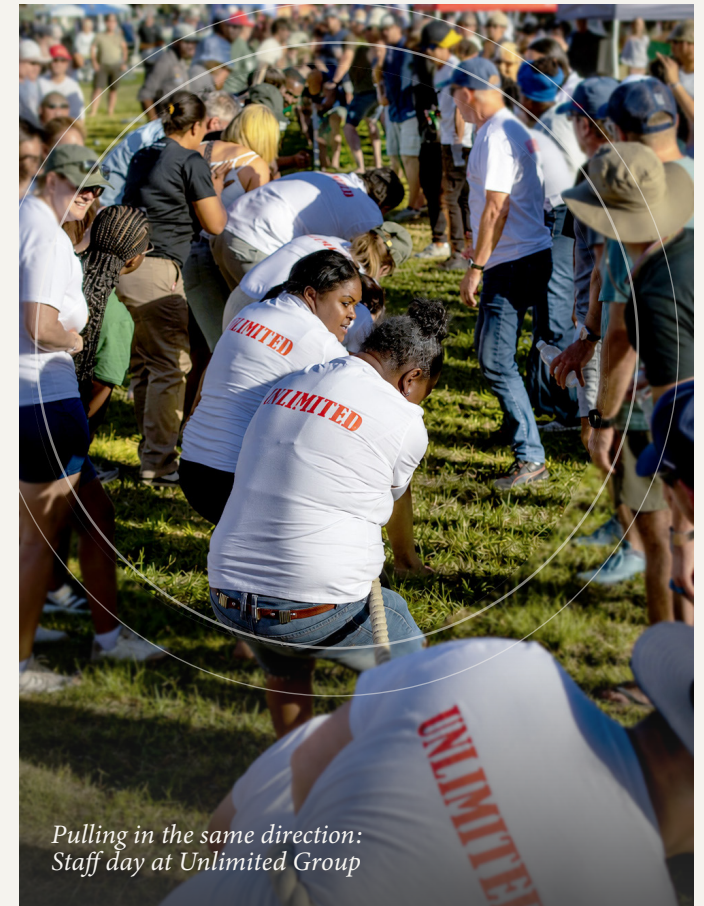
TRANSFORMATION: B-BBEE

We maintained a Level 2 B-BBEE rating across Fruition and FieldFresh in 2025, with a total score of 95,10 out of 119.

This ongoing achievement reflects our sustained commitment to meaningful transformation through:

- Investing in skills development initiatives that empower previously disadvantaged individuals, both internally and externally.
- Supporting emerging farmers through enterprise and supplier development programmes.
- Driving socioeconomic upliftment through focused community investment initiatives.

A full view of our B-BBEE scorecard is available in [Appendix B](#).



*Pulling in the same direction:
Staff day at Unlimited Group*

Equality

Enterprise development: Fruition emerging farmers

Fruition, through our partnership with Woolworths' Local Economic Supplier Development initiative, supports emerging farmers with technical mentorship, hands-on guidance and access to markets.

Fruit farmers Bongani Thobela, pictured below far left, and Debesho Serage, pictured below far right, are both building successful stone fruit operations.

Thobela Royale Farm, Thobela's 28-hectare orchard in Mpumalanga, specialises in nectarines and peaches. Serage has followed a similar path, transforming his family's land in Limpopo into Groundstone Farm in 2014 and now managing a 5-hectare operation. Both farmers bring engineering backgrounds to agriculture, combining precision and patience in ways reflected in their results.

A warm thank you to Lauren Fouché and Michael Oosthuizen from Fruition, whose mentorship, guidance and belief have been instrumental in making these success stories possible.



Community investment: Western Cape — Amstelhof Primary

In partnership with [KHULA Development Group](#) — a non-profit focused on preventing school dropout among primary school learners from under-resourced communities — we ran two outreach events at Amstelhof Primary School in Paarl in 2025.

At the start of the school year, we brought in two speakers for Grade 6 and 7 learners. Myles Minnaar, the founder of The Village Guy, a storytelling platform celebrating local talent, spoke about the value of education and the power of persistence. Tiaan Vermeulen, who works at a psychiatric clinic in Stellenbosch, addressed the dangers of drug abuse. Yukon provided stationery for the learners on the day.

On Earth Day, the Sustainability Team, together with the broader Shared Services Team, led an interactive session with learners — presentations on environmental responsibility and the importance of being 'Heroes for the Earth' were followed by the children joining our CFO, Barry Brink, in planting succulents.



Learners at Amstelhof Primary in Paarl got their hands into the soil when they planted succulents on Earth Day.

Return to Thicket: Eastern Cape

The Return to Thicket team, led by Nick Hamp-Adams, donated cricket equipment to the school team at Brandovale Primary School in Klipplaat and ran environmental education sessions at schools in and around Jansenville and the Krompoort site.

The sessions introduced learners to spekboom restoration — what it is, why it matters and how it connects to tackling climate change.



Brandovale Primary School cricket team sporting their new gear.



Spekboom restoration project near Jansenville.

Looking Ahead

MOVING FROM MEASUREMENT TO ACTION

The work in this report has been about building stronger baselines: better data, more consistent methods and clearer links between measurement and action. The next phase is to make those systems more continuous and more integrated with decision-making across the Group.

Water will be a key focus. South Africa's water risk is not abstract; it is part of the daily reality of farming, packing and processing. We are working on a more structured water strategy, including data collection and reporting tools that follow the same logic as our carbon footprint calculation platform. The aim is to move from annual consolidation towards more regular, comparable water data across sites, supported by clearer metering, abstraction estimates and efficiency tracking.

We are now aiming to use our quarterly internal ESG reporting to review material data more continuously rather than only at year-end.

In our packaging pillar, we will continue to get ahead of the challenges created by new regulation, particularly the EU Packaging and Packaging Waste Regulation. The direction is clear: packaging must become lighter, simpler and more recyclable. Our task is to implement those changes in a way that protects produce transport resilience, shelf life and food safety, while keeping cost impacts as low as possible.

At Return to Thicket, the focus remains on planting, and building the scientific foundation for credible restoration and carbon removal. Alongside field measurements, biodiversity monitoring and soil carbon research, we are continuing in-house work on building remote sensing models for measuring above- and below-ground carbon. Collaboration with other restoration organisations will be important as the Eastern Cape is becoming a focus of long-term landscape restoration.



At Return to Thicket, the focus remains on planting and building the scientific foundation for credible restoration and carbon removal.

Berry Select joined the Group during the 2025 reporting period, bringing a new opportunity to apply the experience already developed across other business units. The priority is to support the business in strengthening sustainability measurement from the start, while identifying practical emission reduction opportunities. One immediate area of focus is energy: moving away from generator reliance where possible and exploring solar-powered solutions.



Berry Select joined the Unlimited family in 2025, bringing 20 years of berry growing experience with it.

Acknowledgements

We would like to thank the following people who contributed their time, expertise and insights into the 2025 Sustainability Report:

- Unlimited Group Management
- General Managers
- Sustainability Unit
- Sustainability Champions
- Financial Departments

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Edited by
Anne Taylor

This report would not have been possible without the continued support and input from the following partners and external organisations:



Compliance bodies

At Unlimited Group, we have made strong progress in embedding sustainability into our compliance framework. Through programmes such as SIZA CARES, GlobalG.A.P., SPRING and Farming for the Future, we are strengthening environmental, ethical and agricultural compliance while promoting responsible and sustainable practices across the Group.

Standard	Category	What it covers	Scope
GLOBALG.A.P.	Farm assurance	Good agricultural practices covering food safety, traceability, worker welfare and environmental care	Farm Level & Packhouse
GLOBALG.A.P. Sustainable Program for Irrigation and Groundwater Use (SPRING)	Farm assurance	Demonstrates commitment to more responsible on-farm water stewardship	Farm Level
Sustainability Initiative of South Africa (SIZA)	Social and ethical	Social compliance framework for South African agriculture covering labour rights and working conditions	Farm Level & Packhouse
Sedex Members Ethical Trade Audit (SMETA)	Social and ethical	Ethical trade audit covering labour standards, health and safety, environment and business ethics	Farm Level
Supplier Ethical Data Exchange (SEDEX)	Social and ethical	Global platform for sharing responsible sourcing data on labour health & safety and environmental performance	Site level
SIZA Environmental	Environmental	Assesses water, energy, waste, biodiversity and soil management on farms	Farm Level
Linking Environment and Farming (LEAF) Marque	Environmental	Integrated farm management promoting sustainable food production, biodiversity and efficient resource use	Farm Level
Farming for the Future	Farm assurance	Woolworths-led programme covering climate, water, soil health & safety and environmental performance	Farm Level & Packhouse

Appendix A.1: RAG Tables

The updated Red-Amber-Green (RAG) classification tables form the basis of the 2025 packaging assessment. As aligned to Tesco for International:

RED Materials we need to remove	AMBER Materials we will either investigate alternatives for or use only where required	GREEN Materials we will continue to use and use as replacements for the red list
Compostable / PLA & Biodegradable Plastics	NIR Black HDPE (non-food grade)	Sustainably sourced Paper & cardboard (FSC/PEFC)
Oxy/Oxo degradable plastics & water-soluble plastics	Non-PE flexible films (incl. complex laminates)	Rigid PET – Polyethylene terephthalate (Clear only)
Polystyrene	Foiled paper	Glass
PVC & PVdC	Wood & Cork	Steel & Aluminium
MDF	New material innovations	Rigid PP – Polypropylene (films, caps, etc.)
Waxed & Siliconized Paper	Bio-based polymers	Mono PE or PP Flexible film
Expanded / Foamed / Density Modified plastics	Shrink sleeves (perforated, incl. messaging to remove, max ink coverage of 60%)	Paper / board with plastic; single side lamination <10% by weight
Rigid black plastic	Spouted pouches of mixed material	Mono PET lidding film on PET tray
Waxed paper & complex laminated using aluminium layers for decoration	Expanded PP (EPP)	Mono material spouted pouch
Complex laminated using aluminium layers for decoration		
Composite drums		

Adopted from Tesco UK Packaging Preferred Material Guidelines Version PM Date: 080324

Appendix A.2: RAG Tables

The updated Red-Amber-Green (RAG) classification tables form the basis of the 2025 packaging assessment. For Local Market, as aligned to Woolworths:

RED Materials we need to remove	AMBER Materials we will either investigate alternatives for or use only where required	GREEN Materials we will continue to use and use as replacements for the red list
PVC & PVdC	Approved use of multi-layered, Multi-polymer flexible materials with and without Alu Foil	Glass
Compostable	Approved use of Imported packaging where local supply is available	PET – Polyethylene terephthalate (clear & black)
Biodegradable	Approved use of Multi Polymer rigids	PE all grades
Oxy biodegradable additives	Approved use of 100% Virgin Plastic where PCR is available. Natural water bottles.	PP
Multi-layered, Multi-polymer flexible materials with and without Alu Foil	Approved use of Expanded Polystyrene	Tin plated steel
Expanded Polystyrene (EPS)	Approved use of non-recyclable mono polymer flexible materials.	Pure Aluminium
Uncertified paper, board and all other forest products, e.g. wood, bamboo & finished products like roller towel, toilet roll, paper plates, cutlery, etc.	Approved use of metal inserts in rigid plastics	Mono plastic flexible materials
PLA – excluding sugar cane derived for bag sealant	Approved use of Non-Recyclable materials, where no recyclable solution is available globally.	Green PE & PET plastic from sugar cane bio gas
Non-Recyclable materials	Approved use of PLA from Sugar Cane	Wood & Bamboo (must be FSC, PEFC or SFI certified)
100% Virgin Plastic where PCR is available (excluding water bottles)	Approved use of Composite Cans	Paper & Board PFAS / PFOS & PAA free (must be FSC, PEFC or SFI certified)
Imported packaging where local supply is available	Approved use of PVC lid gaskets	EVOH barrier polymer for PE and PP co-extrusions
Metal inserts in rigid plastic packaging excluding floss capsules		PCR Content (rPET / rPP / rPE / Paper)
PETG & PVC shrink sleeves		Sugar cane derived PLA impregnated paper (for tea filter paper only)
Bio Plastics from staple crops		Natural / Clear packaging
Embellished packaging		HIPS
CPET		
Coloured bottles and other containers including embellishments		
PFAS / PFOS		
UV printing ink for direct contact food.		

Appendix B: B-BBEE Scorecard

Element	Weighting	Score
Ownership	25	24,53
Management control	19	9,27
Skills development	20	14,65
Enterprise and supplier development	40	31,65
Socio-economic development	15	15,00
Total	119	95,10

Appendix C: Water-risk screening summary

Site group	Provinces represented	No. of sites assessed	Relevant Aqueduct weighting	Overall water-risk exposure	Main risk drivers	Management response
Farms	Eastern Cape, Western Cape, Free State, Gauteng	5	Agriculture	Extremely High	Baseline water stress, baseline water depletion, drought exposure and rainfall variability	Improve water-use measurement, abstraction estimation, irrigation efficiency where relevant, and drought resilience planning.
Packhouses & production sites	Gauteng	3	Food & Beverage	Extremely High	Baseline water stress, baseline water depletion, supply reliability and wastewater-related contextual risk	Prioritise metering, water intensity tracking, hygiene-related water controls, wastewater management and supply continuity planning.
Offices	Western Cape	1	Default	Extremely High	Baseline water stress and municipal water-supply exposure	Maintain basic efficiency controls and monitor municipal water use.

Methodology note:

[WRI Aqueduct](#) was used as a desktop screening tool to assess basin-level water-risk exposure across selected owned and leased properties. The assessment does not measure site-level water consumption, legal water availability, borehole abstraction or site-specific hydrological impact. Results are used to prioritise water stewardship actions across higher-dependency operating sites.